

Program Overview – Merchandise

Join the CORE **Merchandising** Executive Development Program and experience a merchandising organization unlike any other. Dollar Tree's merchandising pros travel throughout the United States and world to find merchandise that offers extreme value to our customers. This requires extraordinary skills, creativity, and innovation — hallmarks of our merchandising teams.

As a future Merchandising executive, you will spend one year preparing for this dynamic and rewarding position through hands-on experience and diverse learning activities. You will work alongside experienced associates in the Planning, Inventory Management, and Buying departments to learn what it takes to carry out their challenging mission-critical responsibilities.

As a CORE Merchandising Executive Development Program participant, you'll experience:

- Targeted professional and technical development.
- Direct interaction with Dollar Tree's Chief Executives.
- Ongoing professional development plans for continued growth.

The CORE Executive Development Program provides graduates with a solid organizational foundation, executive support and the opportunity to build peer networks.

Target Position – Merchandise

CORE **Merchandising** Executive Development Program graduates are valuable members of the Merchandising Division team, carrying out a broad range of responsibilities that are critical to Dollar Tree's success and growth.

Key Responsibilities

- Manage assortment definition and product selection.
- Participate in business performance reviews and promotional planning.
- Team up with Merchandising colleagues for product distribution and planning.
- Partner with Field Operations to identify opportunities for innovations.

Requirements

- Bachelor's Degree in Business or related field
- Retail experience (preferred)
- Ability to relocate to the Chesapeake, Virginia area

Dollar Tree's Corporate Headquarters is in Chesapeake, in the heart of coastal Virginia. Ranked by "Money" magazine in 2010 as one of the country's top 100 best places to live, the city is just minutes away from the Atlantic beaches and an easy drive to the slopes of the Blue Ridge or the attractions of Washington, D.C. Chesapeake's outdoor activities (golfing, biking, hiking, kayaking, etc.), great shopping and dining, vibrant musical and cultural scene, and rich history combine to offer something for everyone.

Program Overview – Logistics

The CORE **Logistics** Executive Development Program creates competent managers in 6-9 months of structured learning and hands-on experience. Participants complete rotations alongside experienced Associates in every Distribution Center department including Inbound (Receiving & Equipment) and Outbound (Order Selection & Shipping) operations.

The fast-paced, hands-on program activities enable participants to acquire organizational and technical knowledge as they gain systems expertise and develop business skills.

Elements of the CORE Logistics Executive Development Program include:

- Acclimation to the Logistics Division.
- Targeted professional and technical development.
- Specialized technical development instruction.
- Direct interaction with Senior Leaders.
- Ongoing professional development plans for continued growth.

The CORE Executive Development Program provides graduates with a solid career foundation, executive support and the opportunity to build peer networks.

Target Position – Logistics

CORE **Logistics** Executive Development Program trainees will learn Management's role in all related departmental functions for the various departments of the Distribution Center; putting them in the driver's seat of their own Distribution Center department within 6-9 months.

Key Responsibilities

Trainees will learn management's role in Receiving, Equipment, Order Selection and Shipping by rotating through each department to learn and understand the following:

- Work processes, key metrics, facility layout, work flow and planning and cost control measures.
- Recruit/network, hire, train, develop, motivate, evaluate, counsel and coach Distribution Center Associates.
- Supervise daily activities in the department, allocate work and monitor productivity, ensuring the highest standards of quality, safety and housekeeping are maintained.
- Demonstrate the ability to effectively drive for results while continually improving department performance.
- Develop personal and professional leadership qualities to become an effective leader that is able to successfully lead and motivate 20 or more department Associates by fostering a team environment and demonstrating the ability to motivate and influence others to achieve a common goal.

- Understand the interrelationships between each department and the supporting functions of Human Resources, Quality, Maintenance and Safety and the roles they play in the operation of the Distribution Center.

Requirements

- Bachelor's Degree in Supply Chain Management/Logistics or related field
- Ability to relocate

For more information contact Morgan Lemley at mlemley@dollartree.com.