



MACY'S STORE MANAGEMENT SUMMER INTERNSHIP PROGRAM

The inner workings of a multi-million dollar retail department store are both complex and dynamic. As a key player on a store leadership team, you'll learn the challenges and collaborate on the solutions. Plus, you'll get a firsthand introduction to the strategies and partnerships that will make you highly successful in this exciting, fast-paced program.

Available nationwide, the Store Management Internship will give you exposure to all facets of the leading a store including customer service, merchandising, business analysis, store operations, associate development, human resources, and asset protection.

Training & Mentorship

During the paid 8-week program, you will spend much of your time paired with a hand-picked Sales Manager mentor who will model leadership best-practices and help you grow through continuous constructive feedback. You will have the opportunity to shadow a Merchandise Team Manager who will help you understand and plan merchandising initiatives to drive a business. You'll also spend time with a District Merchant who will show you how they consult stores through merchandise execution strategies and recommend solutions to maximize sales. Using your intern guidebook, you will work through weekly assignments, have the opportunity to meet and learn from executives from different business functions in your store and district, and spend several weeks on a capstone business-driving project and presentation.

You will also have the opportunity to network with other interns from your area by attending regional Intern summits. You will meet senior executives, dig deeper into the analytical side of our business, and explore big picture strategies.

A Measurable Impact

As a Store Management Intern, you'll help create a customer-focused selling environment by learning what it takes to coach and develop a team of associates. You will also help drive sales and profit through a range of different activities including: assisting in the daily operation of our stores, training and coaching associates, and analyzing trends alongside business partners who influence merchandise selections that better meet our customers' needs. Additionally, your capstone project is not a case-study; the project is redesigned every year to focus on one of our current company initiatives, and you will truly have the opportunity to affect the success of our business through your ideas and hard work.

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 your ideas. With a flexible schedule that includes your preferences, you are able to maximize both work/life balance and the ability to run your business effectively.

Career Growth

Over the summer, you'll have many chances to interact with Store Managers, business partners, and district/regional leaders to gain greater insight into the structured and unstructured career paths available in our stores organization. An internship is a test run for both you and the company to determine job and culture fit. Upon successful completion of the internship, and with your store's recommendation, you may be offered a position to join us in your career after graduation as a Store Management Executive Development Program trainee. EDP trainees are considered fast-track executives, with the hope and expectation that they will eventually become senior leaders in our company.

Qualifications

First things first, to be eligible for our internship, you should be in your junior year, on your way to earning a bachelor's degree from an accredited university. A cumulative 3.0 GPA minimum 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

The Store Management Internship is offered in stores located in key regional markets including New York City, Chicago, Los Angeles, San Francisco/Bay Area, Miami and Houston. The program starts in June.