

GRADUATE Programmes

RETAIL GRADUATE SCHEMES PROSPECTUS

Fantastic career opportunities with one of the UK's largest operators of restaurants, bars and pubs.

www.mbcareersandjobs.com

Mitchells
& Butlers

Serving with pride since 1898



ALL-BAR-ONE



Harvester



MILLER & CARTER
STEAKHOUSE



Premium
Country
Pubs

STONEHOUSE
PUBS & COTTAGES



VINTAGE
PUBS

All about
Mitchells & Butlers

We were
established in

1898

and are a member of the **FTSE 250.**

We own

17 big brands with **1650** outlets.

We're
always

expanding, in 2019 a Miller & Carter
opened in **Germany.**

We have a unique culture that is about

Loving Every Moment.

Let's take a closer look at **Mitchells & Butlers**

We run the UK's best-loved restaurants and pubs, 1,650 of them, that offer dining for every occasion. We're known for delivering great service, quality food, and value for money to our guests. Our restaurants and pubs sell 100 million meals and 400 million drinks a year, but that doesn't mean we're not always looking to find additional selling opportunities. Of course, none of this would be possible without our amazing people.

Our aim is to keep growing the businesses that guests love to eat and drink in. We've developed a strategy to achieve this, composed of four key elements:

- Building a balanced business
- Instilling a more commercial culture
- Driving innovation
- Offering our team equal opportunities and access to learning and development

Love
Every
Moment

Our Market

The hospitality industry currently employs 2.9 million people. They represent 10% of UK employment and 5% of GDP. Mitchells & Butlers has remained at the forefront of this fast-paced, dynamic industry since 1898.

Our success is built on...

- Premiumisation of our offering
- Growing our number of branded outlets
- Adapting to changing consumer trends
- Adjusting to consumers' continued focus on value



ALL·BAR·ONE



MILLER & CARTER
- STEAKHOUSE -



PREMIUM
Country
PUBS

STONEHOUSE
· PIZZA & CARVERY ·



VINTAGE
— I N N S —

Our vision

Being the places that guests love to eat and drink in.

Our mission

Consistently deliver great service to our guests to drive repeat visits and recommendations, while delivering great financial results and shareholder return.

Values

P R I D E

Passion Respect Innovation Drive Engagement

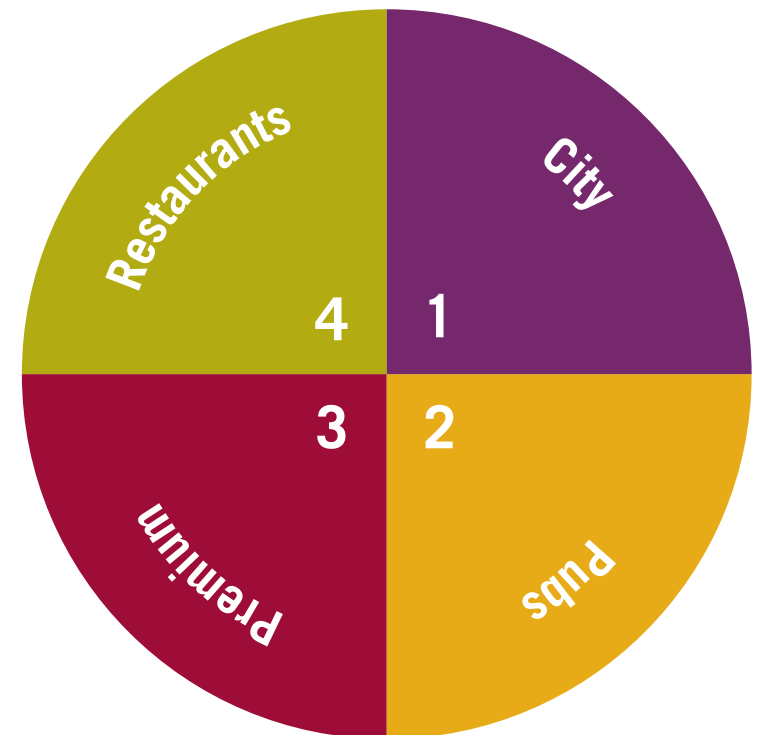
Our Market Opportunities

We operate a huge range of brands, that offer different price points and dining occasions - from cocktails, to brunch, to a classic roast dinner.

We have identified four market spaces to focus our attention on - they account for around half of the £78bn dining-out market. That's a pretty big deal.

This table outlines our divisions and our core brands:

1	City	All Bar One Browns	Castle Nicholson's
2	Pubs	Ember Oaktree / O'Neils	Sizzling
3	Premium	Miller & Carter Vintage Inns	Premium Country Pubs
4	Restaurants	Harvester Stonehouse	Toby Carvery



About the scheme

Our Retail Graduate scheme is designed to help ambitious, people-focused individuals become the future leaders of our exciting businesses.

Starting out as an Assistant Manager, you will gain the ultimate hands-on experience to guide you through to your first leadership opportunity.

With 1,650 businesses across the UK to choose from, you can choose to work from a location that suits you, while access to development workshops and training opportunities will give you the skills you need to become a General Manager and lead your own team.

On the scheme, you'll follow a structured programme of learning, including:

- On-the-job learning
- Technical training
- Soft skill development
- Development workshops
- Networking opportunities

Although the scheme is designed to help you reach the role of General Manager within two years, you'll need commitment, determination and resilience to get there. In return, we'll give you the support and coaching you need to achieve your career goals. Your Line Manager will also regularly check in with you, and you'll have formal mid-year and full year reviews to measure your progress.



Our Benefits

There are plenty of reasons to love every moment

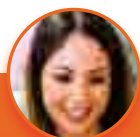
It's not just the rewards and opportunities that make M&B an exciting place to build a career. You'll also be supported by a friendly team, have loads of fun along the way and you'll get to enjoy all of these benefits:

- A starting salary of £24,000
- Bonus potential £1,500
- Opportunities for flexible working
- Brilliant development and progression opportunities
- 25 days annual leave
- 33% employee discount for you and 5 friends, across all of our businesses
- Free shares in M&B once you have worked here for a year
- We employ lots of graduates throughout the business, so there is a great grad community



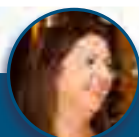
Retail graduate career journey

(day 1 to month 6)



Day 1

Induction training in all aspects of running the business.



Month 1

Level 2 Food Safety, Fire and Health & Safety.



Month 2

Team Leader training to learn how to best lead from the front.



Month 3

Shift Supervisor training to begin learning the ropes on how to run a successful business.

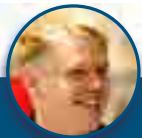


Month 3-6

Assistant Manager training to start learning the technical elements of running a business.

Retail graduate career journey

(month 6 to end of 1st year)



Month 6

Check-in mid-year review to make sure you're on track.



Month 7-12

Continue developing your leadership and business skills at our Assistant Manager Development Workshops.

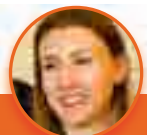


1st Year

End of year review to evaluate your development and progress.

Retail graduate career journey

(start of 2nd year to end of 2nd year)



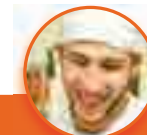
Start of 2nd year

Ready for your first appointment as Holding Manager or second Assistant Manager to get on the job experience.



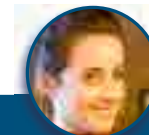
Month 18

Manager Induction Programme to master the skills you need to run a business.



Month 18-24

Further training to learn coaching foundations and master kitchen management.



End of 2nd year

Appointed as a General Manager, running your own business.

Development Workshops

These workshops are designed to speed up your journey to becoming a General Manager, giving you all the skills and expertise you need to succeed.

When it comes to developing successful managers, we know what we're doing. That's why our workshops focus on developing the areas that'll impact your performance the most. They'll give you the opportunity to stretch your knowledge, use your skills more effectively and, most important of all, get together with and learn from your fellow Retail Graduates.

You'll need to attend at least one of the four learning modules, every six months. Don't worry - you'll be learning alongside people you already know, so it should be a fun experience. And you can always access learning opportunities via your course tutor and our learning management system.

Our workshops will help you develop the following areas:

- Self-awareness
- Receptiveness to feedback
- Drive
- Self-assurance
- Resilience
- Knowledge about Mitchells & Butlers

There'll also be plenty of opportunities to network with your fellow Retail Graduates, thanks to our bi-annual meetings, where you can share experiences, build your connections and learn something new. And when you complete the scheme, you'll be able to celebrate with your new colleagues on your Graduation Day, where we'll toast your achievements and offer advice for your future career at Mitchells & Butlers.



Jordan

Role: **Graduate Area Manager**
Brand: **Harvester**

“The hospitality industry is the UKs 4th largest employer and is becoming increasingly attractive to graduates. Mitchells & Butlers create graduate programmes with structured learning and development to ensure you meet your career goals. If you are self-motivated, enjoy what you do and have the willingness to work hard, the possibilities with Mitchells & Butlers are endless.”



Supporting you on your journey

When you join us on our Retail Graduate scheme, you'll have access to a whole range of support to help you on your journey to becoming a General Manager.

Line Manager

This will be your business's General Manager, who you'll get to know right from the start of the scheme. They will provide your day-to-day learning and support, and you'll meet with them regularly to monitor your development and complete your formal reviews. You can ask them questions, turn to them for advice and see them as a mentor.

Retail Business Manager

This person will support around 15 different businesses within a specific brand or location. They'll keep track of your progress and development and bear you in mind when they're looking at future roles and promotions within the business.



Supporting you on your journey

(continued)

Talent & Training Partner

A Human Resources expert dedicated to your brand, they'll support the Retail Business Manager in planning and tracking your development to help you progress to General Manager.

Coach

Having a coach is optional, but at Mitchells & Butlers, we encourage coaching to help you develop your performance. You can ask for a coach at any time, whether it's to help you navigate a tricky situation or stretch yourself to be even better.

Mentor

Again, a mentor is optional but recommended. When you embark on the scheme, we'll explain why having a mentor could benefit you and how to get the most out of a mentoring relationship.



A black and white portrait of a young woman with light-colored hair, smiling warmly. She is wearing a dark-colored top. The background is blurred.

Amy

“Most people think of Graduate schemes as gift cards to higher level jobs. You really have to work your absolute hardest and prove that you deserve the position above any others. If you don't have the patience for dirty jobs, hard nights, long hours and difficult guests, you will really struggle to develop yourself to a General Manager role. Making mistakes is the best way to improve and develop - making sure you take every precaution to stop it happening again sets you up for success in the long term!”

How to apply

If you're interested in applying for the Retail Graduate scheme, you can do so at any time - we assess and select candidates throughout the year.

Application Process

- Start by applying online at mbcareersandjobs.com/graduates You'll be asked to answer some simple questions and complete an application form.
- Once you've completed your application, we'll send you a link to complete a short video interview - this might seem daunting but we're a friendly bunch and love hearing about people's experiences and ambitions.
- If you're successful, we'll invite you to book a spot on one of our assessment centres. We hold these regularly at venues across the UK, so you can choose whichever one suits you best. At the assessment centre, you'll be asked to take part in a variety of activities so we can get to know you a little better - we'll let you know more about what to expect when we send you the invitation.
- Finally, if you're successful at the assessment centre, you'll meet with a Retail Business Manager to discuss a specific role in a suitable location.
- If you're offered an Assistant Manager role, you'll become a Retail Graduate and get started on the scheme. It's time to celebrate!

If you have any questions or queries about applying, please contact: support.forgrads@mbplc.com



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