



Nestlé Academy Fast Start Programme

What is the Nestlé Academy Fast Start Programme?

The Fast Start programme is a three-year school leaver programme that offers you the chance to combine university studies with practical work experience in a global organisation. By the end of the programme, you will have 3 years worth of work experience gained across a broad spectrum of commercial roles in 4 separate commercial areas. This work experience combined with a business degree will be an excellent foundation to start a rewarding career with us.

What degree will I be Studying?

You will study for a BA (Hons) in Professional Business Practice at Sheffield Hallam University. You will combine this study with work placements in a number of commercial areas. On completion, you will have developed the professional knowledge, a debt free degree and key employability skills to help accelerate and grow your career.

In the first two years, you will experience work placements in a number of commercial areas, including our HR, Sales, Marketing and Supply Chain functions. Alongside this commercial experience, you will have blocks of 5 day study release approximately 5 times a year in Sheffield. For the final year, individuals will specialise into a specific business area, based on Nestlé's business needs, your preferences and strengths for a particular role.

What type of people are we looking for?

We are looking for ambitious, curious and highly driven individuals who have a passion for the food and drink industry and see the long term prospects of developing a career with us.

- Individuals need to have completed their A levels or equivalent within the last 2 years
- 300 UCAS points from 3 A2 Levels or equivalent (min. BBB) excluding General Studies or A2 re-sits (predicted grades if currently studying)
- 5 GCSEs minimum grades A* - C (including Grade B in Maths and English)
- Some work experience preferable but not essential
- Desire to work in the food and drinks industry
- Ambitious with potential that we can develop

What is the Selection Process for the scheme?

We have designed our selection process to make sure you are right for Nestlé and to ensure Nestlé is right for you. This helps us identify individuals most suited to the future success of our business.

Application form

We expect a lot of applications, so make yourself stand out. Highlight your best points, sell yourself through the information you provide and tell us why you want to work for us.



Situational Strengths Test

The Situational Strengths Test presents you with a series of typical scenarios you may encounter in your role at Nestlé. We want to know how you would respond in these scenarios and will ask you to select from a list of multiple options. The Situational Strengths Test will tell us whether you would enjoy working at Nestlé and whether you have the overall strengths to be successful here.

Assessment Centre

This is where we assess candidates in various different exercises. Don't worry, we will send you some information beforehand so you know what to expect. But remember, just be yourself and show us your strengths!

The assessment centre may include these activities:

Group Exercise – you will read a brief, discuss solutions in a group and present your conclusions to the assessors. You will need to make a quality contribution and stand by your views if you think they're right.

Presentation – you will prepare a brief in advance, then create a presentation to give a recommendation back to an assessor and answer any questions. We will look at the structure of your presentation and your presentation style.

Interview – This will include questions designed to identify your strengths in more depth, as well as questions to assess your passion and knowledge for the Fast Start programme.

When can I apply and when will I be invited for interview?

11th March 2013 - Applications open

31st May 2013 – Applications close

June/July 2013 – Assessment Centres

16th September – Fast Start Programme begins

What support will I get whilst on the scheme?

- For the first 2 years of the scheme you will be placed in our 4 commercial functions (HR, Supply Chain, Sales and Marketing) for 6 month blocks. You will be given a real flavour of what it is like to work in that function which will allow both you and the business to see whether you would consider a long term career in that area.



- At the end of year 2 you will attend a Talent Centre and based on business needs and your strengths and preferences you will then be placed in to one of the 4 functions for your full final year.
- We will support you through your studies through academic block release and will also ensure that you have opportunities during your placements to put the theory learnt in the classroom in to practice.
- You will be assigned a mentor for the duration of the programme who will be there to guide and assist you to ensure that you get the most out of your learning experience and receive support and advice in any areas that you may need.

Will I get paid?

Yes! You will get a starting salary of £16,000 gross per annum. Each year we will review your performance and subject to continued progression and excellent performance you will be eligible for a salary review

Do I need to pay for my University tuition fees?

No. We will cover all tuition fees. We will also cover food and accommodation during your study periods in Sheffield (Subject to maximum allowances). You will be expected to purchase any books that you may require although we will have a library with the resources available.

Will I be entitled to holidays?

Yes. We offer 25 days holiday per annum plus Bank holidays which you will be entitled to take with prior agreement with your line manager

Will I get any other benefits?

- Annual bonus on the business's performance (subject to company T and C's)
- Membership in the Nestlé UK Pension Fund
- Your Flexible Reward scheme, offering a range of benefit options such as cycle to work and annual travel insurance (the full list can change from year to year)
- Your Discounts – Save money at a wide variety of retailers
- Your Recognition which encourages everybody at Nestlé to recognise a colleague, even if it means just saying thanks when someone's helped you out.

If you have any further questions, please feel free to contact us on the below email,

nestleacademy@uk.nestle.com

Don't forget to check out our website for information as well!

www.nestleacademy.co.uk

