



## Merchandising 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.

Based out of our Pittsburgh, PA Store Support Center, this one-year training program will expose you to a broad range of business activities through assignments, including:

### **Rotations (Order of Rotations will vary):**

**Allocations & Replenishment:** Spending 12 weeks with an Inventory Planner educates trainees on the shipment and flow of goods in and out of Dick's Sporting Goods stores. During this time, MTPs will gain hands-on experience in the analytical systems that keep our stores in stock on a daily basis. While in this rotation, trainees are given the final 4 weeks to manage the business independently, essentially providing the opportunity to take ownership of a business category.

**Buying:** Throughout these 12 weeks, each trainee will be placed with a Buyer in a particular category of the business (ex. Golf, Baseball, Apparel, etc.) to carry out the basic responsibilities of an introductory buying role. During this time, MTPs will communicate with vendors, determine products to carry in store, analyze the space and flow of those products, as well as work with cross-functional teams (ex. Advertising, Space Planning, Pricing, etc.) to execute the sale of those goods.

**eCommerce:** MTPs will spend 2 weeks in an eCommerce Training Camp where you will gain baseline knowledge of how to leverage Omni-channel analytics, channels of distribution, and customer facing platform to maximize business results. Trainees will also leverage web analytics and user experience data to identify opportunities and make recommendations to improve the business and customer experience.

**Product Development:** A 2-week time frame in product development allows each trainee to work directly with a Product Assistant on managing a brand or product exclusive to Dick's Sporting Goods. While in the rotation, trainees gain exposure to the full life-cycle of a sporting goods product through sourcing, negotiating, producing, shipping and selling that good. Often this allows trainees to experience a unique side of merchandising through production and communication with international vendors and distribution centers.

**Planning:** During these 4 weeks, trainees will work with a Merchandise Planner to understand the basic financials behind the merchandising business. Specifically, MTPs will help forecast sales, margin and inventory turn for a particular department, partner with the buying team to develop preseason financial plans, and complete ad-hoc analysis to understand seasonal trends. This rotation often brings full understanding as to how the planning, buying, and allocating positions work together to provide a seamless merchandising business.

**Supply Chain:** A 2-week rotation where trainees will create foundational knowledge of inventory flow paths, timing to market, and internal process through distribution network. Trainees will recognize best practices for product flow, purchase order creation, logistics, and tracking.

**Stores:** Acting as a sales associate in Pittsburgh-area stores, these 12 weeks enlighten trainees with a dynamic view of our stores. During this time, trainees will spend 1-2 weeks on the sales floor in each department, allowing for a full view of the company's product offerings, customer demographics and providing insight into the day to day operations of a store. Trainees also work on an interactive team project that analyzes current or proposed store process improvements, past projects have been implemented chain-wide.



Throughout the program, you will learn through both on-the-job training and facilitated classroom sessions presented by leading experts in the retail and sporting goods industries. In addition to your assignment-specific training, you will also have the opportunity to take part in the Professional Development Series offered exclusively to Merchandising Trainees. This series will include various opportunities to develop your professional skills and retail knowledge including; Functional Overviews of various departments at DSG, intensive Excel training, the creation of an Individual Development Plan to help you identify and maximize your strengths, as well as many other developmental offerings.

#### **Key program experiences:**

- Analyzing of multiple data points to make recommendations to help drive three key business metrics; sales, gross margin, and inventory turnover
- Building strong collaborative relationships with our vendor partners, store teams and fellow associates
- Partnership with fellow associates in all merchandising groups, product development, sourcing, eCommerce, supply chain, visual merchandising, marketing, and stores to deliver a great customer experience
- Make data-driven recommendations on the product assortment available to our customers both in our stores and through our online portal
- Support and formal mentorship from both peers and director-level or above associates
- A strong business and mentor relationship with the Program Managers
- Interaction with associates across all levels of the company, including Senior Executives
- At the conclusion of the program, trainees will be placed as an Assistant Inventory Planner or Assistant Buyer

#### **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 Supply Chain, Finance, Economics, Management, Accounting, Marketing or other related business or retail major from an accredited college or university
- Strong proficiency in Excel
- The willingness to relocate to Pittsburgh, PA

#### **2016 start dates:**

February 6<sup>th</sup>, 2017— June 19<sup>th</sup>, 2017 — September 5<sup>th</sup>, 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.