



Buying (Trading) Graduate

At Musgrave, we've been Growing Good Business for over 148 years. And we're not stopping there. In fact, we're just getting started. As Ireland's largest private sector employer, we welcome talented people who want to be part of a thriving business with real purpose. Every role at Musgrave is a chance to define what Growing Good Business means.

We are currently recruiting for our award-winning Graduate Development Programme, and we want you to bring your good to our business and develop your career with us.

Role:	Buying (Trading) Graduate	Location:	Hybrid with office locations in Cork, Dublin and Belfast
Type:	2-year contract	Travel Required:	Occasional business travel
Department:	Trading	Rotations:	2 x 12-month rotations in buying teams in Cork, Dublin or Belfast

Purpose & Scope

At Musgrave, we support thousands of retail and foodservice family businesses. Every day we feed one in three people in Ireland through 18 market-leading food and beverage brands that include SuperValu, Centra, Daybreak, Mace, and Musgrave MarketPlace. Our values and purpose challenge and inspire us to do the right thing, with a focus on practising good, fair, and honest business, a commitment to profit with purpose, and working relentlessly to innovate and lead the way in our market.

Our buying teams ensure we have the right products, at the right price, and at the right time for our customers. They are key stakeholders in our supplier relationship model and are responsible for delivering competitive offers through professional, competitive, and efficient buying processes, controls, and performance.

Our brands are successful because they meet the changing needs of today's shoppers and are developed in collaboration with outstanding local entrepreneurs based in the communities they serve. Our Buying teams work closely with internal stakeholders in Marketing, Sales, Own Brand Development, and Supply Chain to ensure the right product range is available, delivering competitive promotions to drive sales and innovating to meet the needs of our customers and upcoming trends. They also work with our retail partners, foodservice customers, and use customer insights data to provide the best solutions.

Our Buying (Trading) Graduate Programme is a key commercial talent pipeline for us to grow our own talented buyers. We are looking for emerging talent with a passion for business, food, and customer experience. The purpose of this role is to hone your commercial, negotiating, and influencing skills to meet the commercial needs of our customers and our business. Our Programme has proven to be highly successful at developing our commercial talent, with former graduates progressing to senior roles in the business. This is an excellent opportunity for graduates with a keen interest in the food and beverage retail/wholesale industry and who are results-driven, commercially focused, and with a desire to drive business performance.

The scope of the Buying (Trading) Graduate role comprises a two-year experiential development programme. To support your commercial development and business knowledge, you will work in at least two different buying teams across Cork, Dublin, or Belfast over the course of the Programme. The Programme will provide you with wide experience across retail and wholesale brands and buying for different market requirements.

Key Activities

Depending on the rotation, activities and responsibilities may vary depending on the relevant market and portfolios. The key activities across the business include:

- **Sourcing:** Support and learn the management of the portfolio product range, product quality, and category plans to ensure that it reflects both market and consumer trends. Manage the sourcing and introduction of own label products in conjunction with the product development teams. Develop excellent long-term relationships with key stakeholders including suppliers, retail partners, and foodservice customers. Retailer/supplier/site visits as required.



- **Market and Competitor Analysis:** Assess market and competitor trends in your product area and manage the product range to capitalise on/counteract trends.
- **Price Positioning:** Assess current pricing and margin performance, review competitor price positioning, and look to maximise retailer margins and competitive position within the market.
- **Promotion Planning:** Plan events and promotions as per event calendar and brief, communicate to suppliers, and review proposals to ensure they meet stated criteria. Conduct post-promotional analysis. Brief suppliers on promotional requirements, review proposals, and negotiate improvements to offers.
- **Profitability:** Learn to design and deliver compelling shopper/consumer propositions that are operationally efficient, commercially successful, and which deliver optimum End-to-End profitability for Musgrave and our Retail/Foodservice partners.
- **Performance Management:** Learn to take accountability for the delivery of Sales, Margin, and Income metrics.
- **Supplier Management:** Work on the development and implementation of joint business plans with key suppliers. Manage supplier service levels and product availability. Negotiate the total purchase cost of products for Musgrave and our Retail Partners for the relevant portfolios. Develop strong cross-functional working relationships with key stakeholders including sales, marketing, operations, and finance, promoting a strong customer-focused offer at all times. Support project development and rollout within the category. Administrative activities linked to accurate maintenance of product/pricing files, promotional handbills, etc.
- **Development:** Participation in formal development modules and projects on the Graduate Development Programme.

Primary Relationships

- Trading Manager
- Assistant Trading Manager and/or Trading Assistants
- Marketing and Sales Teams
- Suppliers
- Retailers

Secondary Relationships

- Trading Director
- Graduate Mentor
- Early Careers Manager
- Other graduates

Essential Qualifications

- Honours Degree (Level 8); all disciplines accepted

Desirable Qualifications

- ☐ Practical internship or experience in a commercial role is an advantage

Essential Skills

- Desire to work in a commercially focused role in the food and beverage retail/wholesale industry
- Strong analytical skills and the ability to use data to inform decision making
- Strong influencing skills and the ability to manage challenging discussions for win/win outcomes
- Microsoft Office experience
- Ability to deliver to aggressive targets and timelines
- Prioritisation skills to manage workload and competing demands

Desirable Skills

- Experience of influencing/negotiation situations
- Strategic thinking capability
- Experience of working in the food and beverage or retail/wholesale industry

Our Values

At Musgrave our values and purpose challenge and inspire us to do the right thing. We work in alignment with our values of **building and sustaining long term stable relationships built on a bedrock of honesty, working hard, achievement and not being greedy.**