

# TBS Group - Hinrich Foundation

## Talent development partnership - 2017-2018

### Partnership overview



promoting sustainable global trade

hinrich foundation



### Powerful partnership for talent development

More than 25 years of creativity and growth has enabled TBS Group to become a leading multi-sector enterprise in Vietnam, providing integrated solutions for clients involved in footwear, handbags, logistics and retail.

TBS partnered with the Hinrich Foundation in 2017 to help advance its sustainable, ethical business practices across many departments. As the company further expands into the global market, the pipeline of talent nurtured through this program will be vital to its growth.

The Hinrich Foundation advances its mission of promoting sustainable global trade through three interrelated programs: Trade Career Development, Export Trade Assistance and International Trade Research.

The Global Trade Leader Development Program is a partnership program that brings trade industry and university partners together to create immersive career development opportunities for aspiring Global Trade Leaders. Through 2017, the program has fully sponsored university education and employment for 133 aspiring Global Trade Leaders from 12 countries.

This partnership is a powerful skills development, Master's-level education and career path platform helping TBS Group to meet its need for next-generation leaders.

The Foundation co-funds and manages the entire process, including marketing, recruiting, shortlisting of candidates, coordination of the work placement, university onboarding, trade-activity engagement and final career transition. TBS Group co-funds the opportunity, selects the candidate, arranges the work-related components and provides mentoring for true career development.

### Key metrics

## 4 Candidates

As a multi-industry business, TBS Group has a high demand for the next generation of top talent to manage and lead its various departments. Ambitious individuals with high English proficiency and experience in engineering, production management, sales, or logistics would bring great value to TBS Group.

The qualified candidates demonstrate the proactive drive to challenge and improve themselves in various fields of the business.

## 2 Nationalities

To meet its accelerated growth, TBS Group has been opening a new factory every year in Vietnam, and is soon to expand its business to other markets in the region such as Myanmar and Cambodia.

TBS Group focused on Burmese and Vietnamese talent for their first cohort of candidates. The company is committed to recruiting local talent from their growing markets in order to remain a regional leader.

## 3 Universities

After Hinrich Foundation's extensive program search, TBS elected to support candidates in three programs at universities in Vietnam: (1) MSc in Global Production Engineering and Management at the Vietnamese-German University; (2) MBA at the University of Economics HCMC; and (3) BBA program at HCMC International University. With a focus on education within Ho Chi Minh City, Vietnam, TBS Group can strengthen the engagement with their candidates.

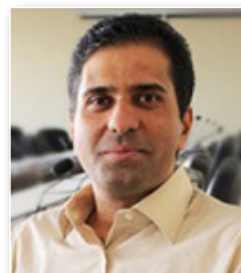
### Corporate partner



*"The most important factor for success is our human resources. We want students to use their knowledge and apply it in practice, creating added value for the company and for society - investment in the development of our team is an investment for the future."*

**Phuong Van Phan**  
Director of Research & Development  
Director of Human Resources  
TBS Group

### University partner



*"We have been impressed for the past three years with the quality of Hinrich Foundation Global Trade Leaders, and welcome the diversity in thought they bring to our programs at VGU. We look forward to continuing to collaborate with the Hinrich Foundation."*

**Dr.-Ing. Mohammadjafar Hadad**  
Senior Lecturer in Machining Processes and Manufacturing Technology  
Vietnamese-German University

For further details, visit [hinrichfoundation.com/trade-partnerships](http://hinrichfoundation.com/trade-partnerships) or contact the Hinrich Foundation at [community.group@hinrichfoundation.com](mailto:community.group@hinrichfoundation.com)

**Global Trade Leader Development Program**

[www.hinrichfoundation.com](http://www.hinrichfoundation.com) [www.tbsgroup.vn/en/](http://www.tbsgroup.vn/en/)