

## 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.

<b>Role:</b>	Supply Chain Graduate	<b>Location:</b>	On-site in depots across Leinster and hybrid dependent on business requirements
<b>Type:</b>	2-year contract	<b>Travel Required:</b>	Occasional business travel
<b>Department:</b>	Supply Chain	<b>Rotations:</b>	Rotations across warehouse 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 for the purpose of developing you as a People Manager in our warehouse operations. To support your development and business knowledge, you will get experience working key teams and projects in our warehouse operations.

## Key Activities

This role is focused on developing your knowledge, skills, and capabilities as a line manager in our warehouse operations. You will get experience of all Line Management operational functions within a warehouse environment and while ensuring an excellent service to our retailers. This role includes shiftwork.

Other rotational experiences may arise due to business requirements and details of typical activities and responsibilities would be provided at that point. 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.

Key Responsibilities include:

- 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.

- Supporting the direction and motivation of warehouse colleagues in meeting operational goals in an environment where customer satisfaction is critical.
- Supporting the delivery of the engagement framework through the engagement tools to create high performing teams, continuous improvement and a high performing culture.
- There will be a focus on developing your knowledge to utilise resources, which in turn will maximise efficiency, effectiveness and productivity.
- Implementing key improvement initiatives in operational productivity, capacity and environmental awareness.

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
- Senior Supply Chain management team
- Warehouse & Transport Operations
- Retailers

#### Secondary Relationships

- Graduate Mentor
- Early Careers Manager
- IMI Programme Director
- 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.**

