



VF Corporation - Hinrich Foundation

Talent development partnership - 2014-2017

Partnership overview



promoting sustainable global trade

hinrich foundation



Powerful partnership for talent development

VF Corporation is a Fortune 250 company that manufactures and retails apparel, footwear and accessories. It owns more than 30 brands, including The North Face®, Timberland®, Vans®, Lee Jeans® and Wrangler®. Its 2016 revenues were \$12 billion.

VF joined the Hinrich Global Trade Leader Program in 2014 to build its pipeline of local talent to enhance the productivity of its vendor factories' operations in South and Southeast Asia.

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 VF 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. VF co-funds the opportunity, selects the candidate, arranges the work-related components and provides mentoring for true career development.

Key metrics

7 Candidates

The program attracts people with a passion for trade, leadership qualities and the capacity for advanced overseas study. They are committed to embracing the comprehensive opportunity presented and honoring the accompanying responsibilities as they grow their careers in international trade with VF.

Graduates are leaders in their communities, committed to giving back to society and the next generation of talent.

2 Nationalities

As global manufacturers expand investment and production in emerging economies, industry leaders like VF are investing in local human capacity for long-term sustainability.

The seven candidates - six Bangladeshis and one Indian - are each building upon their footwear industry experience and have expanded their global mindset through their exposure. The program equips them to contribute to both the local and international trade sectors.

1 University

After Hinrich Foundation's extensive program search, VF elected to send candidates to The Hong Kong Polytechnic University (HKPolyU) to earn a Master of Science degree in Manufacturing Systems Engineering Management.

HKPolyU consistently ranks in the Top 25 Asian Universities. In 2016, U.S. News & World Report ranked the HKPolyU Engineering Department 15th in the world.

Corporate partner



"We have found much value in co-sponsoring educational and career opportunities for local talent in developing Asia. The foundation's skills development program provides a comprehensive and sustainable approach to our regional needs."

Sonia Cheng
Vice President of Human Resources - Asia
VF Corporation

University partner



"We commend Hinrich scholars, who excel in our program, introduce diverse thought, and have prior experience that allows them to maximize their degree."

Dean H.C. Man
Chair Professor of Materials Engineering & Director of Studies, IGDS
The Hong Kong Polytechnic University



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Alumni testimonials

The alumni of the VF-Hinrich Foundation partnership program are highlighted below, each with a personal testimony about their experience as Hinrich Global Trade Leaders.



Sunil Bishnoi
India

The Hong Kong Polytechnic University
MS in Manufacturing Systems Engineering '17

"I did not know the journey I started with HF & VF would take me to such heights and allow me to achieve such success in my life and career. This scholarship has provided me with hundreds of opportunities for growth and development through immersion in the global city of Hong Kong. Because of this, I have been able to further support my family and make them proud."



Mohammad Nurun Nobi
Bangladesh

The Hong Kong Polytechnic University
MS in Manufacturing Systems Engineering '17

"The opportunity to earn a Masters degree in Hong Kong and begin a career with a world-class company like VF was a dream that has become a reality for me. The skills I have learned at HKPolyU and guidance I have received from Hinrich Foundation have developed my confidence for continued success."



Bibekananda Sarker
Bangladesh

The Hong Kong Polytechnic University
MS in Manufacturing Systems Engineering '16

"This opportunity helped me to see things in whole new perspective. I learned about the best manufacturing and engineering practices around the world, and developed new connections with professionals from VF, HF and other trade organizations that I engaged with for my thesis project and academic needs."



Najmul Haque
Bangladesh

The Hong Kong Polytechnic University
MS in Manufacturing Systems Engineering '16

"Being able to earn a degree on a full scholarship at one of the best engineering schools in the world has been the biggest blessing in my life. This opportunity has allowed me to seek new heights in my career and personal life and consider all potential options ahead!"



Ramzan Miah
Bangladesh

The Hong Kong Polytechnic University
MS in Manufacturing Systems Engineering '15

"This scholarship allowed me to gather knowledge from three sources: 1) academic curriculum, which was strongly related to my current job; 2) best practices from Hinrich Foundation, especially regarding professional communication, and; 3) online courses on international trade. The experience facilitated understanding of my future job and allowed me build a strong relationship with the organization before my actual employment with VF."



Mosaddek Allama
Bangladesh

The Hong Kong Polytechnic University
MS in Manufacturing Systems Engineering '15

"I am so happy to take advantage of this opportunity which provides me the chance to prepare myself for my long term goal of supporting my country and local community. This scholarship has given me a new belief in what is possible, and has given me industry knowledge to succeed. It is an amazing experience to work for VF, one of the most admired companies in the world."



Dipti Hassan
Bangladesh

The Hong Kong Polytechnic University
MS in Manufacturing Systems Engineering '15

"At HKPolyU I gained a new positive perspective on relationships, career sights, and my global mindset. I benefited much from the global networking and learning opportunities which VF offered. This was an essential stepping stone for my engineering career, and now I have a huge opportunity to apply this knowledge for the improvement of manufacturing processes for VF."



VF is proud to have co-sponsored these 7 outstanding VF Corporation - Hinrich Foundation Global Trade Leader Scholars.

We recommend this scholarship and careers program for trade-related companies that are looking to develop high-quality local talent.

For further details, visit hinrichfoundation.com/trade-partnerships or contact the Hinrich Foundation at community.group@hinrichfoundation.com