



TRANSFORMING SUPPLY CHAINS

CUSTOMER PARTNERSHIP EXCELLENCE INNOVATION PEOPLE

APPRENTICESHIP SCHEMES AT GIST

Apply at www.gistworld.com/careers



TOP

**RATED
TOP 100
EMPLOYERS**

BY RATE MY APPRENTICESHIP



THREE

**APPRENTICESHIP
SCHEMES,
THREE ROUTES
INTO GIST**



ALL APPRENTICES

**PROMOTED INTO
TEAM MANAGER ROLES
HAVE STAYED
WITH GIST**

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, 7 days a week, 365 days a year.

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 two days are ever the same.'

Jen McGuire, Logistics Manager

OUR DISTRIBUTION NETWORK

We are responsible for ensuring every M&S Foods and every Starbucks store in the UK receive deliveries on time, 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 → **Distribution Centre** → **Retailer**
(Farm/Factory) (Warehouse) (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.



Our vision is to be our customers' first choice for logistics innovation, excellence and partnership.

'An apprenticeship with Gist is 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 develop to their full potential.'

Martin Gwynn, Chief Executive



GIST SITES UK

The dots represent our operational sites. Apprentices can apply to work at any one of these sites depending on availability.



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. Sheffield
17. Spalding
18. Stone
19. Thatcham
20. Waterside

Head office

21. Basingstoke

OUR SCHEMES

Our schemes offer you a chance to learn a range of skills while studying for an industry-recognised qualification relevant to your role at Intermediate, Advanced or Higher Level. You will receive a mix of structured learning through workshops and coaching as well as on-the-job training supported by a mentor and buddy. Our schemes give you a unique opportunity to kick-start your career and drive your own success in an innovative and exciting environment.

Warehouse and Transport Operations

You will be based at one of our depots (depending on which one you apply to) and will work within the Warehouse or Transport operation. You will learn the operation from the very core, learning how the goods that we handle are moved from delivery into the warehouse, and then despatched to other distribution centres, stores and restaurants. This will give you a fantastic insight into the heart of our operation and the best possible start to your career at Gist. Following your completion of this scheme, there is the opportunity to join a management development scheme – designed to progress you into a Team Manager role.



Data Analyst

Based at our Head office in Basingstoke you will learn how to combine an analytical approach to data challenges with real-life problem solving. As you progress through the scheme you will become responsible for the wider communication and presentation of increasingly complex solutions, while studying for a qualification equivalent to the first year of a Foundation degree.



Network Planning

Our Network Planning Centre plans all of the daily deliveries for our major customers. As an apprentice, you will work with the team to provide daily transport plans using specialised software. You will focus on building relationships with customers and logistics managers at all sites, and ultimately become an expert in our transport operation.

APPRENTICESHIP SCHEMES

Warehouse and Transport Operations

What will I be doing?

You will join the scheme as a vital member of the warehouse or transport team and learn the business from the very **heart of the operation**. You will be trained on all systems and processes and become an **integral part of the success** of the distribution centre. On a typical day, you could find yourself supporting the warehouse team in exceeding their pick rate targets – providing a high level of service to our varied customer base. When in transport, you will have the opportunity to build relationships with our drivers, understand the transport function and play a key role in allocating routes to ensure products are delivered in a timely and effective manner.

If successful in your first year, your second year on this scheme will begin to explore how we develop you into a Team Manager in the operation. We will coach you towards managing a team, assessing your own leadership styles and helping you enhance your skills. We will give you exposure to HR and employee relations, alongside hands-on team management.

Where will I be working?

- You will be based at a site of your choice, depending on the vacancy applied for (please see map on page 4).
- The environment is **fast-paced** and dynamic but not your normal 9–5. You will be, at times, required to work different shift patterns and weekends in order to receive a fully rounded picture of our operation and ensure that we continue to deliver excellence to our customers.

What will I get out of it?

- This apprenticeship scheme will give you an **Intermediate qualification in Warehouse and Supply Chain Operations**. After completing this qualification, you have the opportunity to enrol on the Level 3 Team Leading apprenticeship and will gain an **Advanced qualification in Team Leading**. With this qualification you are able to register as an **Associate member with the Chartered Management Institute** to support your career development.
- You will gain hands-on experience in logistics operations and, in time, management expertise, coaching and development to enable you to become a manager within our business.
- Alongside industry-leading training, you will receive a great benefits package. Salaries start in your first year around **£15,500** and increase each year in line with your development.

What do I need?

- Five GCSEs A*–D grade, to include Maths and English Language or equivalent.
- Be 18 years or over within three months of your start date.



TEAM MANAGER

SALARIES
START AT AROUND
£28,000
PER ANNUM

APPRENTICESHIP SCHEMES

Data Analyst

What will I be doing?

As a Data Analyst apprentice you will be given **responsibility from day one**. You will learn how to analyse data, design data models and solve real business problems. As you progress through this two year scheme, you will be given more ownership of the solution design and the communication of these plans. The complexity of the issues will also increase. As part of the Business Solutions team, you will contribute to increasing efficiency, reducing cost and tendering for new business.

Where will I be working?

- This scheme is based in our Head Office in Basingstoke.

What will I get out of it?

- On successful completion of this scheme, you will be awarded a **Higher Qualification in Data Analysis**. This qualification allows you to enlist on the **Register of IT Technicians** which confirms **SFIA Level 3 Professional Competence**.
- Alongside industry-leading training, you will receive a great benefits package. Salaries start in your first year around **£20,500**, increasing in your second year in line with your development.

What do I need?

- Five GCSEs A*–D Grade, to include Maths and English Language or equivalent
- A Level A*–D Grade in a Maths or Science subject or equivalent
- Be 18 years or over within three months of your start date.



DATA ANALYST

SALARIES
START AT AROUND
£28,000
PER ANNUM

APPRENTICESHIP SCHEMES

Junior Network Planner Scheme

What will I be doing?

This scheme is designed to give you all the skills to become a successful Primary Network Planner. You will learn how our planning systems work, as well as understanding the complexity of our Primary Network and the **hundreds of customers** within it. The Primary operation moves product from suppliers and manufacturers through to either our own distribution centres or to our customers, including some of the major UK supermarkets. As the scheme progresses, you will be guided through planning routes with more complexity, visit sites to understand the operation and **build relationships** with the operational teams throughout the network.

Where will I be working?

- This scheme is based in the Network Planning Centre in our Head office in Basingstoke. This is a fast-paced environment and we provide plans for the network 24/7, 365 days a year. Therefore, you may be required, at times, to work varying shifts and weekends.

What will I get out of it?

- Throughout this scheme you will gain a **Level 3 Qualification in Logistics**.
- This apprenticeship will train you to become an expert in our Network Planning Centre, or alternatively give you a wide range of skills suited to the wider business.
- Alongside industry-leading training, you will receive a great benefits package. Salaries start in your first year around £15,500, increasing in your second year in line with your development.

What do I need?

- Five GCSEs A*–D Grades, to include Maths and English Language or equivalent.
- Be 18 years or over within three months of your start date.



NETWORK PLANNER

SALARIES
START AT AROUND
£25,000
PER ANNUM

CASE STUDIES



Joshua Rose

Location: Faversham

Qualification: Level 2 Supply Chain and Logistics

Department: Warehouse

If you want a career then this is the place for you.

At Gist you are **constantly challenged** to perform to the best of your abilities. The support you get is second to none and nothing is too much trouble when it comes to helping you find a solution. I am so glad that I changed my career route and pushed my boundaries with this apprenticeship, because it has helped with my confidence, **leadership**, organisation, and many more key skills, both in and outside of work.

If you have the drive and ambition, Gist will do everything possible to facilitate that and help you to achieve your goals. I never thought that I would be where I am today, however, Gist have seen **potential** in me and they look for that in all their apprentices.

The environment is so fast-paced, it's a great place to really get stuck into your work and make the most of every day.



Jonathan Whittaker

Location: Barnsley

Qualification: Level 3 Team Leading

Department: Warehouse

I had previously worked within a warehouse environment but I had been stuck in the same position for a few years. I applied for an apprenticeship scheme with Gist because I wanted a challenge and the opportunity to begin building a very **successful career** within logistics.

My role as an Apprentice Team Manager provides me with that challenge. It differs each day, allowing my knowledge of the logistics industry to expand as well as remaining interesting. My main

duties include, but are not limited to; maintaining daily targets, motivating the warehouse team and ensuring all tasks are completed in order to leave the best possible handover for the nightshift.

I would urge anybody that is looking for a challenging environment, **in which no two days are the same**, to apply for an apprenticeship with Gist.

CASE STUDIES



Lloyd Morris

Location: Hemel Maylands

Qualification: Level 3 Logistics

Department: Warehouse

Five years ago, I left college after completing my A Levels, unsure if I wanted to attend University. I was always very **ambitious** and wanted to get started on my career in a company that would recognise my potential. I chose to enrol on the Network Planning Apprenticeship Scheme and was attracted by the challenging and varied workload, as well as the opportunities to progress. Gist gave me every chance to experience new departments and sites, which developed my skills in both logistics and management. After 3 years with the business I was offered a Site Operations Manager

position. This allowed me to enhance my **leadership ability** and develop my own **leadership style**. This role requires me to manage large teams, alongside monitoring cost and maintaining a high level of engagement on site. I hold team meetings to create robust plans to prepare for our busiest times and to find new and **innovative ways of working** to drive customer service and cost performance. The apprenticeship scheme at Gist has given me an excellent start to my career and I am excited to continue my journey with Gist.



Summer Finch

Location: Chineham

Qualification: Level 4

Project Management

Department: IT

I applied for the Gist Apprenticeship Scheme as I knew I did not want to go university. My parents were very supportive of this choice and have been since I started the apprenticeship. I came across the Gist Apprenticeship Scheme online. I did lots of research about Gist and felt prepared for my interview. What I love about my job is that it changes day to day. I work with

a variety of people and get to be part of many different projects. The **support network** as an apprentice is great too; I have my line manager, a mentor, a buddy and also the Apprenticeship Manager. Working within Gist is fantastic, I highly recommend anyone to apply to Gist's apprenticeship programme. Everyone is very supportive and welcoming.

SUPPORT NETWORK



‘The highlight of my role is the training and the chance to meet highly experienced people within Gist, a lot of whom progressed through the company themselves.’

Arran, Thatcham

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.



FAQs

What is an apprenticeship?

An apprenticeship is a real job with hands-on training, which allows you to earn while you learn and gain a nationally recognised qualification.

How do I complete an apprenticeship?

While being employed at Gist, you will be enrolled on an apprenticeship standard. You will train towards your qualifications through on-the-job learning, workshops and e-learning. Your progress will be evidenced by a portfolio and an end point assessment.

Do I have to pay anything towards my studies?

No. All training is fully funded by Gist.

Will I need to go to a college to complete my studies and qualification or do any homework in my own time?

No. 20% of your time on the apprenticeship must be spent in off-the-job learning. This will take the form of workshops and e-learning, where you will be given all the training required to complete your apprenticeship.

What level of apprenticeships are available at Gist?

Intermediate/Level 2 – e.g. Warehouse and Supply Chain

This is equivalent to five GCSEs

Advanced/Level 3 – e.g. Team Leading

This is equivalent to two A Levels

Higher/Level 4 – e.g. Data Analyst

This is equivalent to the first year of a Foundation Degree

Why should I choose an apprenticeship over University?

In 2016, 43% of post-college enrolments were into an apprenticeship. An apprenticeship is now the perfect way to start a career straight from finishing college and gain experience early. There are no fees involved for you and you gain qualifications relevant to your career as you earn.

Does an apprenticeship with Gist allow me to progress my career?

Absolutely; we will give you every opportunity to learn new skills, understand the business and become a future manager. We have ex-apprentices who are now Site Operations Managers and Team Managers throughout the network.

When do our programmes start?

Our programmes start in September. During your first week you will have a local site induction and a three day induction in our Head office.

Assessment Process

Online application Form

Head to www.gistworld.com/careers and complete our online application form.



Screening Phase

We will read through your application and call you if it shows potential. We will discuss your interest in the scheme and what Gist can offer you.



Assessment Centre

If you are successful, you will be invited to an assessment centre at a site near you. This day will give you the chance to see one of our depots and the opportunity for you to show us why you should gain a place on our scheme.



Your Gist career starts here!

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 Apprenticeship Team at apprentices@gistworld.com or on **01256 891967**.



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