

Graduate Opportunities 2016/17



Too many great programmes to fit in store

Rewarding careers start here

We have a wide range of programmes across Business, Retail and Commercial Operations. Each one prepares you for a very different career, but they are all designed to shape future leaders.

You'll need a 2:1 degree and between 300-320 UCAS points for any of our Office programmes. For our Store Graduate programme, we're looking for a 2:1 degree and at least 1 year's retail experience.

For more information on entry requirements, starting salary and benefits, please visit [tesco-earlycareers.com](https://www.tesco-earlycareers.com)

Business Support

Become a skilled project manager and get ready to lead some of the UK's largest and most exciting retail projects.

Commercial Strategy & Operations

Use your knowledge and insight to streamline our business and make things even better for our customers.

Customer Analytics

Your insights will bring our customers to life through data, tell us how well we're performing and show us where we could improve.

Distribution

Lead one of the fast-turnaround, non-stop distribution centres that are critical to our success.

Finance

From tax and treasury to core Retail Finance, you'll crunch the numbers so we can make the right strategic decisions for customers and colleagues.

Food

Whether you're working with local producers or sourcing items globally, it'll be up to you and your team to decide which ranges make it on to our shelves.

General Merchandise

Play a big part in defining, building and launching an ambitious range of products that could affect the lives of millions of customers for years to come.

Human Resources (People)

Help our colleagues be their very best every day, by designing reward schemes, delivering new training to managers or building new engagement plans.

Marketing

Work in a fast-paced environment, create iconic brands and help us have the right conversations with our customers, in the right place and at the right time.

Online

Get hands-on with live projects that could include redesigning our websites, developing new shopping apps or rolling out Click and Collect across the world.

Procurement

Negotiate, collaborate – and get the best deals for our customers, communities, suppliers and of course, the business itself.

Product Quality

Join the experts who ensure every product is not only safe, legal and ethically sourced, but is of the quality and value our customers expect.

Property

Oversee every part of each store we build: from evaluating potential sites to building and maintaining our stores.

Stores

Working in store is exciting and fast-paced; no two days are the same and in just a short time you'll be running your own supermarket.

Technology

Work across the business to develop websites and services and get the chance to apply your skills in India for three months.



Meet Bansi. She's the tech behind the till.

Bansi Visani, Technology Graduate

“Technology plays a huge part in all areas of the business at Tesco. This rotational scheme lets you move through multiple placements, rotating around different teams in the department so you can experience every aspect.

“Tesco has given me the time, support and training I need to do the job throughout, and I've enjoyed being challenged every day.

“Working in technology means dealing with a huge number of colleagues on the other side of the world. I'm proud that I've built and maintained great relationships with my team in India and cemented these further during my placement in Bangalore.”

Hear more from Bansi by downloading the blippar app and following the instructions below.



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**FILL SCREEN
WITH IMAGE**



**SEE IT COME
TO LIFE!**

Jenny picked us for the rotations. Now she picks our bestsellers.

Jenny Croker, UK General Merchandise Graduate

“I was attracted to the role at Tesco because of the rotations. I knew I wanted to join a retailer but wasn’t sure exactly where. This programme gave me the opportunity to try different categories before choosing which one to stick with.

“I’m working in books now, which is great for me because I love reading. Within my first week I was choosing which books stayed in the charts and which ones dropped out – quite daunting but definitely the best way to learn the category!

“As well as the rotations, I was also attracted by the breadth of opportunities you get from working at a large company. But I think I really made my mind up at the Assessment Centre.

“I felt like Tesco were really trying to get the best from me rather than trying to catch me out. It wasn’t scary and made me really want to be part of the team.”

Hear more from Jenny by downloading the blippar app and following the instructions below.



It's the strategy you can't see, that makes our products 'can't miss'

**Will Etherington, Commercial Strategy & Operations
Graduate**

"I'm in the first year of my programme and have already been involved in some really high-profile pieces of work.

"I'm currently working with key stakeholders and suppliers around the business to make the whole process of deciding what we launch – and how we launch it – easier. This has a massive effect on how customers actually see the products and how we bring them to life around the store.

"I'm really proud of the display work I've done recently.

"It's great hearing from colleagues about how much easier things are operationally and knowing from positive feedback that I'm having an impact on millions of customers' lives."

**Hear more from Will by downloading the
blippar app and following the instructions below.**



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**SEE IT COME
TO LIFE!**

Pride and responsibility: available in store

Harvey Chatwal, Stores Graduate

“I was attracted to the Stores programme because of the responsibility that comes with it. I’m still quite young so it’s great to be managing a supermarket already and helping other people develop their skills.

“Getting the best out of others is something I take real pride in and it’s fair to say that Tesco has got the best out of me, too. I’ve been encouraged to put my own finishing touches to my store and the training I’ve been given has exceeded my expectations.

“If you’re unsure about joining the Stores programme, I’d say: don’t be. Tesco is a fantastic company to work for. The scale is enormous, the opportunities are endless and the development programme really helps you create the foundations you need to build a lifelong career.”

Hear more from Harvey by downloading the blippar app and following the instructions below.



Kate balances work, study and the Tesco books

Kate McCarthy, Finance Graduate

“It was really important for me to find a graduate scheme that offered the chance to gain a professional finance qualification and supported me with my studies.

“And I’ve always wanted to work abroad, so the opportunity to work with teams in different countries really appealed to me.

“I was worried I’d struggle with the accounting exams because I did maths and not finance at university, but I’ve been supported really well at Tesco. The training is great and you get really generous study leave.

“The thing I’m most proud of working on so far is the Annual Report. It was hard work with tight deadlines, but seeing the results go out to the City makes me really proud.”

Hear more from Kate by downloading the blippar app and following the instructions below.



We don't do 'off-the-shelf'

At Tesco, we understand that everybody learns in different ways. So as part of our investment in your future, we've developed a bespoke curriculum just for you.

A big part of that is our Academy in Hertfordshire, where you'll have access to some world-class training – not just in the short-term, but throughout your career with us.

You'll get involved in Masterclasses, Classroom Training, E-Learning, Development Days and Celebration Events. And you can rely on a fantastic support system in the shape of your Line Manager and Mentor – plus a Buddy who's been in your shoes and will help you settle in.

Of course, there's a lot to be said for learning on the job. But it doesn't end there.

As a Tesco graduate, you'll have access to training and development opportunities you just wouldn't find on the shop (or office) floor.



‘Money-can’t-buy’ benefits

As well as a competitive salary, we’ve put together a selection of rewards to recognise your contribution, help you lead a well-balanced life and plan for the future.

Join us and you’ll be offered:

- A Privilegecard (10% Discount)
- Entry to the Colleague Bonus Plan
- The option to join our Share Save Schemes
- Entry into the Tesco Retirement Savings Plan
- Exclusive benefits through our Colleague Rewards Site, plus the option to take a Lifestyle Break
- Gyms, onsite dry cleaning services, car parking and onsite car washing services
- 22 days’ holiday (excluding Bank Holidays)

Buy into a career with Tesco and, whichever programme you choose, you’re guaranteed a great return.

Apply

The most important ingredient: you

We're looking for collaborators with energy and enthusiasm, problem solvers who can pay attention to detail while working under pressure, and organisers who know how to talk to people at all levels of the business.

If that's you, you could be the talent we're looking to add to the team.



Apply

Joining a programme

There are five steps to applying, and as with anything at Tesco, you'll get help and guidance along the way.

1. Visit [tesco-earlycareers.com](https://www.tesco-earlycareers.com) and fill in the online application form. It's your first chance to impress us, so check everything and make it count!
2. Take two online tests in the comfort of your own home. Make sure you try out the practice tests first.
3. If successful, we'll invite you for a **telephone interview** once we've reviewed your application. This will be 40 minutes long and it's a great chance to ask us questions.
4. After a successful interview, we'll invite you to our **Assessment Centre**. There will be group activities, a face-to-face interview and you'll give a short presentation. Arrive in plenty of time and looking smart.
5. If you're successful, **we'll let you know quickly**.

If not, we'll give you full, constructive feedback to help you in your future job search.

Apply now at [tesco-earlycareers.com](https://www.tesco-earlycareers.com)

To find out more, just go to:
tesco-earlycareers.com

