

Pre-Application Checklist

The checklist below provides a list of the key criteria that you will need to achieve before applying to join the Owner Operator Pipeline.

We hope that by understanding these pre-requisites you will have the ability to plan your development as you grow your career.

Pre-Application Checklist	Meeting Criteria?	
	Y	N
1. Grocery Retail Criteria		
New World and PAK'nSAVE Candidates		
5 years experience within a grocery co-operative or equivalent grocery retail business		
Minimum 24 months experience in a senior leadership position in grocery and/or retail industry (i.e. store manager or fresh foods manager in a grocery retail business or as an owner of a retail business)		
Four Square and Raeward Fresh Candidates		
Minimum 24 months experience in a senior leadership position in a retail or corporate/commercial business (i.e. management position or as an owner of a business)		
Grocery industry experience is desirable (but not mandatory)		
2. Performance History Criteria		
A history of high-performance in your current role over at least the past 6 months		
A demonstrated understanding of using an accounting system, preferably SAP		
A demonstrated expertise in the management of financial budgets		
3. Learning Criteria		
Completed advanced leadership development		
A demonstrated commitment to personal development & learning over the past 2 years		
4. Financial & Background Criteria		
A clean credit history check (in all countries lived in over past 10 years)		
A clean police or criminal record check (in all countries lived in over past 10 years)		
When applying, you will need to demonstrate that you have a certain amount of equity at your disposal. You should be prepared to discuss this during your pre-application interview.		
The willingness to operate a store anywhere in the South Island (for New World and PAK'nSAVE)		