



GET A TASTE FOR SUCCESS

JOIN OUR AWARD-WINNING SALES MANAGEMENT & MARKETING
GRADUATE ACADEMY - AND MAKE AN IMPACT



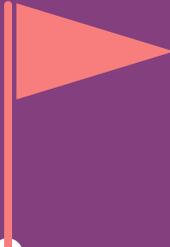
'Refreshing People'



We're rapidly expanding and we're looking for people who want to make an impact.

Our programme will provide access all areas, which means you'll receive training from both Managers and Directors as part of your individual development plan. You'll be able to grow with us and you'll be making a real difference.

WITH EXPRESS, THERE IS HUGE POTENTIAL TO BE A PART OF SOMETHING BIG.



CLIMB
THE
LADDER

MAKE A DIFFERENCE



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THESE **FIVE** ATTRIBUTES REPRESENT WHAT WE ALL STAND FOR – **SO HOW DO YOU FIT IN?**

Be committed

You give it all you've got, realise your full potential and make a difference. You have a desire to nurture your strengths, develop your skillset and feed your ambition.



Be ambitious

You push yourself in every aspect of your life. You take the leap without being afraid to fall. You keep on going, despite setbacks.



Be a high achiever

Captains, team leaders, winners. You won't settle for second best. A self-belief that powers you through any situation. A track history of capability and competitiveness. You set goals and you always strive to be the best.



KEY ATTRIBUTES

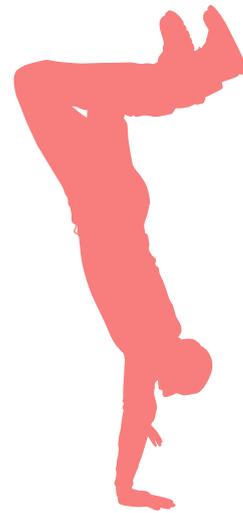
Be enthusiastic

With an infectious personality, you keep spirits high even when things are tough. You take it on the chin and don't become daunted by a challenge. Positivity is your thing, which means you keep on going, no matter what.



Be quirky

You're not afraid of doing things differently. Eccentricities are welcomed and uniqueness is celebrated. You're self-aware and able to spot characteristics you admire in your colleagues. You're a personality that makes an impact.



"AT EXPRESS,
WE STRIVE FOR
PERFECTION."

Brian Donne,
MD Express Vending

KEY AREAS OF OUR BUSINESS

WE LIKE TO KEEP THINGS SIMPLE AT EXPRESS. OUR ACADEMY GRADUATES WILL BE PLACED INTO ONE OF **FOUR DIFFERENT DEPARTMENTS**. EACH HAS A DIFFERENT SET OF RESPONSIBILITIES BUT A COMMON GOAL - TO CONTINUE EXCEEDING TARGETS.

1 New Business

An expanding department within the company, which is responsible for generating new clients and helping the business reach its year-on-year growth plans. This is primarily carried out through telephone work and face-to-face meetings.

2 Customer Relationship Management

With a **98% client retention rate**, CRM is responsible for growing existing accounts, networking and selling into associated companies; ultimately improving customer service and satisfaction.

3 Everyday Essentials

This department aims to tap into the constantly evolving marketplace by offering new products and services to both existing clients and brand new prospects.

4 Marketing

Our rapid growth has allowed us to develop our marketing strategy in-house. This has enabled us to develop our overall brand and improve our national outreach through a variety of online and offline communication channels.

BE COMMITTED

CASE STUDY:
**EMMA THORPE, KEY ACCOUNTS MANAGER
LONDON**

I've been with Express for over 6 years' now and have been committed to both my career progression and the growth of the company every step of the way. When I started, there were around 70 people working at Express, which I've seen quadruple in size during my time here. Over the years I've secured contracts with some of the biggest global businesses out there.

"I've laughed a lot along the way, met hundreds of new faces and done my very best to help shape my future."



OUR ACADEMY PROGRAMME

OUR **SIX MONTH PROGRAMME** GIVES YOU ALL THE TOOLS YOU NEED TO BECOME A SUCCESSFUL BUSINESS PERSON.

We work on the assumption that you have no sales experience, so you'll keep on learning and developing throughout your career.

You'll get a lot of personal responsibility early on and an equal split of learning in the classroom and hands-on training out in the field.

We'll ensure that you're fully supported, with a dedicated line manager and mentor.

After the Academy programme finishes, you'll graduate into one of the four sales departments according to where we think you'll be able to realise your full potential.

THE FIRST SIX MONTHS

Months One to Three



Get to know all of the departments that make up Express. You'll learn what they do and how they all contribute to our company mission

Discover about our history and our culture

Learn how to speak to other businesses over the phone

Take part in fun research projects out of the office

Visit all of our key manufacturers, learning about the range of solutions we provide

Begin to book and attend business meetings - with your own potential clients

WEEKLY CLASSROOM TRAINING SESSIONS WITH MANAGERS AND DIRECTORS

Months Four to six



Start car shopping with your new car allowance!

Get plenty of valuable experience with customers - both on the phone and out in the field

Gain experience, work to targets and make your first sale!

Build a foundation of potential customers that you'll be able to take with you to your next department

BE AMBITIOUS

CASE STUDY:

**PIPPA EAVES, CRM MANAGER
LONDON**

I have two career drives: making money and career progression. I knew I could earn a lot in sales and that I could progress with Express. I graduated from the Academy as a Graduate Account Manager and became a Senior Account Manager after two years.

"I now manage a team of five Account Managers in London. I'd say it's worked out great for me!"





MY FIRST...

BY SOPHIE SURMAN,
CRM ACCOUNTS EXECUTIVE

The 100% Club:

An awards ceremony at the end of each quarter. Staff that reach or exceed their target receive a bottle of champagne!

PRESENTATION

I was three months in when I presented my first business plan to the Academy and Managers. Talk about being thrown in at the deep end! The result? I'm now able to confidently write my own sales plan, which means I stay on track and hit target.

CAR ALLOWANCE

I bought a brand new Fiat 500 and am about to upgrade to an Audi A1!

BIG PURCHASE

I've bought an iPad, an iPhone, gone on several holidays and I'm looking to buy a flat later this year too.

COMMISSION PAYMENT

It was a huge perk receiving my first payment and you wouldn't believe what I'm getting now!

BIG ACHIEVEMENT

Moving from Bristol to London, graduating from the Academy and of course, my first time in the 100% club!

WORK TRIP

My first trip was to Marbella and it was incredible! We stayed in an amazing villa, worked hard but played even harder! The boat party was awesome!



BE A HIGH ACHIEVER

CASE STUDY:

**ASHLEIGH JAY, SALES EXECUTIVE
LONDON**

I've always been a high achiever. When I was younger, it was netball, where I was part of the England U21 Indoor Netball team and a Sports Scholar at my university. I've been at Express for six months now and I've set my mind to success.

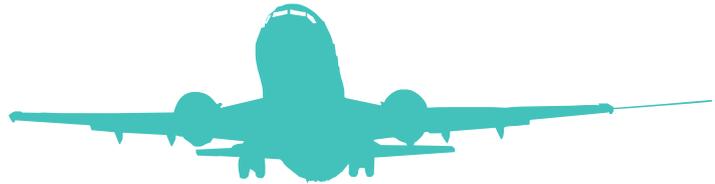
"I've made my first sale and I'm confident that I'm going to exceed my targets. Failing isn't an option in my mind."



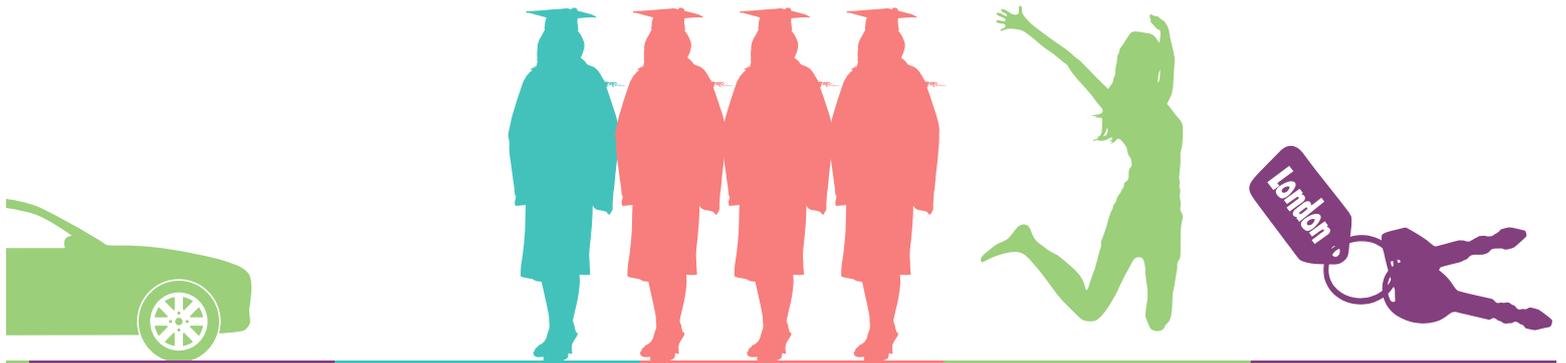


2008	2009	2010	2011
<p>Achieved a high 2.1 In Business Management from the University of Surrey</p>	<p>A clumsy accident meant that I spent most of the year either in a wheelchair, in hospital or in plaster cast - unpleasant, but it taught me a lot about resilience</p>	<p>Stumbled across a sales role for Express Vending and after an action-packed assessment day, I joined the Express family!</p> <p>Selected for the New Business Sales Team and booked the highest number of meetings ever achieved on the phone - in my first month!</p>	<p>Following a great start and an amazing first year, I bought a brand sparkling new Audi A5!</p>

YOUR JOURNEY



2012	2013
<p>Started with Express as an Account Manager</p> <p>Made my first sale</p>	<p>Earned back all the money I'd spent while travelling</p> <p>Joined the Key Accounts training group</p>



2012

2013

2014

2015

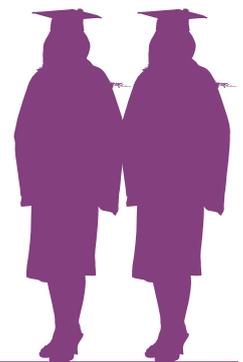
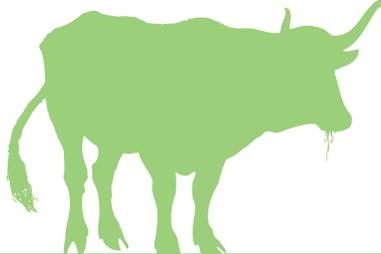
2016

Promoted to Sales Manager and I'm now managing a team of four graduates, fresh out of university

Became the first Key Accounts Manager within the business
 Upgraded my car to a Range Rover Evoke!

Bought my very own flat in London
 Sold the largest New Business Deal ever seen in Express!

WITH US...



2014

2015

2016

Spent 2 years as an Account Manager, exceeding both business and personal targets

Spain Conference; informed I would be the next Manager
 Made the company's largest CRM sale yet

Promoted to Home Counties CRM Manager
 Bought first property in St Albans
 Team exceeded all expectations for two consecutive quarters
 Team welcomed two new graduates to become a team of seven!

THE INDUSTRY & OUR BUSINESS

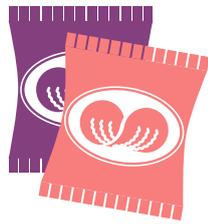
EACH YEAR, PEOPLE IN THE UK BUY AROUND **3.8 BILLION HOT DRINKS**, **394 MILLION COLD DRINKS** AND **577 MILLION SNACKS** FROM VENDING MACHINES



3.8bn



394m



577m

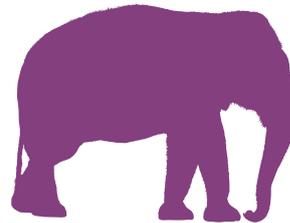
Health-conscious consumers are changing the industry and we're serving fresher and healthier foods every day



IN **2015** WE SOLD THE EQUIVALENT OF THE **WEIGHT OF AN AFRICAN ELEPHANT** IN **MARS BARS** (THAT'S 72,000 BARS IF YOU WERE WONDERING...)



OUR BUSINESS PLANS INCLUDE **DOUBLING OUR SIZE AND TURNOVER** IN THE NEXT FOUR YEARS!



=



x 72,000

Each year, we sell:



133 tonnes
OF COFFEE



32 million
TEAS AND COFFEES

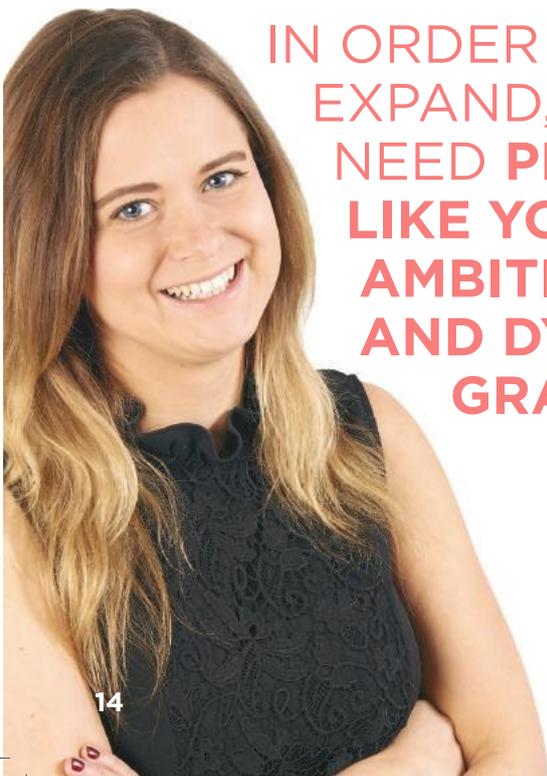


500,000
PINTS OF MILK



150,000
PIECES OF FRUIT

IN ORDER TO EXPAND, WE NEED **PEOPLE LIKE YOU - AMBITIOUS AND DYNAMIC GRADUATES**



BE ENTHUSIASTIC

CASE STUDY:

**JAMES RAVENSCROFT, CRM SENIOR EXECUTIVE
HOME COUNTIES**

When you're surrounded by people who share a passionate commitment to their job, anything is possible. That's exactly what you get here at Express! Your whole team is focussed on the end goal, whether it be individual or team targets.

"This commitment has enabled me to travel to some of the most amazing places and even buy my first home!"



THE APPLICATION PROCESS

ALL SOUND GOOD SO FAR? WE'D LOVE TO HEAR FROM YOU IF YOU THINK YOU **FIT THE BILL.**



Send your covering letter and CV to recruitment@expressvending.co.uk



If you're successful, expect a telephone interview from one of our managers. If that goes well, you'll be invited to an assessment day.

Don't panic!

Our assessment days are different to the majority. They're fun and interactive and designed to hone in on your skillset and identify whether you'll be a good 'fit' for Express. We don't test you, we simply observe your personality in action and the impact you make on the day.



The next stage is an interview at Head Office with our Sales Managers. If you pass that, you'll be called back for a final interview with our Sales Director, **Paul Hearne.**

TOP TIPS FOR APPLYING

1

MAKE YOUR CV STAND OUT - show your personality!

2

TAILOR YOUR (ONE PAGE!) COVER LETTER to address our core values and how you reflect them

3

ENJOY YOUR ASSESSMENT DAY. Take it all in and show us the real you. We want raw potential, not the finished product

4

BE HONEST. Decide if this is definitely for you

THE SALARY & BENEFITS

CAR ALLOWANCE:
(£4,800 PER YEAR)



YEAR ONE:
£35,000 OTE

Three years with us?
We'd expect you to be on

£70,000 -
£100,000



TRAVEL
EXPENSES



MOBILE
PHONE
EXPENSES

TRAVEL
ABROAD



SUBSIDISED
FOOD AND
DRINK

(well, what else
would you expect
from us!)



SPONSORED
SOCIAL
EVENTS

BASIC
ACADEMY
PACKAGE:
£28,000
(inc. car allowance)



WORK-LIFE BALANCE



WE WORK HARD - **BUT WE PLAY HARDER!** WORKING WITH EXPRESS IS **MUCH MORE** THAN JUST A JOB. YOU'LL MAKE **GREAT FRIENDS**, HAVE **AMAZING EXPERIENCES** AND **LEARN A LOT ON THE WAY.**



WORK-LIFE BALANCE

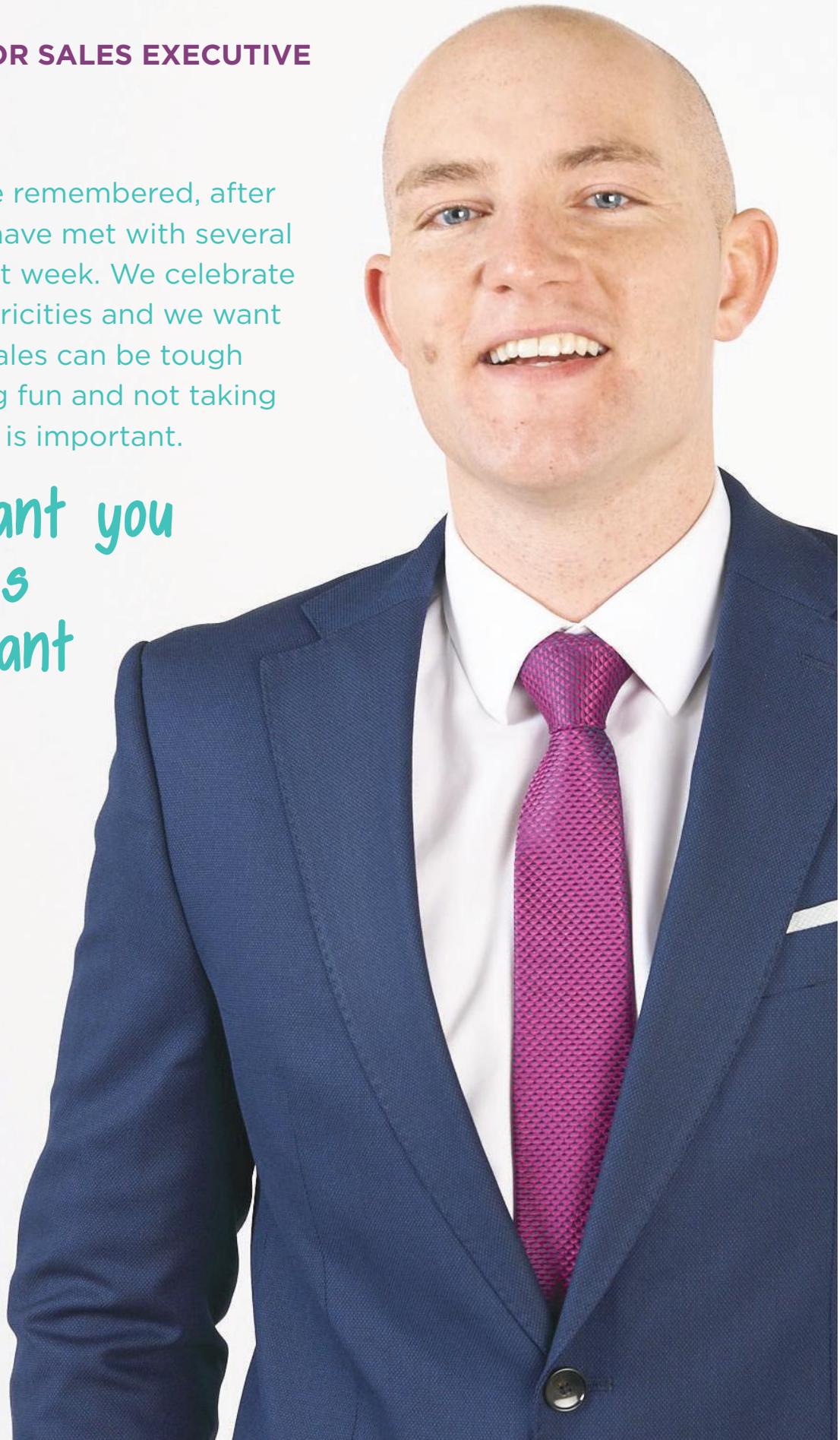


BE QUIRKY

CASE STUDY:
**DAN CURRAN, SENIOR SALES EXECUTIVE
HOME COUNTIES**

In sales, it's vital to be remembered, after all, your client could have met with several other salespeople that week. We celebrate weirdness and eccentricities and we want you to be different! Sales can be tough and intense, so having fun and not taking yourself too seriously is important.

"We don't want you to be a sales robot; we want you to be yourself."



GIVING BACK



WE LOVE OUR PLANET AND WE'RE COMMITTED TO KEEPING IT CLEAN AND SUSTAINABLE. WE PROMOTE AN ENVIRONMENTALLY-FRIENDLY LIFESTYLE AND ARE REDUCING OUR CARBON FOOTPRINT.

OUR CHARITIES

We actively support charities across the business. We've partnered with four charities that provide support and funding in areas such as poverty alleviation, medical research, sport inclusion, tackling disadvantage and homelessness.



OUR PRODUCTS

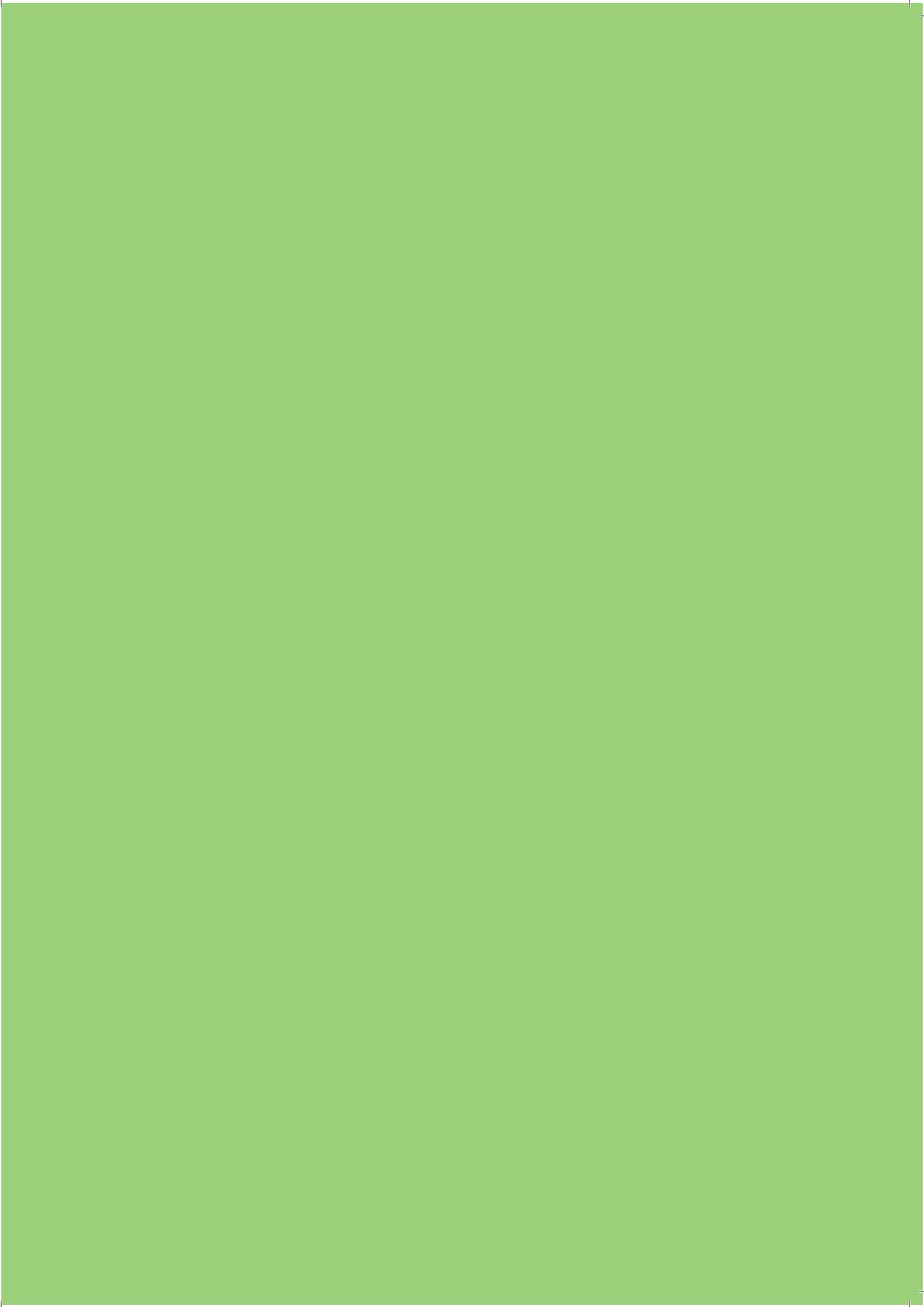
We know where our products come from and how they're sourced. We use ethically sourced certified suppliers, guaranteeing an ethical supply chain.



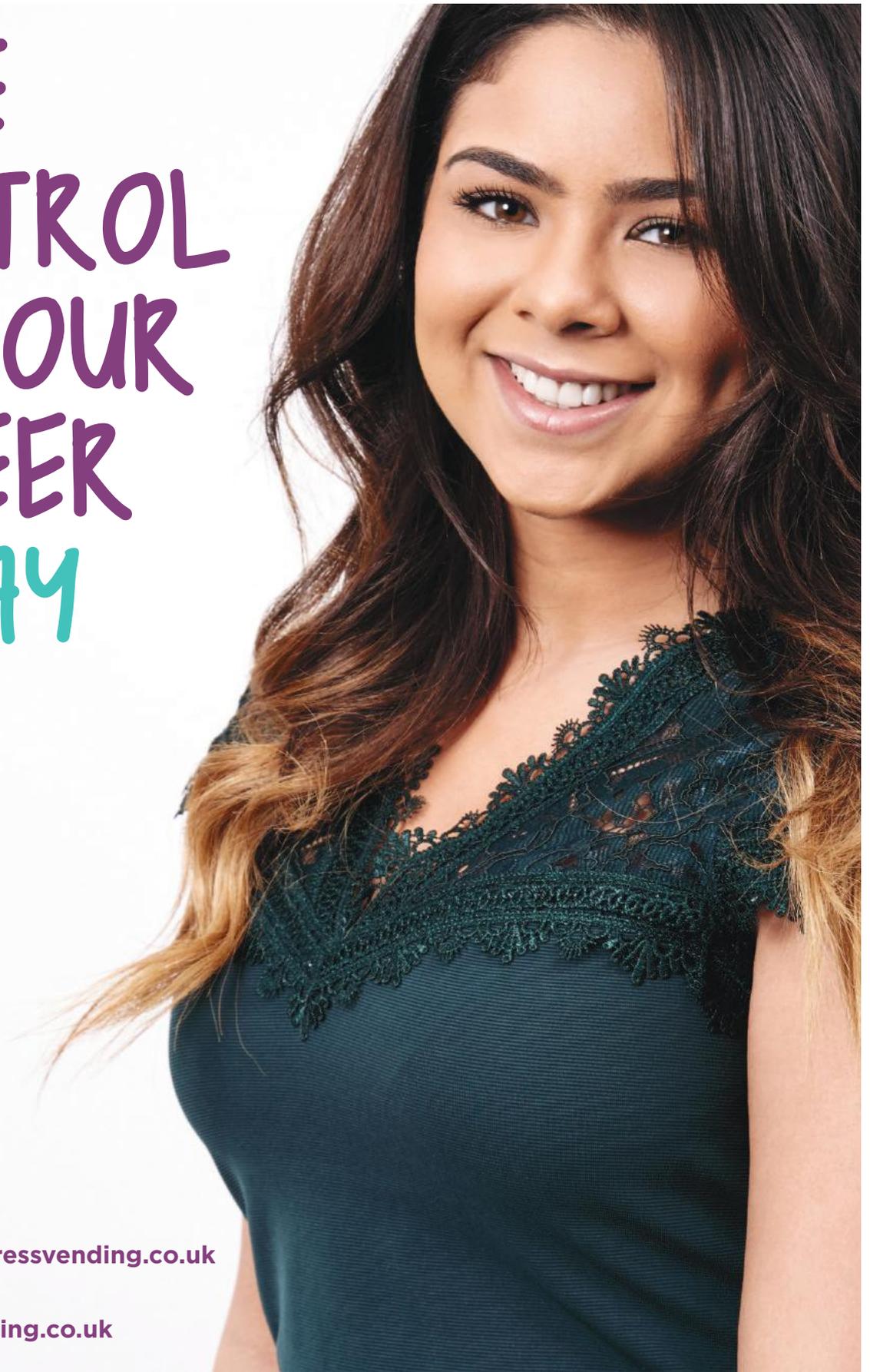
OUR PEOPLE

We believe that providing quality training and development builds a quality business. We offer Continuing Professional Development opportunities to all staff at every level.





TAKE CONTROL OF YOUR CAREER TODAY



CALL:
0800 533 5841

EMAIL:
recruitment@expressvending.co.uk

OR VISIT:
www.expressvending.co.uk

