WOOLWORTHS

WORK WITH US

THE WOOLIES **DIFFERENCE** THAT INSPIRES AND CARES

OUR VISION

TO BE OUR CUSTOMERS FAVOURITE **RETAIL BRAND.**


OUR
PURPOSE
THE DIFFERENCE THAT
INSPIRES AND CARES
ABOUT OUR CUSTOMERS,
OUR PEOPLE, OUR PRODUCTS
AND OUR COMMUNITIES

OUR VALUES

OUR PERSONALITY **BRINGS OUR VALUES TO LIFE.** OUR VALUES INFORM AND UNDERPIN THE WAY WE DO BUSINESS ACROSS OUR GROUP.



OUR VALUES


CUSTOMER FIRST
QUALITY
COLLABORATION
RESPONSIBILITY
INSPIRATION
INTEGRITY
IN TOUCH

OUR GROUP

WHL GROUP is a southern hemisphere retail group, with its head office in Cape Town South Africa, listed on the JSE Limited Securities Exchange since 1997.

The Group consists of three major operating divisions:

WOOLWORTHS SOUTH AFRICA
based in SA and operating across 11 countries in Sub Saharan Africa.

DAVID JONES
based and trading in Australia.

COUNTRY ROAD GROUP
based in Australia and trading in Australia, New Zealand and South Africa.

WOOLWORTHS FINANCIAL SERVICES (WFS)
is a joint venture between Woolworths and Barclays Africa Group.



WE — ARE THE — BRAND

We are really proud that we have again been recognised as the most valued retail brand in South Africa in the Brand Finance Top 50 Brand report 2018. We also ranked 6th most valuable brand overall.

We believe the strength of our brand is because of our people – our strongest brand ambassadors, the heart and soul of the business.

WORKING FOR WOOLIES

IT'S NOT ABOUT A JOB – IT'S ABOUT BEING A VITAL MEMBER OF A UNIQUE BRAND THAT IS PART OF THE FABRIC OF EVERYDAY SOUTH AFRICAN LIFE, A BRAND BUILT ON STRONG VALUES, AND ONE THAT MILLIONS OF PEOPLE TRUST TO FEED AND CLOTHE THEIR FAMILIES, DECORATE THEIR HOMES AND ENRICH THEIR LIVES.

Every day, some 34 000 people in our stores, offices and distribution centres dedicate their time to bringing our values to life and making "the difference" in the lives of our customers. In every aspect of our business, our goal is to provide the quality & style, value, service and innovation our customers have come to expect of us, and to do it with integrity and energy while continuing to work towards a sustainable future for all.

The world of Woolworths is an exciting, dynamic and challenging one that offers wonderful opportunities and tremendous scope for growth for employees at all levels. From seasoned industry professionals to entry-level employees and recent graduates. We're serious about diversity and actively seek out candidates from different cultures, backgrounds and areas of experience.

IF YOU ARE A PASSIONATE, RESULTS-DRIVEN PERSON, AND IF YOU LOVE OUR BRAND AND WHAT WE STAND FOR, WE WANT TO HEAR FROM YOU!

What is it that has made Woolworths not just a household name for more than 80 years, but an iconic and aspirational brand renowned for quality, style, service, innovation, integrity and value? The answer's quite simple: Our people. A 31 196-strong team of passionate and committed individuals living our values and making the difference for customers and colleagues every day.

SIMPLY, IT IS OUR PEOPLE AND OUR PRODUCT WHO MAKE WOOLWORTHS, WOOLWORTHS.

It's the **DESIGNERS**, **DEVELOPERS**, **BUYERS**, **PLANNERS** and **TECHNOLOGISTS** responsible for our products; the **PLANNERS**, **ACCOUNTANTS**, **SYSTEMS EXPERTS** and other **SPECIALISTS** who keep the business running smoothly; the **SUPPLY CHAIN TEAMS** who ensure our products get to the right stores, in the right quantities, at the right time; the **REPLENISHERS** who make sure our shelves and rails are filled and ready for our customers; the **MANAGERS** in our stores who oversee every detail; the **SALES ASSISTANTS** on hand to help our customers; the **CASHIERS** who greet them with a friendly smile… and the many others who diligently, passionately serve their internal and external customers.

LEARNING AND DEVELOPMENT

EVERY WOOLWORTHS EMPLOYEE IS AN IMPORTANT ASSET TO THE COMPANY AND WE STRIVE TO RECRUIT, DEVELOP AND RETAIN THE RIGHT TALENT IN ORDER TO MAINTAIN OUR HIGH STANDARD OF PROFESSIONALISM.

Our various learning and development programmes are designed to foster this talent and equip our employees with the skills and experience needed to reach their full individual potential.

We use a rigorous regular assessment process to identify, assess and develop high performers to help build the organisation's capabilities and **GROW OUR NEXT GENERATION OF LEADERS**. We are also registered as a private Technical Vocational Education and Training College (TVET) with the Department of Higher Education.

> **IT'S NOT ONLY WHAT HAS BEEN ACHIEVED THAT IS IMPORTANT TO US, BUT ALSO HOW IT HAS BEEN ACHIEVED**

Tertiary funding for employees and employees' children (if applicants meet the company's criteria) is available, as well as development programmes for staff and management levels.

In addition to offering fully accredited NQF training programmes at all levels, we offer **WORD-CLASS, SPECIALISED DEVELOPMENT TO BOTH INTERNAL AND EXTERNAL LEARNERS** (including Graduates), partnering with the SETAs and leading tertiary institutions to **PREPARE EMPLOYEES AND CANDIDATES FOR THE DEMANDS OF THE RETAIL PROFESSION.**

We are also deeply committed to transformation and extend opportunities to learners from disadvantaged backgrounds. Woolies is a registered Training Provider with the Wholesale & Retail Sector Education Training Authority (W&RSETA). We participate in various W&RSETA Initiatives such as the International Leadership Development and Retail Management Development Programmes which offer increasing **INTERNATIONAL AND LOCAL EXPOSURE TO INDUSTRY BEST PRACTICES**.

EXCITING CAREERS IN RETAIL

KNOWN TO GENERATIONS OF SOUTH AFRICANS AS 'WOOLIES', WOOLWORTHS IS THE ONLY RETAILER OF ITS KIND IN THE COUNTRY.

We offer **FASHION**, **FOOD**, **BEAUTY** and **HOMEWARE** under our own brand name, as well as some carefully selected, well-known brands including **COUNTRY ROAD**, **TRENERY** and **DAVID JONES**. Woolworths also offers a range of financial services in partnership with Absa Bank.

WE'RE PASSIONATE ABOUT QUALITY, VALUE, SERVICE, INNOVATION AND SUSTAINABILITY AND ABOUT PUTTING OUR CUSTOMERS FIRST.

This means that throughout the business, from our stores to our head office, we're always working to deliver top quality products that offer great value and finding ways to make a difference to the lives of our customers.

As you can imagine, the world of Woolworths is dynamic and challenging, and offers a wide variety of exciting, fulfilling career opportunities.





PEOPLE

LOVE PEOPLE? Then maybe a career in selling or store management is for you. **HAVE A PASSION FOR FASHION?** Become a buyer or planner and be one of the people responsible for choosing the styles and designs you see in our stores. **HAVE A FLAIR FOR SCIENCE?** There's a world of opportunity in technical areas from fabric technology to food science. **ATTRACTED TO THE WORLD OF ADVERTISING AND JOURNALISM?** How about a career in marketing or public relations?

Woolworths offers all these opportunities and more – from importing to IT, transportation to store design, finance to packaging design, and just about everything in between!

Whatever career you're interested in, you'll need to make sure you have the right training or experience. This presentation is designed to tell you about some of the many career paths you could follow at Woolworths, and what you'll need to study to prepare you for your own fabulous future in the exciting world of retail.

IF YOU'D LIKE TO KNOW MORE ABOUT CAREER OPPORTUNITIES IN THE WORLD OF WOOLWORTHS, VISIT CAREERS.WOOLWORTHS.CO.ZA

BUSINESS UNITS

FASHION, BEAUTY AND HOME

FOODS

FINANCE

GOVERNANCE, RISK AND COMPLIANCE

HUMAN RESOURCES

ITS

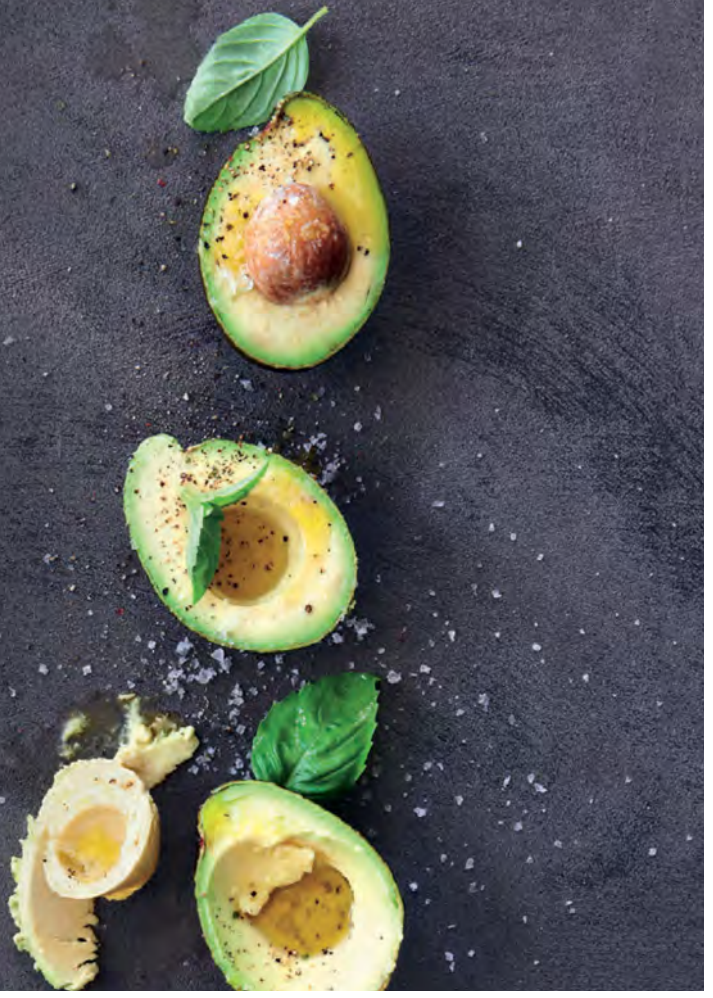
MARKETING

ONLINE

REAL ESTATE DEVELOPMENT

STORES

SUPPLY CHAIN AND LOGISTICS



HEAD OFFICE

Our Head Office is the central hub of Woolworths retail operations. Fast-paced and challenging, it requires dynamic leaders and big thinkers.

We're looking for top achievers who identify with our values and our commitment to delivering the best. In turn, chosen applicants will get the opportunity to work with our award-winning team and acclaimed industry leaders inside South Africa's most iconic retail institution.

Woolworths offers a unique blend of merchandise which requires a wide range of professionals to bring to market. Whether in foods, clothing, homeware or beauty, our head office Product Teams are renowned for their creativity and cutting-edge delivery. We, in turn, are committed to creating a collaborative workplace that allows each staff member to be challenged and inspired on a daily basis. Whether you want to develop strong specialist expertise in one area or become a generalist with a knowledge base that spans the business, you will always find opportunities to fulfil your personal ambitions and grow within the company.

Our Support Services are focused on partnering with the product areas of the business to ensure that the company fulfils its promises every day. Marketing, People, Information and Technology Services, Real Estate Development, Finance, Corporate Governance and Customer Service all contribute to the smooth operation and overall success of the business. Working in this high-pressure, results-oriented environment demands people who possess superb interpersonal skills, a strong work ethic and out-of-the-box thinking.

CAREERS

FASHION, BEAUTY AND HOME
FOODS
MARKETING
PEOPLE
ITS
REAL ESTATE DEVELOPMENT
FACILITIES
FINANCE
CORPORATE GOVERNANCE
PLANNING
STRATEGY
FINANCIAL SERVICES

FASHION, BEAUTY AND HOME

BUYING
PLANNING
DESIGN
TECHNOLOGY

In today's competitive retail environment, our challenge is to offer customers clothing, footwear and accessories that are on-trend and provide consistent quality and good value for money. If you have creativity, taste and flair along with an instinct for retail and a passion for customers, our Clothing division could be the place for you to build a successful career.



BUYING

Ever wonder how fashion retailers choose the products they sell? That's the job of the buyers. To be a buyer, you need excellent knowledge of retail, a good understanding of the customer, and you need to demonstrate a taste level in keeping with the Woolworths brand as well as a flair for fashion and a good ability to interpret trends. Buyers negotiate prices and delivery dates with suppliers, so you also need good business, communication and negotiation skills. Time is money in the Retail industry so it is very important to have good time management skills and understand the importance of good decision making. If you love Clothing then Buying is a very exciting and rewarding career path.

TERTIARY QUALIFICATIONS

If you're thinking of pursuing a career in buying, you'll need a relevant degree or diploma in Clothing or Retail Management as well as experience in a retail environment.

RECOMMENDED HIGH SCHOOL SUBJECTS

English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting
Computers
Art

PLANNING

Like buyers, fashion planners need to understand the world of retail and what their customers want. Planners also need to understand the kind of customers that shop at different branches, and make sure that the right stock goes to the right store at the right time. Planners are responsible for deciding how much to order and for scheduling deliveries. Planners need to have a passion for working with numbers and analysing information, and need to be very good at working with computer packages like Excel.

TERTIARY QUALIFICATIONS

Retail or Business Management/ Commercial Studies
Management Studies

RECOMMENDED HIGH SCHOOL SUBJECTS

English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting
Computers

DESIGN

The job of our designers is to design beautiful product that meets and exceeds our customers' expectations and drives sales. A designer takes international trends from the catwalk and off the street and interprets them for the South African market. Designers need to constantly develop story boards, themes and sketches of new designs. They need to review fabric, material and colour options to reflect newness for each season.

To be a textile designer at Woolworths, you'll need a relevant Design diploma or degree plus a minimum of 5 years' experience.

RECOMMENDED HIGH SCHOOL SUBJECTS

English
Art
Maths
History
Computers

TECHNOLOGY

We pride ourselves on the quality of the items we sell. Making sure that the clothing, footwear and accessories we offer live up to our quality promise is the job of our teams of fabric and garment technologists. Experts in their fields, our technologists also frequently work with our suppliers to ensure manufacturing processes are in line with best practices.

TERTIARY QUALIFICATIONS

A relevant diploma or degree in Garment, Textile or Pattern Making Technology/Commercial Studies. Experience is gained through in-service training and years of service in fabric/garment manufacturing environment.

RECOMMENDED HIGH SCHOOL SUBJECTS

English
Science
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

FOODS

FOODS BUYER
FOODS PLANNER
PRODUCT DEVELOPER
TECHNOLOGIST

Woolworths foods division is dedicated to offering the South African market food that is as fresh and delicious as it is exciting and different. Thanks to our foods teams, we're most often first to the market with new trends and innovations in food. Our product developers, buyers, planners, technologists and commercial managers, and suppliers are, all dedicated to ensuring that, when I it comes to quality, variety, value and convenience, Woolworths continues to enjoy its position at the top of the food chain.



FOODS BUYER

Our buyers work tirelessly with all our suppliers to ensure that we consistently deliver the great quality products our customers love at prices that they're happy to pay and come back for. Ultimately buyers have a great responsibility for ensuring that Woolworths remains profitable and a place where our customers keep shopping.

TERTIARY QUALIFICATIONS
Management/ Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

FOODS PLANNER

Our planners ensure that our products get to the right stores at the right time. A love of numbers and a keen understanding of trends enable planners to determine which products should be in which stores at which times and in what quantities.

TERTIARY QUALIFICATIONS
Management/ Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

PRODUCT DEVELOPER

Following world food trends and coming up with ideas for new product ranges that literally become the talk of the country's foodies is all part of being a Woolworths Foods Product developer. Behind this glamour, however, the product developer works to very stringent deadlines dealing with the many people who help to bring the Woolworths difference to our foods. A passionate love of food is an absolute requirement for this role, as is a keen sense of style and loads of creativity.

TERTIARY QUALIFICATIONS
Degree in Consumer Science or Chefing

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
Physical Science
PLUS either Economics or Accounting

TECHNOLOGIST

Our Food Technologists are dedicated to ensuring that the food we sell is not only the best tasting, best quality food they can buy, but also that it's the safest in the way that is produced, packaged and delivered to them.

TERTIARY QUALIFICATIONS
Degree in Food Science
B.Tech in Food Technology

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
Physical Science
PLUS either Economics or Accounting

INFORMATION TECHNOLOGY

ANALYST PROGRAMMER
PROGRAMMER
SERVICE SPECIALIST
SYSTEM ANALYST

In the 21st century, information and technology are absolutely critical to our business. We need to know what's happening, what's being sold, what needs to be ordered, where products are and where they need to be, etc. Without access to accurate, up-to-the-minute information, management can't make the thousands of crucial decisions they need to make every day. Keeping the Woolworths information highway running smoothly is the job of ITS – our information and technology services division.



ANALYST PROGRAMMER

As an Analyst Programmer, you would be responsible for analysing basic user requirements to make sure our IT software provides the kind of fast, accurate and reliable information our business needs every day. You would design, implement and support technical systems, design technical specifications and code programmes, as well as develop and perform systems and integration testing and investigate and solve complex systems issues.

TERTIARY QUALIFICATION
Degree/ Diploma in Information Technology
Management studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Second Language
Maths or Maths Literacy

PROGRAMMER

Programmers work at the 'nuts & bolts' end of IT. Their job is to code programmes from technical specifications, maintain and support existing programmes, investigate and solve systems issues, and implement changes while ensuring the integrity and security of information.

TERTIARY QUALIFICATION
Degree/ Diploma in Information Technology
Management studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Second Language
Maths or Maths Literacy

SERVICE SPECIALIST

Our Service Specialists are the heart of our 24/7 IT support system. Their job is to deliver high quality support and ensure problem resolution to keep the electronic 'wheels' of our business rolling.

TERTIARY QUALIFICATION
Degree/ Diploma in Information Technology
Management studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Second Language
Maths or Maths Literacy

SYSTEM ANALYST

The job of our Systems Analysts is to transform less complex business requirements into well-defined system solutions and technical specifications. They design, ensure quality delivery and optimum performance and stability of systems, and ensure ideal integration of new systems and services to the broader ITS environment.

TERTIARY QUALIFICATION
Degree/ Diploma in Information Technology
Management studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Second Language
Maths or Maths Literacy

MARKETING

CUSTOMER INSIGHTS ANALYST

DIVISIONAL VISUALS MANAGER

DIGITAL DESIGNER

ART DIRECTOR

STORE DESIGNER

Never before have South Africans had such a world of choice available – and never before have they been bombarded with such a deluge of marketing communication through so many communication channels. The marketing department is responsible for helping to ensure that the business understands our customers, and by using an appropriate 'marketing mix' of channels – including the store environment – attract and retain customers by positioning Woolworths as the destination for the most desirable clothing, homeware, food, beauty products and more.



CUSTOMER INSIGHTS ANALYST

Our customers are at the heart of everything we do. Using statistical techniques, methodology and modelling techniques, our customer insights analysts analyse customer data to help us understand what our customers are buying, and when and where they're shopping. Customer insights analysts are people who love math and enjoy solving complex problems.

TERTIARY QUALIFICATIONS
B Com/Business Science/B Sc – Statistics/Mathematics

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies

PLUS either Economics or Accounting

DIVISIONAL VISUALS MANAGER

To provide the stores with VM that effectively executes the overall visual and business strategy.

TERTIARY QUALIFICATIONS
Management/ Commercial Studies
Management Studies
Marketing/Project Management 3 year degree

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

DIGITAL DESIGNER

Responsible for designing, development and maintenance of high quality, award winning, intelligent digital creative solutions to uphold the high standards of the Woolworths brand in all digital channels.

TERTIARY QUALIFICATIONS
Relevant Degree / diploma + at least 3 years' relevant experience

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths
Art and/or Design
Computers

ART DIRECTOR

Provides input and support the conceptualisation and development of world class 360 communication campaigns for the Woolworths brand. Aids in the production of Advertising and Marketing campaigns.

TERTIARY QUALIFICATIONS
Relevant 3 year Degree / Diploma + at least 3 - 5 years' experience in a medium - large agency

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths
Art and/or Design

STORE DESIGNER

Ever wondered how a Woolworths store is designed to look the way it does? That's what a store designer does. Store designers not only need to have creative flair and a good understanding of the brand, they need to understand the 'nuts and bolts' side of design, either through studying architecture or industrial design. They also need to keep abreast of international trends in commercial interior design, and understand the use of colour, texture and materials.

TERTIARY QUALIFICATIONS

Four-year technical degree e.g. Bachelor Architecture or Bachelor Industrial Design, plus a minimum of three years' retail design experience

RECOMMENDED HIGH SCHOOL SUBJECTS

English
Art and/or Design
Maths
Science (required if you are planning to study architecture)



FINANCE

FINANCE MANAGER
FINANCIAL ANALYST
ACCOUNTANT (PAYMENT)
CORPORATE FINANCE: FINANCE CLERK

Sound financial planning and management not only ensures that our business is sound now – it also gives us a strong foundation for future growth and development. Our goal is to provide excellent financial leadership, develop and implement world-class systems and processes, enhance shareholder value, and help Woolworths achieve its goals. Jobs in finance are many and varied – from recording all financial transactions, managing payments and tax, to helping the business analyse its performance as well as plan and budget for the future.



FINANCE MANAGER

Each of our business units has financial performance goals and budgets that they need to adhere to in order to meet our overall company objectives. It's the job of the Finance Manager for each business unit to help ensure that they stay on track to achieve these goals. They work closely with the finance team and the management of the business unit.

TERTIARY QUALIFICATIONS
Bachelor of Accounting or Finance degree, become a Chartered Accountant plus 2-5 post-qualification experience in a retail environment.

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Accounting

FINANCIAL ANALYST

Our Financial Analysts (we also call them "Decision Support Analysts") assist the Financial Manager for each business unit with planning and reporting the financial performance for the business unit. You'll analyse the business unit's performance and do forecasting to help them set their goals and budgets for the next year.

TERTIARY QUALIFICATIONS
You should have a B.Comm. and have completed your articles or have at least 3-5 years experience in a retail environment.
Management/ Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Accounting

ACCOUNTANT (PAYMENT)

It's your job to deliver all the required accounting and general ledger reconciliations for a business unit and ensure that their suppliers are paid the right amount, on time. Your reports also help the business unit see each month how their financial performance measures up.

TERTIARY QUALIFICATIONS
B.Tech. in Accounting or Finance
B.Comm. Degree in Accounting of Finance

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Accounting

CORPORATE FINANCE: FINANCE CLERK

If you're good at working with numbers, this could be a good place to start your career in Finance. Finance Clerk jobs include checking supplier statements and reconciling them with invoices, or checking and reconciling bank statements, for example.

TERTIARY QUALIFICATIONS
Diploma in Bookkeeping / Finance
Certificate in Finance (not less than 6 months)

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Accounting

HUMAN RESOURCES

HUMAN RESOURCE MANAGERS, GENERALISTS AND BUSINESS PARTNERS

TALENT SPECIALISTS:

RESOURCING

TALENT SPECIALISTS:

LEARNING & DEVELOPMENT

OTHER OPPORTUNITIES WITHIN HR INCLUDE :

HUMAN RESOURCE ADMIN
REMUNERATION & BENEFITS
ORGANISATION DEVELOPMENT
EMPLOYEE RELATIONS
OCCUPATIONAL HEALTH

Woolworths employees are our most important brand ambassadors and our most valuable asset. In addition to recruiting new talent, we offer ongoing career counselling and guidance, providing employees with potential to take control of their own development through skills training and personal development.

HUMAN RESOURCE MANAGERS, GENERALISTS AND BUSINESS PARTNERS

Every business unit within Woolworths has its own particular HR needs. Each of our Human Resource Managers, Generalists and Business Partners works closely with the managers in a Business Unit to help make sure we have the high-performing employees our fast-paced business needs. They also work closely with all the line managers within the Business Unit to help them build effective teams. Some of the areas they are involved in include hiring new employees, looking at how we reward employees, and advising on HR policies.

TERTIARY QUALIFICATIONS
HR Qualification / Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

TALENT SPECIALIST:
RESOURCING

While everyone at Woolworths is passionate about retail, it takes a lot of different people with differing skills and abilities to keep our organisation running smoothly. Our Talent Specialists in resourcing make sure we find the right people, at the right time, for the right roles. They source candidate through advertising and by liaising with recruitment agencies, carry out interviews, and place successful candidates.

TERTIARY QUALIFICATIONS
HR qualification / Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

TALENT SPECIALIST:

LEARNING & DEVELOPMENT

It's important to us at Woolworths that our employees stay up to date with the latest developments in their fields and have opportunities to grow. Our Talent Specialists in learning and development are responsible for developing skills in Woolworths employees to ensure that they have the skills they need to be successful in their roles and for finding new training programmes to grow and develop our employees.

TERTIARY QUALIFICATIONS

HR qualification / Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS

English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting



OTHER OPPORTUNITIES WITHIN HR INCLUDE :

Human Resource Administrators (Payroll, Resourcing and Learning & Development)
Remuneration & Benefits
Organisation Development
Employee Relations
Occupational Health

Contact us for further information about these careers

SUPPLY CHAIN

With hundreds of suppliers and over 400 stores locally and internationally, how do we get our thousands of products to where our customers can buy them?

It's one of the biggest challenges we face on a daily basis and it's up to our supply chain to ensure that everything gets where it's supposed to be, on time, every time.

Our supply chain is responsible for managing logistic operations, import and export of goods on our behalf, our distribution centres and the transport of products to our stores. Tough, highly-efficient and meticulous in their work, the supply chain team keeps things running smoothly to ensure our customers receive the highest quality in both product and service - 24 hours a day, 7 days a week. Considered one of the best in the country, it offers job opportunities from entry-level to senior management.

CAREERS

SUPPLY CHAIN OPERATIONS
LOGISTICS
TRANSPORT
EXPORTS
EQUIPMENT MANAGEMENT AND CONTROL

GENERAL MANAGER

The General Manager is responsible for the overall management of our national distribution chain, keeping everything – from deliveries from our suppliers to the despatch of goods from our distribution centres – running smoothly. It's a big job that requires an excellent understanding of every aspect of the supply chain.

TERTIARY QUALIFICATIONS
Management/ Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

OPERATIONS MANAGER

Keeping our distribution centres running smoothly from day to day and making sure that products are delivered to stores in the most economically way so they're there for our customers to buy is the job of the operations manager.

TERTIARY QUALIFICATIONS
Management/ Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

PLANNING SPECIALIST: SUPPLY CHAIN

Working in the supply environment, our supply chain planning specialists need to understand what goods need to be where – and when they need to be there. They help plan and schedule deliveries from our suppliers to our distribution centres, and from our distribution centres to our stores. Planners need to have a passion for working with numbers and analysing information, and need to be very good at working with computer packages like Excel.

TERTIARY QUALIFICATIONS
Management/ Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

TRANSPORT OPERATIONS MANAGER

The transport operations manager directs and co-ordinates transport operations to ensure the efficient, cost-effective use of equipment, facilities and staff. Transport operations managers are also responsible for making sure that transport operations comply with all safety requirements and government regulations.

TERTIARY QUALIFICATIONS
Degree / Diploma in Commerce, Logistics or Transport Management studies

EXPERIENCE
Up to 5 years' relevant working experience at a management level within supply chain and logistics

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

TRANSPORT SERVICES MANAGER

The transport services manager helps ensure the smooth and efficient day-to-day functioning of our transportation systems, dealing with suppliers, stores and staff. To do this job you'll need a good overall understanding of all the people and processes involved in getting our goods from supplier to store so you're able to handle queries and solve problems quickly and efficiently.

TERTIARY QUALIFICATIONS
Business Degree / Diploma in commerce /
Transport or Supply Chain
Management studies

EXPERIENCE
Up to 4 years relevant working experience at a management level within supply chain and logistics

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

INTERNATIONAL SUPPLY CHAIN MANAGER

These days, the world of retail is global, and we work with suppliers all over the world. The international supply chain manager makes sure that every aspect of the international transport of goods is handled efficiently, cost-effectively and according to government regulations. In this position you'll deal with suppliers, shipping companies and customs officials.

TERTIARY QUALIFICATIONS
3 Year Qualification in Imports and Exports/ Management/
Commercial Studies
Management studies

EXPERIENCE
8-10 years experience in International trade and the management of import and export operations in a retail environment

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

FIRST LINE MANAGER

Assisting the operations manager in delivering the end to end distribution process and ensuring that products are delivered in the most seamless way for our customer to purchase is the job of the Fist Line Manager.

TERTIARY QUALIFICATIONS
Degree/Diploma in Commerce or Logistics
Management Studies

EXPERIENCE
Up to 3 years relevant working experience at a management level within supply chain and logistics

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

SITE SERVICES MANAGER

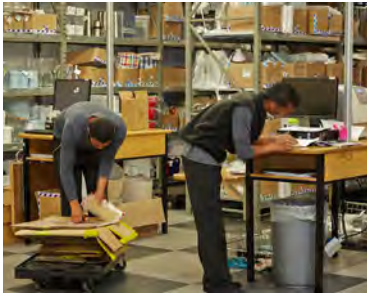
Our distribution centres are complex storage facilities that operate around the clock. It's vital that all the equipment and facilities at these centres keeps running smoothly. That's the role of the site services manager, who is responsible for the maintenance of all machinery and equipment.

TERTIARY QUALIFICATIONS
4 year degree in Electric or Mechanical Engineering Degree & Registered engineer to practice in South Africa
Management studies

EXPERIENCE
Up to 5 years relevant working experience at a senior level with Distribution or Logistics

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting


WOOLWORTHS FOOD
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W






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STORES

To millions of South Africans, Woolworths 'is' our stores. They're not only the most visible component of our business; they are our heart and soul.

Our stores embody our values and our vision. This is not merely where we sell things; it is where we build relationships with our customers.

From our front door to our till points, our receiving bays to our stock rooms, we are committed to creating a store environment that makes a difference not only to our customers, but to our employees. When you work in our stores, you are supported by your fellow team members and by a store manager who is responsible for the growth, development and performance of the team. Behind the store manager are teams at regional, divisional and head office level – all of whom are committed to the same vision.

If you are energetic and self-motivated, passionate about the retail trade and delighting customers, you could make and build a rewarding career in stores. If you prove to have leadership potential, opportunities may exist for you to advance into management. We offer a diverse range of job opportunities within our stores, with an extensive training and development support system to help you reach your own retail aspirations and build your own bright future.

CAREERS

SALES
REPLENISHMENT
STORE MANAGEMENT
SALES MANAGEMENT
VISUAL MERCHANDISING
STOCK CONTROL
REGIONAL MANAGEMENT
DIVISIONAL MANAGEMENT
OPERATIONS MANAGEMENT

STORE MANAGER

The store manager is responsible for the overall management and operations of the store and its staff, making sure that everyone and everything lives up to the Woolworths promise and offers customers the kind of experience they expect at Woolworths. Many of our store managers have "grown up" in the business.

TERTIARY QUALIFICATIONS
Management/ Commercial Studies

PLUS 5 years retail / commercial experience at middle management level

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

OPERATIONS DEPARTMENTAL MANAGER

Quality is as much a part of the store environment as it is of our products. The operations department manager is responsible for managing the day-to-day 'behind the scenes' operations of the store – making sure that the store is a safe, clean, well-maintained place to shop and work. Operations managers look after everything from security to cleaning as well as the stockroom.

TERTIARY QUALIFICATIONS
Management/ Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

VISUAL DEPARTMENT MANAGER

Windows and in-store displays help attract customers and maximise sales. The visual department is responsible for creating and implementing impactful visual displays that do this and contribute to the overall shopping experience. The Visual Department Manager leads a team of visual merchandisers who create beautiful window and in-store displays that attract customers, call attention to featured merchandise, and help maximise sales.

DUTIES
To provide leadership to the visual merchandise team that ensures a world class shopping experience by creating and implementing impactful visual displays in line with directives to maximise sales for the allocated department.

TERTIARY QUALIFICATIONS
Fine Art/Visual Arts

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Art (advantageous)

FASHION, BEAUTY & HOME DEPARTMENT MANAGER

Reporting to the **fashion, beauty & home** manager, our **fashion, beauty & home** department managers look after various non-foods departments, like **womanswear**, **menswear**, **kidswear, beauty** and **homeware**. They're responsible for making sure that their department runs smoothly: that merchandise is displayed properly and re-stocked, that there are enough sales assistants on the floor to help customers, and that their department delivers the kind of shopping experience our customers expect.

TERTIARY QUALIFICATIONS
Management/ Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies

FASHION, BEAUTY & HOME MANAGER

The **FASHION, BEAUTY & HOME** manager is responsible for the overall management of the **fashion clothing, beauty and homeware** side of the store. He or she reviews the performance of the various departments and makes decisions every day based on these results. The manager is also responsible for the training and development of the store's staff and for making sure his or her store delivers excellent customer service. To do this job you'll need good management skills and excellent people skills.

TERTIARY QUALIFICATIONS
Management/ Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies

FOODS MANAGER

You'll need to be very energetic and committed if you'd like to be one of our foods managers. They're responsible for making sure that our customers get the quality food and service they expect. As a foods manager, you'll deal with early morning deliveries, ensure that the food market is 100% ready for trade, and make sure that all our food supply chain disciplines are followed. You'll also be involved in recruiting and developing staff and, of course, helping ensure that our customers have a great shopping experience.

TERTIARY QUALIFICATIONS
Management/ Commercial Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting

STORE ADMINISTRATION MANAGER

The store administration manager looks after the financial side of the store's operations, manages expenses and helps make sure that the store operates profitably and meets its sales targets.

TERTIARY QUALIFICATIONS
Finance/Auditing/Commercial Studies
Management Studies

RECOMMENDED HIGH SCHOOL SUBJECTS
English
Maths or Maths Literacy
Business Studies
PLUS either Economics or Accounting











THE DIFFERENCE

EVERY DAY IN EVERYTHING WE DO

If you love our brand and what we stand for, and want to be a vital part of a company that is as unique as you are, **we'd love to connect with you**.

GRADUATE PROGRAMME:
aplusgrads@woolworths.co.za

CAREER WEBSITE:
careers.woolworths.co.za

LinkedIn www.linkedin.com/company/woolworths

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