



Executive Trainee Program 2026

Wah Kwong holds a strong belief on “People-First Philosophy” and is keen on talent development for the sustainable growth of the Company. With our passion to nurture younger generations and groom the future maritime leaders, Wah Kwong is excited to rollout our pilot Executive Trainee Program to attract talents who share the same vision and passion to make Wah Kwong the pride of Hong Kong maritime sector. In our Executive Trainee Program, potential young talents can broaden their exposure to various operations and enhance their leadership competences through hands-on assignments, group projects and trainings, all tailored to their needs for cultivating a promising career!

A) Program Structure

Wah Kwong’s 3-year Executive Trainee Program offers high potential talents to acquire job-related skills and knowledge through rotations in core departments, participation in cross-functional projects and assignments, and functional and leadership training. Through our structured curriculum, our future leaders will develop problem-solving capabilities, leadership skills and internal networks necessary to forge successful careers in maritime operation and management.

3-Year Executive Trainee Programme



Familiarization & Job Rotation

During the first 24 months of the program, Executive Trainees will have job familiarization at all departments to understand their functionalities and roles within the organization. After getting the overall concept, they will be assigned for job rotation in **selected core departments** across business units to gain the essential work-related knowledge and skills through rotations for a period of 6 months at each department. They will acquire valuable experience and practical knowledge by participating in the daily operations in cross-functional teams.



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Training & Leadership Development

Executive Trainees are offered a diverse and comprehensive learning journey via virtual and face-to-face interaction in various external workshops and conferences, enabling them to learn from thought leaders and other professionals on the fundamental shipping knowledge, latest industry regulations and practices, as well as personal leadership development at intensive yet inspiring platforms.

To equip them to be the future leader in the maritime sector, we will build up their solid foundation from the basic shipping fundamentals and Shipping Market Analysis to the hot topics on ESG and decarbonization of Shipping. More importantly, our program will enable our Executive Trainees to future-proof themselves. We offer an agile learning environment for the development of future skills covering Individual Growth, Leadership Growth and Organizational Growth to cultivate entrepreneurial mindset to lead the future development of the Company.

Overseas Exposure

Headquartered in Hong Kong, Wah Kwong has other branch offices in Shenzhen, London and Genova, having our geographical footprints across East and West. As potential future leaders of the Company, Wah Kwong will offer our Executive Trainees with 3 months' international exposure opportunity by attaching to different offices to collaborate with our professionals and industry experts from various culture to gain practical and valuable insights for their career development.

Coaching & Shadowing

To discover and unleash the potential of Executive Trainees during their job rotation, mentors, department heads from attaching departments in general, will be assigned to guide them on job familiarization throughout their workday, equipping them with the required skillsets and mindsets to operate the job function in an efficient way. During their attachment, Executive Trainees will work closely with their assigned mentors for job shadowing in each specific function to get a deeper understanding of the role and enhance their practical problem-solving skills. With this tailor and intensive training, it inspires their passion and innovation to develop interest towards their career goals.

Management Mentorship

Senior Management will be paired up with Executive Trainee on a one-to-one basis aiming at inspiring them on their career development in relations to their strength, capability and career interest. During this mentorship, Executive Trainee can get valuable experience by attending business strategy discussion with Senior



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Management to polish their leadership and entrepreneurial skills, contributing not only to their personal growth, but also to the sustainable development of the Company.

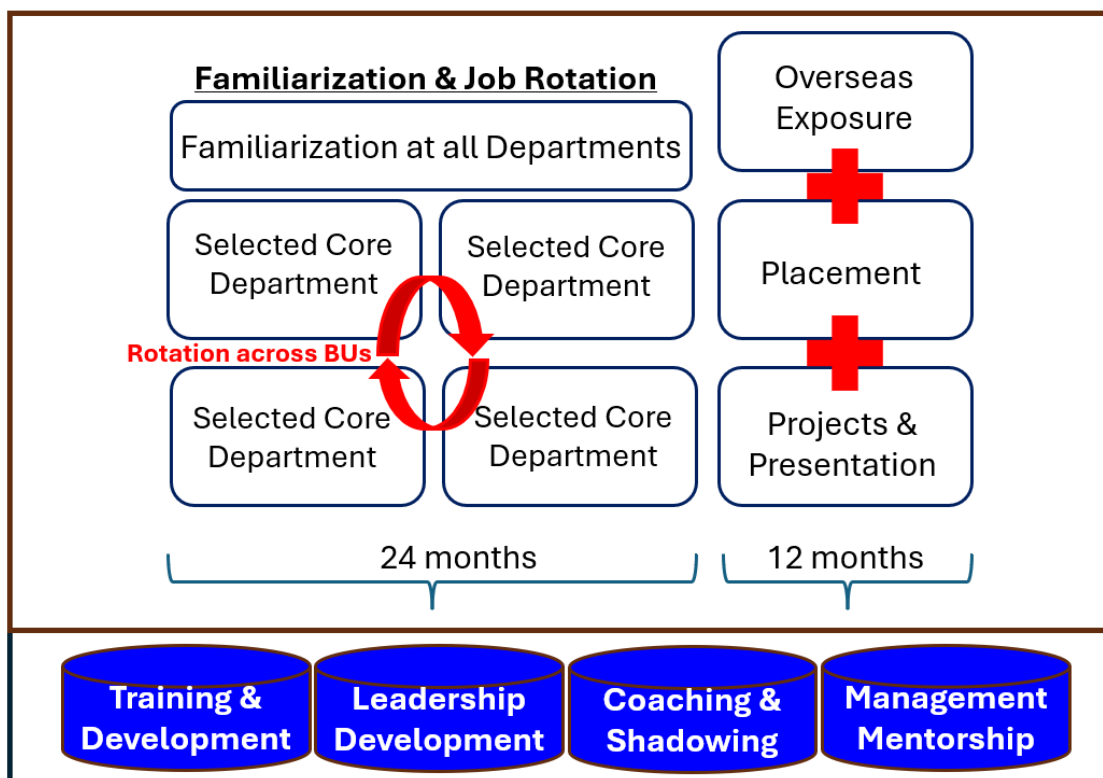
Projects & Presentation

Executive Trainees will be offered opportunities to participate in cross-departmental projects among different offices. They will join professionals and industry experts for innovative and constructive discussion to address the latest business and operational challenges. Final year project presentation on the hot maritime topics will be assigned to Executive Trainees as one of the graduation criteria to further assess their competencies to be the future leaders of the Company.

Placement

Entering the last 12 months of the program, Executive Trainees have already rotated among 4 departments and are given opportunity to choose their desired department for final placement. They will work closely with the attached department heads under their coaching and guidance to demonstrate their leadership potential in leading the daily operation and special projects assigned. Upon successful graduation of the 3-year program, Executive Trainees will be offered assistant / managerial role to continue a promising career development in the Company.

3-Year Executive Trainee Programme





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B) Executive Trainees We Look For

Requirements

We welcome university graduates with the following attributes and competencies to join our Executive Trainee Program.

- Final-year university students in any discipline; or recent university graduates with less than three years of working experience
- Strong passion to develop careers in the maritime industry
- Strong leadership potential, self-motivation and drive to achieve excellence
- Strong capability to build effective connections
- Strong creativity and adaptive thinking to drive innovative solutions
- Excellent written and spoken English and Chinese proficiency.

Career Progression

This Executive Trainee Program provides fast-track and promising career development for young professionals in the maritime industry. Upon completion of the three-year program, the Executive Trainees who meet our expectations and requirements will be appointed to supervisory or managerial positions.

C) Program Mentorship

Rotation Department Mentorship

Executive Trainees will be attaching to the Department head of the attaching department to get familiarized with the operations and problem-solving skills, which will be beneficial to build up the leadership skills of the executive trainees.

Overseas Attachment Mentorship

During the 3-month overseas attachment, Executive Trainees will be attaching to the General Manager of the site offices and having the exposure to sit in important management meetings together. Not only can they learn and get some insights on effective business operation management and team management, but they can also act as cultural ambassadors to exchange ideas and culture with the local team, contributing to effective communications and enhancing our “One-Team” Culture.

Management Mentorship

To empower Executive Trainees with entrepreneurial mindset to drive business growth of the Company, they will be assigning with career mentors at Senior Management Level aiming at providing guidance and direction on their growth mindset and career development. Executive Trainees can approach their career coach for professional advice on their career and personal growth throughout the program.