CEO Foreword

This year marks 21 years since DCC became a publicly listed company and over that time we have developed into a significant international business, employing over 10,200 people in 14 countries.

Our development over this period is due in no small part to the quality and commitment of the people who work throughout the Group and we remain focussed on providing opportunities for their progression and development.

In our latest financial year, we continued the track record of growth and committed a record level of development expenditure, including our largest ever acquisition, that of Butagaz S.A.S. in France for €464 million. With ongoing international expansion, this is a particularly exciting time to join the Group.

When we started the graduate programme in 2011 our ambition was to augment the pool of emerging talent to support the development of future leaders for DCC. Our graduate programme is now in its sixth year and the requirement for future leaders in our business is growing significantly.

Initially we don’t need you to know anything about the business sectors we operate in as you will learn this from us but we do need you to be ambitious, passionate and driven to succeed. What we offer you in return is three different roles, in three different companies, in three different divisions and in potentially three different countries across Europe. In these roles you will be able to add value from day one and will gain continued exposure to senior executives in the different businesses.

We will support you throughout the two years of the programme in a number of ways: through the graduate programme team, a mentor who is a senior executive within the Group, a graduate buddy and strong line management. We commit to continuously developing you both personally and professionally over the two years with a considerable number of learning days allocated over the course of the three placements.

Are you up for the challenge we have to offer?

Tommy Breen
CEO, DCC plc
DCC at a Glance

DCC is an international sales, marketing, distribution and business support services group. The Group is organised and managed across 4 divisions and employs over 10,200 people in 14 countries.

- FTSE 250 Company
- £10.6 Billion in Revenue
- Over 10,200 Employees
- Operating in 14 countries
- Market leader in 11 countries

Group Revenue by Division

- DCC Energy 71.9%
- DCC Environmental 1.3%
- DCC Healthcare 4.6%
- DCC Technology 22.2%

Total Revenue: £10,606.1m

Group Operating Profit by Division

- DCC Energy 53.8%
- DCC Environmental 6.0%
- DCC Healthcare 17.9%
- DCC Technology 22.3%

Total Operating Profit: £221.7m

Energy Division

- Benegas
- Butagaz
- Certas Energy
- DCC Energy
- DCC Oil Ireland
- Emo

Technology Division

- Exertis Advent
- Exertis Butagaz
- Exertis Certas
- Exertis MICRO-P
- Exertis Comtrade
- Exertis DCC Vital
- Exertis Kent

Healthcare Division

- Athlone Laboratories
- DCC Vital
- Fannin
- Eurocaps
- Kent Pharmaceuticals
- Leonhard Lang
- Lisleham

Environmental Division

- Envra
- Oakwood
- Wastecycle
- William Tracey
- TPS
- Williams

ATHLONE LABORATORIES

PUTTING TECHNOLOGY INTO TABLETS
The DCC Graduate Programme at a Glance

Placements

Companies

Divisions

Streams on Offer

Business IT

Business Management

Logistics

Marketing

Sales & Marketing

What you Need to Apply

A 2.1 degree (or equivalent) in any subject

A willingness to relocate every eight months to anywhere in the UK, Ireland and Continental Europe
Our ambition is to augment the pool of emerging talent to support the development of future leaders for DCC.

DCC’s Graduate Programme is different to other graduate programmes. Not only do we offer our graduates the opportunity to work in three different companies, in three different divisions in potentially three different countries, it is also our ambition to retain ALL graduates at the end of the two year programme. We want you to stay with us and continue to develop a very successful career with us.

Last year 100% of the graduates who finished the programme accepted permanent roles within the DCC Group.
The DCC Graduate Programme is different because of the variety of opportunities on offer, across different companies, industries and geographies. No other programme offers such a range of experiences resulting in you developing incredibly quickly.
- 2014 Marketing Graduate

I was given responsibility from the beginning and was involved in real projects that had major impact for the business. While there was always support available, I was given the opportunity to bring my own ideas to the table.
- 2013 Sales & Marketing Graduate

The DCC Graduate Programme is different because of the variety of opportunities on offer, across different companies, industries and geographies. The support process within each placement coupled with the experience of working in a new industry every eight months ensures optimal knowledge and experience will be gained.
- 2015 Business IT Graduate

The exposure to senior management and the real responsibility given to you from day one is the main positive for me about the programme.
- 2012 Marketing Graduate

The standout point for me about the DCC Graduate Programme is the investment the company makes in you. DCC hire you for the future - not just for the 2 year programme.
- 2015 Business IT Graduate

The organisational buy in struck me. From the CEO to the subsidiaries across Europe all of DCC’s people are passionate about the programme and the development of the graduates.
- 2012 Marketing Graduate

The opportunity to work and live in different places has been brilliant and being trusted to take complete ownership of a project so early on in your career is really valuable.
- 2012 Sales & Marketing Graduate
Streams on Offer

DCC offers a unique environment in which to develop an IT career. For us, IT is about translating opportunities into added value so our Business IT graduates focus less on the technology itself and more on how technology can be used to drive competitive advantage.

Sample Projects

- Designing and delivering a Customer Relationship Management (CRM) database for a sales function
- Upgrading a web proposition to support Business-to-Business (B2B) marketing activity
- Integrating newly acquired companies onto our IT systems
- Working in a team to integrate a newly acquired business

We’re proud to say we have some truly amazing managers working for us at DCC so join us as a graduate in Business Management and you’ll be able to learn from the very best.

There will be opportunities for you to gain experience in various aspects of our business including human resources, logistics, operations, procurement, retail and sales & marketing. This will enable you to meet many different commercial challenges while building up a broad range of skills.

Sample Projects

- Contributing to post-acquisition integration projects
- Working with senior management on business forecasting and planning
- Managing sales projects as part of a fast-paced central function
- Managing business change projects
- Developing Operational KPIs
- Managing IT system implementation

Our logistics capability runs through everything we do at DCC. For us, logistics means the complete management of the supply chain from coordinating a fleet of tankers to helping major internet shopping sites deliver to their customers’ doors in the most effective and efficient manner possible.

Sample Projects

- Using customer forecasting to match supply to demand
- Managing the integration of stock between warehouses following the acquisition of a company
- Building the business case for the introduction of new technology into our operations
- Providing support for the introduction of SAP or similar systems into newly acquired companies
- Project management of the installation of company wide new technology
Marketing is a vital strategic tool in DCC used to drive sales, grow customer acquisition and create awareness around our value added services. Marketing graduates will play a key role in building our brands and creating and implementing commercial marketing initiatives. Strong commercial performance is at the heart of everything we do and as a result the contributions you make to our businesses will be clearly visible.

**Sample Projects**

- Designing and implementing a social media strategy for one of our businesses
- Managing a business’s own-brand ranges
- Contributing to exhibitions and media campaigns
- Leading customer acquisition and retention campaigns
- New product development
- Developing and executing above the line (ATL) and below the line (BTL) marketing campaigns for brands

As a Sales & Marketing graduate, you will work in conjunction with local sales and marketing teams to plan, develop and implement brand activity in their respective markets. It is an opportunity to gain international experience in a fast-paced and challenging environment. You will be required to become rapidly acquainted with different business models across DCC while moving between marketing, sales and commercial roles. Our businesses are sharply focussed on strong commercial performance and the results of your contribution will add real value.

**Sample Projects**

- Conducting end-to-end market and competitor analysis for one of our businesses
- Collecting market data in order to deliver in-depth reports on customer needs
- Making recommendations for how to improve existing sales and marketing processes
- Developing and implementing a strategy to bring a new product to market
- Managing a business’s ecommerce website
Career, Personal & Professional Development

Your development at DCC will be supported by a combination of classroom and on-the-job learning where you will develop skills to be a true high performer within our businesses.

You will also be sponsored to gain a professional qualification during the two year programme aligned to your chosen stream.

We also encourage graduates to develop their language skills appropriate to the 14 countries we operate in during their time on the programme.
I am currently on placement with Qstar in Sweden. Since joining DCC, I have been supported in developing my Swedish language skills with classes and learning resources to prepare me for this placement. I have also begun my CIM Certificate in Professional Marketing to further support me in my day-to-day work.
- 2014 Marketing Graduate

Throughout the programme we received regular training sessions covering a wide range of business related topics, including but not limited to financial understanding, presentation skills, leadership and people management. This training took place with other graduates at different stages of the programme enabling us to share experiences.
- 2013 Business Management Graduate
The DCC Graduate Programme offers you the opportunity to undertake three different eight month placements in three different companies, in three different divisions and in potentially three different countries.
The different types of projects you complete whilst on the DCC Graduate Programme are likely to be the most varied two years of work undertaken in your whole career. I worked in three completely different industries, on totally different projects and gained a huge range of experience that I will be able to draw upon for years to come.
- 2012 Sales & Marketing Graduate

Throughout the programme I was exposed to a range of different business functions where I had the opportunity to develop my skillset and determine the field within which I wanted to work long term. During the programme I worked on new product development, brand management, market research, account management and category management.
- 2012 Marketing Graduate

By rotating through different parts of the business, we bring ideas with us from previous placements. You have a real role in each placement where you can make a real impact to the company, working on projects that will make a big difference to the business you are in.
- 2013 Business Management Graduate

I was given exposure to a wide variety of marketing functions – from project managing the launch of a new website in my first placement to creating channel marketing plans for global print and component manufacturers in my second placement to new product development in my final placement.
- 2013 Sales & Marketing Graduate

The graduates bring enthusiasm and a fresh way of thinking to the businesses that they join. My manager, on one of my graduate placements, commented on how much he had learned from working closely with a graduate, purely because new ideas and opinions in a small team can make a huge difference. The programme allows the graduates and businesses to learn from each other.
- 2012 Sales & Marketing Graduate

During each role I felt I made an impact on business performance. Within one month of starting my first placement on the programme I was presenting marketing results at board meetings.
- 2013 Sales & Marketing Graduate
To help you hit the ground running, we hold one-to-one sessions with a business psychologist in the first week of you starting your first placement. This session identifies your areas of strength and areas that need development.

Graduates are given regular feedback through the use of structured personal development plans. Feedback is given at the second, fifth and eighth month point in each placement meaning each line manager contributes to your feedback over the course of the two years.

Upon completion of each placement your personal development plan is sent to your next line manager for them to incorporate your strengths and areas for development into the work you will be doing for the following eight months. This ensures that you will continually learn and develop over the course of the two years.
Within each placement there are three performance reviews. These reviews are valuable opportunities to understand your strengths and areas which need development. The continuous development culture at DCC is invaluable in ensuring I have the right structures in place to achieve my career goals.

- 2015 Business IT Graduate
The Recruitment Process

Apply

The application form has been designed to both challenge you and give you an opportunity to tell us about yourself and your achievements.

Ability Testing

In the second stage you will be tested on your numerical, verbal and logical reasoning ability. Each test takes 15 minutes to complete.

Telephone Interview

If you are successful in the ability testing stage we’ll invite you to take part in a 30 minute telephone interview at a time convenient to you. This interview will allow you to demonstrate your strengths and give us a chance to get to know you better.

Assessment Centre

At our assessment centre you will take part in four activities:
- Group exercise
- Interview
- Presentation
- Psychometric test

Offer

The moment you accept an offer on the DCC Graduate Programme you will be supported by the DCC Graduate Programme team. We will also add you to the DCC Graduate Programme Facebook Group where you will be able to connect to fellow graduates in the same intake as you and current graduates on the programme.
As soon as you sign your contract you will be allocated a buddy from a previous tranche of graduates. Your buddy, through their first-hand experience, will support you throughout your time on the graduate programme, in particular in the months leading up to your start date.

In our larger businesses we have local graduate business contacts who are on hand to help. Since our graduate business contacts are on the ground, they will assist you with any queries you have ahead of your placement with them.

You will have a different line manager for each of your three placements on the Graduate Programme. Your line manager will be responsible for deciding what projects and duties you will be assigned during your placement with them.

The Graduate Programme Team is on hand during the recruitment process, the two years on the programme and beyond.

Your Buddy

Your Graduate Business Contact

The Graduate Programme Team

Your Mentor

Your Line Manager

Support Available
There is no shortage of support during your time on the programme. As well as the more formal support systems the other grads are a great way to share ideas and build on each others’ experiences.
- 2013 Marketing Graduate

Caitríona Egan
DCC Graduate Programme Director

Kelley McGuinness
DCC Graduate Programme Coordinator
Meet our 2015 Graduates

Will This be you Next Year?