



致力于打造中国人力资源外包第一品牌
Committed to building the premier HR outsourcing brand in China.



WEC (世界就业联盟)

World Employment Confederation

中国第一家全球企业会员

国家级协会成员49个 全球企业会员6个

First-ever Chinese Global Corporate Member of WEC

Only 49 national association members and 6 global corporate members worldwide.

NO!

PART ONE

关于英格玛

A b o u t E n g m a

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在瞬息万变的全球市场中，

In the ever-changing global market landscape,

我们专注于迅速识别和把握时机。

We focus on swiftly identifying and seizing opportunities.

通过与各方利益相关者的深度合作与共赢，

Through deep collaboration and mutual success with various stakeholders,

持续推动企业的整体价值提升，

we continuously drive the overall value enhancement of the enterprise,

最终实现更广泛的社会贡献和可持续发展。

ultimately achieving broader social contributions and sustainable development.

24年

集团成立于2002年

The Group was established in 2002

88+

业务覆盖全国范围城市

Number of cities covered nationwide

220+

全国分支机构

National branches

1200+

专业管理团队

Professional Management Team

5400+

集团合作客户数量

Corporate partners

20万

外派雇员

Expatriate employees

25万

年培训及供应人才

Annual training and supply of talents

500万

累计培训及安置就业员工

Accumulated Trained & Employed
Workers

30+

获得国家荣誉

National honors

10强

2025中国人力资源服务品牌

TOP10 China HR Service Brands 2025

102亿

集团年营业收入

Annual revenue

4.27亿

集团年纳税额

Annual Tax

数据截止2026年1月

Data as 2026.1

庄志

Johnson Gump



关注抖音：中国阿甘
Follow on TikTok: 中国阿甘

苏州大学本科，北大国发院EMBA

Bachelor's degree from Soochow University, International EMBA from Peking University

深圳国际公益学院EMP

EMP from China Global Philanthropy Institute

上海戏剧学院“大文化x新消费”企业家班

Shanghai Theatre Academy — Executive Program in 'Big Culture × New Consumption'

英格玛集团董事长兼总裁

Chairman and President of Engma Group

乐助慈善基金会创始人兼会长

Founder, LoveZone Charity Foundation

福布斯最具影响力华人精英Top 100

Forbes 100 Most Influential Chinese Selection

“中国最具有潜力的十位企业家”

“China's Ten Most Potential Entrepreneurs”

“全国创业之星”

“National startup Star”

2020中国人力资源服务业创新人物

2020 Innovator of Chinese human resource service industry

中国人力资源服务业创新推动者

China HR Service Industry Innovation Promoter

2022中国人力资源服务业年度十大人物

2022 Top 10 Figures in China's HR Services Industry

中国最具影响力的50位人力资源领袖

China's 50 Most Influential HR Leaders

中国人力资源服务100人

China's Top 100 HR Services Professionals

亚太人力资源最具影响力人物奖

Asia-Pacific's Most Influential HR Figures Award

第三届“苏州慈善奖”最具影响力慈善楷模

Most Influential Charitable Role Model at the 3rd Suzhou Charity Award

英格玛集团全球战略布局

Engma Group's Global Strategic Layout



PART TWO

英格玛服务介绍

E n g m a S e r v i c e s

E N G M A S E R V I C E S

领先的外包服务

Leading Outsourcing Services

L E A D I N G O U T S O U R C I N G S E R V I C E S

英格玛独特商业模式

Engma's Unique Business Model

咨询+技术+外包+人才供应链

Consulting + Technology + Outsourcing + Talent Supply Chain



英格玛服务外包体系

Engma's Outsourcing Service System



制造业外包

MANUFACTURE OUTSOURCING

英格玛制造业外包业务始于**2007年**，是**国内第一批**注册开展制造外包，工程管理咨询业务的机构。

Engma's manufacturing outsourcing business began in 2007, making it one of the first registered institutions in China to engage in manufacturing outsourcing and engineering management consulting services.

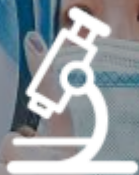
制造外包是英格玛人力资源集团集多年人力资源外包服务经验和优势成功开发并成功运营的跨人力资源和生产作业现场管理领域的一个全新的外包服务产品。

Manufacturing outsourcing is a new service Engma has successfully developed and operated, integrating its years of HR outsourcing experience with on-site production management.



生产线外包

Production Line Outsourcing



检验检测外包

Inspection & Testing Outsourcing



仓库物流外包

Warehouse & Logistics Outsourcing



技术蓝领外包

Skilled Blue-Collar Worker Outsourcing



制造配套流程外包

Manufacturing Supporting
Process Outsourcing



整厂托管外包

Whole-Plant Management
Outsourcing

服务业外包

SERVICE OUTSOURCING

承接服务型企业非核心外包服务，按照企业的服务需求，对业务流程中一个或多个维度进行外包管理。从而使其专注核心业务，达到**降低成本、提高效率、灵活用工、增强企业核心竞争力和对环境应变能力**的一种管理模式。

Undertake non-core operation processes of service-oriented enterprises, and outsource one or more dimensions of business processes according to the service requirements of enterprises. So that it can focus on the core business, to **reduce costs, improve efficiency, flexible employment, enhance the core competitiveness of enterprises and environmental resilience.**



人力资源服务平台

HR Service Platform

招聘外包
Recruitment Outsourcing

岗位外包
Position Outsourcing

劳务派遣
Labor Dispatch

业务流程外包
BPO

员工关系管理
Employee Relations
Management

社保公积金管理
Social Security & Housing
Fund Management

薪酬管理
Compensation Management



企业管理咨询服务平台

Management Consulting Platform

法务、财务咨询
Legal & Financial Consulting

组织管理咨询
Organizational Management Consulting

人力资源管理咨询
HR Management Consulting

企业内训
Corporate Training

经营管理
Business Management

精益管理咨询
Lean Management Consulting



灵活用工平台

Flexible Staffing Platform

灵活用工服务
Flexible Staffing Services

小英领活平台
Little Britain Leads the Way Platform



企业福利平台

Employee Benefits Platform

弹性福利
Flexible Benefits

商保
Commercial Insurance

大健康
Comprehensive Health



残疾人服务平台

Disability Support Platform

助残就业
Assisting Disabled in
Employment

英格玛金融

ENGMA FINANCE

英格玛金服隶属于英格玛集团，致力于整合金融行业专业人才，立足金融服务外包领域，专业从事金融行业业务流程外包、服务项目外包、金融产品销售外包等服务。

目前已与**20余家**银行及持牌金融机构进行合作，包括：中国建设银行、中国农业银行、苏州银行、中信银行、上海银行、民生银行、浙商银行、邮政储蓄、平安银行、浦发银行、中银消费等。成立至今，一直以来都是甲方的全国核心合作伙伴。

Engma Finance, a division of Engma Group, focuses on integrating financial industry professionals. We specialize in financial services outsourcing, including business process outsourcing, service project outsourcing, and financial product sales outsourcing.

We have established partnerships with **over 20** banks and licensed financial institutions, including China Construction Bank, Agricultural Bank of China, Suzhou Bank, China CITIC Bank, Bank of Shanghai, China Minsheng Bank, China Zheshang Bank, Postal Savings Bank of China, Ping An Bank, Shanghai Pudong Development Bank, and BOC Consumer Finance. Since our inception, we have consistently been a key national partner for our clients.



服务外包

Service Outsourcing

通过独有的资源供给渠道、丰富的项目管理经验，已为建行、农行、中国银行等外包项目提供了多维度的专业化服务。包括网点管理、岗位外包、现金清分、档案管理以及文档数字化等。

Leveraging our unique resource supply channels and extensive project management experience, we have provided multi-dimensional professional services for outsourcing projects of China Construction Bank, Agricultural Bank of China, Bank of China, and others. These services include branch management, position outsourcing, cash sorting, archives management, and document digitization.

在苏州、湖北、深圳等均设立分公司网点，旨在帮助产品方风险可控的前提下，快速布局市场、扩大市场份额，通过行销模式，提供贷前、贷中、贷后全方面服务，获取到产品画像内的优质客户。成立至今，年销售及放款额超过20亿元，客户近万人。

With branches established in Suzhou, Hubei, Shenzhen, and other locations, our goal is to help product providers quickly expand their market presence and increase market share while maintaining risk control. Through our marketing model, we offer comprehensive pre-loan, in-loan, and post-loan services, enabling us to acquire high-quality customers within our product profile. Since our inception, our annual sales and loan disbursement volume have exceeded 2 billion yuan, serving nearly 10,000 clients.



产品销售外包

Product Sales Outsourcing

IT外包

IT Outsourcing

提供以人才管理为核心竞争力的IT外包服务，集团依托20万+雇员管理经验与220家分支机构全国布局，将卓越招聘、精益管理、团队稳定性三大核心能力深度融入IT外包服务，为企业提供IT人才派遣、项目人力配置、驻场管理、批量招聘及全生命周期管理五大服务模块。

We deliver IT outsourcing services anchored in talent management. Backed by 200,000+ employees under management and 220+ branches nationwide, we integrate recruitment excellence, lean management, and team stability into our offerings — providing IT talent dispatch, project staffing, on-site management, batch recruitment, and full lifecycle management.





IT人才外包

IT Talent Outsourcing

为企业提供专业的IT人员驻场或非驻场服务，覆盖IT全品类岗位。

Providing professional on-site or off-site IT staffing services, covering all IT job categories.



IT项目人力配置

IT Project Staffing

针对企业特定IT项目，提供按需配置的人力外包服务。

Providing on-demand staffing outsourcing for specific IT projects.



IT团队驻场管理

IT On-Site Team Management

为已有IT团队或需要长期驻场服务的企业，提供专业的驻场管理外包。

Delivering professional on-site management outsourcing for companies with existing IT teams or long-term on-site needs.



IT岗位批量招聘

IT Batch Recruitment

针对企业IT部门的批量招聘需求，提供专业的招聘流程外包（RPO）服务。

Offering professional Recruitment Process Outsourcing (RPO) services for IT department batch recruitment needs.

无限可能的X服务

Infinite Possibilities in Services

E N G M A X S e r v i c e

全球业务

Global Business

英格玛全球事业部聚焦中企出海以及海外全球企业人力需求，搭建全球一站式服务体系，助力企业全球化和实现人力资本最大价值。已自主布局中国香港、美国、韩国、新加坡、泰国和印尼等国家和地区，服务覆盖**50+**海外重点国家 / 地区。

Engma Global Business Unit focuses on serving Chinese enterprises going global and the workforce needs of global companies. We have built a one-stop global service system to help enterprises expand internationally and maximize human capital value. We have established a direct presence in Hong Kong (China), the United States, South Korea, Singapore, Thailand, Indonesia, and other countries/regions, with services covering 50+ key overseas markets.

针对企业出海的起步、发展、成熟三阶段，提供全球招聘、Staffing、EOR、薪酬管理、BPO、签证、保险等一站式服务。依托 WEC 中国唯一企业会员资质、多语种交付与本地服务团队，已服务**200+**家中资出海企业，高效解决用工合规、海外团队搭建、员工服务等核心问题，赋能中资企业稳健出海。

Addressing the three stages of globalization — startup, growth, and maturity — we offer one-stop services including global recruitment, staffing, EOR, payroll management, BPO, visa processing, and insurance. As the sole WEC corporate member in China, backed by multilingual delivery and local service teams, we have served 200+ Chinese enterprises going global. We effectively resolve core challenges such as labor compliance, overseas team building, and employee services — empowering Chinese companies to expand globally with confidence.



全球招聘

Global Recruitment

- 基础岗位 RPO
· Entry-level RPO
- 中高端岗位猎头
· Mid-to-high level Headhunting
- 海外校园招聘
· Overseas Campus Recruitment



全球雇佣

Global Employment

- 名义雇主 (EOR) 服务
· Employer of Record (EOR) Services
- 薪酬管理
· Payroll Management
- 海外灵活用工
· Overseas Flexible Staffing
- 业务流程外包 (BPO)
· Business Process Outsourcing (BPO)



商务与咨询

Business & Consulting

- 全球签证服务
· Global Visa Services
- 海外用工政策咨询
· OEP Consulting
- 保险与福利
· Insurance & Benefits
- 跨文化交流培训
· Cross-Cultural Training
- 海外员工后勤管理
· Overseas Employee Logistics Management
- 法律和财税服务
· Legal & Tax Services



AI人才

AI Talent

- 0-1 战略咨询
· 0-1 Strategic Consulting
- AI人才体系搭建
· AI Talent Ecosystem Development
- 高管寻访与高端人才猎聘
· Executive Search & High-end Talent Acquisition
- 招聘即服务 (RaaS)
· Recruitment as a Service (RaaS)
- AI市场与人才情报
· AI Market & Talent Intelligence

英格玛全球业务核心优势

Engma Global Business Core Strengths

- **一站式综合解决方案**
- **安全合规** – 境内外资质齐全，经营稳健
 - **One-stop integrated solutions** — Overseas self-built footprint + global service network — an integrated ecosystem for going global
 - **Security & compliance** — full domestic and cross-border licenses, stable operations
- **专业领先** – 多年中资出海企业服务经验
- **高效灵活** – 国内外多语种交付团队，定制化解决方案
 - **Professional excellence** — years of experience serving Chinese enterprises going global
 - **Efficiency & flexibility** — multilingual delivery teams in China and overseas, customized solutions

国际教育集团

Global Education Group

国际人才培养及就业全生态服务商

Holistic education service provider for international talent cultivation & global employment.

是聚焦国际化职业人才培养及全球就业的一站式综合教育服务机构。集团紧扣学生、职场人、企业家三大核心群体，构建起「国际合作办学、职业教育、出海商学院」三大核心业务体系。

We are a one-stop comprehensive education service organization focusing on international career talent development and global job placement. Targeting three core groups — students, working professionals, and entrepreneurs — we have built three major business pillars: International Cooperative Education, Vocational Training, and Going-Global Business School.

集团以“教育—人才—产业”三位一体的全球教育产业生态为根基，整合50余个国家和地区的人力资源服务网络、5,400余家深度合作企业、500余万人次培训及就业服务经验，为政府、院校、企业及个人提供定制化、全链条、可落地的专业解决方案。致力于推动中国教育高质量“引进来”、高水平“走出去”，赋能人才全生命周期成长与企业全球化布局，矢志成为国内领先的综合型国际化教育服务标杆。

Grounded in an integrated “Education – Talent – Industry” global education ecosystem, we leverage a human resources service network across 50+ countries and regions, 5,400+ deep-collaboration enterprises, and over 5 million person-times of training and employment service experience. We deliver customized, full-chain, and actionable solutions for governments, educational institutions, enterprises, and individuals. We are committed to driving high-quality “bringing in” and “going global” in Chinese education, empowering full-lifecycle talent development and enterprise globalization. Our vision is to become a leading comprehensive international education benchmark in China.



国际合作办学

International Cooperative
Education

服务对象：学生 & 院校
For Students & Institutions

高中/大学/职教合作办学
国内+海外学分互认、联合培养
覆盖1+3、2+2、4+0、1+1、2+0、3+0等模式
直通国际认证文凭与全球升学就业

- High school / university / vocational cooperative programs
- Domestic + overseas credit recognition and joint education
- Covering models including 1+3, 2+2, 4+0, 1+1, 2+0, 3+0
- Direct to internationally accredited degrees and global pathways



职业教育

Vocational Training

服务对象：学生 & 职场人
For Students & Working
Professionals

高价值工种技能培训+就业推荐
共建二级学院/产业学院
英格玛职业大学（学历+技能+管理）
“培养—输送—服务—回流”闭环生态

- High-value trade skills training + job placement assistance
- Jointly established secondary schools / industry colleges
- Engma Vocational University (degrees + skills + management)
- Closed-loop ecosystem: "Training – Placement – Support – Reintegration"



出海商学院

Going-Global Business
School Global Education Group

服务对象：企业家 & 企业
For Entrepreneurs &
Enterprises

企业家海外硕博学历提升
跨文化、合规、本地化等定制培训
海外公司注册/人才招聘/薪酬税务/办公选址一站式落地

- Overseas master's and doctoral degree advancement for entrepreneurs
- Customized training in cross-cultural, compliance, localization, and more
- One-stop overseas setup: company registration, talent recruitment, payroll & tax, office site selection

AI科技服务

AI Technology Services

英格玛人工智能科技有限公司，是一家专注于人工智能应用落地的创新型科技企业。

Engma AI Technology Co., Ltd. is an innovative tech company focused on the practical application of artificial intelligence.

公司依托「英格玛集团」24年来在人力资源与就业领域的深厚积淀，深耕AI应用创新领域。凭借对人才市场供需趋势的精准洞察，直击高考家庭志愿填报核心痛点，匠心打造全国首个以「就业导向」为核心的**英格玛AI高考志愿规划平台**。

Leveraging Engma Group's 24 years of deep experience in the human resources and employment sector, we are dedicated to advancing applied AI innovation. With precise insight into talent market supply and demand trends, and directly addressing the core pain points of college entrance exam (Gaokao) family decision-making, we have meticulously developed the nation's first "employment-oriented" AI platform for Gaokao application planning — **Engma AI Gaokao Application Planner**.



新商业服务

The New Commerce Services

以“回归”精神建筑为载体，围绕人的生命周期“工作、社交、学习、成长、疗愈、庆祝、陪伴”7大需求场景与“食、物”2大消费入口，提供空间运营、文化内容、零售体验全案服务，打造“**城市间·疗愈场**”生活方式品牌。

HUIGUI — a spiritual architecture.

We address 7 life-cycle needs (work, social, learn, grow, heal, celebrate, accompany) and 2 consumption gateways (food & objects) through space operations, cultural content, and retail experiences.

Building the lifestyle brand: ***Urban Sanctuary – Healing Field.***

英格玛大厦·洄归（简称“洄归”）是本着“打造一座感动世界的建筑”的美好愿景，由全国领先的人力资源服务机构英格玛集团出资、知名华人生态建筑师江文渊先生团队“半亩塘”领衔设计，历时8年，并于2023年6月6日正式启用，2024年1月1日对公众开放。

PART THREE

英格玛服务优势

Advantages of Engma Services

E N G M A A D V A N T A G E



行业服务标准

Industry Service Standards

《英格玛宪章》

《人力资源管理最新法律法规汇编》

《人力资源管理审判规则与指导案例》

《制造外包服务标准1.0版》

《中国制造型企业用工成本趋势分析报告》

《中国制造业劳动力趋势分析报告》

《中国人力资源服务业外包业态观察》

《中国服务外包发展报告》

《中国蓝领供应白皮书》

《Engma Charter》

《Compilation of the latest laws and regulations》

《Trial Rules and Guiding Cases》

《Manufacturing Outsourcing Services Standard Version 1.0》

《Analysis report on labor cost trend of manufacturing enterprises in China》

《China Manufacturing Labor Trend Analysis Report 》

《Observations on Outsourcing in China's Human Resource Services Industry》

《China Service Outsourcing Development Report 》

《White Paper on Blue Collar Supply in China》



丰富经验团队

Experienced Team

10年+ 法务精英团队

法务风险意识强，合同实务、劳资纠纷和其他业务纠纷处理能力

10-15年项目管理团队

大型外包项目管理运营经验

10-20年专家顾问团队

世界500强企业、大型服务型企业管理经验

100人+ 客户服务团队

全方位服务和呼叫中心平台，提供全方位专业人事及后勤服务

1000项+ 项目规划团队

来自世界500强，熟悉传统制造业、现代服务业的各类运营管理模式

An elite legal team with over 10 years of experience

Strong awareness of legal risks and proficiency in handling contract practices, labor disputes, and other business disputes.

A project management team with 10-15 years of experience

Extensive experience in managing and operating large-scale outsourcing projects.

An expert consultant team with 10-20 years of experience

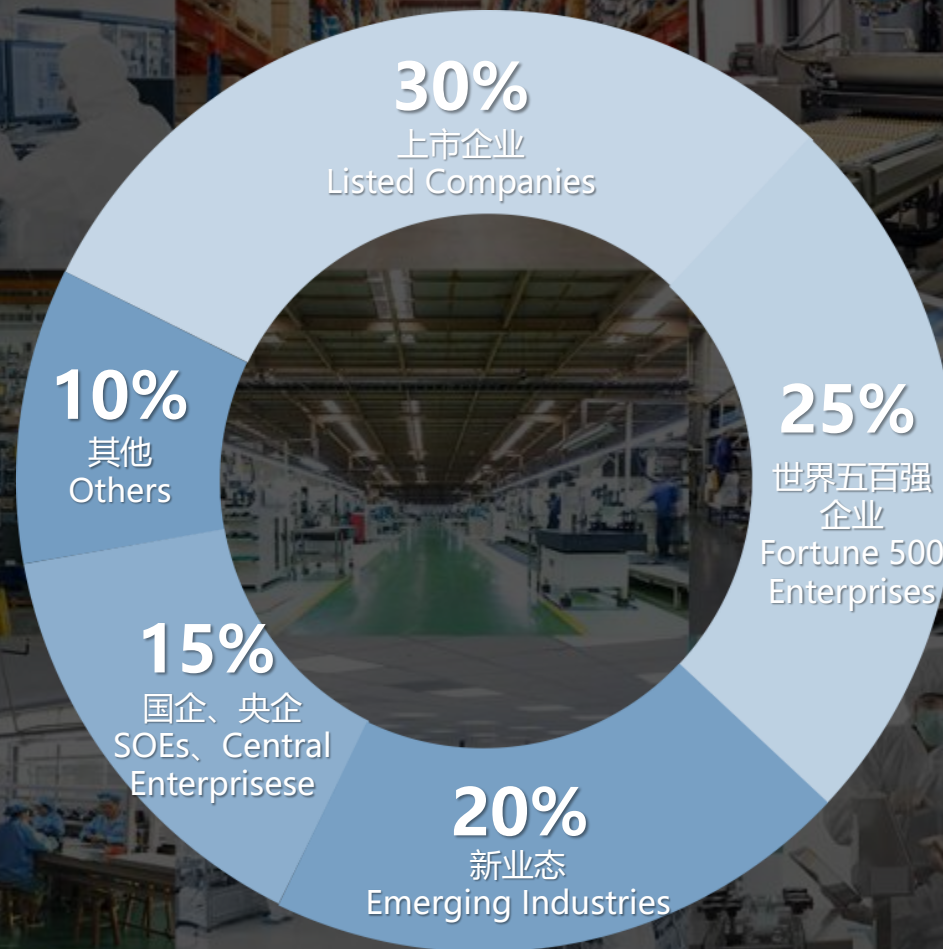
Experienced in managing Fortune 500 companies and large service-oriented enterprises.

A customer service team of over 100 members

Providing comprehensive services and a call center platform to offer all-around professional personnel and logistical support.

A project planning team with over 1000 projects

With backgrounds from Fortune 500 companies, familiar with various operational management models in traditional manufacturing and modern service industries.



英格玛集团正式获批商务部

Engma Group officially obtained the Ministry of Commerce's

《对外劳务合作（外派劳务）经营资格证书》

"Overseas Labor Cooperation (Labor Dispatching) Operation Qualification Certificate."



我们的服务行业

OUR SERVICE INDUSTRY

医药健康

Medical and Healthcare

SINOVAC 科兴

Johnson & Johnson
强生

Baxter

金域医学
KingMed Diagnostics

药明康德
WuXi PharmaTech

Envista

通信

Communications

FiberHome

nsn

NOKIA

COMMSCOPE

ZTE

Vision drives the future
PIVOTONE

机械重工

Machinery and Heavy Industry

LIEBHERR

TZ 太重集团
TZCO

SJEC | 江南嘉捷

LIMING

CATERPILLAR

交通物流

Transportation and Logistics

中国邮政速递物流
CHINA POSTAL EXPRESS & LOGISTICS

KYE 跨越速运
KUAYUE-EXPRESS

SF EXPRESS
顺丰速运

DHL

汽车及零部件

Automobile and Auto Parts

MINTH
MINTH GROUP

BRIDGESTONE
普利司通轮胎

Yanfeng

JAGUAR
LAND ROVER
— 奇瑞·捷豹路虎 —

Continental

Cummins

ZF

Autoliv

我们的服务行业

OUR SERVICE INDUSTRY

电子半导体

Electronics and Semiconductors



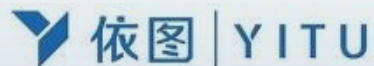
能源

Energy



IT互联网

IT and Internet



滴滴一下 美好出行

装备制造

Equipment Manufacturing



化工

Chemicals



我们的服务行业

OUR SERVICE INDUSTRY

环保

Environmental Protection



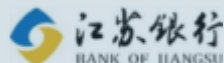
智慧农业

Smart Agriculture



银行金融

Banking and Finance



商业零售

Commercial Retail



消费民生

Consumer Welfare and Livelihood



PART FOUR

英格玛企业文化

Engma Corporate Culture

E N G M A C O R P O R A T E C U L T U R E

长期主义

LONG-TERMISM

经营者意识

ENTREPRENEURIAL MINDSET

奋斗者精神

STRIVER SPIRIT



让爱改变世界

乐助慈善会创立于2008年1月16号，创始人庄志，创始会员郭洪振、司长城。

LoveZone Charity Foundation was founded on January 16, 2008 by Zhuang Zhi, with Guo Hongzhen and Si Changcheng as founding members.

乐助慈善基金会于2016年6月14号经民政局批准，并于2016年10月13号日正式成立。

On June 14, 2016, it was approved by the Civil Affairs Bureau and officially established on October 13, 2016.

乐助慈善基金会是一家创新型的慈善公益机构，我们致力于系统性引领和催化社会创新，

The LoveZone Charity Foundation is an innovative charitable organization dedicated to systematically leading and catalyzing social innovation,

并推动社会责任生态圈建设，以为中国乃至世界的慈善公益事业做出更大贡献。

as well as promoting the construction of a social responsibility ecosystem, in order to make greater contributions to charitable causes in China and beyond.

社会公众公益教育

Public welfare education for the general public

慈善公益行业教育

Charitable industry education

困境青少年教育

Education for youth in difficult circumstances

企业家公益教育

Philanthropic education for entrepreneurs



国际救援

International Rescue

乐助传媒

LoveZone Media



我们的使命

Our mission

让人力资本实现最大价值，
从而推动社会发展，并让我们的世界变得更加美好！

To maximize the value of human capital, thereby driving social progress and making our world a better place.



感谢您的聆听
期待与您在回归相遇

THANK YOU FOR LISTENING
WE LOOK FORWARD TO MEETING YOU IN HUIGUI