

Commercial Food Leadership 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:	Commercial Food Leadership Graduate	Location:	Cork and Dublin
Type:	3-year contract	Travel Required:	Occasional business travel
Department:	Buying /Foodservice Sales	Rotations:	Rotations across specific teams to build food and commercial skills and expertise

Purpose & Scope

In 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, Donnybrook Fair, La Rousse Foods and Musgrave MarketPlace. At Musgrave our values and purpose challenge and inspire us to do the right thing, with a focus on practicing good, fair and honest business, a commitment to profit with purpose and working relentlessly to innovate and lead the way in our market. We are passionate about food and meeting the changing needs of today's consumers through our food expertise, focus on commercial viability and deep understanding of the retail/wholesale/foodservice markets.

Our brands are successful because they meet the changing needs of today's shoppers and are developed in collaboration with outstanding local entrepreneurs based in the communities they serve. Our Buying and Foodservice Specialist sales teams work closely with internal stakeholders in Marketing, Sales, Own Brand Development and Supply Chain in ensuring the right product range is available, delivering competitive promotions to drive sales and innovating to meet the needs of our customers and upcoming trends. They also work with our retail partners, foodservice customers, and suppliers, using customer insights data to provide the best solutions.

We are looking for emerging talent, preferably with a background in food or culinary entrepreneurship discipline, to join our Commercial Food Leadership Programme. This is an innovative 3-year Programme designed around an immersive food retail and foodservice experience in addition to developing the successful candidates' commercial, negotiating and influencing skills through our buying and Foodservice specialist sales teams. At the end of the Programme, the graduate will have the skills and knowledge to support the development and End to End implementation of futureproofed, differentiating, market beating strategies in specialised areas.

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 Commercial Food Leadership Graduate role comprises of a three-year experiential development programme. To support your commercial development and business knowledge, you will work in different teams across Cork, Dublin or Belfast over the course of the Programme. This may include working with specified customers, retailers or suppliers to develop your knowledge.

Key Activities

Depending on the rotation, activities and responsibilities may vary depending on the relevant market and portfolios. The key activities across the business include:

- Supporting and learning the management of the portfolio product range, product quality and category plans to ensure that it reflects both market and consumer trends.
- Work with full cross functional teams and with our retail partners in a collaborative manner to improve our ways of working and maximise outcomes
- Engage with key industry stakeholders to understand advances and opportunities in the latest produce trends from packaging to varieties, to new products to sustainability (e.g., Suppliers, Bord Bia, growers, etc.)
- With the support of the Trading Manager, negotiating the total purchase cost of products for Musgrave and our Retail Partners for the relevant portfolios.
- Developing excellent long-term relationships with key stakeholders including suppliers, retail partners and foodservice customers. Retailer/supplier/site visits as required.
- Assess market and competitor trends in your product area and manage the product range to capitalise on/counteract trends.
- Price positioning: assess current pricing and margin performance, review competitor price positioning and look to maximise retailer margins and competitive position within the market.
- Profitability: Learn to design and deliver compelling shopper / consumer propositions that are operationally efficient, commercially successful, and which deliver optimum End to End profitability for Musgrave and our Retail / Foodservice partners.
- Performance Management: Learn to take accountability for the delivery of Sales, Margin, and Income metrics
- Work with TM on Development & implementation of joint business plans with key suppliers
- Managing supplier service levels/Availability
- Develop strong cross functional working relationships with key stakeholders including sales, marketing, operations and finance promoting a strong customer focused offer at all times.
- Support project development and rollout within the category.
- Participation in the Musgrave/Irish Management Institute Graduate Development Programme.

Primary Relationships

- Trading Manager
- Foodservice Sales Specialists
- Assistant Trading Manager and/or Trading Assistants
- Sales Teams
- Suppliers
- Chefs (internal and external)
- Retailers

Secondary Relationships

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

Essential Qualifications

- Honours Degree (Level 8); all disciplines accepted however a food focused background is an advantage.
- Level 7 degree in Culinary Arts/Culinary Entrepreneurship will also be accepted

Desirable Qualifications

- Practical internship or experience in food focused role is an advantage e.g., chef, food production experience

Essential Skills

- Desire to work in a commercially 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
- Ability to deliver to aggressive targets and timelines
- Prioritisation skills to manage workload and competing demands

Desirable Skills

- Experience of influencing/negotiation situations
- 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.**

