Make an impact today as future leaders of sustainability.

APRIL Sustainability Professional Readiness Program 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 two 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.

Welcome to ASPIRE
People are our greatest asset.

As well as investing in the development of our people, we are mindful of our responsibility to nurture future employees. Developing professionals with expertise who can be leaders of tomorrow adds greatly to our strength as a company.
ASPiRE 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.

Program candidates will have unparalleled access to a range of sustainability-focused roles in APRIL and potentially RGE’s business groups. These include technical roles in forestry or manufacturing operations or corporate roles centred on stakeholder engagement, policy formulation, certification and benchmarking, and communications.

The program places emphasis on candidates acquiring knowledge in:

- Technical understanding (across business, industry, operations, sustainability, science-based approaches)
- Stakeholder engagement
- Communications
- Management skills including project management, team work, coordinating across units/departments, problem-solving
Your journey with ASPIRE

1. Introduction to our business operations and its sustainability commitments and programs.
2. Three distinct rotation projects with mentorship across APRIL and RGE’s business operations.
3. Training in soft skills and technical components.
4. Graduation from the program and placement as sustainability professional.
What does the program offer?

Key features of the programme include:
- Training on the fundamentals of sustainability and relevant soft skills including project management, communications and leadership training.
- Training on technical components of sustainability such as geographic information system (GIS) remote sensing monitoring and environmental auditing.
- Dedicated mentoring and coaching from a senior member of APRIL’s sustainability team.
- Rotation across three sustainability work streams in APRIL and RGE sister companies.
- Developing a new project proposal to solve an identified business issue for potential funding for implementation.
- An opportunity to engage with and present to executive management.

Throughout the program, candidates will be equipped with the knowledge and expertise to become future leaders capable of dealing with many of the issues related to global sustainable development. Upon completion of the program, candidates can look forward to joining a community of well-qualified, internationally experienced sustainability professionals within APRIL and Royal Golden Eagle (RGE) and a fulfilling career. Based on performance, candidates may be fast-tracked for promotion and will be considered favourably for company-sponsored overseas professional development programs.
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 is 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.

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We are pleased to say we’ve achieved that, and you can read about the experiences of our graduates who have completed the full program and are now in full-time positions with the company’s sustainability operations team in Kerinci.

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 goals.

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 professional experience in 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.

Over the course of the 18-month program, successful applications will receive hands-on training at our operations in Kerinci, in Riau, Sumatra, with exposure to a range of skills including geographic information systems (GIS) remote sensing technologies and environmental auditing. Participants are rotated across different areas of our operations, from the mill and the nurseries to our plantation estates to provide a range of experiences.

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What do the rotations look like?

“During my second rotation, I was able to explore how we could take the next step in expanding on our management strategy for our conservation forest. APRIL is already well along in implementing its conservation framework, looking not just at conservation areas within our care, but also seeing how each management unit fits into the landscape at a +5km view. I was able to make an important contribution to this work by analyzing a number of external geospatial datasets related to biodiversity and habitat intactness, incorporating valuable additional information into our database. When combined with existing work, the outputs now allow us to have a whole-of-operation view to identify potential areas of high importance and connectivity, and so prioritise areas where interventions can have the greatest impact. It was fulfilling that I was able to utilize my background in knowledge in GIS and ecology to contribute meaningfully at a strategic level.”

James Chang Wen Jie
National University of Singapore
Environmental Studies
What do the rotations look like?

My first rotation was a project on APRIL’s grievance mechanism. The project was challenging as well as exciting as I was exposed to the social aspect of the business along with applying my policy skills to improve the effectiveness of the grievance mechanism policy. I spent weeks visiting villages around APRIL’s operational area where I interacted with the communities to understand their challenges and issues that they were facing. Using the feedback from consultations, combined with historical data analysis, results from diagnostic tools, and United Nations Guiding Principle for company grievance mechanism; I suggested recommendations to enhance the mechanism. This project has been extremely fulfilling as I was able to contribute to one of APRIL’s sustainability commitment.

Ika Citra Marlia
Lee Kuan Yew School of Public Policy, NUS
Public Administration
What do we look for in candidates?

- A recent Master’s degree from a reputable university
- Relevant academic background such as environment studies, social public policy, business administration, biology, forestry, or ecology
- A minimum of 1.5 years of professional working experience is preferred including internships
- Keen interest in pursuing 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.
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 business unit of Singapore-headquartered global resources company, Royal Golden Eagle (RGE).

WHO WE ARE
APRIL Group is one of the largest, most technologically advanced and efficient makers of pulp and paper in the world. We believe that Sustainable Forest Management plays an important role in generating enduring economic growth and social benefits. As part of an integrated production-protection model, we protect 219,000 hectares of conservation forest and 150,000 hectares of ecosystem restoration forest alongside our sustainably managed plantations. For almost two decades, we have supported community development in Riau Province to help alleviate poverty and improve quality of life through small business, health, education and social infrastructure programs. From 2020, our contribution to nature, climate and community will be increasingly aligned to the UN 2030 Sustainable Development Goals.

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.
APRIL is a part of Royal Golden Eagle (RGE), a resource-based manufacturing group of global companies employing over 60,000 people world-wide.
Established in 2013, Restorasi Ekosistem Riau (RER) is a multi-year program that employs an integrated landscape-level approach to protect, assess, restore and manage 150,000 hectares of previously degraded peatland in Kampar Peninsula and Pulau Padang as a unique, bio-diverse forest reserve.

Supported by long-term resources and expertise from partners Fauna & Flora international (FFI), Bidara and APRIL Group, RER works with local communities to undertake conservation initiatives under 60-year eco-restoration licences granted by the Indonesia Ministry of Environment and Forestry.
Our SDG Commitments.

APRIL has prioritized seven of the SDGs in two tiers. Three core goals were determined as those with the strongest alignment to the company’s operations and its sustainability commitments and where it can continue to have the greatest impact at a local, national and International levels. These were supported by a second group of four catalytic goals, where APRIL can have an exponential impact on surrounding communities in areas such as health and education.
Visit our site to learn more about the ASPIRE program and our company and its sustainability commitments and projects.

Our HR team member will contact you for an initial conversation.

You will be interviewed by our panel of sustainability team members. An additional interview with our senior management might also occur.

We will notify you of the outcome, within the fortnight.
APPLY NOW!

Deadline for applications is 10th May 2020

Interested candidates are invited to write to:
- sustainability@aprilasia.com

Subject: **ASPiRE 2020 Application**

Attachments:
- CV
- Cover letter
- Academic transcript
- A recommendation letter from a Professor or senior academic sponsor
- A recommendation letter from a supervisor, for participants with prior work experience

*Applications are reviewed on a rolling basis*
Hear from our successful candidates

“Coming from a non-sustainability background, the program provides me great knowledge and a steep learning curve. There are various sustainability topics that stretch from science to social and corporate areas. The exposure you have is unlimited.”

Brett Chun Hao Yang
Loughborough University
Chemical Engineering
Finance and Management

“APRIL has been working to achieve a sustainable business and acknowledges that sustainability is a long journey full of trial and error. I’m proud to be part of this journey as there are unlimited things to learn. What’s even of greater benefit is that through this program there are mentors to support each along our journey.”

Libbis Sujessy
KTH Royal Institute of Technology
Sustainable Technology (Industrial Ecology)

“The projects in the program are exciting and the structure is similar to research projects where we are given a significant amount of freedom in doing the work. One of my past projects is partly related to my background so I can apply the expertise I gained from my studies while also learning about the inner-workings of APRIL’s sustainable business model.”

Christianto Chandra
Chalmers University of Technology
Structural Engineering and Building Technology

“APRIL Sustainability Professional Readiness Program
How your future can look like

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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