



Careers in Supply Chain Development

- Internal Consulting
- Research and Development
- Process Improvement



Supply Chain Development

Improving Tesco's Supply Chain

Our projects focus on delivering major improvements to Tesco's Supply Chain by using in depth analysis to deliver better product availability, reduce stock holding and lower waste.

We are looking for exceptionally able candidates who have the drive to deliver projects that improve how Tesco performs. We are a highly analytical team, much of the work relies on our ability to combine in depth analysis with practical recommendations and the determination to get ideas implemented.

You will be joining a diverse team that combines a unique set of skills and experiences from Tesco, consulting and top academic institutions.



Apply online at www.tesco-careers.com

Search for jobs in 'Head office – Supply Chain / Store Ordering'

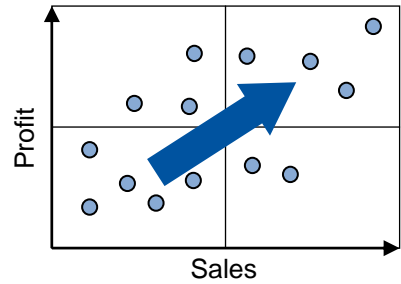
Supply Chain Development

Our part in changing Tesco

Our projects cover a wide variety of work, which provides plenty of opportunity to develop a broad set of skills and experiences.

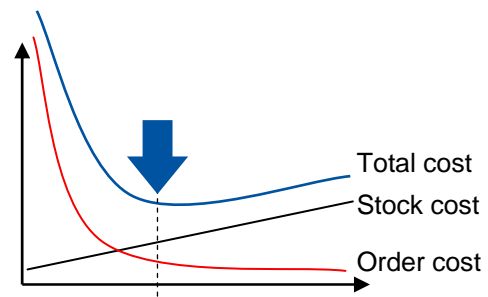
Internal Consulting

By understanding how different parts of the business are performing we're able to identify what works well and should be repeated, or areas that could be improved.



Research and Development

Forecasting and ordering: Making sure we bring the right amount of stock into each store so customers can always get what they want. This work combines advanced levels of mathematical modeling and algorithm design with the real-world practicalities of retail.

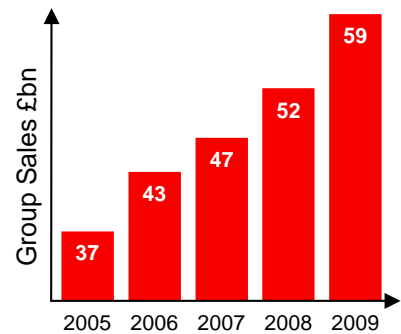


Depot management: Improving the performance of our distribution centres through developing smarter systems that allow Tesco to make the supply chain leaner and more responsive.

$$EP(Q) = SP \times \left[\sum_{D=0}^Q D \times \text{Prob}(D) + Q \times \sum_{D=Q+1}^{\infty} \text{Prob}(D) \right] - Q \times UC$$

Process Improvement

Within any large supply chain there are opportunities to improve and simplify processes and systems. By applying our analytical approach to problems we continuously identify and deliver improvements.



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Career Pathway

A highly competitive package and the opportunity for strong candidates to progress quickly

Analyst

- ➔ Strong analytical skills
- ➔ Business awareness
- ➔ Structured thinking
- ➔ Problem solving

Project Manager

- ➔ Leads project teams
- ➔ Responsible for results
- ➔ Coordinates change across the business

Technical Manager

- ➔ Leads complex analytics
- ➔ Innovates problem solving
- ➔ Develops analysts' skills
- ➔ Provides expert advice

Programme Manager

- ➔ Develops project strategy
- ➔ Manages senior engagement
- ➔ Responsible for meeting overall targets

Director

- ➔ Accountable for performance of the business
- ➔ Determines overall direction of work

Benefits package

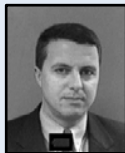
- ➔ **Highly competitive salary**
- ➔ **Analyst entry salary from £27k+benefits**
- ➔ Award winning defined benefit pension
- ➔ Free and discounted share schemes
- ➔ Staff discount

We are a growing business that provides the opportunity to develop experience in different parts of the company both in the UK and Internationally

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Who you'll be working with

We bring together skills and experience from Tesco, Consulting and top Academic Institutions



Steven Garton (Director)

To improve product availability, lower waste and reduce stockholding to ensure better replenishment productivity.

Steven joined Tesco in 1979, progressing quickly to Store Manager before moving to head office to lead Project Future – a major internal change programme. Steven then moved into a commercial role spending five years as Category Director for Home Entertainment, and three years within the non-food business. Appointed Store Ordering/Supply Chain Director in 2004.

Bruno Monteyne (Director)



Responsible for the development and improvement projects

Bruno joined Tesco.com in 2002 having spent three years running his own internet start-up following several years at the Boston Consulting Group. Bruno has a Masters in Applied Physics from Ghent University and MBA from Harvard Business School. Appointed development Director in 2006

Tony Mitchell (Director)



Responsible for Store Order/Supply Chain management and Depot Ordering

Tony joined Tesco in 1978 working across a variety of management roles in stores, including twelve years as a Superstore Manager. Tony moved into head office in 2000 leading the new Store Opening Team before becoming Director of Planning and Response. Appointed Stock Planning Director in 2005

Tom (Programme Manager)



Tom joined Tesco in 2005 as a Project Manager, becoming Programme Manager in 2006. Previously Tom worked in Strategy Consulting, Venture Capital and FMCG. Tom has a Masters in Manufacturing Engineering from Cambridge University.

Duncan (Programme Manager)



Duncan joined Tesco in 2009. Previously Duncan was Head of Engineering at Pi Research where he developed engine management and chassis control systems for Formula 1 teams. Duncan has a Masters in Mechanical Engineering from MIT having completed his undergraduate degree at Cambridge.

Eb (Programme Manager)



Eb joined Tesco in 2007 as a Project Manager, becoming Programme Manager in 2009. Previously Eb spent 5 years as an IT Operations Manager in web design companies. Eb has a Masters in Physics from University College London.

Stephen (Programme Manager)



Stephen joined Tesco in 2006 after working for 7 years in the automotive industry in Japan and the UK. Stephen has an MBA from Cambridge Judge Business School and a Masters in Engineering from Sheffield.

Eoin (Project Manager)



Eoin joined Tesco in 2007 as an Analyst, becoming Project Manager in 2008. Before joining Tesco Eoin completed 2 years of post-doctoral research at University of Innsbruck having gained his PhD in physics from Imperial College.

Neil (Technical Manager)



Neil joined Tesco in 2006 as an Analyst, becoming Technical Manager in 2009. Neil has a Masters in Mathematics from Cambridge University.

Mike (Project Manager)



Mike joined Tesco in 2009 as a Project Manager after 4 years working in product management at internet start-up companies. Mike holds a BA in Natural Sciences and Management Studies from Cambridge University.

Graham (Project Manager)



Graham joined Tesco in 1993 after graduating from the University of Manchester. Graham brings a broad range of skills and experience from across Supply Chain, Commercial and Retail. He joined the development team as a Project Manager in 2007.

Becky (Analyst)



Becky joined Tesco in 2009 having previously worked in Marketing Consultancy as an Economic Analyst. Becky holds a Masters in Mathematics from Oxford University.

Ross (Analyst)



Ross joined Tesco in 2007 having completed his BSc in Physics from Imperial, and Masters in Medical Physics from University College London.

Anneke (Analyst)



Anneke joined Tesco in 2008 having completed her Masters in Physics and Philosophy at Oxford University.

Matt (Analyst)



Matt joined Tesco in 2007 having completed his undergraduate degree in Mathematics and Computer Science at the University of Bath.

Since forming in 2005 the team has grown to over 30 bringing together a wide range of skills and experiences

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What we do

Case studies of recent work

Improving on-shelf availability

At Tesco we continuously look for ways to improve the way we do business. Each year different teams from across Tesco deliver over £500m in cost savings. These savings go back into improving the shopping trip for customers.

Through a carefully planned programme of targeted investments, our team reduced the number of products out of stock by 25% across areas our analysis told us were most important to customers.



Predicting how weather affects our sales

Did you know that during summer a ten degree rise in temperature means we sell 300% more barbeque meat, and 50% more lettuce?

Our team developed and implemented a sophisticated forecasting system that predicts how the weather affects sales across each product in each store, allowing our supply chain to react and meet customer demand.

*“Tesco Uses Weather to Predict Sales”
The New York Times*

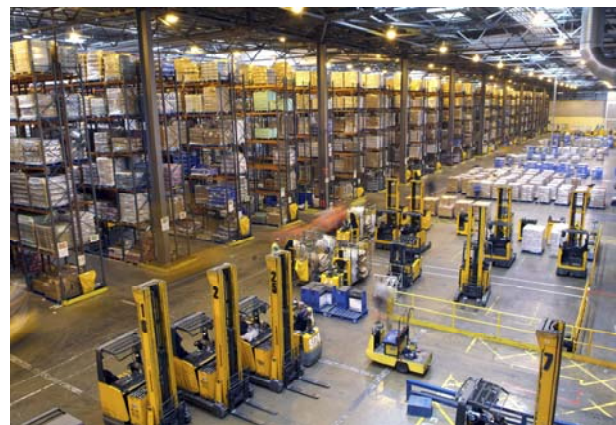
*“...as well as boosting profits, its weather system will also help to cut food waste”
THE TIMES*

Reducing depot stockholding

Tesco holds hundreds of millions of pounds worth of stock in its depots. Holding too little stock reduces how quickly we can respond to changes in customer demand; holding too much stock ties up capital, increases obsolescence, and means bigger and more expensive depots.

Through changing how we manage stock in our depots we improved availability for customers, while at the same time saving over £50million in stockholding costs.

This work was delivered through simulation and modelling of our depot network alongside changes in our head-office stock control processes.



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Day in the life of an Analyst

A supportive team and balanced work life

09:00 Arrive at the office

09:30 - 10:00 Meet with Project Manager to review and plan

Analysts meet up with their project managers regularly to discuss results and agree on future work. These are informal meetings and are often used as opportunities to provide on-the-job coaching.

10:00 – 12:30 Project work

A large part of the analyst's role consists of working through issues and formulating recommendations.

12:30 – 13:30 Lunch

13:30 – 14:30 Meet other departments to plan project implementation

As projects progress the team grows to include specialists within the business. A large change project will need support and engagement from a number of different functions.

14:30 – 16:00 Project work

16:00 – 17:00 Team work session

We regularly meet as a larger team to go over key issues together. These meetings may also include external experts in specific fields.

18:00 Go home

Analysts can expect to be out of the office by 6 on most days. Only very occasionally when deadlines are looming might they need to stay longer.



**Application process &
candidate profile**

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Candidate profile

Who we're looking for

We are looking for candidates with the numerical skills and structured thinking required to understand the root causes of issues, twinned with a passion to deliver change.

Our work is high-profile and offers continuous exposure to senior Directors within the Tesco group, combined with the opportunity to swiftly deliver significant benefits to the business.

Strong analytical skill set

Across all levels of our team we look for candidates who can demonstrate each of the following:

- ➔ Very strong analytical and numerical skills - 2:1 or 1st class degree in Science, Engineering, Maths or Computer Science from a top university
- ➔ Excellent problem solving ability, and the aptitude to understand complex issues
- ➔ Structured thinking - the ability to break problems down into individual issues
- ➔ Perseverance to get ideas implemented

Because of the technical nature of our work aptitude and enthusiasm for modeling and programming is essential. Experience in data modeling (Excel) and programming (SQL and Visual Basic) is an advantage. Exceptional candidates will demonstrate the ability to communicate complex ideas simply and clearly within the business to a non-technical audience.

Project Manager

- ➔ Experience of delivering business change as a project manager
- ➔ Leadership skills to take projects from the initial research through to changing how Tesco operates

Technical Manager

- ➔ Advanced analytical skills to solve complex problems, and develop novel approaches
- ➔ Team work and the ability to work well with a range of technical and non-technical people

Analyst

- ➔ Business awareness and the ability to combine detailed analysis with practical recommendations
- ➔ Drive and determination to make lasting improvements

Because we develop our people to become future business leaders, we expect you to:

- ➔ Improve the business for customers, by delivering and driving forward workable solutions
- ➔ Take people with you, by communicating clearly and winning the commitment of others
- ➔ Always behave with integrity and support others

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Application and interview process

What to expect with some hints & tips

Our interview process involves a combination of written tests, case studies and leadership interviews. During the process you will meet a range of people from our team.

Online application at www.tesco-careers.com

The application process is simple, all you need to do is submit your CV and Covering Letter through our website. For details of current vacancies go to our website and search for jobs within “Head Office – Supply Chain/Store Ordering”

Stage 1: Testing

Before being invited into our offices for testing candidates may be contacted for a brief telephone interview.

To help us assess candidates from a range of backgrounds we use two standard tests. These assess your business awareness and abstract reasoning skills. These are timed assessments and you may find it an advantage to practice for these tests.

Stage 2: Interviews

For some candidates the testing and interview stages may be combined on a single day.

Case Studies: The case studies allow you to show us how you think about business issues. For this reason we base our cases around recent projects. You will have two different case studies each with a different manager from our team.

Leadership Interview: The leadership interview gives you an opportunity to tell us about your previous experiences and how you work with other people.

Final Round & Offer

Because we work closely with Directors, during the final stage of the interview process you may have the opportunity to meet a Director and have one final case study.

Interview preparation: Hints and Tips

Aptitude Tests: It's always worth practising a few timed tests before the day, to make sure you're able to work quickly and accurately.

Case Interviews: The case interview is the main part of our process, so it's well worth looking through a few online practise cases, there are lots of examples on the internet. Don't panic if the case covers something that you're unfamiliar with, we're not testing your knowledge but we do want to see how you structure a problem and test your analytical skills.

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