



# Do you know your onions?

Challenging opportunities in  
Food Commercial at Sainsbury's

Discover Sainsbury's





## Everyone knows Sainsbury's

With 1,200 supermarkets and convenience stores around the UK it's not surprising. Every week our 161,000 colleagues support 24.4 million customer transactions. We compete against Tesco, ASDA and Morrisons as one of the Big Four supermarkets and we're one of the UK's largest retailers.

This is a high profile, growing business that's constantly under public and media scrutiny. We put food on people's tables week in, week out. What we sell, how we price and what we communicate affects the everyday lives of millions of customers. We're also publicly answerable to thousands of shareholders, including many of our own colleagues.

## Lots of people know our success story

With a 16.7% market share, last year our sales topped £23.8 billion and profits before tax were £681 million. We will open 450,000 square feet of new store space both this year and next.

It's no secret that the grocery sector has become tougher lately, but we're still making progress ahead of our competitors. Last year we launched our new strategy to revitalise our performance: we continue to deliver on our strategic goals for 2020.

Our executive team is experienced, driven, ambitious and has a track record of setting challenging but achievable retail strategy. We're highly aware of our competitive market place and continually keep the pressure on ourselves to improve and refine what we do.





## Some people truly know our commercial power

Putting the products on our shelves is no mean feat. We work with 2,000 grocery suppliers to meet our shoppers' demands. Every one has to deliver value for our customers and meet our criteria, not only for profit, but for quality, sustainability, ethics and logistical feasibility.

With our five biggest grocery product groups each achieving weekly sales of £40m and customers spending £2.1 billion a year on canned and packaged foods alone, that's a major commercial and analytical undertaking. And behind every product, there's a supplier relationship to be managed and nurtured.

That's why the people who make this happen for us really need to know their onions. They wield tremendous influence and work with enormous budgets and volumes of stock. Good – or poor – buying decisions make a visible difference to our bottom line. We can't afford to give that responsibility to just anyone.



## The Food Commercial opportunity at Sainsbury's

It's our buyers who determine the products we sell and are responsible for the commercial results they deliver.

They operate in three business units in our Food Commercial division. Led by a director, each division is a major business unit with a multi-billion pound annual turnover.

A rigorous analytical framework determines the true end-to-end value of every product and underpins the buying team's decisions. We work to achieve challenging financial targets for revenue and profit. But there's also a wider context – of Sainsbury's vision and values and our business strategy. Helping customers Live Well for Less is about more than just price.





## Putting the figures in context

Our 20x20 Sustainability plan is a major business and public commitment to sourcing efficiently and ethically. It covers sustainable sourcing, waste control, packaging, Fairtrade, animal welfare, buying British, operational carbon and community impact, to name just a few. So our Food Commercial business unit teams must deliver long-term value and values for customers, suppliers, colleagues and stakeholders.

That makes grocery buying a challenging and diverse area that's right at the heart of Sainsbury's strategy.







## Be the complete business manager

There's an exciting opportunity to be responsible for your own business revenue stream and to visibly influence the operations and bottom line of a high profile company. Both Buyer and Buying Manager roles offer plenty of potential for development and career progression.

Our Buyers are responsible for the P&L of their own group of products. Our Buying Managers lead and manage a team of Buyers and are responsible for the category's overall performance.



## Business skills for success in large-scale commercial buying

Historically, food buying has often been a career for life, with retail buyers rising through the ranks to acquire experience in their chosen sector. We value the proven abilities and specialist knowledge that senior buyers from this background bring. But it's not the only route to commercial buying success.

## The best talent among retail outsiders and insiders

Our most accomplished buyers' capabilities are strategic, financial, analytical and commercial. They understand the value chain from cradle to grave. They're also excellent business relationship managers. Successful candidates are increasingly coming from the strategic, consulting and accountancy sectors, where they've also developed these highly transferable skills. They bring new perspectives and external knowledge to our buying teams and fresh enthusiasm for the retail environment.





## Sainsbury's is a great place to work

Whether you join us from the professional services sector or another industry or retailer, you'll probably find our culture rather different.

We're a hard-working team that operates in a 24/7 retail environment. It's driven and exciting. But we're not suits (in fact, we dress smart-casual) and we don't have an old-style long hours office culture. Balance and flexibility is important.

Our Food Commercial teams are based in our vibrant and contemporary central London office, in Holborn. It's called the Store Support Centre, to remind us that we're there to deliver for our colleagues and customers on the shop floor.

You won't be at your desk crunching numbers day in, day out. Visiting stores to see your ranges in action is a key part of the role. You'll also spend time with suppliers – in the UK and abroad - to nurture those vital relationships and ensure that together we're meeting our strategic and sustainability commitments.

## A place where people matter

One of our core values is "Great place to work". That means colleagues are at the heart of Sainsbury's business. It's a people-focused working environment, where colleague satisfaction and wellbeing really count. Our culture is positive, passionate and inspiring – it's a workplace where everyone is eager to make a difference.

## Making a visible difference every day

Retail is a fast-moving and competitive business. We're a nationally renowned organisation and a high street brand with a 147 year heritage. You'll probably find people take a lot of interest in what you do, because everyone knows something about Sainsbury's. If you join us as a Buyer or Buying Manager, you'll really know about what makes our business so successful. You'll be a part of it.



### Buyer - benefits

- **Bonus scheme up to 20% of basic salary**
- **Pension scheme 7.5% of basic salary**
- **At least 10% discount in store and online**
- **24 days' holiday rising with length of service**
- **Expensed company car**

### Buying Manager - benefits

- **Bonus scheme up to 65% of basic salary (split 60/40 between cash and shares)**
- **Pension scheme 12.5% of basic salary when you contribute 5%**
- **At least 10% discount in store and online**
- **27 days' holiday rising with length of service**
- **Company car or £6,000 cash allowance**



**For more information on Buying at Sainsbury's,  
including interviews with some of our brilliant team, take a look at our video:**



**To register your interest in these highly visible,  
high-impact roles contact our retained consultant:**

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