ALIBABA GLOBAL TALENT DEVELOPMENT (AGTD)  

Alibaba Global Leadership Academy (AGLA) is the umbrella organization responsible for developing unique talent programs for various levels within Alibaba Group, dedicated to nurturing the global skills and mindset required for international growth.

Alibaba Global Talent Development Program (AGTD): The AGTD program is under AGLA and is the latest program aimed at developing global talents in Alibaba.

Through 2 years within Alibaba’s core business units at the headquarters in Hangzhou, combined with classroom and experiential learnings, AGTD members will gain in-depth business knowledge and cultural experience at Alibaba. We expect AGTD graduates to take critical roles in the businesses, which are highly impactful in Alibaba’s globalization journey.

WHAT WE ARE LOOKING FOR

We welcome talents with professional experience in industries including:

- Cross-border e-commerce
- Big data and cloud computing
- Fin-tech and online payments
- International logistics
To be successful in Alibaba, we expect candidates to be:

• **Open-minded** toward differences in culture, perspective, and ways of doing business

• **Adaptive to change** Alibaba is a pioneer across many industries. As such, uncertainty is the norm

• **Humble** as we navigate complex situations all the time at Alibaba. No one is perfect

• **Altruistic** because helping others to succeed is helping ourselves

• **Resilient** and strong enough to overcome any type of difficulty

We also ask all applicants to have:

• At least **3 years of work experience**

• **Fluency in English and Mandarin Chinese** (HSK-4 equivalent and above)

**Application deadline:** end of Jan. 2019 (while we will stop receiving new applications once we find the right candidates)

**A TRANSFORMATIONAL EXPERIENCE**

Alibaba and Globalization
Gain first-hand experience and a comprehensive view of Alibaba’s businesses. AGTD provides you with opportunities to learn directly from our management team. You will become part of our globalization journey and help build bridges between China and the rest of the world.

Business Connections
Learn and work at one of the world’s leading global technology companies. With AGTD, you will be working with smart people who are more than willing to share and learn from you, too. You will be able to deepen your professional experience in the industry.

Cultural Immersion
Experience Alibaba’s unique culture through the eyes of a local. Participants are assigned a “work buddy” and a “life buddy” to help develop a deep understanding of company philosophy, and adapt to life in Hangzhou.
**Impacting Society**

Do good for both the local and global communities by participating in volunteer activities, engaging with rural business partners, and helping Alibaba empower individuals and businesses around the world to fulfil our company mission of making it easy to do business anywhere.

**Innovation**

Experience the cutting-edge of internet technology, working closely with the most innovative pioneers of the new digital economy. In a customized speaker series, Alibaba leaders will provide insight and analysis that are only available with AGTD.

**Accelerated Growth**

Through 2 years within Alibaba’s core business units at the headquarters in Hangzhou, you will be expected to learn and grow fast. AGTD graduates are crucial to Alibaba’s globalization strategy, so there are plenty of opportunities for you to thrive with Alibaba.

**AGTD Positions**

- Operation-Merchants Platform (Middle East/Europe Market) - AliExpress
- Operation-Fashion Category (Middle East/Europe Market) - AliExpress
- Business Development/KA Management (Europe Market) - Tmall Global
- Global Developer Operation & Relationship Building Specialist-Alibaba Cloud
- Data Transformation Consultant (Europe Market) - Alibaba Cloud
- Data Transformation Consultant (Asia Pacific Market) - Alibaba Cloud
- Market Research Analyst-Alibaba Cloud
- Logistics Expert (Middle East Market) - Cainiao
AliExpress

Brief Introduction of AliExpress:

AliExpress is an online shopping platform which offers customers all over the world access to a massive selection of quality products with competitive prices. Our customers come from 243 countries and regions, including all 193 United Nation members. They shop everything from apparel to electronics, jewelry & watches, home goods, furniture and health & beauty products, enjoy Smarter Shopping, Better Living via AliExpress.

- AGTD-Operation-Merchants Platform (Middle East/Europe Market) - AliExpress

Job description:

Responsible for merchants’ expansion, such as merchant enrollment or seller management.

1. Investigate and analyze cross-border sellers’ opinions of AliExpress for product optimization.
2. Conduct product operation including user maintenance, dealer coverage, marketing activities, data analysis and troubleshooting.
3. Facilitate dealers in each operation link and accelerate sustainable growth of sellers in the target market.
4. Internal team communication and coordination, including marketing team, product team, customer service team and logistics team.

Job requirements:

1. Possesses overseas consumer insight, understands cross-border e-commerce trends, business perspective and prospective.
2. With brands/merchants operations capability, familiar with cross-border trading. Business development and marketing experience is preferred.
3. With strong project management skill, problem analysis skill, and strong communication skills.
4. Makes business decisions through data analysis.
5. Proactive, enthusiastic, curious.
6. Fluent in both English and Chinese; with bachelor degree or above.

• AGTD-Operation-Fashion Category (Middle East/Europe Market) - AliExpress

**Job description:**

**Category Manager:**

1) Familiar with the market demand and culture of major overseas countries, formulate and implement buyer operation plans.
2) Formulate category annual planning and strategy based on user needs and category/industry trends.
3) Conduct category planning, analyze commodity and market data, discover emerging category markets, and establish mechanisms for acquisition.

OR

**Contents Specialist:**

1) Responsible for the formulation and implementation of content relating to AliExpress fashion, beauty, and mother and baby categories.
2) Integrate internal and external resources to plan activities/events which create strong product/platform visibility.
3) Design and plan activities with category managers and top sellers.
4) Analyze of core data to optimize content, activities and implementation of user needs.

OR

**Seller Manager:**

1) Classify and manage sellers. Develop operation strategies and plans.
2) Through data analysis, summarize common problems that exist within seller operation, propose and implement solutions through the platform operation mode.
3) Recruit capable sellers.

**Job requirements:**

1. Relevant e-commerce, brands or retail experience --fashion, beauty, mothers and babies, etc.
2. Possesses overseas consumer insights, understands cross-boarder e-commerce trends, business perspective.
3. Strong business acumen and commercial sense.
4. Good process management methods, thinks logicality and goal orientated.
5. Fluent in both English and Chinese; with bachelor degree or above.

**Tmall Import and Export Business Division**

Brief Introduction of Tmall Import and Export Business Division:

Tmall Import and Export Business Division is composed of Tmall Global and Tmall World. It is committed to linking brands and consumers all over the world to realize the company's strategy of "Global Buy and Global Sell".

The import business “Tmall Global” is the No.1 import ecommerce platform in China and propels the consumption upgrading of the country by offering products from 73 countries and 18,000+ brands to Chinese consumers.

The export business “Tmall World” helps Chinese brands and merchants to sell globally through our cross-border ecommerce platform.

• **AGTD-Business Development/KA Management (Europe Market)-Tmall Global**

**Job description:**

1. Set up business plan according to Tmall global local market plan. Independently complete business development plan and take ownership of the entire process of recruiting new business partners.
2. Work with category leaders to develop cross-border e-commerce strategy and ensure smooth implementation, be responsible for negotiations and maintain regular communication.
3. Coordinate various kinds of business issues for related key accounts.
4. Leverage external third party resources to develop Tmall global local market business, and enable key business partners to strengthen the capabilities.
5. Responsible for quantitative data analysis and management regarding key category and business partners.

**Job requirements:**

1. Strong negotiation capability, familiar with local business practices.
2. Logical thinking and strong business data analysis ability.
3. Understands market intelligence of the industry, able to analyze problems and propose corresponding solutions.
4. Local education background or work experience is preferred.
5. More than 3-5 year's experience in E-commerce or Internet industry is preferred.
6. Retail background or strategic consulting industry is preferred.
7. Fluent in both English and Chinese; with bachelor degree or above.

**Alibaba Cloud**

Brief Introduction of Alibaba Cloud:

Founded in 2009, Alibaba Cloud is a world-leading cloud computing service provider serving enterprises, developers, and public sector in over 200 countries and regions. In January 2017, Alibaba Cloud became the official Cloud Services Partner of the International Olympic Committee. Alibaba Cloud already has over 1,000,000 paid users, in the quarter ended December 31, 2017.

Alibaba Cloud has 47 availability zones in 18 regions across the globe, providing reliable cloud computing services for several billions of users worldwide. In addition, Alibaba Cloud provides global customers with hybrid cloud solutions by deploying over 200 clouds on unified Apsara operating system platform.

Alibaba Cloud strives to deliver secure and reliable cloud computing and data analytics capabilities via online portal, making cloud computing and artificial intelligence technologies more inclusive.

• **AGTD-Global Developer Operation & Relationship Building Specialist-Alibaba Cloud**

**Job description:**

1. Responsible for global developer operation and relationship building of Alibaba Cloud, including platform planning, feature optimization, product iteration etc.
2. Build global developer operation system of Alibaba Cloud, generate operation strategy, and achieve consistent growth of global developers in Alibaba Cloud ecosystem.
3. Build Alibaba Cloud global developer relationship; promote retention rate and activity rate of global developers continuously.
5. Make improvement plans and enhance product and operation quality continuously based on data and user feedback.

**Job requirements:**
1. More than 3 years’ operation experience in large Internet companies, relevant experience in developer community operation is preferred;
2. Experienced in planning, operating, and deploying Internet products;
3. Familiar with primary global developer communities, such as Stack Overflow, GitHub, and Reddit etc., well connected with global developers;
4. Able to communicate in both English and Mandarin as working language;
5. With a deep understanding of Cloud Computing industry; knowledge of Internet technologies and technical background are preferred.
6. Fluent in both English and Chinese; with bachelor degree or above.

**AGTD-Data Transformation Consultant (Europe Market) - Alibaba Cloud**

**Job description:**
1. Promote data intelligence solutions to global customers and support sales team to achieve sales target.
2. Manage the data intelligence business model and build relationships with partners and customers in this ecosystem globally.
3. Effectively communicate with the senior level customers, transform business requirements into technical requirements and design competitive data intelligent solution to meet customers requirements.
4. Participate deeply in benchmarking projects or joint innovation projects with key customers to ensure the success of projects.
Job requirements:
1. Have a strong understanding of big data/AI domain.
2. Familiar with at least one of these industries: transportation, logistics, manufacturing, healthcare, finance, telecom, retail, etc.
3. Experience in consulting or project development.
4. Strong ability to actively communicate with others; openness and cooperation; willingness to engage in forward-looking work.
5. Fluent in both English and Chinese; with bachelor degree or above.

• AGTD-Data Transformation Consultant (Asia Pacific Market) - Alibaba Cloud

Job description:
1. Promote data intelligence solutions to global customers and support sales team to achieve sales target.
2. Manage the data intelligence business model and build relationships with partners and customers in this ecosystem globally.
3. Effectively communicate with the senior level customers, transform business requirements into technical requirements and design competitive data intelligent solution to meet customers requirements.
4. Participate deeply in benchmarking projects or joint innovation projects with key customers to ensure the success of projects.

Job requirements:
1. Have a strong understanding of big data/AI domain.
2. Familiar with at least one of these industries: transportation, logistics, manufacturing, healthcare, finance, telecom, retail, etc.
3. Experience in consulting or project development.
4. Strong ability to actively communicate with others; openness and cooperation; willingness to engage in forward-looking work.
5. Fluent in both English and Chinese; with bachelor degree or above.
**AGTD-Market Research Analyst-Alibaba Cloud**

**Job description:**
1. Familiar with market of cloud computing, with experience in well-known market research and consulting companies domestic or abroad, preferably with analysts and research institutions experience.
2. Analyze industry and customer in 2B market, and product structure characteristics in a data-driven manner to assist business units in developing strategies.
3. Be creative and face challenges, passionate about work, good communication skills and teamwork skills.
4. Good at solving problems with data, high data sensitivity, and ability to quickly master SQL, R and other analysis tools.

**Job requirements:**
1. Be familiar with cloud computing and other related market fields. Experience in global well-known market research and consulting companies.
2. Good at solving problems with data. High sensitivity to data, able to quickly master SQL, R and other analysis tools is preferred.
3. Can analyze the characteristics of industry and regional customers, suppliers and commodity structure in a data-driven manner, and assist business departments in formulating strategies.
4. Have the courage to innovate and face challenges; be passionate about work; have good communication skills and teamwork ability.
5. Fluent in both English and Chinese; with bachelor degree or above.

**Cainiao**

Brief Introduction of Cainiao

Cainiao Network Technology Co., (“Cainiao”), founded in May 2013, is a technology company and the logistics affiliate of Alibaba Group. It takes a collaborative approach to logistics with an innovative data platform that improves efficiency and customer experience for all players along the supply chain. It carries forward Alibaba’s mission of making it easy to do business anywhere by aiming to deliver anywhere in China within 24 hours, and across the globe within 72 hours. Currently, Cainiao’s delivery network covers
224 countries and regions globally and about 2,800 districts and counties in China. It enables the delivery of on average of over 60 million packages a day.

**AGTD-Logistics Expert (Middle East Market) - Cainiao**

**Job description:**
1. Identify, negotiate and build close partnerships with local fulfillment, delivery and customs clearance service providers.
2. Understand local consumer and business needs for logistics. Understand the logistics competitive landscape. Help Hangzhou HQ to understand customer needs and provide customized solutions.
3. Manage the day-to-day operations of Cainiao local fulfillment centers, local pickup, last mile delivery drivers, and import and export customs clearance agents.
4. Monitor daily performance data, and set up monthly/quarterly business reviews with Cainiao partners.
5. Work with cross-functional teams in China to connect and implement Cainiao IT systems for local fulfillment centers and logistics partners.
6. Lead continuous improvement projects to improve the quality of order fulfillment and local operations. Complete root cause analysis, provide creative solutions with measurable goals, and implement plan with clear results. Maintain documentation for internal reference.

**Job requirements:**
1. Bachelor’s degree in Logistics or a related field. MBA preferred.
2. 5+ years global logistics experience (global e-commerce experience is preferred).
3. Understanding of KPI-based approach to performance.
4. Ability to communicate with IT-developers and IT-product teams.
5. Experience with fulfillment center operation is preferred.
6. Fluency in Chinese and English is a must.