LEAF TRAINEE
BRITISH AMERICAN TOBACCO
LOCAL LEAF DEVELOPMENT IN VIETNAM
Leaf Objectives

• Increase local leaf supply for import substitution
• Poverty alleviation
• Transfer best agronomy/curing/environmental friendly practices to the farmers

✓ Conducted Soil analysis to identify soil fertility & chemistry & recommend suitable fertiliser mixture.
✓ Providing Training to farmers on BAT’s Growing & Curing Best practices.
✓ Advising on methods to minimize cost of production.
✓ Reduce usage of Agro-chemicals to minimize damage to the Environment & reduce cost.
✓ Usage of Agricultural waste products as fuel for curing: Introduced efficient Barn models.
WHAT’S BAT LEAF TEAM?
SCALE CROP OF VIETNAM

Plan → Grow → Buy → Pack → Deploy

@ 5,000 – 7,000 contracted farmers
(Signed with suppliers)

08 different grades packed
(Lamina)

17 Full time employees

@ 7,000 tons green purchased

Invested thru 5 suppliers

@ 4,000 ha growth
EFFECTIVE FARMING TRAINING PROGRAM
FROM SEEDBEDS TO CURING
CURING BARN
WITH RICE HUSK FURNACE

Bottom Ventilator

Curing Meter

Hygrometer
SUSTAINABLE TOBACCO PROGRAM (STP)

Governance

People

Factory

Environment

Crop
LEAF TRAINEE
Leaf Field Attach: Crop development, STP, build relationship

9 MONTHS

LEAF GLOBAL GRADUATE
Training: English, OJT: Presentation skill, Leadership Capability

1 YEAR

LEAF MANAGER

1st Presentation

2nd Presentation

ATTACHEMENT
BENEFITS

ALLOWANCE
Around **10,000,000** VND/month.

EXTRA SUPPORT
Follow TOT as Company policy for accommodation and travelling to Leaf Growing Area (including Central, North and South of Vietnam) for working.

COMPANY BUS
Provide Company bus for two ways travelling between Ho Chi Minh city and Bien Hoa city.

COMPANY MEAL
1 meal portion/working day.
LOCATION & WORKING HOUR

Based in Bien Hoa, Dong Nai province
7:00 AM – 15:30 PM

FIELD TRAVEL

Travel to Leaf Growing Area (Gia Lai, Dak Lak, Tay Ninh, Cao Bang, Lang Son...)
KEY ACCOUNTABILITIES
1. Deliver & communicate the annual R&D plan aligned with the leaf strategic plan.

2. Drive STP improvement and carry out internal audit yearly and update to the system on time.

3. Identify demand of crop input (including tobacco variety, fertilizer, crop protect agents, etc.). Then, lead providing process of crop input to leaf growing area on time in full.

4. Identify & bring in the best practices/research findings from other OpCos/research organizations that help producing the quality/style required for import substitution & farmers' cost of reduction.
LEADERSHIP
RESULT

Driving New variety registering process & get approval of Ministry of Agronomy. Undertake Research trials

Leading STP program, IPM program to ensure all leaf suppliers meet BAT standards.

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1. Develop strong internal relationship with Leaf Field Team, Operations, Finance & HR to ensure smooth functioning of business.

2. Well relationship with ASPAC Region and Global to support each other for cooperated goals.

3. Good relationship with Local Authorities, Vinataba, third party suppliers and other companies to implement related programs.
REQUIREMENTS
Good communication and translation skills in Vietnamese and English

Experience in handling analysis data & interpretation of the research findings

Understanding of Social system of Vietnam

Interpersonal skill & strong capability to work together with the management team home & abroad

University Graduate, priority for Agronomy Decree

Ability to establish a strong network with Govt. /international Agro-research organization

Learn quickly and be proactive in supporting Company activities. Be able to work under tight timeline
Contact Us

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THANK YOU