

Distribution Center Leadership Pathway

TJX

The TJX Companies, Inc. is the leading off-price retailer of apparel and home fashions in the U.S. and worldwide, ranking No. 89 in the 2016 Fortune 500 listings, with \$30.9 billion in revenues in 2015, more than 3,600 stores in 9 countries, 3 e-commerce sites, and approximately 216,000 Associates. We operate T.J. Maxx, Marshalls, HomeGoods and Sierra Trading Post, as well as tjmaxx.com and sierratradingpost.com, in the United States; Winners, HomeSense, and Marshalls in Canada; and T.K. Maxx in the United Kingdom, Ireland, Germany, Poland, Austria, and the Netherlands, as well as HomeSense and tkmaxx.com in the U.K., and Trade Secret in Australia.

We see ourselves as a global, off-price, value retailer and our mission is to deliver great value to our customers. In our nearly 40-year history, we have delivered steady sales and earnings growth and some of the highest returns on investment we have seen in retail. We believe that we operate one of the most flexible business models in the world and that year after year, our great flexibility has enabled us to succeed through various economic and retail environments.

What's the offer?

As a business, we move at speed. Thanks to our unique business model and pioneering approach to distribution, if one of our Buyers negotiates a deal on Monday, that product could be in our stores by Friday. TJX Distribution Centers are the hubs of this huge worldwide logistics operation. Our DC Leadership Teams are entrepreneurial problem solvers who are responsible for millions in inventory, and develop creative plans to optimize the flow of merchandise, as well as engage and inspire their teams.

You'll start out as a Distribution Center Associate Supervisor or Supervisor, experiencing a blend of formal training and on-the-job experience that will teach you how to collaborate with teams across the business, ensure operational efficiency, and mentor and develop your team. From there, you'll quickly progress to a position where you are reviewing and analyzing KPIs, and utilizing your leadership and operational skills to increase business productivity. All the while you'll be driving day-to-day operations by streamlining processes, cultivating a safe work environment and maximizing efficiency.

Where could it take you?

From here, you'll begin the journey towards a General Manager role, although there are several different pathways that you might choose to explore in the future, including store operations, field management, or at the corporate office.

What do you need?

Getting the right product, to the right store, at the right time takes highly intelligent, entrepreneurial and commercially insightful leadership. Specifically, we're looking for:

- Graduating Seniors with a strong history of academic performance
- Strong analytical thinking and complex problem-solving skills
- Proven leadership, team collaboration and strong communication skills

- The confidence and flexibility to thrive in a fast-paced environment
- An entrepreneurial drive and business acumen

If you're ready for the challenge, let your adventure begin at [tjx.com](https://www.tjx.com)