

GRADUATE Programmes

CORPORATE GRADUATE SCHEMES PROSPECTUS

Fantastic career opportunities with
one of the UK's largest operators
of restaurants, bars and pubs.

www.mbcareersandjobs.com


**Mitchells
& Butlers**

Serving with pride since 1898



ALL-BAR-ONE



Harvester



HILLER & CARTER
STEAKHOUSE



STONEHOUSE
PUBS & RESTAURANTS



VINTAGE
PUBS

We were
established in

1898

and are a member of the **FTSE 250.**

We own

17 big brands with **1650** outlets.

We're
always

expanding, in 2019 a Miller & Carter
opened in **Germany.**

We have a unique culture that is about
Loving Every Moment.

All about
Mitchells & Butlers

Let's take a closer look at **Mitchells & Butlers**

We run the UK's best-loved restaurants and pubs, 1,650 of them, that offer dining for every occasion. We're known for delivering great service, quality food, and value for money to our guests. Our restaurants and pubs sell 100 million meals and 400 million drinks a year, but that doesn't mean we're not always looking to find additional selling opportunities. Of course, none of this would be possible without our amazing people.

Our aim is to keep growing the businesses that guests love to eat and drink in. We've developed a strategy to achieve this, composed of four key elements:

- Building a balanced business
- Instilling a more commercial culture
- Driving innovation
- Offering our team equal opportunities and access to learning and development

Love
Every
Moment

Our Market

The hospitality industry currently employs 2.9 million people. They represent 10% of UK employment and 5% of GDP. Mitchells & Butlers has remained at the forefront of this fast-paced, dynamic industry since 1898.

Our success is built on...

- Premiumisation of our offering
- Growing our number of branded outlets
- Adapting to changing consumer trends
- Adjusting to consumers' continued focus on value



ALL·BAR·ONE



MILLER & CARTER
- STEAKHOUSE -



PREMIUM
Country
PUBS

STONEHOUSE
· PIZZA & CARVERY ·



VINTAGE
— I N N S —

Our vision

Being the places that guests love to eat and drink in.

Our mission

Consistently deliver great service to our guests to drive repeat visits and recommendations, while delivering great financial results and shareholder return.

Values

P R I D E

Passion Respect Innovation Drive Engagement

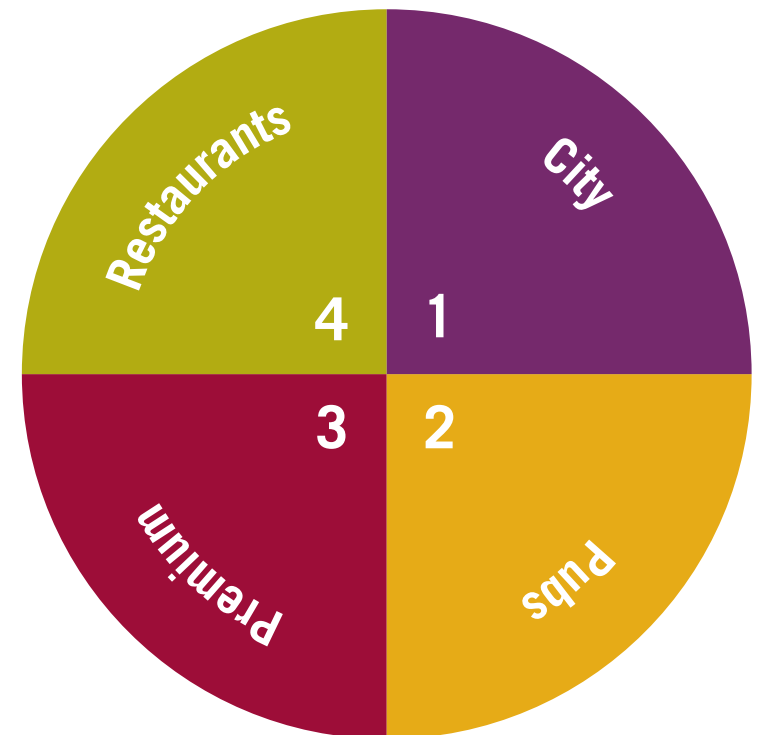
Our Market Opportunities

We operate a huge range of brands, that offer different price points and dining occasions - from cocktails, to brunch, to a classic roast dinner.

We have identified four market spaces to focus our attention on - they account for around half of the £78bn dining-out market. That's a pretty big deal.

This table outlines our divisions and our core brands:

1	City	All Bar One Browns	Castle Nicholson's
2	Pubs	Ember High Street	Suburban
3	Premium	Miller and Carter Vintage Inns	Premium Country Pubs
4	Restaurants	Harvester Stonehouse	Toby Carvery



About the scheme

Our corporate graduate schemes are personally tailored to you and your development plan. With all the support of your Line Manager.

You'll gain the benefit of a personalised programme that caters to your development needs, alongside the experience of being involved in real-time business projects.

Whilst our programme can be tailored, there is a framework that ensures you're given equal opportunity to learn all the necessary technical skills in your chosen field.

Not all our schemes run every year so have a look at our website to see which ones are.

There are 3 main elements to our schemes:

- Placements
- Technical skills
- Development workshops

Placements are incorporated into each scheme to offer amazing experiences and develop lots of useful skills.

All our graduates complete a pub or restaurant placement that begins after their second week. It is compulsory, giving you a chance to be part of one of our teams and create memories for our guests.

We offer the corporate graduate scheme in the following disciplines:

- Area Management
- Finance
- Human Resources
- Marketing

These schemes vary in their length, but the learning objectives remain the same. That objective is to equip you with all the tools and skills needed to progress your career here.

Though we offer many opportunities, it is your commitment, determination and resilience that see you succeed.

Your progress throughout the scheme is measured. You'll have reviews at the end of each placement and formal, full reviews with your Line Manager twice a year.

Our Benefits

There are plenty of reasons to love every moment

It's not just the rewards and opportunities that make M&B an exciting place to build a career. You'll also be supported by a friendly team, have loads of fun along the way and you'll get to enjoy all of these benefits:

- A starting salary of £27.5k
- A company car for HR, Marketing and Business Operations
- Fully funded training for the CIMA/ACCA accreditation on our Finance scheme
- Opportunities for flexible working
- Our office is right in Birmingham's city centre
- 26 days annual leave, with the option to buy up to 2 extra weeks holiday
- 33% employee discount for you and 5 friends, across all of our businesses
- You'll be enrolled on to our bonus scheme
- Free shares in M&B once you have worked here for a year
- We employ lots of graduates throughout the business, so there is a great grad community





James

Area Management Graduate

“The scheme requires hard work, commitment and passion (cliché but true!). However, it’s a really rewarding and enjoyable role to be in. I’m very excited for the year ahead as I am preparing for my first Area Manager role. Lots of development still necessary, but I’m looking forward to the challenge!”

Area Management Overview

Our goal is to give you a complete picture of how our business fits together and works together, guiding you to your first management role whilst ensuring that you do not miss out on any critical learning experiences. The scheme provides a fast track through on the job learning, both on-site in our pubs and restaurants and through placements with each of our corporate functions. This broad exposure helps you to form networks and plan your future career with Mitchells and Butlers.

Timeframe/Programme:



Human Resources Overview

Our aim is to quickly get graduates to their first appointment with Human Resources, by providing exposure to a series of critical learning experiences. The scheme covers generalist HR practices, Recruitment and an additional placement in another area. Upon completing 12 months, you could be interviewed and appointed to your first role.

Timeframe/Programme:



Finance Overview

The Finance Graduate Scheme is designed to develop rounded Finance Professionals, ready to build their future career in one of the UK's most exciting sectors.

Through a series of short placements, typically undertaken with your first 12 months, you will experience every aspect of M&B. It is the perfect foundation for years 2 and 3 of the Programme, during which you will undertake two longer placements in roles within our Finance function. It is varied, challenging and structured. As part of your development, we will also fully support a professional accounting qualification (CIMA or ACCA) via BPP Professional Education.

We believe in promoting talented people and giving them early responsibility. While the Programme lasts for 3 years, many of our graduates take on their first upweighted role before the end of the programme, depending on their personal and professional development.

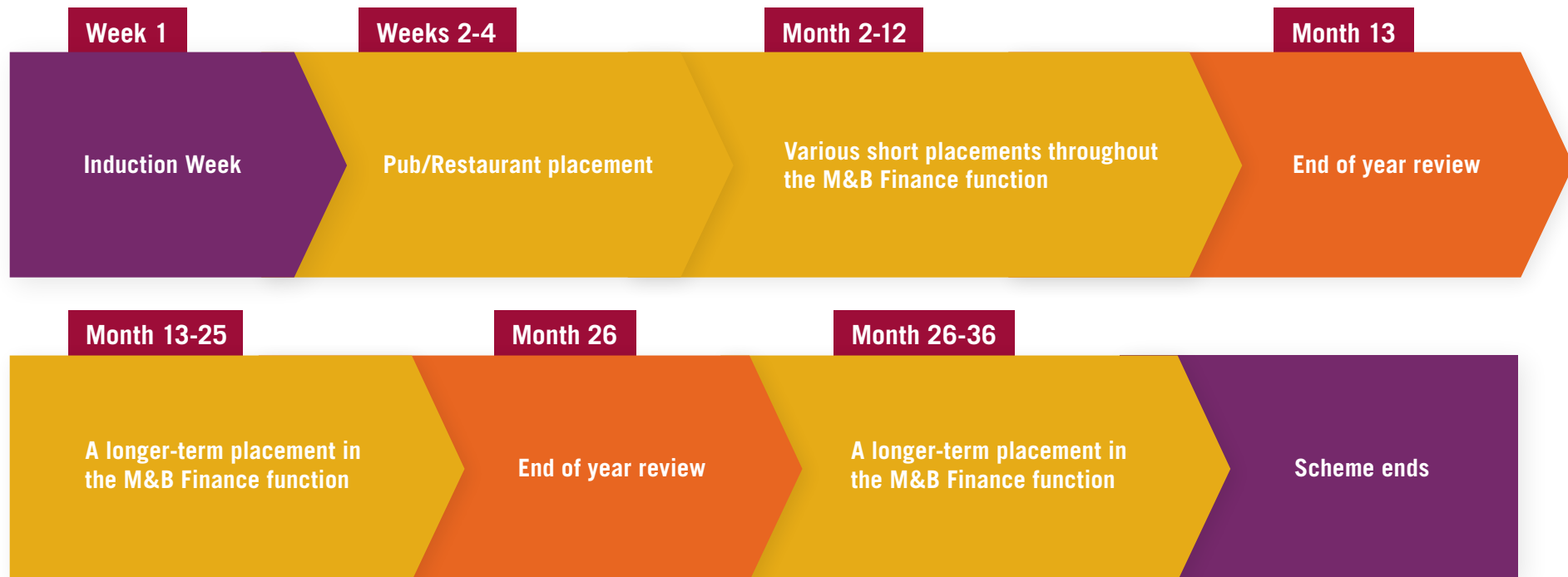


Finance Overview

(continued)

Training for
CIMA/ACCA
accreditation
will take place
throughout the 3
year program

Timeframe/Programme:



Marketing Overview

Our objective is to ensure that you develop towards your first appointment at pace, while ensuring that you do not miss out on any critical learning opportunities. Embarking on a 12-month, fast-track through varying elements of the marketing function, you will benefit from both on-the-job learning and by participating in continuous capability development through internally organised activities.

Timeframe/Programme:



Development Workshops

Whichever scheme you choose, you'll have the chance to attend additional workshops that offer challenges and ways to enhance your skillsets, as well as a focus on developing your leadership capabilities.

The content of the workshops is varied and reviewed annually, but this what a typical year might look like:

Week 1

Induction Week

This is an opportunity to learn about our company. It's a tough transition from the campus to the office – let us make it easier. The activities across this week are all about meeting other graduates and making friends across the business. With the opportunity to ask questions and network with our senior leaders and colleagues.

Month 2-3

Development Workshop 1

This workshop is all about self-awareness and the impact you have on others around you.

Month 4-5

Development Workshop 2

This workshop looks at topics such as managing yourself, productivity, prioritisation and being assertive at the right moments.

Month 7-8

Development Workshop 3

This workshop focuses on your skills at influencing people across the business.

Month 12+

You'll be invited to join the Line Manager programme 'Stepping into Management' – this is a programme delivered over 6 months to help you build your people management skills. You'll be offered development discussions between you and a development expert. During this time you'll also be invited to networking events and Thought Leadership Sessions.

End of Scheme Transition

When your graduate scheme comes to an end, there is a workshop to ensure you feel as equipped as possible to manage your own development and drive your career forward. There are lots of resources to help you do this, such as coaching, mentoring and a feedback tool.

Other Support

Here are the people that are going to help you on the path to success:

Buddy

Your buddy is assigned from the beginning of your scheme. They'll be a graduate from the year above that works in a similar discipline. You can ask them lots of questions about the scheme, the company and what to expect.

Line Manager

You'll meet your Line Manager on the first day. They are a senior manager and a specialist in your chosen career area. They'll meet you regularly, help plan your placements, complete your formal reviews and mentor you throughout your time here.

Placement Manager

Your Placement Manager guides you through your placement. They're experienced in their field, helping you to create clear objectives and provide coaching and feedback that helps you develop. They'll be your daily contact on placement, reviewing your progress.



Other Support

(continued)

Coach

Coaching is a way of supporting you in your development. You can request a coach at any time, to help you navigate difficult situations or increase your performance. You can even create specific objectives that you'd like to achieve together.

Mentor

During your scheme, you'll be introduced to the benefits of mentoring and learn how to get the best out of a mentoring relationship. You can then choose to request a mentor for your individual needs.



About Applying

The amount of spaces on the scheme can change so it's always best to head over to our website for the most up to date information on applying. This year, our applications will open in September, with hiring taking place through to March.

There are sometimes extra places offered between April and May, but due to high demand, schemes sometimes close early so don't delay your application.

The initial closing date for applications is the end of January.

Application Process

- Complete our online application form at www.mbcareersandjobs.com/graduates
You will have a personal log in so that you don't have to complete in one sitting.
- The next step is a video interview.
- Candidates are then invited to an assessment centre. If you are successful following this, you'll attend a final interview
- Offers are then made.

If you have any questions or queries about applying, please contact:
support.forgrads@mbplc.com






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