

LYLE & SCOTT

MANAGEMENT DEVELOPMENT PROGRAMME

Have you got what it takes?

ABOUT THE MANAGEMENT DEVELOPMENT PROGRAMME

We're looking for candidates with innovative ideas, strategic thinking and ambition to join our team.

Whilst you are on the programme we will provide you with support, and the opportunity to grow, both personally and professionally, to help you develop into the future leaders of our company.

But we're only looking for purple cows! Do you have what it takes to join our herd?

"A purple cow, though. Now that would be interesting...."

Purple Cow by Seth Godin
(Penguin Publishing)



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THE PURPLE COW

At Lyle & Scott, we're always looking for the next 'Purple Cow'. An idea originally dreamt up by Seth Godin, the below extract goes some way in explaining our desire to find the next 'Purple Cow':

“When my family and I were driving through France a few years ago, we were enchanted by the hundreds of storybook cows grazing on picturesque pastures right next to the highway. For dozens of kilometres, we all gazed out the window, marvelling about how beautiful everything was.

Then, within twenty minutes, we started ignoring the cows. Then new cows were just like the old cows, and what once was amazing was now common. Worse than common. It was boring. Cows, after you've seen them for a while, are boring. They may be perfect cows, attractive cows, cows with great personalities, cows lit by beautiful light, but they're still boring.

A purple cow, though. Now that would be interesting....”

“Something remarkable is worth talking about. Worth noticing. Exceptional. New. Interesting. It's a Purple Cow. Boring stuff is invisible. It's a brown cow.”

Purple Cow by Seth Godin
(Penguin Publishing)

WHAT TO EXPECT FROM US...

Our Management Development Programme is an intensive programme that is broken into placements, each lasting 6 months. You will work in different areas of the business developing unique skills and knowledge in each, ready to take on a Management role at the end of your placements.

The Management Development Programme is based in our Central London office or our office in the Scottish Borders, with the chance to travel extensively. You will have the opportunity to gain valuable experience in many areas of the business, including:

- Product Development
- Design
- Wholesale
- Marketing
- Retail
- eCommerce
- Finance
- Human Resources
- Customer Services
- Analytics
- Warehouse Operations
- Planning & Production

WHAT WE EXPECT FROM YOU...

We're looking for someone who is open to operating across multiple Business units, happy to get to grips with multiple different functional roles in order to become a well-rounded Manager of the future for Lyle & Scott.

Essential qualities in an applicant:

- Passion for Lyle & Scott and its customers
- Sets direction and inspires others
- Drives performance
- Works collaboratively
- Develops people and organisation

KEY RESULTS AREAS:

- To rotate through multiple Business units assimilating core knowledge to exit the scheme at managerial operational standard; providing clear support and value to each and every business unit in turn.
- To ensure real commercial and intellectual return - with a total benefit yielded to the business at least £100,000 including 6 key savings of £10,000. Are you ready for the £100,000 challenge?
- To be clearly seen by the wider business as an asset and to be seen by the business as a natural candidate for a managerial role by the completion of all rotations.
- To demonstrate a continual can-do, will-do attitude.



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YOUR DEVELOPMENT

This is a unique chance to join a company which has your development at its core. Throughout the programme, you will be offered an extensive training programme, with both internally and externally organised training days - there are plenty of opportunities on offer!

Throughout each rotation you will have regular Keep in Touch (KIT) meetings. These are central to your participation and development on the programme – they will provide you with an arena to highlight your successes, to voice your concerns and build relationships with your MDP peers.

SALARY & BENEFITS

Your starting salary on the Management Development Programme will be £23,000 per annum. There will be the opportunity to increase your salary every 6 months, on the provision that you clearly demonstrate exceptional behaviours. This is also in line with the company appraisal process and only on successful completion of your targets within your rotation.

Your salary may then be increased on successful completion of the programme and a Managerial position being offered.

THE APPLICATION PROCESS

You can apply for the Lyle & Scott Management Development Programme from:

9am on Monday 1st July 2019 – 5pm on Tuesday 23rd July 2019

Once you have completed the online application, you may be contacted by the Programme Coordinator to arrange a 20-minute telephone interview. Following this you may be invited in for an Assessment Day.

For successful candidates, the official start date in the role will be September 2019.

For all Management Development Programme enquiries, or to discuss any reasonable adjustments we need to aid your application, please contact:

Phone: 0207 467 7500

Email: mdpenquiries@lyleandscott.com

Visit: mdp.lyleandscott.com