



# Lidl grads. Big characters.

Career opportunities | 2024



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# Lidl grads. Big characters.

It takes a big character to not only make it onto our programmes, but really soar as a grad – and future leader – at Lidl GB. Our grads are committed, hard-working and ambitious, and the proof is in the pudding. You'll find former Lidl grads at every level of the business, in every business area, each having made their own unique impact on Lidl GB.

Read on to discover what makes our grads (and grad programmes) the best in the business. And why, for the right characters, there's never been a better time to join Lidl GB.



*The thing that excites me about my future in Lidl is the ability that I have to write my own path. There is such variety within the different roles available.*

**Dami**, former Lidl grad

**Lidl grads.  
Big futures.**

# Lidl grads. Big opportunities.

## We're Lidl and our opportunities are always growing

We're Lidl, global pioneers in game-changing retail. You might think you know us. Great products. Surprising prices. Shiny new stores popping up all over the world. But there's much more to us than that.

We're part of the Schwarz retail group, Europe's biggest retailer and one of the largest retailers in the world.

### Globally, we're proud to have:

-  Around 376,000 employees
-  Lidl stores in 31 countries
-  Circa 12,200 stores
-  More than 220 logistics centres and warehouses



## Putting amazing on the map

Across Great Britain, our 14 Regional Distribution Centres support over 960 stores that stretch from Orkney to the Isle of Wight, and everywhere in between. You'll find our state-of-the-art Head Office building – Lidl House – in Tolworth, South West London. Our first GB store opened in 1994, and to date we're proud to have:



-  Over 31,000 GB colleagues
-  Over 960 stores
-  Over 2,000 products on our shelves
-  14 Regional Distribution Centres nationwide

Find out which programme is right for you

 [lidlgraduatecareers.co.uk](https://lidlgraduatecareers.co.uk)

# Putting **good** at the **heart** of things.



From investing in British food and farming and avoiding food waste, to protecting the rights of workers in our supply chains, to reducing our use of plastic packaging and improving recyclability of our packaging – we're all about working with our partners to tackle some of the UK's most pressing social and environmental challenges.

## Good for producers



### Supplier relationships

We're working in partnership with our suppliers to source our products in a way that is fair, responsible and improves the lives of people and animals.



### Sourcing responsibly

All of our cocoa, bananas, palm oil, black, green and rooibos tea and ground coffee comes from certified sustainable sources.



### Backing British

We are investing around £15 billion into British food and farming businesses between 2020 and 2025.

All of our eggs, milk, cream, butter, fresh beef and fresh chicken are British.

## Good for the planet



### Climate Change

We're building a business that is fit for the future. Addressing the urgent environmental challenges facing our planet is a priority for us.

Since 2015, we've cut carbon emissions from our logistics by over 35% per pallet. We're also reducing our business operational emissions by 80% by 2030. And by 2030, our store delivery fleet will be fossil fuel free.



### Tackling food waste

Since 2016, we've reduced our store food waste by 43% through new concepts like Too Good To Waste and increasing our food donations to charity.

We're also committed to tackling plastic waste, aiming to reduce plastic packaging by 40% by 2025.

## Good for people



### Community

We've provided charities and good causes with more than 26 million meals since 2016 and, aided by our partnerships with Neighbourly and HIS Church, we've increased the amount of food surplus we redistribute locally by over 50% since 2020.

## NSPCC

Since 2017, we've raised over £5 million in 5 years for our charity partner, NSPCC. We're committed to taking our overall fundraising total to £10m by 2025.



### Healthy Eating

We're also committed to making over 80% of the food we sell healthy or healthier by 2025, ensuring healthy eating is affordable and easy.



Find out more about making good food more accessible to everyone

[corporate.lidl.co.uk/sustainability](https://corporate.lidl.co.uk/sustainability)

# Lidl grads. Be your **whole self**.



## Inclusion at Lidl GB

To make Lidl as extraordinary as you, we're going further to create an inclusive environment where our people feel they can be their authentic selves. We've been listening and learning from our colleagues and asking them to share their experiences, so we can do more of what's working – and change what isn't.



*Lidl really champions individuality. We celebrate anyone and everyone and celebrate differences as something that is admirable. I feel like I can be myself at Lidl.*

**Madelaine**, Lidl grad



Our vision statement guides how we're moving forward to become a more inclusive company:

*"Diversity strengthens Lidl GB. We are committed to building an inclusive workforce that reflects the communities we serve, where all colleagues can be themselves."*



**But actions speak louder than words. Here are some examples of what we are doing to create a more inclusive culture for everyone. Our colleagues...**

... are invited annually to take part in a national Diversity and Inclusion survey, so we can keep learning from the people who matter and to ensure that we adapt our strategy based on what they need.

... have access to a dedicated D&I Resource Hub featuring all the latest information (including videos, colleague stories, reports, and upcoming events).

... have all completed Inclusion Awareness training, equipping them with the knowledge and tools they need to support an inclusive culture.

At Lidl GB it's our colleagues that make us so successful. That's why we try to tell their unique stories whenever we can. We've covered topics such as mental health, menopause, and disability, and heard stories from our colleagues in the LGBTQ+ community. This helps us break down stigma and allows our colleagues to feel comfortable in bringing their authentic selves to work.

**For more information visit**

[careers.lidl.co.uk/life-at-lidl/inclusion](https://careers.lidl.co.uk/life-at-lidl/inclusion)

# Lidl grads. Great experiences.

As a graduate at Lidl, we'll help you build the confidence and learn all the skills you'll need to succeed from your very first day...

## Onboarding

To begin with, you'll attend our two-day National Welcome Event, where our entire cohort of graduates come together to hear presentations from our Board of Directors, take part in interactive games, and enjoy a networking dinner to get to know each other.



## Training

Our bespoke graduate training programme will give you an in-depth understanding of the business and how we operate. You'll be supported with the development of your leadership skills through our internal Leadership Academy and will be able to hone these skills throughout your programme.

## Charity Challenge

Fancy taking on an exciting challenge for a good cause? **The Charity Challenge** sees our entire cohort of graduates across the UK participate in a one-day challenge of their choosing. There are loads of local opportunities to fundraise as well. Whether you're taking on a Tough Mudder or hosting a Bake Sale, the money you raise will go to our charity partner, the NSPCC, and their life saving Childline service.



## Graduation

At the end of the programme, we'll celebrate your successes and all your achievements at our **Graduate Awards** event.



*I ran the London Marathon through Lidl with the NSPCC and raised £2,300 through bake sales and raffles at work.*

**Polly**, Lidl grad

# Lidl grads. Big goals.

*As someone who always wants to go the extra mile, Lidl can really accommodate me and help me to get the most out of my grad programme.*

**Polly**, Lidl grad

Use the tabs below to find out more about our programme options



Check out our [Lidl grad video](#) to hear more from our current Lidl grads

# Retail Graduate Management Programme

## Learn from the best. Then lead the way.

Learn everything you need to succeed as one of our future leaders. With experience spanning across our stores, warehouses, and regional offices, you'll build your skills and develop your knowledge to become a retail management professional – and be well rewarded for your hard work.

**Resilient, driven, passionate. You'll be all three, all over. You'll also be ready for a huge career challenge. Beyond that, you'll need:**



A 2:2 degree or above in any discipline. You must have graduated in 2023 or be due to graduate in 2024



A full UK driving licence by 1st March 2024



To live – or be ready to relocate – within a commutable distance from your chosen location's Regional Distribution Centre



To be legally entitled to work in the UK on a full-time basis



**Find out more about our Retail Graduate Management Programme [here](#)**



Application window opens January 2024. Assessments will be held in spring 2024. To apply, visit [lidlgraduatecareers.co.uk](https://lidlgraduatecareers.co.uk)

## At a glance



**23-month rotational programme**



**Nationwide opportunities**



**£40,000 salary per annum\***



**Company car**



**30 days' holiday (including bank holidays)**



**10% in-store discount**



**Wellbeing support service**



**Corporate benefits portal (e.g. advice, support and various discounts)**

\*Plus 10% non-contractual London weighting for programmes based within the M25.



# Retail Graduate Management Programme



*My graduate programme is challenging but fun. There are real opportunities to expand my knowledge in all sorts of areas of the business and has given me an insight into how a large scale organisation operates.*

**Mark**, Lidl grad



**Year 1**

**16 WEEKS  
Store  
training**



You'll get to know how our stores operate, working across all key store roles. Starting as a Customer Assistant with specialist training, you'll learn all about our processes, products, and customers. Then, you'll join the store management team, supporting them with daily operations to ensure your store runs like clockwork.

**4 WEEKS  
HR  
training**



Over the course of a month you'll work within HR and discover how this team facilitates the recruitment, onboarding, training, and development of our regional departments. You'll make useful contacts and have time to learn about our people policies, including employment law and wellbeing.

**16 WEEKS  
Warehouse  
training**



Starting off as a Warehouse Operative, you'll learn all the ins and outs of our fast-moving warehousing operations. You'll rotate around the 3 core warehouse areas, keeping our stock flowing in, and our recycling flowing out. Next, you've got your leadership training to look forward to – supporting our warehouse management team to keep things running smoothly, and even running shifts yourself.

**16 WEEKS  
Supply Chain  
training**



Find out just what it takes to provide a constant flow of fresh products to our stores and customers every day. You'll gain exposure to all 4 areas of our Supply Chain, including: stock management, write-off management, promotional control, and availability management. There's loads to learn, and real satisfaction earned from hitting deadlines that keep our processes running smoothly.

**Year 2**

**Specialist  
training:  
Store, Warehouse  
or Supply Chain**



After your first year, you should have a good idea of what you want to focus on, where your skills lie, and where your passion is. With our support you'll then choose the specialist route you want to take in store, warehouse, or supply chain management. You'll spend the next year honing your expertise and crafting your management experience to get the most out of your programme, putting you in the best position to take your career to the next level with Lidl GB.

**Leadership &  
Development training**

Across all months you'll have the opportunity to participate in classroom-based leadership and development training, helping you to develop key leadership skills and hone your personal leadership style.



# Make your mark at Lidl House

Head Office graduate careers with as much character as you.

## At a glance

- On-site barista
- On-site gym
- Large canteen
- Spacious, open-plan office spaces
- Light, bright spaces to meet and collaborate with colleagues
- On-site parking with EV charging and shuttle bus services from Surbiton
- An additional 10% non-contractual London weighting paid on top of your salary



## Lidl House

You might be buying award winning products for our stores, managing the processes that get the right products to the right places, or collaborating with teams to ensure they're supported to work effectively. Wherever you join us at Lidl House, you'll be playing your part in supporting our network of over 960 stores so we can keep delivering our high quality, great value products to shoppers nationwide.

With light, bright spaces for you to meet new faces and collaborate with colleagues, our Head Office in Tolworth is the perfect place to kick-start your professional career and develop your expanding skillset. Coffee lovers won't be disappointed by our on-site barista bar, and fitness fans will love our on-site gym, exclusive to Lidl colleagues.



Find out more about Lidl Head Office programmes [here](#)



# Buying Graduate Management Programme



## At a glance



**23-month Buying focussed programme**



**Head Office based**



**£40,000 salary plus 10% non-contractual London weighting**



**Company car**



**30 days' holiday (pro-rata including bank holidays)**



**10% in-store discount**



**Wellbeing support service**



**Corporate benefits portal (e.g. advice, support and various discounts)**



*When you start, you enter into mentorship with people that were once in your position, they were graduates themselves. Seeing how far they can go in a short time makes you aspire to do the same thing.*

**Madelaine**, Lidl grad



To hear more about **Madelaine's Lidl grad journey** on our **Buying programme** [click here](#)



## Buying Graduate Management Programme

# Secure the deal you want

Learn what customers love and develop the negotiation skills to get what they need – on an international scale and at unbeatable prices. It's the exposure and experience you need to make a name for yourself.

### Beyond that, you'll need:



A 2:2 degree or above in any discipline. You must have graduated in 2023 or be due to graduate in 2024



A full UK driving licence by 1st March 2024



To live – or be ready to relocate – within a one-hour commute of our UK Head Office in Tolworth, South-West London



To be legally entitled to work in the UK on a full-time basis



Year 1

### MONTHS 1-4 Store & Buying Coordination training



You'll spend the first few weeks working as a Customer Assistant, learning all about our processes, products and most importantly our customers. Here you will gain a broader understanding of the day-to-day operations of a Lidl store and the fast-paced nature we operate in.

You'll then join our Buying Coordination team and build your understanding of the processes between Buying and other departments, that ensure our products are available for our customers. You will experience Supply Chain, Buying Admin, Marketing, Branding and Packaging, Food Specials, Sales Organisation, Quality Assurance, Corporate Social Responsibility and Category Management. We'll help you build a solid understanding of the background to our business that supports our Buyers.

### MONTHS 5-12 Buying Area Rotation 1 & 2



Once you have trained with the key departments Lidl buyers work with, you will move onto 2x five-month rotations in two different Buying areas. Here you will work alongside an experienced Buying Manager shadowing and assisting with new product development, product management, projects, product range reviews and keeping a close eye on the market and our competitors. You will be trained in negotiations and gain a wealth of knowledge of the retail industry.

Year 2

### MONTHS 13-23 Final Buying Area Rotation



Having experienced our Buying department first hand, you'll then take on Buying responsibility for your own products. And by this stage, you're a Buyer for real. You'll make your presence known in meetings, pushing forward negotiations, whilst building a huge and varied set of skills.




Application window closes 17th December 2023.  
Assessments will be held in February 2024.  
To apply, visit [lidlgraduatecareers.co.uk](https://lidlgraduatecareers.co.uk)



*I would describe the graduate programmes as a once in a lifetime experience. I've been given so much responsibility – I'm already running a store. It's really tough but I absolutely love it.*

**Tara**, Lidl grad

**Lidl grads.  
Big responsibility.**




*The graduate programme is challenging but also rewarding. You can apply your knowledge and get experience in different departments and build relationships with people.*

**Sumedh**, Lidl grad

**Lidl grads.  
Big challenges.**


**Lidl grads.  
Big progression.**



*There is room for progression at Lidl. They constantly push you to do more, push you to seek new ventures and to do new projects that ultimately help you to progress.*

**Ledor**, Lidl grad

**Lidl grads.  
Big team spirit.**



*I am surrounded by amazing colleagues within my team and also have an amazing Line Manager who is always there to answer my questions.*

**Farida**, Lidl grad

# Direct Entry Opportunities



## Just want to get stuck in?

Our grad opportunities aren't just on our programmes. Whether you're interested in Buying, IT or Marketing and Advertising in our Head Office, or our Regional Supply Chain, Logistics and Sales opportunities, new roles come along all the time.

## Show us what you've got

To grab one of these Direct Entry opportunities, you'll need to be proactive and show us that you're ambitious. Seek out a role that suits you and do your homework, so you're fully prepared for the application process. This process varies role to role, but you can expect to apply online, and if your skills match up – show us your passion over the phone, and at a face-to-face interview.

## German speakers

We're an international retailer with our group Head Office based in Germany, so there are always opportunities for German speakers to join our Head Office teams in Tolworth, South-West London, even if you're not a native speaker. In some departments you may need business level German, while in others you will need a more basic understanding.

*Lidl hat ein ausgeprägtes Bewusstsein zum Thema Work Life Balance und erkennt den Stellenwert von Familien und Freizeit der Mitarbeiter. Der nachhaltige Wachstum des Unternehmens motiviert und begeistert mich.*

**Arsene**, former placement student



## HEAD OFFICE - TOLWORTH, SW LONDON

- Accounting, Finance & Tax
- Buying
- Human Resources
- Information Technology
- Legal & Compliance
- Logistics & Supply Chain
- Marketing & Advertising
- Operational Audit
- Procurement
- Facilities Management
- Property - Construction and Corporate Acquisitions
- Quality Assurance
- Sales Operations
- Communications & CSR
- Customs & Import

## REGIONAL SUPPLY CHAIN

- Assistant Team Manager
- Team Manager

## REGIONAL STORE MANAGEMENT

- Shift Manager
- Deputy Store Manager
- Store Manager
- Trainee Area Manager



## REGIONAL LOGISTICS

- Warehouse Desk Clerk
- Senior Warehouse Operative
- Assistant Team Manager
- Trainee Team Manager

This page highlights just how many direct opportunities you can aim your skills at across the business. We're always updating our website with new roles, so keep checking back for fresh opportunities.

 [lidlcareers.co.uk](https://lidlcareers.co.uk)



# Our application process

## It's all about getting to know you

Your skills, experience, interests – but above all your attitude. Our graduate opportunities have different deadlines so make sure you know what's happening and when.

While our direct entry roles may have different application stages, the application process for our graduate programmes usually involves four stages: online application, online assessment, video interview and assessment day. Read on to find out more.



### Step 1



First, you'll apply online and upload your CV. This is your first chance to showcase your studies so far, any extracurricular activities you've done, like sports or volunteering, and anything that tells us more about you.

#### ! Lidl tips.

- Tailor your whole application towards the opportunity you're applying for
- Throughout the process, refer to specific examples to support your application
- Do your homework and read up on Lidl

### Step 2



After your online application, you're instantly invited to complete our online assessment. This includes questions to assess your competencies and your approach.

#### ! Lidl tips.

- Be honest – there aren't right or wrong answers here
- Make sure you're free from distractions
- Practice online tests beforehand

### Step 3



If you pass the online assessment, you'll be invited to record a video application. We'll send you some questions based on you and your experiences and prompts for what to include in the video interview. We're looking at your motivation for Lidl, why this programme, and why you think you would be a good fit.

#### ! Lidl tips.

- Be calm, clear and confident
- Do some practice recordings until you're comfortable in front of the camera
- Visit your local Lidl store and find out what working for Lidl is really like

### Step 4



This is a half-day event involving a task prepared on the day and a competency-based interview – exploring situations where you have experienced team building, conflict management, targets and deadlines. This is a chance for you to show off your people skills and initiative, as well as find out more about the business.

#### ! Lidl tips.

- Try to overcome your nerves and show us who you really are
- Read all the information you're given carefully
- Ask questions to check you really understand

## Any questions?

➔ Check out our grad FAQs here:

*I found the interview process straightforward. I especially enjoyed the assessment centre as it was very engaging and the tasks were interesting and involved real life situations that may occur.*

Harry, former Lidl grad





*A good Lidl grad is someone who is not afraid to challenge the status quo. When you get to the grad scheme your opinion really matters. You need to be honest with your opinions and challenge the idea that you need to agree with everybody.*

**Madelaine**, Lidl grad



Click below to search and apply for a **graduate** career with as much **character** as you.



[lidlgraduatecareers.co.uk](https://lidlgraduatecareers.co.uk)

