# McDonald's HONGKONG MCTALENT PROGRAM

## WE CARE ABOUT YOUR CAREER

At McDonald's, we are here to provide you with the Campus Program for 2021 fall intake.

With our development opportunities and your dedication to this career, we look forward to driving a distinctive change for our future talents.

We have McTalent Program in 2021 for students in different segments to best develop their future careers.

## MCTALENT PROGRAM

### Final year Bachelor's degree graduates or above

At McDonald's, we name our *high-achievers as "Talents".* 

This program aims to hire the best-suited candidates to be groomed as our future leaders in operations.

### To be successful in the McTALENT Program, you will be

A graduate with strong passion in restaurant operations. We provide a challenging yet rewarding program for career builders.

### Adhering to the career path, you will gain the following opportunities :

- Learn the essence of store management for 30 months and become a RGM (Restaurant General Manager).
- Enhance your leadership and management skills by engaged in job-related tasks.
- After experience in various store-experience-related journey, you will become an independent RGM to manage a restaurant with over 10M annum sales.

# **Career Path**

### **Further Development to Middle Management**

- Manage over 200M annually sales on average
- Engage in Taskforces for business development
- Manage <u>7 9 stores</u>
- Lead over 350 staff

### **Remarkable achievements and accomplishment**

Lead over 50 staff + Manage over 10M annually sales on average

### Effective Management and Leadership Skills Development

Future leader's essential skills will be enhanced by job-related tasks



### **Development to RGM (30 months)**

 4 stages of development with structured training modules to equip you with sound knowledge of restaurant operations and essential life skills

The goal for this program is to nurture the **McTALENT** to be a successful Middle Management within 5 years of joining



Nick Ng Restaurant General Manager **The Chinese University of Hong Kong** Gra Major: Bachelor of Science in Biology

Graduation Year: 2015

#### Why McDonald's?

Since graduation, I determined that an ordinary career path would not be my choice as I love fun and challenging opportunities. By the time I joined McDonald's in 2017, the program was not yet named "McTalent", but the path was already well-set and I was impressed that an F&B company would try a new way to nurture future talents.

Your three words to potential McTalents? Fruitful, Challenging, Teamwork



Phoenix To Restaurant General Manager **The University of Hong Kong** Graduation Year: 2018 Major: Bachelor of Engineering in Industrial Engineering and Technology Management

#### Why McDonald's?

I have been an avid fan of McDonald's since I was a child. I am curious as to how McDonald's sustains its leading position among competitors in the F&B industry in Hong Kong. A large business with over 245 restaurants, I am eager to understand more about its operation.

Your three words to potential McTalents? Achievement, Joy, Passion



Kenneth Choi Department Manager Lingnan University of Hong Kong Graduation Year: 2018 Major: Bachelor of Business Administration

#### Why McDonald's?

The McTalent Program provides me with an opportunity to understand how a mega business operates, especially with more than 245 stores in Hong Kong.

Your three words to potential McTalents? Challenging, Substantial, Meaningful



Edison Yeung Department Manager

i'm lovin' it

**The Hong Kong Polytechnic University** Graduation Year: 2018 Major: Bachelor of Business Administration in Management

### Why McDonald's?

My reason of joining McDonald's was a very special one as I would describe. McDonald's used a wide range of technologies and well-developed systems to foster the business and most importantly, we offer food with enjoyment! I see a great opportunities in working for a company with promising and sustainable business growth.

Your three words to potential McTalents? Milestone, Mature, Meaningful



Kenneth Tsang Department Manager **University of London** Graduation Year: 2015 Major: Bachelor of Laws

#### Why McDonald's?

Having worked in the legal field for a few years I decided that an ordinary 9-5 Job would not suit me. The McTalent Program provides me with an opportunity to pursue a career in the F&B industry which I have always aspire for. McDonalds, as the world leader of QSR with its top-notch training scheme can nurture our success as future industry leaders.

#### Your three words to potential McTalents?

Success driven, Leadership nurturing, People centric



Eagle Cheng Department Manager

i'm lovin' it

**The Hong Kong Polytechnic University** Graduation Year: 2019 Major: Bachelor of Business Administration in Management

#### Why McDonald's?

McDonald's plays an important role in my life. It gives me enjoyment and satisfaction. It provides me with a systematic training, starting from the foundation and basics of McDonald's, all the way to the management level. It is a great opportunity for me to work for a top restaurant brand in the world.

Your three words to potential McTalents? Innovative, Humble, Adventurous



Dora Liu Department Manager The Hong Kong Baptist UniversityGraduation Year: 2019Major: Master of Social Science in Media Management

#### Why McDonald's?

As I have always been interested in the operations, people development and business expansion of the Food and Beverage industry, McDonald's as one of the most valuable F&B brands in the world, can offer me the opportunity to explore this fantasy world.

McDonald's is running a people business rather than merely selling food. On top of a solid restaurant operation base, the company also nurtures its talents' potentials with a mature training system and offers customers excellent dining experience for a sustainable business growth.

Your three words to potential McTalents? Leading, Caring, Learning



Aaron Kwok Department Manager

i'm lovin' it

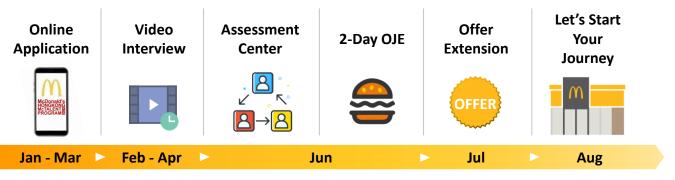
The Hong Kong Baptist UniversityGraduation Year: 2018Major: Bachelor of Business Administration

### Why McDonald's?

McDonald's gives us an opportunity to become a leader in a very short time. In this company as long as you work hard, you will be rewarded. Meanwhile, McDonald's is always at the leading position in the catering industry. You can learn tons of market leading system in this company

Your three words to potential McTalents? Passion, Endurance, Studious

### INSPIRATIONAL JOURNEY





We provide you 2-day On-the-job experience (OJE) in store, to feel the friendly company culture and fun working environment



### Apply by 31 March 2021

Don't wait submit your updated CV, all academic transcripts and reference letters.

Personal data collected will be kept and handled confidentially by authorized personnel for recruitment purposes only. We will retain the applications of candidates not selected for a period of no more than 12 months.

©2021 All rights reserved

### We believe in Youth Talent





McTalent Virtual Assessment 2020



麥當勞精心設計人才發展計劃 培養年輕人



麥當勞人才願景 成為全世界每個社區的最佳僱主



受父薰陶 90後大學畢業生成麥當勞管理專才



<u>麥當勞「McTalent Program」 栽培營運管理專才</u>

