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16 November 2026

Hiring Team
Defond Electrical Industries Limited
Re: Graduate Trainee Program 2027 — Management Track (July 2027 intake)

Dear Hiring Team,

I am writing to apply for Defond's Graduate Trainee Program 2027 on the **Management Track** (full-time permanent; 24 months; July 2027 intake). I am a Ph.D. candidate in Economics at HKUST (expected June 2027), a Hong Kong permanent resident with the right to work in Hong Kong, a native Mandarin speaker, and professionally fluent in English, with basic Cantonese. I am an early-career candidate (within the 0–3 year window) who wants a structured path into manufacturing leadership—not a narrow specialist desk.

The Management Track matches what I am looking for. The posting describes 18 months of cross-functional rotations through Global Operations; Corporate Functions (Finance and Accounting, Human Resources); and Business Units (Engineering, Project Management, and Sales / Business Development), followed by a 6-month functional focus. I want that sequence: learn how Defond runs globally, understand finance and people processes, work alongside engineering and commercial teams, own projects with real accountability, and then deepen in one function. I am also drawn to the programme's global footprint across China, Southeast Asia, and Europe, executive mentoring, and dual-path design for future business leaders.

The requirements map to how I already work. I hold a bachelor's and above in quantitative disciplines (B.Sc. Mathematics and Economics with Actuarial Mathematics minor, CGA 3.9/4.3, Academic Achievement Medal top 1%; M.Phil. Economics CGA 4.1/4.3; Ph.D. in progress). I communicate in written and spoken English and Chinese. I am agile and analytical: in my sole-authored job market paper I framed a business trade-off between sales volume and return costs, quantified options, and wrote a clear recommendation pack (a moderate restocking-fee menu raises social welfare by about 2 million RMB, roughly a 5% gain, and seller profit by about 1.2 million RMB relative to status-quo policies). With Professors Kawaguchi and Kawai I delivered weekly project updates on pricing and inventory under demand uncertainty—ownership on a hard deadline. As Teaching Assistant Coordinator and as a lecturer/TA at HKUST (4.53/5 and 4.72/5), I coordinate across people, present clearly, and take responsibility for deliverables.

I am open-minded about a multicultural manufacturing career, ready to explore operations and commercial roles across regions, and motivated to grow into leadership through Defond's mentoring and high-impact projects. My resume is attached. Thank you for your consideration.

Sincerely,

Ke-Cheng Hsu (Clio)