



Graduate Program Opportunity

Where you start your career at Mars, is just the beginning. Joining our Graduate program, which is known as The Mars Leadership Experience (MLE), will kick off 3 rewarding years packed with great experiences, opportunities and learning. Our program is designed to build both your functional/technical skills, as well as providing you with stretching leadership opportunities to prepare you for an exciting career.

To us, every graduate is a potential leader. That's why the moment the program starts you'll be handed huge responsibilities. You're also provided with the freedom to explore the new, and are fully supported while you gain knowledge and experience. As a Graduate, you'll not only play an integral role in our continued success but you'll also be working with the industry's top talent who are all keen to support you in your leadership journey as your line managers, mentors, buddies and new friends.

Welcome to the Mars Leadership Experience in Multisales Europe and Southern Africa!

The MLE is a perfect grounding for a career in business leadership. You'll manage projects, take on roles with local and international exposure, lead teams, make decisions with real consequences and much more. The challenges will come thick and fast and it will stretch you like never before.

What will I be doing?

The MLE is more than just a graduate program. It's high-powered, right from the start and focuses on developing well-rounded leaders with unparalleled business experience, tomorrow's leaders of Mars, Inc.. It's a steep learning curve with enormous business exposure.

Over the course of this three 12-month placements you'll get a complete overview of our business, together with the freedom and responsibility to have a very real and very visible impact on it. The challenges will come thick and fast.

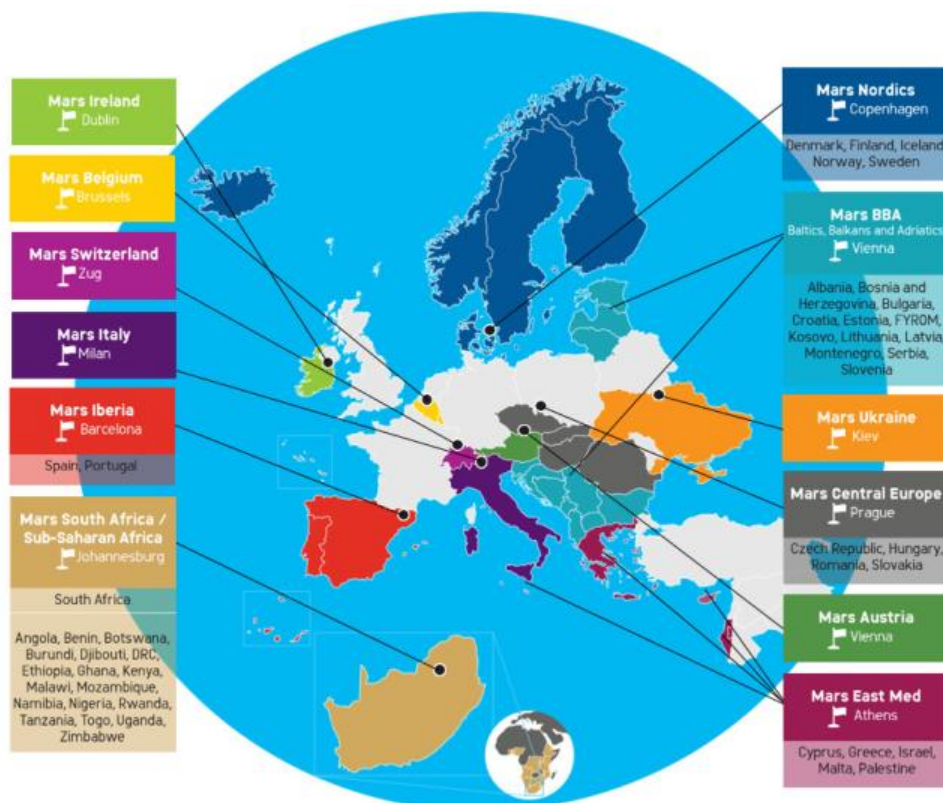
And they will keep on coming. You'll experience different markets, different functions, different teams, countries and products. We'll work with you to clarify and support your career thinking and tailor your path through the program to best fit with your ambitions and our business needs. The program runs across a number of our Multisales organization countries. Every area of our business will be open to you. So you could be a Brand Manager in Marketing, an Account Manager in Sales or a Supply Chain project Manager in Logistics.

As one of our future leaders, you'll be looking for ways to help us work better, faster and smarter. To stay one step ahead of the competition and to keep our products front of mind for our customers. You'll learn to inspire confidence in others, to act in ways that achieve the best results for everyone, and as you do, you'll take on more and more responsibilities and larger and larger projects. At the end of the program you'll have learnt everything you need to fill and succeed in one of the 250 leading roles in our business.

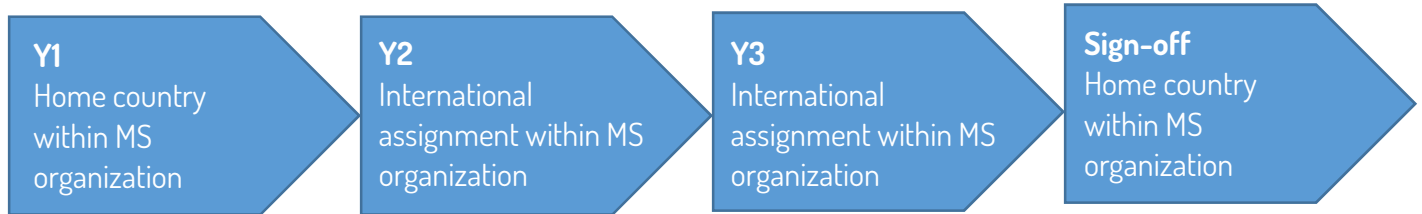
We'll expect you to grab everything that's within your reach and use it to pursue mutual long - term goals. Because life here is never just about a single person, a single project or a single brand. It's about making what you do mean more, for your career and the people and communities around you.

What is Multisales organization and where will I be working?

Mars Multisales Europe and Southern Africa has more than 2500 associates across 53 countries. We're a vital part of Mars Inc. And we play our part in the success of some of the world's best loved brands. Brands like PEDIGREE®, WHISKAS®, M&M'S®, SNICKERS®, UNCLE BEN'S® and many, many more. No surprise to learn, then, that we aim to attract exceptional people. People who thrive on the exciting challenge of building our business in dynamic markets right across the continent, from Portugal to the Baltic States.



In the first 12 months on the program you will be based in your Home country (within the Multisales geography) and this will act as your Home site - you will also sign off the program into your Home site. After a successful first and second year end-of-placement review you will be given opportunity to move to a different market and potentially different function, to work with different brands. We will provide full financial support with your moves and living abroad. It is important that you are fully mobile for this program and is something you should consider before applying.



What other support can I expect?

You'll have ongoing support from your Line Manager, your mentor, who'll be a senior manager, and a buddy, a recent graduate who's 'been there and done that' before. You'll also have mid-placement and end-of-placement development reviews. These give us the chance to check your progress, discuss your career direction and plan your ideal next placement based on this, our insight and the needs of the business. The key word is development and the MLE is just the beginning of your long-term career development in Mars.

Who we look for

Today a Graduate. Tomorrow a Leader.

Mars graduate development programs are different to most. For one thing, we don't have a set way of working. If you think we can do things better or more efficiently, we want to hear about it. And that's not all. It will be very much down to you to seek out new opportunities - new opportunities for our business, for your projects and for your career. We think that's far more rewarding than being spoon-fed or told what to do and when. And it can help you develop much, much more quickly too. Rise to the challenges, and before you know it, you'll be stepping up to a leadership role. What this means is that you'll need to be full of drive and ambition. You certainly won't be afraid of responsibility - in fact, you're the kind of person who craves it. We offer real freedom here and you'll know how to make the most of it. Full of initiative and a top-notch communicator, you won't just come up with ideas, you'll find ways to make them happen. And because this is an open, collaborative culture, where there is a huge importance placed on building relationships, you'll be as happy listening to the ideas of others as you are sharing your own. You'll be warm and friendly in your approach and you'll actively seek out contacts rather than waiting for people to come to you. At Mars, the way you engage and interact with others is paramount to our success. We ask for a lot. But we don't think there's a more exciting place to bring your career - and in terms of how far you can progress and how fast, the future is wide open.

In brief, we are looking for people that are:

- Originally coming from Multisales countries (refer to MS map above)
- Naturally collaborative & curious
- Initiative & challenge takers
- Accountable & results focused
- Learners, growers & continuous improvers

- Recent Undergraduates or Postgraduates
- Fluent in English and any other European language
- Fully mobile within Europe and Southern Africa

The Steps to Apply

1. Registration.
Create your application account.
2. Application.
Fill out the application form. It is all about finding out a little more about you as a person, your study, achievements and goals for the future.
3. Online testing.
Once your application is completed, you'll be invited to undertake some online testing that assesses your verbal, numerical and logical reasoning skills.
4. Online Video Interview.
Following the test you may proceed to our Online Video Interview stage. This is all about discovering more about your interest in working with Mars, and discovering more about your career aspirations and key competencies. Knowing this also assists us later with placing you in the best business rotations.
5. Skype interview.
Following the Online Video Interview stage, you may proceed to face-to-face skype interview. This is all about getting to know you better, your strength and development needs, your goals for the future. This is also a great opportunity for you to ask any questions you may still have about Mars, Multisales organization and the program itself.
6. Assessment centre.
Should your Skype interview succeed you'll be invited to attend an Assessment Centre in your Home country. At the centre you'll participate in individual and group activities, meet Mars associates and of course, try some of our delicious products!

Experience a Graduate Program that's personalized and committed to helping you grow, not just professionally but personally too. We'll work together to understand your development needs and ambitions to navigate your rotations year on year, so apply now!

Apply now by 29 March, 2019

<https://mars.ambertrack.co.uk/graduates2019/login.aspx?cookieCheck=true>

FAQ

1. Do you accept international applicants? If so, do you provide sponsorship for work permits or visas?

If you're from an EU country then you won't need a work permit or visa. Unfortunately we are unable to accept applications from those who are outside Multisales organization geography (refer to the Multisales map above).

2. When will I start work with Mars if successful?

In few days after the Assessment Center you will receive feedback from us. In case you are successful we will make you an offer, once the offer is accepted we sign a job contract effective as of September, 2019.

3. What are the average working hours as a graduate on the Mars programmes?

All our graduate roles are full time positions. No one day is the same and work life balance is key for us here at Mars. You'll have peaks and troughs in your workload, and it's really up to you to manage your day. What's key is that you deliver in your role – and you should always shout up if you have too much or too little work.

4. How do I rotate between roles on the graduate programme? Can I choose what location I go to?

After a successful first and second year end-of-placement review you will move to a different market within Multisales Europe & Southern Africa (see Multisales map above). It is important that you are fully mobile for this program and is something you should consider before applying. Based on the roles available in the countries and your development needs we will discuss the next placement for you. Flexibility is another key factor on our programme. Both from you and us. We'll always support you to achieve your goals, and in return we expect you to have flexibility in the locations in which you'll be based. Each programme has a key internal contact who will work with you during your placements to map out the next logical step. It's always an individual conversation. Because you will have individual aspirations. The key message is that it will always be a two way conversation. To mention we will provide full financial support with your moves and living abroad.

5. Will I have a permanent role at the end of the programme?

Yes all graduates will sign-off after their programme and move into a new permanent role. After that, where you go next will largely be driven by you.

6. If I am unsuccessful in my application for The Mars Leadership Experience at this time, can I apply for the program again?

You're very welcome to apply again but you'll need to wait until we start recruiting for the following year's intake. Try to think about the skills we're looking for and how you might be able to develop or strengthen those skills in the meantime.

7. Do I need a driving license?

A Driving license would be an advantage. Some roles mean travelling between sites and visiting various suppliers.

8. What does the assessment center consist of? How long does it last? When will I find out the outcome?

The Assessment Center takes place in your Home country at Mars office. It is a half-day event, which consist of your interview, unprepared individual business case, and a group exercise. After the assessment center in few days, we give you the feedback.

9. What is end-of-placement review?

There are mid-placement and end-of-placement development reviews. These give us the chance to check your progress, discuss your career direction and plan your ideal next placement based on this, our insight and the needs of the business. In order to move to the next placement we expect you to be successful in your previous placement.

[MARS.COM/CAREERS](https://www.mars.com/careers)

Mars is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law. If you need assistance or an accommodation during the application process because of a disability, it is available upon request. The company is pleased to provide such assistance, and no applicant will be penalized as a result of such a request.

