

About Mars

Mars®, Snickers®, M&Ms®, Twix®, Whiskas®, Pedigree®, Sheba®, Cesar®, Uncle Ben's®, Juicy Fruit®, Orbit®, Extra®, Big Red®, Dolmio®, Klix® and Flavia® ... these are just some of the household name brands that form the global, \$30bn Mars portfolio.

It's little wonder that it takes over 70,000 associates on 223 sites in 180 countries to run a business on this scale. It will also come as no surprise that when recruiting graduates, Mars settles only for candidates of the very highest calibre.

A \$billion family business

But what might raise a few eyebrows is the fact that Mars Incorporated is still a private, family-owned business. The freedom that brings allows entrepreneurial spirits like you to suggest, negotiate and act upon daring, groundbreaking commercial solutions. Solutions that might have hit a financial brickwall elsewhere. It's an approach that seems to be working. And Forbes agrees. In 2009, we were 6th on their Top 500 Private Companies list.

5 Principles

We've talked about our brands; we've talked about our privately-owned status. Both are key to who we are. But the foundations of our success (and the business as a whole) lie in five core principles: Quality, Responsibility, Mutuality, Efficiency and Freedom.

More than a statement of values, they are a set of fundamental beliefs that help to shape and define us as a company. They express our vision not only of who we are, but where – and what – we want to be. This helps us to speak a common language in a multinational environment.

It is this unique company culture, built around those five principles, that makes Mars Incorporated stand out from the rest. And it is also one of the key factors that have made Mars development programmes a class of their own.

Opportunities

Across Europe, Mars has a diverse offer of graduate programmes and direct-entry opportunities for high-calibre graduates. Overall, we have fast track opportunities for those who want to specialise in marketing, sales, human resources, logistics, finance, purchasing, engineering or research and development. Opportunities are given reaching out in the market and along the value chain.

Let's have a closer look into our Management Trainee programme – the so-called Management Development Programme (MDP). Currently existing in our key markets, Germany and UK, this is a highly selective, three year fast track – the opportunity to gain breadth across all areas of the business and a chance to work across

Europe. You could work anywhere from manufacturing through human resources and supply chain to sales and marketing. All with the purpose for you to really getting to know the essentials of our business with a balance between daily responsibilities and strategic projects. Three years to prepare you right for a responsible management position within Mars. Three years to develop strategic agility and build a network that supports your management career. The MDP is not a regular trainee programme finding out what you want; it is about contributing in every project in different settings and department. This is why three years is a great setup to step directly into a management position.

If you are interested in Finance, our European Finance Development Programme (EFDP) offers talented graduates a fast track to a financial leadership role. Over three challenging and rewarding years, you will work on 3 different placements: for example a supply-focused role, a consumer-focused role and a financial control role. These assignments could take place in any of our local sites and in any of our categories, giving you plenty of diverse experience. One of these placements will be based in another European country, ensuring you get the invaluable international experience you need to make it to the top.

Whichever route you choose, you'll have access to a fantastic support structure – including experienced line managers and your own personal mentor, who'll be on hand to offer advice and guidance throughout your programme. Responsibility will come quickly, and on a scale that you'd be hard pushed to find anywhere else. Plus you'll have freedom, and the opportunity, to drive your own development and ultimately determine your own destiny.

In the area of direct entries we have opportunities across the board. From specialist and analytical functions to more generalist positions. Having responsibility from the start characterises any job at Mars. If you start at Mars at one department you might be surprised where your next career step may take you. There is plenty of opportunity to develop your career along the supply chain or apply for a position with a focus on the market.

What are we looking for?

So, how do you know if you're a 'Mars' graduate? Well, naturally, specific jobs or programmes will require certain technical skills and qualifications. And there are a few other 'must haves', like an impressive academic history and a broad range of interests outside the classroom.

We're a hugely diverse organisation operating in a wide variety of markets, so we're looking for people from all walks of life (both professionally and personally) and of all ages. However, there are certain traits we do tend to keep an eye out for, regardless of your background or chosen professional route.

We're looking for business savvy individuals. We're interested in eager people with a drive and entrepreneurial spirit. We're after people who, instead of waiting for things to drop in their lap, will actively seek out new opportunities and ways to develop themselves and others. People who still have and keep a burning desire to learn. People who want to lead rather than be led. And all that in a team environment based on our 5 principles, unrivalled by anyone else.

We're asking a lot, we know. But these aren't your average graduate opportunities. You'll be given your own business-critical projects to manage. Projects with real responsibilities, pressures and challenges. You'll have the chance to make an immediate contribution to the business, and benefit from all the rewards and

recognition that brings.

If you've got the passion and drive to make things happen; to try new things; to take risks, to exceed expectations; you could feel right at home here. Then, instead of reading other people's success stories, you'll be writing your own.

Jobs of Mars at the Berlin event include:

[Management Trainee \(Germany\)](#)

[Management Trainee \(UK\)](#)

[European Finance Management Programme](#)