

# STELLA GROUP

2023 Overseas Management Associate(MA) Program

# BEYOND STARS

2023 海外儲備菁英計畫

工藝淬煉成就不凡！歡迎具突破思維  
勇於挑戰的你，加入Stella集團一起  
躍上製鞋國際舞台！



# AGENDA

- WHO WE ARE
- 2023 BEYOND STARS MA PROGRAM
  - Who We Want
  - What We Offer
  - MA Training Program
  - Timeline
- Estimated Expense
- Gimmick
- Key Vision
- Recruitment Event



# WHO WE ARE

## A Leading Developer and Manufacturer of Multi-categories Footwear

*"...dedicated to 'making the best shoes' since 1982, and widely known for our 'uncompromising commitment to quality, and artisan level' craftsmanship."*

Unparalleled **Craftsmanship**

Leading **R&D and Product Innovation**

**Speed-to-market**

**Industry Know-How** Across Product Categories

**Vertical Integration** of Supply Chain

Sustainability through **Digitalization**



# KEY MILESTONES

1982 Established in Taiwan

1991 Relocation of production operations to China

Supplying to private label customers such as Walmart, Kmart, JC Penny, Sears

1994 Started with men's footwear brand - BOKS

1995 Started with branded customer, Nine West, Clarks, Rockport, Timberland and Wolverine

1998 Overseas expansion First factory in Vietnam

2003 First Nike facility

2004 Started to work with LVMH group and Prada

2007 Listed on Hong Kong Stock Exchange  
01836.HK  
STELLA HOLDING

2012 Started Indonesia factory in Surabaya

2013 Started developing and manufacturing handbag

2016 Started Philippines factory in Clark

2017 Nike facility (Vietnam)

2019/20 New Stella PCC

2022 Started new Indonesia facility in Solo (Nike + Non-Nike )



# Where We Are

01

**Dongguan**  
DONGGUAN

02

**Taiwan**  
TAIWAN

03

**Hong Kong**  
HONG KONG

04

**Macao**  
MACAO

05

**Vietnam**  
VIETNAM

06

**Indonesia**  
INDONESIA

07

**Bangladesh**  
BANGLADESH

08

**Philippine**  
PHILIPPINE

09

**France**  
FRANCE

10

**Shanghai**  
SHANGHAI

11

**Hunan**  
HUNAN

... ..

# MANUFACTURING SITES



# Our Advantages



## Top 10 Market

Stella Group在全球鞋業領域排名前十，業務範圍廣泛，年營業收入超過100億，可為你的職業生涯提供廣闊的發展平臺。



## Mature System

1982年創辦，總部位於廣東東莞，輻射到東南亞，中國大陸內地，業務範圍遍及世界各地，各項制度體系完善



## Overseas Development

外商工作環境，與來自巴西、法國、越南、印度尼西亞等多個國家的同事合作，為你提供跨國交流與工作機會。



## Cross-brand Cooperation

與Prada, Coach, Alexander Wang, MK, NIKE, UA等全球90%的知名品牌建立業務合作關係，且公司創立了獨立輕奢品牌，銷售運營據點遍及全球各大百貨店。

# CUSTOMER BRAND

STELLA

CASUAL

FASHION

LUXURY

SPORT

UGG

Timberland 

MERRELL

 ROCKPORT

CAMPER

VIONIC

COLE HAAN

TORY  BURCH

 MICHAEL  
MICHAEL KORS

LACOSTE 

 COACH

 kate spade  
NEW YORK

rag & bone  
NEW YORK

BALENCIAGA

sergio rossi

AMIRI

ALEXANDER WANG

Chloé

LANVIN  
PARIS

BALMAIN  
PARIS

JIMMY CHOO

Off-White™

 MONCLER®

AMBUSH®

NIKE

  
UNDER ARMOUR.

saucony 

 VIVOBAREFOOT™



# Video: 雲林起家的小鞋廠 今成奧斯卡影后的愛牌



We are no just OEM,  
We are OBM as well

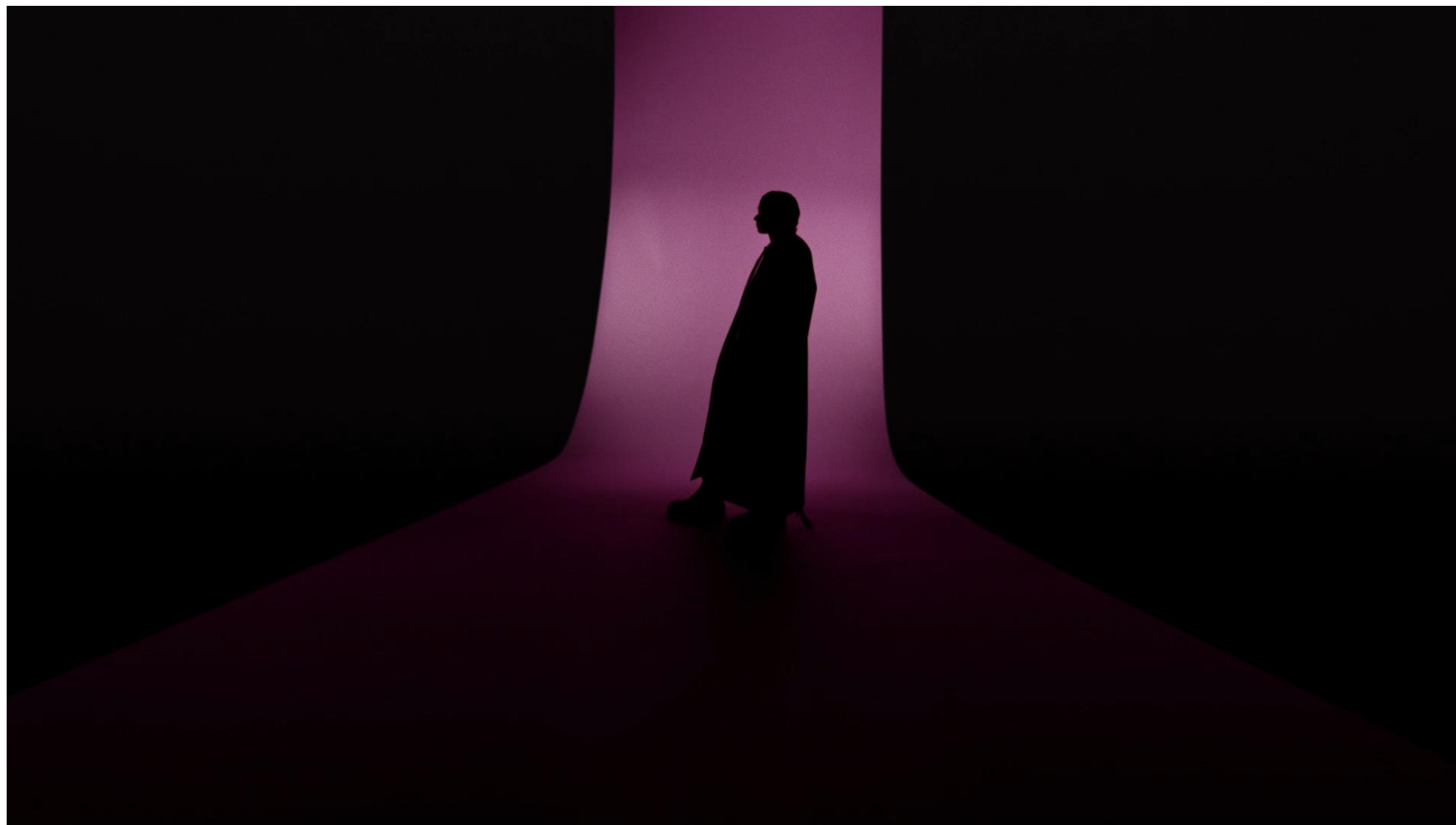
Born in 2006, **STELLA LUNA**  
is an established international footwear designer brand thriving on the fusion of premium quality and fashion-forward modernity. With the Key Takeaway of 'Designed in Paris', 'Made in the most quality committed self-owned factory with experienced and international product development team' · SL team bringing the best from overseas - design from France, leather and atelier master from Italy, back to china and create the products with most delicate craftsmanship. Known for its strong commitments to creating designs that empower women with confidence, STELLA LUNA presents a unique lifestyle for contemporary women drawing inspiration from dynamic aesthetics and fashion style.



STEPHEN CHI,  
FOUNDER



# Video: Stella Luna



# We Care so much about Sustainability

Green Life, Smart Stella



GREEN LIFE PAGE



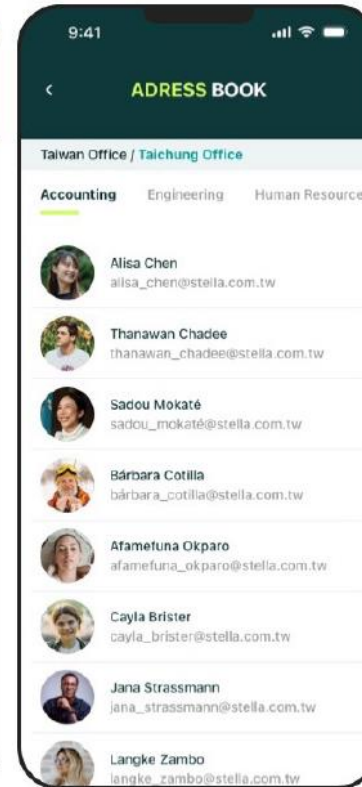
個人資訊頁面



通訊錄頁面



通訊錄詳細頁



室內環境頁面



# ABOUT BEYOND STARS MA PROGRAM

## 2023 海外儲備幹部計畫

BEYOND STARS MA PROGRAM為Stella集團首創跨集團輪調之儲備幹部計畫，加入為期1年的Overseas MA計畫將有機會輪調集團重要單位，跨足品牌客戶、開發設計、工藝製造、生產流程優化等專業領域，並歷練業務實務與海外單位，同時提供跨集團(Nike、Stella、Leather、Retail、策略發展等)全方位的業務培訓，致力培養具有擁有Stella DNA:「STAR」(Supreme 追求卓越、Teamwork團隊合作、Ambitious勇於突破、Resilience持續挑戰)的國際製鞋領域專業人才



**S**upreme  
追求卓越



**T**eamwork  
團隊合作



**A**mbitious  
勇於突破



**R**esilience  
堅忍不懈

# MA TRAINING PROGRAM

## 培訓辦法



- 階段一:
- 透過各部門的介紹，快速融入Stella文化, 了解製鞋產業。
- 高階主管上課

- 階段二:
- 每2個月深度學習部門專業知識，包含品牌客戶、開發設計、工藝製造、生產流程優化等領域
- 培訓期間 12 個月
- 高階主管擔任Mentor
- 跨部門海外專案
- 專業能力(Soft Skill)訓練: 策略規劃、問題分析、專案管理等課程

- 階段三:
- 綜合考核後分發事業單位
- 完成12個月訓練並通過考核後，給予晉升

# WHO WE WANT

- Bachelor or Master degree in any major
- Proficient in Mandarin/English (TOEIC score above 850 or equivalent score of TOFEL, IETLS, GEPT)
- With less than 5 years of working experience, fresh graduates are also welcomed
- Possess Stella DNA: Supreme 追求卓越、Teamwork 團隊合作、Ambitious 勇於突破、Resilience 持續挑戰
- Possess entrepreneurial and analytical traits
- Proficiency in written and spoken English and Mandarin are essential
- Excellent communication, presentation and interpersonal skills in English and Chinese
- Highly enthusiastic in shoe, fashion, luxury industry
- High mobility of business travel, willing to work overseas



# WHAT WE OFFER



Competitive package in market and various overseas benefits ( more than NTD 1m/ year)

\*Package can be even higher based on experience

- 具市場競爭性的薪資，年薪破百
- 多項外派福利: 返台假48天 (派駐孟加拉:53天)、餐費、交通補助、免費員工宿舍 (提供個人&家庭房，包水電，每日管家房間打掃，洗燙衣、垃圾清理)、免費購物與旅遊專車



Top management mentorship with periodical 1-on-1 instructions and supervision.

- 高階主管1對1指導



Full divisions training and development, give you a customized global career development path in Asia and Europe.

- 客製化海外職涯發展
- 快速晉升，每一年考核通過給予晉升



# TIMELINE

## 時程表

