

Internship Programme

#DoSomethingThatMatters



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WHO WE ARE

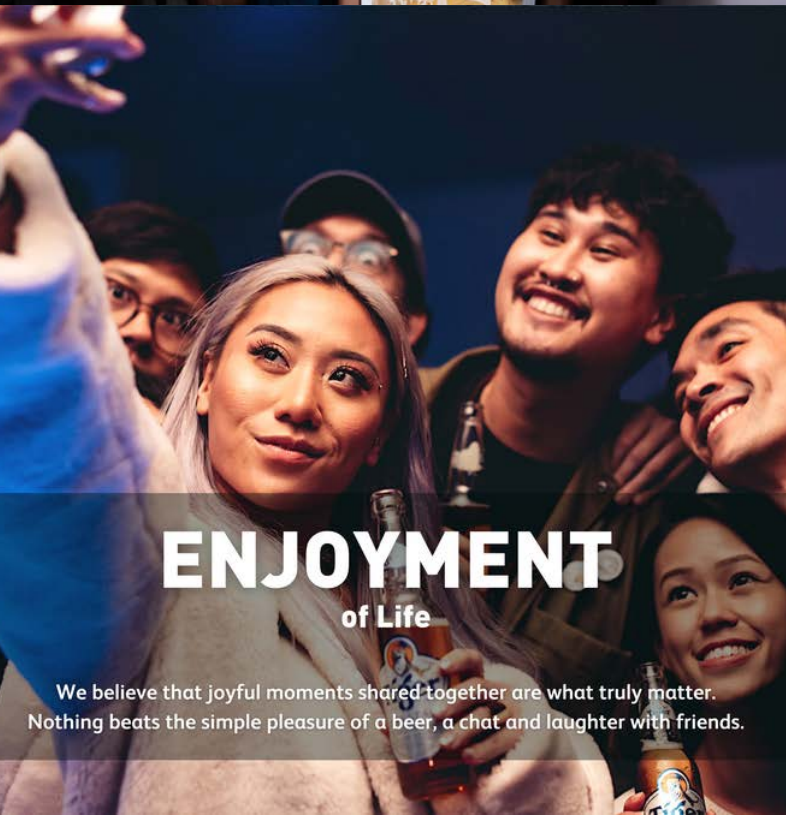


At HEINEKEN, we ignite the moments that bring us together, create bonds that are unforgettable, and brew the joy of true togetherness to make the world a better place.

We're home to Tiger Beer, the world's fastest growing premium beer that was born in Singapore. Since then, we've gone on to expand our portfolio of premium beer and cider brands like Heineken®, Guinness, Strongbow, Archipelago craft beer, and low- and no- alcohol beers.

OUR VALUES

Our values are what we stand for. Passion for consumers and customers, Courage to dream and pioneer, Care for people and the planet and Enjoyment of life. These values have grounded us for the past years and are the foundation for our future success.



SUSTAINABILITY EFFORTS



Over the past decade, HEINEKEN'S Brew a Better World strategy has had a profound influence on our business. It has driven us to innovate and collaborate to protect the environment, support local communities, and make a positive contribution to society.

As we move forward into a decade filled with complex challenges, we can only succeed if we let our planet and our communities thrive. Our Brew a Better World vision for 2030 raises the bar with new commitments to the environment, social sustainability, and responsible consumption on a path to a net zero, fairer and healthier world.



Joined hands with Zero Waste SG and Lions Befrienders to empower seniors with recycling knowledge and enable them to adopt a more sustainable lifestyle.



Beach Clean Up to commemorate Earth Day!



Supply Chain Journey towards Sustainable Solid Foundation



Collected more than 180 kg of waste in total, of which 4kg was recycled and converted into new products.

DIVERSITY, EQUITY & INCLUSION

World Day for Cultural Diversity

At APBS, where we have a diverse workforce of over 700 employees representing 18 different nationalities, creating a sense of belonging for everyone is a priority.

To celebrate World Day for Cultural Diversity, we brought our employees together in our Tiger Cafeteria. The day was filled with enriching activities, savouring cultural cuisines and experiencing wearing traditional costumes from various countries.



Pride Month

At APBS, diversity, equity and inclusion are not buzzwords; they are a fundamental aspect of who we are and what we stand for.

We celebrated Pride Month through a series of activities that included anecdotal sharing and a theater performance.

We celebrate inclusion and diversity because we believe that diverse views make great brews.



DIVERSITY, EQUITY & INCLUSION

International Woman's Day

Our commitment to #WinningTogether is evident in our dedication to foster an environment of equality. During International Women's Day, we gathered our people to celebrate the achievements of women and our progress towards achieving gender equity in the workplace. Through a series of engaging activities, including a fireside chat with our inspiring female colleagues and interactive game booths on gender parity, we were able to foster a positive and empowering atmosphere of solidarity.



Health & Wellness



Healthier, Happier Employees. At our core, prioritising wellbeing is fundamental. We are dedicated to empowering our employees to become the best versions of themselves.

We are certified as a **Great Place to Work®!**



**Tiger Tavern,
our In-House Bar**



Our Full-Fledged Gym



Napping Pods



**Point-to-Point Transport,
2-Way Service**

89% of our employees agree that APBS is a Great Place to Work!



WHY ARE WE A GREAT PLACE TO WORK?

Beyond the amazing employee benefits, it always comes back to our people and our winning culture. As a "WE" company, we embrace Diversity, Equity and Inclusion. We break down silos and foster close collaboration across functions and borders. We look out for each other and trust, respect and support each other's growth so that we can thrive together as a high-performing organisation.



Check out our feature on **The Straits Times!**

WHY US?



01 GLOBAL BUSINESS

Take a glimpse into the operations of a global industry leader.

02 FULL-TIME CONVERSION



Outstanding interns may be considered for full-time entry level positions.

03 ACCELERATED TRACK

Be accelerated into the HEINEKEN Graduate Programme



04 LEADERSHIP DEVELOPMENT



Unlock your full leadership potential by honing both hard and soft skills in our training sessions!

05 NETWORKING & MENTORSHIP EXPOSURE



Connect with senior leaders for mentorship and networking.

06 BE PART OF A PLAY TO WIN CULTURE

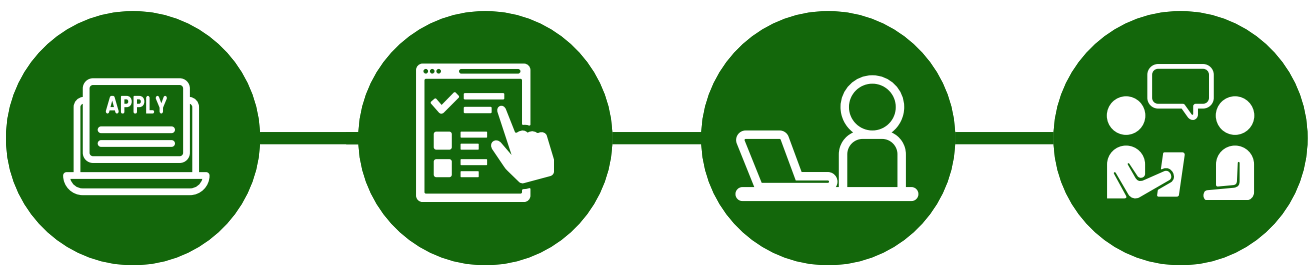


Experience how our strategy accelerate us to being the world's fastest growing premium beer.

INTERNSHIP TIMELINE & PROCESS

Internship Cycle	Application Date	Internship Period
First Half	September - October	January - June
Second Half	March - April	July- December

Hiring Process:



1. Online Application

Submit your application through the [LinkedIn Job Postings](#) or through your school portals.

2. Phone Screening

Finding out about your commitment period and sharing more about the role that you have applied.

3. Virtual Interview

Virtual Interview on Microsoft Teams with the Hiring Manager to understand the role and responsibilities.

4. Offer

You will receive the Offer Contract and instructions for your first day!

STRUCTURED INTERNSHIP PROGRAMME



The learning journal serves as a reflective tool, fostering self-awareness and personal growth by documenting experiences, challenges, and lessons learnt during your internship journey.



The workshops empower interns with data analysis skills in Excel & Power BI to create insightful visualisations and make data-driven decisions.



Scheduled 1-to-1 feedback sessions with the Line Managers. In the sessions, topics such as your projects, challenges, required support, interests and other matters are discussed.



To broaden your learning horizons beyond the current scopes and encourage collaboration across functions, you may raise your hands to be part of internal engagement projects.



The internship presentation serves as a platform for interns to share their project involvement, contributions, and overall experiences at APBS.

PREPARING FOR THE INTERVIEW

Make use of our interview tips to confidently showcase your authentic self and highlight your distinctive qualities. Let your true self shine and reveal what makes you exceptional.

BEFORE



- Reflect on your motivation and passion to join APBS.
- Research about APBS thoroughly to showcase your understanding during the interview.
- Familiarise yourself with the role and company structure at APBS.
- Consider your transferable skills and how they align with the internship position.
- Research on our culture and values.

DURING

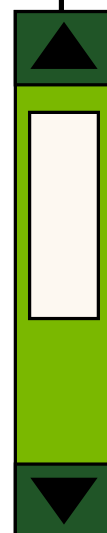


- Be yourself! Authenticity matters.
- Be properly dressed.
- Cite personal stories or experiences to support your responses.
- Use the Situation, Task, Action and Results (STAR) Technique to construct your responses.

AFTER



You should expect to hear from us if you have been successful in your application. Keep a lookout for an email or phone call from us!



WHAT ARE YOU IN FOR?

What can you expect out of this Internship Programme:



Opportunity to Work On Projects

- Working on projects with a real business impact
- Empowerment to drive your initiatives and bring your ideas to life



Accelerate into the HEINEKEN Graduate Programme

- Fast-tracked to the final stage of assessment of the graduate programme
- Full-time conversion opportunities



Strong Support System

- On-going support and guidance from Line Managers, Mentor, and #Workbesties



WHAT ARE YOU IN FOR?

What can you expect out of this Internship Programme:



Professional Development

- Gain new skills and develop yourself to be future-ready
- Deepen your understanding about the FMCG industry



Play to Win Culture

- Receive continuous feedback and have real conversations
- Be exposed to passionate, determined and collaborative teams



Internal Engagement Opportunities

- Engage in various CSR and social activities
- Have the chance to be part of our event activations such as Singapore Grand Prix, Oktoberfest, St. Patricks, Halloween Horror Night and many more...



Business Areas

Regardless of your field of expertise, you'll find a diverse and intriguing array of businesses to explore in HEINEKEN.



Our Brands Portfolio



and many more...

Commerce



Sales:

Maintain key relationships with stakeholders in the various channels such as Bars, Clubs, Coffee Shops, Hawker Centers, Chinese Restaurants, Supermarkets and eBusiness.

Trade Marketing:

Work closely with Marketing and Sales to ensure that the Marketing strategy aligns with the Sales strategy and execute the campaign activations.

Marketing:

Connect and delight consumers with engaging brand experiences in the Tiger, HEINEKEN, Guinness and Premiums teams.

Supply Chain

Over 10 sub-functions in Supply Chain for you to gain exposure in.

Such as Brewing, Packaging, Engineering, Quality, Warehouse & Logistics, Customer Service, Planning, Trade Services, Total Productive Management and Safety.

Brewing:

Converts raw ingredients into beer.

Packaging:

Receives and packages beer into cans, bottles, or kegs.

Warehouse & Logistics:

Stores and distributes our packaged beers.



Customer Service:

Manages customers across Domestic & Export markets.

Planning:

Manages production schedules, and facilitates New Product Introductions to meet local demands and export orders.

Engineering:

Maintains and automates our machines in Brewing and Packaging to maximise production while optimising energy and water.

Quality:

Runs daily quality checks on all stages of our beer's lifecycle.

Trade Services:

Manages the installation and maintenance of all our Draught systems.



Corporate Functions

Be part of the People, Finance, Digital & Technology, Corporate Affairs and Legal functions. Corporate functions are responsible for the key business activities and support services that enable the organisation to operate efficiently and effectively.

People

We aim to unlock the potential of people and organisation to accelerate a high-performance culture which makes it a Great Place To Work.

The People team comprises...

- People Partners
- Talent Acquisition
- People Organisational Development
- Total Rewards
- People Operations
- Safety, Health & Environment



Finance

Guardian of Assets and Reputation.

Sub functions under Finance:

- Finance Shared Services
- Business Control
- Procurement
- Process & Continuous Improvement (Audit)
- Tax

Legal

Educate and partner with functions to assess legal risks and commercial opportunities for effective negotiation.

Corporate Functions



Digital & Technology

Be the most connected brewer by making use of data and analytics to automate business processes.

Corporate Affairs

Focus on ensuring sustainable growth and safeguarding our business's reputation. Our responsibilities encompass a wide array of areas, including promoting sustainability for growth through government and regulatory affairs and enhancing brand communications.



#HUATTOGETHER

Fun and ambitious is in our DNA. From brewing to brand building, people development and more, a career with us offers real-life impactful projects, partnerships with the experts of our business, great after-work drinks at our in-house tavern, among many other benefits. Whatever your expertise may be, if you have a pioneering spirit and a thirst to do things differently, we are a Great Place to Work and joining us could be your perfect next step.

INTERNS' EXPERIENCES

Your growth matters, and we are here to support you every step of the way. Hear directly from our interns about the transformative journey they've had with us. Your success story could be the next.



Janel Lim, Engineering Intern

“At APBS, I'm empowered to pursue projects I'm passionate about, fostering confidence. The culture ensures accessible assistance without judgment, vital for interns navigating challenges.”



Kai Xin Teo, Trade Marketing Intern

“At APBS, passion fuels teamwork, fostering a supportive atmosphere. We celebrate victories, big or small, and offer diverse events making it an enjoyable space to thrive and develop.”



Glynis Ang, Marketing Intern

“When Tiger Soju Infused Lager first launched, I was trusted to plan and execute our Internal Launch. Although it was an internal project, I never knew an intern could be trusted with leading such a project.”

Intern's Experience



DEAR FUTURE INTERNS...

Brought To You By: The People Partners

● ● ● Tips for a Transformative Journey ● ● ●

Have an Open Mind & Positive Attitude

Sometimes, you might realise the job you thought you wanted isn't the right fit for you or the assignment doesn't appeal to you. Have an open mind and keep a positive attitude during your internship—readily accept and perform the job well, and use the internship as a learning experience or an avenue to develop skills you cannot acquire in school! This can also help show your maturity and professionalism in contributing to the success of your team.

Work Hard, then Play Hard

Enjoyment of life is one of our values and we encourage all who join us to be part of this company culture. However, please do not forget to also work hard and deliver results during your internship! This is an opportunity for you to learn and pick up skills that will prove useful in your career journey. It is also a chance for you to be exposed to or be involved in different areas, so take the initiative to ask for work beyond your scope and deliver to showcase your ability.

Embrace Resourcefulness & Creativity

Embrace resourcefulness and creativity on your journey with us. Explore, learn, and think outside the box. Recognise that you are an integral part of our organization, capable of making meaningful contributions. Have fun, collaborate with your peers, and build lasting memories. We believe in your potential and are excited to witness your growth. Enjoy this adventure, and make it unforgettable!





INTERNS TO FULL TIMERS



Ling Pin Hoone
Maintenance Planner
Previous: Engineering Intern

Can you share your journey from being an intern to a full-time employee at APBS? What motivated you to stay on?

Transitioning from intern to a full-time role at APBS was a transformative journey. During my internship, I immersed myself in the company culture and actively engaged in hands-on work beyond my assigned projects.

Mentorship from colleagues and supervisors played a crucial role as they guided me through various challenges. The combination of meaningful work, a supportive team, alignment with company values, and appealing benefits made my decision to stay with APBS an easy one.

What advice would you give to current interns who aspire to convert their internship into a full-time position at APBS?

To succeed as an intern aiming for a full-time position at APBS, interns should demonstrate proactive behavior by taking on extra responsibilities, contributing valuable ideas, continuously learning relevant skills, and actively seeking feedback. Adopting a full-time employee mindset and excelling during the internship are key to showcasing commitment and capabilities for a permanent role.



Sabrina Ng
Senior Talent Acquisition Specialist
Previous: Talent Acquisition Intern

Can you share your journey from being an intern to a full-time employee at APBS? What motivated you to stay on?

As a Talent Acquisition Intern, I had the chance to develop the Internship Programme, Graduate Programme as well as supported the end to end recruitment work. Now, I take care of 450 employees in Singapore as well as our Export market from Sourcing to Offer and Onboarding. I also take care of our Employer Branding and Campus Engagement Strategies. I came back after my internship with HEINEKEN as I love the empowering culture and people here. Fresh graduates are nurtured and groomed to take on various responsibilities as long as you have the passion.

What advice would you give to current interns who aspire to convert their internship into a full-time position at APBS?

Find out what you are passionate about and show that passion in your assigned projects/tasks! Additionally, forming networks and connections would be really useful too as you never know when you will need their help.

INTERNS TO FULL TIMERS



Brendon Kow

Senior Sales Officer

Previous: Trade Marketing Intern

Can you share your journey from being an intern to a full-time employee at APBS? What motivated you to stay on?

During my internship, I delved into various aspects of Trade Marketing. Regular catch-ups with my Line Manager provided valuable guidance throughout my internship.

The company's emphasis on personal development, valuing employees' potential, and its purpose resonated deeply with me, inspiring me to apply for a full-time position.

APBS felt like a home where my growth was nurtured, making it a natural choice for my career.

What advice would you give to current interns who aspire to convert their internship into a full-time position at APBS?

Take the chance to understand more about the business, the company's values and mission, and have conversations with colleagues from various departments to understand if the role that you are aspiring for, is truly what you want to do.

If you enjoy the role that you are doing, reach out to the various stakeholders and have real conversations by making your intentions known. Opportunities aren't easy to chance upon; you have to create and seize them. Grab and seize the opportunities, make it happen for yourself! Good luck!



Ling Ling Lai

People Organisational Development Executive

Previous: HR Intern

Can you share your journey from being an intern to a full-time employee at APBS? What motivated you to stay on?

I started off as a HR Intern, assisting our People Generalists and Talent Acquisition teams. After my internship concluded, I continued as a part-time Talent Acquisition Officer while continuing with my studies. After I graduated, I rejoined as a People Organisation Development Executive.

Firstly, I love that APBS has a "work hard, play hard" culture, where we celebrate both big and small wins after hard work done. Secondly, my team gives me autonomy and support to carry out my ideas and projects which I highly value. Lastly, the point-to-point transport is unbeatable!

What advice would you give to current interns who aspire to convert their internship into a full-time position at APBS?

Firstly, step out of your comfort zone and always look for opportunities to contribute to your team! Secondly, don't limit yourself. Look at ways where you can take calculated risks and challenge the norm. Lastly, connecting with others. Building relationships with others is essential for your journey!



FAQ GUIDE

Frequently Asked Questions



"How can I apply for an internship position?"

To apply for an internship position, you may submit your resume to Sabrina Ng via this [link](#) and apply through the job postings on [LinkedIn](#).

"How will my performance be evaluated during the internship?"

Your performance will be assessed through regular feedback and review sessions with your Line Manager. These sessions would help you understand your progress and identify areas for improvement. At the end of your internship, you are expected to present and share your projects and experiences as part of the performance evaluation process.

"What is the company culture like, and how can I get involved in company-wide activities?"

APBS thrives on a vibrant, inclusive and collaborative company culture. We place high value on teamwork, innovation and mutual respect. We actively encourage interns to engage in company-wide activities, including events activation, volunteering and workshops to contribute and connect with the dynamic teams at APBS.





FAQ GUIDE

Frequently Asked Questions



"Are there opportunities for professional development, such as workshops? "

There are definitely opportunities for professional development throughout your internship at APBS. We provide mentorship, workshops and training sessions such as Excel and PowerBI, tailored to enhance your skills and knowledge.

"Will I have a mentor or someone I can ask for guidance? "

You will be assigned a work mentor who will provide guidance and support throughout your internship. In APBS, we value collaboration so feel free to reach out to anyone in the office for help too!

"Are there opportunities for post-internship employment, and how are interns considered for full-time positions? "

Absolutely, interns who showcase exceptional performance, unwavering passion, and a strong work ethic throughout their internship would be considered for full-time positions and be accelerated into the HEINEKEN Graduate Program.



Great
Place
To
Work®
Certified
SG



Asia Pacific Breweries Singapore



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<https://www.apbsingapore.com.sg/>



<https://www.hgpsg.com/>

