

河北洛可斯国际贸易有限公司

HEBEI LUX INTERNATIONAL TRADE CO.,LTD.

2018招聘
欢迎你的加入！



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Part 1 公司介绍 PML Introduction

- 河北洛可斯国际贸易有限公司，工贸一体，定位国外中高端市场，致力于向国外市场提供高品质，精工艺的专业衡器。通过200多名员工十几年的不懈努力，创建了衡器品牌 PML SCALE(Perfect Measure Leader)，产品得到了国外客户的一致好评认可，以及业界广泛的知名度。PML市场份额最大区域来自德国和美国。
- 公司致力于自主研发，拥有专业的设计团队，强大的研发能力，得到天津大学建筑团队的大力支持的同时，亦得到了客户的极大认可。在生产方面，工厂采用日本进口的生产设备，拥有先进的衡器生产工艺，全自动化流程，现代化的厂房，高素质的员工团队，严格的质量控制体系和流程，每种产品出厂前都经过严格检测，确保制造出精度高，性能好的称重设备。同时，也为销售部门提供了强有力的保障。统一专业化的培训为基础，公司根据每位员工不同的素质和职业规划，为员工量身定制培训方案，最大限度的发挥每位员工的优势，让员工在短期内得到最好的提升。
- 公司高层注重售后反馈，会根据不同国外市场的不同需求，不断调整产品的参数，尽最大的努力全方位的满足客户的各种需求，累积了一批又一批忠实稳定的客户。目前公司产品出口到德国，美国，澳大利亚等国家，涉及欧洲，澳洲，非洲，东亚，东南亚，南美等五十多个国家和地区。在各个国家和地区都有自己稳定的客户群。
- Hebei Lux International Trade Co., Ltd., integrated with industry and trade, locates foreign high-end market, and is committed to providing high-quality, fine-process professional scales to foreign markets. Through the unremitting efforts of more than 200 employees for more than ten years, we have created a weighing instrument brand PML SCALE (Perfect Measure Leader) . The products have been well received by foreign customers and recognized by the industry. The largest market share of PML is from Germany and the United States.
- The company is committed to independent research and development, has a professional design team, strong research and development capabilities, and has received strong support from the construction team of Tianjin University, but also received great recognition from customers. In terms of production, the factory adopts Japanese imported production equipment, advanced weighing machine production technology, fully automated process, modern factory building, high-quality staff team, strict quality control system and process. Each product is strictly tested before leaving the factory. To ensure the manufacture of high-precision, high-performance weighing equipment. At the same time, it also provides a strong guarantee for the sales department. Based on the unified professional training, the company tailors the training program according to the different quality and career planning of each employee, maximizes the advantages of each employee, and enables the employees to get the best improvement in the short term.
- The company's senior management pays attention to after-sales feedback, and will constantly adjust the parameters of the products according to the different needs of different foreign markets, and do their best to meet the various needs of customers in an all-round way, accumulating a batch of loyal and stable customers. At present, the company's products are exported to Germany, the United States, Australia and other countries, involving Europe, Australia, Africa, East Asia, Southeast Asia, South America and other more than 50 countries and regions. It has its own stable customer base in various countries and regions.

遇见更好的自己

PML Makes You Better

PML到底是一个什么样的平台?

外贸专员篇—做为公司的先锋与公司一起奋斗成长，齐头并进。通过统一化专业培训才知道业务员并不是卖一件东西拿一部分提成这么浅显。而是以PML品牌的力量为依托，用稳定质量的产品以及和与客户全英文专业谈判优势拿下一个个的国外市场，做为一个有尊严的高端销售和客户平起平坐，以我们的专业赢得客户的信任，以我们做的一个个国外成功案例去征服客户。从而改变外贸销售人员一直以来被动销售的错误姿态。原来你是一个工程师，PML专业培训使得自己深入了解产品的核心技术优势，学会看只有机械工程师才能看懂的复杂图纸。原来你是能操一口流利英文的谈判高手，日常工作中公司专人纠正如何用地道的英语与客户深度沟通，一次次国外客户来访的历练让自己不再怯场。原来你是一个能同时做这么多事的性格坚毅的人，在斩获每一个市场的过程中学会遇到困难如何用正确的方案一一化解，这一次自己选择的是迎难而上，不再退缩。原来高端销售是这么能体现个人的价值，能获得如此大的成就感。原来高端销售背负的压力越大，钱包里的MONEY越多，升值空间越大。所有的都源于你是一个不甘平庸的人。

Sales man--As the company's striker and the company struggled to grow together, go hand in hand. By unifying professional training, I know that the salesman is not selling something and taking a part of it. Instead, relying on the strength of the PML brand, we will take advantage of the stable quality of our products and our foreign-invested professional negotiating advantages to win one after another, as a dignified high-end sales and customers, and win with our profession. Customer trust, to conquer customers with one of our foreign success stories. Thus changing the wrong attitude of foreign trade sales personnel has always been passive sales. It turns out that you are an engineer. PML professional training enables you to deeply understand the core technical advantages of the product and learn to see complex drawings that only mechanical engineers can understand. It turns out that you are a negotiator who can speak fluent English. In the daily work, the company specializes in correcting how to communicate with customers in authentic English. The experience of foreign customers once and for all makes them stop. It turns out that you are a person who can do so many things at the same time. In the process of seizing every market, you learn how to encounter difficulties and how to solve them with the right solution. This time, you choose to face difficulties and no longer. Retreat. The original high-end sales can reflect the value of the individual and achieve such a great sense of accomplishment. The greater the pressure on the high-end sales, the more MONEY in the wallet, the greater the appreciation space. Everything comes from being a person who is unwilling to be mediocre.

PML Makes You Better

业务助理篇-原来你是一个综合素质极强的人，外贸专员的流程你全部都要学会，单证部门的出口全部流程你要全部掌握，你并不是传统概念上的唯唯诺诺。原来你是个“善变”的人，老客户模式化操作练就了如何与不同市场不同语种的客户打交道。你的生活不再枯燥。你的生活不再是三点一线。原来你的生活可以足够精彩。原来你有升值做外贸业务的空间。可以实现你的职业规划。原来你也有提成，一分付出一分回报，原来薪金职位在PML 没有上限。

Salesman assistant--It turns out that you are a very comprehensive person. You must learn all the processes of the foreign trade commissioner. You must master all the export processes of the document department. You are not a traditional concept. It turned out that you are a "family changeable" person, and the old customer model operation has trained how to deal with customers in different languages and different languages. Your life is no longer boring. Your life is no longer a three-point line. It turns out that your life can be wonderful enough. It turns out that you have the opportunity to appreciate the foreign trade business. Can achieve your career planning. It turns out that you also have a commission, paying a point in one point, and the original salary position has no upper limit in PML.

外贸跟单篇-原来你是一个这么强的人。PML专业的模式化出口流程让你练就了专业的制单流程，你所输入的每一个数据，你的每一滴汗水，每一分付出，PML的整个团队都离不开你。原来你是一个全能的高手，掌控前线外贸专员的每个市场每个客户的各种需求，掌握一线生产的品控，掌握了图纸与产品的匹配性，细致到产品零件的装配，掌握了装箱到出口各个环节。原来你是一个能力超群的调度，生产部门需要你的指示如何生产出客户满意的产品，外贸专员需要你专业的图纸和精确的数据，客户的反馈需要你与工程师专业接洽的方案。原来你不是传统意义上频繁换工作，只与单据打交道的选手，原来你可以有灵活的提成收入空间，原来你的付出会有职位的提升，原来你是PML的左膀右臂，原来PML需要你。

Documentary--It turned out that you are such a strong person. PML professional mode export process allows you to practice the professional ordering process, every data you input, every drop of sweat, every minute of pay, PML's entire team can not do without you. It turns out that you are an all-round master, controlling the various needs of each customer in each market of the frontline foreign trade commissioner, mastering the quality control of the first-line production, mastering the matching of drawings and products, meticulously assembling the product parts, mastering the equipment. Box to export all links. It turns out that you are an excellent dispatcher. The production department needs your instructions on how to produce a customer-satisfied product. The foreign trade specialist needs your professional drawings and accurate data. The customer feedback requires a professional approach with the engineer. It turns out that you are not a player who changes jobs frequently in the traditional sense, only dealing with documents. You can have a flexible income space. You will have a job promotion. You are the right arm of PML. Originally PML needs you.

Part 2 企业文化 PML Culture

专业的衡器制造商

- PML致力于向客户提供专业一站式的产品及服务，而不止作为一个简单的生产商生产衡器。公司要求员工要随时随地保持公司及自我的专业形象。
- 在设计方面，不断提升完善设计理念，保持与时代的同步性。
- 在生产方面，用统一标准化的生产线，打造质量稳定的产品。
- 在销售方面，用专业的知识和技术，向客户介绍产品的优势及附加价值。让客户在信任我们的同时，为双方赚取更多的利益，带来双赢的结果。
- 在售后服务方面，全方位的为客户解答各种疑难问题，包括安装，使用，更换，维修等。
- 公司要求各部门在各司其职的同时，相互协作，衔接配合，以最快的速度，解决客户的问题，以最专业的知识，为客户提供最大的支持和帮助。

Professional weighing machine manufacturer

- PML is committed to providing customers with a professional one-stop shop for products and services, not just as a simple manufacturer to produce scales. The company requires employees to maintain a professional image of the company and themselves at any time and any place.
- In terms of design, we constantly improve and perfect the design concept to maintain synchronization with the times.
- In terms of production, we use a unified and standardized production line to create products with stable quality.
- In terms of sales, we use our professional knowledge and technology to introduce our customers to the advantages and added value of our products. Let customers trust us and earn more benefits for both parties, bringing a win-win result.
- In the after-sales service, we provide customers with a variety of difficult questions, including installation, use, replacement, and maintenance.
- The company requires all departments to cooperate with each other at the same time, to cooperate with each other, to solve customer problems as quickly as possible, and to provide customers with the most support and help with the most professional knowledge.

品牌定位 PML Brand

品牌战略 高端定位

- PML定位国外中高端市场，致力于打造属于PML自己的品牌。
- PML主要市场位于德国和美国，欧洲美洲及澳洲市场已经非常成熟。高端的目标客户群定位，使得PML可以了解把握整个行业最领先的技术信息，从而把它们运用到新产品的研发推广，满足客户随时变化的需求。
- 衡器行业的主要大品牌CARDINAL， TOLEDO等都和PML有长期合作关系。为大品牌做OEM，是我们品牌战略的第一步，现已完善。未来，PML会致力加大在大市场的宣传力度，推广属于PML自己的品牌。

Brand strategy, high-end positioning

- PML is targeting foreign high-end markets and is committed to building its own brand.
- The main markets for PML are located in Germany and the United States, and the European and American markets are already very mature. The high-end target customer group positioning enables PML to understand the most advanced technical information of the entire industry, and then apply them to the research and development of new products to meet the changing needs of customers.
- The major brands of the weighing instrument industry, CARDINAL, TOLEDO, etc., have long-term cooperation with PML. OEM for big brands is the first step in our brand strategy and is now complete. In the future, PML will strive to increase its publicity in the big market and promote its own brand.

员工成长 Training

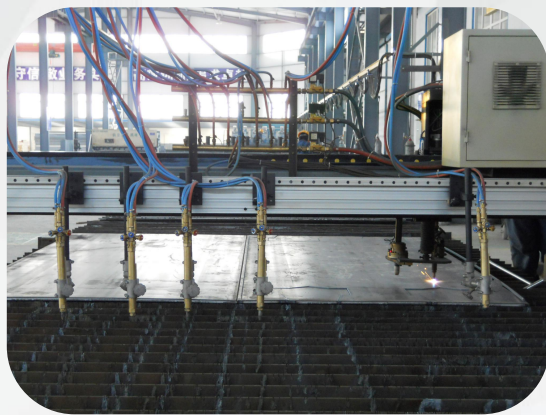
重视员工的培训和成长，使员工能够独当一面。

- 员工是公司的细胞，每为员工的想法都可能为PML的发展灌注新鲜的血液。因此，PML高层非常重视对员工的培训和辅导。
- PML高层在衡器行业发展了20多年，对整个市场有着非常深刻的了解和认识，对每位员工的培养和辅导也是因人而异。同时，高层也在不断的深入了解新的知识，会随时随地的为员工以案例为线，探讨新的知识和技能。
- 每位员工的培养，公司都倾注了心血，为的是其在短期内有所提升，不仅能学习到务实的出口全部流程，并有持续的培训与国际领外企业磨合学习。在PML，只要耐心学习，有恒心做事，未来不可估量。

Emphasis on the training and growth of employees, so that employees can be independent.

- Employees are the company's cells, and every employee's idea can infuse fresh blood into the development of PML. Therefore, PML executives attach great importance to training and coaching for employees.
- The PML executives have been developing in the weighing instrument industry for more than 20 years, and have a very deep understanding and understanding of the entire market. The training and coaching of each employee varies from person to person. At the same time, the senior management is constantly learning about new knowledge, and will discuss new knowledge and skills for employees at any time and anywhere.
- Every employee's training, the company has devoted its efforts, in order to improve it in the short term, not only to learn the pragmatic export process, but also to continue training and international foreign companies to learn. In PML, as long as you study patiently and have a perseverance, the future is immeasurable.

Part 3 工厂介绍 PML Factory



Part 3 团队风采 PML Team

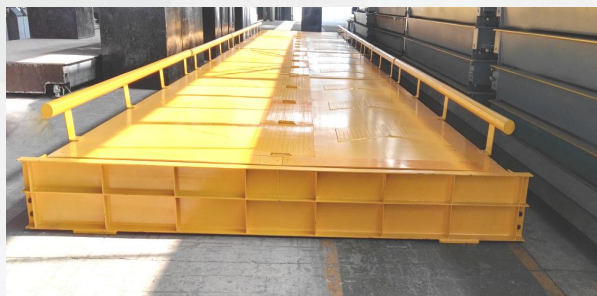


团队风采 PML Team



Part 4 产品展示 PML Product

- 汽车衡 Truck Scale



出口北美洲
Exported to North America



出口欧洲
Exported to Europe



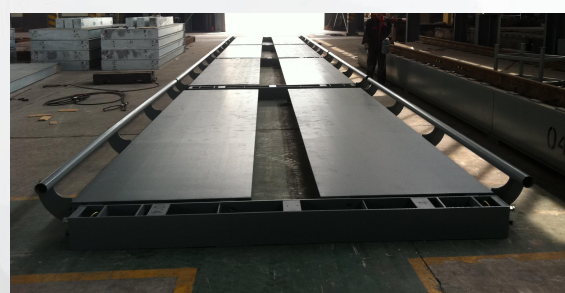
出口非洲
Exported to Africa



出口澳洲
Exported to Australia



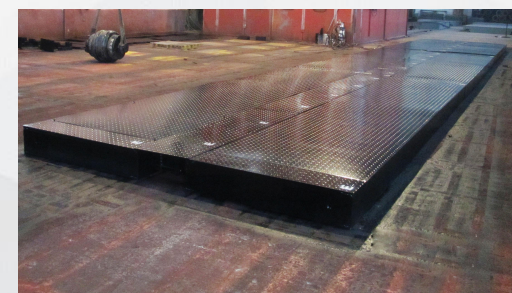
出口亚洲
Exported to Asia



出口南美洲
Exported to South America



出口中东
Exported to Middle East



出口欧洲
Exported to Europe

Part 5 岗位职能 Recruiting

招聘职位:外贸专员

工作内容:

- 了解公司产品的基本信息, 包括看图纸, 了解各个产品的参数。
- 拓展海外市场, 了解不同市场的需求和共性, 寻找与公司相匹配的市场。
- 开发新客户, 与客户沟通(发邮件, 打电话等), 了解客户的真实需求和想法, 抓住客户心理, 提供与客户匹配的解决方案。
- 掌握图纸信息, 协调客户跟车间的生产要求。
- 协助单证部同事安排订单的报关和出货。
- 跟进了解订单的各个流程, 完全掌握整个出口流程。
- 接待国外客户, 英文谈判。
- 参加国内行业展会, 国际展会。

上升空间:

外贸经理竞争上岗, 只要业绩做到最好, 有管理才能, 就有可能升任外贸部经理。

Work content:

1. Understand the basic information of the company's products, including looking at the drawings and understanding the parameters of each product.
2. Expand overseas markets, understand the needs and commonalities of different markets, and find a market that matches the company.
3. Develop new customers, communicate with customers (send emails, make phone calls, etc.), understand the real needs and ideas of customers, grasp the psychology of customers, and provide solutions that match customers.
4. Master the drawing information and coordinate the production requirements of the customer and the workshop.
5. Assist the documentary department colleagues to arrange the customs declaration and shipment of the order.
6. Follow up on the various processes of understanding the order and fully grasp the entire export process.
7. Receiving foreign clients and negotiating in English.
8. Participate in domestic industry exhibitions, international exhibitions.

Upside: Foreign trade managers compete for jobs. As long as the performance is the best and management is available, it is possible to be promoted to the manager of the foreign trade department.

外贸业务 Salesman

职位要求:

1. 英语或西班牙语等沟通能力优异，能和国外客户熟练交流；
2. 沟通能力强，善于协调客户要求；
3. 应变能力强，能够灵活处理可能出现的难题；
4. 工作中有主动性，对自己的工作能做出合理且高效的安排；
5. 思路清晰，做事有条理；
6. 品行端正，具有良好的修养和素质，能代表公司形象；
7. 只接收应届生或者工作两年以下的业务。

Job Requirements

1. Excellent communication skills in English or Spanish, and able to communicate with foreign clients;
2. Strong communication skills and good at coordinating customer requirements;
3. Strong adaptability and flexibility to deal with possible problems;
4. Be proactive in your work and make reasonable and efficient arrangements for your work;
5. Clear thinking and orderly work;
6. Good character, good cultivation and quality, can represent the company's image;
7. Only accept new students or work below two years of work.

业务助理 Salesman assistant

招聘职位：业务助理

工作内容：

- 参与谈判，直接与国外客户接洽维护老客户。
- 熟悉业务员的整个业务流程。
- 协助业务员制作单据，跟进老客户订单，完全掌握整个出口流程。
- 上升空间：业务助理工作出色，可以升任外贸业务，这样工资水平和提成提点都会有所增加，并且能学到更多的销售方法和技巧。

职位要求：

- 熟悉并能熟练使用office软件。
- 具备良好的沟通协调能力和一定处理紧急事务的能力。
- 英语公共四级及以上，英语熟练者优先。
- 专业不限

Salesman assistant

Work content:

1. Participate in negotiations and directly contact foreign customers to maintain old customers.
2. Familiar with the entire business process of the salesman.
3. Assist the salesperson to make the documents, follow up the old customer orders, and fully grasp the entire export process.

Upside: Business assistants work well and can be promoted to foreign trade, so salary levels and commission points will increase, and more sales methods and techniques can be learned.

Job Requirements:

1. Familiar and proficient in using office software.
2. Have good communication and coordination skills and ability to handle urgent matters.
3. English have passed CET-4 or above, English proficiency is preferred.
4. Professional is not limited

外贸跟单 Documentary

招聘职位：外贸跟单

工作内容：

- 制作出口单据（报关单据，通关文件等）。
- 协助业务跟进订单进程，完全掌握整个出口流程。
- 安排订舱，发货事宜。
- 外出办理相关公司业务。
- 上升空间：外贸跟单工作出色，可以升任QC，也会了解更多专业知识，有更多的和客户沟通的机会。QC的薪金水平更高，可以说没有上限。

Documentary

Work content:

- Produce export documents (declaration documents, customs clearance documents, etc.).
- Assist the business to follow up the order process and fully grasp the entire export process.
- Arrange booking and delivery.
- Go out to handle related company business.
- Upside: Foreign trade with excellent work, can be promoted to QC, will also know more professional knowledge, and have more opportunities to communicate with customers. QC's salary level is higher, it can be said that there is no upper limit.

Part 6 福利待遇 Benifits

- 工作时间：9am-6pm
- 工作日：周一至周五
- 休假：双休，国家法定节假日休息
- 福利：五险一金、节日福利、奖金、年终奖、交通补贴
- 培训：产品知识培训，业务能力培训
- 晋升机制：竞争上岗

Working hours: 9am-6pm

Working days: Monday to Friday

Vacations: Two-season, national holiday breaks

Benefits: Five insurances, one holiday, holiday benefits, bonuses, year-end bonuses, transportation subsidies

Training: product knowledge training, business ability training

Promotion mechanism: Competing according to ability



期待你的加入
WELCOME TO PML