

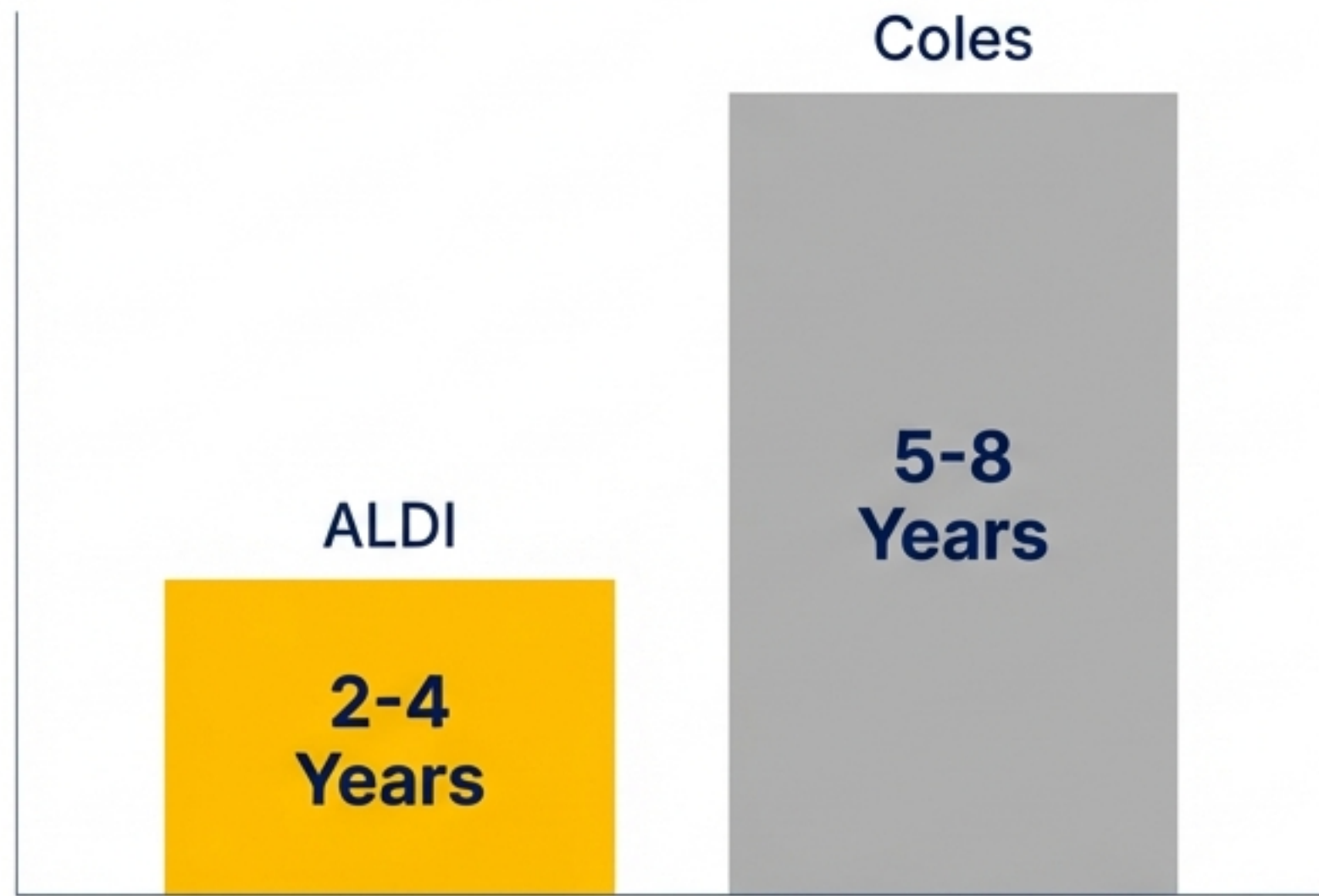
THE ALDI SPRINT

A Candidate's Guide to a
High-Performance Career



THE PATH OF AMBITION IS FASTER HERE.

TIME TO STORE MANAGER



STORE MANAGER SALARY



At ALDI, high performance is rewarded with faster progression and significantly higher earnings.

HIGH REWARD COMES WITH HIGH DEMAND.

THE REWARD



Excellent Pay
(10-30% higher base rate)



Fast Career Progression



Rapid Skill Development



THE DEMAND



High Pressure & Pace
(Compared to a sprint, not a jog)



Physically Exhausting
(More like warehouse work)

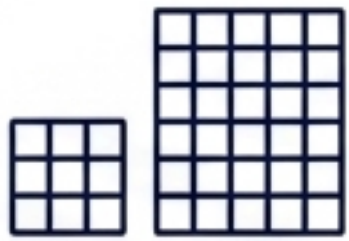


Lean Staffing Model
(More responsibility per person)

You cannot have one without the other.

THE ALDI CODE: SIMPLICITY

We believe in straightforward, practical approaches over complicated solutions.



Streamlined Operations: Fewer products (1,500 vs. 30,000+ at competitors) means less complexity to learn.



Efficient Systems: Products are scanned from the box and customers pack their own bags to maximize checkout speed.

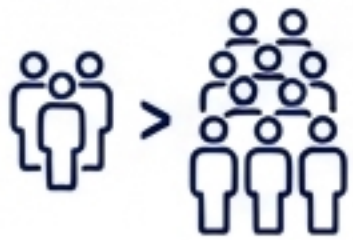


Clear Expectations: Your tasks are direct, and training is efficient.



THE ALDI CODE: RESPONSIBILITY

We expect team members to take ownership of their work and results.



Lean Staffing: Our stores run on small, highly-productive teams (15-25 staff vs. 40-80 at competitors).



Total Ownership: Every team member handles everything: checkout, stocking, cleaning, customer service. There are no specialized roles.



Greater Autonomy: You are trusted to identify problems and make decisions on the floor.



THE ALDI CODE: RELIABILITY

The entire model is built on dependable team members who consistently deliver.



Punctuality is Essential: In a small team, arriving on time for every shift is critical.



Consistent Performance: High standards must be maintained, even at a fast pace.



Team Reliance: Everyone must work together efficiently; you are accountable to your colleagues.

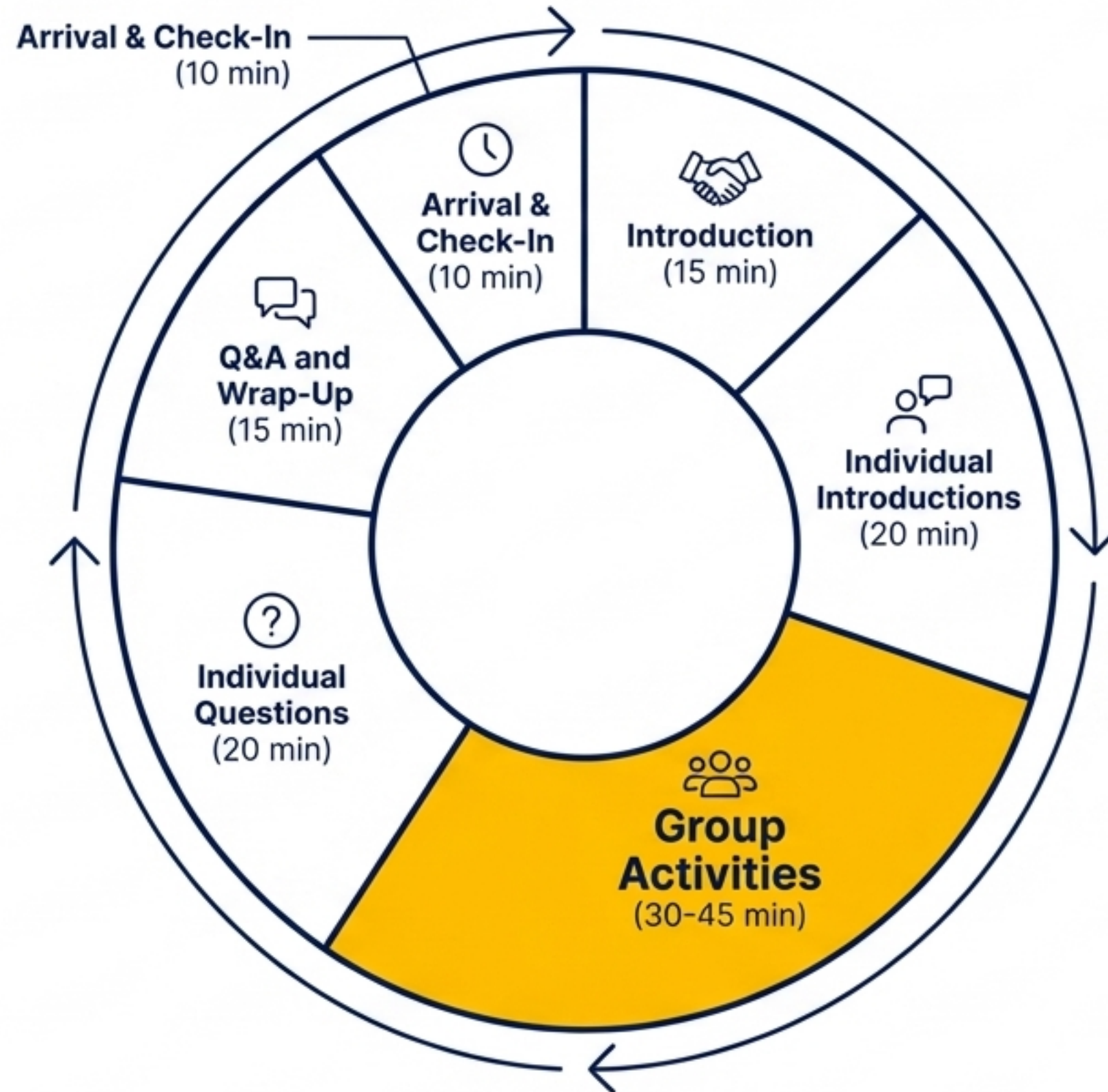


YOUR PATH TO AN OFFER: THE INTERVIEW PROCESS



The entire process typically takes 2-4 weeks.

THE GROUP INTERVIEW PLAYBOOK: A STEP-BY-STEP BREAKDOWN



DECONSTRUCTING THE CORE CHALLENGE: THE PRIORITY RANKING EXERCISE

THE SCENARIO

- Serving customers at checkout
- Restocking shelves
- Cleaning a spill in an aisle
- Answering customer questions
- Organizing the storage area



YOUR MOVE (THE WINNING ORDER)

- 1.** Clean the spill.
- 2.** Serve customers at checkout.
- 3.** Answer customer questions.
- 4.** Restock shelves.
- 5.** Organize the storage area.

THE WHY (CONNECTING ACTIONS TO VALUES)

- The spill is #1. This demonstrates **Responsibility** for safety.
- Checkout is #2. This shows **Customer Focus** and **Efficiency**.
- Storage is last. It's important, but doesn't directly impact safety or the customer experience in that moment.

THE WINNING FORMULA: HOW TO STAND OUT

DO THIS

- ✓ **Support Others:** Acknowledge good ideas. "That's an excellent point, Tom."
- ✓ **Build on Ideas:** Use phrases like "Building on what Sarah said..."
- ✓ **Stay Practical:** Offer simple, straightforward solutions that align with ALDI's model.
- ✓ **Listen Actively:** Make eye contact and nod. Show you're engaged.
- ✓ **Encourage Others:** Invite quieter members to contribute.

NOT THAT


- ✗ **Dominate:** Let others speak. Don't talk first every time.
- ✗ **Compete:** It's a collaboration test, not a competition. Don't one-up others.
- ✗ **Go Silent:** You must contribute to be noticed.
- ✗ **Interrupt:** Wait for people to finish speaking.

CHOOSE YOUR PATH



THE SPRINT (ALDI)

- **Pace:** Very Fast & Intense
- **Pay:** Higher Base Rate
- **Progression:** 2-4 Years to Manager
- **Balance:** Challenging
- **Best For:** The ambitious, the efficient, those who thrive under pressure.



THE MARATHON (TRADITIONAL RETAIL)

- **Pace:** Moderate & Steady
- **Pay:** Lower Base + Weekend Penalties
- **Progression:** 5-8 Years to Manager
- **Balance:** More Sustainable
- **Best For:** Those seeking team culture and work-life balance.



**ARE YOU BUILT
FOR THE SPRINT?**

aldi.com.au/careers