



紫金矿业 2025 届“金榜生”全球校园招聘简章

一、公司简介 Company Profile

公司宗旨：开发矿业，造福社会。

Mission: Mining for a better society.

公司业务：在全球范围内从事铜、金、锌、锂、银、钼等金属矿产资源勘查、开发及工程设计、技术应用研究。

Main Products: Engaged in the exploration and extraction of metals such as copper, gold, zinc, lithium, silver and molybdenum. Our activities also include the in-house research and engineering of mining solutions.

公司规模：世界 500 强大平台，国际一流跨国矿业巨头，A+H 上市公司。

Company Scale: Global Top 500 Company, World-Class Multinational Mining Giant, A+H Listed Company.

公司版图：在中国 17 个省（区）和境外 15 个国家拥有重要矿业投资项目。

Projects & Locations: Mining projects in 17 provincial-level regions in China and 15 other countries across the globe.

行业地位：中国最大的矿产铜、锌、银生产企业，中国最大的矿产金上市企业；中国控制金属矿产资源最多的公司；全球最具竞争力的矿业企业之一。

Industry Standing: China's largest copper, zinc, and silver production enterprise, China's largest gold mining listed company; China's largest controller of metal mineral resources; one of the world's most competitive mining companies.

世界排名：公司位列 2024 年《福布斯》全球上市公司第 267 位，及其中的上榜的全球金属矿业企业第 5 位、全球黄金企业第 1 位；位列《财富》世界 500 强第 364 位、《财富》中国 500 强第 91 位。

World Ranking: Zijin Mining ranks No.267 in the 2024 Forbes Global 2000 list, No.1 among global gold companies, No.5 among metal miners; No.364 in the 2024 Fortune Global 500 list, and No.51 on Fortune's China 500 list.

发展目标：致力于打造“绿色高技术超一流国际矿业集团”，以优质矿物原料为中国及全球经济增长和可持续发展助力。2030 年全面建成先进的全球化运营管理体系，主要经济指标进入全球金属矿业行业前 3-5 位。

Development Goals: Zijin Mining strives to become a green, high-tech, leading global mining company. We contribute to global economic growth and sustainable development by producing and supplying high-quality minerals. By 2030, fully establish an advanced global operation and management system; and be ranked among the top 3-5 in the global metal mining industry.

二、招聘岗位 Positions

岗位类别	专业需求
矿业类	地质、采矿、选矿、冶金、岩土工程及相关专业
机电/自动化/ 信息化类	机械、自动化、电气、测控仪器、信息化及相关专业
ESG 类	安全、环保、社会学、新闻传媒及相关专业
新能源/新材料类	材料、化工、能源、发电工程及相关专业
技术类	安全、环保、材料、化学、检测化验、测绘、水文与水资源及相关专业
职能类	汉语言文学、新闻传媒、财务、审计、法律、供应链、人力资源及相关专业
语言类	法语、西班牙语、俄语、塞尔维亚语、蒙古语
有特长、文笔好，沟通能力强，不限专业优先录取	

* 机电专项

机械设备类、自动化类、电气类、仪表类相关专业毕业生，有志于从事设备管理相关岗位，同等条件下年薪上浮。

* 在华外籍留学生人才专项

诚邀有志于回母国投身矿业的海外东道国在华外籍留学生加盟，符合条件的毕业生将优先录用。

* 文秘专项（不限专业）

有文字特长且有志于从事于文字工作相关岗位，有相关作品案例（不含科技论文），同等条件下年薪适当上浮。

* 博士专项

诚邀海内外高校的博士人才加盟。



Fields	Preferred Majors
Mining	Geology, Mineral Processing, Rock and Soil Engineering, and related majors
Mechanical/Electrical/Automation/IT	Mechanical Engineering, Automation, Electrical Engineering, Measurement and Control Instrumentation, Information Technology, and related majors
ESG	Safety, Environmental Protection, Sociology, Journalism and Media, and related majors
Renewables and Advanced Materials	Materials Science, Chemical Engineering, Energy, Power Generation Engineering, and related majors
Technical	Safety, Environmental Protection, Materials Science, Chemistry, Testing and Analysis, Surveying and Mapping, Hydrology and Water Resources, and related majors
Functional	Chinese Language and Literature, Journalism and Media, Accounting, Auditing, Law, Logistics, Human Resources, and related majors
Languages	French, Spanish, Russian, Serbian, Mongolian
Candidates with certain skills (such as strong writing ability, communication skills etc.) will be prioritized and are not limited by major.	

*** Electromechanical Specialization**

We are seeking graduates from mechanical engineering, automation, electrical engineering, and instrumentation majors who are interested in equipment management positions. Eligible candidates may be entitled to increased remuneration.

*** Foreign Nationals Specialization**

We invite foreign students studying in China to join us. We are looking for students from our project countries and who are passionate about returning home to pursue a career in mining. Eligible candidates will be given priority in the recruitment process.

***Secretarial Program (not limited by field or major):**

Preference for candidates with strong writing skills and a desire to work in positions related to textual work. Candidates should have relevant work samples (excluding scientific papers). Candidates with equivalent qualifications may be eligible for an appropriate salary increase.

***Doctoral Program:**

We sincerely welcome doctoral talents of globally renowned universities and top domestic universities to become a part of Zijin.

三、员工福利 Compensation and Benefits

1. 政策补贴(Government Subsidies):

人才补贴: 人才补贴 1-8 万元、50-60%工科人才薪酬补助 (按各地方政府实际政策享受)。

Subsidies: Talent allowance RMB 10-80k, Subsidy for engineering talents (Subject to the policies of local governments).

2. 基础保障(Basic Insurance):

五险一金、健康体检: 一年一次

Social Security and Housing Fund, Health Check-ups: 1 time per year

3. 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

骨干人员无业亲属补贴

Subsidy for unemployed relatives of key personnel

4. 休假报支(Vacation Reimbursement):

法定节假日、带薪年假

Statutory Holiday, Paid Annual Leave

探亲往返路费报销 (包含机票、高铁等): 国内每年 2-4 次/人, 海外派遣每年最多 3 次/人, 其中包含 1 次家属反探亲

Reimbursement of round-trip travel expenses for family visits (including airfare, high-speed rail, etc.): 2-4 times per person per year for employees in China, up to 3 times per person per year for employees on overseas assignments, including 1 family visit

5. 衣食住行(Bare Necessities of Life) :

伙食: 对市场化食堂就餐给予相应补贴

Meal subsidies for dining at local eateries

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 (以具体项目为准)

Free accommodation is provided for all employees at mine sites and smelting facilities, housing subsidies are provided for employees at all other working locations. (Specific benefits will depend on the working location)

制服/工服、通勤班车

Work Uniforms, Commuter Bus

生活福利设施: 洗衣房、健身休闲室、图书馆

Employee Amenities: Company-provided laundry facilities, fitness centers, libraries, etc.

6. 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、工会补贴、退休贺礼

Wedding gift, Transportation and Communication subsidies, Union subsidies, Subsidy For Retirees

具体福利根据每个企业不同按实际情况确定

Specific benefits are determined based on the actual circumstances of each company.

四、校招流程 Campus Recruitment Process

网上申请 → 现场/空中宣讲会 → 简历初筛 → AI 测评 → 面试 → 录用

Online application → On-site/Online presentations → Preliminary CV screening → AI evaluation →

Online/Offline interviews → Offer

五、投递方式 Application Methods

1. PC 端: join.zjky.cn

2. 移动端: 微信公众号【紫金矿业招聘配置中心】-校园招聘或扫描二维码网申

1. PC: join.zjky.cn

2. Mobile: Official WeChat account [紫金矿业招聘配置中心] -校园招聘 or scan the QR code to apply



六、联系方式 Contact Info:

1. 微信公众号: 紫金矿业招聘配置中心

2. 小红书: [26061586933](#) 紫金矿业招聘 (首页入群聊)

3. 官方 QQ 答疑群: [699038426](#)

1. Official WeChat Account: 紫金矿业招聘配置中心

2. Official RED Account: [26061586933](#) 紫金矿业招聘 (Go to the homepage to join the campus recruitment discussion group)

3. Official QQ Q&A Group: [699038426](#)

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小红书 RED



紫金矿业招聘配置中心
微信公众号 WeChat



紫金矿业
领英 LinkedIn



开发矿业 造福社会
Mining for a better society
紫金矿业集团
Zijin Mining Group