



开发矿业 造福社会

MINING FOR
A BETTER SOCIETY

紫金矿业2027届全球校园招聘

ZIJIN MINING 2027 GLOBAL GRADUATE RECRUITMENT

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为人类美好生活提供低碳矿物原料

Providing the materials that improve standards of living in a low-carbon future

基础福利体系 Basic Welfare System

基础保障 Basic Insurance

五险一金 Social Security and Housing Fund

健康体检：一年一次 Annual Physical

员工激励 Employee Incentive Programs

骨干人员持股计划/股权激励 Key Personnel Shareholder Plan / Stock Incentives

学历资助：员工进入紫金满三年有机会获得学历资助继续深造

Education Support: Employees with over three years of service are eligible for education support

休假报支 Vacation and Reimbursement

法定节假日
Statutory Holiday

探亲往返路费报销（包含机票、高铁等）：
国内每年4-6次/人，海外每年2-4次/人，含家属反探亲

带薪年假
Paid Annual Leave

Reimbursement of round-trip travel expenses for family visits (including airfare, high-speed rail, etc.): 4-6 times per person per year for employees in China, 2-4 times per person per year for employees on overseas assignments, including reverse family visits

衣食住行 Daily Necessities

制服/工服
Work Uniforms

通勤班车
Commuter Bus

伙食:对市场化食堂就餐给予相应补贴
Meal subsidies for dining at local eateries

生活福利设施：洗衣房、健身休闲室、图书馆

Employee Amenities: Laundry facilities, fitness centers, libraries, etc

住宿:矿山及冶炼项目提供免费住宿，非矿山及冶炼项目提供租房补贴

Free accomodation is provided for all employees at mine sites and smelting facilities, housing subsidies are provided for employees at all other working locations

更多福利 Other Benefits

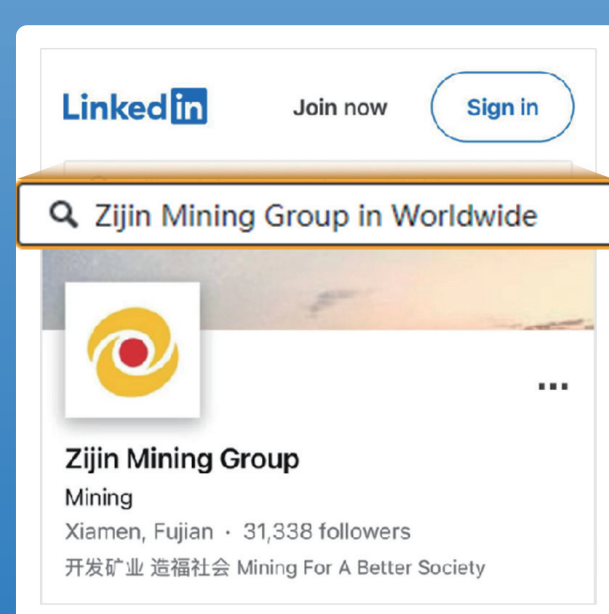
法定节假日、员工生日：礼金、礼品
Statutory Holiday, Employee Birthday Bonus/Gifts

新婚贺礼、交通、通讯补贴、退休贺礼
Wedding Gift, Transportation and Communication Subsidies, Retirement Gift

具体福利根据每个企业不同，按实际情况确定

Specific benefits are determined on a company-by-company basis

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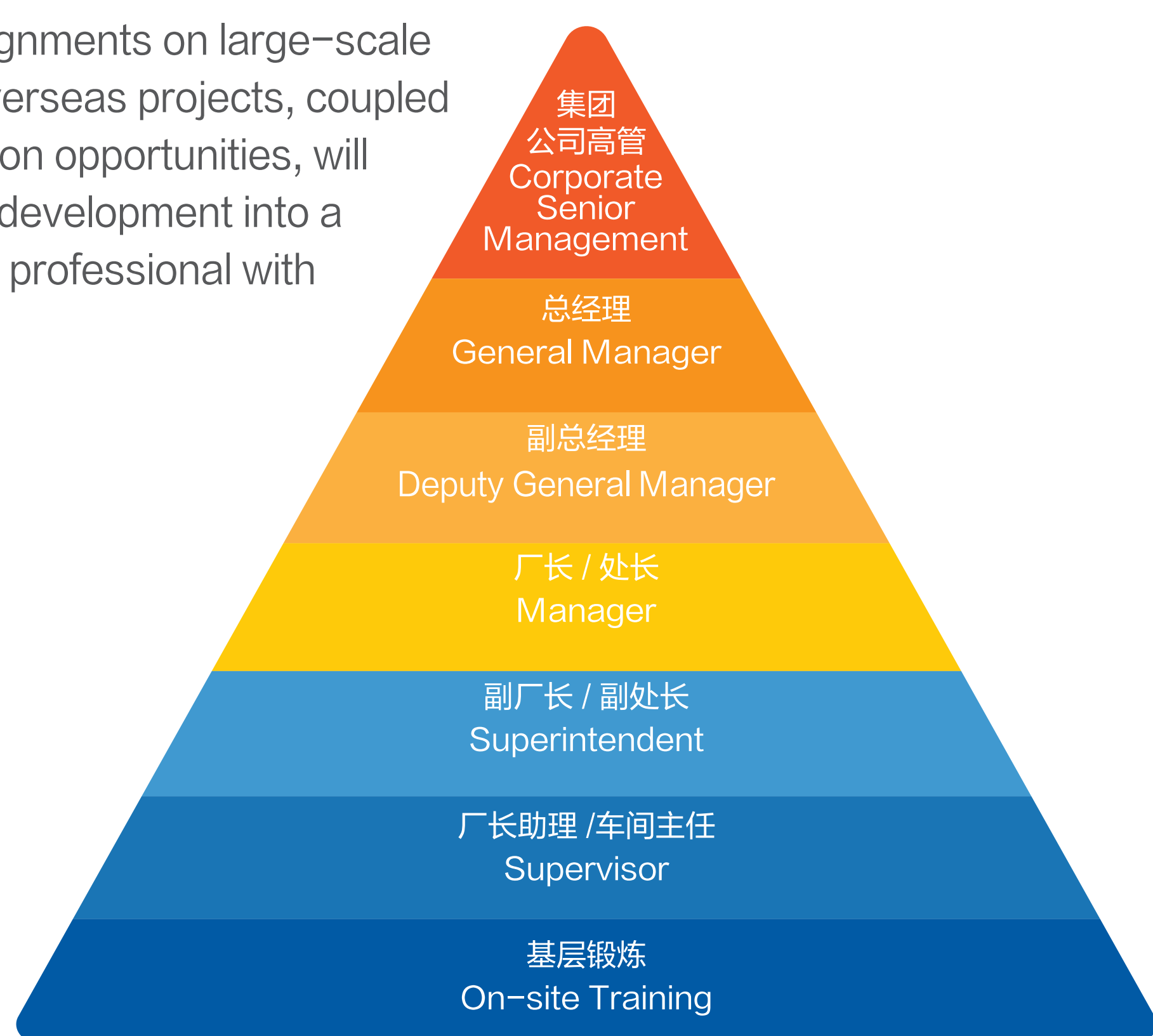
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完善的发展通道 Career Path

在集团国内、海外大型项目实岗锻炼，助力迅速成长为**专业过硬、外语流利、具备全球视野的国际化人才**。

Real-world assignments on large-scale domestic and overseas projects, coupled with global rotation opportunities, will accelerate your development into a globally-minded professional with solid expertise.

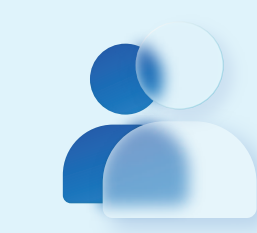


培养模式 Training Model



坚持价值创造导向

Value creation is our benchmark



有能者上位、有为者有位

We promote based on competence and performance



雏鹰专项人才

Eaglet Talent
Program



猎鹰出海人才

Falcons Going
Abroad Program



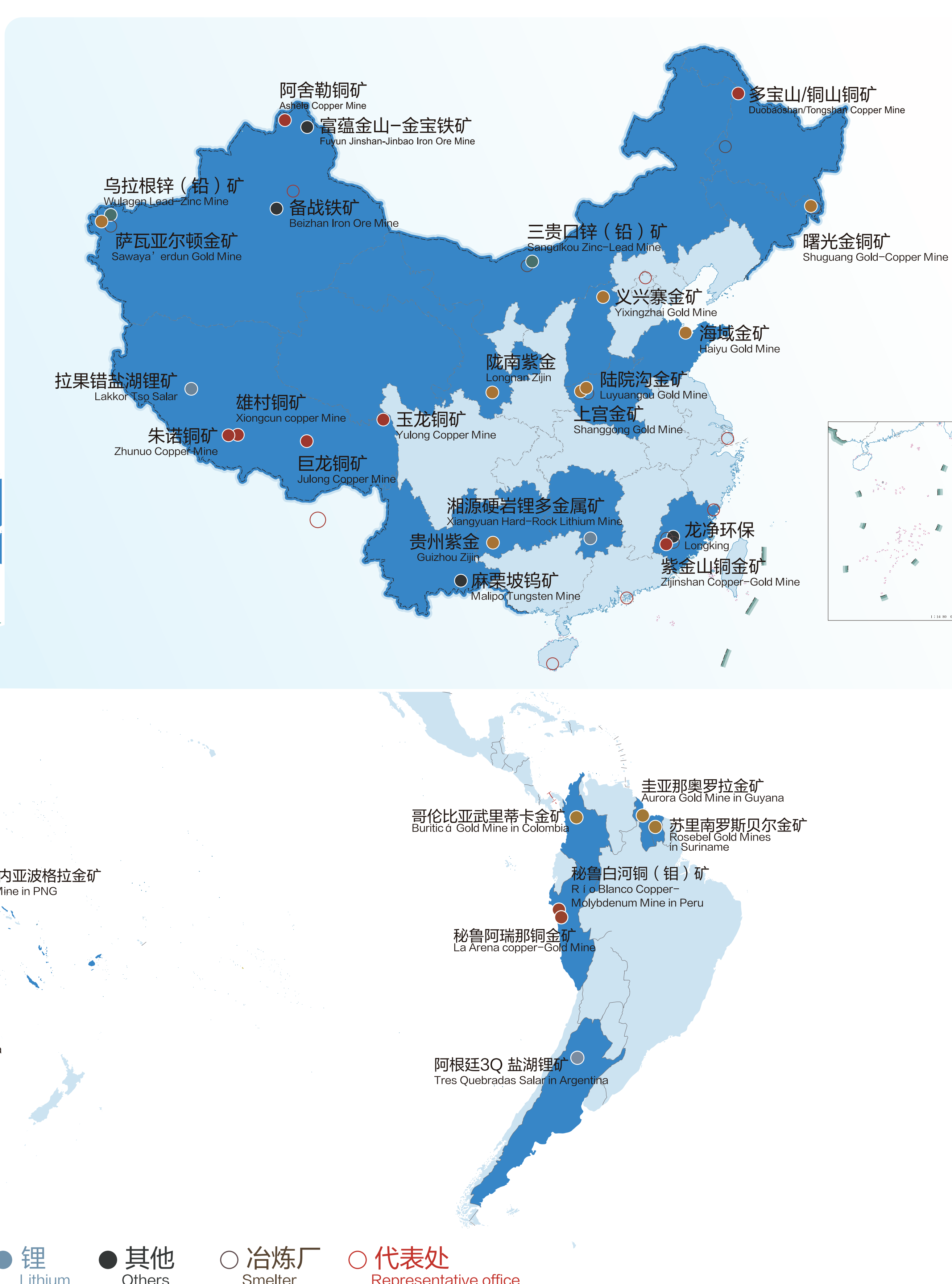
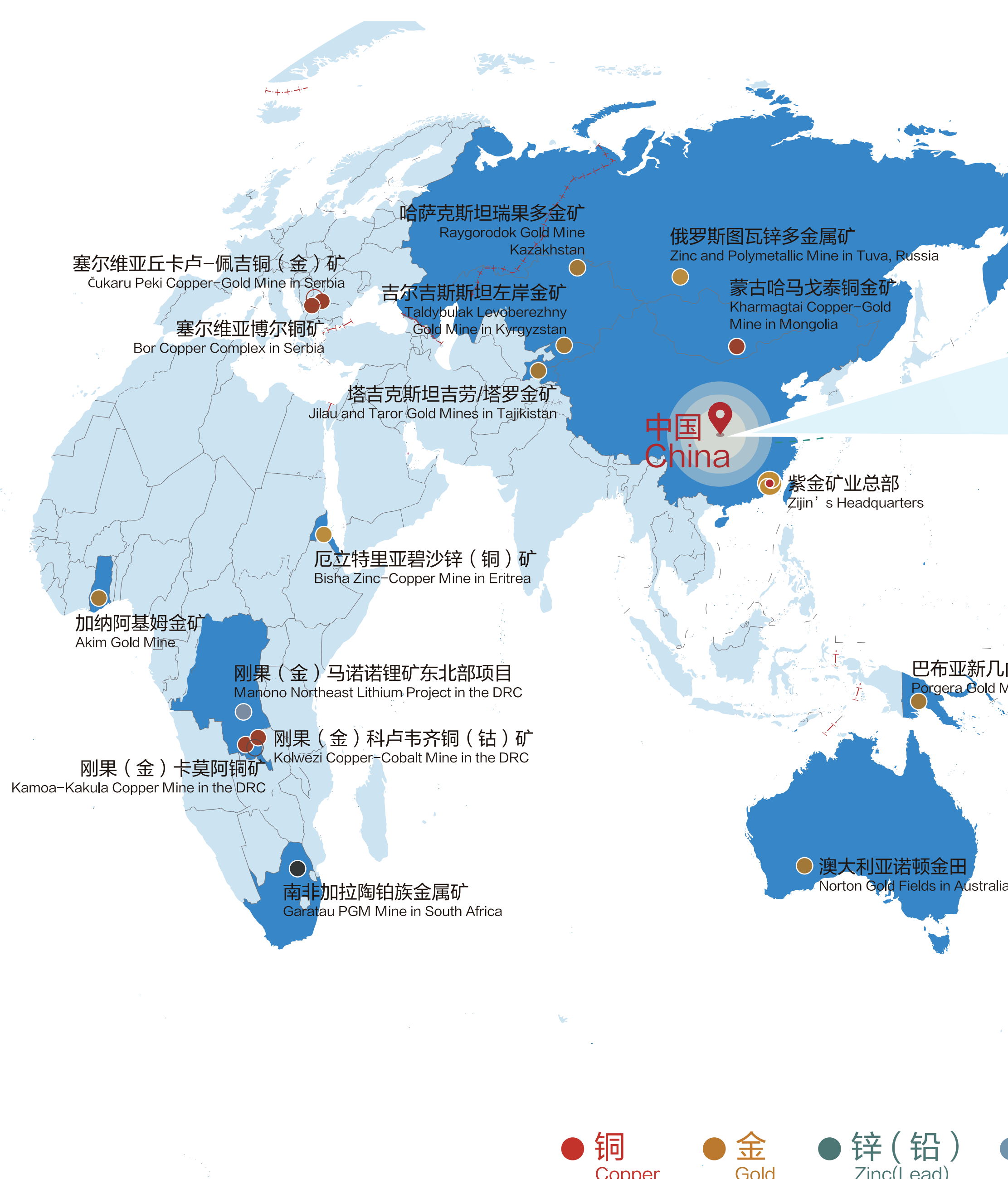
优秀青年人才

Outstanding
Young Talents

全球工作地点 Working Globally

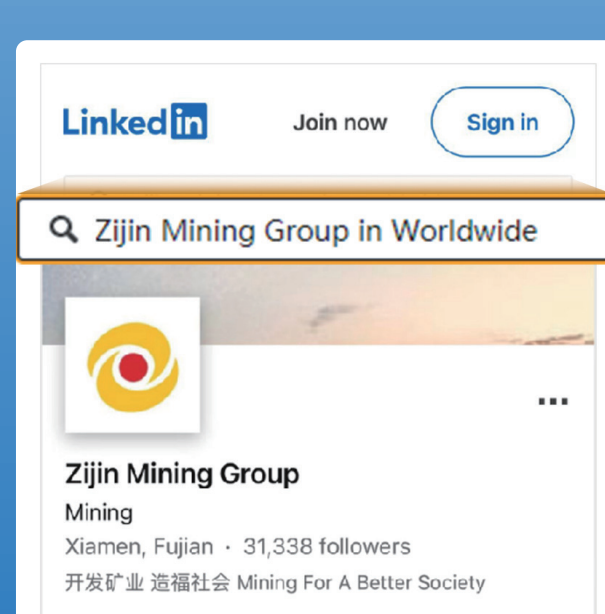
紫金矿业在海外**17个国家**和中国**17个省**（自治区）拥有超**30座**大型、超大型矿产资源开发基地。

Zijin Mining operates more than 30 large-scale and world-class mineral resource development bases across 17 overseas countries and 17 provincial-level regions in China.



● 铜 Copper ● 金 Gold ● 锌(铅) Zinc(Lead) ● 锂 Lithium ● 其他 Others ○ 冶炼厂 Smelter ○ 代表处 Representative office

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FORBES 福布斯



No.1

全球黄金矿业企业

Global gold mining enterprises



FORTUNE 财富



No.1

全球金属矿业企业ROE

Return on Equity (ROE) of global metal mining enterprises



《福布斯》全球上市企业2000强**181位**，上榜全球黄金矿业企业**第1位**，全球金属矿业企业**第3位**

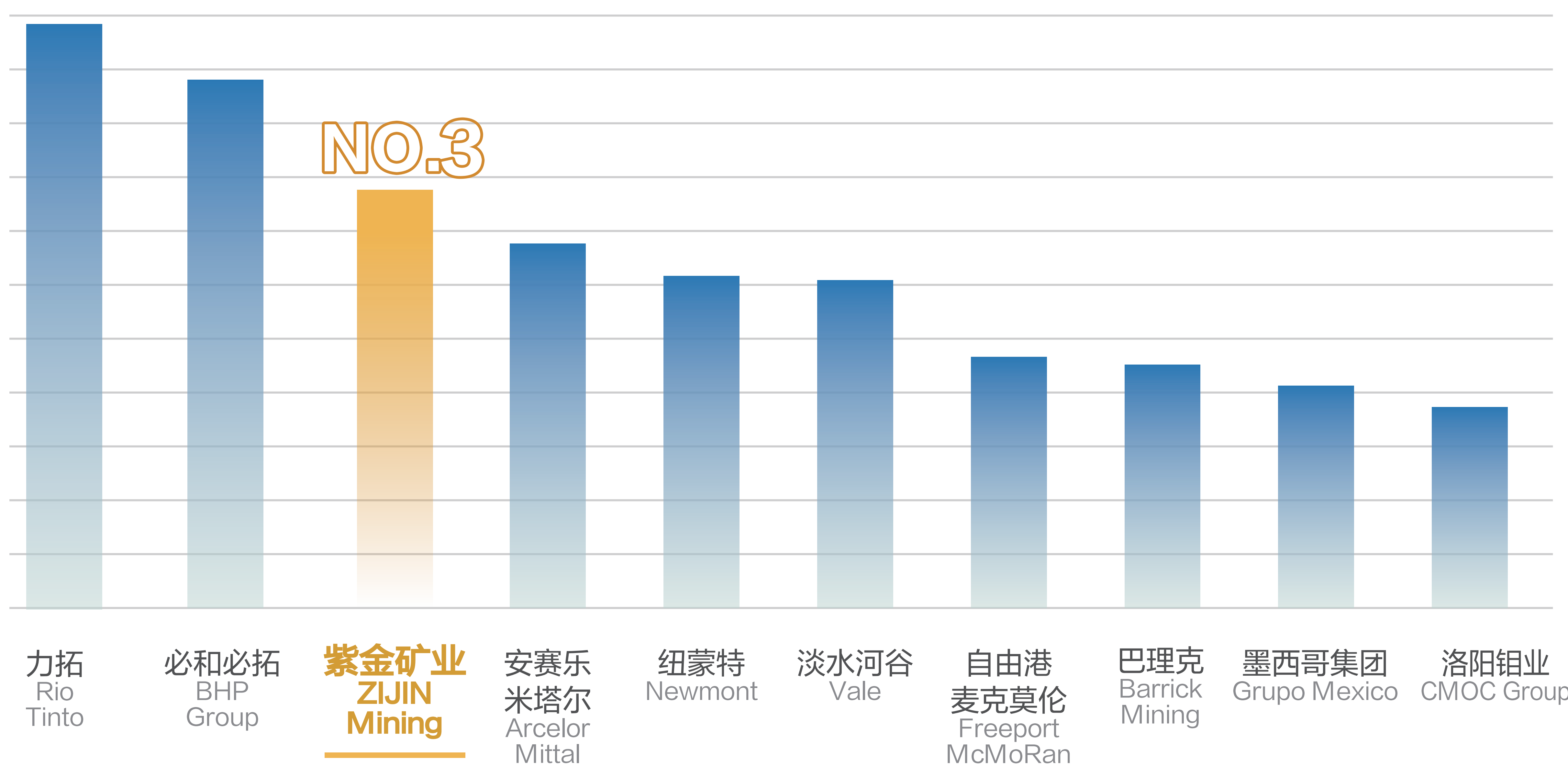
Ranked 181st in the Forbes Global 2000 list of public companies, it stands as the top-ranked global gold mining enterprise and the 3rd among global metal mining enterprises.

2026年《财富》世界500强位列**第325位**，净资产收益率（ROE）居全球金属矿企**第1位**

Ranked 325th in the 2026 Fortune Global 500 list, had the highest return-on-equity of any company among global metal and mining enterprises.

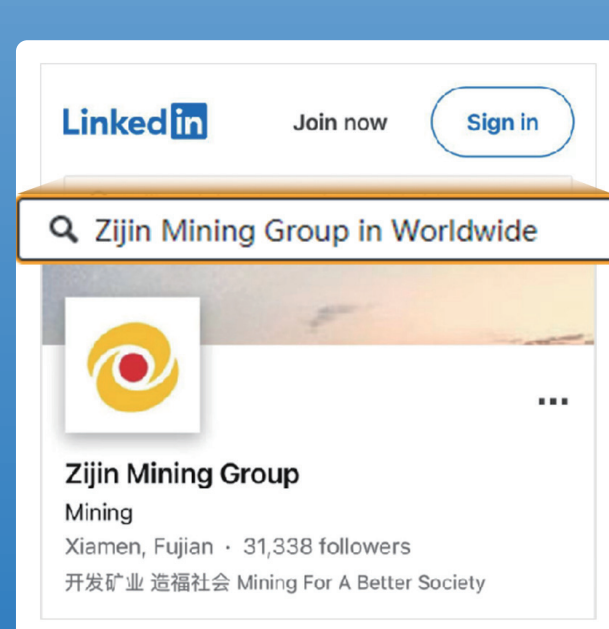
2026年全球金属矿业企业排名

2026 Ranking of Global Metal Mining Enterprises



数据来源 / Source: mining.com

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岗位类别 Fields

专业需求 Preferred Majors

矿业类
Mining

地质（含水文）、采矿、选矿、冶金、安全、环保、矿建、测绘及相关专业
Geology (including hydrology), mining, mineral processing, metallurgy/foundry, HSE, environmental, mine construction, surveying and mapping, and related majors

机电自动化类
Mechanical/Electrical/
Automation

机械、电气、仪表、自动化、测控、能源与动力工程、智能制造及相关专业
Mechanical engineering, electrical engineering, instrumentation engineering, automation, measurement and control technology, energy and power engineering, intelligent manufacturing, and related majors

信息化类
IT

计算机科学与技术、软件工程、人工智能、机器人工程及相关专业
Computer science and technology, software engineering, artificial intelligence, robotics engineering, and related majors

技术类
Technical

化学/化工、材料、工程造价、物理及相关专业
Chemistry, chemical engineering, materials science, cost engineering, physics, and related majors

职能类
Functional

物流/供应链、会计/税务、汉语言文学/新闻传播、审计、法律、人力资源、数学/统计及相关专业
Logistics, supply chain management, accounting/tax, Chinese language and literature, journalism and communication, auditing, law, human resources, mathematics, statistics, and related majors

语言类
Languages

俄语、法语、西班牙语、塞尔维亚语、英语、斯瓦希里语
Russian, French, Spanish, Serbian, English, Swahili

机电专项

Electromechanical Talent Program

机械设备类、电仪类、自动化类相关专业毕业生，有志于从事设备管理相关岗位者，可入选机电专项。

We are seeking graduates from mechanical engineering, automation, electrical engineering, and instrumentation majors who are interested in equipment management positions.

在华外籍留学生人才专项

Foreign Nationals Talent Program

诚邀在华外籍留学生加盟，由集团项目东道国的企业直接签约，回母国投身矿业。

We welcome overseas students in China to join us. Please note that the vast majority of available placements for overseas students are in your home region and you will sign a contract with the overseas subsidiary company.

外语+专业复合人才专项

Foreign Language + Additional Discipline Talent Program

诚邀“外语（法语/西班牙语/塞尔维亚语/俄语/斯瓦希里语/英语）+特色专业”复合型毕业生加盟。

We welcome applications from graduates who combine proficiency in a foreign language (French/Spanish/Serbian/Russian/Swahili/English) with a degree or academic background in another discipline.

专项计划将安排快速面试，符合岗位要求者优先录取，同等条件下年薪适当上浮

Qualified candidates will be fast-tracked for interviews. Those who meet the job requirements will be given hiring priority, with the opportunity for more competitive salary packages.

应聘流程 Recruitment Process

网上申请
Online
Application

01

现场/空中宣讲会
On-site/Online
Presentations

02

简历筛选
Preliminary CV
Screening

03

AI面试及
人才测评
AI Interview & Talent
Assessment

04

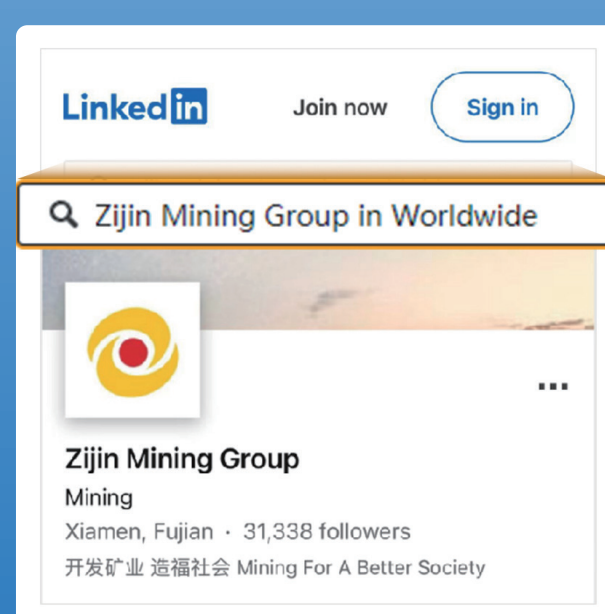
面试
Interview

05

录用签约
Offer

06

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