

ByteNova — Global Management Trainee

Three ads. Same company, same role, three offices. With a partner, mark **agentic** and **communal** words in each ad. Pick two colours or two marks (e.g. underline and circle). Use the lexicon below as your reference, then fill the coding sheet.

AD A · SAN FRANCISCO

Global Management Trainee · San Francisco

ByteNova is hiring driven, ambitious self-starters for our Silicon Valley leadership track. You'll work in a fast-moving, high-stakes environment that rewards independent judgement. From day one you'll analyse market data, defend your views in senior strategy reviews, and lead individual workstreams end-to-end.

We're looking for graduates who are confident in negotiation, comfortable challenging assumptions, and willing to back their own thinking. The track is competitive: the trainees who progress are the ones who push hardest on their analysis and argue most strongly for it.

We reward individual excellence and clear, logical decisions. If you want a fast trajectory and you're willing to compete for it, apply.

AD B · LONDON

Global Management Trainee · London

ByteNova is looking for a dynamic graduate to join our London team. You'll be working closely across our European product, commercial, and operations teams, supporting senior leaders on strategic delivery.

We value people who communicate well across cultures, listen carefully to client needs, and build trust with global stakeholders. Our London team works in a commercial environment that prioritises collaboration: trainees here are expected to share knowledge, support colleagues across functions, and commit to shared goals.

The successful trainee will be considerate, dependable, and curious about the operational realities our partners face. If you bring strong interpersonal skills and want to build a career through working well with others, we welcome your application.

AD C · SHENZHEN HQ

Global Management Trainee · Shenzhen Headquarters

ByteNova is recruiting dedicated graduates for our Headquarters rotation programme. Grounded in our corporate philosophy, we look for trainees who commit deeply to the company's mission and bring the drive to execute.

You will take ownership of data governance projects, work through operational bottlenecks, and support department heads in maintaining quality standards across the group. The role asks for sustained effort and the ability to align with collective team priorities when pressure rises.

We expect trainees to be modest in learning from senior colleagues while remaining fearless in tackling technical challenges. We welcome fresh, energetic graduates ready to dedicate themselves to ByteNova's growth.

Coding lexicon — common indicators, not an exhaustive list. Code other fitting words you spot.

AGENTIC action · competition · independence

aggressive · ambitious · analyse · argue · assert · challenge · compete · confident · decisive · defend · dominant · drive · driven · fearless · independent · lead · logical · objective · outspoken · persist · push · self-starter

COMMUNAL cooperation · care · connection

collaborate · commit · communicate · connect · considerate · cooperate · depend · dependable · empathise · honest · interpersonal · kind · listen · loyal · share · support · sympathetic · trust · understand · warm · yield

AGENTIC 中文

独当一面 · 抗压能力强 · 狼性文化 · 雄心勃勃 · 领导力 · 主动性 · 攻坚 · 执行力

COMMUNAL 中文

团队合作 · 沟通协调 · 细心 · 亲和力 · 服务意识 · 谦虚 · 配合

Translation problem — read before coding Ad C. In English research, *loyal · commit · modest* code as communal. In a Chinese corporate context, 忠诚 / 投入 / 谦虚 read as non-gendered corporate virtues paired with toughness, not as warmth. Code in English first; then ask whether a Chinese reader would code it the same way.

Coding sheet: fill one column per ad

	Ad A · San Francisco	Ad B · London	Ad C · Shenzhen
Agentic count			
Communal count			
Ratio (agentic : communal)			
Who doesn't apply? Name a desirable candidate (someone the company should want) and the specific phrase in the ad that puts them off.			
Trait or task wording? Pick one phrase and label it. Trait = who you are; task = what you do.			
One redesign Change one word or phrase to reduce the linguistic skew without changing the role.			

If ByteNova fed every CV to an LLM, what would happen?

With your partner, work through the three questions below (~5 minutes). Use the lines under each question for short notes. No technical knowledge needed: reason from what you just coded.

Bridge from side 1. What agentic-to-communal ratio did you get for Ad C using English coding? Now re-read the translation note. **Some words shift connotation in translation** — what reads as warmth or care in English can read as non-gendered corporate virtue in Chinese, and vice versa. Would a Chinese reader code Ad C the same way you did? What does that imply for an LLM screener trained mostly on English text?

The thought experiment. ByteNova receives 15,000 applications for these three roles. They feed the job descriptions and the CVs into a large language model (LLM) and ask it to rank candidates. **What does the LLM do?**

1 Semantic matching.

Each ad is a vocabulary. The LLM ranks CVs by how well the CV's language *matches* the ad's vocabulary. For **Ad A**, what kind of CV vocabulary scores high? For **Ad B**? For **Ad C**?

2 The gender effect.

Research shows men and women describe their own achievements in systematically different language: men more agentic, women more communal. If **Ad A** rewards agentic CV vocabulary, what happens to the gender mix of the shortlist, *even though the LLM never sees the applicant's name or gender*?

3 Trained on history.

The model learned what a "good CV" looks like from CVs of people who got hired in the past. Amazon scrapped an internal screener in 2018 after finding it downranked CVs containing the word *women's* (as in *women's chess club captain*) — it had been trained on a decade of mostly-male engineering hires. **Even if ByteNova rewrote every word of every ad, what would still come baked into the LLM itself?**
