



**Everyday
Amazing.**

ALDI MEANS MORE

**Graduate Area Manager &
Industrial Placement Programmes**

“You get the freedom to make your own decisions.”

“The responsibility you get makes it exciting. And meaningful.”

“I love having a real impact on the business.”

“I’m leading my teams to succeed.”

“It was a great chance to learn more about myself.”

“I was just hoping to learn. But Aldi gave me the lead on real projects.”

“You couldn’t ask for better support. Or a better year.”

“It’s incredibly challenging, but so rewarding.”

“Aldi gave me the chance to lead in my own way.”

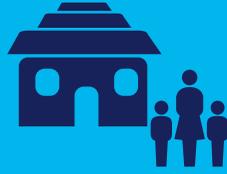
“I’ve learnt so much more than I ever expected.”

“You have a lot of responsibility, but you get so much support.”

“You’re learning every day.”

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 Aldi bold 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.



WHERE WE'VE COME FROM.



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.

This business model continues to work brilliantly. With award-winning products and astonishing growth, we're going from strength to strength.



WHERE WE'LL TAKE YOU.



We might be one of the fastest growing supermarkets in the UK. But we're not planning on slowing down. So when you join us, you'll work hard. But you'll have plenty of support along the way.

We're all about attitude. You're that person who stays positive, never gives up and combines smart thinking with a practical approach. Your Aldi mindset will make you (and us) a continued success.



You'll have lots of responsibility on both of our programmes. On the **Industrial Placement Programmes** you'll work with lots of people to deliver real business results.

On our **Graduate Area Manager Programme**, you'll be trained to look after the stores in your area. You'll also manage and get the best out of your teams. It's about helping every member of your team to achieve great things.



No matter which programme you choose, you'll get rare exposure into how a £multi-million business works. And you'll have experiences that build your character and make us all even stronger.

There are a lot of development opportunities up for grabs. But you'll need to be ready to adapt. It's worth knowing that most of our Directors (even our CEO) started out as Area Managers.

UK and Ireland

We've got opportunities all over the UK and Ireland, with 50 to 100 stores in each region. Once you're online, you can choose the region where you'd prefer to be based (although we do ask for a bit of flexibility over the locations you cover). If you're applying for an Industrial Placement other than General Management, you'll be based at our Head Office in Atherstone.



USA

In 1976, one year after our 500th Aldi South store in Germany opened, Aldi US officially launched. It's fair to say it's going pretty well. After expanding into California we now have nearly 2,000 stores across the United States.

WHERE COULD YOUR CAREER TAKE YOU?

Germany

Back in 1961, the Albrecht brothers split the business into two groups – Aldi Nord (North) and Aldi Süd (South). Aldi UK is actually part of the Aldi South group.

China

Not many people know we're in Asia, but here we are. And in 2012, we opened the Corporate Responsibility Unit Asia in Hong Kong. Not only does it realise our CR goals both in the continent and across the whole business, it also helps us forge closer relationships with our suppliers.

Australia

91% of Aldi Australia's fresh fruit and veg are grown within the country. Now that's some sustainable sourcing.



Aldi is a discount retailer with global presence. We have over 6,520 stores across 11 countries, and employ over 155,000 people. So, we must be doing something right.

I came to use my skills.

**I left with
even more.**

INDUSTRIAL PLACEMENT PROGRAMMES

Our Industrial 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 acquire valuable skills; this is the placement for you!

You'll take on lots of responsibility quite quickly, but we'll invest real time in you and you'll get plenty of support, whichever placement you choose. You'll experience a range of responsibilities, so you'll learn where your strengths lie.

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

WHAT YOU'LL GET:



£25,000 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).

IN THIS SECTION

GENERAL MANAGEMENT PLACEMENTS 08

See Aldi from every angle. From helping out on the shop floor, to managing teams in your very own store, you'll do it all (with our support of course).

NATIONAL BUYING PLACEMENTS 12

You'll specialise in a key aspect of the buying process, from responsible sourcing to quality control or marketing.

SUPPLY CHAIN MANAGEMENT PLACEMENTS 13

Ever wondered how we get products to the stores? It's all to do with the Logistics. You'll work with Buyers, and Global Services to solve problems that can have a real impact.

ECOMMERCE PLACEMENTS 14

Want to get digital? Then this is the placement for you. Learn what it takes to run an online business with projects in content, customer insight, trading and more.

IT PLACEMENTS 15

Use your interest and skills in IT to be at the heart of customer and colleague experience. You'll be hands on in lots of projects and get used to our latest technology.

HOW CAN I APPLY? 16



DAY ONE

You'll settle into Aldi, sign your contract and meet the Store Operations Director who will take you through your induction.

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 3-6

Time to roll up your sleeves and see exactly what happens in our stores, from stacking shelves to serving customers.

WEEKS 7-12

You'll shadow the Store Manager and experience their challenging, rewarding and stimulating role. It's about learning to lead a successful team and creating an environment where people feel really motivated.

WEEK 13

A chance for a breather after working up a sweat. Enjoy a well-earned week off.

WEEK 14

Working alongside the Area Manager, you'll demonstrate your new-found skills. You'll see stores from a fresh perspective and what goes into multi-site management.

WEEKS 15-18

You'll take the role of an operational Assistant Store Manager. This is your time to really develop your management skills.

WEEK 19

It's time for a break. So paint the town whichever colour you prefer. You deserve it.

WEEKS 20-23

More Store Management. It's great to be on the front line, seeing how things need to be run in such a fast-paced team environment.

WEEKS 24-30

You'll be graded on task completion and leadership over the next 7 weeks. This is your chance to show us how far you have come already!

WEEK 31

Holiday time already? Time flies at Aldi, particularly when you're learning so much.

WEEKS 32-33

Back to working with the Area Manager to gain insight and experience from the very best.

WEEKS 34-35

Head Office and Logistics is an invaluable part of your training. You'll learn everything from streamlining distribution to vehicle tracking and routing. And who better than the Financial Administration team to give you specialist training on balancing the books?

WEEKS 36-40

Now's the time to put all your knowledge together. You'll be given a project brief that will outline proposed areas for improvement across Trading and Logistics. You can see your work have a long-lasting impact on regional (or even national) decisions.

WEEK 41

You'll be out and about with an Area Manager, experiencing their day and all the different skills you need to do a great job.

WEEK 42

Kick back on another holiday as you reflect on how much you've learned and experienced so far.

WEEKS 43-47

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

WEEKS 48-52

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



A placement like no other.
Amazing.

GENERAL MANAGEMENT PLACEMENT (UK-wide)

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. Flip this page to see how the year on this placement unfolds week by week.

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

I loved knowing where I stood before I even began my placement. It meant I could feel like a fully-fledged team member from day one. Because of the Industrial Placement structure, you cover a lot of ground very quickly. Yes there’s a lot to learn and it can be daunting at first. But the support is phenomenal. Two of my Store Managers had over 20 years’ experience. So it was nice to draw on their experiences and their stories. 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.”



GRACE

GENERAL MANAGEMENT PLACEMENT 2017-2018

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



ANDY

GENERAL MANAGEMENT PLACEMENT 2017-2018

- Loughborough University
- Management Sciences Degree
- Joined the Area Manager Programme 2019

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

Anyone can probably 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 than 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 better support. Or a better year.”



You learn a lot at university.
We’ll teach you even more.

HEAD OFFICE PLACEMENTS

The other four Industrial Placements are based at our **National Head Office** in Atherstone. Whether you’re innovating Buying processes, going global in Logistics, tackling the latest in eCommerce or creating something new in IT; you’ll make the most of your skills and gain loads more. You’ll need to hold on to the trolley handles, because it’s a fast ride. But we’ll be with you all the way.



NATIONAL BUYING PLACEMENTS

(Based in Head Office)



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 three specialisms: **Corporate Responsibility (CR)**, **Quality Assurance** or **PR and Marketing**. If you choose CR, you'll come up with new processes 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. No matter what the specialism is, we'll give you amazing opportunities. You just need to bring fresh ideas. With confidence and great communication skills, you'll apply your knowledge to real-life business situations and quickly get yourself noticed.

“ 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, willing to take any opportunity and just talk to people, you'll get so much back. I'm a lot more confident, and my work ethos is incredible now.”



KARINNA

CORPORATE RESPONSIBILITY PLACEMENT

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



SUPPLY CHAIN MANAGEMENT PLACEMENTS

(Based in Head Office)



Whether it's by air, sea, road or rail, we move millions of pallets packed with products from all four corners of the planet. 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?

“ I provided real solutions to real problems. It was fantastic.

During my year in Supply Chain Management, I was mostly involved in projects that helped save costs throughout the supply chain. As a student, it made me feel quite empowered and important to the company's success. I also got to spend four weeks working in an Aldi store, and another four in a Distribution Centre. It really helped me understand how ideas and solutions might impact other areas of the business. I applied to Aldi because I wanted to challenge myself. I knew I'd get fantastic support, but I was surprised how friendly everyone is. I wouldn't be where I am now without them.”



JACK

SUPPLY CHAIN MANAGEMENT PLACEMENT

- Sheffield Hallam University
- Business and Financial Management Degree
- 2017-2018





ECOMMERCE PLACEMENTS

(Based in Head Office)



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**. There's also our **Global Business Coordination** placement, where you'll bridge the gap between IT and the commercial side of the business. 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.

“ I would definitely recommend it to my friends. I already have!

Aldi's one of the world's largest retailers, so I knew I'd get invaluable experience. I've even got to use programmes that I've never seen before! Aldi's trusted me to make changes, suggestions and enhancements that could actually improve their processes. Seeing the results is just amazing! Because I have a real role with real responsibility, I genuinely believe my experience has been so much better than if I went anywhere else. I heard it would be challenging and very rewarding. Which is true. But what's most surprising is how genuine and supportive the people are.”



CILLIAN

ECOMMERCE PLACEMENT

- Durham University
- Business & Management Degree
- 2017-2018





IT PLACEMENTS

(Based in Head Office)



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 Analytics**, 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.

“ It's been an incredible year. The people are amazing.

So many people thought I'd be in a store all year. But I knew there's more to Aldi than that. I actually worked on projects that involved implementing or improving the store's technology, which has a huge impact on the customer experience. Even as an Industrial Placement student, I was expected to achieve great results. Having said that, the development is incredible. In fact, I love Aldi because they're so supportive. As much as I've enjoyed my placement in IT, and I hope to maybe come back to it in the future, I'm definitely going to apply for the Area Manager Programme. When I finish university, of course.”



LUKE

IT PLACEMENT

- University of Sheffield
- IT Management for Business Degree
- 2017-2018

INDUSTRIAL PLACEMENT PROGRAMMES 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 **General Management Industrial Placements** is open from **July to April**. And our application window for **Head Office Industrial Placement** roles is open from **July to November**.

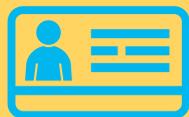
You're **working towards a**

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**.



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



Please check out our hints and tips on page 32

*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.
aldirecruitment.co.uk/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. We've included some helpful film clips on our website.
aldirecruitment.co.uk/industrial-placements

STEP THREE



Group Assessment is hard. You've got to work as a team, but still let us know that you've done your homework about 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!



**It's just you,
your ambition**
(and some world-class training).

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 and a superb foundation for your future success. You'll get to know exactly how we operate, how the team works and how your actions will contribute to Aldi. And the best bit? You'll gain a lot of skills from your hard work, but receive amazing support and incredible benefits (which you can see below).

WHAT YOU'LL GET:



£44,000 starting salary (which rises to £77,870 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).



Discounted Health Cash Plan, and discounts on gym memberships, cinema tickets, holidays and more.

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

13



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

a **Managing Director**



a **Group of Directors**



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 **three or four stores**.

WHERE WILL I FIT IN?



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.





WHAT WILL I BE DOING?

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 at least one 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 three or four stores. It's the start of a rewarding and long-lasting Aldi career. Ready?



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 three or 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 a European or International Secondment.





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 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 3-13

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. With a week's holiday squeezed in. Phew.



WEEK 14

You'll have a week's holiday to let all that knowledge sink in, relax and celebrate your great start at Aldi.



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 the store environment.



WEEKS 25-28

Taking charge of your own £multi-million business for a three-week cover, you'll plan the rota, order over 1,700 products and manage your own team. You'll then spend a week getting ready to present your achievements to the Store Operations Director.



WEEK 29

Phew. Another breather. The programme's really gathering pace now so it's important to re-charge your batteries and just chill out for a week.



WEEKS 30-34

You'll spend the next five weeks learning the ins and outs of the Area Manager role, with plenty of support from your Aldi mentor.



WEEK 35

Bit of a change now as you visit workshops hosted by our regional experts. You'll get to know everything from Health & Safety and HR processes, to Ordering and Availability.



WEEKS 36-37

Our huge network of stores relies on a range of support operations. During your Regional Office Training, you'll get to know our Accounts, Trading and Business Administration teams and the kind of issues they handle.



WEEK 38

It's holiday time again. A chance to reflect on the huge amount you've learned and feel very proud of yourself.



WEEKS 39-45

During the next seven weeks, you'll be assessed on a variety of technical tasks, as well as your leadership ability. Mixing the two is vital for your development, so you can motivate and engage the teams around you.



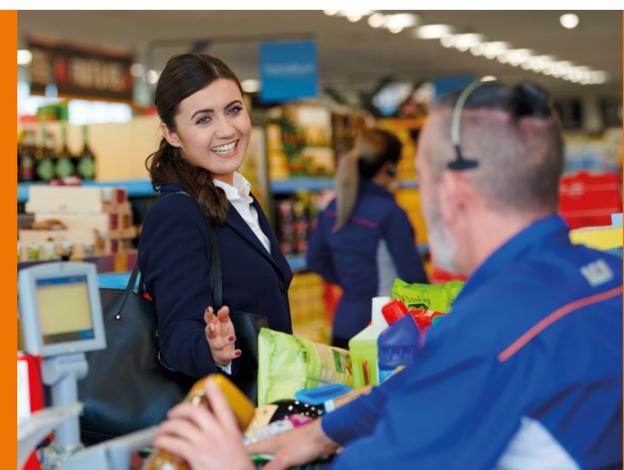
WEEK 46

Some more rest, happy in the knowledge that you're near the finish line.



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 for 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.





A year like no other.
Amazing.

WHAT CAN I EXPECT IN MY FIRST YEAR?

So what might your first year hold in store for you? It can vary but we thought it would be helpful to show you the kind of challenges you can expect. Not to mention all the support and encouragement you'll have along the way. So, deep breath, let's see what you're made of...



WHAT HAPPENS IN YEAR TWO AND BEYOND?



Phew, it's been a whirlwind of a year hasn't it? You're now a fully-fledged Area Manager, thriving in a culture of pace and responsibility – and ready for the next challenge. During years two, three and beyond, you'll take your area and run it your way. Yes there will be targets to meet and processes to follow. But beyond that, your diary is your diary. The learning doesn't stop either, as you'll get many development opportunities throughout your career; including the possibility for a national or international secondment.

“ Having a people focus and pride in your area will guide you to success.

You'll visit your Store Managers to get weekly updates and ensure that everything's running smoothly. You'll also share ideas with other Area Managers to make sure your stores are performing in the best possible way. You'll talk with the Store Operations Director about financial plans, monitor KPI's, merchandise, audit, guard health and safety... all kinds of things will come your way. But you'll feel confident to take them on because of the training from Year One. You're still learning new things and it can be tough. But, you care about your colleagues and want them to do well, so you'll do everything you can to make your area successful.”



SAM

NATIONAL FINANCE AND ADMINISTRATION DIRECTOR

- Warwick University
- Business Management Degree
- Joined Aldi in 2012

“ You're taught to look after people's wellbeing from day one.

You have a lot of responsibility when you're an Area Manager. I'm trusted to run several Aldi stores, manage performance and have senior meetings with the Operations Director. But one of my biggest responsibilities is looking after the people that work in the stores. That's one of the first things you learn at Aldi – to focus on everyone's wellbeing. So I make sure that people are supported, have what they need and are reaching their goals. I'm an ambitious person, so I love helping everyone to thrive. It's so motivating to know that you're not just looking after the business – you're looking after your team.”



KRISHMA

AREA MANAGER

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

“ Helping others to develop is such a rewarding feeling.

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're working with someone who's older than you. 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. Creating relationships and developing the team is one of my favourite parts of the job. There's no better feeling than promoting your own colleagues.”



CALLUM

AREA MANAGER

- Durham University
- Business and Management Degree
- Joined Aldi in 2014

HOW CAN I PUSH MYSELF EVEN 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.



Development is all about learning, putting yourself in new situations and rising to any challenge. Which is why, after a few years, we offer high-performing Area Managers the chance to take on a specialist secondment within a totally new area. You might find yourself leading people in Logistics, heading up a team in Head Office, or even becoming an Area Manager in a different country. Lasting 18-24 months, all of our secondments are an amazing opportunity to learn more about our business, and yourself.

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.



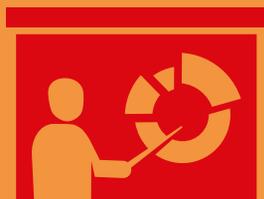


Take on a secondment in Europe, the US or even Australia.



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

“ I’m becoming a great leader and **working towards a really bright future.**”

I always knew about Aldi’s Area Manager Programme from my time at university. So when I left the Army, I looked into it more. I loved that it offered me the chance to become a leader with real autonomy, and to make an impact on my own area of stores. All with a bit more stability than I had before. Obviously, there are a lot of differences between Aldi and the Army. But the skills you need are actually very similar. You have to convey your ideas with confidence and conviction, motivate your teams, and support everyone to succeed.”



TOM

AREA MANAGER

- University of Birmingham
- History Degree
- Joined Aldi in 2016



CHANDNI

AREA MANAGER

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

“ 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.”





I'm learning so much.
**My future
looks great.**

GRADUATE AREA MANAGER PROGRAMME 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**.



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.



Please check out our hints and tips on page 32



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. aldirectruitment.co.uk/apply

STEP TWO



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 THREE



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. We've included some helpful film clips on our website aldirectruitment.co.uk/graduates

STEP FOUR



Group Assessment is hard. You've got to work as a team, but still let us know that you've done your homework about 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!





APPLICATION FORM



- Take time to proofread 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.
- For more tips on how to record your video, check out aldirecruitment.co.uk/graduates

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).

“The Industrial Placement Programme was a **fantastic introduction to life as an Area Manager.**”

I got to spend six months in Head Office on the Industrial Placement Programme, which meant I could experience every different level of Aldi. Having that broader knowledge made it easier for me to come back as an Area Manager. I was able to see how I could support the whole business to move forward, rather than just my area. After all, Aldi encourages you to bring your own ideas to the table. It even helped during my secondment to the Buying department for three months, where I worked on a seasonal project that maximised our product offering during Christmas.”



HANNAH

AREA MANAGER

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



ROB

AREA MANAGER

- University of Birmingham
- International Relations Degree
- Joined Aldi in 2014

“There’s always something happening at Aldi. **You’re learning every day.**”

When I saw how structured the Area Manager Programme was, it gave me a real focus. I know it’s Aldi’s advertising strapline, but every day really has been amazing. There’s always something different going on. Even now, six years into my role, I have to deal with things that I’ve never come across before. It just shows how much variety there is here. I’m still developing all the time. You have to be resilient because things can go wrong. But that’s natural. It’s about how you learn from the experiences and how you move forward.”

“ America had high standards. **When I returned to the UK, I saw that Aldi did too.**”

I worked at Disney in America during my placement year of university, so when I returned to the UK, I wanted to join a business that shared their high standards. That's when I found Aldi's Area Manager Programme. The training and support was exceptional, which paired with my hard work, led me on a path to success. My current role means that I am responsible for planning, co-ordinating and implementing new projects into all stores across the UK and Ireland as well as working with teams in other markets to ensure we have a seamless and unified approach. It's been eye opening and a fairly steep learning curve, but I have loved being exposed to different areas of the business.”



FRITZ

MANAGING DIRECTOR, NATIONAL SUPPLY CHAIN MANAGEMENT & SERVICES

- Manchester University
- International Business, Finance & Economics Degree
- Joined Aldi in 2006

“ You're the sort of person who wakes up in the morning and **has a plan for the day.**”

You'll find former Area Managers across our entire business, with many graduates moving into departments such as Buying, Finance and Operations. To be successful at Aldi, you need a drive for productivity and efficiency. When you wake up in the morning, you've got a plan for the day and you want to make everything happen in the most organised and orderly fashion. That's how our business gets things done better and faster than the competition.”



LAUREN

STORE OPERATIONS DIRECTOR AND NATIONAL BUSINESS CO-ORDINATOR

- Northumbria University
- International Business Management
- Joined Aldi in 2014

TOGETHER, WE'RE HAVING A POSITIVE IMPACT ON PEOPLE'S LIVES.

Here are just 3 of the ways Aldi and our customers help to make a real difference to people's lives.



DONATING FOOD TO VULNERABLE PEOPLE. 1

In 2019, we announced an exciting partnership with Neighbourly, so all stores can now donate directly to local charities. Stores are donating fresh fruit and vegetables, bakery and long-life items. In 2019, Aldi donated the equivalent of over 4 million meals to over 1,300 local causes. It's all helping us to halve our food waste by 2030.

COMMITTED TO REDUCING PLASTIC AND PACKAGING WASTE. 2

We've already replaced over 3,400 tonnes of packaging with recyclable material and removed over 5,000 tonnes of plastic packaging from our range. That's just the beginning of our process to eliminate unnecessary packaging or switch 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.



HOW CAN YOU HELP?

If you'd like to help us reach our 2021 goal, or help Teenage Cancer Trust directly, then you can learn more about the charity and get involved at teenagecancertrust.org

THIS IS ALL GOOD NEWS, BUT IT'S IMPORTANT TO REMEMBER WHY WE'RE DOING IT.

- Around 7 people aged 13-24 are diagnosed with cancer every day in the UK.
- Teenage Cancer Trust provides specialist nursing and vital emotional support.

Teenage Cancer Trust is a registered charity: 1062559 (England & Wales); SC039757 (Scotland).

SUPPORTING TEENAGE CANCER TRUST. 3

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 the £5Million target! We've extended our partnership beyond 2021 and aim to raise a further £5million, doubling our original target to a huge £10million.

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

There are a lot of opportunities and 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/industrial-placements

#TeamAldi



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

