



A CAREER LIKE NO OTHER

The more you find out,
**the better
it gets.**

**Graduate Area Manager &
Industrial Placement Programmes**



Settle yourself down with a cuppa.

Let's be honest. You've heard plenty of campus gossip about Aldi. 'It's really hard work. You'll have loads of responsibility.' Well, these things are true. But you need to check out the other half of the story. We're a responsible employer who thrives on giving graduates unparalleled exposure, training and support. We challenge our graduates because we want them to do well, but we'll be with you every step of the way. So, if you're willing to put the effort in, you can absolutely fast-track your skills all the way to the senior levels of Aldi. Which is an incredible place to be. It's worth knowing that most of our Directors (even our CEO) started out as an Area Manager.

Did you know...

Sourcing teas from Kenya, India, Malawi and Tanzania, our master blenders have been whipping up delicious teas in Ireland since 1905. In fact, our Gold Blend Tea Bags have won several Golds at the Great Taste Awards.

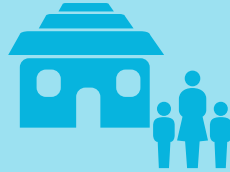
And let's have a chat.

(Well, we've got
everyone else talking.)

We're quite modest as an organisation but we're delighted to hear what people are saying about us. We're regularly cited as one of the fastest-growing grocery retailers in Ireland; we've been in the gradireland 'Top 100 Leading Graduate Employers' for over *ten* years; we're no.3 in the Times Top 100 'Best Graduate Employers' for 2017 (a position which no other retailer has been able to match); and we won gold for the 'Best Graduate Recruitment Website' at the 2017 gradireland awards.

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.



1930s

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



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.



1961

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

OUR PAST IS AS EXCITING AS OUR FUTURE.



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

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.



1962

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

**ALBRECHT
DISCOUNT**



1999

Aldi Süd are operating in the UK, Hungary, Switzerland, Australia, Austria and Slovenia. But in 1999, the business arrives in Ireland. 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.



How's your
determination?
(On a scale of
one to Aldi?)

Our brochure is divided into **Graduate** and **Industrial Placement** opportunities. You'll gain an insight into the kind of challenges you'll be faced with, and how your career could develop. You've probably heard a lot about our benefits (great salaries and an Audi A4 don't go unnoticed), but your experience isn't just about materialistic reward. We think it's rather life-changing.

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).



America

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. We now have 1,500 stores across 34 states, plus recent expansion into California.

Germany

Back in 1961, the Albrecht brothers split the business into two groups – Aldi Nord (North) and Aldi Süd (South). Aldi Ireland is actually part of the Aldi South group and, taking the group as a whole, there are 5,605 stores.

Hong Kong

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 in the continent, it also helps to 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 115,000 employees in 9,340 stores across 9 countries. So, we must be doing something right.

Where could your career
take you?

A male graduate in a dark suit, light blue striped shirt, and dark patterned tie is smiling and gesturing with his hands while talking to a female deputy manager. The deputy manager is wearing a blue jacket with a 'DEPUTY MANAGER' patch, a headset, and holding a clipboard. They are in a supermarket setting with shelves of products in the background.

Give it everything.
**We'll give
you more.**

ALDI GRADUATE AREA MANAGER PROGRAMME

All of our graduates follow the stores route and join our Aldi Graduate 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, you'll understand the flow of goods, how the team works, and how your actions will contribute to Aldi. And the best bit? You'll receive incredible support throughout your training with a dedicated mentor and regular one-to-one sessions with some really talented colleagues.



IN THIS SECTION

WHERE WILL I FIT IN?

WHAT WILL I BE DOING?

WHAT CAN I EXPECT IN MY FIRST YEAR?

WHAT WILL HAPPEN IN YEARS TWO AND BEYOND?

HOW CAN I DEVELOP AFTER THAT?

WHAT QUALITIES ARE WE LOOKING FOR?

WHAT ARE THE BENEFITS LIKE?

HOW CAN I APPLY?



We're
divided
into
eleven
regions.

11



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



As an **Area Manager**,

you'll report to the
Store Operations Director



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

WHERE WILL I FIT IN?

a **Managing
Director**



a **Group
of Directors**



an **Administration Team**.



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

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



of **three or four stores**.



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 **warehouse
teams** back at the RDC.



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

What will **I be doing?**

The programme's gained a reputation for being challenging, and rightly so. We'll give you an enormous amount of responsibility very early on. So while the first few weeks are spent getting to know your colleagues, our business model and the ins and outs of store life (and, yes, you will be stacking shelves), by week 15 you'll have had the keys to at least one store. You'll be

in charge: that means everything from motivating a team to taking control of processes and identifying ways to hit ambitious targets. There's an awful lot to learn and you'll adapt to new situations on a daily basis.

The whole time, you'll experience mind-stretching retail challenges that will sharpen your commercial edge and turn you into a brilliant leader. We see ourselves as a family, so there's always someone around to offer a helping hand or useful advice. The important thing to remember is *we want you to do well*. And with training from a global retailer, you'll be equipped to conquer any challenge.



A year
like no other.

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...



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 relax, absorb all that knowledge and think about the great start you've made 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 1,500 products and manage your own team. You'll then 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.



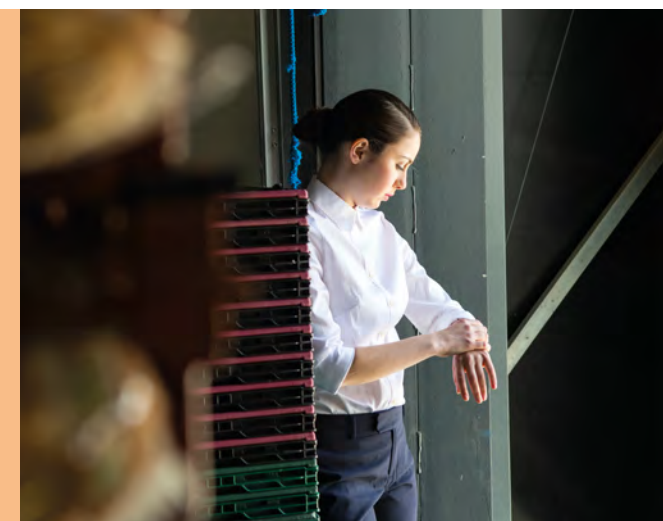
WEEK 35

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.





WHAT WILL HAPPEN IN YEARS TWO AND BEYOND?



As a fully-fledged Area Manager, thriving in a culture of pace and responsibility, you're completely ready for the next challenge. During years two, three and beyond, you'll be taking your area and running it *your* way. Yes there are targets to meet and processes to follow but, beyond that, your diary is *your* diary. And everything you do will impact on how the area performs.

“It's critical to be organised and efficient. It's about maximising your time in store so you can **look after your team and be a positive influence.**”

It's a challenging, rewarding role – with really motivated people on every team. Results are tangible, and there's the freedom to make your own decisions, with unwavering support from colleagues. There are all kinds of challenges, from monitoring KPIs and auditing functions to the ongoing recruitment and development of your store teams. Plus, we're constantly improving the working environment and our customer service. The Area Manager team are so experienced, and if you encounter a problem, it's likely they've had similar issues. So they're always on hand to offer advice or assistance.”

Paul, Area Manager

- National University of Ireland Galway
- Science Degree
- Joined Aldi in 2014



(See my video at aldirecruitment.ie/career-changers)



HOW ABOUT AN INTERNATIONAL SECONDMENT?



After a **couple of years** on the programme, you may have the chance to go on **secondment** in **Europe, the US or even Australia.**

David, Buying Director

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



“When we expanded across all five states, including New York City and Downtown Boston, 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.”

(Read my story at aldirecruitment.ie/graduate)



HOW CAN I DEVELOP AFTER THAT?



“You learn very quickly how to **prioritise and work efficiently.**”

When it came to the Aldi Training Programme, I had to really step up. My background's in theatre and I had no business experience, so it was intense. Yet that worked for me. I felt we covered the kind of everyday challenges we'd face in the future. It also helped that I had a great mentor who I could bounce ideas off.”

“The skills you learn now will **stay with you forever.**”

You'll need a lot of dedication and discipline at Aldi. Ambitious and hardworking people are easy to find here, so the training really teaches you to up your game. The leadership and people management skills I developed during those first six months have never left me, and helped me when I moved up to a Director role.”

Aoife, Buying Director

- University College Dublin
- Drama Studies and Performance Degree
- Joined Aldi in 2008



Killian, Store Operations Director

- University College Cork
- Commerce Degree
- Joined Aldi in 2010



(See my video at aldirecruitment.ie/career-changers)

“People with a **strong work ethic, good interpersonal skills** and a common sense approach to things do well in the Aldi environment.

There's a strong work ethic, which focuses on treating people right while delivering simple, efficient solutions and results on a consistent basis. This helps to ensure a secure future for all at Aldi. The Area Manager role offers a lot of responsibility and opportunity to learn from an early stage. I acquired a broad range of management skills and was influenced heavily by peers and leaders which helped to develop my management skills.”

“As a business, Aldi places a lot of **emphasis on training and development.**

From day one, the Area Manager training programme is very detailed and training updates play a vital role. Following on from this, as an operational Area Manager, you would have an update with your Store Operations Director each month which is like a mini Performance Review. It focuses on development areas each time.”

Billy, Trading Director

- University College Cork
- Commerce Degree
- Joined Aldi in 2005



Seán, Store Operations Director

- University of Limerick
- Business Degree
- Joined Aldi in 2010



(See my video at aldirecruitment.ie/career-changers)

(See my video at aldirecruitment.ie/graduates)



You'll need
to switch things
up a gear.
Ready?

What qualities are we looking for?

We do have a specific culture. Aldi is a well-managed, efficient business and everyone works in harmony to achieve great things. It's also rather refreshing as everyone knows what's expected of them. Wherever you're based, you'll have an appreciation of your role within the bigger picture.

And there's an Aldi type too. Every company says it, but we honestly couldn't imagine what we'd be like without the feisty determination of our people. Aldi is built on an attitude. It's about never giving up; always striving for better, smarter, simpler ways of doing things. And we're a business with integrity: we're fair to our partners and suppliers, and everything we do is for the benefit of the customer.

You'll be that person who's happy to roll their sleeves up and get on with every task, no matter how challenging or complex. You're positive, you make things happen and you love working with a supportive team around you. Your academic achievements will tell us that you have intelligence and commitment. Now we need you to switch into a different gear, with a practical, business-focused mindset that's determined to achieve results.

If you're applying to be a Graduate Area Manager, you'll have (or be working towards) a minimum of:

- **2:1 in any degree discipline**
- **An Irish driving licence**
- **The right to work in Ireland**

We recruit all year round but – be warned – this is a very popular scheme. Positions are filled quickly so the sooner you apply, the better.



Shall we take the
**conversation
further?**



€61,000 starting salary
(which rises to €97,700
after four years).



A fully expensed Audi A4
(from day one, so you'll need
a full driving licence).



Opportunities to travel
the world with a European or
International Secondment.

THE REWARD IS THE EXPERIENCE. BUT THESE ARE RATHER GREAT TOO.



We're right behind you
from the start, making sure
you achieve all your goals
and fulfil your potential.



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



Your own €multi-million business.
As soon as you're ready,
you'll take full responsibility
for three or four stores.

HOW CAN I APPLY?

If you're a graduate applying to be a Graduate Area Manager, 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 your analytical skills.

aldirectruitment.ie/apply

Step two



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 five-minute 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.ie/graduate**

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



If you've passed everything else, you'll then have an interview with the Regional Managing Director. If successful, you will then progress to a final interview with members of the Regional Director team.

A year of
discovery.



ALDI INDUSTRIAL PLACEMENT PROGRAMMES

Our Industrial Placement programme has really taken off. We've always offered placements for aspiring Area Managers within our stores, but now there are also opportunities within our **Corporate Buying** Department based in Naas, Co. Kildare.

We need to be crystal clear about one thing though. If you just fancy time off college, don't apply to Aldi.

These placements are for passionate, brave, inquisitive students who want to prove their worth. You'll have done your homework on Aldi and the retail challenges we face. You'll want to be part of our business from day one, and you believe you can make it even better.

Whichever placement you choose, we'll invest real time in you. Throughout your placement, you'll experience early responsibility, intensive training and rare exposure to the internal workings of Aldi. We're a big fan of rotating our students across different teams; it really demonstrates how different operations fit together to ensure a smooth-running business.

It's a two-way thing. We want our managers to feel how indispensable you are. We want you to go back to college feeling like you've made a valid contribution to a thriving global retailer. Together, we'll make sure you have all the opportunities you need to learn and showcase your skills. Yes, it'll be demanding – but we reward our people extremely well. And, of course, you'll have the chance to apply for a permanent role after graduation.

IN THIS SECTION

GENERAL MANAGEMENT PLACEMENT

CORPORATE BUYING PLACEMENT

WHAT ARE THE BENEFITS LIKE?

HOW CAN I APPLY?





Perfect tasters to see if you're
Aldi enough.

GENERAL MANAGEMENT PLACEMENT

This is a fast-paced introduction into the reality of Aldi: how we tick and what we're made of. The placements can vary in duration across 6, 9 or 12 months depending on the relevant degree discipline, but this is roughly what you can expect. Ready?



DAY ONE

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



WEEKS 1-3

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



WEEKS 4-13

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



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.



WEEK 15

A chance for a breather on a well-earned, one-week holiday. Enjoy...



WEEKS 16-23

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 24

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 25

Feet up and relax. You deserve it.



WEEKS 26-32

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.



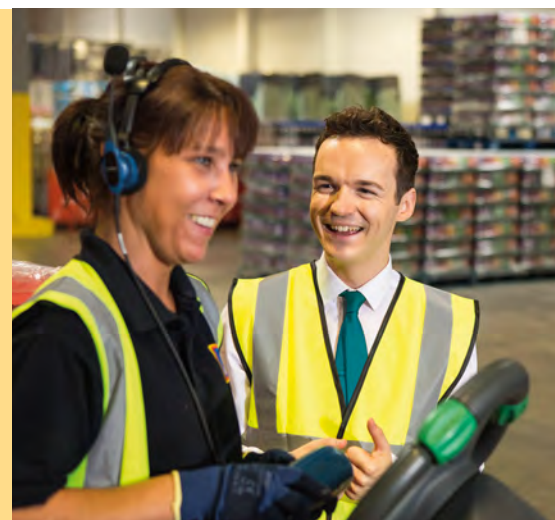
WEEK 33

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



WEEK 34

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



WEEK 35

Logistics time. Efficiency has always been the name of the game at Aldi and a cornerstone of our success. At this point in your programme, you'll learn everything from streamlining distribution to vehicle tracking and routing. This is one of the key pillars of retailing.



WEEK 36

Financial Administration. We've built our business on delivering quality products at low prices, so who better to give you advice and special training on balancing the books? It's essential you understand the fundamentals if you want to make a name for yourself at Aldi. And this is an invaluable part of your training.



WEEKS 37-42

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.



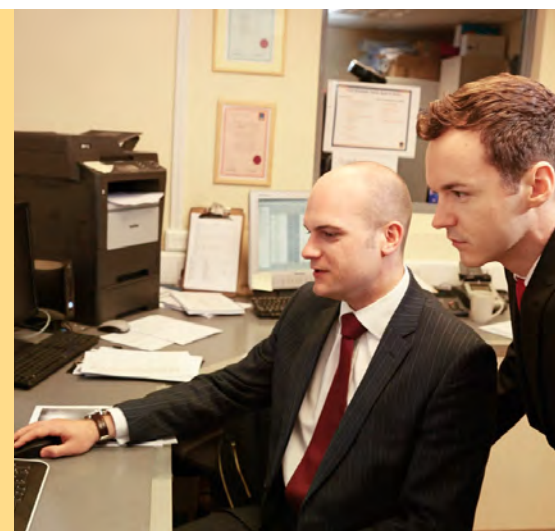
WEEK 43

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



WEEKS 44-48

You'll complete more project work, but this time across Property and Administration. It's another golden opportunity to showcase your talents.



WEEK 49

Your last week 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.



WEEKS 50-52

Well done, you've nearly made it. 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.



GENERAL MANAGEMENT PLACEMENT

(Nationwide)



Both sides of
the story.

We'll give you a fascinating insight into Aldi and how we've transformed into one of the world's most successful retailers. You'll learn about us, but you'll also learn about yourself. When you're handed the keys to a store and told: 'You're in charge', do you panic and run away screaming or find your retail backbone and lead your store to victory? There are rotations across store and office environments so you can see Aldi from both sides of the business, and how one depends on the other. Whether you're stacking shelves, organising resources or taking the keys to a store, it's a breathtaking snapshot of life as an Area Manager. All degree backgrounds are welcome.



CORPORATE BUYING PLACEMENT

(Based in Naas, Co. Kildare)

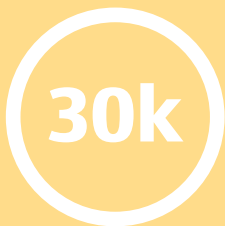


From source to shelf.

This isn't just about 'Buying'. You'll experience a large corporate environment that touches every aspect of the product lifecycle: **Corporate Responsibility (CR), Quality Assurance, PR & Marketing, Merchandising and Category Management**. All areas link closely together, so you'll get to see them all before specialising in one. Take CR, for example, and you'll work with the team that's involved in coming up with new processes and business change, inspired by making a difference to the planet. It's real-life business experience that will stretch your thinking and question your lifestyle choices as you help a global business implement social and environmental solutions. Corporate Buying is a busy environment with rapidly changing priorities, lots of juggling and plenty of problem-solving. We'll provide you with great opportunities and responsibilities and, as a high-calibre student (from any degree discipline), you'll apply your knowledge to real-life business situations. Ideally, you'll be the kind of person who gets themselves noticed by building strong relationships and by being confident in your fresh ideas.

THERE'S ALWAYS A BIT OF GIVE AND TAKE.

IN RETURN, YOU'LL RECEIVE...



€30,000 per annum,
pro rata for the time
you spend with us.



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



4 weeks'
holiday allowance,
pro rata for the time
you spend with us.

LET'S GET THE BASICS RIGHT.

HOW TO APPLY

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. Please contact your **Careers Service** for information on how to apply.



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

You're **working towards a**

2:1

(in any degree discipline).



General Management applicants will need to **be able to travel to the stores in which they will be training.**

HOW CAN I APPLY?

Step one



You can apply through your Careers Service, but be warned, this is a very competitive scheme. Positions are filled quickly, so the sooner you apply, the better. For more information please visit, **aldirecruitment.ie/industrial-placements**

Step two



The final stage is an assessment which could be one-to-one or as part of a group. So make sure you've done your homework.

“You take each day as it comes and being able to react to whatever pops up is vital.

The store training is the best foundation for this role. Because you get to see how tough the work is, you can empathise with the store staff while gaining a vast amount of knowledge. The level of responsibility exceeded my expectations, especially when you're responsible for running a store on your own. It's challenging, rewarding work and you never know what the day will bring.”

Emer, Area Manager

- University College Cork
- Commerce Degree
- Former Industrial Placement student, joined Aldi in 2015



“A good work ethic is imperative to becoming an Area Manager.

I was hugely impressed by how well structured the programme was, and I was also taken aback by the positive culture within the company. I received sufficient help from two friendly and experienced teams while in-store, and had workbooks and an online interface to support my learning. I was also given a mentor who was more than happy to answer any questions I had.”

Seán, Area Manager

- University College Cork
- Masters in Management and Marketing
- Former Industrial Placement student, joined Aldi in 2016



We're Aldi. And we're like no other. **The question is, are you?**

It's your turn. Explore our award winning website and you'll get to know us even better. You can even go through the first stage of the application process.

aldirecruitment.ie/graduate
aldirecruitment.ie/industrial-placements



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

