



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.

Role:	Replenishment Graduate	Location:	On-site in depots across Ireland and hybrid dependent on business requirements
Type:	2-year contract	Travel Required:	Frequent business travel
Department:	Supply Chain	Rotations:	Rotations across Locations / 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 14 marketing leading food and beverage brands that include SuperValu, Centra, Daybreak, Donnybrook Fair 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. 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. The Replenishment team play a key role in controlling the level of inventory we hold in our chilled and ambient depots and manage the processes to replenish that inventory stock. A key requirement in this team includes creating partnerships with suppliers and commercial teams to maximise retailer availability and performance. While working in this team, you will develop skills 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. This role will enable you to develop leadership skills, team player and cross-functional skills.

As a Replenishment Graduate, you'll work with our team 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 have 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 transport operations. To support your development and business knowledge, you will get experience working key teams and projects in our transport operations.

Key Activities

This role is focused on developing your knowledge, skills, and capabilities. During this programme, you will:

- Gain a full overview of the end to end supply chain and day to day running of a busy Replenishment team
- Complete day to day replenishment tasks up to and including ordering
- Support communications to suppliers
- Gain experience in assessing and evaluating Key Performance Indicators (KPIs) used in Supply Chain
- You will be given responsibility and autonomy from the very beginning
- You will be given the opportunity to develop key commercial, people and leadership skills
- Participate in training opportunities to support and grow your skills

Other rotational experiences may arise due to business requirements and details of typical activities and responsibilities would be provided at that point. Efficient Replenishment operations are critical to our business and as a Replenishment Graduate, you will be immersed in understanding and developing the key skills to a successful operation.

Key Responsibilities include:

- Supporting the replenishment team to provide the best service and availability to our customers
- Supporting the direction and motivation of replenishment colleagues in meeting 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 service.
- Implementing key improvement initiatives in stock control, inventory management and ordering processes

As a graduate in Supply Chain, you will learn to assess and ensure compliance with all Health & Safety obligations.

Primary Relationships	Secondary Relationships
<ul style="list-style-type: none"> • Supply Chain Manager • SC Analysts • Senior Supply Chain management team • Warehouse & Transport Operations • Customers 	<ul style="list-style-type: none"> • Graduate Mentor • Early Careers Manager • IMI Programme Director • Other graduates • SC HR Team

Essential Qualifications	Desirable Qualifications
<ul style="list-style-type: none"> • Honours Degree (Level 8); business / analytics / SC degree preferred 	<ul style="list-style-type: none"> • Practical internship or experience in logistics or continuous improvement role is an advantage • Supply Chain-related degree or postgraduate qualification

Essential Skills	Desirable Skills
<ul style="list-style-type: none"> • Problem solving and working well under pressure • Desire to work in SC 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 • Full driver’s licence and own transport is an advantage 	<ul style="list-style-type: none"> • 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.*

