



# GRADUATE PROGRAMMES



Serving with pride, since 1898

## CORPORATE GRADUATE SCHEMES PROSPECTUS



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

[mbcareersandjobs.com/graduate-schemes](https://mbcareersandjobs.com/graduate-schemes)

**Area Management / I.T. / Finance / Human Resources / Marketing / Property**





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# MITCHELLS & BUTLERS

Established in 1898, we're one of the largest operators of restaurants, pubs and bars in the UK, providing a wide choice of eating and drinking-out experiences through our well-known brands and delivering great service, quality and value for money to our guests.







# LET'S TAKE A CLOSER LOOK



We run over 1,750 of the UK's best loved restaurants and pubs, 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 120 million meals and 380 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 commercially aware culture within our teams
- Driving innovation
- Offering our team equal opportunities and access to learning and development

# OUR MARKET



The hospitality industry currently employs 4 million people. They represent 7.1% of UK employment and 6% of GDP. Mitchells & Butlers has remained at the forefront of this fast paced, dynamic industry since 1898.

Plus, our balances and diverse estate means we have the perfect pub or restaurant for whoever and whatever the occasion – from wedding venues at our Premium Country Pubs Collection, to graduation dinners at Browns, pints at O'Neill's, and our family favourites at Toby Carvery!

## 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





# 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.

# OUR VALUES

**P**assion

**R**espect

**I**nnovation

**D**rive

**E**ngagement





“It’s the people and the industry which make this scheme stand out. Working in hospitality from any angle, whether that be in pubs or in a corporate role, it really has a buzz to it.”



Izzy,  
HR Graduate







# 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.

## OUR DIVISIONS AND CORE BRANDS ARE:

### PREMIUM

MILLER & CARTER  
VINTAGE INNS  
PREMIUM COUNTRY PUBS  
EGO

### PUBS

EMBER  
HIGH STREET  
SUBURBAN

### CITY

ALL BAR ONE  
BROWNS  
CASTLE  
NICHOLSON'S

### RESTAURANTS

HARVESTER  
STONEHOUSE  
TOBY CARVERY



# 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:

- 1 Placements
- 2 Technical skills
- 3 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. 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 / I.T / Finance / Human Resources  
Marketing (Post and Undergraduate) / Property (Undergraduate)**

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

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 £30,000 per annum (£24,500 for undergraduate scheme)
- A company car for HR, Marketing, Area Management and Property
- Fully funded training for the CIMA/ACCA accreditation on our Finance scheme
- We employ lots of graduates throughout the business, so there is a great grad community
- Love eating out? You'll love it even more with a massive 33% discount across all our brands, so whether its date night at Miller & Carter or family roast at Toby Carvery we've got you covered
- Pick-a-perk: Access to cashback and discounts at your favourite places
- Never a dull moment- fun, laughs and lifelong friends!
- Flexible working - to fit around the other important things in life
- Payday social held in our office bar (Yes, we have a bar in the office!)
- Annual Bonus Scheme - we're all about rewarding the hard work everybody puts in.
- Private medical plan to help keep you safe and secure
- Employee Helpline for whatever life throws at you
- Buy up to an extra 2 weeks holiday - life is for living after all!
- Charity is important to us. From the nominated M&B charities to the ones closest to your heart; you can choose how to give something back.



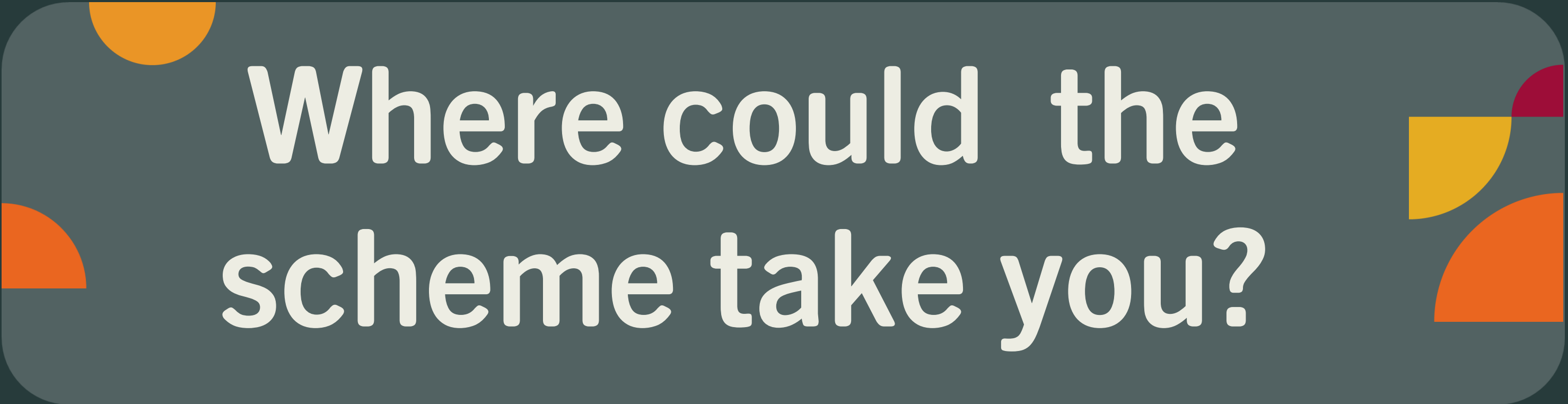
Operations Talent  
Acquisition Manager

Head of Kitchen  
Development

Food Technologist

Area Building  
Manager

Marketing Manager



Where could the  
scheme take you?

Finance Manager

Head of Building Maintenance

Retail Business  
Manager

Lead Corporate  
Recruitment Manager

Reward & Policy Manager





# 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 function, with a wide network of support along the way. This broad exposure helps you to form networks and plan your future career with Mitchells & Butlers.



TIMEFRAME/  
PROGRAMME

## WEEK 1

Induction

## MONTH 1 - 6

5 month pub placement, followed by time spent with an Area Manager

## MONTH 6 - 16

4 x rotating functional placements  
Marketing, HR Operational Practice  
Manager, Finance & Support teams

## MONTH 16 - 18

Time spent with an Area Manager,  
followed by Back of House Kitchen  
experience

## MONTH 19 - 21

3 months looking after a  
pub, bar or restaurant

## MONTH 22

Time spent shadowing  
an Area Manager

## MONTH 23 - 29

4x Operational placements  
across our brands

**AT THE END OF THE SCHEME, YOU  
WILL USE YOUR EXPERIENCE  
GAINED TO TAKE ON YOUR FIRST  
ROLE.**





# I.T. OVERVIEW

The I.T. Graduate Scheme is designed to develop rounded I.T. professionals, ready to build their future career in Change Technology. Embarking on 18 months of varying placements throughout the Change and Technology function, you will benefit from both on the job learning and by participating in continuous development through internally organised activities.

Our objective is to ensure that you develop towards your first appointment at pace. Upon completing 18 months, you could be interviewed and appointed to your first role.



TIMEFRAME/  
PROGRAMME

## WEEK 1

Induction

## WEEK 2 - 3

2 week pub or  
restaurant placement

## MONTH 2 - 12

4 different placements across the M&B I.T function

Such as: Security and Compliance, Portfolio Delivery, Apps, Architecture, Business Analysis, Service Operations, including an end of year review

## MONTH 13 - 18

An opportunity to choose the remaining 2 placements of your scheme based on your interests and strengths

## MONTH 18

At the end of the scheme, you will use your experience gained to take on your first role.



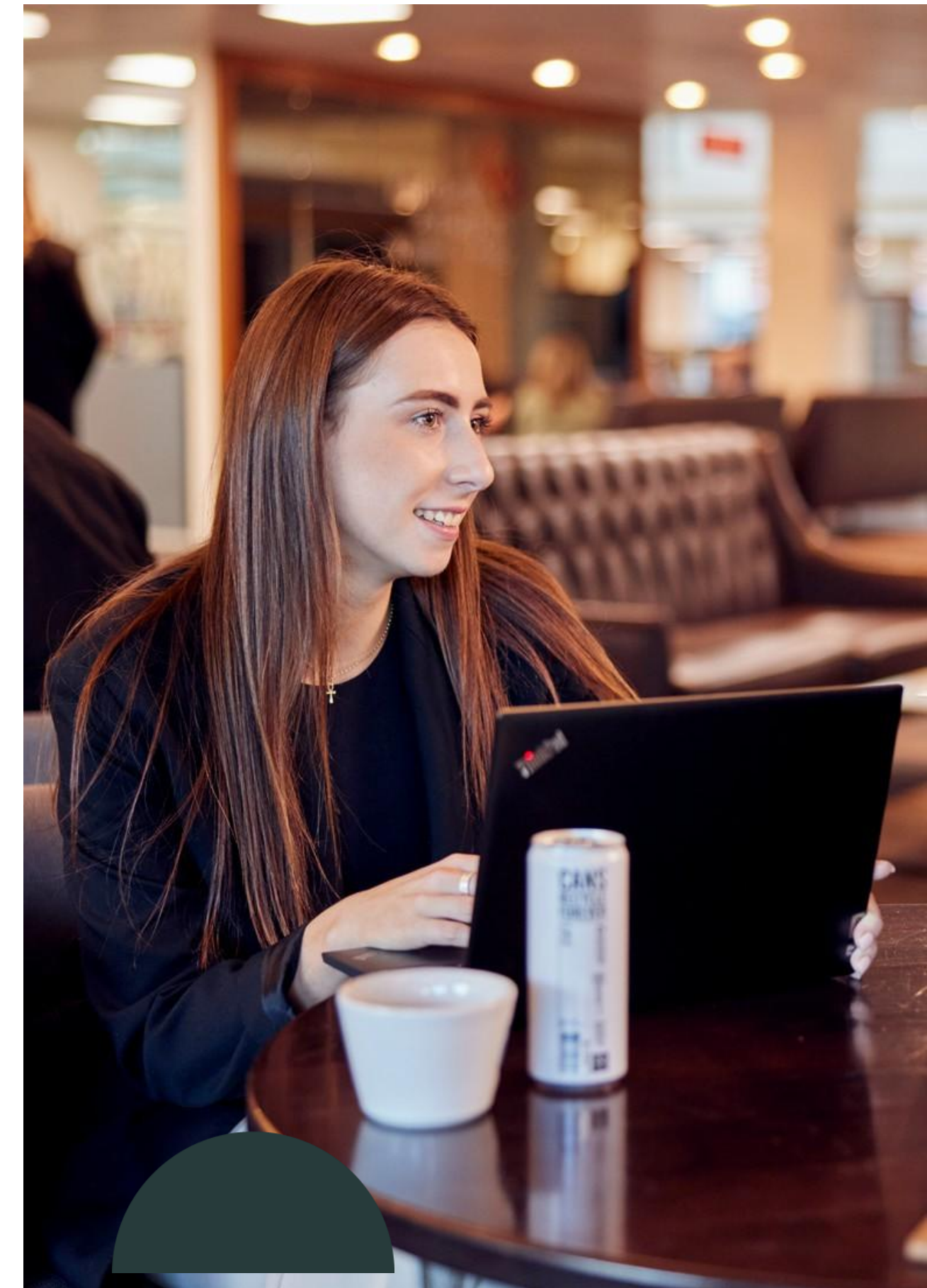
# FINANCE OVERVIEW

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.

The scheme is varied and challenging with a focus on the commercial and operational aspects of Finance within M&B and understanding how the company drives financial performance through business partnering. Placements include supporting brand aligned Finance teams, Pricing, Financial Accounts, Property, Procurement and Guest Insight. They are designed so that you

have a real impact within M&B from day one, adding value and getting involved with decisions and inner workings of the organisation. 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. The Programme lasts for 3 years however many of our graduates apply for their first upweighted role before the end of the programme, depending on their personal and professional development.







# FINANCE OVERVIEW (CONT)



Training for CIMA/ACCA accreditation will take place throughout the 3 year programme, via a national provider of professional services training

TIMEFRAME/  
PROGRAMME

## WEEK 1

Induction

## WEEKS 2 - 3

2 week Pub or Restaurant placement

## MONTH 2 - 12

Various short placements throughout the M&B Finance function

## MONTH 13

End of year review

## MONTH 13 - 25

Further placements within the M&B Finance function and also within the broader organisation

## MONTH 26

End of year review

## MONTH 26 - 36

Further placements within the M&B Finance function. Tailored to the individual to complement any areas of particular interest

## SCHEME ENDS

At the end of the scheme, you will use your experience gained to take on your first role.



“When I was looking at grad schemes, the M&B scheme was really approachable, it was something I knew I would be really interested in - Finance but within the food and drink industry. Within the Finance team there are a lot of areas which I get to branch out into. I have experienced loads in my first year and I’m excited to explore more.”



Abbie,  
Finance Graduate







# 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

## WEEK 1

Induction

## WEEK 2 - 3

2 week Pub or  
Restaurant  
placement

## MONTH 2 - 3

2 month Brand HR placements  
(Generalist HR, where you will support  
the delivery of a brand aligned HR project)

## MONTH 4 - 6

3 month Openings Training placement  
(This is a training delivery role supporting our frontline investment  
programme by ensuring our teams are fully equipped for success)

## MONTH 7 - 9

3 month recruitment placement  
Working on projects across our retail and corporate  
recruitment teams along with gaining an  
understanding of how our attraction strategy works

## MONTH 10 - 12

3 month Learning and Development placement  
Working across a number of areas in Learning and  
Development such as Organisational  
Development/Talent Management/Apprenticeships

## MONTH 12

At the end of the scheme, you will use your  
experience gained to take on your first role.





# 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 18 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

## WEEK 1

Induction

## WEEK 2 - 3

2 week Pub or  
Restaurant  
placement

## MONTH 2 - 4

3 - 4 month central marketing or  
marketing innovation team placement

## MONTH 5 - 8

3 month Brand Marketing placement supporting the  
Brand Marketing team (usually Marketing  
Manager and Assistant Marketing Manager)

## MONTH 9 - 18

3 month placement

This could be anywhere within marketing based on  
the business need or to help with your development

## SCHEME ENDS

At the end of the scheme, you will use your  
experience gained to take on your first role.



“The people here are great, and I just love working in the hospitality industry . The fast-paced nature of it is really interesting and working on the ranges of brands I have within 12 months has provided different opportunities. It’s great, keeps it varied and keeps it interesting.”



Dan,  
Marketing Graduate







# MARKETING OVERVIEW

## UNDERGRADUATE SCHEME



Our objective is to ensure that you gain experience in a central marketing placement. Embarking on a 12 month, fast paced placement, you will benefit from both on the job learning and by participating in continuous capability development through internally organised activities.

TIMEFRAME/  
PROGRAMME

### WEEK 1

Induction

### WEEK 2 - 3

2 week Pub or Restaurant  
placement

### MONTH 2 - 12

Central marketing placement where you will  
gain in-depth knowledge and experience within  
our marketing function

### END OF SCHEME

Complete placement  
and return to university to  
finish your degree

**Please note:** Timings on Undergrad placement may vary slightly due to required return dates to university.



# PROPERTY OVERVIEW UNDERGRADUATE SCHEME

With a Corporate Real Estate Portfolio valued at £5 billion across 2500 properties in 5 Countries, you will be working with some of the top RICS, CIOB CABE professionals in the Industry delivering an annual budget in excess of £200 million. We own some of the most prestigious buildings from Grade 1 listed buildings to modern retail parks with an

incredible Heritage second to none. Paired with a Chartered Professional as your Mentor, you will gain invaluable experience working across all the Property departments of a large FTSE 250 PLC such as Building Maintenance, Building Development, Estate management and Property Finance Property.

TIMEFRAME/  
PROGRAMME

## WEEK 1

Induction

## WEEK 2 - 3

2 week Pub or Restaurant placement  
To help understand how property development supports our retail businesses

## MONTH 2 - 4

Introductions to all property departments  
To gain experience in policies, procedures and overall workings of the function

## MONTH 5 - 10

Travel across our estate gaining experience in both development projects and Building Maintenance Surveying with your Mentor

## MONTH 11 - 12

Research project that supports the departments objectives

## MONTH 12

At the end of the scheme you will have gained valuable competencies to further your advancement in your chosen career and professional qualification.

**Please note:** Timings on Undergrad placement may vary slightly due to required return dates to university.





# 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 is what a typical year might look like:

TIMEFRAME/  
PROGRAMME

## WEEK 1

### Induction week

This is an opportunity to learn about our company. Let us make the transition from campus to office easier. This week is about meeting other graduates, making friends and asking questions 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 is about identifying your preferences and how to work effectively with others

## MONTH 7 - 8

### Development Workshop 3

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

## MONTH 12+

### Individual Development

As the end of your scheme approaches you will have a session with the Talent and Learning team to identify and discuss other learning opportunities that is specific to you

## END OF SCHEME WORKSHOP

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 and mentoring.



“Looking back, I can definitely say that being supported helped me rise to every challenge and I can’t believe how much I have achieved which I did not think I had the skill set for 10 months ago. The support from the line managers and other graduates allows you to keep rising.”



Lucas,  
Marketing Undergraduate





# 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 (CONT)

## 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.





# APPLYING

## APPLICATION PROCESS

- Complete our online application form at [mbcareersandjobs.com/graduate-schemes](https://mbcareersandjobs.com/graduate-schemes)
- 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. A Corporate Recruitment Manager will review your video Interview in due course and confirm if you have been shortlisted for our next stage.
- Successful shortlisted candidates will be invited to our Retail Support Centre in Birmingham City Centre for face to face interview and assessment.
- Successful candidates that pass our face-to-face interviews and assessment will be invited to interview with Senior Management from their specialist area having made the final shortlist.
- Offers are then made with a start date of the following September/October.

If you have any questions or queries about applying,  
please contact: [support.forgrads@mbplc.com](mailto:support.forgrads@mbplc.com)

The number 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.







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& Butlers

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MITCHELLS &  
BUTLERS PLC



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