



MANAGEMENT TRAINEE PROGRAM

Candidates are immersed into the electrical distribution industry through three structured phases that include on-the-job, home and classroom training, and projects where they apply their business analytical skills. They will have a leadership role in shaping our future.

What is included in the program?

Our Management Trainee Program is intended for highly motivated candidates who want to pursue a career in the global distribution industry and prepare themselves for the position of Business Centre Manager and future leadership role(s) within our company.

This challenging program requires a strong commitment on the part of each participant. Training includes, among others, the following elements:

- Fundamentals of the industries we serve
- Product knowledge
- Financial Management
- Customer and Supplier Relations
- Purchases
- Stock and Inventory Management
- Warehouse Operations
- Sales
- Management Information Systems
- Human Resources Management and Development
- Corporate Administration Exposure

Under the mentorship of the training Business Centre Manager, you will be exposed to our industry, the products we distribute and the organization's entrepreneurial culture. The program is divided into phases and as a trainee you will be involved in activities established for your development at each phase of the program.



Phase 1: Product Training

Start on the hustling, bustling ground floor as you get to know the team and our products. You'll learn how to safely operate equipment, how to ship and receive, learn our computer system, handle back orders and how to optimize warehouse efficiency.

Seminars and home study begin here, and continue throughout the program.

Phase 2 : Operations Training

Learn what happens behind the scenes to allow our products to touch every home, business and property development in the country. You'll learn how purchasing decisions are made and executed and the importance of using our inventory to achieve high service levels. You'll gain better understanding of risk management in our regional credit office, the ins and outs of human resource development, internal audit and operational procedures in our service center.



Phase 3 : Customer Service & Sales Training

Long term relationships with our key customers are critical to this business, so we'll arm you with techniques to master phone sales and joint calls with sales people. You will learn strategic and relationship selling skills and territory management. By the time you graduate from the program, you'll understand our business and how to capitalize on the skills and resources you've developed to position yourself for the next stage of your career with us as a Business Centre Manager.

