

MANAGEMENT TRAINEE PROGRAM

Candidates are immersed into the electrical distribution industry through three structured phases that include on-the-job, home and classroom training, and projects where they apply their business analytical skills. They will have a leadership role in shaping our future.

What is included in the program?

Our Management Trainee Program is intended for highly motivated candidates who want to pursue a career in the global distribution industry and prepare themselves for the position of Business Centre Manager and future leadership role(s) within our company.

This challenging program requires a strong commitment on the part of each participant. Training includes, among others, the following elements:

- Fundamentals of the industries we serve
- Product knowledge
- Financial Management
- Customer and Supplier Relations
- Purchases
- Stock and Inventory Management
- Warehouse Operations
- Sales
- Management Information Systems
- Human Resources Management and Development
- Corporate Administration Exposure

Under the mentorship of the training Business Centre Manager, you will be exposed to our industry, the products we distribute and the organization's entrepreneurial culture. The program is divided into phases and as a trainee you will be involved in activities established for your development at each phase of the program.



Phase 1: Product Training

Start on the hustling, bustling ground floor as you get to know the team and our products. You'll learn how to safely operate equipment, how to ship and receive, learn our computer system, handle back orders and how to optimize warehouse efficiency.

Seminars and home study begin here, and continue throughout the program.

Phase 2 : Operations Training

Learn what happens behind the scenes to allow our products to touch every home, business and property development in the country. You'll learn how purchasing decisions are made and executed and the importance of using our inventory to achieve high service levels. You'll gain better understanding of risk management in our regional credit office, the ins and outs of human resource development, internal audit and operational procedures in our service center.



PHASE 3 : Customer Service & Sales Training

Long term relationships with our key customers are critical to this business, so we'll arm you with techniques to master phone sales and joint calls with sales people. You will learn strategic and relationship selling skills and territory management. By the time you graduate from the program, you'll understand our business and how to capitalize on the skills and resources you've developed to position yourself for the next stage of your career with us as a Business Centre Manager.



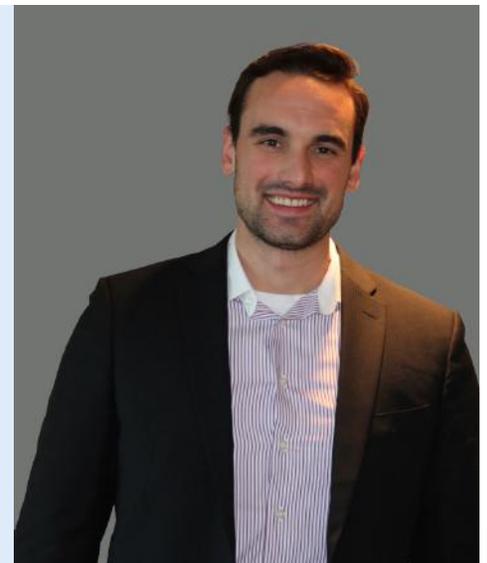


The CMT program laid the foundation for me to have a career in one of the best supply chain industries in Canada. It provided me with an insight into all aspects of the business, understanding of the company culture and helped me become a true leader. My training allowed me to move through multiple roles within the company where my passion for change management and procurement was recognized, ultimately preparing me to become the Director of Procurement and Continuous Improvement. My CMT journey was very rewarding, and the learnings from it still help me in making any strategic decisions in my current role.

Aayush Patel, B.Eng, MBA, MSc
Director of Procurement & Continuous Improvement

The CMT program has taught me valuable lessons in entrepreneurship and management. I was able to transfer the skills I learned in school to real-life application in the professional world. I have gained valuable work experience by tackling internal projects where I was given the freedom and creativity to conduct my own research, review available data, discuss with co-workers and then present my findings to the management team. Working in various areas of the Profit Center has also provided valuable insight to the internal functions of each department. The work experience I have gained because of the CMT program has equipped me with an arsenal of tools that will be with me for the rest of my professional life.

Jared Naar, BSc, MSc
Corporate Management Trainee



How to Apply:

We recruit for the Management Trainee Programs year-round.

Please visit <https://ca.indeed.com/cmp/Ncs-International/jobs> to apply.



Going through the Corporate Management Trainee program at NCSI/Noramco was a truly unique experience. From working in the warehouse, to learning all the nuances of the business through the stages of the training, every single experience was relevant and led me to grow professionally and personally.

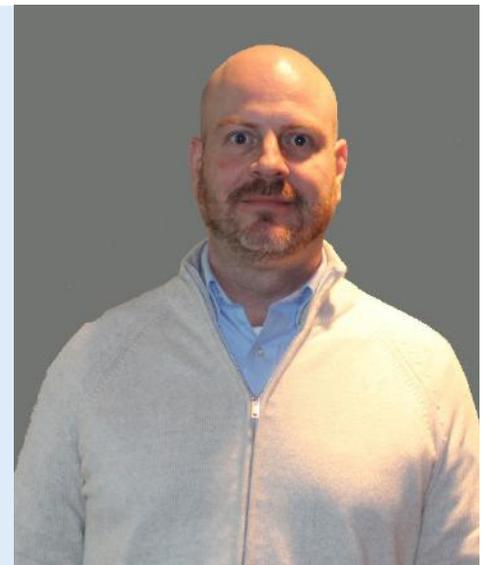
The program, the experiences I lived and the people I met were all **ESSENTIAL** in trailing my path to become a PC Manager.

Henrique Aguiar
Business Manager, Southern Alberta

Spending time in different areas of the company and understanding how the pieces fit together is very valuable. As well as understanding the processes, it allows you to experience the company's culture and values. It gave me the opportunity to explore areas that I have never worked with before and gain a completely different perspective on them. I now have a more clear understanding of how every decision I make at my current role affects different areas and contributes to the company's success.

For those just starting in the market or looking for a career or industry change, this program is an excellent option.

Ricardo Sabioni, MAS, BA
Advisor, Strategic Sourcing & Operational Excellence



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