



Be a Future  
Sustainability Leader

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*APRIL Sustainability  
Professional Readiness Program*  
**ASPIRE**



**Bey Soo Kiang,**  
Chairman, APRIL Group



**Lucita Jasmin,**  
Director for Sustainability &  
External Affairs, APRIL Group

## Welcome to ASPiRE

We live in challenging yet exciting times and in many ways, there has never been a better time to embark on a career in sustainability. Expectations of businesses are evolving quickly, best practices are evolving at pace, and new technologies and science are making our work increasingly relevant and impactful. For those with a passion for sustainability and its ability to help businesses grow and make a difference, the opportunity for career progression has never been greater.

When we launched our ASPiRE sustainability professional development program five years ago, we had two overarching objectives.

- The first was inward-looking: as a major fibre, pulp and producer with far reaching sustainability commitments, we wanted to create a development pathway for talented individuals with a demonstrable passion for environmental and social issues to pursue careers in the sustainability field.
- The second and more wide-ranging goal for the program is to deepen the pool of professional sustainability talent in Indonesia and the wider Southeast Asia region.

The Indonesian Government has already earned deserved plaudits for its commitment to achieving the United Nations Sustainable Development Goals (SDGs) and for putting in place specific, measurable sustainability targets.

To achieve these goals, the public and private sectors need to collaborate closely on a range of initiatives, not at least on the development of a cohort of passionate and engaged sustainability professionals with a global outlook but also deep understanding of the Indonesian context. As the world's fourth-largest nation by population, Indonesia has a pressing need for skilled, motivated and trained individuals who can help drive the country's sustainability agenda forward. This program plays a small but important role in helping to fill this gap by advancing the ambition of those who want to lead.

We are excited at the prospect of welcoming a new group of participants to ASPiRE later this year. We can say with some certainty that there are few organisations in the region that are in a position to provide this kind of structured training and career development.

**We look forward to hearing from you.**

# People are our greatest asset.

Not only do we care for our current employees, we are mindful of our responsibility to nurture future employees. We strive to develop professionals who will be leaders of tomorrow as this adds greatly to our strength as a company.

WHO WE ARE

**ASPIRE**  
APRIL Sustainability Professional Readiness Program

HOW TO APPLY


# WHO WE ARE

## ABOUT APRIL

APRIL Group is a leading producer of fibre, pulp and paper with plantations and manufacturing operations in Riau Province, Sumatra, Indonesia. The company is a major business group of Singapore-headquartered global resources company, Royal Golden Eagle (RGE).

## PURPOSE

Improving lives by developing resources sustainably

An aerial photograph of a vast, lush green forest. A prominent red metal tower with multiple levels and a central staircase stands on the left side of the frame. The tower is surrounded by dense, healthy trees. The sky is a clear, pale blue with some light clouds. The overall scene conveys a sense of natural beauty and industrial presence in a rural setting.

**APRIL Group is one of the largest, most technologically advanced and efficient makers of pulp and paper in the world.**

We believe that the principle of Sustainable Forest Management is an important part of the solution to generate enduring economic growth and to create long term social benefits. As of December 2022, APRIL manages 361,231 hectares of natural forest and wetland areas to protect ecosystem functions and conserve biodiversity. For almost two decades, APRIL Group has also been implementing community development in Riau Province to help alleviate poverty and improve quality of life through economic development, health, education and social infrastructure programmes. Going forward, our contributions to nature, climate and people will be increasingly aligned to the UN 2030 Sustainable Development Goals.

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**We actively work to provide end-to-end assurance - from sustainability of forestry and mill operations to our quality value-added end products. APRIL Group is committed to sustainable development in all locations where we operate by implementing best practices in social, environmental and economic spheres.**



# RGE Sustainability Framework

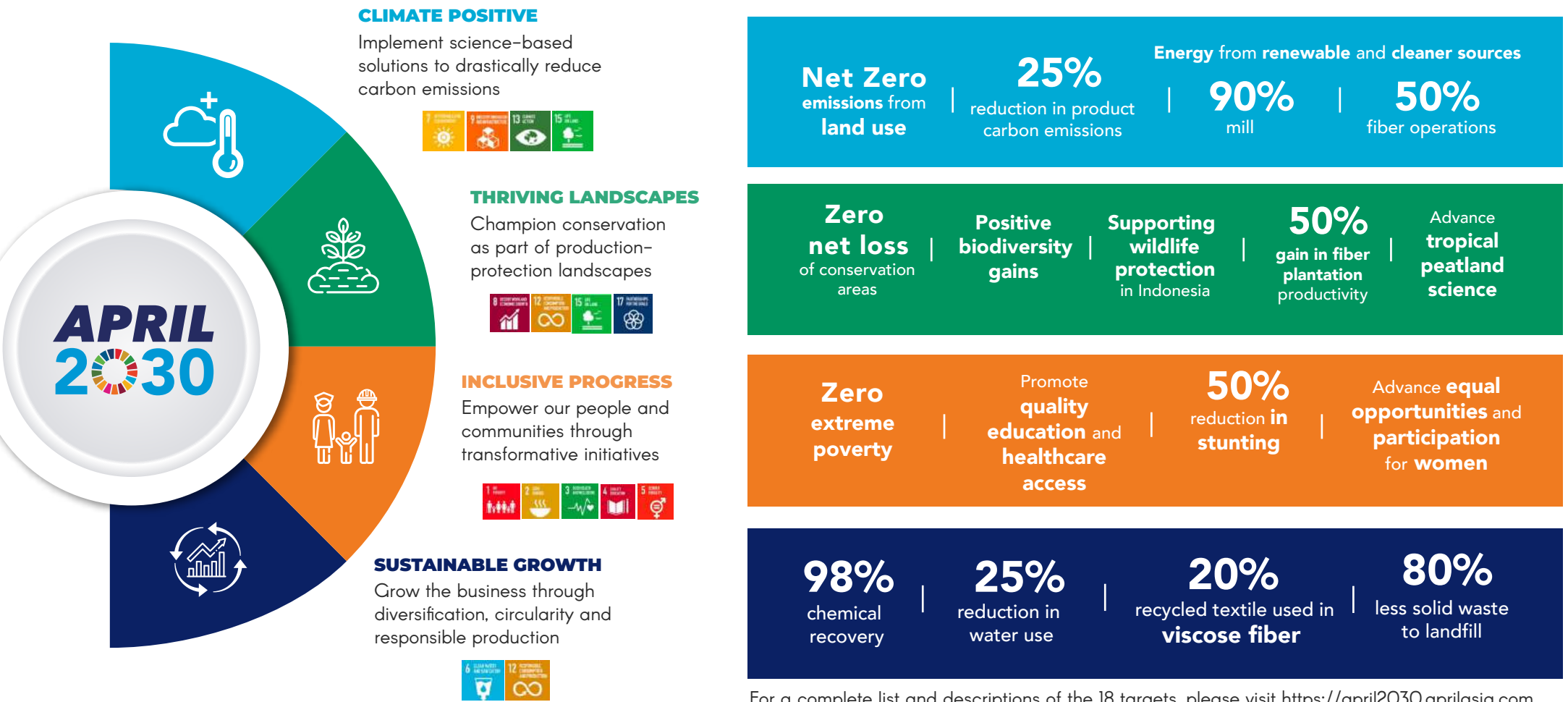
APRIL is part of RGE - a global group of resource-based manufacturing companies. Steered by RGE's 5Cs principle (Good for Community, Country, Climate, Customer, Company) and Sustainability Framework, RGE takes pride in the communities we support and the number of people we employ worldwide, as well as the environmental and social services we create and protect in our operations. RGE Companies commit to eliminating deforestation from our supply chains, protecting natural forest and peatland landscapes in which we operate, and supporting forest management best practices.



APRIL2030 is our commitment to deliver a positive impact on climate, nature and people while growing our business sustainably. By 2030 we will achieve net zero carbon emissions from our land use, positive measurable gains in nature and zero extreme poverty in our communities, while transforming our business for sustainable growth.

APRIL2030 is our vision for meeting the challenges of the next decade, in line with the UN Sustainable Development Goals. It is comprised of four commitments with 18 ambitious targets – Climate Positive, Thriving Landscape, Inclusive Progress and Sustainable Growth.

### Targets



# APRIL Sustainability Professional Readiness Program

- ▶ Introduction of the program
- ▶ The journey
- ▶ Program content
- ▶ What we look for

 [CLICK HERE](#)



# APRIL Sustainability Professional Readiness Program

is an **18-month accelerated talent development program** designed to recruit and train individuals who have a passion and belief that doing good is good business.

Candidates of the program will have access to unparalleled opportunities to take on a wide range of sustainability-related roles in APRIL with a focus on operational/ technical areas. These include opportunities in conservation and restoration, community development, R&D, fiber and mill operations, as well as supporting corporate roles such as stakeholder engagement, communications, and ESG reporting.

Candidates will be based in Pangkalan Kerinci, Riau where APRIL operates.



# Your Journey with ASPiRE



1



Introduction to the business and its sustainability efforts

2



Three distinct rotation projects with mentorship in APRIL (6 months each)

3



Training of soft skills and technical components

4



Graduation from the programme and placement as sustainability professional

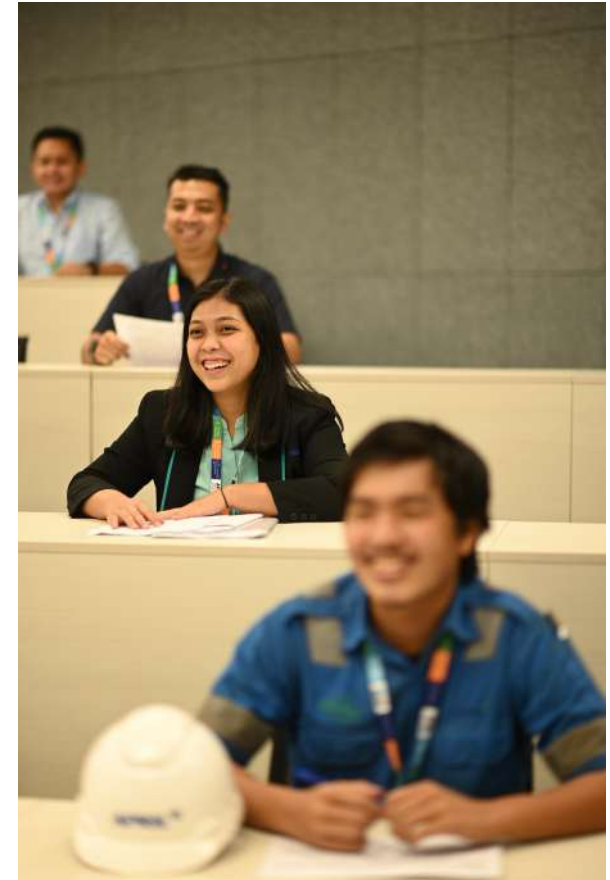
## What does the **program offer?**

### Key features of the program include:

- ▶ Training on fundamentals of sustainability soft skills (e.g. project management, stakeholder engagement, communications, leadership training)
- ▶ Training on technical components of sustainability (e.g. geographic information system, high carbon stock assessment, auditing, human rights impacts, ESG and sustainability reporting)
- ▶ Senior member of APRIL sustainability team dedicated as mentor and coach
- ▶ Rotations to 3 sustainability work streams in APRIL
- ▶ Opportunity to engage and present to APRIL's leadership.
- ▶ Competitive remuneration since the start of the program.

Throughout the program, candidates will be equipped with the knowledge and expertise to become future leaders that are able to face global issues in sustainable development.

Upon completion of the program, candidates can look forward to joining a community of high skilled, multi-national sustainability professionals within APRIL. Based on performance, candidates may be placed on fast-tracked promotion.



## What does a rotation project look like?

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The first project I was involved in was with Riau Ecosystem Restoration (RER). It was focused to understanding the traditional knowledge and develop sustainable fishing practices for fishermen who relies on the Kampar River for their livelihoods. It was a very unique experience with highly experienced mentors who provided knowledge and insight as well as the long term impact of the project's results. This exposure to different fields of sustainability is what makes the projects very intriguing. APRIL's sustainability commitments and efforts are not limited to their own operations, but also the communities living around them. It was a very valuable opportunity to work with the communities and learn about the importance of fisheries to livelihoods, as well as the challenge of implementing and introducing new behavior to people.”

**Christian Nicholas Pranoto**

University of Edinburgh,  
Applied Animal Behavior and Animal Welfare



Life is my LIFE

APRIL

## What does a rotation project look like?



ASPIRE has been an enjoyable journey for me to learn and work at the same time. My first rotation project was working with the Human Resources department to roll out APRIL's gender action plan as part of APRIL2030 Inclusive Progress Commitment. The program truly extends my knowledge of sustainability in the forms of strategic engagements and technical works on the ground. Deep exposures to all sustainability efforts at APRIL have been helpful for me to discover potential career path that I can pursue. It is a unique experience, and I may not get a complete set like this at any other company.

**Ayu Primastuti**  
National University of Singapore,  
Environmental Management

## What do we **look for** in candidates?

### Requirements

- ▶ Recent Master's degree from a reputable university
- ▶ Relevant academic background (e.g. environmental or social sciences, public policy, business / management, natural resources, sustainability)
- ▶ Minimum 2 years of professional working experience preferred
- ▶ Keen interest to pursue a career in sustainability aligned with APRIL's core values of Complementary Teamwork, Ownership, People, Integrity, Customer, and Continuous Improvement
- ▶ Excellent verbal and written skills in English; knowledge of Bahasa Indonesia is a bonus

# HOW TO APPLY



# The Selection Process



## APPLICATION

Visit our website to learn more about the programme and the company.

<https://www.aprilasia.com>



## PRE-SCREENING CALL

Our HR representative will contact you for an initial conversation.



## INTERVIEWS

You will have interviews with our sustainability panels including a round with our senior management.



## RESULT

We will notify you of the outcome.



# APPLY NOW!

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Deadline for applications is **3 July 2023**

Interested candidates are invited to write to:

▶ [sustainability\\_Adm@aprilasia.com](mailto:sustainability_Adm@aprilasia.com)

Subject : ASPiRE 2023

Attachments:

- ▶ CV
- ▶ Cover letter
- ▶ Academic transcript
- ▶ 1 recommendation letter from a Professor
- ▶ 1 recommendation letter from a Supervisor  
(for participants with prior work experience)

## What will your future **look like with APRIL?**

### **Julmar Carcedo – ASPiRE Batch 3**

Lee Kuan Yew School of Public Policy, NUS

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The ASPiRE program for me was a deep dive into the on-the-ground realities of transforming a business into a sustainable one. My rotations were aimed at providing recommendations on how we can inch further on our sustainable transformation by analyzing APRIL’s current progress through global sustainable frameworks. The ASPiRE program is both a professional and personal journey requiring full commitment. The program has strengthened my analytical rigor, patience, and resilience mandatory for an exciting and challenging career in sustainability.”



More information about careers at APRIL:  
<https://www.aprilasia.com/en/aspire>

## Our Social Media

 Sahabat RAPP | APRILPulpPaper

 RAPP\_Official | APRILpulp

 Discover APRIL

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## “GOOD BUSINESS

is about what is good for the community, country, climate, costumer, and Company - only then will it be sustainable.”

*Sukanto Tanoto, Founder of RGE*