



Unlocking Opportunities: Recruitment Information for Fresh Graduates

Join Us and [#UnleashYourPotential](#)



ABOUT PARAGON

Born in 1985 as a *home industry*, ParagonCorp is now growing side by side with the goals adopted to become the largest cosmetic company as well as the market leader of cosmetics in Indonesia.

39
YEARS

14
STRONG
BRANDS

>12.000
PARAGONIAN IN
ALL OVER
INDONESIA &
MALAYSIA

LARGEST
COSMETIC R&D
CENTER IN
SOUTHEAST ASIA

>1.600
SKU
PRODUCT

43
DISTRIBUTION
CENTER

21Ha
FACTORY AREA

>80%
UNDER 35yo

Wardah MAKE OVER emina Kahf putri CRYSTALLURE INSTAPERFEK

LABORÉ Bio+def tavi WONDERLY OMG Beyondly™

Earth
Love
Life



All Women – Salon treatment



All Women with Halal Lifestyle



All Women – Professional MakeUp



Teen & First User



Male First Jobber & Beyond, Halal Lifestyle

From 6 to 14 brands within 4 years (2019 – 2023)

PARAGON SUCCESSFULLY LAUNCH INNOVATIVE BRANDS TO FILL IN HYPERSEGMENTED SKIN CONSUMERS, ACROSS AGE (Gen-X to Gen-Z)

as the Result of Innovation & Collaboration



All Women, Make Up for Halal & Glam Lifestyle



Women >25 y.o, Skincare for Halal & Glam Lifestyle



All Women with Sensitive Skin



Moms with Kids



All gender care; with neuroscience-proven mood boosting fragrance



All Gender care about well being, wanna live beyond



All Women – affordable makeup and skin care



Teen with Advance Knowledge about Skincare



All Women – Clinic-like treatment

Get to know the program! PARAGON INTERNSHIP PROGRAM



Paragon Internship Program is a program designed for you who are looking for **internship opportunities** for professional experience, **KP (Kerja Praktek)**, **SKS conversion**, and others! Our learning program provides networking opportunities and future career prospects.

Benefits:

- Paid internship
- Free Products on Onboarding
- Certificate
- Learning program



PARAGON INTERNSHIP PROGRAM

Qualifications:

- A third or final-year student
- Willing to do a full-time internship (on-site) with a minimum 3 months period
- Bachelor's degree (SI) with a minimum CGPA of 3.30

Function

- Commercial
- Marketing
- Product Innovation & Development
- Human Resource and Corporate Affairs
- Information Technology
- Research and Development
- Finance, Accounting, Tax, and Legal
- Logistic and Distribution
- Supply Chain Management
- Creative & Design
- Corporate Real Estate Management (Architect, Civil Engineer, etc)



Timeline Intake PARAGON INTERNSHIP PROGRAM



- Timeline intake could be adjusted based on KP timeline
- Period of internship: 3 - 6 months
- Ways of working: Work from office

FUNCTIONS:

Marketing - Head Office:

This directorate will require student to develop Paragon's brand in the form of formulating and implementing brand communication strategy that can improve brand identity and brand awareness. Marketing teams are people who are very passionate about consumers, willing to know & understand consumers so well. It is intended that the products we make can be following the needs and desires of consumers. Students should be willing to be placed in Jakarta.

Commercial - All over Indonesia (HO & Distribution Center):

This directorate will require students to decode consumers trend and messages of our brands delivered by our Marketing Team and translate it into strategies and real actions on the field. From meeting clients, analyzing data business, making promos, creating and activating demand, developing our counters to taking care of Beauty Advisors; we make sure that our products are accessible and delivered to customers hand. Students should be willing to be placed in All over Indonesia based on position and our Distribution Center.

Product Innovation & Development - Head Office:

This directorate will require students to develop new product, starting from generating ideas and developing concepts until product launching. We provide the main product required for the fulfilment of company's mission in an efficient and effective manner. We do tasks behind the scenes than people are aware of and also provide a ground for advanced research and development of products. Willing to be placed in Jakarta.

FUNCTIONS:

Human Resource and Corporate Affairs - Head Office:

This directorate will require student for ensuring sustainable growth of the organization, culture and people and creating the best working environment to build the great employees' experience. Innovative initiatives for stakeholders' capacity building of the greater good for people, planet and products. Willing to be placed in Jakarta.

Information Technology - Head Office:

This directorate will require to provide technology required for the fulfilment of company's mission in an efficient and effective manner. We do tasks behind the scenes than people are aware of and also provide a ground for advanced research and development of new application for business. Willing to be placed in Jakarta.

Research & Development - Plant Jatake Tangerang:

This directorate will require student to take part in cosmetic research projects, from designing experimental procedures to applying cosmetic science concept. Willing to be placed in Jatake Tangerang

FUNCTIONS:

Finance, Accounting, Tax, and Legal - Head Office

This directorate will require students to be fully involved in the development of Paragon's business through partnering in financing, accounting, include legal and tax. Students will be supporting department that has a role as a business partner for other departments. Willing to be placed in Jakarta.

Logistic & Distribution - Head Office, Jatake, Yogyakarta, or Tegal:

This directorate will require student to understand about distribution across regions, order-to-cash cycle, and customer relationship. Ensure On Time In Full (OTIF) objective, effectivity and efficiency of Distribution Center's warehousing and distribution. Willing to be placed in Yogyakarta, Tegal and Tangerang (Plant), and Head Office (Jakarta Selatan).

Supply Chain Management - Plant Jatake Tangerang:

This directorate will require students to manage the flow of material, goods, and information in a supply chain to provide the highest degree of customer satisfaction at the lowest cost. Work behind the scenes to plan the demand, the inventory, the arriving materials, the relationship with suppliers, the production schedules, and at the end we try our best to serve all Customer Orders. Willing to be placed at Plant Jatake Tangerang

Selection Process

Online Screening

Online Test (Self Assessment)

Online Interview

Onboarding



NOTES FOR APPLICANTS

1. **Paragon tidak pernah memungut biaya kepada pendaftar rekrutmen**
2. **Undangan interview akan dicantumkan pada body email (tanpa lampiran pdf)**
3. **Paragon akan menghubungi lewat email official, dengan domain:**
 - a. **@pti-cosmetics.com**
 - b. **@career.paragon-innovation.com**
 - c. **@paracorpgroup.com**

Hubungi Paragon Customer Care jika kamu menemukan informasi mencurigakan: 0877-0112-3000





WE CHALLENGE YOU TO BE THE PART OF OUR FAMILY.

Join Us Now!