



TRANSFORMING SUPPLY CHAINS

CUSTOMER PARTNERSHIP EXCELLENCE INNOVATION PEOPLE

GRADUATE AND INDUSTRIAL PLACEMENT SCHEMES AT GIST

Apply at www.gistworld.com/work-for-us/



OVER ONE FIFTH

OF OUR SENIOR
MANAGERS CAME
THROUGH 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 & Spencer](#), [Tesco](#), [Morrisons](#) and [2 Sisters Food Group](#).

‘Logistics is a great sector to work in, it’s a fast-paced environment that requires a hands-on approach. There are many proactive and reactive skills to develop.’

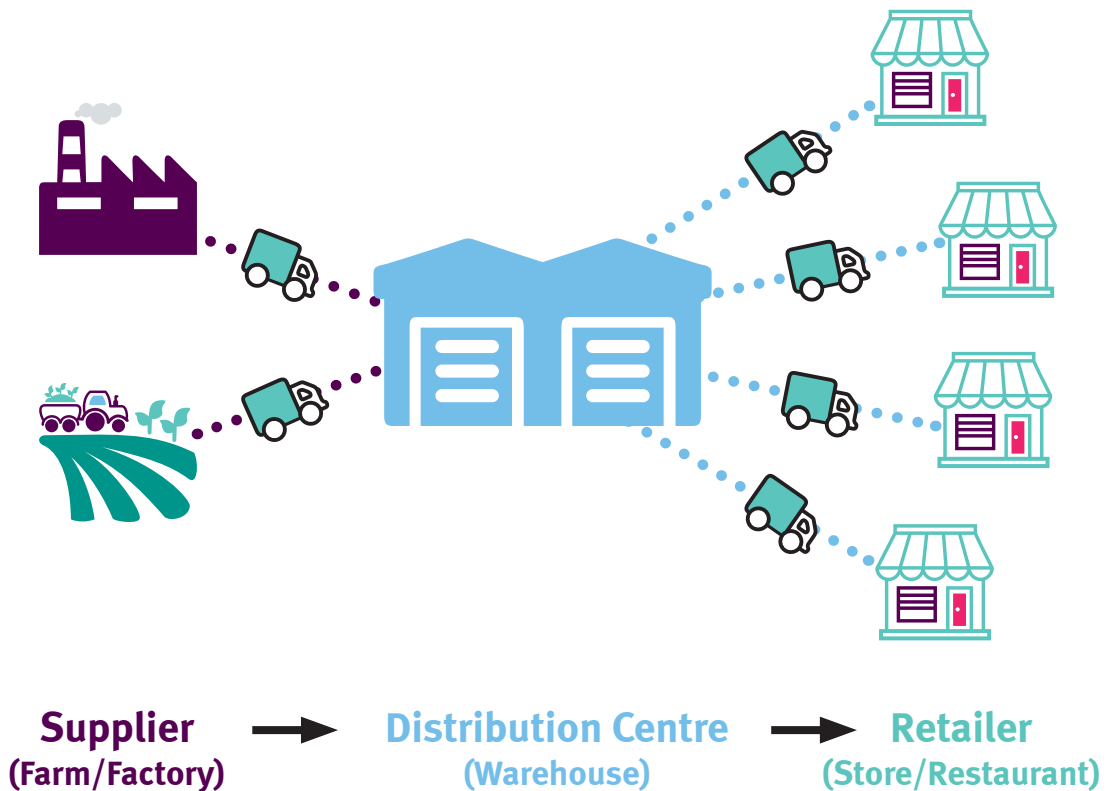
Sam, former Graduate



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



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.



‘At Gist, our graduates learn quickly and like everyone else in our business they are judged, and in turn progress, both on the basis of what they achieve and how they achieve it. We are very proud of our business, inspired by those who have gone before us and motivated to build an even better company for our employees, customers and shareholders.’

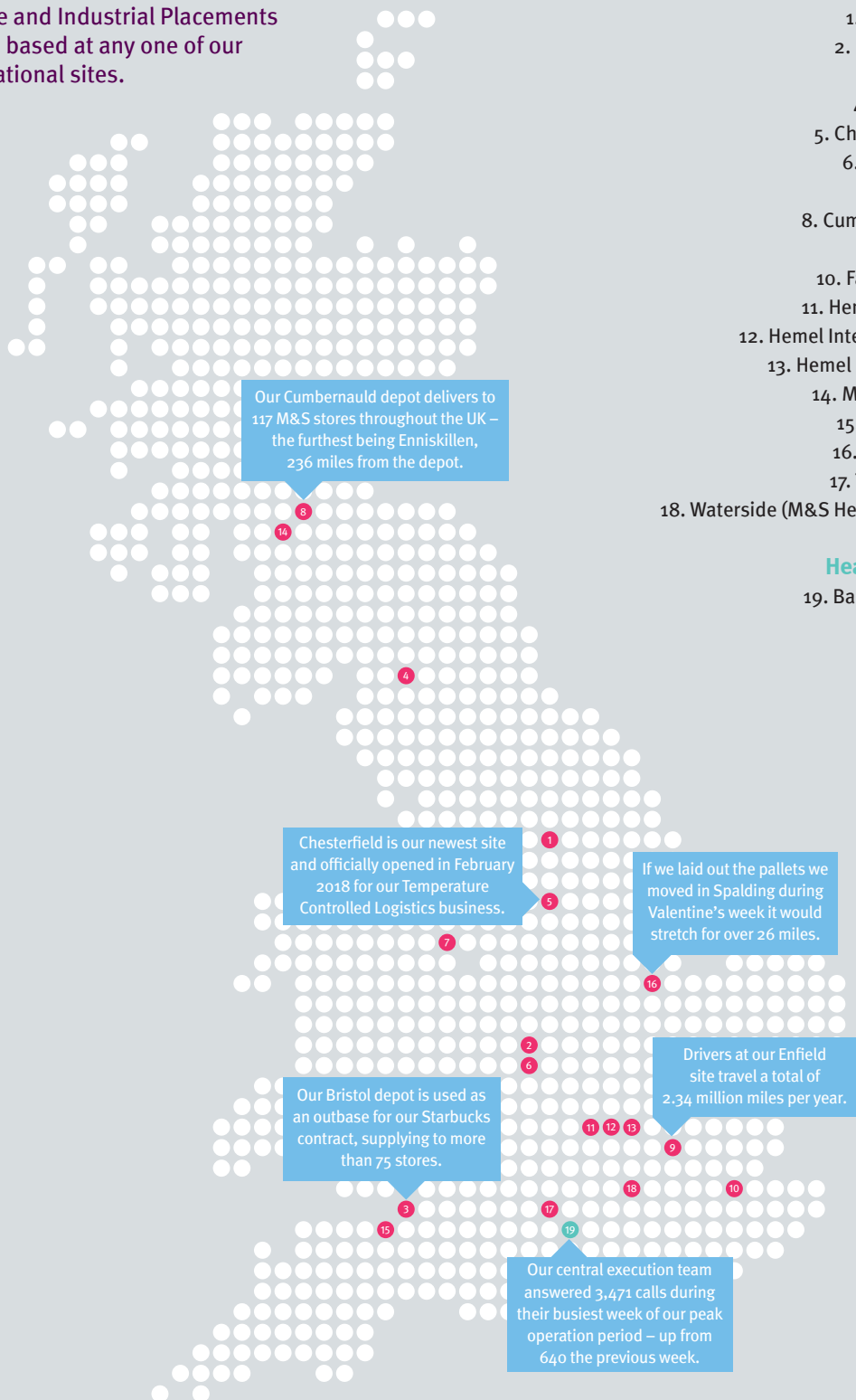
Michael Chambers,
Chief Executive

Our Vision and Standard



Gist Sites UK

Graduate and Industrial Placements could be based at any one of our UK operational 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 (M&S Head Office)

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

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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

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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.

Operations Management Industrial Placement

What will I be doing?

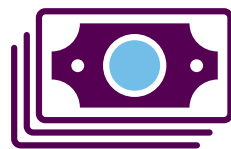
You will join as a Team Manager within one of our operational sites. As part of the wider site management team you will be responsible for **managing a shift and a team of up to 30 people** from day one.

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 & Spencer Foods** 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 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.

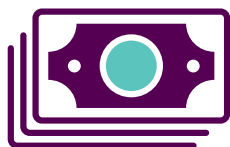
You will also have the opportunity throughout your scheme to gain exposure to our wider business functions (e.g. Network Planning Centre, Business Solutions and Global Freight).

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 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

Operations Management Industrial Placement Case Studies



Reade

University: University of Brighton

Degree Subject: Business Management

Placement Location: Thatcham

Current Role: Returning on the Operations Management Graduate Scheme as of 2020

Very few companies offer the level of responsibility provided during an Industrial Placement 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 relished. My role sees me manage a team of up to 40 people. Being a 20 year old student, this helped me to quickly develop new skills and helped mould me into the confident manager I am today.

Gist's emphasis on employee investment is evident through the several training courses and social events organised throughout the year. It's great comparing work-related stories with colleagues from other sites at the social events, certainly one of my many highlights of the year.



Mark

University: Bournemouth University

Degree Subject: Business Management with Law

Placement Location: Thatcham

Current Role: Warehouse Team Manager, Thatcham

The responsibility I am given is incredible and allows me to make a real impact within the organisation.

I manage a team of up to 30 employees each day; monitoring performance and ensuring tasks are completed effectively. I have also been responsible for several projects throughout this year, so no two days have been the same.

Despite lacking managerial experience before joining, working alongside senior managers and ex-graduates has helped me to develop – everyone is extremely friendly and pushes me to achieve more. The more I grow within the role, the more responsibility I am afforded. Gist has many opportunities, and I've been able to tailor my placement to explore the various departments and depots within the network.

I would encourage applicants to approach the role with an open mind, ask plenty of questions and never be afraid to seek advice from others within the business.



Sarah

University: Loughborough University

Degree Subject: Politics

Placement Locations: Chineham, Faversham

Current Role: Returning on the Operations Management Graduate Scheme as of 2019

Over the course of my placement year I spent some time at Head Office, working on projects and business analysis, which involved processing tenders to new customers. After this I then moved to the Faversham depot to spend some time in the operation, predominantly within the transport team.

One of the best aspects of my placement was the amount of responsibility I was given early on, and the autonomy to make the role my own. There was great support from my managers, as well as my mentor, who provided an avenue for wider business context and support throughout the year.

I have loved working at Gist, it's a really people-focused company that has invested in my progress and development. I will be returning to start on the graduate scheme this September as the opportunity for rapid progression through the business is fantastic.

Operations Management

Graduate Case Studies



Narayana

University: University of West of England

Degree Subject: International Business

Graduate Placement: Faversham

Current Role: Warehouse Team Manager (Level 1 Operations Management Graduate)

I applied to Gist because I wanted an environment that could challenge me to grow. I also found the scheme appealing as it provided the opportunity to work in both Warehouse and Transport.

My biggest challenge during the scheme has been managing people and, where necessary, challenging their behaviour. However, through understanding what each department does, who is accountable for what, and by being consistent and fair I have so-far gained the trust of long-serving employees who view me as credible and competent.

Drive, passion and vision are key to success at Gist, be proactive and show initiative. The first two years you will be moving across the country working in different depots, see the positive value in these experiences and the different opportunities to learn.



Ed

University: University of Nottingham

Degree Subject: Chemistry

Graduate Placements: Thatcham, Chesterfield

Current Role: Transport Team Manager (Level 2 Operations Management Graduate)

Coming straight out of a Chemistry degree into managing within logistics was a steep but rewarding learning curve. I was surprised by how many skills from my degree were transferable, and the training and support Gist offered provided me with the tools I needed to succeed.

Managing people who have worked at the company for 25+ years can be daunting, but through the advice of fellow managers and building relationships with employees you can earn their respect and cultivate an engaging and productive work environment.

The Graduate scheme offers real responsibility, and the opportunity to make a tangible difference. My advice is to ask questions and use the knowledge of those around you to develop yourself – there is no such thing as a silly question!



Stephen

University: Lancaster University

Degree Subject: Geography

Graduate Placements: Hemel Hempstead, Stone, Thatcham

Current Role: Warehouse Manager, Hemel (Completed Programme 2014)

The scheme provided the training and management experience I was after from day one. Throughout the scheme, I was never in a position where I felt complacent or comfortable, but instead stretched and challenged which ultimately supported my development.

My biggest challenge was having difficult conversations – never nice, but always important! Gist arranged a mentoring session with senior managers which provided me with the skills needed to make these situations easier, ensuring I approached the conversations positively but still delivered the sentiment of the message clearly.

For those applying, ensure you have a passion for people as they are a vital resource. It's not always about having the technical skills and knowledge of the logistics industry, but instead building strong relationships and utilising those around you that do have the expertise.

Operations Management

Graduate Case Study



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

Lucy

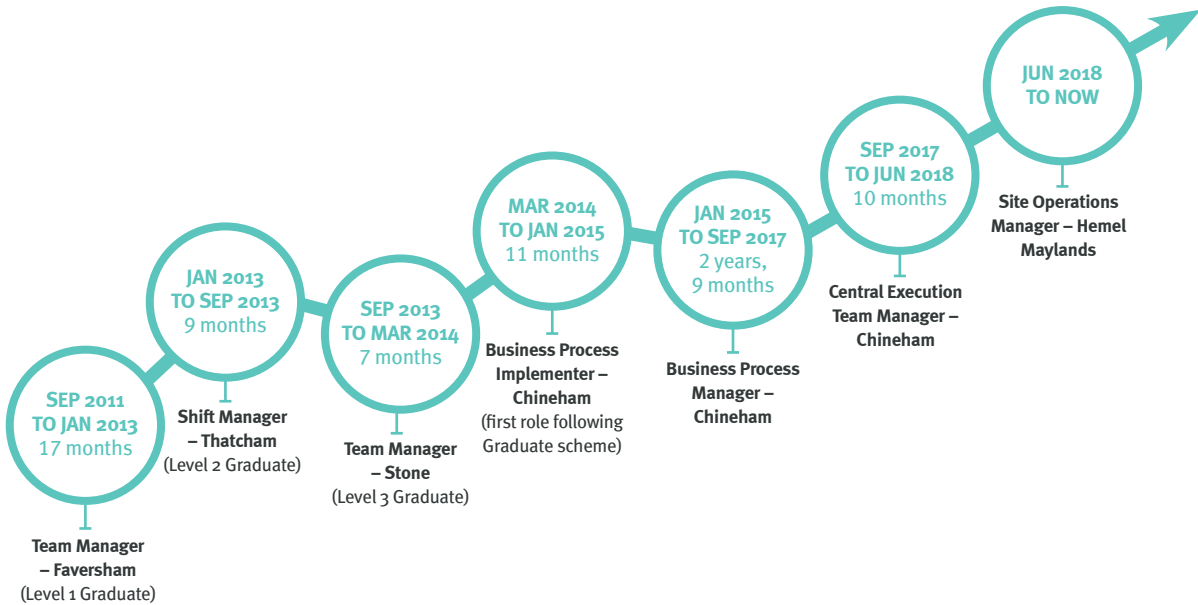
I decided to join Gist as it looked like an exciting place to work, and I was keen to work in a dynamic and fast-paced environment. It also looked to be a company which invests in people and their development. I liked the idea of gaining experience in several different departments, including Warehouse, 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.
- MyRewards – offering great discounts across retail and leisure outlets.

Please remember benefits packages vary depending on scheme

What will make you successful?

DRIVE

PERSONAL EFFECTIVENESS

LEADING AND ENERGISING

FOCUS ON THE CRITICAL

DELIVERING RESULTS

LIVING THE DIFFERENTIATING VALUES

Drive

We pursue our goals with passion, enthusiasm and tenacity.

Personal Effectiveness

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

Leading and Energising

We fully energise, involve and encourage others.

Focus on the Critical

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

Delivering Results

We consistently achieve objectives and deliver results.

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



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