

Supply Chain Graduate

At Musgrave, we've been Growing Good Business for over 140 years. And we're not stopping there. In fact, we're just getting started. As Ireland's largest private sector employer, we welcome talented people who want to be part of a thriving business with real purpose. Every role at Musgrave is a chance to define what Growing Good Business means.

We are currently recruiting for our award-winning Graduate Development Programme and we want you to bring your good to our business and develop your career with us.

Role:	Supply Chain Graduate	Location:	Leinster
Type:	2-year contract	Travel Required:	Occasional business travel
Department:	Supply Chain	Rotations:	Rotations across various Supply Chain teams

Purpose & Scope

At Musgrave, we support thousands of retail and foodservice family businesses. Every day we feed one in three people in Ireland through 11 marketing leading food and beverage brands that include SuperValu, Centra, Daybreak, Mace and Musgrave MarketPlace. At Musgrave our values and purpose challenge and inspire us to do the right thing, with a focus on practising good, fair and honest business, a commitment to profit with purpose and working relentlessly to innovate and lead the way in our market. The people who work in our warehouses, supply chain offices and transport teams are integral to making sure that food gets to where it needs to be, on time, 24 hours a day, seven days a week.

From our warehouse teams who are critical to ensuring stock levels and timely distribution, to our transport teams who manage one of the largest distribution networks across the island of Ireland, every area of this work is integral to our business and our brands.

As a Supply Chain Graduate, you'll work with our teams to ensure all stakeholders are fully engaged to deliver our agenda of Growing Good Business, which includes delivering excellent service to our retailers and ensuring we have an efficient operation that benchmarks ahead of industry. Our Supply Chain Programme is an important talent pipeline for our business in terms of developing the analytical, business and interpersonal skills required to work in a progressive environment requiring operational planning, implementation and people management. This is an excellent opportunity for graduates with a keen interest in the food and beverage retail/wholesale industry and who are results-driven, commercially-focused and with a desire to drive business performance.

The scope of the Supply Chain Graduate role comprises a two-year experiential development programme. To support your development and business knowledge, you will get experience working across three key supply chain teams: Reorder, Warehouse and Transport Operations. The Programme will provide you with wide experience across the supply chain field.

Key Activities

Supply Chain Graduates will typically rotate across three different teams during the Programme and the following provides an overview of the typical activities within key areas. Other rotational experiences may arise due to business requirements and details of typical activities and responsibilities would be provided at that point.

Reorder

This department plays a key role in controlling the level of stock held in our chilled and ambient depots and manages the processes to replenish it. This role is all about creating partnerships with suppliers and commercial teams to maximise retail availability and performance. While working in this team, you will develop the skills necessary to facilitate collaborative planning and forecasting with suppliers and commercial teams within a defined range of products in order to continually improve forecasting accuracy to meet commercial needs. The role will enable you to develop leadership skills, team working and cross-functional skills.

Warehouse

Efficient warehouse operations are critical to our business and as a Supply Chain Graduate, you will be immersed in understanding and developing the key skills to a successful operation. This includes supporting line managers to deliver our key priorities in managing, leading and developing our operations teams; delivering excellent customer service with on-time deliveries, combi presentation and delivering on daily/weekly KPIs. There will be a focus on developing your knowledge to utilise resources, which in turn will maximise efficiency, effectiveness and productivity. You'll also be tasked with implementing key improvement initiatives in operational productivity, capacity and environmental awareness.

Transport

Our transport teams across retail and wholesale manage one of the largest distribution networks across the island of Ireland. As a Supply Chain Graduate, your rotation in the transport team will develop your knowledge of how we deliver best-in-class customer service and order fulfilment requirements with the most efficient route scheduling and backhaul systems. You will support the transport management teams with the ongoing development and implementation of an effective, efficient and competitive delivery and collection system. You will learn how our transport scheduling works and develop a high level of knowledge and awareness of developments in transport planning and scheduling trends in Ireland – all the while ensuring that transport at Musgrave is at the forefront of these trends. Your development will also focus on building relationships with suppliers and stores to effectively manage queries on deliveries and collections.

Across all rotations in Supply Chain, you will learn to assess and ensure compliance with all Health & Safety obligations.

Primary Relationships

- Line Manager/Shift Manager
- Operations Manager
- Warehouse & Transport Operations
- Retailers

Secondary Relationships

- Finance Director
- Graduate Mentor
- Early Careers Manager
- IMI Programme Manager
- Other graduates

Essential Qualifications

- Honours Degree (Level 8); all degree disciplines accepted

Desirable Qualifications

- Practical internship or experience in logistics or continuous improvement role is an advantage
- Supply Chain-related degree or postgraduate qualification

Essential Skills

- Problem solving and working well under pressure
- Desire to work in a logistics-focused role in the food and beverage retail/wholesale industry
- Strong analytical skills and the ability to use data to inform decision-making
- Strong influencing skills and the ability to manage challenging discussions for win-win outcomes
- Microsoft Office experience
- Experience in using Excel
- Ability to deliver to aggressive targets and timelines
- Prioritisation skills to manage workload and competing demands

Desirable Skills

- Experience of influencing others
- Experience of working in an environment with a focus on continuous improvement
- Strategic thinking capability
- Experience of working in the food and beverage or retail/wholesale industry

Our Values

At Musgrave our values and purpose challenge and inspire us to do the right thing. We work in alignment with our values of *building and sustaining long term stable relationships built on a bedrock of honesty, working hard, achievement and not being greedy.*

