Translation of questions and answers in Mandarin.

1. Does LockinChina need summer interns? Yes, our company also needs summer interns, you can find the information on our website, or just feel free to contact us directly if you want to apply.
2. When is the best time to start applying for jobs in China? As I just said, if you want to look for a job you need to start one year in advance because China's recruitment season is always held one year ahead of the employment schedule. For example, if you graduate in September this year, it would have been better for you to start looking for a job in September last year. Then even if you did not get an offer last year, you still have the opportunity to participate in this year's spring recruitment session. Don't leave it until you go back home.
3. Carrie's question: The question related to the household register in Beijing' where William mentioned one of the conditions to get registered included studying abroad for 360 days. She asked how does the 360 days count for Hukou?  Will the time spent in Europe or the UK be deducted? Usually, it depends, when the policies are strict, the custom will only count the exact number of days you were in the UK according to your immigration records in your passport. Sometimes it may be a bit lenient that they would count your studying period as an entire year, but any times you return home, may be excluded.
4. How long does the recruitment process last in Chinese organizations? Usually, the recruitment process is going to last for two to three months. From the initial resume collection to the online test, or a written test for some big companies, the process may take up to two to three weeks. There would be two or three rounds of interviews, usually this is going to take two to three months. If you can get the interview in September, you might get a job offer in November or December.
5. *Why does the spring recruitment session happen in March and April?* Spring recruitment session is actually a supplementary recruitment session. Let’s say, many students got more than one offer last year, but they can only accept one position, the remaining positions would be taken back by the companies and then be put in the spring recruitment session. Therefore, the amount of job at that time will be particularly on a small scale, around only 20-30% of the total amount from last year. The domestic recruitment takes place once a year ahead of employment schedule because there are about 7-8 million graduates in China each year that we must recruit one year in advance. For example, if you graduate from September to December in 2018, you should look for jobs from September to December in 2017.
6. *If I want to apply for job after my graduation next year, then do I need to search for roles in September-December this year?* That’s right, start searching for job vacancies in December this year.
7. *Internship experience and interview performance, which one is more important? I only have two internship experiences, would it be enough?* Both are very important. For the internship experience, it depends on whether the internship you were doing is associated with the core business which is related to your profession, rather than to-all business. If the internship you did matches well to the company’s position you applied for, it would of course be better to include it on your resume. But, for the interview, you need to be able to express yourself appropriately, that’s why I mentioned that they are both actually important. Having great experiences but not being able to express these confidently in an interview would not be useful, so you need to be good at both.
8. *Is it possible for me to participate in companies’ campus conferences in domestic universities? Do you think it’s necessary for us to go?* If you have time to participate then you can surely go ahead with it, but that usually happens when you are still a student in the UK. Some companies would go overseas to run a preaching session. Our company is affiliated with some organisations for overseas recruitment purposes such as Tencent, Hainan Airlines, and Baidu that we had last year. You can s search for it in September and October.