

Looking for Engineering Innovator!

해외기업 KMK Global Sports(이하 KMK)에서는 주요 엔지니어링 학과(화학, 산업, 기계 등의 공학계열) 인재들을 대상으로 'Engineering Talent'를 채용하고 있습니다.

Footwear의 개발과 제조에는 다양한 엔지니어링 기반의 전문기술과 공정들이 포함되어 있습니다.

새롭게 합류하는 분들에게는, 회사의 비전과 문화 그리고 조직 외에도 Tooling Engineer, Chemical Engineer, Pattern Engineer, Manufacturing System Engineer, Quality Management Engineer 등 'Engineering Talent'가 소속되는 팀의 업무수행에 필요한 기본 지식 함양을 제공하는 연수기간이 온보딩 프로그램에 포함되어 있어, Globa Innovator로 성장하는 초석을 제공합니다.

KMK는 Culture-Fit을 매우 중요하게 생각하는 기업이며 구성원들이Innovator로 성장할 수 있도록 적극 지원하고 있습니다.

KMK의 Core Value는 Dare, Learn, Love입니다. 도전적인 목표를 세우고 실수를 두려워 하지 않으며, 실수에서 배우고자 하는 인재, 끊임없이 학습하고 성장하며 안주하지 않는 인재, 서로의 차이를 인정하고 진심을 다하며 협력하려는 인재들이 모여 있는 곳이 KMK입니다.

저희와 함께 개인과 팀 그리고 회사의 quantum leap에 기여하고자 하는 분들은, 지원해 주십시오.(현재 채용 홈페이지 개편중, 8/18일부터 사이트 오픈 및 지원 가능)

<https://innovator.kmk.co.id>

KMK는 'Engineering Talent' 지원자들을 대상으로 온라인 설명회를 2차례 실시하오니, 관심있는 분들의 적극적인 참여를 기대합니다.

- 일시: 2025년 8월 19(화), 26(화) 오후 12시~13시.
- 채용 포스터 또는 아래의 QR코드를 통해 사전 신청시, 온라인 접속 링크 발송



예정.

궁금하신 사항은 'innovator@kmk.co.id'로 남겨주세요. 신속하게 답변드리도록 하겠습니다.



Dare • Learn • Love

KMK GROUP

Global Footwear Manufacturer to develop the Innovators of tomorrow

Shape your future!

<https://innovator.kmk.co.id>

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ABOUT KMK

KMK **KEY ACHIEVEMENTS** in 35 years of History

01

First Supply Base in Indonesia

Relocating from US & Italy
to Indonesia

02

Systematic Performance Management

Quality & Delivery

03

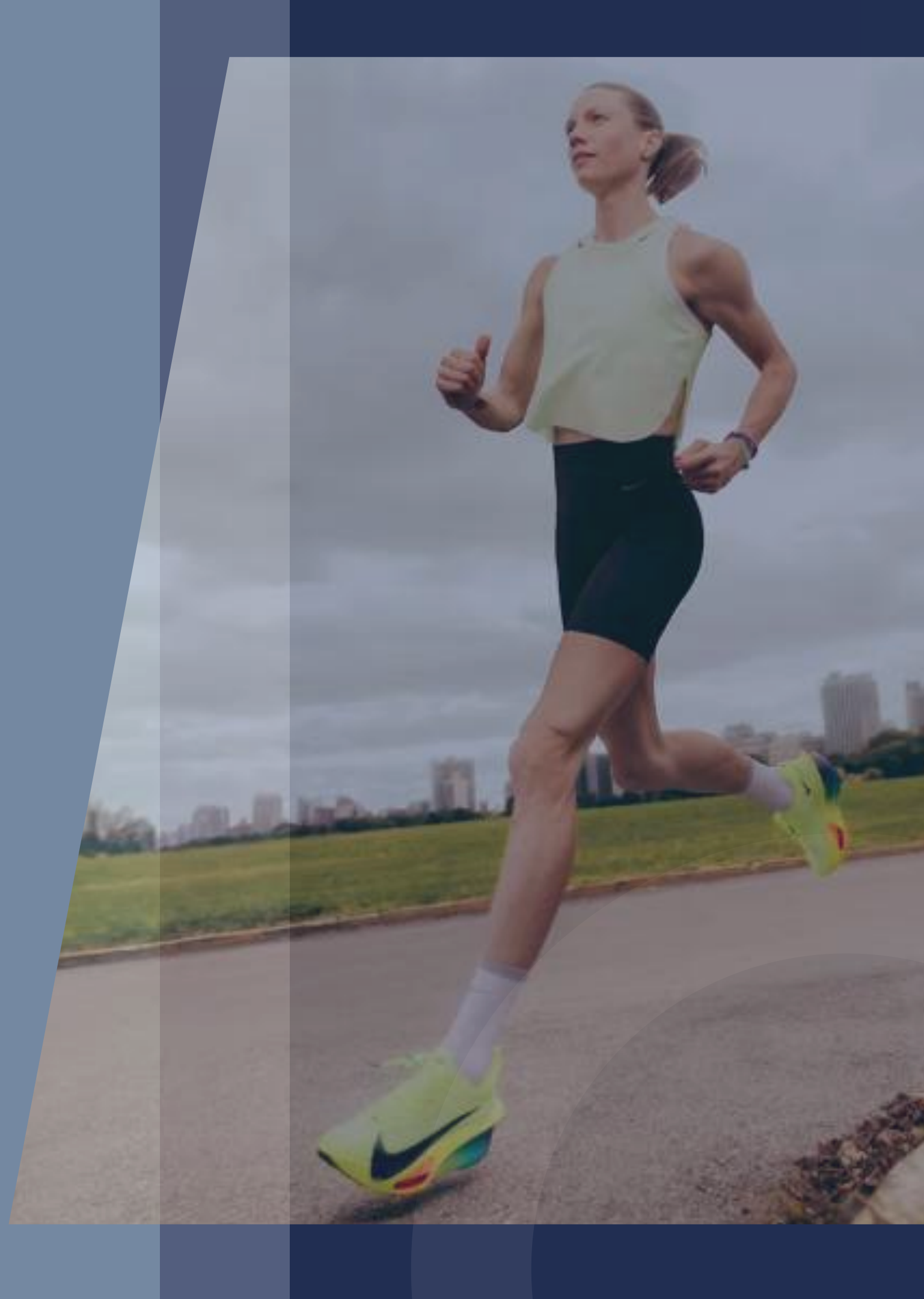
Automation Pioneer

Auto-Cementing &
Auto-Stockfitting Lines

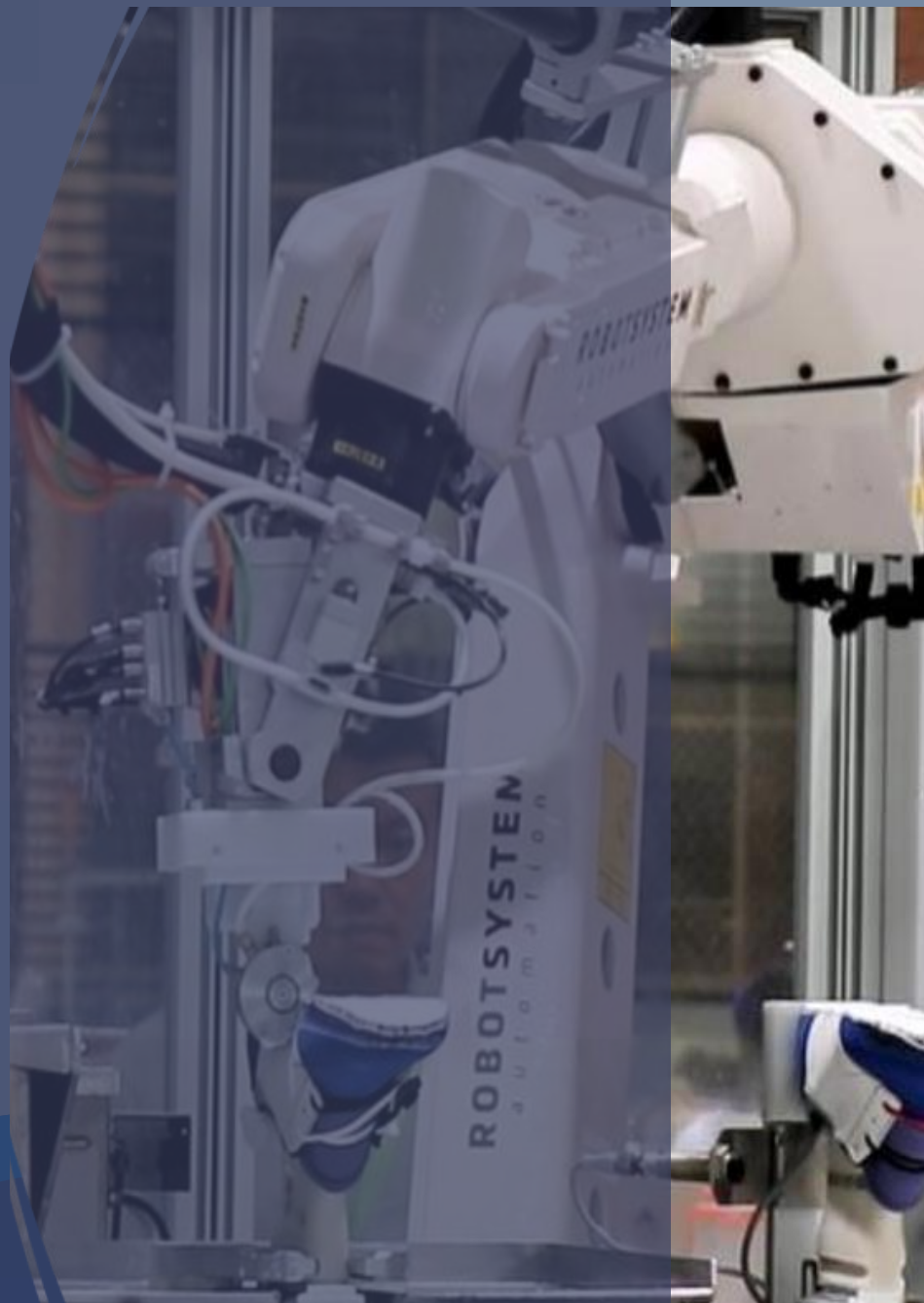
04

Employ Engagement

Development of the People First



” ABOUT US



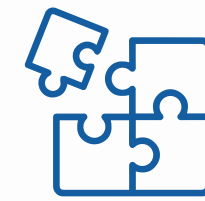
Customers



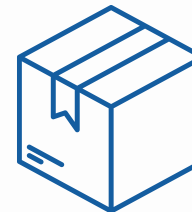
Shoe Manufacturing

3 Factories

Banten & Central Java



Other Sectors



Capacity

50M Pairs

Per Year



Employees

30K

Workers

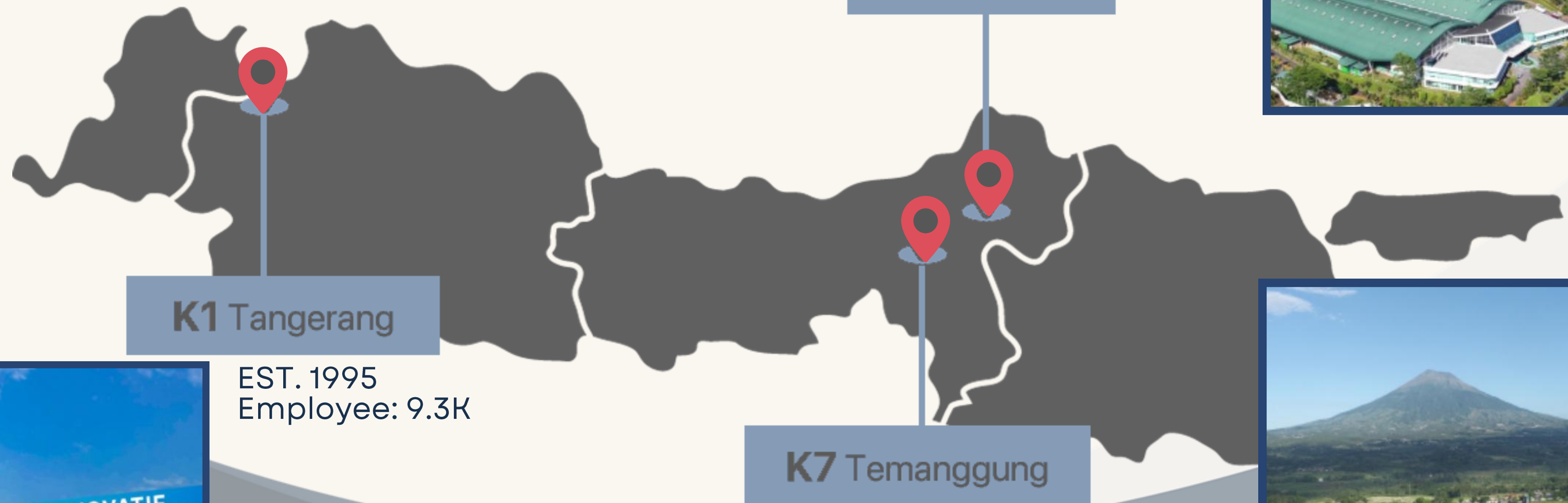


CAGR

10+ %

5-year since 2020

OUR CAMPUS



EST. 2015
Employee: 18K

K6 Salatiga



K1 Tangerang

EST. 1995
Employee: 9.3K



K7 Temanggung

EST. 2020
Employee: 2.3K



OUR PRODUCT



**OUR PRODUCTS ARE MORE THAN JUST SHOES.
KMK ENABLES OUR CUSTOMERS TO BE INNOVATORS.**

KMK MAKES A CUSTOMER.

CORE VALUES



DARE

We dare & we are not afraid of failures. We aim high & decisive.
Resist from the comfort-zone, complacency is the death of innovation.



LEARN

We learn from reflecting on an experience and never from the experience alone.
Learning never stops.



LOVE

We respect other's differences. Be genuine & honest with one another. We encourage others to do the same.



WHO WE'RE LOOKING FOR..

01

DLL Culture 'Fit'

- **Dare** – Boldness and Initiative
- **Learn** – Growth Mindset and Adaptability
- **Love** – Collaboration and Team Mindset

02

Character

We approach with **integrity**
and a **willingness attitude**

03

Competency

Current Competency Means that
performance is Achieved by
Leveraging Potential **Capability**.

WHY KMK?



**International
Work**



Richard Christian
Manufacturing Manager
Previously SCI
Currently SJI

**Growth
opportunities**

INNOVATORS TESTIMONIALS



Nike Core Leadership

“

We visited 14 factories during our whole Asia visit but KMK was the only factory to offer to partner with us on our projects. We loved that!



Nike PMO Leadership

“

KMK is more assertive and aggressive. They are not waiting for direction but offering solutions and value. This is critically important during this time of business challenge



Derek Grundy

COO, Huali

“

KMK is doing a lot of great things. Recent hires are amazing, and when KMK walked in, I was struck by the powerful energy they had



WHY INDONESIA?

If you can grow to become an ASEAN and Indonesia expert,
This is a definite opportunity for the future!

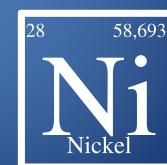
Seize Your Future!



Population of 290 million
(4th largest In the world)



Half of the population is Under 30.



World's Largest Reserves of
Nickel, Palm Oil, etc.



High Popularity of Hallyu
(K-pop, K-drama)



Indonesia is playing a Key Role
In ASEAN.



More than 2,200 Korean Companies
have entered the Market.

WORK & LIFE INTEGRATION



5-Day Work Week



**18 Working Days
of Annual Holiday**



Flexible Leave
Refreshment to Wherever
using Voucher System



**Commuting Support
to KMK, 20 Minutes**



Leave Office at 5pm
Life with Evenings



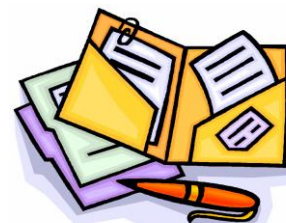
Cultural Activities
Living infrastructure



Housing Allowance



**Health Insurance
Medical Support**



Education Support
For Children



Annual MCU
Including Spouse



On-site Cafeteria



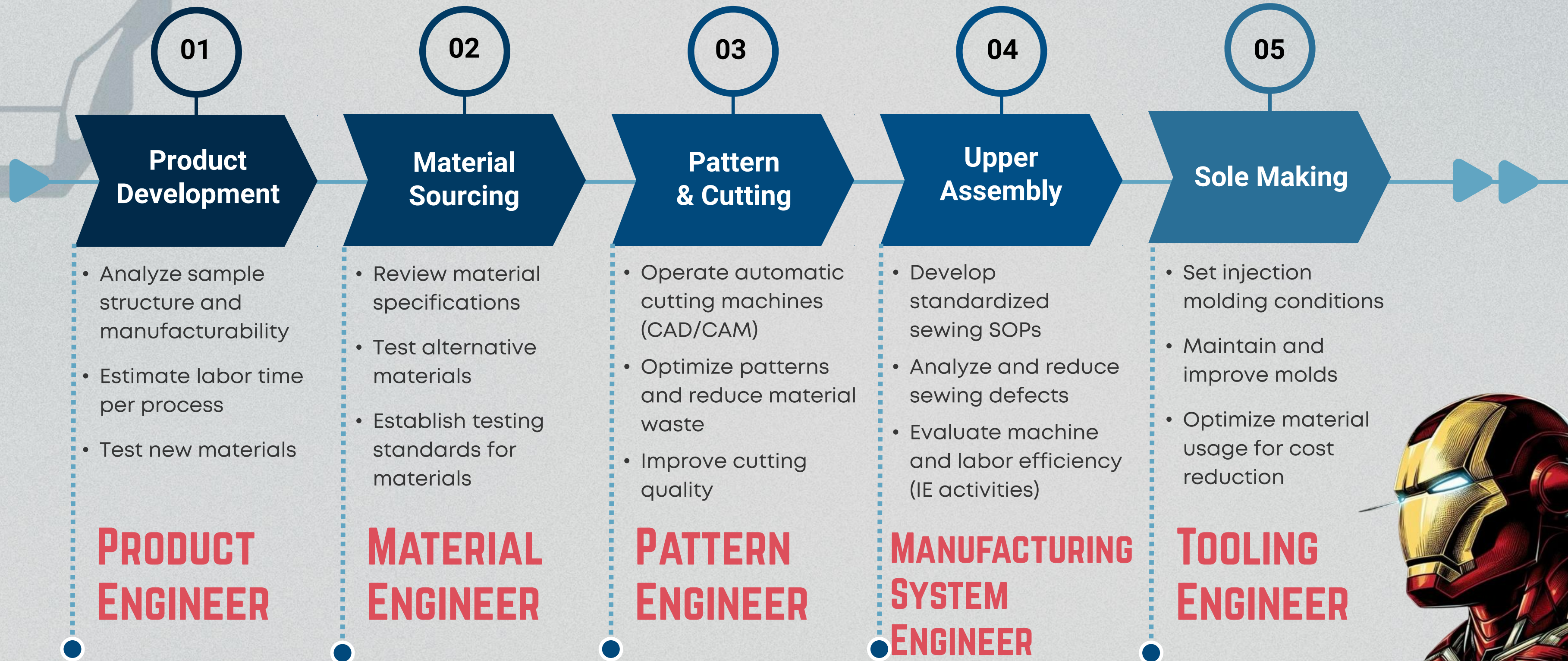
**Supporting Life
Events**
Wedding, Funerals

WHAT IS THE ROLE OF AN ENGINEER AT KMK?

W\



WORKING PROCESS & JOB OPENING (1/2)



WORKING PROCESS & JOB OPENING (2/2)

06

Cementing & Lasting

- Set adhesive temperature, pressure, and curing time
- Test bonding strength
- Support last (foot mold) design

**CHEMICAL
ENGINEER**

07

Molding & Pressing

- Optimize heat setting parameters
- Improve molding accuracy and shape retention
- Drive automation in molding lines

**EQUIPMENT
ENGINEER**

08

Finishing

- Optimize workflow and cycle time
- Improve insole insertion and lace-up process
- Develop semi-automatic finishing solutions

**IE /
AUTOMATION
ENGINEER**

09

Quality Inspection

- Set up inspection devices and tools
- Build real-time quality monitoring systems
- Analyze and reduce defect rates

**QUALITY
ENGINEER**

10

Packing & Shipping

- Design packing processes and specs
- Implement logistics automation systems
- Apply RFID/barcode systems

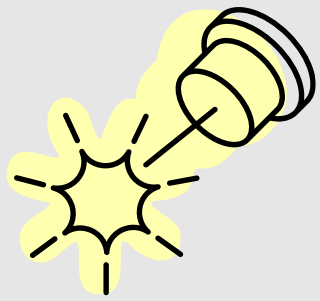
**LOGISTICS /
AUTOMATION
ENGINEER**





Engineers play a Pivotal Role at various Stages:

- Improve Production Efficiency
- Enhance Quality
- Implement Automation
- Achieve Cost Reduction



Cross-functional Roles (All Stages)

Industrial Engineer (IE):

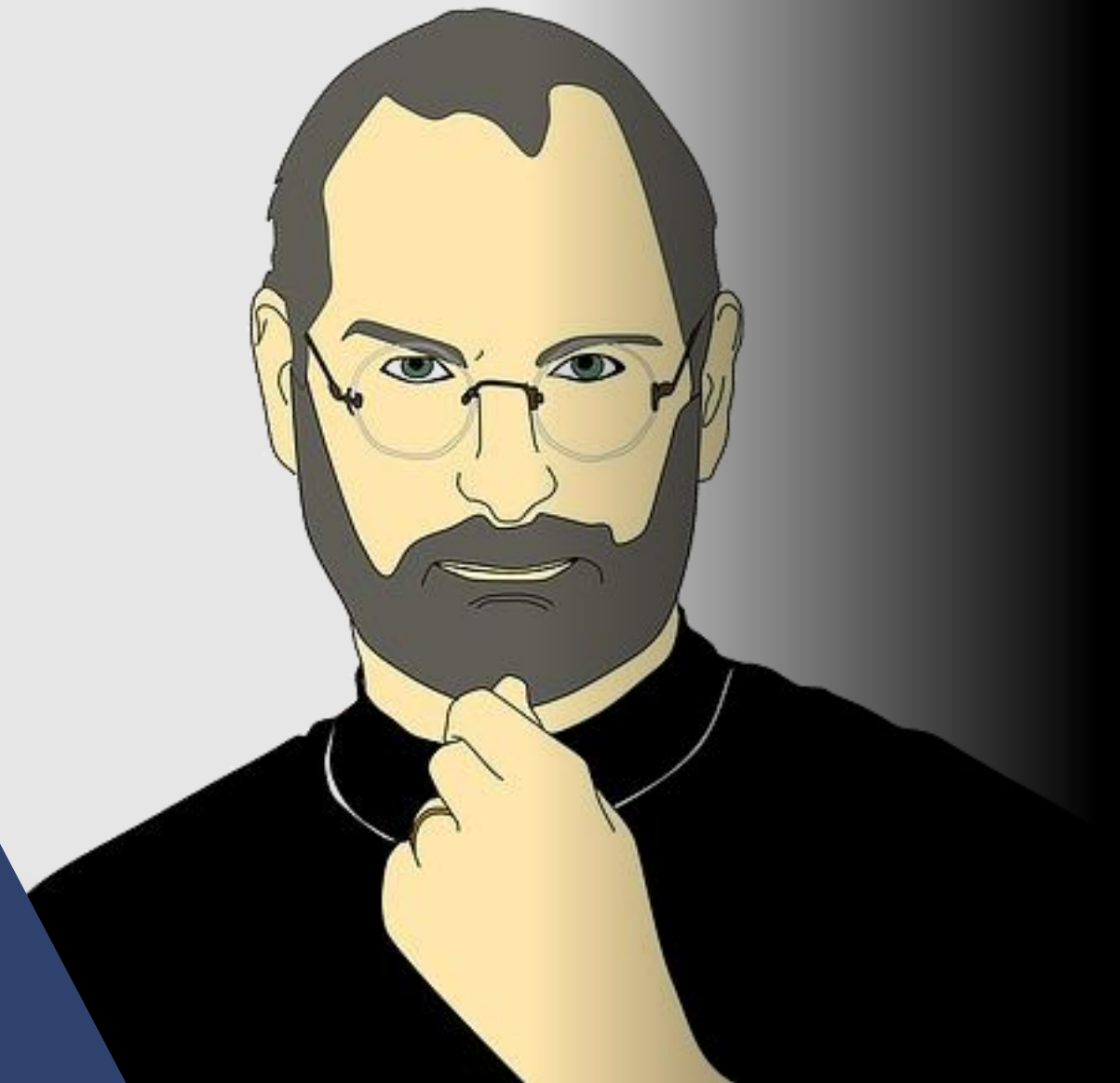
Time Studies, Layout Optimization, Manpower & Equipment Balancing

Automation Engineer:

Smart Factory Solutions (Automatic Sewing, Cutting, Packing...)

Data Engineer:

MES Systems, Real-Time Monitoring, Defect Trend Analysis



HIRING PROCESS

Online
Application
Start



01

Online
Competency
Test



02

Document
Screening



03

Multiple
Interviews

1st : Culture Fit
2nd : Capability
3rd : COO Vision Chat

04

**JOIN
US**



ON BOARDING PROGRAM

3-month Residential Program

Participating
Footwear
Knowledge Program
In Engineering



Participating
Experiential
Learning Program
In Engineering



KMK-facilitated
Values alignment
Future-ready Capacity

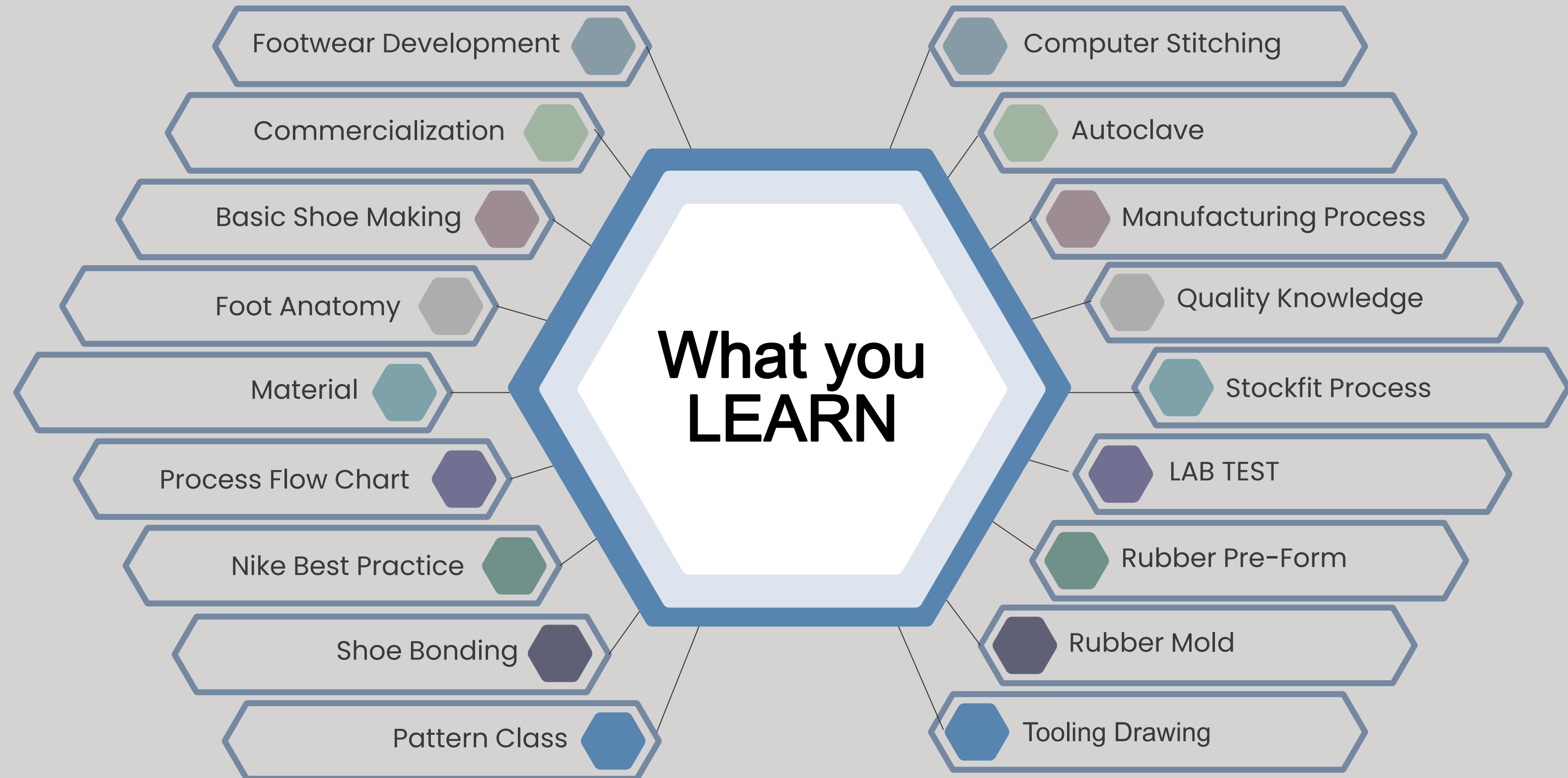


Accommodation
Meals
Internship Stipend
Provided



Full-time role based on performance, with potential for key talent development at KMK

LEARNING CONTENTS





Application Method

innovator.kmk.co.id



Contact Information For Inquiries

innovator@kmk.co.id

Application Deadline

From: Aug, 2025
To: Sep, 2025



HOW TO APPLY





MOVING FORWARD

We'll wait for your Application