Undergraduate WORK PLACEMENT SCHEME

Fantastic career opportunities with one of the UK’s largest operators of restaurants, bars and pubs. www.mbcareersandjobs.com
About Mitchells & Butlers

Mitchells & Butlers plc is a member of the FTSE 250 and runs some of the UK’s best-loved restaurant and pub brands including All Bar One, Miller & Carter, Harvester, Toby Carvery, Browns, Vintage Inns and Sizzling Pubs. Our vision is to run businesses that guests love to eat and drink in and, as a result, grow shareholder value.

Our strategy to achieve this vision has four key elements:

- Building a balanced business.
- Instilling a more commercial culture.
- Driving an innovation agenda.
- People - offering our team equal opportunity and access to learning and development.
Our market

Mitchells & Butlers operates pubs and restaurants in a very established market (pubs have been around a while!), but this does not mean things are static, the opposite is true in this fast paced dynamic market.

To succeed in such a dynamic market place we aim to capitalise on:

- Premiumisation of our estate
- Innovation and growth of our branded outlets
- Changing consumer trends
- Consumers’ continued focus on value

Our vision
What we want to be famous for

Our mission
What we set out to achieve

Consistently deliver great service to our guests to drive repeat visits and recommendation, while delivering great financial results and shareholder returns

Values
How the business behaves

Passion
Respect
Innovation
Drive
Engagement

Guests love to eat and drink with us
Our market opportunities

We operate a wide range of brands and formats which offer food and drinks across a broad spectrum of price points and occasions, from a casual meeting with friends to special occasion dining.

We have identified four market spaces accounting for around half of the £78bn eating and drinking-out market on which to focus.

1. City
   - All Bar One
   - Browns

2. Pubs
   - Ember
   - High Street
   - Suburban

3. Premium
   - Miller and Carter
   - Vintage Inns
   - Premium Country Pubs

4. Restaurants
   - Harvester
   - Stonehouse
   - Toby Carveries
Our history

1898 – Two Midlands brewing and pub empires merge to form Mitchells & Butlers.

1960s – We merge with Bass, Ratcliff and Gretton Ltd then Charrington United, before becoming Bass plc.

1980s – We run 7,000 pubs all over the UK, with beer by far our biggest seller. The business splits into separate brewing and retailing divisions called Bass Brewers and Bass Taverns.

1990s – As tastes change, food becomes key to our sales. Our first O’Neill’s opens in Aberdeen and our first All Bar One in Surrey. We acquire Harvester, Browns and 550 pubs from Punch.

2000s – Bass plc becomes Six Continents plc. Three years later, the pub division lists separately to become Mitchells & Butlers once again. We pursue a strategy of operating large, food-led businesses, acquiring 239 pub restaurants from Whitbread plc and exchanging 44 pub restaurants for 21 hotels.

2010 – The disposal of 333 Town and Community pubs to Stonegate Pub Company is announced. This is quickly followed by the purchase of 22 Ha Ha Bar & Grill businesses, which paves the way for more conversions to the hugely successful All Bar One and Browns brands.

2014 – We acquired the majority of the Orchid Pub Group, including 173 predominantly freehold pubs and the Orchid head office. The opportunity to acquire these businesses from Orchid has expanded Mitchells & Butlers share of the growing eating out market and reaffirms our position as the leading restaurant and pub operator in the UK.
About our Undergraduate work

From one side of the bar to the other!
If you’re looking for an undergraduate placement in a fast-paced and guest-focused environment with a real sense of community then look no further. Here at Mitchells & Butlers, in all of our 1650 sites nationwide, we want our guests and teams to love every moment—giving our guests a good time and creating moments to remember. That’s why we need you, the best people, to join our teams. It can be hard work, but it’s certainly great fun along the way!

Our undergraduate work placement scheme is the perfect platform for students looking to springboard their career in Hospitality. The scheme will give you a host of experiences designed to complement your education. If you’re studying Hospitality or a Business-related degree and are passionate about people, as well as interested in running a business with a huge turnover, we can help you get there.

We’ll give you the opportunity to learn how our exciting businesses work. From conquering customer service, to working in a commerical kitchen and powering through Profit & Loss’s, our 12 month scheme provides a taste of everything! There’s always opportunity to progress, and as you develop you will have the chance to run shifts and manage teams of up to 20 people.

We take a blended but structured approach to our learning. Starting as a team member, you can expect to learn mostly on the job to begin with, shadowing others whilst growing your confidence, before taking on increased responsibilities.

In addition, we offer:
- Technical skills training
- Soft skill development sessions
- Development workshops to support you
- Networking opportunities

Whilst the scheme will take you through to your final year at University, your time with Mitchells & Butlers doesn’t have to end there. You can take up a part-time role with us in your final year, and with two graduate schemes alongside direct entry opportunities, we hope to be welcoming you back once you graduate.

Who knows...If you do choose to rejoin us you could be managing your own business within 4 years! If you have the desire, we have the way of getting you there. And even if you choose not to come back, we know that after a year with us you’ll have created memories that will last a lifetime.

We offer a £19k salary for 48 hours a week over a 12 month period.
Development workshops

The undergraduate development workshops are designed to complement the standard learning that our undergraduates complete during their 48-weeks with us. They provide support as you start the programme, give useful self-awareness knowledge half-way through and then help you transition back in to university life whilst keeping one eye on your future career opportunities towards the end.

You will attend:

• Induction and Moving from Campus life to the world of work
• Improving your self-awareness
• Transitioning into your future
TYPICAL 12 MONTH UNDERGRADUATE PLACEMENT OVERVIEW

**DAY 1**
- Warm Welcome Induction
  - On Job with General Manager
- Kitchen STAR (Training discussion Day 1)
  - On Job with Kitchen Manager
- Licensing Training
  - eLearning

**WEEK 1**
- Moving from campus to the world of work
  - On Job at RSC
- Welcome to M&B
  - eLearning
- Level 1 Food Safety
  - eLearning
- Foundations of Health & Safety
  - eLearning

**WEEK 2-12**
- Brand Vision & Values
  - Online Workshop
- All About Me - Being an Effective Team Member
  - Online Workshop
- Delivering Exceptional Guest Service
  - Online Workshop
- All About the Team
  - Online Workshop
- Resolving Guest Complaints
  - Online Workshop

**WEEK 13**
- Team Leading Development Programme
  - Introduction & My personal Development
    - Online Workshop
  - A Service Experience Culture
    - Online Workshop
  - An Intro to Managing & Leading
    - Online Workshop
  - Working with a Team
    - Online Workshop
  - Developing a Team
    - Online Workshop

**WEEK 14-23**
- Financial & Commercial Awareness
  - Online Workshop
- Running & Leading a Shift
  - Online Workshop
- Managing Difficult Situations
  - Online Workshop
- Leadership
  - Online Workshop
- Problem Solving & Decision Making
  - Online Workshop

**WEEK 24**
- Half way programme review & agree Project
  - On Job with General Manager & Retail Business Manager
- Improving your self-awareness
  - Off Job at RSC
- Personal License at RSC
  - Improving your self-awareness
  - Off job at RSC

**WEEK 25-36**
- Electronic Leisure
  - eLearning
- Managing Security
  - eLearning
- Building Maintenance
  - eLearning

**WEEK 37-46**
- Supervisory Role
  - Commences (if signed off)
  - On Job

**WEEK 47**
- End of placement review, Project review and next steps
  - On Job with General Manager & Retail Business Manager
- Transitioning into your future
  - Off Job at RSC
- Receive a fast-track application to our graduate programmes

**WEEK 48**
- Don’t forget to plan in your 5 weeks holiday!

**Quarter 1 Review & Progress Update**
- On Job with General Manager

**Level 2 Food Safety eLearning**

**Level 2 Fire Health & Safety eLearning**

**High st discount vouchers**

**Continue working part-time in your final year at University**

**Receive a 33% discount from Day 1 for you and 5 friends**

**Get paid your salary every 4 weeks**
“The hospitality industry is becoming increasingly attractive to graduates. If you are self-motivated, enjoy what you do and have the willingness to work hard, the opportunities with Mitchells & Butlers are endless.”
Other support

To help you in your journey you will have the following support:

**Line Manager** – this is your businesses General Manager, assigned from the outset. They provide day to day development and support to you. They meet with you regularly to help plan and monitor your development, complete your formal reviews, as well as coach and mentor you through the scheme.

**Retail Business Manager** (line manager of the General Manager) – assigned from the outset who supports c.15 businesses within a particular brand and geographical area. They track your progress and development throughout the scheme and consider you in their talent planning.

**Mentor – optional**. As part of the scheme, you will be introduced to the benefits of mentoring and how to get the best out of a mentoring relationship. Where this is requested, at a development workshop, you will be assisted with introductions to potential mentors.
About applying:

The closing date for applications is April 2019, although we reserve the right to close earlier.
Applications are welcomed from both internal and external candidates. It is important that applicants
are flexible on location and have the ability to travel on a daily basis to one of our sites.

Please note, Successful candidates in 2019 will be placed in the Coventry, Birmingham and
Wolverhampton areas.

Application Process:

Register your interest via the following https://harri.com/mbcareers-graduate. You will be asked to
complete some simple questions, and an application form. If successful from the above stage you
will be invited to book onto an assessment centre in May at our head office in Birmingham. The
assessment centre activities include an interview, group exercise and an individual exercise.
Undergraduate work placement scheme