

FAO



METRO Potentials

It's all yours



METRO POTENTIALS

Our **METRO Potentials programme** was developed to further qualify internal and external talents for management positions. Through a demanding selection procedure we identify Potentials who will later be introduced to the challenges of international wholesaling.



What is the programme about?

Our METRO Potentials programme enables ambitious master degree graduates and talented young professionals, to start a management career in international wholesale. Over two years, trainees are given the opportunity to develop leadership and other soft skills within a challenging, fast-paced environment.

The programme is divided into **five assignment phases** that take place in trainees' home country and abroad. Here, they benefit from on-the-job and 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**.



Which countries run the programme?

Currently the programme is designed for all [24 METRO Wholesale countries](#). The long term purpose is to develop managers and executives within those countries.



How long is the programme and how is it structured?

The programme lasts two years and is comprised of five training blocks that are between three and six months long, with rotations in different business environments.

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 basic understanding of METRO processes.

The **second rotation** takes place in the local country Head Office. This provides trainees with a deeper understanding of our business, and develops their cross-functional skills.

The **third rotation** will always take place abroad, either in a store or Head Office. This aims to broaden trainees' international perspective of our business.

The **fourth rotation** is spent at the Corporate Headquarters in Dusseldorf, Germany, and focuses on enlarging the necessary network to remain successful in the future.

The **last rotation** returns the trainees to their home country. They develop further leadership skills in order to prepare them for their first position.



How flexible is the programme content?

Each country has the freedom to tailor trainee projects to meet local business needs. However, this takes place alongside formal training elements, which address soft skill development needs and focus on nurturing trainees' business knowledge and leadership capabilities.



What are the main criteria for joining the programme?

- » **Master's degree**
- » Up to three years' **work experience** (maximum)
- » Strong **leadership potential**
- » **International** experience
- » Excellent written and spoken **English**
- » **Extracurricular** experience
- » Passing the **International Assessment Centre**



Is the programme available for internal applicants?

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

Internal candidates are also required to participate in the international Assessment Centre in order to qualify. There is no fixed ratio between internal and external participants.



What are the steps of your recruitment process?

Where and when do the Assessment Centre days take place?

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

Successful candidates are nominated to take part in the International Assessment Centre. This takes place every **July** at the Headquarter **in Düsseldorf**.



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' performance is closely monitored by their respective coach, mentor, local HR team, and global Programme Manager. This team also conducts evaluation and feedback sessions at the end of each training block.



Will trainees be assigned a mentor during the programme?

Yes, every trainee will be supported by a local mentor (country board member) throughout the programme. Ideally, this relationship will also continue after the trainee graduates.



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, speed of development and local opportunities.



What kind of contract do trainees get?

Trainees receive a contract with their local METRO/MAKRO Wholesale business. 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](#)