

FAQ



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.

To apply for the participation of METRO Potentials, several criteria need to be met. In the following section we will answer the most popular questions.



What is the programme about?

Our METRO Potentials programme fast-tracks ambitious master's degree graduates and, talented young professionals, to a management career in international wholesale. Over two years, trainees develop leadership skills within a challenging, fast-paced environment to become fully trained managers in METRO Wholesale stores.

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



How long is the programme?

The programme lasts two years and is comprised of five training blocks that are between three and six months long.



How is the two-year programme structured?

The programme 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 abilities. 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 developing innovative capabilities.

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



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 METRO Wholesale countries, as it intends to develop new managers and executives within those countries.



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 are determined by a global Programme Manager. These latter elements address broader development needs and focus on nurturing trainees' business knowledge and leadership skills.



What are the main criteria for joining the programme?

- » Master's degree from a local top university, business or hospitality school; or up to three years' work experience,
- » strong leadership potential,
- » international mobility,
- » excellent written and spoken English skills, and ideally, another foreign language,
- » passing an international Assessment Centre test.



Is the programme available for internal applicants?

Yes, if internal employees meet the programme criteria they are welcome to apply. Their line manager will make the decision to put their name forward as a potential candidate.

Internal candidates are also required to participate in the international Assessment Centre, in order to qualify.



Is there a fixed-ratio between external and internal participants?

While the ratio isn't fixed, we expect approximately 80% of trainees will be external applicants and 20% will be internal. Please note, only candidates with the highest performance in the assessment centres will be selected.



What are the steps of your recruitment process?

And, where and when do the Assessment Centre days take place?

Each country is responsible for selecting external and internal candidates before they go to the international Assessment Centre. This preliminary selection process involves screening applications,

conducting local interviews and tests at local assessment centres, and receiving a final nomination by the local country board.

The countries then nominate candidates for the international Assessment Centre. These take place every July in Europe. The final selection of management trainees is made by a panel of METRO Wholesale Group directors and country board members. Only the best candidates will pass the Assessment Centre.



How can I apply?

If you're applying externally, apply through our local online recruitment channels.

If you're already a METRO employee and are interested in joining the programme, please ask your line manager to put your name forward. You will be told how to apply once your local HR team and line manager recommend your candidacy.



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, with the trainee.



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, the mentor-mentee 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 a management position, their future placement will depend on individual performance, speed of development and local opportunities.



What kind of contract do trainees get?

Trainees receive an unlimited contract with their local METRO Wholesale business. This HR team will also advise trainees on all financial matters while they're abroad.

Ready to apply?

To register your interest in joining METRO Potentials, please contact our local HR team or visit your local METRO Wholesale career page for more information on how to apply.

Please find the contact details here:
www.metro-potentials.com