



## Business Graduate

We nickname our Graduates 'Future Talent' because they'll often go on to do great things, either here at TGB or in the wider working world.

We are proud to offer an 18 month rotational programme giving you industry experience in a global brand (but with family feel) organisation. As part of the emerging talent community, you'll get access to our 70:20:10 learning and development framework\*

Whether you already know that you want to be a 'Vehicle Systems Planning and Data Insight Marketing Analyst' or that you know you want to work for an innovative business and you're open to be tempted into what that actually looks like for you, our Grad Scheme will provide you with experience in a generalist sales and marketing business. Our rotational programme allows you to undertake meaningful work, leaving a legacy in each department you work in, building a holistic picture of the way Toyota get things done.

You might be a complete petrol head (which is great, but you don't have to be), love innovation and believe that there's 'Always a better way'. If so, read on for more information about our graduate scheme and how we make it as easy as possible for you to apply!

*\*Which means we don't take a one size fits all approach to learning and know that not everyone wants to sit in a classroom all day.*

### **About TGB – In a nutshell**

You might already follow Toyota or Lexus on social media or in the news and have heard about the great things that we continue to achieve globally, well, what we do here at TGB helps achieve those great things! Here at our ECO HQ in Surrey, we support the car dealership network as the sales and marketing functions for both Toyota and Lexus in the UK. We're a diverse team with a common goal, to do business the way that customers love.

### **Whistle stop overview**

Our Graduate placements are based on an 18 month rotational format that'll help you to develop into a fully rounded business professional. Our department rotations are hand-picked to ensure they'll give you genuine exposure to our famous processes whilst growing your critical skills for success. You'll be given a genuine opportunity to develop and to showcase your project management skills, problem solving and flare for innovation. You'll also get first-hand experience of why we believe it's important to always strive for 'A Better Way'

You'll have departmental rotations with us that'll include some areas like; Marketing, Sales and Supply Planning, Customer and Network Support, Social Media and Business Operations. You'll also spend some time with our field team and in our Dealerships, to meet customers and gain valuable insight into what business looks like for Toyota on the frontline.

Our Grad scheme supports a 70:20:10 learning framework which gives access to dedicated training including, personal impact and presentation skills, as well as PRINCE2 project management qualification.

### **What do we look for?**

TGB are looking for graduates that want to have a positive impact on the way we do business as well as have the tenacity and perseverance to keep pushing forward and overcome obstacles to get the job done. You'll need to be happy to work within a team environment and understand the importance of collaboration, as well as be keen to seize organic learning opportunities as they occur through the programme. We love our graduates to be focused on customer centricity and have an ability to be flexible in their thinking style, embrace multiple perspectives and challenge the status-quo!

### **You want in?**

We'd love to hear from you if you:

- Have an undergraduate degree (within the last 12 months), or be on-track to graduate in 2020
- Are on track to achieve a minimum 2.1.
- Have ideally completed a placement year as part of your degree
- Are confident in communicating with a wide demographic of customers
- Have a positive outlook and problem solving mind-set.
- Are really team focussed and able to build relationships
- Are passionate about customers & obsessed with delivering a service the way that customers LOVE!
- Reside in the UK and are either living within or willing to relocate to within a commutable distance of our ECO HQ (Epsom, Surrey)

### **What you'll get** - Great people deserve great things

Enabling you to be the best you can be is top on the list at TGB, so it's more than just an externally benchmarked salary and bonus that puts smiles on the faces of people that work here:

- Differed Credit Scheme for Toyota & Lexus cars
- Wellness Benefits portal to help you make flexible choices that are right for you and your family
- Access to attractive car schemes for you (& your family)
- Eco HQ, free parking & restaurant offering a fantastic working environment
- Generous annual leave which increases with service and holiday trading option.
- Flexible working initiatives\*
- 2 volunteering days per year and various Corporate & Social Responsibility initiatives.
- Dental insurance and healthcare cash back to compliment Private Medical Healthcare, Employee Assistance Program & eye tests
- Preferential rates for insurance policies including critical illness
- Exclusive discounts & discount website
- Onsite gym, Sports and Social Club, cycle to work scheme & flu jabs to keep you healthy
- Regular 121s with your manager, a personal development plan reviewed quarterly with a range of training & support (as per the TGB Management Deal)
- Annual events and random acts of kindness throughout the year (e.g, summer party, Green month BBQ)

\*We don't take a cookie cutter approach to working flexibly because this means different things to different people. It's best to talk to us about the flexibility you'd like at the interview and although

we can't promise that we'll be able to give you exactly what you want, we will definitely promise not to judge you for asking. We love it that lots of our people work flexibly!

## **The Process**

We want to make sure that we get the best future talent available, so we've designed a fair and robust screening and recruitment process to firstly, help us decide if you're right for us and just as importantly, help you decide if we are right for you! All of our processes are mapped to our internal competencies and potential model as well as ensuring a great fit for our innovative and customer focussed culture.

### **Application → Psychometric Testing → Virtual Interview → Assessment centre**

If you're super organised and get your application in when they open in August, don't feel disheartened if you don't hear from us until applications close on 11<sup>th</sup> October 2019. We'll apologise in advance if you have to wait to hear from us but giving review time to each application can take a while and getting the right people into our emerging talent community is something we don't like to rush.

If you ended up reading this far and something we've said has sparked your interest, then we'd really like to hear from you! – You can apply directly through our careers site.

### **Toyota loves diversity -**

To innovate, we need diversity of thought so a diverse and inclusive workplace is hugely important to us. We won't discriminate against any protected characteristics, we'll judge applications on merit and promise not to make any assumptions.

