

M&S

EST. 1884



THE FUTURE NEEDS YOU

FUTURE CAREERS

GRADUATE, PLACEMENT, INTERNSHIP
AND APPRENTICESHIP PROGRAMMES

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INTRODUCTION

The future needs people with vision. Because the future of retail is changing – and we're leading the way. We'll always have comfortable underpants. Colin the Caterpillar won't be crawling into retirement. But we need to be more than familiar. We're partnering with the likes of Microsoft and Future Founders, who support the next generation of entrepreneurs – because the future needs talent who can surprise and delight our customers.


The future needs you. M&S is a progressive business. We're developing products and services that are sustainable, digitally enhanced and satisfying our customers in brand new ways.

Whether you want to experiment and develop products or disrupt the entire system and offer improvements, M&S has more opportunities for more people than ever before. The future needs a new kind of retail experience, and M&S is in touch with what it will be.



 MandSCareers

 @MandSTalent

 Marks and Spencer



GRADUATE PROGRAMMES

The future M&S needs graduates that are looking ahead. Those who appreciate the importance of creativity, commercial understanding and self-awareness. The future needs graduates who want to learn about the past but are focused on what's to come.

Each programme offers a brand new, rotating experience with a mentor and buddy to guide you. And by the end of your newly extended programme, you'll be ready to take on a permanent, full-time role. In short, your future awaits.

If you see your future in the digital world, there'll be no shortage of technological change in every business area, but our Digital Programme will enable you to immerse yourself.

Or, perhaps you see yourself selecting materials and products we stock our stores with, and you can't wait to jump into Merchandising or Buying.

NICHE PROGRAMMES:

- Clothing & Home:
Buying
Merchandising
- Digital
- Marketing
- Simply Food Store Management
- Supply Chain & Logistics

And, if the sound of all these programmes feels too specific for you, you may find our Enterprise Programme gives you the opportunity to expand your view of M&S as a whole. It provides a brand new, rotating experience with a mentor and buddy to guide you. But, whatever you decide, we offer a clear route to the career you want.

NEW FOR 2019:

- Enterprise Programme

ENTERPRISE PROGRAMME

NEW GRADUATE
PROGRAMME FOR
2019

Visionaries are those with the power to bring about change. And that's exactly what we're looking for – change agents. This programme is for the influencers. The thought leaders. The resilient decision makers. This is for the strategically minded, entrepreneurially spirited business buffs. We want you to anticipate the ever-changing needs of our customers and work with us to do what we do even better. To propel both our futures.

Sitting within a transformative team, our new Enterprise Programme will give you the rare opportunity to take a consultative role, while tailoring a bespoke programme allowing you to steer it in the direction you want your career to go. It's your future, your way.

Supporting you is our priority. So we'll give you a dedicated mentor to catch up with. They're the one to ensure your development comes first. Plus, we'll help you develop a tight network of people who can share their experiences, as well as introducing you to external industry experts full of invaluable advice. Relationship building is key to succeeding on this programme.

This is a unique opportunity. By the end of it, you'll feel like a confident professional and will be ready to shape the future. Perhaps you'll take us with you?



BUSINESS PLACEMENTS AND INTERNSHIPS

BUSINESS PLACEMENTS

You don't have to wait to graduate to experience our dynamic business from the inside. If your course includes a work placement, we have a range of opportunities on offer. Our business placements have been awarded the Quality Mark for Work

Experience. So you can expect only the very best training when you join us. Not to mention an attractive salary and the kudos of having M&S on your CV. If you do well and show real potential, you could be invited back to join our graduate programme.

OUR PLACEMENTS:

- Agriculture & Agronomy
- Food Product Development
- Food Technology
- Supply Chain & Logistics

INTERNSHIPS

As well as business placements and graduate programmes, we run a series of internships that will give you a flavour of some key areas of our business.

OUR INTERNSHIPS:

- Clothing & Home:
 - Buying
 - Design
 - Merchandising
- Food Buying
- Food Product Development
- Food Technology
- Human Resources
- Supply Chain & Logistics

APPRENTICESHIPS

If you're leaving school and thinking about the future, it's not always easy to decide on your next move. Should you go on to university and continue learning? Or do you move into the world of work and start earning?

Both options have their pros and cons, but an M&S Apprenticeship offers the best of both worlds. It's a structured apprenticeship designed to develop the skills needed for a career with one of the UK's favourite retailers, gain a well recognised certificate, equivalent to a foundation degree, and earn good money while you're doing it.

During all of our apprenticeships, we guarantee you'll receive your training from the top

providers in their fields, as well as having 20% of your time committed to off-the-job learning towards your formal certification. And you'll feel supported the whole way, with a dedicated mentor focused on your development. Plus, we'll introduce you to a buddy who can let you in on all the insider knowledge people often wish they knew from the start.

On all our schemes, we take our responsibilities towards young people seriously, helping you do more and be more. As well as learning from people in your team who have been there, seen it and done it, more formal coaching and training will give you the skills that will stand you in good stead for the rest of your career.

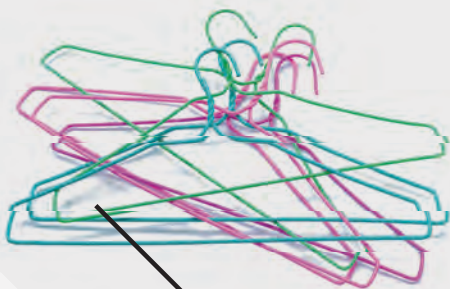
OUR APPRENTICESHIPS:

- Level 4 Retail Management
- In the past, we've run apprenticeships for Solicitors, Data Analysts and Engineers. Please check our website for a full list of our available opportunities.



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ENTER TO WIN

BE ONE OF FIVE WINNERS
WHO WILL RECEIVE:

- > CASH PRIZE
- > A LINKEDIN RECOMMENDATION
- > TIME WITH AN M&S THOUGHT LEADER
- > AND YOUR IDEAS BROUGHT TO LIFE IN A SHORT FILM



THE COMPETITION

THE FUTURE NEEDS YOUR VISION. THE WORLD IS CHANGING, AND WE'RE RESPONDING IN AN AGILE FASHION. WE'RE PARTNERING WITH DIGITAL GIANTS LIKE MICROSOFT AND ENTREPRENEURIAL EXPERTS THROUGH FUTURE FOUNDERS. BUT WE WANT YOUR VOICE TO JOIN THEM. SHOW US YOUR CREATIVITY. YOUR CONVICTION. AND YOUR DISRUPTIVE SIDE. WHO KNOWS? THE PERSONAL REWARDS COULD FAR OUTWEIGH OUR COMPETITION PRIZES IN THE LONG TERM.

M&S is becoming even more progressive. From head office to our retail stores, we want you to inspire us with how you think we should move forward together. The Future Needs Competition is designed to bring to life your ideas for the M&S of the future.

The competition is split into five categories: Design, Digital, Enterprise, Food and Retail. For each category, we have devised a challenge for you to complete. There will be one winner per category. Continue reading for further information on how you can share your vision of the future.

Good luck!

HOW TO ENTER



AN EASY PROCESS TO FOLLOW:

1. Visit thefutureneeds.com/ideas
2. Choose a category and read the challenge.
3. Produce your entry. Share your idea in a way you're most comfortable with. Consider using one or a combination of words, drawings, computer design, photography - the choice is yours!
4. Upload and submit your entry in one of the approved formats (Doc, Docx, Wpd, Txt, Rtf, Htm, Html, Pdf, Xls, Xlsx, Odt). Max file size is 1MB.
5. Keep an eye on our social channels where we will announce the winner for each category!

FOR OPENING AND CLOSING DETAILS OF THE COMPETITION, PLEASE VISIT [THEFUTURENEEDS.COM/IDEAS](https://thefutureneeds.com/ideas)



THE:

#FUTURE#

NEEDS A=

(REBUILD);

Sophisticated technology is transforming retail. At M&S, we're changing the way we approach the next generation of customers, ensuring every step we take is mindful of the digital world. Tell us about the tech we should be exploring?




THE:

#FUTURE#

NEEDS A=

(REBUILD);

We do more than sell style, quality and comfort. M&S is beloved for our essential, timeless clothing. And while we focus on items with longevity, our customers' needs are constantly evolving. Which futuristic fashion trends do you see us setting?




THE FUTURE NEEDS TO REMEMBER & REINVENT

From totally unique flavour combinations to sustainable products combating food wastage, M&S continues to be a food innovator – developing products that build on our beloved brands with the future in mind. What will future foodies be eating?



THE FUTURE NEEDS A BETTER EXPERIENCE

Our market is diverse and ever-changing, so we dream up new ways to appeal to it. At M&S we're embracing the future of retail and exploring how to connect with our customers more creatively. How will people shop in the future?

A brain-shaped object composed of orange and purple M&S crisps. The orange part is on the left and the purple part is on the right. The brain is centered in the frame. Overlaid on the brain are several geometric shapes: a large grey triangle pointing right, a smaller grey triangle pointing left, and a black triangle pointing right. There are also several thin black lines: one diagonal line from the top left, one diagonal line from the top right, one diagonal line from the bottom left, and one diagonal line from the bottom right.

THE FUTURE NEEDS BIG PICTURE THINKERS

See the bigger picture? Able to think originally? M&S is evolving, so we're looking for spirited disruptors to share their visions and create strategies for the modern world. Show us the direction you'd take our business in?



LIFE AND LEARNING

AT M&S

Joining M&S means so much more than working for one of the nation's largest retailers; it means shaping the future with integrity. We pride ourselves on staying in touch with the way the world is moving, striving to innovate and collaborate with one another to put customers first.

We've created a great vibe here; a feeling of belonging – because we go out of our way to listen to and involve all of our people. You will have lots of freedom to move around the business and meet other like-minded individuals. And when

you're not learning more about their respective business areas, you'll delve into our brand with trips to our incredible archives and insights sessions with subject matter experts. You'll especially enjoy going to workshops and shadowing established managers so you can experience what it takes to lead a team.

The size and scope of M&S means that the opportunities on offer are as diverse and inspirational as the people who work here. If you're ready to play your part, you'll be rewarded too.

REWARDS AND BENEFITS

At M&S, we feel it's vital that our people are well rewarded. So we'll give you access to a highly competitive reward package. We're constantly reviewing the details of the package to make sure it's got everything our people want in a benefits scheme, but the things you'll be able to enjoy currently include:



PAY – we regularly check our salaries against other companies to make sure we're competitive and keeping up with changes in the market. We'll review your basic pay every year and offer extra performance rewards to recognise individual achievements.



EMPLOYEE DISCOUNT – you, and a partner or family member who permanently lives with you, get 20% discount on all instore and online purchases. Some exclusions do apply but there's no limit on the amount of goods you can buy.



BONUS – we have a number of discretionary bonus schemes that reward our employees for helping us reach our goals.



PENSION – we offer an excellent Defined Contribution plan; if you contribute 3% of your pay M&S will contribute 6%.



LIFE ASSURANCE – cover to the value of twice your annual pensionable salary.



SHARESAVE – you put aside any amount between £5 and £250 each month for three years, at which point you can use your savings to buy M&S shares at a 20% discount or get your savings back.



SHAREBUY – you can invest between £10 and £250 a month, or up to 10% of your gross monthly salary (whichever is the lower) to buy M&S shares.



SALARY SACRIFICE SCHEMES – cover childcare vouchers, holiday buying, car leasing and cycle to work.



SPECIAL DISCOUNTS – over 1,500 available covering holidays, leisure attractions and more.



HEALTH & WELLBEING – discounted healthcare products and a wellbeing website with top tips and health guides.



RELOCATION PACKAGE – we make your transition into a better future financially simple.



CHARITY VOLUNTARY DAY – you can volunteer for one day per year at a charity of your choice.





APPLICATION DETAILS

If what you've read in this brochure has got you thinking about all the great prospects a future at M&S could hold in store, it's time to start thinking about applying. The main stages of our application process are outlined below.

1

ONLINE APPLICATION AND TESTING

Start by completing your online application at mandsearlycareers.com. The deadlines are between November and December 2018 but vary by scheme so please check individual listings. Once you have completed your online application form, you will be invited to take online tests. Don't miss the deadline or you'll need to wait another year before you can apply again.

2

INTERVIEW

If your application is successful and you meet the criteria we're looking for, then you may be invited to a video or telephone interview, depending on the scheme you apply for. Impress us and you'll then be invited to an assessment centre.

3

ASSESSMENT CENTRE

We'll get to know you better with things like group exercises, presentations and an interview. In Retail, assessment centres will take place in January and February 2019, although the majority of our Head Office schemes will hold theirs in December 2018. There are plenty of tips on our website to help you perform at your best.

4

OFFER

We'll endeavour to let you know within a month of your assessment centre whether there's a place waiting for you on one of our programmes. All in all, it's a simple process – we're eager to find out all about you and we want to give you as many opportunities as possible to impress us!



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