



## **MACY'S STORE MANAGEMENT EXECUTIVE DEVELOPMENT PROGRAM**

Step outside the cubicle and embark on a leadership journey where you will gain experience developing teams, executing merchandising strategies, and consulting key business partners on strategic initiatives to drive sales growth. In the Store Management Executive Development Program, you'll learn what it takes to be a successful store manager at Macy's, and you'll do it in a position of high visibility and substantial responsibility.

The Store Management Executive Development Program (EDP) is a series of rotational experiences designed to develop the leadership, strategic planning, and communication skills necessary to run a multi-million dollar retail business and enable rapid career progression. Through personalized learning experiences and on-the-job training, you'll develop a global and strategic view of the retail landscape and prepare to rise through the ranks of a Fortune 500 company.

Throughout the program, you will be exposed to several key functions including Sales Manager, Merchandise Team Manager, and District Merchant that will prepare you for advanced leadership opportunities. You will be paired with mentors in each rotation who will provide development and personal attention to drive your success in the program. EDP trainees are given a clear path to advancement with the expectation that you will become a senior leader at Macy's.

### **Training & Mentorship**

Throughout your 2 ½ year rotational experience, you will have a variety of training on how to drive sales through effective leadership, develop merchandising strategies and new initiatives and by being part of the District Team who impacts the business through strategic decisions. The rotational aspect of the program allows you to move through various leadership roles within the Stores Organization. You will be paired with a peer mentor through each rotation who will take time to help you learn the business and develop the skills necessary in each job. You will also have a Senior Leader mentor who will support your development through the entirety of the program. You'll transition into training and placement in multiple roles, testing and fine-tuning your management skills and business acumen. At the end of the program you will be placed into a leadership role within a store where you will be able to exhibit the skills you have learned throughout your time in the Executive Development Program.

### **A Measurable Impact**

**Sales Manager (14 months):** You will coach and develop a team of approximately 10 to 20 associates, helping to create a customer-focused selling environment. You'll have the opportunity to drive sales and profit through a range of activities. Some of the key responsibilities include: hiring & developing talent, helping to run the daily operation of our stores, and empowering your team to deliver on our customer service promise. You will also analyze business trends and make decisions to drive sales growth in partnership with your team. With a flexible schedule that includes your regular preferences, you are able to maximize both work/life balance and the ability to run your business effectively.

**Merchandise Team Manager (8 Months):** As you shadow a Merchandise Team Manager, you will be an integral part of understanding and planning merchandising initiatives to drive a business. Merchandise Team Managers drive and exceed sales goals by developing and executing strategies while determining new business-driving opportunities. Key responsibilities include optimizing product placement, and inventory on the sales floor, analyzing business trends, ensuring accurate pricing and signage, and leading a team.

**District Merchant (8 Months):** The final rotation is focused on shadowing a District Merchant. District Merchants are responsible for driving a particular category of business across multiple stores in a District. By being a district executive you will have the opportunity to consult stores through merchandise execution strategies and recommend solutions to grow the business. You will become the subject expert for the category and influence changes to brand assortments that reflect specific customer preferences. District Merchants are highly analytical and fully understand the competitive landscape as well as local market trends across the district.

**Career Growth**

EDP Trainees are considered fast-track executives with the hope and expectation that you will one day become a senior leader in our company. Through your rotational experience you'll have many chances to interact with Store Managers, business partners, and district teams to gain greater insight into the structured and unstructured career paths available in our stores organization.

**An Innovative & Dynamic Work Environment**

As a leader at Macy's, you will help drive our companywide focus on employee engagement and the recognition of success. You will be an integral part of a performance-oriented management team that encourages collaboration and friendly competition. Being a manager means you set the pace and direction of your business. You'll have the opportunity every day to innovate and test new ideas. With a flexible schedule that includes your regular input, you are able to maximize both work/life balance and the ability to run your business effectively.

**Qualifications**

First things first, you will need a bachelor's degree from an accredited university by the time you start with us and a minimum cumulative 3.0 GPA is preferred. All majors will be considered for this opportunity.

Some qualities that we seek in candidates include Intellectual curiosity, a positive attitude, and self-motivation. Beyond that, you should have a sincere passion for engaging with people—and the communication and organizational skills to match. Managing a team also calls for leadership experience that includes the ability to solve problems and drive results through others. Successful candidates have a strong business acumen, the ability to execute plans and strategies, and a curiosity about developing a modern retail business.

**Locations & Start Dates**

Opportunities are available in major market throughout the United States. The program begins mid-summer.