



TRANSFORMING SUPPLY CHAINS

CUSTOMER PARTNERSHIP EXCELLENCE INNOVATION PEOPLE

GRADUATE AND INDUSTRIAL PLACEMENT SCHEMES AT GIST

Apply at www.gistworld.com/careers



OVER ONE FIFTH

OF OUR SENIOR MANAGERS CAME THROUGH OUR GRADUATE SCHEME



THREE

FAST TRACKED SCHEMES INTO GIST



OUR CEO

STARTED ON OUR GRADUATE SCHEME

Our Gist World

At Gist, we pride ourselves in transforming supply chains, with a proven track record spanning 50 years. Our vision is to be our customers' first choice for logistics, innovation, excellence and partnership.

Gist's unique proposition lies in our expertise in transforming large-scale end-to-end supply chains for our food retailer customers – from farm to factory, production to distribution centre and delivery to supermarket, convenience store or restaurant.

Gist has a national network of strategically placed sites and the largest temperature controlled transport fleet in the UK.

This winning combination enables Gist's customers to reduce their environmental impact and deliver the best possible experience to their customers, every day.

Our reach extends globally. Through our control tower capability, Gist solves problems for customers in the increasingly complex and demanding world of global supply chains – moving chilled, perishable, ambient and hazardous products by air, sea and land.

Our customers include **Starbucks, EAT, Marks and Spencer, Tesco, Morrisons** and **2 Sisters Food Group**.

'The term '9 till 5' doesn't apply to a career in logistics – it's an exciting fast-paced world which requires you to think on your feet. No day is ever the same.'

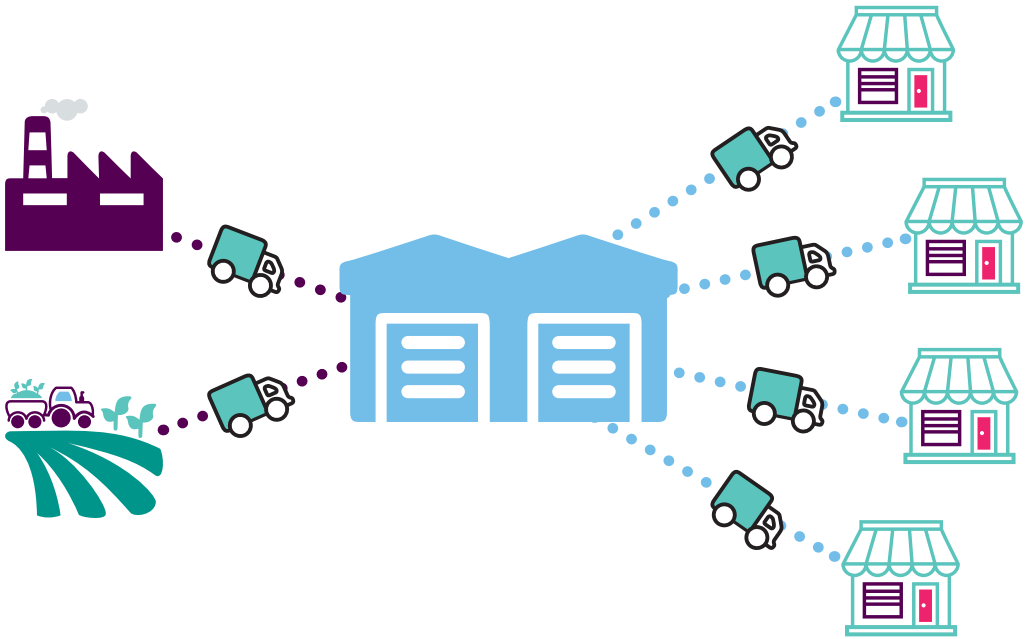
Jen, former Graduate



Our Distribution Network

We are responsible for ensuring every M&S Foods and Starbucks store in the UK receive deliveries on time and at the correct temperature. We work 24/7, 365 days a year to deliver the best service to our customers.

Example of a Gist Supply Chain



Supplier
(Farm/Factory)



Distribution Centre
(Warehouse)



Retailer
(Store/Restaurant)

Our People

It is the people at Gist that make us stand out.

Gist invests in exceptional people, who are driven, enthusiastic and passionate about achieving the best in everything they do. Early responsibility, coupled with a supportive environment and hands-on training, ensures that our people reach

their full potential and have every opportunity to make a difference. The shared success of Gist is achieved through our people, who lead and energise their teams to deliver results.

‘The Graduate and Industrial Placement schemes at Gist are a great way to kick-start your career in logistics. I believe our success is built on our people, and that starts with getting the most talented and passionate people on board and helping them to develop to their full potential.’

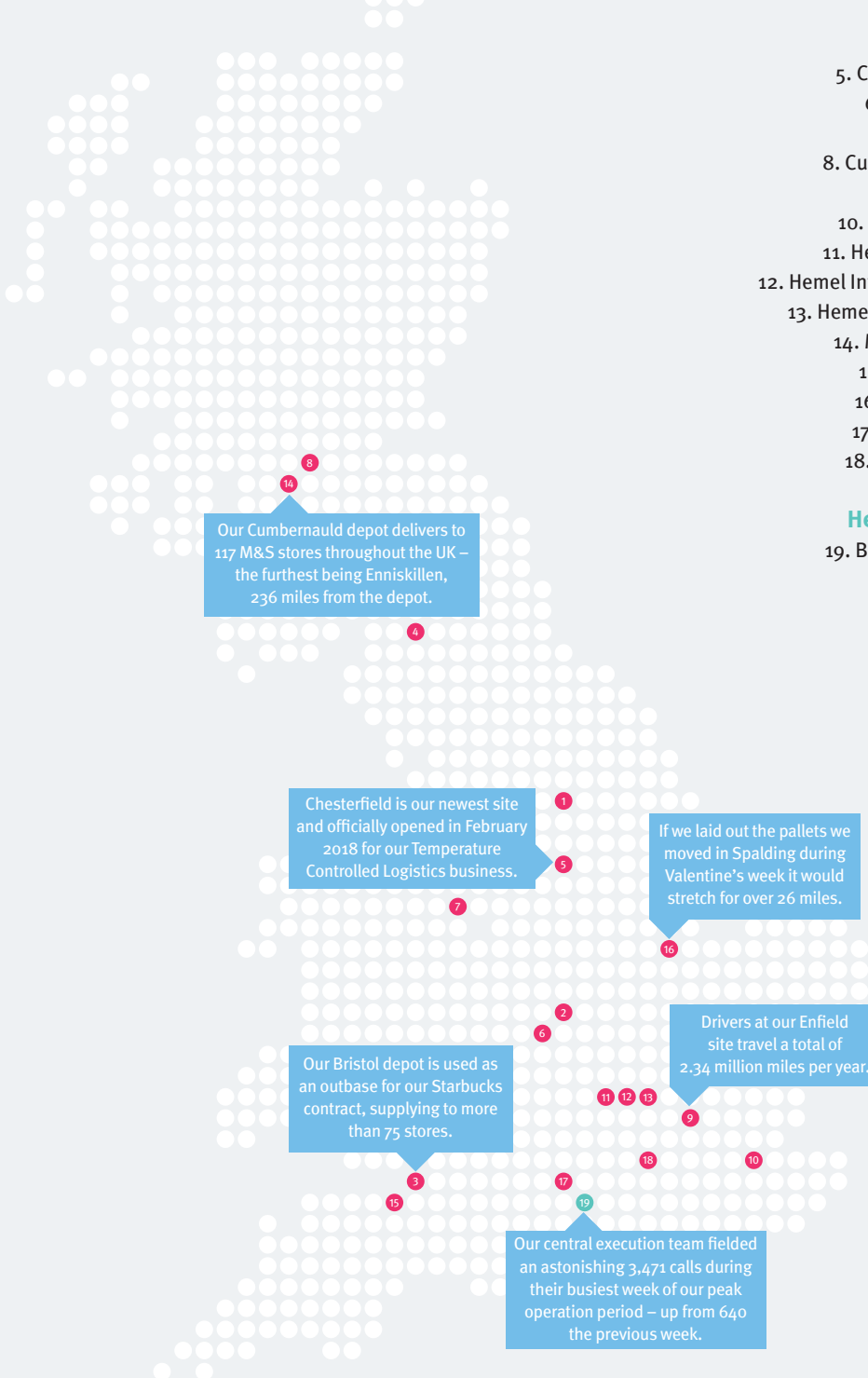
Martin Gwynn, Chief Executive

Our Vision and Standard



Gist Sites UK

The dots represent our operational sites. Graduates and Industrial Placements could be based at any one of these sites.



1. Barnsley
2. Bedworth
3. Bristol
4. Carlisle
5. Chesterfield
6. Coventry
7. Crewe
8. Cumbernauld
9. Enfield
10. Faversham
11. Hemel Foods
12. Hemel International
13. Hemel Maylands
14. Motherwell
15. Portbury
16. Spalding
17. Thatcham
18. Waterside

Head office

19. Basingstoke

Our Schemes

Our schemes are designed to provide you with the experience, training and support to drive you towards becoming one of our future business leaders.

Industrial Placements

12 month placements for penultimate-year students as part of their four or five year sandwich-degree course.



Operations Management 7

A well structured 12-month scheme based at any of our UK depots with experience in Warehouse and Transport as well as exposure to our wider business functions, such as Global Freight and our Network Planning Centre.

Graduates

Two to three year programmes for those in their final year or who have already graduated with a degree.



Operations Management 8

Two placements over two years, giving exposure to the heart of our operation in Warehouse and Transport with the opportunity to experience our wider business functions.

Project Management 9

A three year scheme designed to develop your Project Management skills. Working in the Business Solutions department, you will be responsible for supporting and delivering key business projects.

Human Resources 10

A number of placements over an 18–24 month period within our operational HR team, providing you with exposure to key projects and activities across our people agenda in order to develop you into a future HR Manager.

Operations Management Industrial Placement

What will I be doing?

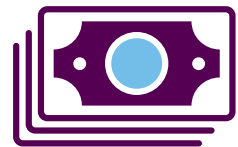
You will join as a Team Manager within one of our operational sites. As part of the wider site management team you will be responsible for **managing a shift and a team of up to 30 people** from day one.

Where will I be working?

- You will be based at any one of our sites across our UK network and must therefore be flexible with your location of employment for the duration of the placement.
- You will work within the warehouse or transport divisions of a depot throughout your time on the scheme, as well as gaining exposure to wider business functions (e.g. Network Planning Centre or Global Freight).
- The environment is **fast-paced** and not your normal 9–5. You will be required to work shifts, nights and weekends in order to ensure that our operation continues to deliver for our customers.

What will I get out of it?

- The scheme has been designed to offer you a brilliant platform to start your career at Gist. With a similar level of responsibility as the first year of our graduate scheme, you will build people management skills, gain knowledge of our operation and develop yourself as a leader.
- Following a successful year with us, you could be offered to **return on our Operations Management graduate scheme**, with an 18-month accelerated programme, rather than the standard two years.
- Alongside your career, you will receive a great range of competitive benefits, see page 16.



OPERATIONS MANAGEMENT INDUSTRIAL PLACEMENT

COMPETITIVE
SALARY OF
£19,000
PER ANNUM

Operations Management Graduate Scheme

What will I be doing?

The scheme consists of two operational placements at different sites within our UK network, providing first-hand experience of leading people and experiencing how our business operates.

Our graduates join us as a Team Manager within one of our large **Marks and Spencer Food** warehouses, taking responsibility for managing a shift and a team of up to 30 people. You will experience a full 24-hour operational cycle by supporting various shifts and operational peaks, including Christmas, all within the same site.

Your development as a Team Manager will continue to develop throughout your placements, where you will take on additional senior site management responsibilities. Your final placement is your opportunity to hone your **people management skills**, as well as to further develop your commercial and operational acumen.

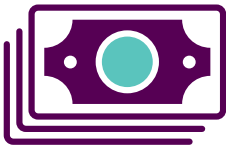
You will also have the opportunity throughout your scheme to gain exposure to our wider business functions (e.g. Network Planning Centre, Business Solutions and Global Freight).

Where will I be working?

- You could be based at any one of our sites across our UK network and therefore flexibility with location is vital throughout the course of the scheme.
- You will work within the warehouse and transport divisions, with guaranteed exposure to both over the course of your placements, as well as insight into our Business Solutions, Network Planning Centre or Global Freight teams.
- The environment is **fast-paced** and not your normal 9–5. You will be required to work shifts, nights and weekends in order to ensure that our operation continues to deliver for our customers.

What will I get out of it?

- You will gain real management responsibility from day one, rapid progression, **industry leading training**, coaching and mentoring – developing you to become one of our future business leaders.
- Alongside your career, you will receive a great range of competitive benefits – see page 16 for details.



OPERATIONS MANAGEMENT GRADUATE

SALARIES
START AT
£26,500
PER ANNUM

Project Management Graduate Scheme

What will I be doing?

As a Project Management Graduate, you will complete a three-year scheme based within our Business Solutions team at our Head Office in Basingstoke. From the outset you will assist in the delivery of projects both at our Head Office and at our operational sites. You will also work with users and clients to help deliver our solutions. Over the next three years you will take on more responsibility. With training, support and experience you will develop into a Business Solutions Project Manager, leading your own projects and delivering solutions to the Gist operations.

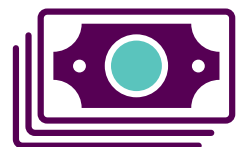
Development is important to Gist and it underpins the success of our graduate scheme. You will be provided with formal training, leading to industry-accredited qualifications in Project Management and Business Systems Analysis.

Where will I be working?

- You will be based at our Head Office in Basingstoke but with travel to operational sites depending on project requirements.
- Delivering projects and solutions as part of the Project Management team will require working with all parts of our business. This will lead to experience and knowledge of everything that Gist does.

What will I get out of it?

- From day one, you will gain real responsibility, rapid progression, industry leading training, coaching and mentoring – developing you to become one of our future business leaders.
- Alongside your career, you will receive a great range of competitive benefits – see page 16 for details.



PROJECT MANAGEMENT GRADUATE

**SALARIES
START AT
£26,500
PER ANNUM**

Human Resources Graduate Scheme

What will I be doing?

The scheme consists of a number of placements over an 18-24 month period within our operational HR team. The scheme will develop you into a HR generalist with a view to becoming a HR Manager at one of our sites at the end of the programme.

You will begin working alongside an existing HR Manager at one of our depots, shadowing and learning the day-to-day policies, processes and ways of working which form the basis of the role. You will then be working on some key strategic initiatives on the people agenda or driving important change at one of our sites. This could involve rolling out training programmes, introducing new systems or managing a cross-network policy change.

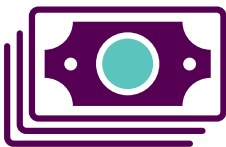
Throughout the programme you will receive training from the HR team in order to build your knowledge, accompanied by centrally-organised development focused on leadership and communication. You will have a buddy, based in the HR team, as well as the mentorship of our HR Director to ensure that you are supported and guided during the scheme.

Where will I be working?

- You could be based at any sites across our UK network and therefore flexibility with location is vital throughout the course of the scheme.
- You will work as part of our operational HR team, based at our depots. These teams partner with the business day to day and advise and coach our site management teams.
- The environment is fast-paced and not your normal 9–5. Our operational teams, over a range of shifts, work 24/7 in order to deliver for our customers. In order to support the sites appropriately there may be occasions when a different shift is required, outside of the standard Monday to Friday.

What will I get out of it?

- From the outset, you will be building your HR knowledge, whilst delivering key initiatives for the business, ensuring that we are supporting our people in line with our Involve principles.
- During the course of your scheme we will financially support you studying your CIPD qualification.
- You will gain rapid progression, training, coaching and mentoring in order to develop you into one of our future HR leaders.
- Alongside your career, you will receive a great range of competitive benefits – see page 16 for details.



HUMAN RESOURCES GRADUATE

**SALARIES
START AT
£26,500
PER ANNUM**

Operations Management Industrial Placement Case Studies



Reade

University: University of Brighton
Degree Subject: Business Management
Placement Location: Thatcham
Current Role: Warehouse Team Manager

Very few companies offer the level of responsibility and opportunities provided during an Industrial Placements as Gist does. Having just started my career, I am grateful to have received opportunities that others in my age group may not have experienced.

The broad experience I have gained has surpassed my expectations and is something I have truly relished. My daily role sees me manage a team of up to 40 people. Being a 20 year old student, this helped me to quickly and efficiently develop new skills and helped mould me into the confident manager I am today.

Gist invests heavily in its Industrial Placement Students and Graduates. This is emphasised through the several training courses and social events organised throughout the year. It's always great comparing work-related stories with colleagues from other sites around the country at the social events, certainly one of my many highlights of the year.



Alex

University: Liverpool John Moores
Degree Subject: Mathematics
Placement Location: Hemel Hempstead
Current Role: Warehouse Team Manager

In my daily role, I work as a Team Manager at the Hemel Foods depot within the Warehouse team. Each day I have to build a plan with operational goals and then proceed to manage the operatives in order to deliver this result. Day-to-day I have to deliver the staff briefing, a management meeting in which we discuss our plans. I also manage a team of up to 60 employees.

After spending a year working at Gist I have not only gained insight into the world of logistics and management, but have improved my communication, people skills and confidence. I have had the chance to attend some useful training courses such as Communicating for Results, and take what I've learned back into the role. I now feel I will go in to full-time employment after graduating with the relevant skills and experience needed to succeed.



Sam

University: University of Northumbria
Degree Subject: Business Management
Placement Location: Barnsley
Current Role: Warehouse Team Manager

The experience I have gained over the last 12 months has been excellent for my development. Each day is a new challenge with a different target, and you must manage your team of warehouse operatives to achieve your daily objective.

The biggest challenge for me has been the transition into a managerial role, as I have only previously been in roles where I have taken instruction. However, the support I've received throughout the scheme and the extensive responsibility I have been given has provided me the opportunity to grow and overcome that challenge.

As a result, I feel much more confident managing people and delegating responsibility. The advice I would give to anyone coming onto the scheme is to push to learn as much as possible while on placement, as this year of experience will be more beneficial than anything you do while at university.

Operations Management

Graduate Case Studies



Tom

University: University of Sunderland BSc and Birmingham City University MSc
Degree Subject: Business Management and Law BSc and Logistics and Supply Chain Management MSc
Graduate Placements: Hemel Maylands and Enfield
Current Role: Level 2 Operations Management Graduate

Throughout the past year at Gist, my role has changed dramatically from month-to-month, allowing me to learn as much as possible. I have had the opportunity to work amongst a tight-knit team planning routes and building great relationships with drivers. After six weeks in my role, I was given the chance to manage my own shift – this gave me my own personal challenges and a chance to improve the current operation.

Experiencing my first Christmas peak was a superb opportunity to showcase everything I had learnt. Every day can provide a challenge and it's all about overcoming each specific challenge as it comes. Sometimes you'll reflect and think "I should have done this" or "I should have done that", and sometimes you'll be proud of the way you handled it. Ultimately, what's essential is that you learn from it either way as this is what helps support your progression.



Sam

University: University of Leeds
Degree Subject: Geography with Transport Planning
Graduate Placements: Sheffield and Thatcham
Industrial Placement: Cumbernauld
Current Role: Site Operations Manager

My most memorable moment so far whilst working at Gist was delivering a strong Easter peak in terms of safety, service and cost. I particularly enjoy the variety of my role, as no two days are ever the same.

It can be challenging striking a balance between all the key elements of the operation. This is particularly prominent when working on a peak operation; an important time for the customer and end consumer so service is critical.

I have been surprised by the level of responsibility you are given so early on in the Graduate Scheme, providing you show the willingness. It helps to drive your development and gives you ownership of performance.

Project Management and Human Resources Graduate Case Studies



Alice

University: Lancaster University
Degree Subject: Information Technology
for Business Management
Current Role: Project Management Graduate

The logistics industry is incredibly fast-paced and it is therefore fundamental that the systems which drive the industry are equally as fast-paced. I had no experience within logistics and had never heard of the company before applying, but now I am learning new things every day and always see the Gist trucks on the road. I can honestly say it's an amazing place to learn and work.

The Project Management Graduate scheme is based at the Head Office in Chineham; there are multiple opportunities to experience different parts of the organisation. From day one I was not only assisting on projects, but managing them. You won't just be placed in a corner expected to fetch the coffees! It's a fantastic level of responsibility in a supportive environment, you'll always have someone you can turn to for assistance.

From my experience, this role is perfect for people who are driven to learn new skills, keen for progression and are excited by the opportunity for real responsibility and to work on critical business projects.



Luke

University: Northumbria University
Degree Subject: Business Studies
Industrial Placement: Hemel Maylands and Thatcham
Current Role: Human Resources Advisor

The Graduate scheme offers a real breadth of challenges and experience across a large network of sites, giving you the opportunity to build relationships with a number of different key stakeholders in the business. Your day-to-day activities will vary depending on the business' focus and site priorities; often a mixture of recruitment and selection, network-wide HR projects, coaching and development of first-line managers, employee relations/absence-related issues and forward-thinking site-based training initiatives and engagement activities. Overall you will be a fundamental source of advice and support for the sites you work at.

You will have a lot of responsibility from the offset. As a HR advisor you will look after the day-to-day running of the site; how you run the site will be determined by you and your HR Manager. I'd advise anyone thinking of applying to just be yourself - make sure you let your personality shine through and use this to build strong relationships on site with your peers and stakeholders. The key to being a good HR representative on site is being able to listen to those around you and helping them tackle their issues while focusing on the people involved and getting a positive outcome.

Operations Management Graduate Case Study



University: University of Plymouth
Degree Subject: Geography
Graduate Placements: Faversham, Thatcham, Stone
Current Role: Site Operations Manager, Hemel Maylands

Lucy

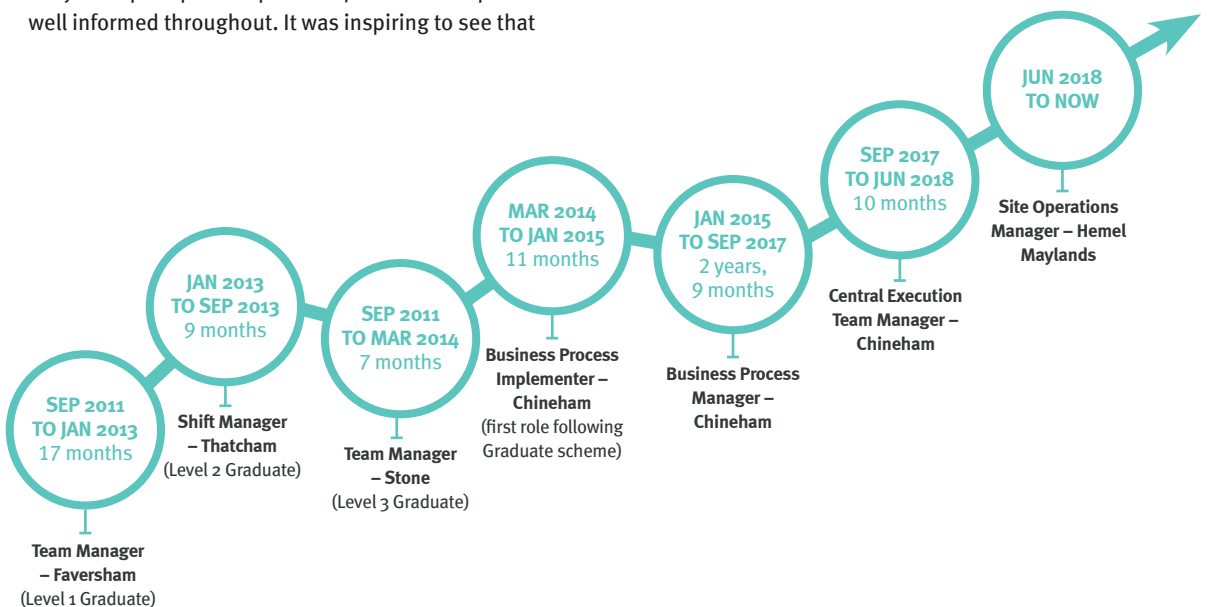
I decided to join Gist as it looked like an exciting place to work, and I was keen to work in a dynamic and fast-paced environment. It also looked to be a company which invests in people and their development. I liked the idea of gaining experience in several different departments, including Warehouse, Transport and Administration. The opportunity to gain responsibility and take ownership early on also appealed to me. I felt I would have the opportunity to really make a difference and influence my environment.

During the application process, Gist came across as an industry-leading, professional and reputable business. They were prompt to respond to queries and kept me well informed throughout. It was inspiring to see that

senior managers in the business took the time to be involved in the recruitment process and took an interest in new talent.

My advice to anyone considering a career in logistics is - do it! You will gain so much experience and learn a great deal. Every day is different and you constantly face new challenges.

For those who are new to the business, be flexible and adaptable and you will succeed. Take every opportunity that comes your way. The more you put into the scheme, the more you will get out of it. Be humble and listen to those around you – you can learn a great deal.



Your Development Building Blocks

Throughout your time with Gist you will receive training and development to set you up for success. The programmes are designed to equip you with the knowledge, best practice, skills and techniques to develop your people and operational management capabilities. This will be delivered in conjunction with your regular progress meetings to ensure you are working towards a career plan that meets your needs and aspirations.

Helping your day-to-day role

- Induction and training to provide a platform to understand the operation, your business area and your day-to-day role
- Through the day-to-day management of your team, you'll learn to get the best out of them
- Guidance in becoming an active manager in driving forward processes, aims and objectives for you, your team and the site

Training you to become a technical expert

- Training on the technical aspects to set you up to become an expert
- Classroom and site-based training
- On-the-job learning from experts based within the business and externally
- Industry-recognised training and qualifications

Preparing you to become a future business leader

- Coaching and career management
- Centrally organised residential training
- Development of skills in leadership, communication and management
- Training in management styles and difficult conversations

Your support network



Your rewards and benefits

Looking after you

- We know that moving can be worrying and stressful – we give you the time and support to find the right place for you to move to and can assist in paying for up to two weeks in a hotel near your new site if needed.
- Whether it's personal or professional, the Employee Assistance Helpline offers counselling, financial and legal advice as well as an online health portal.

- We want Gist to be a diverse and welcoming place to work and as a result all of our people receive 'dignity at work' training.

Pay and benefits

- Our graduates receive a starting salary of £26,500, increasing to £30,000 in year two.
- Our Industrial Placement students receive a salary of £19,000.

- Graduates have the opportunity to undertake a four-week paid charity placement.
- 25 days holiday.
- Discretionary performance-related bonus scheme.
- Pension scheme.
- Healthcare.
- Gist 4 Me – offering great discounts across retail and leisure outlets.

Please remember benefits packages vary depending on scheme

What will make you successful?

DRIVE

Drive

We pursue our goals with passion, enthusiasm and tenacity.

PERSONAL EFFECTIVENESS

Personal Effectiveness

We work effectively and efficiently to maximise our personal contribution to the business.

LEADING AND ENERGISING

Leading and Energising

We fully energise, involve and encourage others.

FOCUS ON THE CRITICAL

Focus on the Critical

We continuously identify and prioritise what needs to be done to achieve business results.

DELIVERING RESULTS

Delivering Results

We consistently achieve objectives and deliver results.

LIVING THE DIFFERENTIATING VALUES

Living the Differentiating Values

Customer partnership, excellence, innovation and people.

How do I know it's right for me?

- You aim to be a senior leader in our business and constantly look to develop yourself on that journey.
- You will thrive in a fast-paced and challenging business which will see you succeed when pushed out of your comfort zone.
- You are a credible, engaging and driven natural leader who is able to take a team on a journey with a shared goal.
- You proactively look to transform, adapt and improve things around you. You want to exceed expectations.
- Change isn't a scary word for you. You thrive on new challenges, new people and pick things up quickly and effectively.
- People are your focus and you roll your sleeves up when a team needs to come together.

What we're asking for

Your motivations, people-focus and ambition to develop into a future business leader is more important to us than your degree classification and subject.

It is vital that you have excellent communication skills, both written and verbal, across all organisational levels. You must be fluent in written and spoken English.

Flexibility is crucial – you could be based at any of our sites throughout the UK, so you need to be fully mobile and happy to relocate.

You'll need to hold a full UK driving license by the start of the scheme.

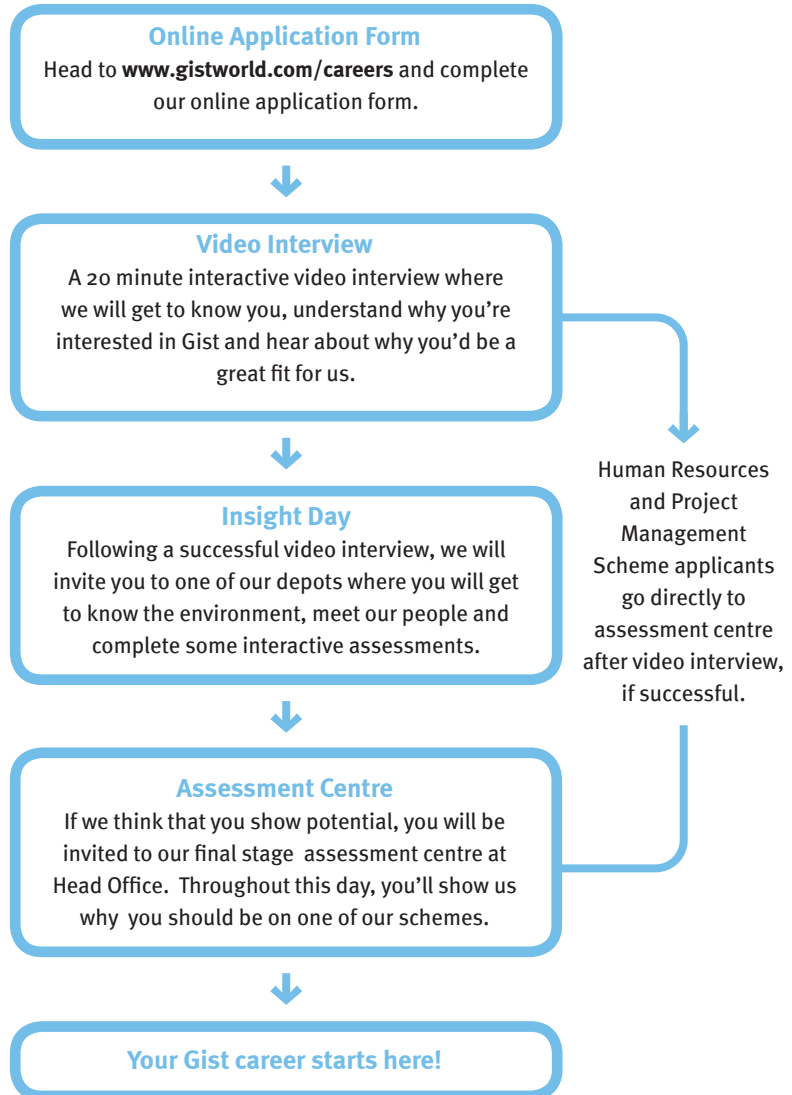
On the commencement of your employment with Gist, it is a legal requirement that you have the right to work in the UK.

'Gist stood out to me as I could secure a graduate role following a successful placement year with them. My placement was so much more than just gaining work experience, I could begin building my career with a great company before I had even graduated.'

Sam—former Graduate

Application Process

Throughout the assessment process you will be measured against Gist's 'Winning People' CPRs (Critical Performance Requirements). These are a selection of essential behaviours required at Gist that we use to recruit, review and develop all of our people against.



Gist is an equal opportunities employer. We encourage a diverse workforce and aim to provide a selection process that allows candidates to demonstrate their full potential. If you require a particular adjustment to be made to allow you to fully participate in our recruitment process, please contact our Graduate Recruitment team at graduates@gistworld.com or on **01256 891111**.

Prior to applying, please ensure you review our Applicants Privacy Notice – available on our website at www.gistworld.com



TRANSFORMING SUPPLY CHAINS

CUSTOMER PARTNERSHIP EXCELLENCE INNOVATION PEOPLE