



ALDI MEANS MORE

AMBITION
DETERMINATION
LEADERSHIP

**ALDI MEANS
MORE**

CHALLENGES
OPPORTUNITIES
PROGRESSION

GRADUATE AREA MANAGER & PLACEMENT PROGRAMMES

1913

It's 1913 and a small grocery store opens in Essen, Germany. There at the counter stands Anna Albrecht. Over time, she's joined by her two little boys Karl and Theo.

**1954**

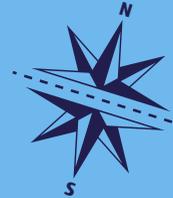
By now, Karl and Theo have already taken over the business. In 1954, they make history by opening their first self-service store in Essen-Schonnebeck. It's a first in Germany.

**1930s**

By the 1930s, the family business is well established but the Great Depression makes things extremely difficult. Time for some bold Aldi thinking.

**1961**

The brothers now own 300 stores, and decide to split the operation into Aldi Nord (North) and Aldi Süd (South) – which now operate independently.



HISTORY THAT MEANS MORE



In a smart move, the Albrechts acquire a liquor licence, gaining an advantage over their competitors.

1962

They decide to think of a new name and come up with 'Aldi', short for Albrecht Discount.

**ALBRECHT
DISCOUNT**

They also let their customers buy goods on account and pay later. This results in huge customer loyalty.

**1947**

Aldi reveal another string to their bow: liquid soap which doesn't need a ration coupon. (They were the only retailers for miles who stocked this).



The business wasn't just surviving now – all these strategies send their turnover soaring.

**1990**

Aldi Süd are operating in Germany, Austria and America. In 1990, the business arrives in the UK. Customers are amazed to see a true example of 'no frills' shopping. Because overheads are kept low, customers can benefit from amazing quality at low prices.



The business model continues to work brilliantly across the world. Scan the QR code to see more about our different locations.



“ It’s hard work, but it’s worth it.

When I first joined Aldi, I wasn’t expecting to work with so many teams. As an Area Manager, I meet so many different people, and manage so many different personalities. I love the variety, but it can sometimes be quite challenging – especially when you have to lead experienced Store Managers. But it all comes down to talking to people in the right way and holding your own. If you’re confident but humble, everyone quickly respects you. There’s no better feeling than promoting your own colleagues, while developing yourself. I’ve learnt that being flexible and adaptable is key to this role – not just for the business’ needs, but for your own progression. I’m now seconded into a project role and am constantly learning and developing.”

KRISHMA

AREA MANAGER

- University of Warwick
- Psychology Degree
- Joined Aldi in 2014



TOGETHER, WE CAN BE BETTER EVERYDAY

Aldi makes everyday amazing. But amazing doesn't happen overnight, so that's why we're making changes to be Greener, Fairer and Healthier every single day.

GREENER

We're **GREENER** everyday. From sustainably sourced fish, food waste reductions, green electricity, and reducing plastic and packaging, our green thinking is working towards a better environment.

COMMITTED TO REDUCING PLASTIC AND PACKAGING WASTE

We've already replaced over 7,000 tonnes of packaging with recyclable material and removed over 8,900 tonnes of non-recyclable packaging from our range. It's just the beginning of us eliminating unnecessary packaging or switching to practical, recyclable alternatives. You can also play your part by trying to cut down on your own usage of plastic in everyday life. You'll be amazed at what you can do.

FAIRER

We're **FAIRER** everyday, whether it's backing British farmers, protecting human rights, tackling food poverty or raising money for amazing charities, we're here to help our communities, our suppliers and our colleagues.

SUPPORTING TEENAGE CANCER TRUST

In 2017, Aldi partnered with Teenage Cancer Trust and pledged to raise £5million. In summer 2020, colleagues ran, swam, baked and cycled their way to the target. And 2 years earlier than planned, we hit our target! We've extended our partnership beyond 2021 and aim to raise a further £5million, doubling our original target to a huge £10million.

HEALTHIER

We're **HEALTHIER** everyday by helping our customers achieve their 5-a-day by selling fresh fruit at low prices. We're also ensuring responsible marketing with our healthy tills policy and by removing cartoon characters from children's products. We strive to support our customers to live healthier lifestyles.

HELPING OUR CUSTOMERS LIVE HEALTHIER LIFESTYLES WITH TEAM GB

Healthy habits start young. So along with Team GB, we've helped to inspire millions of young people through our 'Get Set to Eat Fresh' initiative. It's a free educational scheme that teaches kids about healthy eating, encouraging them to cook for themselves. We aimed to reach 1.2 million young people by the end of 2020, but we've already reached 1.8 million! And the number keeps rising.



BETTER EVERYDAY

SCAN THE
QR CODE FOR
THE LATEST
UPDATES



DARRYL
Warehouse
Section
Deputy
Darlington



Darryl's a natural at spotting potential in people and he's passionate about giving everyone the right tools to succeed.



So when Darryl's son had an accident, his manager wanted to show his own support. So he came round with a present – a much wanted pair of Hulk hands!

MORE THAN A SUPERMARKET

KRISHMA
Area
Manager
Swindon
Region



We love to achieve more – just like Krishma. She's managed seasonal projects across her region and even been a mentor three times!



Krishma's now working on important diversity and inclusion initiatives, but she still makes plenty of time to help others.

AYESHA
HR
Manager
National
Head Office



Getting the best out of everyone is a big part of working at Aldi. So while Ayesha develops her own skills, she develops her team too.



And Ayesha continues to support both new and old colleagues, even when they are on secondment on the other side of the world!

We put our success down to our amazing people.
And because everyone brings so much more to Aldi,
we give so much more back.

BETHANY
Deputy
Store
Manager
Scunthorpe



Like the rest of her team, Bethany's mindset is to get stuck in. So it was no surprise when she was quickly promoted.



Bethany still goes above and beyond for her team - and her community. It means she even delivers shopping to an elderly customer's doorstep!

MORE AMBITION MORE PROGRESSION

Joining #TeamAldi means joining a team with huge ambitions. On our 12-month **Placement Programmes**, you'll have lots of responsibility. Both will give you the chance push your limits, all while seeing how a £multi-million business works. See which Placement Programme is best for you and discover just how far you can go.



HEAD OFFICE PLACEMENTS

- UNDERGRADUATE STUDENTS
- 12-MONTH PROGRAMME
- **£25,375 SALARY**
- BASED WITHIN A NATIONAL HEAD OFFICE DEPARTMENT (**ECOMMERCE, GLOBAL BUSINESS COORDINATION, IT, SUPPLY CHAIN MANAGEMENT OR NATIONAL BUYING**)
- AN AMAZING INSIGHT INTO A GLOBAL BUSINESS



RETAIL MANAGEMENT PLACEMENT

- UNDERGRADUATE STUDENTS
- 12-MONTH PROGRAMME
- **£25,375 SALARY**
- BASED IN STORE WITH EXPOSURE TO REGIONAL HEAD OFFICE
- A GREAT FOUNDATION TO THE GRADUATE AREA MANAGER PROGRAMME

See pages 10-21 for more

MORE CHALLENGES MORE OPPORTUNITY

The **Graduate Area Manager Programme** is hard work. But when you give us more, you'll get even more back. With real determination and flexibility, you'll drive yourself, own every challenge and have the opportunity to relocate within the UK. Achieving more than you thought possible, you could become a future leader at Aldi.



GRADUATE AREA MANAGER PROGRAMME

- GRADUATES WITH A **2:1 DEGREE**
- **12-MONTH TRAINING PROGRAMME**
- **£44,000 SALARY, RISING TO £79,040 AFTER FOUR YEARS**
- **FLEXIBILITY AND ADAPTABILITY FOR POTENTIAL RELOCATION WITHIN THE UK**
- **RESPONSIBLE FOR UP TO 4 STORES**



YEAR 2 AND BEYOND

You're now a fully-fledged Area Manager. During years two and beyond, you'll run your area and mentor others. You'll grab every opportunity, taking on high-profile projects and secondments. This means you'll potentially relocate within the UK, or even abroad. And for outstanding Area Managers who show us real determination, there's even the chance to be promoted into a Director role.

**SCAN THE QR CODE
FOR MORE ABOUT YEAR
TWO AND BEYOND**



See pages 22-33 for more

PLACEMENT PROGRAMMES

Our Placement Programmes cover a lot of ground. They offer unique learning experiences from different areas within Aldi – and fantastic rewards.

We need to be crystal clear though. If you just fancy a year off university, don't apply. But if you're ready to roll up your sleeves, push your knowledge and be in the thick of the action from the start, this is the placement for you!

Yes, it's demanding and you'll take on lots of responsibility quite quickly, but we provide incredible support whichever placement you choose. With determination and extraordinary focus, you'll learn a lot about yourself, as you tackle brand new situations and learn where your strengths lie in our fast-paced environment.

We want you to go back to university feeling like you've made a valid contribution to a thriving global retailer. Ready for more?

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WHAT YOU'LL GET:



£25,375 for the 12 months you spend with us.



The chance to apply for a **permanent role** after graduation.



4 weeks' holiday allowance (plus bank holidays).



Discounts on gym membership, cinema tickets and more!



Excellent wellbeing programme with specialist support and benefits.

“ It’s all about being proactive and pushing your own development.

It’s all about being proactive and pushing your own development. Everyone can tell that I’m really passionate about Aldi. It’s given me so many opportunities to progress. I led a store, ran out-of-store projects, and met so many people across the business. While you’re given a lot of responsibility, it’s not overwhelming because you get so much support. But I’m also not treated any differently to people who’ve been at Aldi for years. My advice for aspiring placement students? Be proactive and push your own development. If you do that, work hard and give it everything, you really couldn’t ask for a better opportunity. Or a better year!”

GRACE

RETAIL MANAGEMENT PLACEMENT 2017-2018

- Reading University
- Food Marketing and Business Economics Degree
- Joined the Area Manager Programme 2019

“ There’s a lot to learn. But the support’s phenomenal.”

I loved knowing where I stood before I began my placement. It meant I could feel like a fully-fledged team member from day one. Because of the Placement Programme structure, you cover a lot of ground very quickly. There’s a lot to learn and it can be daunting at first, but everyone supports you. Two of my Store Managers had over 20 years’ experience, so I could draw on all their insights. The amount of exposure you get to the whole business is also incredible. One minute I’m presenting to 30 Area Managers, and the next I’m leading a store team.”

ANDY

RETAIL MANAGEMENT PLACEMENT 2017-2018

- Reading University
- Food Marketing and Business Economics Degree
- Joined the Area Manager Programme 2019

A young man and woman in business attire are engaged in a conversation at what appears to be a career fair or networking event. The man is on the left, wearing a dark suit jacket over a white shirt, and is smiling while looking towards the woman. The woman is on the right, wearing a dark blazer over a light blue striped shirt, and is gesturing with her hands as she speaks. The background is slightly blurred, showing other people and bright indoor lighting.

A placement like no other

Amazing

RETAIL MANAGEMENT PLACEMENT

Available across the UK, this placement is a fast-paced introduction to the reality of Aldi: how we tick, what we're made of and how we've transformed into one of the world's most successful retailers. You'll learn a lot about us, and a lot about yourself. It's also a breathtaking snapshot of life as an Area Manager.



EMBRACE THE OPPORTUNITY

The **Retail Management Placement** is fast-paced, exciting and incredibly rewarding. Here's an insight into what's in store.



DAY ONE

Welcome to Aldi! You'll sign your contract and meet the Store Operations Director who will take you through your induction.



WEEKS 15-23

You'll take on the role of an operational Assistant Store Manager. This is your time to develop your management skills and see how things need to be run in such a fast-paced team environment. You'll also have a week to put your feet up and relax.



WEEKS 35-40

You'll spend a week in Head Office, which will be an invaluable part of your training. You'll then put all your learnings to good use by answering an exciting project brief. This is one of the most rewarding and important parts of your journey. And you'll see your work have a long-lasting impact on regional (or even national) decisions.



WEEKS 41-42

You'll be out and about with an Area Manager for a week, experiencing their day and all the different skills you need to do a great job. Then you can kick back on another holiday, reflecting on everything you've learned and experienced so far.





WEEKS 1-2

The Area Manager will walk you through our fast-moving operation and why we're doing so well in the marketplace.



WEEKS 3-14

Time to get stuck in. You'll stack shelves, serve customers and shadow the Store Manager. You'll also work alongside the Area Manager, demonstrating your skills and seeing what goes into multi-site management. All with a week's holiday squeezed in.



WEEKS 24-31

You'll be graded on task completion and leadership, so this is a chance to show us how far you've come already. You're learning quickly, so you can take a breather with another week of holiday.



WEEKS 32-34

You'll be back to shadowing the Area Manager. It's a great chance to get even more valuable insights and get some experience alongside the very best.



WEEKS 43-48

You'll focus on your project work. You'll show us how you can apply your knowledge in different business situations and present your ideas to the Directors.



WEEKS 49-52

Your last weeks with the Area Manager will help you fit the pieces together. You'll see how everything works as a complete (and extremely busy) business.



HEAD OFFICE PLACEMENTS

Whether you're tackling the latest challenges in eCommerce, making the most of technology in Global Business Coordination, creating something new in IT, going global in Supply Chain Management or you're innovating Buying processes; you'll make the most of your skills and develop even more. It's a fast ride, but we'll be with you all the way.



ECOMMERCE

Proactive, switched on, insightful. That's you. You're fascinated by the latest innovations and you know exactly what's going on in the digital marketplace. It's how you'll get to grips with one of our eCommerce specialisms. You could specialise in areas such as **Business Analytics, Digital Marketing and Merchandising, Logistics or Technical Project Management**. With a collaborative mindset, you'll help to shape the future of Aldi and craft 'Everyday Amazing' customer experiences. Plus, you'll get a well-rounded overview of our successful online business.





GLOBAL BUSINESS COORDINATION

Bridging the gap between IT and Commercial, the Global Business Coordination team use technology to craft amazing customer experiences. And they also shape Aldi's future. So on this placement, you'll be pivotal to our international business. Depending on your interest and your degree, you'll have exposure to everything from global strategy development and implementation, right through to technology development and standards. You'll also spend some time in our stores so you understand the impact of your decisions and work. In just 12 months, you'll develop valuable project management skills and will even have the chance to travel the world. What an amazing journey.



IT

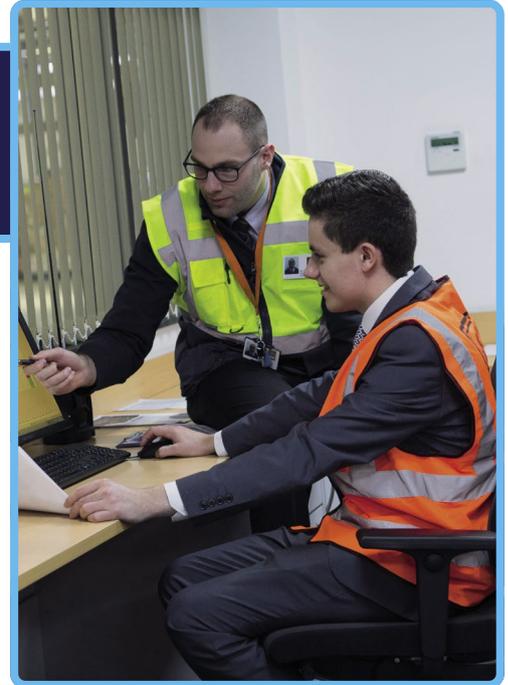


The National IT department is at the very heart of Aldi. Like the rest of the business, we're made up of supportive, high-performing teams. On this placement, you'll choose a specialism such as **Business Intelligence**, and you'll most likely be working towards an IT-related or Maths degree. Working with people all across Aldi, you'll produce reports that help managers to make informed decisions. You can expect lots of support and independent projects from any of the specialisms. It's a rare chance to gain plenty of hands-on IT experience within a global company.



SUPPLY CHAIN MANAGEMENT

Whether it's by air, sea, road or rail, we move millions of pallets packed with products from all four corners of the world. And you'll be part of the team that makes sure everything is delivered to our Distribution Centres on time, and in pristine condition. You'll also work with the team to get the best services for the best prices. That means you'll be flexing a real business mindset, with creative thinking and building relationships with your team and people across the globe. You'll get exposure to all the elements of our supply chain, and provide real solutions to real problems. What other student can say that before they even graduate?



NATIONAL BUYING

This isn't just about 'Buying'. You'll experience a large corporate environment that touches every aspect of the product lifecycle. You'll choose from four specialisms: **Corporate Responsibility (CR), Quality Assurance, PR and Marketing or Branding and Communications.** If you choose CR, you'll come up with new initiatives that positively impact the world around us. In Quality Assurance, you'll make sure all our products are safe and meet the required standards. And in PR and Marketing, you'll develop the Aldi brand and gain an insight into advertising. If you choose Branding, you'll provide insight and knowledge on current market-trends to bring creative and innovative concepts to our branding. And if you choose Communications, you'll be involved in a wide range of communication activities within the business, improving and shaping Aldi's communication to our customers and colleagues.

“ I’ve learnt so much more than I ever expected.

It’s amazing how much responsibility Aldi’s given me. I really didn’t know what to expect, and was just hoping to learn how the business runs. But I actually took the lead on real projects! It meant I could make a positive impact on a wide range of Corporate Responsibility areas such as waste, health, ethics within the supply chain, and plastic packaging. The year’s also a great chance to learn more about yourself. If you come in with an open mind, are willing to take any opportunity and just talk to people, you’ll get so much back. I’m now a lot more confident, and my work ethos is incredible!”

KARINNA

CORPORATE RESPONSIBILITY PLACEMENT

- Aston University
- Business & Sociology Degree
- 2017-2018

SCAN THE QR CODE FOR MORE
HEAD OFFICE PLACEMENT PROFILES



PLACEMENT PROGRAMMES APPLICATION PROCESS

Get the basics right

We offer one of the best programmes around and things can get quite competitive. But if you're right for our business, you'll see this as your first challenge. Our application window for **Retail Management Placements** is open from **July to April**. And our application window for **Head Office Placements** is open from **July to November**.

You're working towards a

2:1

(in any degree discipline).

UCAS

You have **96 UCAS points** or **63 Scottish Highers*** from your top 3 A-Levels/Scottish Highers (or the equivalent in other relevant qualifications).



You have a **UK driving licence**.



You have the **right to work in the UK**.



Retail Management applicants need **access to a car**.



Check out our hints and tips on page 33

*or the equivalent on the old tariff

HOW CAN I APPLY?

STEP ONE

You'll need to complete an online application and various tests that will assess your judgement and analytical skills. **Scan the QR code to apply.**



STEP TWO

Lights, camera, action. It's all about you. This is a chance to impress us in a short video called 'Who am I?'. Show us you're a determined, charismatic leader who we couldn't do without. **Scan the QR code for some helpful film clips.**



STEP THREE

Group Assessment is hard. You've got to work as a team, but still let us know that you understand Aldi and that you're a natural leader. It's a fair and consistent process, but make your presence known!



STEP FOUR

Well, you're nearly there. If you've passed everything else, you'll then have a final interview with the Managing Director. So make sure you're prepared!



GRADUATE AREA MANAGER PROGRAMME

All of our graduates follow the store's route onto the Area Manager Programme. It's the perfect introduction to our business. Ready to adapt, you'll get to know how we operate and how you can contribute to the future success of Aldi. It's all about being part of something bigger, so there's plenty of progression and opportunities for secondments. And the best bit? You'll receive amazing support and incredible benefits (which you can see below).

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WHAT YOU'LL GET:



£44,000 starting salary (which rises to **£79,040** after four years).



Health & Lifestyle package including a pension scheme, five weeks' holiday, private healthcare (after six months) and life assurance.



A fully expensed **BMW 3 series** (from day one, so you'll need a full driving licence).



Discounts on gym membership, cinema tickets and more!



Excellent wellbeing programme with specialist support and benefits.

“ You need to come with a **passion for people and delivering results.**”

I used to be a manager at a well-known retailer. So I was a bit apprehensive before applying. But I'm so glad I did. Yes, it can be challenging, but the sense of achievement and reward you get is fantastic. The structured training plan put me through so many different scenarios that really enhanced my leadership skills. I learnt how to really tailor my approach. You work with so many people, all with different experiences, strengths and development needs. I now know how to get the right results from every one of my colleagues, in the best way possible.”

CHANDNI

AREA MANAGER

- Manchester Metropolitan University
- Biological and Biomedical Psychology Degree
- Joined Aldi in 2017



We're divided into **thirteen** regions.

13



Each region has its own **Head Office** led by:

a **Managing Director**



a **Group of Directors**



and an **Administration team**.



As an **Area Manager**, you'll report to the **Store Operations Director**



and look after the **people, processes, efficiencies** and **targets**



of up to **four stores**.

BE PART OF SOMETHING MORE



Each region has its own **Regional Distribution Centre (RDC)** which takes care of the flow of goods.

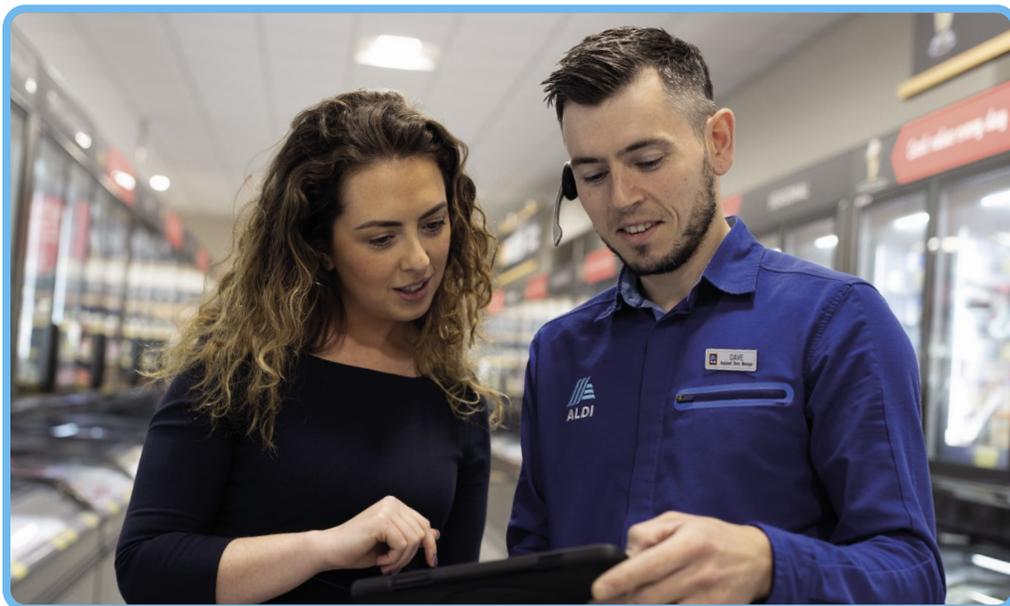
We also have our **National Head Office**, based in our **Atherstone region**.



The **Store Managers (and their team of Assistant and Deputy Managers plus Store Assistants)** will look to you for leadership.



You'll be the link between these **stores** and the **Logistics teams** back at the RDC.



GIVE MORE ACHIEVE MORE

The Area Manager Programme's gained a reputation for being challenging. And rightly so. We'll give you an enormous amount of responsibility very early on. You'll spend the first few weeks getting to know your colleagues, our business model and the ins and outs of store life (yes, you'll stack a few shelves). And by week 15, you'll have the keys to a store.

Then it's time for you to start running things. That means everything from hitting ambitious targets and controlling processes, to motivating your team. You'll make sure everyone has what they need to achieve their goals and feel fulfilled.

It's fast-paced and there's a lot to learn. In fact, you'll adapt to new situations on a daily basis. But you won't do this on your own. We'll give you a huge amount of support and training, and there will always be someone around to offer a helping hand or useful advice. It's just the Aldi way. And just remember, we all want you to do well.

Throughout the whole programme, you'll experience mind-stretching retail challenges that will sharpen your commercial edge and turn you into a brilliant leader. And after 12 months, you'll run a £multi-million business and take on up to four stores. It's the start of a rewarding and long-lasting Aldi career. Ready for more?



With a dedicated mentor from day one, you'll get the support you need to achieve your full potential.



Your own £multi-million business. As soon as you're ready, you'll take full responsibility for up to four stores.



Learning shouldn't end after your Area Manager Programme. In fact, you'll get development opportunities throughout your Aldi career.



Opportunities to travel the world with National, European or International Secondments.



BRING YOUR AMBITION

The first year of the **Graduate Area Manager Programme** is fast-paced, exciting and incredibly rewarding. Here's an insight into what's in store.



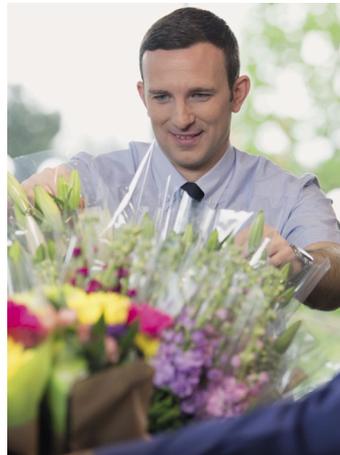
WEEKS 36-38

Our huge network of stores relies on a range of support operations. So during your Regional Office Training, you'll get to know our Accounts, Trading and Business Administration teams. Then it's time to reflect on the huge amount you've learned with another holiday.



DAY ONE

You'll meet your Directors and your new boss. They'll outline exactly what's expected from you and prepare you for the year ahead.



WEEKS 15-24

We'll give you the keys to a store. Once the detailed training's done, you'll take ownership over a set list of responsibilities. Then it's time to put theory into practice within a store environment.



WEEKS 39-46

You'll be assessed on a variety of technical tasks, as well as your leadership ability. Mixing the two is vital for your development, and your team. With a week's breather, you'll come back ready to put your skills into practice.





WEEKS 1-2

An experienced colleague will help you get to grips with the Area Manager role and they'll become your mentor throughout your training.



WEEKS 3-14

Time to roll up your sleeves. You'll be stacking shelves with colleagues, getting to know our products, finding out about customer service and learning our unique approach to store management. All with a week's holiday squeezed in.



WEEKS 25-29

Taking charge of your own £multi-million business for three weeks, you'll plan the rota, order products and manage your own team. You'll then spend a week getting ready to present your achievements to the Store Operations Director. And you'll have a week to re-charge your batteries.



WEEK 30-35

With plenty of support from your Aldi mentor, you'll learn the ins and outs of the Area Manager role. You'll also visit workshops hosted by our regional experts on everything from Health & Safety and HR processes, to Ordering and Availability.



WEEKS 47-51

Ready to look after an area? This is five weeks of in-at-the-deep-end exposure to life as an Area Manager. You'll cover your colleagues while they're on holiday and really put your skills to the test.



WEEK 52

It's time for your final review and we'll look at how far you've come. By now, you should be full of confidence as you take responsibility for your own group of stores.



REACH HIGHER GO FURTHER

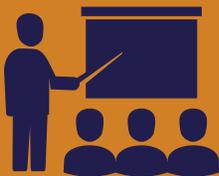
LOGISTICS AREA MANAGER



Take your Area Manager knowledge into Logistics as you learn more about this vital part of our business.



Motivate and engage teams, while providing support to a whole new range of colleagues.



Up-skill Section Leaders, giving them the best tools and techniques to manage growing teams.

Create materials and implement projects that could affect Aldi Logistics across the whole of the UK.



PROJECT AREA MANAGER



Discover the inner workings of Aldi, and take on projects in a different business area across the UK or even support on projects within international departments.

Work with external suppliers and new colleagues, using their skills and expertise to bring projects to life and broaden your knowledge.



Shape the strategy of your department, and see your ideas impact the whole business.

Push yourself out of your comfort zone, and develop an even deeper understanding of how our whole business works.



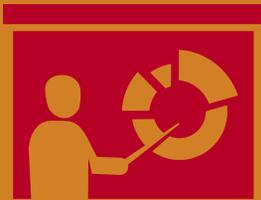


Take on a secondment in Europe, the US or even Australia.



INTERNATIONAL SECONDMENT

Discover different customer habits and how it affects our global business.



Implement your UK knowledge to improve a whole new Area.

Push yourself personally, immersing yourself into a completely new culture.



Pick up a new way of working, taking on the skills and knowledge of colleagues operating in a totally different marketplace.

“When we expanded across all five states, I was right there at the coalface. **What an opportunity.**”

I was seconded to ‘South Windsor’, one of the US divisional offices which looks after stores across five states. Aldi were extremely supportive as I planned my departure, helping to arrange my visas and travel arrangements. They also offered plenty of insight into my new area. On arrival, there was even more support: a thorough orientation, help with accommodation, bank accounts and phones, plus some mentoring from a local colleague. Aldi was in its infancy in the greater New England area but experiencing huge growth. I went from working in Dundalk, Co. Louth to interviewing staff for Queens, New York. Amazing.”



DAVID

BUYING DIRECTOR

- University of Newcastle upon Tyne
- Engineering Degree
- Joined Aldi in 2006

GRADUATE AREA MANAGER PROGRAMME APPLICATION PROCESS

Get the basics right

We run one of the best graduate programmes in the country, so it's no surprise that it can get competitive. But if you're ready for a challenge and a foundation for success, get your application in and just make sure you have these things first.

You'll have, or be working towards, a

2:1

(in any degree discipline).

UCAS

You have **96 UCAS points** or **63 Scottish Highers*** from your **top 3 A-Levels/Scottish Highers** (or the equivalent in other relevant qualifications).



You have a **UK driving licence**.



You have the **right to work in the UK**.



You have the flexibility and adaptability for potential relocation within the UK.



We recruit all year round but – be warned – **this is a very popular programme**. Positions fill up quickly so the sooner you apply the better.



Check out our hints and tips on page 33

HOW CAN I APPLY?

If you're a graduate applying for the Area Manager Programme, it's a five-step application and selection process.

STEP ONE

You'll need to complete an online application and various tests that will assess your judgement and analytical skills. **Scan the QR code to apply.**



STEP TWO

Lights, camera, action. It's all about you. This is a chance to impress us in a short video called 'Who am I?'. Show us you're a determined, charismatic leader who we couldn't do without. **Scan the QR code for some helpful film clips.**



STEP THREE

If successful, you'll then be sent a link to complete an online psychometric test. This has been designed to measure your core skills and personal qualities, as well as to see if we're right for each other.



STEP FOUR

Group Assessment is hard. You've got to work as a team, but still let us know that you understand Aldi and that you're a natural leader. It's a fair and consistent process, but make your presence known.



STEP FIVE

Well, you're nearly there. If you've passed everything else, you'll then have a final interview with the Regional Managing Director. So make sure you're prepared!



“ The application process is your chance to shine.

It's the perfect time to show that you understand the role, the challenges and everything you need to bring. To be a successful Area Manager, you have to love every challenge and enjoy working in a fast-paced environment. So, in the group assessments, try to proactively take on tasks and show your great work ethic. It's also worth evidencing your experience of leading a team. Aldi want to see that you're passionate about getting the best out of people. If you can show real determination and solid leadership skills, you'll go far with Aldi.”

CAITLIN

AREA MANAGER

- University of Liverpool
- Business and Communications
- Joined Aldi in 2014



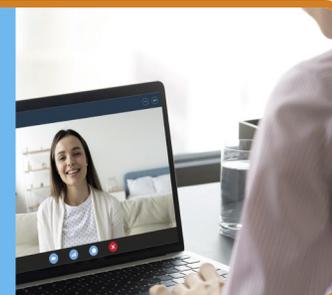
APPLICATION FORM



- Take time to proof read your application. Before you press 'submit', ask someone else to read it for you.
- Research our history and business model, then showcase your knowledge.
- Show us who you are, and give strong examples of your skills and attributes to demonstrate why you're the right fit for Aldi.



VIDEO INTERVIEW



- Preparation is key. Carefully plan when and where to record your video.
- We'll ask you some questions to guide you through the video. So show us your drive and determination with each question and let your passion for Aldi shine through.

ESSENTIAL HINTS & TIPS



GROUP ASSESSMENT



- Be yourself and put your nerves to one side.
- It can be hard, but embrace the experience – this is your chance to show us you're a confident and natural leader.
- Demonstrate that you can work well in a team and be open to other people's ideas.



FINAL MD INTERVIEW



- Reflect on the process so far and brush up on your research of the Aldi culture.
- Highlight the qualities and skills that make you the right candidate for the role.
- Draw on your experiences and give clear examples of teamwork and leadership (e.g. voluntary work or sports teams).

“ If you’re really committed, there are opportunities to progress.

I first joined Aldi on the Retail Management Placement which provided me with exposure to different areas of the business. So when I became an Area Manager, I understood how to support other areas, rather than just my own. Aldi encourage you to bring your own ideas to the table which really helps you to develop. With lots of hard work and support, I’ve now progressed into a Store Operations Director role. It’s incredibly challenging, but incredibly rewarding! No matter the role I’ve taken on, I’ve always felt really valued for my ambition and perspective. Everyone is different at Aldi, and that’s why it works.”

HANNAH

STORE OPERATIONS DIRECTOR

- University of Birmingham
- Business Management Degree
- Joined Aldi in 2016

“Aldi’s given me so much more than I ever thought it could.”

When I joined Aldi, I wanted to become a leader and make positive changes. As an Area Manager, I had a direct impact on the commercial side of business and helped my team to grow. I gained valuable useful insights as I had first-hand experience of seeing everything come together. With a lot of hard work and support, I’ve been given some great development opportunities. After four years, I proved myself as a Trading Director and two years later, I was offered the opportunity to become a Store Operations Director. I really liked learning new things and putting my analytical skills to use. Aldi are always trying to improve and achieve the next milestone, so ambition is always recognised. And it means there’s always a new challenge to tackle! I’ve recently been promoted to Group Buying Director which is an amazing role. That kind of evolution keeps you really engaged.”

FATIMAH

GROUP BUYING DIRECTOR

- University of Leicester
- Medical Physiology (Biological Sciences)
- Joined Aldi in 2013

You've made a good start But this is just the beginning

There are a lot of opportunities offering you so much more at Aldi. So if you're willing to roll up your sleeves and give it your all, the end of the programme could be the start of a long-lasting and rewarding Aldi career. Amazing.

APPLY NOW

aldirecruitment.co.uk/graduates

aldirecruitment.co.uk/placement-programmes

ALDI MEANS MORE



Awards here, awards there. We work very hard at being a great employer so it's always nice to be recognised.

