

# **The Infinity/IDB Israel-China Executives in Residence Recruitment Program June 2008**

## **Background**

Infinity seeks to hire a selected group of talented executives/entrepreneurs from China for the leadership and operations of its technology portfolio companies in China. Qualified candidates will be professionals who are highly experienced, dedicated, and self-motivated, with a varied mix of operational, managerial and entrepreneurial skills.

Infinity is the leading Israeli-Chinese technology fund managing more than \$500M since 1993 and with over 40 portfolio companies internationally. Infinity leverages its strong network and experience in both Israel and China to bring significant added value to both Israeli and Chinese companies. The Fund's core strategy is to invest in late-stage Israeli technology companies with parallel investments in Chinese businesses that license Israeli technologies, develop and grow them in accordance with domestic requirements and market them in China.

Infinity operates internationally and is comprised of different nationalities, thereby creating a cross-cultural environment. Infinity has offices in Tel-Aviv, Suzhou, China, Hong Kong, London and New York. Infinity's key partnerships and investors include the IDB Group in Israel and CSVC in China. [www.infinity-equity.com](http://www.infinity-equity.com).

The IDB Group, the founder and partner of Infinity, is the largest investment company in Israel, with a diversified portfolio encompassing some of the most influential business enterprises in the Israeli economy with global reach. [www.idb.co.il](http://www.idb.co.il)

## **Program**

Infinity is sponsoring and hosting an Executives In Residence Recruitment Program designed to provide participants with the skills and the tools required to create successful international businesses, based on Infinity's bi-national business model.

The program will commence in Tel Aviv in June, 2008.

*All graduates will receive an Infinity/IDB diploma documenting the completion of the program and continue to full time work according to the fund needs and graduates personal skills*

## **Candidate Requirements**

In this first year, the program will accept 10-15 professionals with varying expertise and talents. This number is anticipated to increase in subsequent years. Candidates for the recruitment program should be experienced executives in the domains of medical device, internet, new media, computer hardware, software, finance ,telecommunications, energy advanced materials and technology-enabled services. Alternatively, candidates should have experience as investment professionals in growth capital investments firms. All candidates should have an entrepreneurial approach and functional English.

## **Recruitment and Selection Process**

Applicants should:

- have an entrepreneurial mentality
- be literate and speak proficient English
- be reliable, strong and have relevant references
- have a good level of networking- government and private sector
- have considerable expertise and years of experience in a technology related market
- have the flexibility to work with other nationalities and with different cultural backgrounds
- have leadership qualities and be self motivated
- have a keen understanding of technology

## **The Selection Process**

Infinity's human resources division alongside its partners will first evaluate the applications and the references of interested candidates. Those who make the first cut will be invited for interviews with both the Chinese and Israeli teams of Infinity. Selected candidates will then undergo a contract negotiation in order to determine the final list.

## **The Package**

Program executives will receive an employment contract and a full program scholarship which includes round-trip tickets to Israel, hotel expenses and full tuition for the recruitment program. Each graduate will be hired for a senior management assignment in one of Infinity's portfolio companies in China.

The contract salary payments will begin two weeks after the training program has been completed. The salary and terms of each contract will be negotiated separately

and will be determined on a case by case basis. All contracts include a three week probationary period, which shall begin at the commencement of the training program.

## **How to Apply?**

**Interested candidates should contact [Training@infinity-equity.com](mailto:Training@infinity-equity.com)**

## **Curriculum Overview (subject to changes and additions).**

### **Tours**

Cultural/Historical Tours: One-day tours to Jerusalem and Haifa

Business Tours: Technology parks and visits to major companies

### **Lectures/Workshops**

#### **Infinity/IDB Israel-China**

- Infinity/IDB history and current strategy
- Infinity case studies in China
- Other Israeli case studies in China
- Doing business in Israel versus China: A CEO's point of view
- The legal and organizational structure of a fund.
- Fund contracts – term sheets, closings, etc,
- Exit strategies
- Strategies for growth: Cross-border strategic alliances and acquisitions
- Global/regional competition and strategies

#### **The Israel – China relationship workshop**

- Politics: history and current events
- Common values and their benefits in a business environment
- Critical issues affecting Israel – China relations

#### **A cross-cultural company – management challenges**

##### **Cultural aspects:**

- Israeli Culture: traditions, customs, foods, characteristics, behavior
- Israeli business Culture/mentality: the Legal and Regulatory Environment and Management
- The Cultural challenges of doing business with Israelis
- Israeli/Western business culture
- Local Business Ethics

##### **Managerial aspects:**

- How to run your company, instead of it running you – sharpening managerial skills
- Managing a multinational corporate Executive Board - Case studies and Round table discussion
- Managing Global Teams
- Organizational Dynamics

- The marketing, financial, legal and management issues of multi-national companies

### **Networking**

- How to network with Israelis, how Israeli network and develop relationships

### **Negotiation Workshop –**

Through lectures, discussions, analysis and multi-party negotiation exercises, participants will acquire the conceptual framework, tools and coaching to refine critical thinking, negotiation skills and decision making.

- Negotiation: Understanding the processes of negotiating and influencing: the cross-cultural context and the behavioral aspects that parties bring to the process and how they define the dynamics of a negotiation.
- Negotiating to create value
- Negotiation strategies & skills

### **Personal week**

One week of the program will be planned on the personal level according to the area of expertise. That week will include meetings with relevant companies and executives.