



alumni
career

China

Employability World Tour | Webinar in English

Employability World Tour 2024-2025 | China

Welcome to our second EWT of the season !

Delphine Rome

Career & talent manager



Floriane Lambert

International & regional
network coordinator





Online Ressources on your
alumni website

Here to help you to prepare
your expat!

Other International Career Ressources | Delphine Rome

Other ressources on your alumni website



Employability World Tour



Since 2021, emlyon alumni and its alumni have been organising specific webinars on the international job market. Our alumni speakers and, depending on the destinations, immigration specialists share their knowledge and experience in their host country.

To date, there have been 17 destinations, 25,000 participants and more than 60 speakers who have had the opportunity to share their international experiences.

Access the replays and presentation decks for all our destinations.

International communities



emlyon has a strong network of alumni established in over 130 countries worldwide.

To prepare your journey, do not hesitate to contact and meet with your representatives from the international communities and join these groups before or as soon as you settle in. There are currently nearly 30 active communities that you can reach out to.

GoinGlobal



From searching for internships or jobs to your arrival, GoinGlobal offers real support in your international adventure!

Top help you prepare for your departure, this resource guides you through visa types, salary levels, the job market, and more. Structure your departure and embark on your journey with peace of mind!

Altissia



English, German, Spanish, Portuguese, Finnish... all European languages are just a click away with the Altissia platform. Before you leave, it is essential to reinforce and develop your knowledge of the language of your destination country.

Other ressources on your alumni website

Lifelong learning



The Whats4u EdFlex offer provides access to content to help you prepare for your departure!

In the Personal and Professional Development category, choose the International Careers sub-category and browse your training content:

- language training (How to learn any language easily)
- intercultural management (Hofstede's Cultural Dimensions)
- cross-cultural negotiation (Unlocking cross-cultural differences in negotiation)
- and many other resources

Create your own itinerary to prepare for your departure!

[Access Lifelong Learning](#)

Our next alumni employment webinars

Webinars in french for emlyon alumni only



Webinars in English for emlyon alumni only



Our next EWT 2025-2026 open to our students as well





Welcome to our speakers

Hua Lin

Adviser & Professor – emlyon business school | Shanghai campus



A Ph. D. graduate of Sciences Po, hua is a professor and advisor to **emlyon** business school (Asia), an independent director for a listed company, and a former Academic Dean in France and China. With 20 years in top management at Fortune 500 firms, including as CEO in China, he is a published author and Chevalier des Palmes Académiques.

He has been living all his life in China.





Sophie Coulon

Managing Director – Shanghai



A graduate of **emlyon** (PGE 2017) Sophie has built her career in digital marketing and digital transformation in China.

She co-founded Francelysee – an influential WeChat account and digital agency in China – which merged with a tech company in 2019 to form Slingshot. After its acquisition by VO2 GROUP in 2023, she became Managing Director Asia Pacific.

She has been living in China for 10 years.

Alexis Horcholle

Senior Manager – Shanghai



PGE 2012



A graduate of **emlyon** business school (PGE 2012) Alexis is a French professional with 14 years of experience in Asia, including 11 years in Japan, 1 in Hong Kong, and 2 in Shanghai.

As Senior Manager at Gucci, he leads High-End and District Clienteling in China. Fluent in Japanese and learning Chinese, he specializes in AI-driven CRM tools to enhance client development in the evolving Chinese market.

He has been living in China for 3 years.



Elsa Rouaud

Student at emlyon business school – **Changzhou**



Student at **emlyon** business school as master student, Elsa did her first 6 months internship in Changzhou in 2024.

She was intern at Taogent as Sales Manager Assistant.



Employment situation, industries and employment trends

Employment situation and employment trends

Economic Growth & Market Size

- ❑ **GDP Growth:** 5–6% annually, world's 2nd largest economy.
- ❑ **Market Size:** 1.4B+ consumers, growing middle class.
- ❑ **Global Trade Hub:** #1 exporter, #2 importer—key in trade, logistics, and supply chains.

Global Industry Leadership

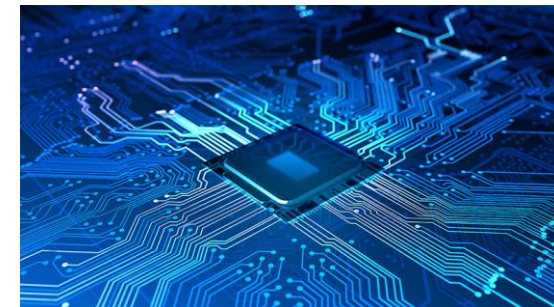
- ❑ **Tech:** Alibaba, Tencent, Huawei; global leader in 5G, AI, e-commerce.
- ❑ **Green Energy:** #1 in solar, wind, EVs; top investor in renewables.
- ❑ **Manufacturing:** "World's factory" (28% global output), shifting to high-tech.
- ❑ **Fintech:** Alipay, WeChat Pay dominate; rapid blockchain & digital currency growth.

Urbanization & Infrastructure

- ❑ **Megacities:** 150+ cities with 1M+ people, vast job opportunities.
- ❑ **Infrastructure:** High-speed rail, smart cities, world-class logistics.
- ❑ **City Tiers:**
 - **Tier 1 (Beijing, Shanghai):** High pay, intense competition.
 - **Tier 2/3 (Chengdu, Hangzhou):** Rising prospects, lower costs.

Quality of Life

- ❑ Diverse, convenient, and safe living environment



Opportunities for Young Europeans



Technology & Innovation

- ❑ **Opportunities:** software development, data analysis, and product management, with startup hubs in Shenzhen and Hangzhou.
- ❑ **Competitive Edge:** European students with tech skills and cross-cultural experience are highly valued.

Education & Training

- ❑ **High demand** for English and French teachers, trainers, and professionals in international schools and universities.

Sustainability & Green Energy

- ❑ China's **carbon neutrality goal** (2060) boosts demand for experts in renewable energy, ESG, and green finance.
- ❑ **Opportunities** in solar, wind, EV industries, and sustainability consulting.
- ❑ **Competitive Edge:** Europeans with expertise in green technologies are sought after.

Creative Industries

- ❑ China's focus on soft power and cultural exports has boosted demand for talent in media, design, and entertainment.
- ❑ Digital media, advertising, and content creation.
- ❑ **Opportunities** in cities like Shanghai and Beijing, cultural hubs.
- ❑ **Competitive Edge:** Europeans with creative skills and international perspectives are valued.

Consulting and Finance

- ❑ Multinational consulting firms and financial institutions in China seek international talent to serve both domestic and global markets.
- ❑ **Opportunities:** Management consulting, fintech, and private equity, opportunities in cities like Shanghai, a global financial hub.
- ❑ **Competitive Edge:** Europeans with strong analytical skills and cross-cultural understanding are preferred.

How to get a visa ?

	BEFORE GRADUATION (INTERNSHIP)		AFTER GRADUATION (EMPLOYMENT)	
VISA / PROGRAM	"1000 stagiaires" program	Academic exchange (X1 Visa)	V.I.E. (French International Program)	Employment (Z Visa)
MAIN CONDITIONS	<ul style="list-style-type: none">- 18-30 years old- 3-6 months internship- Students: at least 2y of higher education- Young professionals: have graduated less than 1 year from higher education	Foreign students studying in qualified Chinese universities with an X1 visa (usually Business schools partnership with local universities)	<ul style="list-style-type: none">- 18-28 years old- French or EEA (European Economic Area) nationality- Clean criminal record- 2 years of post-degree work experience	<ul style="list-style-type: none">- Points-based system (degree, age, salary, etc.)- 2 years of post-degree work experience required for Category B (most common)
KEY POINTS	<ul style="list-style-type: none">- Show high motivation: companies are usually not familiar with the process so quite reluctant to hire you- More info: French embassy in China	<ul style="list-style-type: none">- Students with X2 Visa are not eligible (study less than 180 days)	<ul style="list-style-type: none">- More info: Business France website	<ul style="list-style-type: none">- Category A: high-level expert (often PhD, high salary, strategic sectors)- Category B: qualified worker- Category C: lesser qualified



Job Interviews Cultural Specificities

Learning from experience of our alumni

Job Search

Networks: Business France (VIE), French Tech, CCIFC

Professional Platforms:

LinkedIn, Liepin, Boss, Maimai, 51jobs...

Local Resources: Download WeChat and join expat groups

Tip: Show you've researched the company thoroughly (e.g., analyzing their business)

Challenges

Language: Chinese proficiency or plan to learn

Visa & Work Permit:

- Min. of 2 years' experience
- Takes time to process, so plan ahead
- Must have valid work permit before starting

Cultural Fit: Hierarchical structures, fast-paced decision-making

Contract negotiation

Base Salary & Allowances:

Housing allowances can be tax-efficient for both parties

13-Month Bonus: Common practice for Chinese New Year

Insurance: Negotiate healthcare coverage details

Working in China

High-Pace Culture: Dynamic and pragmatic environment

Work-Life Balance:

Improving, but "996" culture (9am–9pm, 6 days a week) still prevalent in some sectors

Cultural Adaptation

Must read: "The Culture Map" by Erin Mayer

Learning from experience of our alumni

China has changed

- It is not as buoyant as before COVID, but still a giant with a lot of opportunities
- Be aware of the “China first” comeback in culture, media and consumption: what is your unique talent?
- Work culture: speed speed speed
- China may not be what you think: more advanced in many aspects of daily life than Europe

Target International Companies but also smaller entities, and also smaller cities

- First pitch within your company/group, focus on what you can bring to China and not what China can bring you
- China has a very dynamic network of entrepreneurs and smaller companies that can be very profitable in their own niche, don't limit yourself to big groups or mega cities
- Be clear about what you want: a China experience or a China experience in line with ideal career plan

Network, network, network ...

- Work in concentric circles: identify your primary target (list of ideal companies), and then their clients or suppliers or business partners
- Contact people on linkedin asking for 15/20 min of their time “I want to know more about you”

Learning from experience of our student

Cultural experience in China

- Be ready for a real cultural shock
- Language barrier

Target International Companies

It was my “mistake”, I didn’t realize how different and sometimes unprepared the Chinese startup can be. It is a completely different experience between being in a international company and small one

Some advice

- Search on Jobteaser BUT don’t use “Career in China”
- Ask questions about the missions, the job (especially if it is your first internship)
- Make some research about the way of life in China (not only in the professional world)
- Taking Chinese lessons can be a good idea
 - It will help you to better understand the culture and people obviously
 - It will help you to make some friends (especially in “small” cities, Facebook group can also help)
- Enjoy China, people are very friendly, the country and activities are really accessible !



Do's & Don'ts

Do's and don'ts

Hua LIN

- **Do:** stay connected, stay optimistic
- **Don't:** Underestimate cultural differences : Limit yourself to Tier 1 cities

Alexis HORCHOLLE

- **Do:** be patient, resilient and quick “China speed”. Pay attention to what you say how you say
- **Don't:** don't blindly follow Western depiction of China in mainstream media

Sophie COULON

- **Do:** Contact people working in China, reach networks, learn about the company you apply to.
- **Don't:** come if you are not ready for the “fast life”.

Elsa ROUAUD

- **Do:** travel around China, it is a huge country with very different landscapes and traditions // be open-minded and very connected
- **Don't:** use “Career in China” // hesitate to ask questions (to Chinese people and to people who have experienced China)

**Thank you for your attention.
Any questions?**



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