

## **Abercrombie & Fitch - Entry Level Manager Manager-in-Training (MIT) Program:**

The A&F training program is a comprehensive 90-day plan focused on immersing the trainee in all aspects of running a store. Training can be conducted in any of our domestic or international locations and is structured in two-week increments. Each period the trainee will shadow a different member of the management team, thus providing exposure to the basic principles of management. The store manager will conduct weekly performance assessments. An MIT must successfully complete the 90-day training program in order to be promoted to an Assistant Manager position. Ideally, progression from this position to store manager should be within 8-10 months.

### **Career Field:**

Store Management can lead to opportunities such as District Management, Marketing, Recruiting, New Store Opening Team, Visual, Merchants, Operational Training, and other Home Office opportunities. Creativity and brand imaging are consistently communicated through a "work hard, play hard" mentality.

### **Requirements:**

- Bachelor's Degree
- Effective Communication skills
- Capacity for rapid career growth
- Eye for quality
- Strong problem-solving skills
- Great sense of style
- Sophistication
- Diversity Awareness
- Ability to work in a fast-paced and changing environment
- Team-building skills
- Ability to use discretion in providing direction to others
- Self-Starting initiative
- Entrepreneurial spirit
- Flexibility to relocate
- Strong interpersonal skills
- Ability to deliver excellent customer service

Here are aspects of the job you can expect as an MIT:

### **--Work schedule requirements:**

Managers are generally required to work 45 to 50 hours per week.

- Presentation
- Represents the brand
- Stockroom
- Store operations
- Recruiting
- Performance Management and Development
- Scheduling
- Customer experience
- Loss prevention and shrink

Our commitment to Diversity:

Our philosophy for creating a more diverse and inclusive culture is focused on the elements and drivers of organizational change, including: Leadership Engagement, Measurement & Accountability, Policy Integration, Inclusion Training, Communication and Employee Involvement.

#### Awesome Benefits

- Stock purchase plan
- Domestic partner benefits
- Healthcare (medical, dental, prescription drugs)
- Income protection plan (life and disability insurance)
- Employee Assistance Plan (which includes financial planning and counseling)
- Paid vacation (after 6 months of employment), vacation time incurs with tenure
- 401K retirement savings plan with a company match
- Management bonus plan
- 40% Associate clothing discount

#### Company Profile:

Abercrombie & Fitch is the most successful specialty retailer in the United States. Our casual, classic, all-American lifestyle brand of clothing is synonymous with quality. The A&F culture is one-of-a-kind. We design, merchandise, market and live-the Abercrombie & Fitch brand.

A&F's brand-powered momentum is fueled by constant lifestyle reinforcement. Every aspect of our stores- including the music, the marketing and photos, and overall aesthetic-has made the in-store experience stronger than ever. Our web site, [abercrombie.com](http://abercrombie.com), receives more than 1 million hits per month and has expanded the A&F experience beyond our stores.

With the addition of abercrombie, the lifestyle for kids 7-14, and Hollister Co., for 14-18 and RUEHL 23 and up, our brands have never been stronger. Our focus, strategy, and planning are tuned for long-term, consistent growth and international locations.

For further information please review the company website: [www.abercrombie.com/careers](http://www.abercrombie.com/careers)