



Bring *your* good

Our Graduate Programme



Growing
Good Business



Musgrave



Bring your *passion*. Bring your *talent*. Bring your ideas. Bring your desire to *achieve*. Bring your nerves. Bring your *ambition*...

Bring your good

At Musgrave we've been **Growing Good Business** for over 140 years, developing market-leading food retail and wholesale brands and leveraging our expertise and heritage in food and brand innovation to launch new brands into the fast-paced Irish retail sector.

We need you to join us on this exciting journey, to discover new food trends, understand new digital technologies, inspire new brand concepts and tap into the needs of consumers today.

Bring your good is our people statement which asks our people and new recruits to bring something unique to Musgrave to help us to grow our business sustainably, for the benefit of future generations. Read about our graduates who are making a difference today – and ask yourself, **could this be you?**

Who we are

Musgrave is a fast-moving business. We're entrepreneurial, driven by a strong ethical approach and family values. We own Ireland's leading food retail and wholesale brands and we're creating fast-growing new brands.

From high street names like Centra, SuperValu and Daybreak, to Ireland's number one on-the-go coffee brand, Frank and Honest, and exciting new innovations like Caramico Pizza and Green Kitchen, we're at the forefront of food trends today.

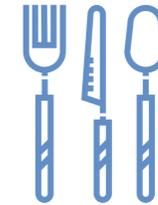
We're transforming food retail across the island of Ireland – focusing on fresh and healthy convenience food, unique foodie experiences in our supermarkets, and using the latest innovations to improve sustainability across our brands. Technology is integral to our business; it's driving an evolution in online, personalised shopping and on-the-go food apps.

At the same time, we remain focused on the local aspects of our stores, which are run in conjunction with independent retail partners – family-run businesses that offer an unrivalled local service to their communities.

Musgrave is the launchpad for all sorts of exciting careers. If you have a love for good food, a passion for business or a desire to help us build sustainable communities, you'll fit right in.



40,000
EMPLOYEES
We're Ireland's largest private sector employer



we feed
1 in 3
in Ireland

You know our brands:



Family-run business for over
140 years



we introduced
100%
compostable Frank and Honest coffee cups and lids

First supermarket to introduce a shopping app



Our grads have a track record of success

We support hundreds of grassroots projects



All our facilities use 100% green electricity

Get ready for a fast-paced journey to grow your skills, develop your career and unlock your potential.

We're Ireland's largest private sector employer and we feed 1 in 3 people in Ireland – that makes us Ireland's leading food business. But every year only a select group of graduates joins us, and to us that's important.

On the Musgrave Graduate Programme, you're not another face in the crowd, you're part of our 140-year-old family business. We want to help and support you to grow and thrive within our business, and maybe one day make it to a director position within the Group.

In 2019 Musgrave was named Graduate Employer of the Year (up to 40 intake) at the gradireland Graduate Recruitment Awards, and we picked up the award for best Business and Management Programme. Our programmes are different – we strike the balance between pushing you further than you thought you could go, and supporting you every step of the way with tailored training and mentoring.

The results speak for themselves – today we have directors at the top of our business who started as graduates and many more on the way up.

If you join Musgrave as a graduate you'll get to work straight away on a huge number of challenges and opportunities. Whether it's a new product launch or building our digital presence; sorting the supply chain or transforming our retail environments, you'll be both stretched and challenged. You'll work on multi-million euro accounts and your work can influence boardroom level decisions right away – because we trust our grads and support them as they thrive at pace.

Our opportunities

The retail sector is a fast-paced and exciting sector to be working in today. Within our Graduate Programme our opportunities can vary each year, depending on our business needs. We need talented graduates to help grow our business, to improve customer service, to deliver sustainable innovations and to use technology to drive online and personalised shopping experiences.

Our graduate career paths include:



Finance



Digital and IT



Supply chain



Buying/Trading



Retail



Marketing



Innovation



Aisling Forde

New Food Brands Graduate

Bachelor of Arts, UCC; MSc in Food Business, UCC

From concept development right through to realisation, I'm involved in the A-Z of Business Innovation projects at Musgrave. Both my biggest success and challenge over the past two years has been opening a luxury retail store from scratch. Being given responsibility for areas such as staff recruitment, store fit-out, visual merchandising, pricing and PR was stretching, but seeing my ideas and hard work come to life when the doors first opened was an unforgettable feeling.

As someone who has always been interested in trends, one of my favourite aspects of my job is researching trends in the food industry and identifying what that means for Musgrave. Some stand out memories so far have been food safaris to Milan and London and bringing new insights back to the business.

Being in a room where your ideas are listened to just as much as others can be really daunting at times, but it does help you gain a lot more confidence in the long run. Being involved in cross-functional teams I think has really helped me to develop as well and improve my confidence. I'm in teams with senior management, from directors to the managing director, other graduates and colleagues in between.

My manager is committed to my development. Being in a supportive environment where you are trusted and your ideas are valued has helped me grow my confidence and I feel ready for the next step in my career at Musgrave.

“Some stand out memories so far have been food safaris to Milan and London and bringing new insights back to the business.”

Mollie Lynch

Supply Chain Graduate

Bachelor Business Studies, DCU

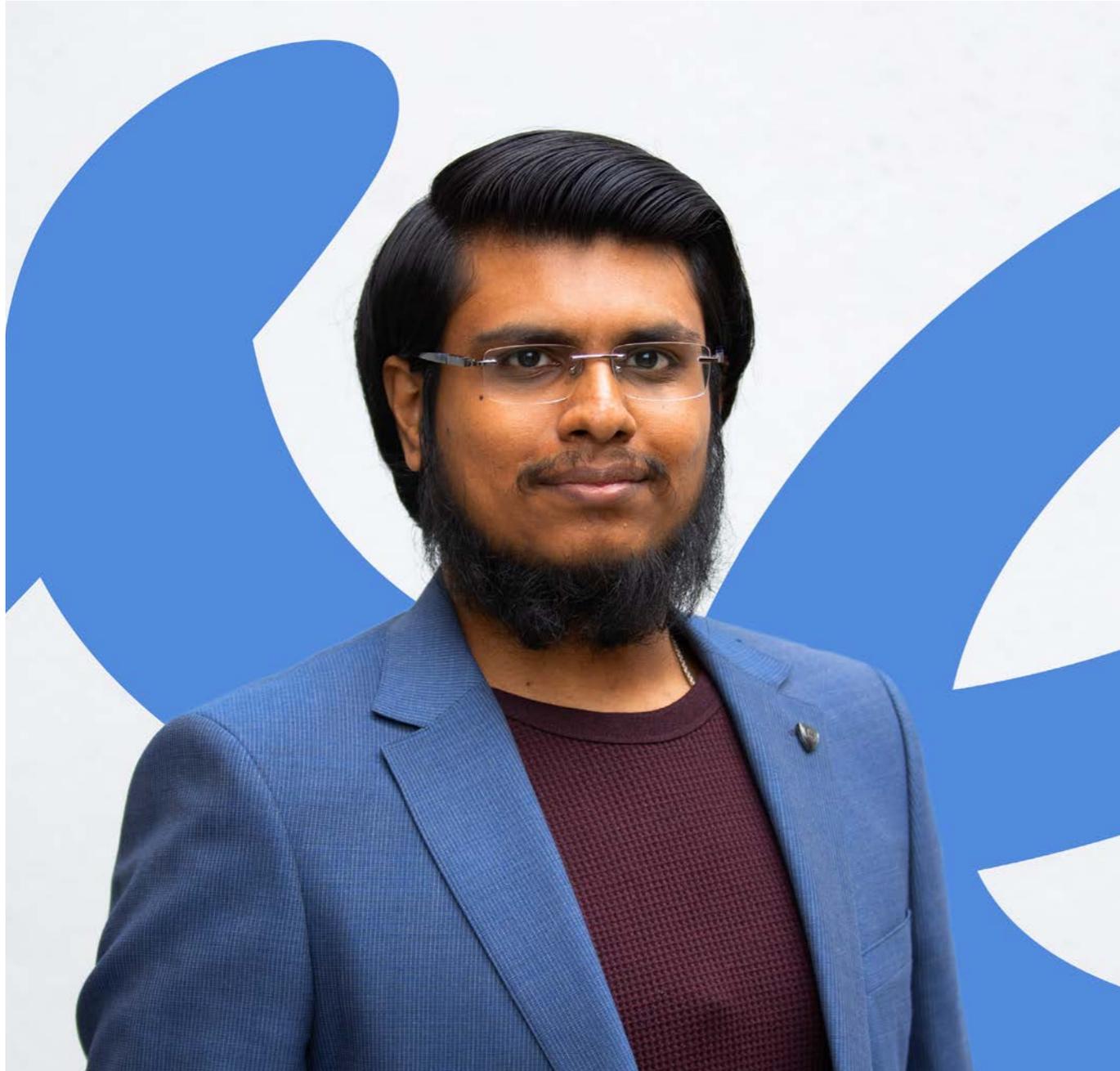
When I finished college I was researching companies, and Musgrave stood out to me, particularly because of the values that they stand for, including long term stable relationships, not being greedy and working hard. To be able to work for an organisation that deals with everyday brands such as SuperValu and Centra and new and exciting brands is great.

As a Supply Chain Graduate, my programme is split into three rotations – warehouse, reorder/buying and transport. I have recently completed my warehouse rotation, where I have been working as a line manager in one of our Cork depots. Supply chain is a sector that's always growing, and it will always grow with our economy. Your day-to-day work changes. It's constantly moving and fast-paced – I can work in a warehouse one week and then I may be in an office the next; that's something that attracted me to this sector in particular.

My current role is very target driven, I need to constantly be thinking forward and my decision-making skills are constantly tested day-to-day. The thing that I love the best about my job and the Programme is the people that I get to work with every day. I can already see that my interpersonal skills are developing with every task that I'm given. I'm supported by the Graduate Programme management within Musgrave and as a line manager in the warehouse, I'm able to watch people on my team grow, develop and reach their targets.

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Saumyajit Dutta

IT Graduate

Masters in Computer Science, UCC

During my first year as an IT Graduate at Musgrave I've been based in Cork and I've undertaken a large number of projects. I started in research into IT loyalty assets, basically leveraging store data to improve sales.

I moved on to building applications for tablets and phones, and I was also part of a redesign of our online app for the Real Rewards programme, which was a great project to be involved with, and the programme has been nationally recognised as Retail Food Loyalty Programme of the Year. More recently I've been working on automation projects. It's all so varied and I've gained so much knowledge and experience in a range of areas.

On the Graduate Programme they are really happy to let you work on projects that interest you and that further your skills. I have managers and mentors that support me – they want me to succeed and they are helping me to do that.

I have felt from the very beginning that I have been able to work on high level projects and give my own inputs into projects. At Musgrave they encourage us to share our ideas, they listen to you and support you to put a plan together to put your ideas into action. At every stage I've felt I'm part of a team, where my ideas are valued.

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Claire McAlinney

Assistant Trading Manager

Masters in Food Science and Food Security, Queen's University Belfast

While studying at university, I had a part-time job in my local SuperValu store. This enabled me to develop a keen interest in the food and retail sector. I really enjoyed working in the busy retail outlet and recognised the benefits a Musgrave brand has on a local community.

Over the two years in the Graduate Programme I've been provided with a range of opportunities to learn and develop my professional skill set in conjunction with the training that I've received at the Irish Management Institute. You're given real responsibility with excellent support from management and other graduates.

I've gained experience across different sectors including retail and wholesale, and this has empowered me to develop strong working relationships with colleagues. Regular meetings with my manager provided me with the opportunity to highlight recent successes and identify skills which were a development focus.

I've recently been appointed as Assistant Trading Manager for Musgrave after completing my Graduate Programme. My goal is to develop a strong set of skills to enable me to progress to Trading Manager.

I really enjoy working in a fast-paced environment, taking on real responsibility and developing strong working relationships. My advice to any new graduates would be work hard, network, maintain a positive attitude – and smile.

“I really enjoy working in a fast-paced environment, taking on real responsibility and developing strong working relationships.”



“At every stage I have felt I’m part of a team, where my ideas are valued.”

Our values are:

- Long term stable relationships
- Working hard
- Not being greedy
- Achievement
- Honesty



Edel Russell

Innovation and Consumer Director

I joined the Musgrave Graduate Programme 25 years ago, when it was in its first year. At that young age I wasn't sure what I wanted to do and what I wanted to be. What the Graduate Programme gave me was an opportunity to see so many aspects of the business, from retail, to buying, finance and marketing. It gave me a chance to see what my preferences were and where my skills were strongest.

I was encouraged by my managers and mentors to take on responsibility, probably more than I thought I could handle at the time, but it was something that helped me to grow and thrive.

Today I am Innovation and Consumer Director in our retail division, and this role is all about creating new futures for Musgrave. It's an exciting area that is focused on driving innovation and change in our business and brands so we can deliver new experiences for our customers of the future.

For me, what is exciting is seeing the new graduates coming in, because all their ideas are focused on modernising our brands and our business. I am interested to see them bring their vision and innovation into the business to influence what we do now and in the future.

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Ross Kerrigan

Retail Project Manager

BComm International (French), NUIG

The possibility of working with brands such as SuperValu, Centra, Daybreak and Frank and Honest was very appealing when I was looking for a graduate programme, and as a language student I saw Musgrave's operations in Spain through the Dialprix and Dialsur brands as an opportunity to potentially work abroad in the future. Also, the position as Store Development Graduate was truly unique, blending retail and interior design into one.

Within six weeks of joining, with the support of my manager, I was working on a virtual reality project using equipment to create 3D walkthroughs of some of our leading Centra and SuperValu stores, with the goal of engaging our retail partners in the new look and feel of our revamped stores. With the backing of a cross functional team in Musgrave, and the support of some truly innovative and driven retailers, the project was a success and the 3D walkthroughs we created were showcased at our SuperValu and Centra brand conferences.

If you have a passion for food and retail and want to work with exciting brands that enable local businesses to grow and thrive, then Musgrave is the company for you. You will be given ample opportunity to grow as a professional, with strong support from management and a network of previous graduates. Work-life balance is also extremely important to Musgrave; there are sports and social events dotted throughout the calendar as well as regular health and wellbeing initiatives. It's the perfect transition from university life to the world of business.

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Shane O'Shea

SuperValu Regional Support Manager

BSc Government, UCC

I came to the Graduate Programme later in life than most others, after pursuing a career as a carpenter first. However, after retraining and going to college I decided to apply for the Musgrave Graduate Programme and got in as a Retail Graduate. When I started the Programme, I went straight into a store and that was very important to me because it gave me a good grounding and a real insight into retail and how a shop works. When I went on to the next stage of my Programme based in the offices, the store placement gave me the confidence to talk to staff from marketing and sales, because I had that knowledge from the stores and our customers.

As my programme evolved, a need developed for a new role because revamping stores was becoming bigger and more important on the company's agenda. So, my second year became more focused on building towards a new role for me when I came off the programme, which I thought was very good. To me, it was excellent that the programme could be so flexible, and that the business had identified a role for me. After that I spent more time on the road working with stores being revamped, and when I came off the programme I walked straight into my role as Regional Support Manager focused on SuperValu revamps.

When I go out and work with stores and local business owners, what always strikes me is how important these stores are to their local communities – they are really embedded in their local areas. When you finish the revamps and you see the final results, you see the impact it has on the town and the retailer and the employees – and it's just a really good feeling.

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Barry Pierce

Head of Musgrave Business Services

I graduated with a degree in accounting and joined the Musgrave Graduate Programme in 1999, rotating via placements through head office and the commercial divisions and studying for the CIMA Professional qualification. I progressed through several roles in the finance area on completion of the Programme, including working with our sales teams, our retail partners and our suppliers.

This gave me a breadth of experience and knowledge to support the commercial requirements in Musgrave. In 2008, I was fortunate enough to be promoted to head up the SuperValu and Centra Commercial Finance team and from this role, I progressed into a senior strategy and planning role based in our Commercial Team. Musgrave is as commercial as you can get and I have always enjoyed the opportunity to work in a company supporting local entrepreneurs in Ireland's food industry. I was lucky during my career to have the opportunity to step out of the finance world and work in the Commercial Team and I would recommend this step closer to the commercial business to anyone as a means of truly understanding the processes of buying and selling.

Today I head up the Musgrave Business Services Team, responsible for running our financial transactional processes for our commercial businesses. One of the things I love about Musgrave is that I can work on something really strategic, and see the outcome of it in any of our 700 stores across Ireland – it's really tangible. I would say to any incoming graduates, be prepared to start at the start and work your way up – developing constantly and making the moves at the right times to progress. Understanding the basics will prove really helpful as you move further through your career.

“Musgrave is as commercial as you can get and I have always enjoyed the opportunity to work in a company supporting local entrepreneurs in Ireland's food industry.”



Apply to the Musgrave Graduate Programme

Join us and you'll be on the fast-track to success, learning from the best in the business.

If you'd like to join Ireland's top graduate employer and largest food retail business, then you can apply via our website. There you'll also find advice, guidance and support on your application, as well as videos of current and former graduates to give you a flavour of what it's like at Musgrave.

We're looking for ambitious, talented and passionate individuals who want to start an exciting career in the fast-paced retail sector. If that sounds like you, check out our website for dates and details – applications open each September: www.musgravegraduates.com

Our *recruitment process* consists of four steps...

1. Online application. This is available during the application period via our website. You'll be asked to provide information on your educational and professional background so make sure you have your information and an updated CV prepared before you start.

2. Online assessments. You'll be invited to complete online verbal and numerical assessments as well as a Situational Judgement Questionnaire which will give you insights on typical situations which you can experience in Musgrave. Successful applications will progress to video interview.

3. Video interview. The video interview can be completed at your convenience within a specified time-frame. We know it can be daunting, but view it as a normal interview that you get to do in a time and place that suits you.

4. Assessment centre. The assessment centre sessions take place over half a day and are role-specific, so, for example, we'll invite all finance applicants together. You'll participate in group and individual activities.

For more information visit www.musgravegraduates.com

Follow us on social media: [musgravegrads](#)



www.musgravegraduates.com

Tel +353 (0)21 452 2101 | **Email** earlycareers@musgrave.ie

Musgrave House
Ballycurreen
Airport Road
Cork
Ireland
T12 TN99

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MACE



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GOURMET COFFEE COMPANY

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FOR CHIP LOVERS

Growing
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Musgrave