



Leadership Rotation

During this rotation (3 months), you will have the opportunity to caretake a leadership position as well as leading a customer or community-based Social Impact Initiative.

As you make this key transition your coach will be there to guide you.



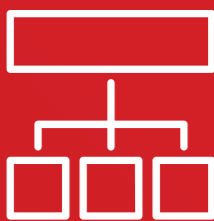
Breadth Rotation

Next, you will rotate through a different area of our business for 6 months building complementary skills and experiencing a completely different part of the Coles Supply Chain.



Rotations Within Business

You will spend your first 18 months (maximum) rotating through all of the key operational areas of your chosen business (i.e. Supermarkets, Distribution Centres, Liquor or Express), building your knowledge and giving you a deep understanding of the technical aspects of your role.



Operational Environment

Your experience on the Operations Graduate Program will be based on your chosen operational environment (Supermarkets, Distribution Centres, Liquor, Express).

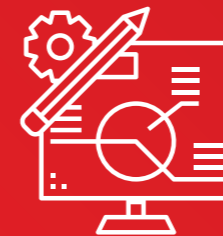
In each of these fast-paced environments, you will learn and be responsible for a variety of operational activities that will challenge you both mentally and physically.

During the program (maximum 33 months) you will also have the opportunity to participate in centrally-driven development activities that will further build your leadership capability.



Transition to Role

Finally, during your last 3-6 months, you will be supported as you step into your ongoing leadership position, feeling confident and ready to lead your team and business before formally completing the program.



Learning Objectives

Every step of the program will be anchored to either a defined learning outcome or a learning moment.

Should you have additional prior experience in a retail environment, there may be the opportunity to accelerate through this element of the Operations Graduate program by more quickly completing the assigned learning objectives.



Support Network

Throughout the program, you will have a dedicated support network including a peer buddy to help you settle in, a line manager to navigate the day to day and a Coach mentoring you throughout the program experience.