

You're ready  
to make  
**big**  
**moves.**

**You're Lidl like us.**



Career opportunities | **2025**



# Contents

---

Introduction .....	3
<b>↗ About Lidl</b>	
A Lidl bit about us .....	4-5
Sustainability .....	6-7
Diversity, Equity & Inclusion.....	8-9
<b>↗ Your Lidl grad experience</b>	
Onboarding to graduation.....	10-11
<b>↗ Lidl grad programmes</b>	
Retail Graduate Management Programme .....	14-17
Buying Graduate Management Programme .....	18-21
Lidl Head Office.....	22-23
<b>↗ Direct entry opportunities .....</b>	<b>24-25</b>
<b>↗ Application process .....</b>	<b>26-27</b>

# You're Lidl like us.

Everyone at Lidl brings something unique to the table — but we also have a whole lot in common. We're passionate, ambitious, and love a challenge. **Just like you.**

Joining one of our grad programmes, you'll learn more than just the ropes. We'll equip you with the knowledge and skills to go the extra mile and build a successful career.

Whether you're aiming for our head office or set on leading your own store, warehouse or regional office team, the world is truly your oyster.

Kick-start your career, get stuck in and make a real difference with Lidl GB.



# A Lidl bit about us.

You've probably heard of us – we're one of the world's leading supermarkets with quality products and low prices. But you might not know how we got here.

We're part of The Schwarz Group, the world's largest retail group.

We stand out from our British competitors, thanks to our fresh take on food retail and commitment to our customers.

## Globally, we're proud to have:

 Around 376,000 employees

 Lidl stores in 31 countries

 Circa 12,350 stores

 More than 225 logistics centres and warehouses



## Where can you find us in Great Britain? Everywhere.

We've only been in Great Britain since 1994, and we've been busy! Lidl GB is now home to:

 Over 32,000 GB colleagues

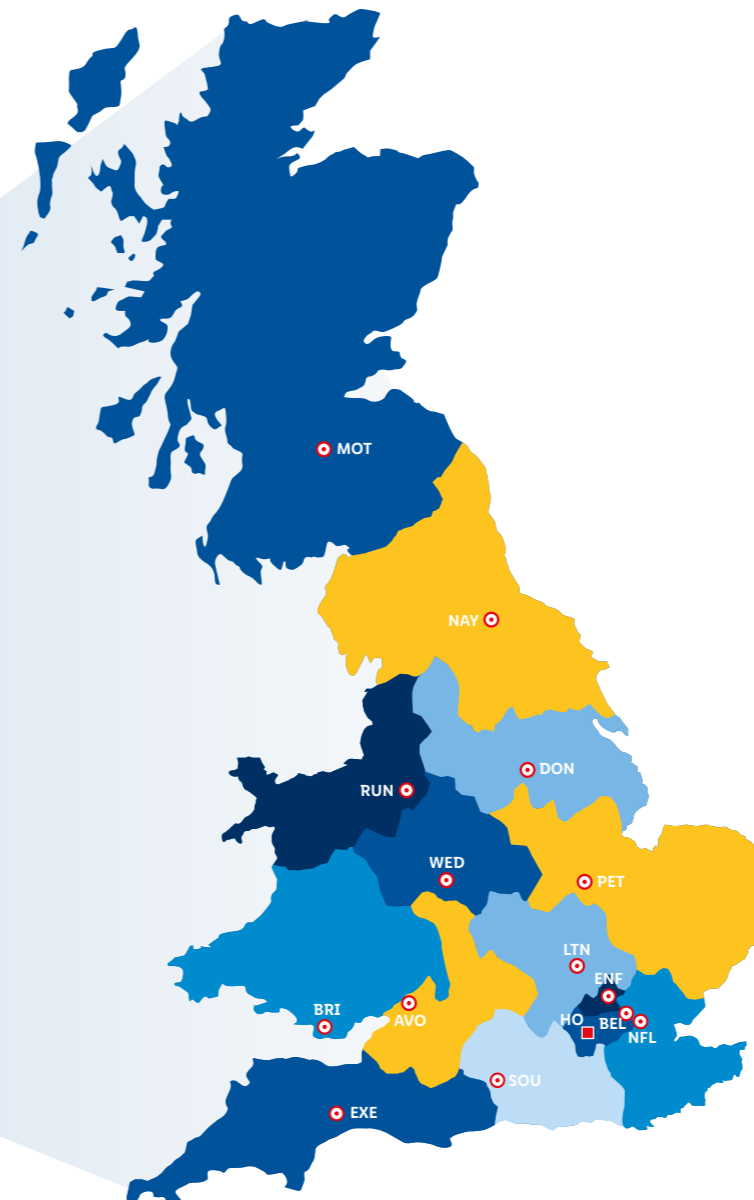
 More than 960 stores serving over 2000 products

 14 Regional Distribution Centres nationwide

 Our state-of-the-art Head Office building in South-West London

Our growth and global presence mean a solid foundation for your career today, and limitless opportunities for tomorrow!

Find out more at [lidlcareers.co.uk/life-at-lidl/about-lidl](https://lidlcareers.co.uk/life-at-lidl/about-lidl)





# Our people our planet, our choices.

We believe that our actions speak louder than our words. We've invested in British farming, protected workers' rights in our supply chains, reduced our use of plastic packaging and improved their recyclability, and it doesn't stop there.



## Good for the planet



Sustainable water management

By joining WRAP's Courtauld 2030 Water Roadmap, we're partnering with over 60 stakeholders to safeguard vital water resources for food supply, nature, and local communities. We're also funding high-risk catchments for the next three years to accelerate our impact.



Tackling climate change

It's no secret that the food system faces growing risks from extreme and unpredictable weather. That's why we're committed to reducing our climate impact, with a target of net zero by 2050. As the first supermarket to sign WWF's Retailers Commitment for Nature, we aim to halve the impact of the average shopping basket by 2030.



Tackling food & plastic waste

Since 2016, we've been working towards lowering our food waste by 50% by 2030, through initiatives like our 'Too Good to Waste' fruit and veg boxes, and increased charity donations. We're also tackling plastic waste, aiming to reduce our own label packaging by 40% by 2025.



Sourcing responsibly

Our cocoa, bananas, palm oil, ground coffee, and black, green and rooibos tea all come from certified sustainable sources.

## Good for producers



Supplier relationships

We've nurtured long-lasting relationships with our suppliers, which help us work in partnership to source products in a way that's fair, transparent, and responsible.



Backing British

We're investing £17 billion into British food and farming between 2020 and 2025. Our fresh everyday eggs, milk, cream, butter, beef, pork, and poultry are British.

## Good for people



Providing food and funding

Since 2017, we've donated over 36 million meals to charities. Partnering with Neighbourly and HIS Church, we've increased our local redistributions by over 50% since 2020. Our Lidl Community Fund provides £500,000 annually to support food parcels and storage.

**NSPCC** Supporting young people

Since 2017, we've raised over £9 million for our charity partner the NSPCC. We're committed to taking our overall fundraising total to £10 million by 2025.



Healthy and sustainable diets

We aim to make over 80% of our food healthier by 2025, ensuring healthy eating is affordable and accessible. In 2023, we announced our commitment to increase sales of our own-brand meat-free and milk-alternative ranges by 400% by 2025.

 Find out more about making good food more accessible to everyone

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



You're  
**unique,**  
like us.

### Our Lidl GB DE&I statement:

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

At Lidl, we champion our differences. We all come from different walks of life, with thousands of stories to share. It's what makes our teams unique. As part of our Diversity, Equity and Inclusion strategy, we've made a firm commitment to listen and learn from our colleagues so we can see what works and change what doesn't.



### To create a more inclusive culture for everyone, our colleagues...

... are invited to listening groups on topics such as gender, LGBTQ+, disability, ethnicity, and age. These listening groups help us make Lidl GB a more inclusive place for all.

... are invited annually to take part in a national Diversity, Equity and Inclusion (DEI) survey, so we can learn from the people who matter and adapt our strategy based on what's important to them.

... have access to a dedicated DEI 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.

### We've also...

...launched regional DEI working groups to help keep inclusion on the agenda and allow regional teams to make an impact and make their regions more inclusive.

...appointed 8 of our senior directors as “sponsors” of inclusion. These directors will use their lived experiences to help shape our DEI strategy going forward.

...attended London and Birmingham Pride in 2024 where we celebrated the journeys of our LGBTQ+ colleagues and customers.

### You can find out more here:

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



*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





# What to expect when you join #teamlidl.

At Lidl, it's more than just a job. It's a launchpad for your future. We'll give you the skills and support you need to succeed from your very first day.

## Onboarding

Your Lidl journey begins with a two-day National Welcome Event, where all our graduates come together under one roof. You'll watch presentations from our Board of Directions, take part in interactive games, and enjoy a networking dinner to get to know each other.



## Training

Our bespoke graduate training programme gives 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 a fun challenge for a good cause? Join our Charity Challenge and choose your one-day event. From Tough Mudder to Bake Sales, all funds raised go to NSPCC's Childline service.

## Graduation

And at the end of the programme, you'll join your fellow graduates at an event to celebrate all your hard work and achievements together.



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

**Polly**, Lidl grad





# Find your place at Lidl.



*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.

## 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)





Seda,  
Current grad




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

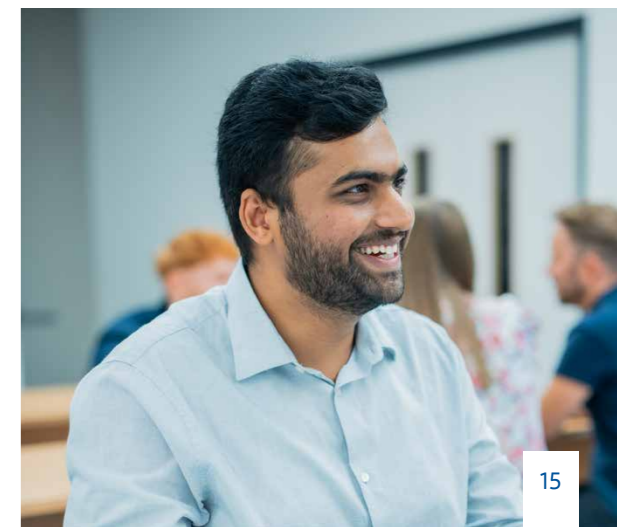
You're ready to become one of our future leaders. That's what makes you Lidl like us. Rotating across our stores, warehouses, and regional offices, you'll build your skills and develop your knowledge to become a retail management professional – with all the perks you deserve.

You're resilient, driven, and passionate, ready for a game-changing experience. You'll also need:

-  A 2:2 degree or above in any discipline. You must have graduated with your bachelor's degree (or master's degree if this was studied straight after your bachelor's degree) in 2024 or be due to graduate in 2025
-  A full UK driving licence by 1<sup>st</sup> March 2025
-  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

 Application window opens: November 2024. Assessments will be held in: Early Spring 2025.  
To apply, visit [lidlgraduatecareers.co.uk](https://lidlgraduatecareers.co.uk)





## 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 it has given me an insight into how a large scale organisation operates.*

**Mark**, Lidl grad



### Year 1

16 WEEKS



Learn how our stores operate from the best – our colleagues. You'll get hands-on experience with all key store roles, starting as a Customer Assistant with specialist training. You'll then move to the store management team, helping daily operations run like clockwork.

4 WEEKS



This is your chance to see the operations behind the scenes. You'll learn all about our recruitment, onboarding, training, and development processes from our dedicated HR team. You'll also make useful contacts and learn about our people policies.

16 WEEKS



Next, it's time to roll up your sleeves and get stuck in as a Warehouse Operative, learning the ins and outs of our fast-moving operations while rotating around our 3 core areas. You'll then support our warehouse management team – even running your own shifts.

16 WEEKS



Fresh produce doesn't just appear on our shelves – it's all thanks to our supply chain bringing a constant flow of products to our stores every day. You'll learn about the four areas of our Supply Chain, including our stock management, write-off management, promotional control, and availability management.

### Year 2



**Specialist Training:**  
Store, Warehouse or Supply Chain?

You'll now have a good idea of where your skills and passions lie. With our support, you'll choose the specialist route you want to take in stores, warehouse, or supply chain management. You'll spend this year honing your expertise and building your management experience, putting you in the best position to take your career to the next level.

Throughout your programme, you'll also have classroom-based leadership and development training, helping you gain key leadership skills and shape your management style.



*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





# Buying Graduate Management Programme.

## At a glance





-  23-month Buying focused 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)



## Sourcing quality products for the best prices. **It's what we do.**

As we grow and attract more customers, we need to meet their needs on range, quality, price, and sustainability. And that all starts with you.

Our buying teams are experts at knowing what customers love, negotiating the best possible prices on an international scale, and optimising the processes to get them on time. Soon, you will be too.

-  A 2:2 degree or above in any discipline. You must have graduated with your bachelor's degree (or master's degree if this was studied straight after your bachelor's degree) in 2024 or be due to graduate in 2025
-  A full UK driving licence by 1<sup>st</sup> March 2025
-  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

 [Find out more about our Buying Graduate Management Programme](#)



*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 >**



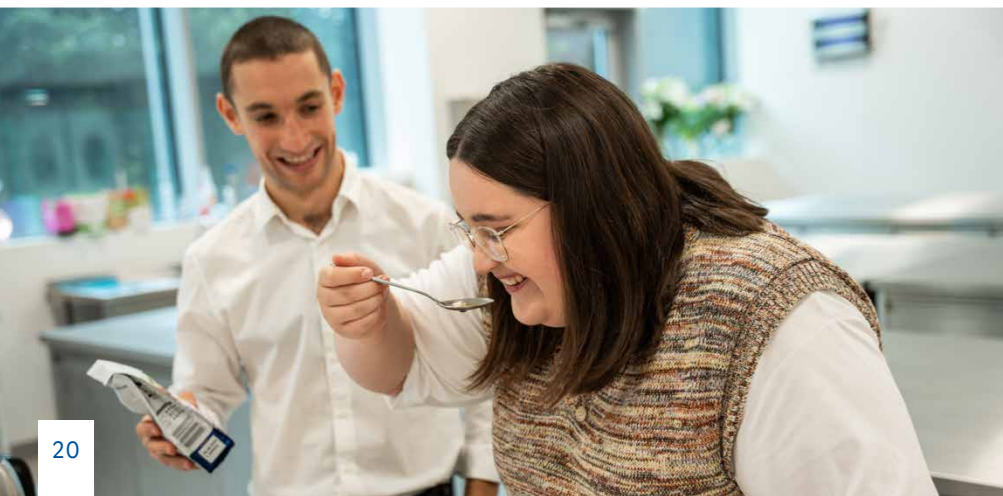
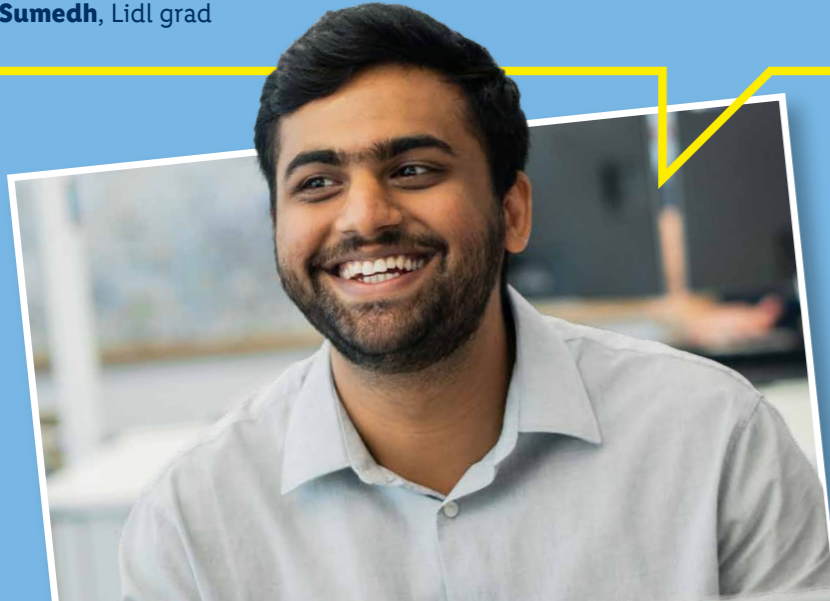


## Buying Graduate Management Programme



*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



**Year 1**

**MONTHS 1-4**



**Store & Buying Coordination Training**

The first few weeks will be spent working as a Customer Assistant, learning all our processes, products, and most importantly, our customers. You'll use your 'get stuck in' attitude to gain a wider understanding of what makes a store tick and get a feel for the pace we work.

You'll then join our Buying Coordination team to grow your understanding of the processes between Buying and other departments that put our products on shelves. From buying to quality assurance and everything in between, you'll be leaving no stone unturned while being supported by our teams.

**MONTHS 5-12**



**Buying Area Rotation 1 & 2**

After your training with our expert buyers, you'll complete two five-month rotations in two Buying areas. You'll be working with an experienced Buying Manager, shadowing and assisting them with all things product development, management, and beyond.

**Year 2**

**MONTHS 13-23**



**Final Buying Area Rotation**

You're now a Buyer! You will have experienced our Buying Department first hand and will now take on responsibility for buying your own products. You'll take part in meetings, navigate negotiations, and build on your new skills.



**The application window closes: Wednesday 6<sup>th</sup> November 2024.**  
**Assessments will be held in: November 2024.**

**Visit [lidlgraduatecareers.co.uk](https://lidlgraduatecareers.co.uk) to find out more and apply.**



*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





# Welcome to Lidl House.

Our Head Office in Tolworth is the perfect place to kick-start your career!

You'll find all the perks you deserve...

- On-site barista
- State-of-the-art 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



But it's not just about the building.

At Lidl House, our teams are curious, driven, and passionate about what they do. **Just like you.**

That's what makes our head office opportunities so special. You'll learn from the best, bringing your unique skills to a team committed to one goal: supporting over 960 Lidl stores to feed families across Great Britain.

With over 28 departments, including Finance, IT, HR, and Marketing, you'll find a team that fits your skillset and career goals. We don't have graduate programmes for every department just yet, but you can find loads of direct entry opportunities with us.

 [More about that on our Direct Opportunities page.](#)

**Find your place at Lidl House today.**





# Direct Entry Opportunities.



## Want to get stuck in?

Your Lidl career can start anywhere. Explore over 28 head office departments including Customs, IT, and Marketing, or dive into the world of Supply Chain, Logistics, or Sales in our regional teams. New roles regularly appear on our careers site [hyperlinked], so keep your eyes peeled.

## Your future's just an application away!

You're driven, ambitious, and excited to get started. You're Lidl like us. Our direct opportunities are open to everyone looking for their next career challenge. If you want to roll up your sleeves and get stuck in, then you'll go the distance – regardless of your background. Simply apply online and show us your enthusiasm in your interview.

## Sprechen Sie Deutsch?

As an international retailer whose Head Office is based in Germany, there are always opportunities for German speakers to join our Head Office team in Tolworth, South-West London. In some departments, you may need business-level German, while in others you'll need just a basic understanding.

*Vor 10 Jahren habe ich mit dem Graduate Programm bei Lidl GB angefangen und nehme seitdem immer noch jeden Tag als Chance wahr, zu wachsen und zu lernen. Ich habe das Gefühl, dass ich wirklich in der Lage bin, ich selbst zu sein und mich die schnelllebige und dynamische Arbeitswelt bei Lidl täglich im positiven Sinn herausfordert.*

**Melanie**, former grad and current Head of Department



## Regional Supply Chain

- Officer / Junior Consultant
- Assistant Team Manager
- Team Manager



## Regional Store Management

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



## Head Office – Tolworth, SW London

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



## Regional Logistics

- Warehouse Desk Clerk
- Shift Leader
- Department Manager
- Trainee Team Manager



## Interested in applying directly?

Find your fit at [lidlcareers.co.uk](https://lidlcareers.co.uk)

# Our application process.

## We want to get to know you.

Your skills, your experience, your interests – but above all, your attitude. Our graduate opportunities have different deadlines, so keep an eye on our careers site to 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
- Assessment day

## Step 1



First, you'll apply online and upload your CV (cover letter optional). 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 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 all things Lidl

## Step 2



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

### ! Lidl tips.

- Be honest – there's no right or wrong answers here
- Make sure you're free from distractions
- Practice online tests beforehand

## Step 3

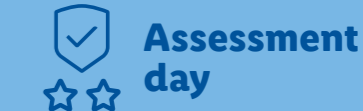


If you pass the online assessment, you'll be invited to record a video application. We'll send you some questions based on you and your experiences and prompts for what to include in the video interview. We're looking at your motivation for Lidl, why this programme, and why you think you would be a good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

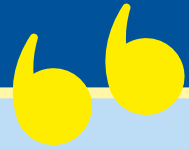


*I found the interview process straightforward. I especially enjoyed the assessment centre as it was very engaging and the tasks were interesting and involved real life situations that may occur.*

**Harry**, former Lidl grad



# Are you Lidl like us?



*I didn't realise how front and centre they would put me. I thought it would be sit down learning but it's much more than that, it's learning on the job and getting involved.*

**Madelaine**, Lidl grad

**Visit [lidlgraduatecareers.co.uk](https://lidlgraduatecareers.co.uk)  
to search & apply today.**

