We are absolutely thrilled you are interested to join us at Rohlik Group. By now we have spoken to you about your experience and personality in great detail. Next step is to find out how you tackle a task in reality.

**Head of Construction & Facility**

**Situation 1**

We are opening many Fulfilment Centers (FC) in different countries for the next 18 months. All designs are outsourced, and we are leasing our FCs. The current expansion team, which does not have the full expertise in that area, is leading those projects by ensuring the construction is done on time with our current developers and relying on external consultants

You have been assigned to build a team and define the optimum way to both reach the deadlines of construction according to local regulations as well as optimizing our costs. We noticed in one of our countries that the overall rents have increased by 300% September ytd. Racks and conveyors are ordered by the countries and our costs have increased by 40%.

**Task 1**

Can you share with us your short term plan to reduce our costs of racks and conveyors by 20% by the end of December and your strategic views for the next 18 months in terms of negotiation of our FC rental to reduce them by at least 15%?

**Situation 2**

Your role is also to manage all facilities of our Company. Our facility managers in our countries don’t have a clear view on their duties and responsibilities. Furthermore, they don’t have any budget to follow and don’t understand their duties. In one of our countries, energy costs have increased YTD over 60%, cleaning by 500%, security by 400% and our forklift rental by 500%

**Task 2**

What is your immediate action plan to reduce our overall costs by 20% in a sustainable way for the next financial year which begins in May 2022?

Can you also share with us how you will drastically change this way of working for your team? What will be the top 3 points you will focus on in the next 2 months to make them accountable, entrepreneurs and proactive?

What will be your future views on the structure in the countries as well as at Group level?

**Format**

Result of the case study should be captured in a format of your choice that is easily shareable with us during the next meeting. We don’t need you to write essays, clear and consistent content is much more important to us. Please send us the presentation materials of your Case study 1 day prior to the meeting so we can review and get ready for the talk.