



METRO
Potentials

It's all yours

FAQ?

METRO POTENTIALS

Our METRO Potentials trainee programme will help you explore your extraordinary potential, grow into managerial roles and thrive while contributing to the common success of your company.

What is the programme about?



Our METRO Potentials programme enables ambitious graduates and talented young professionals to start a career in the international wholesale company which is a major player contributing to the hospitality business. Over **1.5 years**, trainees are given the opportunity to develop leadership and functional capabilities within a challenging, fast-paced environment.

The programme is divided into **three assignment phases** that take place in the trainees' home country and abroad. Here, they benefit from both the on-the-job as well as the off-the-job training, acquiring knowledge about our business and building their global network with other METRO Potentials.

When does it start?



The METRO Potentials Programme starts once a year on **1st September**. The recruitment process starts in March/April and continues till end of June, varying country to country.

How long is the programme and how is it structured?



The programme lasts 18 months and is comprised of three training blocks that are between four and nine months long, with rotations in different business units.

Trainees will always start in their home country and will cover different project assignments and training activities with every new rotation.

The **first rotation** takes place in-store and aims to develop a fundamental understanding of METRO processes and the customer profile. Trainees will have the chance to work as a Department Manager and join the Sales Force and by this get to know the hands-on work on the sales floor and have chance to interact with the customers.

The **second rotation** takes place in the local country Head Office. This provides trainees with a deeper understanding of our business, process flow, and develops their cross-functional cooperation skills. Trainees will work on an assignment in the field of Offer/Buying.

The **third rotation** will take place abroad, either in a store or Head Office. This assignment aims to broaden trainees' international perspective of our business and gather relevant experience which the trainee will be able to use and put in practice when getting their post programme assignment.

This takes place alongside formal training elements, which focus on nurturing trainees' business understanding and leadership capabilities. The international training weeks take place in Düsseldorf and in other METRO/MAKRO locations in various countries.

How flexible is the programme content?



Each country organization has the freedom to tailor the trainee's journey to meet local business needs and the trainee's learning objectives. In practice the trainee together with the country organization will jointly discuss and decide upon the duration and content of each assignment. This approach ensures that the journey will be focused and relevant for the career path of each trainee.

What are the main criteria for joining the programme?



- Passion for hospitality and gastronomy, service attitude
- Humble natural leader
- Commercial orientation and ready to work hands-on in commercial functions
- Having engaged in extracurricular activities and relevant internships
- Fluency in English
- Academic education

Is the programme available for internal applicants?



Yes, if internal employees meet the programme criteria, they are welcome to apply.

There is no fixed ratio between internal and external participants. We stand for diversity and are happy to gather a diverse group of trainees in which individuals will learn from each other profit from the diversity of perspectives and profiles.

What are the steps of your recruitment process?



Each country organization is responsible for its own recruiting. This varies from country to country and can include interviews, online tests, personality tests, assessment centers and presentations in front of the Country Board.

The final step of the recruitment process in the international interview lead by representatives of the METRO AG Talent Development team.

How can I apply?



If you're applying externally, please apply online [here](#).

If you're already a METRO/MAKRO employee and are interested in joining the programme, please contact your local HR team.

Do you conduct performance evaluations during the two-year programme?



Yes. All trainees have the possibility to discuss their performance and progress regularly with their respective manager, mentor and local HR team.

Will trainees be assigned a mentor during the programme?



Mentoring and coaching – you will be surrounded by professionals who will help you grow and design your path. Every trainee will be supported by a local mentor throughout the programme. Ideally, this relationship will also continue after the trainee graduates.

Starting from this year we're implementing International Buddy programme – a METRO Potentials alumni from a different country than yours will serve as your counterpart.

Is a management position guaranteed after successfully completing the programme?



The aim of the programme is to develop trainees towards a management position. While we aim to give every graduate the same possibilities, their future placement will depend on individual performance, potential observed during the 18 months, speed of development and local opportunities.

What kind of contract do trainees get?



Trainees receive a contract with their local METRO/MAKRO organisation. The HR team will also advise trainees on all financial matters while they're abroad.

Do you need more information?



Please check out the information on the [METRO Potentials Website](#)