



Finance Trainee Program

At DICK'S Sporting Goods, you will have the opportunity to learn from and work with the leaders of a growing Fortune 500 company. DICK'S Sporting Goods is returning to campus this year; to recruit, train and develop top collegiate talent into well-rounded retail professionals, creating a talent pipeline to support future leadership needs.

This two year program, based out of Pittsburgh, PA, will expose you to a broad range of business activities while working through rotations in Accounting, Financial Planning & Analysis, Internal Audit and Strategic Sourcing. At your successful completion of this structured program, you will be placed into one of these areas of the Finance Department based on your overall performance throughout the rotation, your interest in an area and business needs.

Rotation Outline:

- **General Accounting & Financial Reporting:** With guidance from your manager over this 6 month period, you will have an opportunity to participate in the accounting and financial reporting cycle of a public company. You will be responsible for ensuring certain expenses are properly recorded, researching variances to budget, and providing supporting work papers to our external auditors. Additionally, you will assist in the preparation of financial reports for senior management, the Board of Directors, external investors, and the Securities and Exchange Commission.
- **Financial Planning & Analysis:** You will spend 6 months as a Financial Analyst working on projects to support key business initiatives by preparing the appropriate analysis and presenting the results to senior management, preparing competitor benchmarking and analysis, ad hoc analysis and reporting on current business trends.
- **Internal Audit:** For 6 months you will participate in physical inventory inspections and audits at Dick's Sporting Goods and Golf Galaxy stores. In addition, you will participate in the execution of Sarbanes-Oxley testing and execute SOX testing schedules. Also, you will interact with various staff to manager level associates within the organization to further document IA's understanding of the financial and IT business processes and internal controls and assist Staff and Senior Auditors with Operational and Financial Audits and work on various special projects.
- **Strategic Sourcing:** During this 6 month rotation you will assist the team in the identification and execution of sourcing projects. This includes business process reviews, financial analysis, RFP development, supplier calls, eAuctions and contract negotiation. You will have the opportunity to work both on the project management as well as the technical sides of Strategic Sourcing.

Key program experiences:

- An orientation to introduce you to the company, Pittsburgh, the program and your classmates
- Working closely with associates, who are experts in their area of business
- Formal evaluations after each rotation, mid-point evaluations in the core rotations of Accounting, Financial Planning & Analysis, Internal Audit and Strategic Sourcing.
- Interaction with associates across all levels of the company including Senior Executives
- On the job training specific to your area
- Various professional development workshops and opportunities

Skills we are looking for:

- A competitive spirit with a passion for results
- An interest and confidence in working with data and numbers; strong mathematical/quantitative skills highly preferred
- Demonstrated leadership skills and ability to independently make data-driven recommendations
- A curiosity and desire to learn about consumer and retail trends, including customer demographics, purchasing influencers and emerging technology



- Dynamic written and verbal communication style to read and write reports, as well as communicate cross functionally and vertically throughout the organization
- Ability to work in a fast-paced and deadline-oriented environment

We look for potential candidates with:

- A GPA of 3.2 or higher
- A bachelor's degree in Finance or Accounting from an accredited college or university
- Strong proficiency in Excel
- The willingness to relocate to Pittsburgh, PA

Program Start Date: Monday, June 19, 2017

Overview of Dick's Sporting Goods:

Today, headquartered in Pittsburgh, PA, DICK'S Sporting Goods, Inc. is a leading omni-channel sporting goods retailer offering an extensive assortment of authentic, high-quality sports equipment, apparel, footwear and accessories. As of April 30, 2016 the Company operated 647 DICK'S Sporting Goods locations across the United States, serving and inspiring athletes and outdoor enthusiasts to achieve their personal best through a blend of dedicated associates, in-store services and unique specialty shop-in-shops dedicated to Team Sports, Athletic Apparel, Golf, Lodge/Outdoor, Fitness and Footwear.

DICK'S also owns and operates Golf Galaxy, Field & Stream, True Runner and Chelsea Collective specialty stores. DICK'S offers its products through a content-rich eCommerce platform that is integrated with its store network and provides customers with the convenience and expertise of a 24-hour storefront.