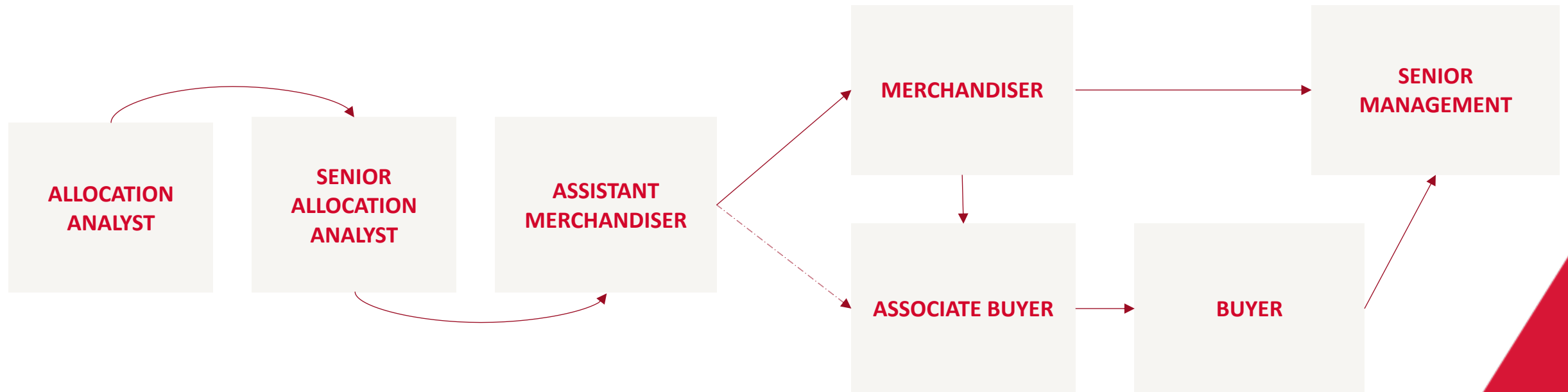


# MERCHANDISING & BUYING GRADUATE PATHWAYS

*Learn more about what each different role in the Merchandising & Buying career pathway will entail overleaf.*



## ALLOCATION ANALYST

As an Allocation Analyst you will be responsible for creating the best mix of products, and shipping them to our stores, working closely with the Buyers on what they bought.

You will be analysing trends and building your commercial skills by spending time in our stores, the competition and with our vendors. You will identify opportunities, take risks and trade your business to reach our business goals.

## SENIOR ALLOCATION ANALYST

As your development continues, you'll be responsible for a greater volume of your department's business.

You'll also coach new Allocation Analysts and continue with your Graduate Programme training to help you develop.

## ASSISTANT MERCHANDISER

As an Assistant Merchandiser you will trade your business by spotting opportunities and flexing our strategic plans, partnering with your line manager and more widely your Buying team. You will spend time in the market and study our competition to increase your commercial understand and ability to assess extreme value and trends within your stores.

You will be accountable for supporting the Allocation Analysts day to day in ensuring they are executing shipping strategies. Alongside your Merchandiser and Buying team you are responsible for strategically planning the future of your business areas.

## MERCHANDISER

As a Merchandiser you will partner with your Buying Manager, strategizing and setting plans for your business. You will create visions, bring them to life with seasonal strategies and execute them alongside your team.

You will spend time in the market with your Merchandising and Buying teams to critique the mix and find new ways to drive sales. You'll take on a greater leadership role; managing a team and being accountable for their development. You are also accountable for ensuring that you achieve your department's sales and inventory forecasts.

## ASSOCIATE BUYER

This will be your introduction to Buying and will give you the chance to gain invaluable experience, analysing and identifying business trends while reporting directly to an experienced Buyer.

You'll be responsible for a variety of tasks, such as vendor communications and store visits to critique merchandise mix, and you'll make sure purchase orders are all dealt with efficiently. After around six months you'll start using your negotiation skills to make buying decisions. At that point you'll really start to build your relationships with our vendors, and travel will become more frequent too.

## BUYER

Our Buyers are entrepreneurial and empowered to make decisions on the products that we sell. You'll be a global shopper, as our Buyers travel to over 60 countries and build relationships with over 16,000 vendors.

You'll be responsible for millions of euros of revenue and will perform ongoing analysis to help develop strategies and drive sales. When you're not out buying, you'll be shopping our stores and the competition to critique merchandise and identify key opportunities. You'll be responsible for trading and business planning, strategy of product areas, and end-to-end ownership and distribution of merchandise. You'll partner with VP Buying Directors and Senior Management, and set both short and long-term trading and business objectives.

## SENIOR MANAGEMENT

**Assistant Vice President, Merchandise Director** – you'll manage a large team of Merchandisers and Analysts

**Divisional Vice President, Buying Manager (UK Office)** – You'll manage and lead a team of up to eight Buyers

**Divisional Vice President, Market Manager (European Buying Offices)** – You'll manage and lead a team of Buyers across different departments or divisions

**Senior Vice President, Buying Director (UK Office)** – Overall accountability for a Buying category of a multi-million euro business.