



You &
Who?

Grow
Our Team
Together

Want to earn £1,000 (tax free) for helping us find talent?

Read on to discover how you can
help us find someone just like you...

There are different processes for bringing people into different departments, which is all outlined below. Explore how your contacts can be put to good use at Mitchells & Butlers.

Retail Support Centre (RSC)

- Any Mitchells & Butlers employee can put forward a potential colleague for any RSC vacancy, unless you are a member of the Corporate Recruitment Team or you are directly involved in the recruitment process.
- Potential colleagues must be directed to the company website to apply at www.mbcareersandjobs.com
- On the application form, ask them to select 'employee referral' and enter your name and the department which you work in.
- After they start, you will be paid a bonus of £500 in the next available pay period - you will receive a notification confirming when this will be.
- After the new colleague successfully completes 6 months service, and providing they are not working their notice period or undergoing disciplinary proceedings, you will receive a further bonus of £500.
- £1,000 tax free bonus applies to Leadership, Management and Support/Technical Band.

Retail Management

- Any Mitchells & Butlers employee can put forward a potential colleague for any Retail Management vacancy, with the following exceptions:
 - All members of the Retail Recruitment Team & Heads of People are not eligible for this scheme.
 - OM's, OD's, Retail Business Managers and Talent & Training Partners are only eligible for payment for referrals made to vacancies outside of their own brand.
 - General Managers are only eligible for payment for referrals made to vacancies outside of their own business.
 - Kitchen Managers and Head Chefs can't refer to the Sous Chef role in their own business, but are eligible to refer to FOH management roles unless they are directly involved in the recruitment process.
- Potential colleagues must be suitable for a salaried Retail Management position within one of our businesses, such as General Manager, Kitchen Manager, Head Chef, Sous Chef, Deputy Manager, Assistant Manager, General Manager Designate & Kitchen Manager Designate.
- Potential colleagues must be directed to the company website to apply at **www.mbcareersandjobs.com**
- On the application form, ask them to select 'employee referral' and enter your name and the business which you work at.
- After they start, a bonus of £500 will be paid to you in the next available pay period.
- After the new colleague successfully completes 6 months service, and providing they are not working their notice period or undergoing disciplinary proceedings, you will receive a further bonus of £500.

Corporate and Retail Graduates

- Any Mitchells & Butlers employee can put forward a potential Corporate or Retail Graduate, unless you are directly involved in the recruitment process.
- For Corporate and Retail Graduates, the applicant must select 'employee referral' and enter your name, and your department or the business that you work in on the application form.
- After they start, a bonus of £500 will be paid to you in the next available pay period.
- After the new colleague successfully completes 6 months service, and providing they are not working their notice period or undergoing disciplinary proceedings, you will receive a further bonus of £500.

How it works...

- Payments will be paid via payroll and will be the NET and ACTUAL amounts you will receive; MAB will cover tax and National Insurance costs.
- Payments will not be made for any referred and recruited team members that are paid by the hour.
- Payments will only be made to individuals still employed by MAB at the time of payment.
- Payments will be made into your bank account along with your 4 weekly pay.
- Referral scheme payments will be charged to the department or business where the candidate is appointed.
- The scheme is at the discretion of the Company and can be withdrawn or amended at any time.
- Potential colleagues cannot have worked for Mitchells & Butlers in a Corporate or Retail position for the last 12 months.
- As the scheme is intended for current employees to recommend people they know will be an asset to the business, you must know that person and not merely have had brief contact with them or reached out to them to qualify for the scheme. For instance, you will have worked with them previously or have known them personally.
- We will not back date any You & Who requests if the referred employee has been working with us for 6 months or more, unless the referred employee included the name of the person who referred them on their application.
- If the person that you have referred is unsuccessful with their application and is subsequently appointed to a different role, a discretionary decision will be made on whether to approve payment.