

# CAREER OPPORTUNITY

## *With Pakistan's Pioneer Retail Store*

### STORE MANAGEMENT TRAINEE PROGRAM

Are you looking for an excellent career opportunity in Retail/ FMCG? If you are aspiring to make a long term career with Pakistan's oldest and one of the largest chain of retail stores i.e CSD (Canteen Stores Department) you are invited to join our Store Management Trainee Program. This program is aimed at augmenting our talent pool by attracting suitably qualified and ambitious candidates for a comprehensive on-job training and subsequent placement as second tier of Store Managers. These trainees with compatible educational qualification coupled with practical experience of CSD functioning, when given job roles, are expected to play a viably contributing role in the management and operability of CSD outlets with increased efficiency, sales and profitability.

### Eligibility

- a. **Qualification**. The applicants (Pakistani residents) should be min graduates (16 Years) from HEC recognized universities preferably in following disciplines: -
  - (1) Supply Chain Management
  - (2) Marketing
  - (3) Commerce/ Accounting and Finance
- b. **Experience**. Graduate candidates having 1-2 years post qualification experience in Retail Sector / FMCG / Sales and Marketing will be preferred.
- c. **Age and Gender**. Candidates should be male not more than 35 years of age.
- d. **Skills and Capabilities**. Applicants are expected to possess following competencies: -
  - Computer proficiency (MS Office etc).
  - Good communication and interpersonal skills.
  - Ability to learn and apply new skills.
  - Ability to handle difficult situations.

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### Selection Procedure

- **Written Test**. Written test will be conducted for initial evaluation of the available pool of candidates. Test will include all necessary areas to judge the literacy and numeracy skills of the candidates. Moreover, appropriate portion will be allocated in the test to assess critical and creative thinking capabilities of the candidates.
- **Interview**. Shortlisted candidates will be called for interview before the selection board.

### Training Methodology

SMTs will undergo 24 weeks training at CSD. Their performance will be monitored closely during the training period and they will be exposed to all functional areas of store/ shop during this period.

### Remuneration & Benefits

During training period, SMTs will be placed in SPS-5 i.e Rs. 30,000. On completion of training period, they will be placed in SPS 6 depending on their suitability. Group Health for Self and dependents (less parents), Group Life Insurance for Self, Bonuses and Hire Purchase facility as per CSD HP Staff Policy.

**Termination from Training Program.** Following will warrant termination of SMTs from training: -

- Poor conduct and Discipline
- Absent without intimation
- Poor Performance
- Average/ Below Average Grading in the probationary report

*Interested applicants may apply on <https://career.csd.gov.pk/> by registering themselves on online career portal.*

*Applications be sent by 20<sup>th</sup> February 2022.*