



MID-TERM SCHOLARSHIP PROGRAMME



To cultivate talent and capability in the tourism sector, STB offers an attractive mid-term scholarship programme to University students keen to pursue a career in the sector.

The award includes*:

- Actual cost of tuition, examination & related fees
- Monthly maintenance allowance (6 months disbursement)
- Trip allowances (for internship & return trip after studies)
- Language study fees (where applicable)
- Summer/Exchange programme (subject to approval)
- Masters/Postgraduate studies (subject to approval)
- Any other compulsory application fees

**For the remaining duration of study and where applicable*

Remaining duration of study and bond period

- 1-2 academic years remaining in university at point of application
→ **2-year bond**
- More than 2 academic years remaining in university at point of application
→ **3-year bond**

UPON GRADUATION...

1

Scholars will be put on the **Management Associate Programme (MA Programme)** and will go through a **12-month training** period, which includes a compulsory onboarding programme, an attachment to our Singapore Visitors Centre (SVC) and two divisional deployments for 21 weeks each within STB. This is a **structured training and development programme** and not a fast tracked career path.

2

After the 12-month training period, scholars will be **assigned to work at a specific department**, taking into account organisational needs; the scholar's interest; relevance of discipline; special skills; knowledge; and their past work experience.

3

All officers in STB are given **equal opportunities for career progression**. Advancement to higher appointments is based on performance and potential. As a general guideline, officers require 2 years in their current appointment before they are eligible for the next career move.

WHY STB?



WE WORK TOGETHER

We have values that foster teamwork, passion, and fun, and our relaxed work environment is built on mutual respect and trust. Our open culture encourages the contribution of ideas from everyone. We also embrace creativity and innovation, where we develop better concepts and improve the way we do things.



WE HAVE FUN

We have a wide range of activities organised for employees to enjoy, relax, and bond with one another or contribute to society through community work, festive celebrations and many other activities. STBians not only work together, but have fun together and relationships with colleagues often develop into friendships.



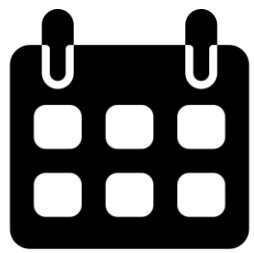
WE SHARE & LISTEN

STB officers come together on a corporate level every quarter where policy updates and latest developments are shared. We open the agenda up to everyone to contribute topics and officers are free to share their ideas or ask questions during these sessions.

COME JOIN US.

A career with STB opens the door to a world of diverse opportunities, international exposure, and cutting edge ideas. Do you have an open and adventurous mindset? Do you thrive well in a collaborative environment with driven, passionate and vibrant colleagues? Do you enjoy enduring relationships through work and play? **Come join us!**

RECRUITMENT AND SELECTION PROCESS



TWO APPLICATION CYCLES

Early Cycle (1st Run)

- Opens November

Main Cycle (2nd Run)

- Opens March (After 'A' Level results are released)

Applications close 2 weeks after 'A' Level results are released



FIVE ASSESSMENT ROUNDS

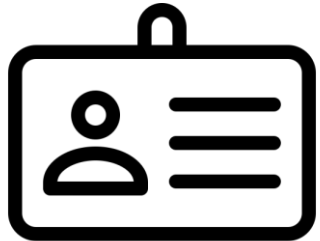
- Submission of Video Clip (As part of application)
- Preliminary Interview
- Assessment Centre (Individual and Group Assessments)
- 2 rounds of Panel Interviews with STB's Senior Management



All applications go through the BrightSparks portal:

www.brightsparks.com

ELIGIBILITY CRITERIA:



- Undergraduates who have completed at least one academic semester and who have not embarked on the final year of student at the point of application
- Possess passion in contributing to Singapore's economy
- Excellent academic, leadership & CCA records
- Other important criteria (specific to STB) we consider include our values: Integrity, Team, Courage, Care, Passion & Fun!

FREQUENTLY ASKED QUESTIONS:

Q: How many positions does STB plan to recruit this year?

A: We are not restricting ourselves to a specific quota. The final numbers will be determined by the quality of the candidates.

Q: Are there restrictions on the course of study?

A: We are open to most areas of studies except law, architecture, medicine and dentistry.

Q: Are scholars allowed to take up internships, summer/exchange programmes, etc.?

A: All STB scholars will need to complete a mid-term internship at STB HQ (Singapore) for at least 10 weeks, where applicable.

Q: Are scholars put on a fast tracked career path?

A: No. Our scholars are treated like our other fresh hires, and that is the beauty of the system which is appreciated by our employees. We place emphasis on the fact that career progression is based on performance, regardless of entry into the organisation.

Q: Will scholars get overseas postings?

A: There will not be any overseas postings during the first 12 months. After the 12-month period, scholars will be on equal status with other STB employees, where the postings will be based on merit and other eligibility criteria.

Q: Are scholars allowed to pursue a postgraduate degree?

A: Scholars may be given support to pursue postgraduate studies. STB will look into the following factors in reviewing the request, amongst other internal criteria:

- Manpower needs of the organisation
- Relevance of the Master's programme to the organisation
- Academic track record: Minimum GPA of 3.8/4 (US) and 1st Class Honours (UK)
- Quality of institution where you intend to pursue your studies.

Q: How do we evaluate performance since scholars (under the MA programme) get rotated to two divisions in their first year?

A: Scholars are assessed at the end of each attachment. They will be required to discuss with the ROs on their performance review after each attachment. This information will be passed on to HR for collation. At the end of the one-year term, an overall assessment will be conducted in order to assess the scholar's fit with STB. If found suitable, they will be emplaced as Assistant Managers.

Q: Can scholars choose their preferred divisions for the MA Programme?

A: The assignment of scholars will take into account organisational needs, scholar's interest, relevance of discipline, special skills, knowledge and their past work experiences.