

# 2022 H-E-B Internship Program





# Meet the Team



Mayra Calderon  
Manager, Campus  
Recruiting



Allyson Ward  
Recruiter - MWT



Dana Deats  
Recruiter - Digital



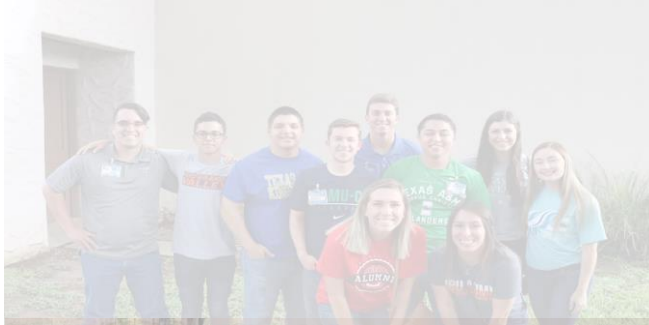
Maggie Pesek  
Recruiter - Corporate



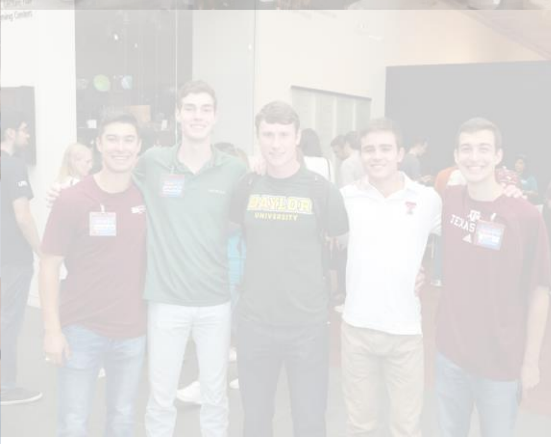
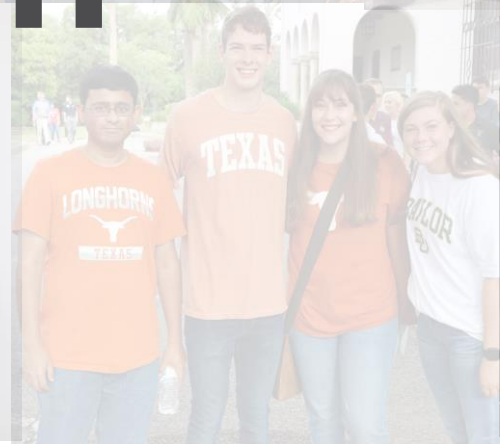
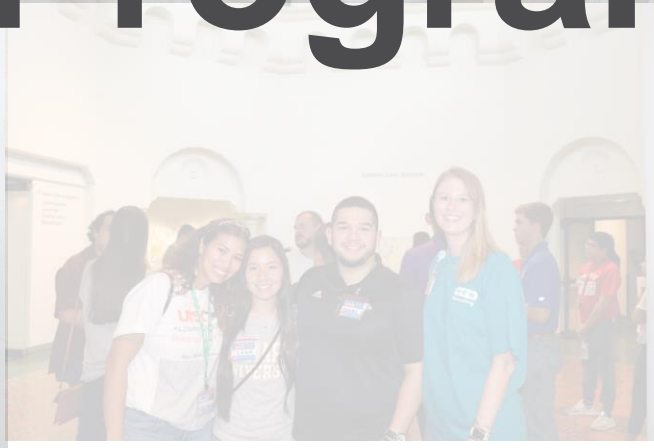
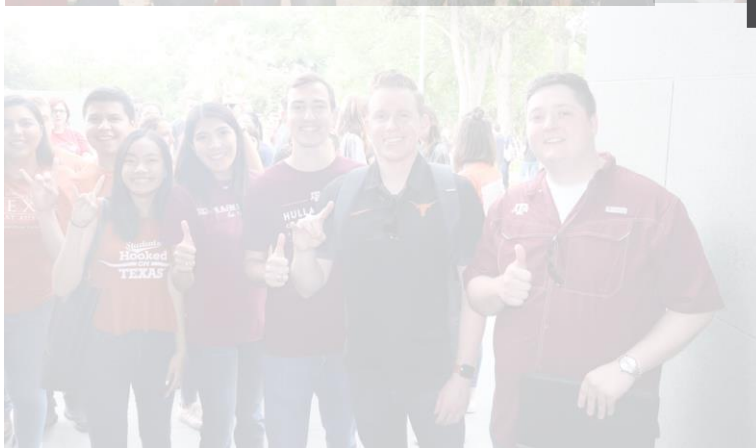
Sophie Thomas  
Associate Recruiter



Kathryn Cavazos  
Coordinator



# Internship Program



# Internship Areas

## Corporate

- **HR, Communications, Advertising, Public Affairs**
- **Data Science, Analytics, Finance, Supply Chain**
- **Procurement, Own Brand, Customer Insights**

## Store Operations

- **Management Interns – All regions**

## Digital

- **Software Engineering**
- **UI/UX**
- **Systems, Network, Cyber Security**

## Manufacturing, Warehouse & Transportation

- **Manufacturing, Global Logistics, Transportation**
- **Industrial Engineer, Mechanical/Electrical Engineer**
- **Properties Design, Commercialization**
- **eCommerce, Strategy, Leadership**

# Corporate

## Corporate Internships:

- Data Science & Data Analytics
  - Programming experience, R, SQL, Python
- Financial Planning & Analysis
  - Finance, Supply Chain, Business majors
- Human Resources
  - Project Management, Leadership
- Procurement (GM, Beauty, Meat, Drugstore)
  - Business majors, Merchandising, passion for retail
- Advertising & Marketing
  - Graphic Design, Digital Marketing, Business
- Public Affairs & Communication
  - Public Relations, Writing, Photography, Business

## Sample Projects:

- Creating marketing campaigns for seasonal holidays such as Labor Day, Regional Anniversaries (Gulf Coast 90th)
- Price Sensitivity- gathering data around how the price of a product affects a consumer's purchasing behaviors. Can then be used to improve personalized marketing approaches
- Build a more sustainable and streamlined process to increase efficiency, identify challenges and add support for the Inventory Analyst role within Procurement





# Digital



## Digital Internships:

- Cybersecurity
- Software Engineering
- UI/UX Design
- Systems
- Data Engineering
- Digital Product Management

## Majors:

- Computer Science
- Cybersecurity
- Graphic Design
- Management Information Systems
- Mathematics

## Sample Projects:

- IOS mobile development for Partner/Customer apps
- System-based projects to track vendor services for MWT
- Create a new framework for reporting and visualizing automation reports



# Manufacturing, Warehouse & Transportation

## Supply Chain & Manufacturing Internships:

- Operations – Warehouse, Transportation or Manufacturing
  - Business, Supply Chain, Manufacturing majors, passion for leadership and operations
- Distribution Planning & Operations
  - Industrial Engineer, Supply Chain Mgmt majors
- Manufacturing Planning & Operations
  - Mechanical & Electrical Engineer, Project Mgmt
- Global Logistics and Transportation Strategy
  - International Business, Supply Chain
- Industrial Properties
  - Property design, commercialization, strategy, maintenance
- eCommerce
  - Industrial Engineer, Strategy



## Sample Projects:

- Improving yields, changeover optimization in Manufacturing process
- Baseline measurement of indirect labor
- Online assortment analysis & potential incremental online sales w/broadened online assortment variety



# Store Operations

## Store Operations Areas:

- Houston (includes Bryan/College Station Area)
- San Antonio
- Central Texas
- North West
- Gulf Coast
- Border
- Joe V's Smart Shop – Houston Area

## Preferred Majors:

- All Business – Management, Marketing, Entrepreneurship, etc.
- Hotel and Restaurant Management

## What we look for:

- Interest in store operations upon graduation (SORM or SORL)
- Demonstrated leadership skills
- Curiosity and/or knowledge of the store operations

## Sample Projects:

- Store Partner Engagement
- Emergency Response
- Produce In-Store Production
- Cross Functional Inventory Management
- Curbside and Home Delivery Packaging
- Competitive Analysis





# What to Expect

**Program Dates:** May 23rd – July 29th

**Program Format:** In Person/Remote/Hybrid

- Paid
- 10 weeks
- Mentorship
- Weekly Friday Coffee Chats
- Weekly Digital Tech Talks
- Interns will present on project the last week of the internship

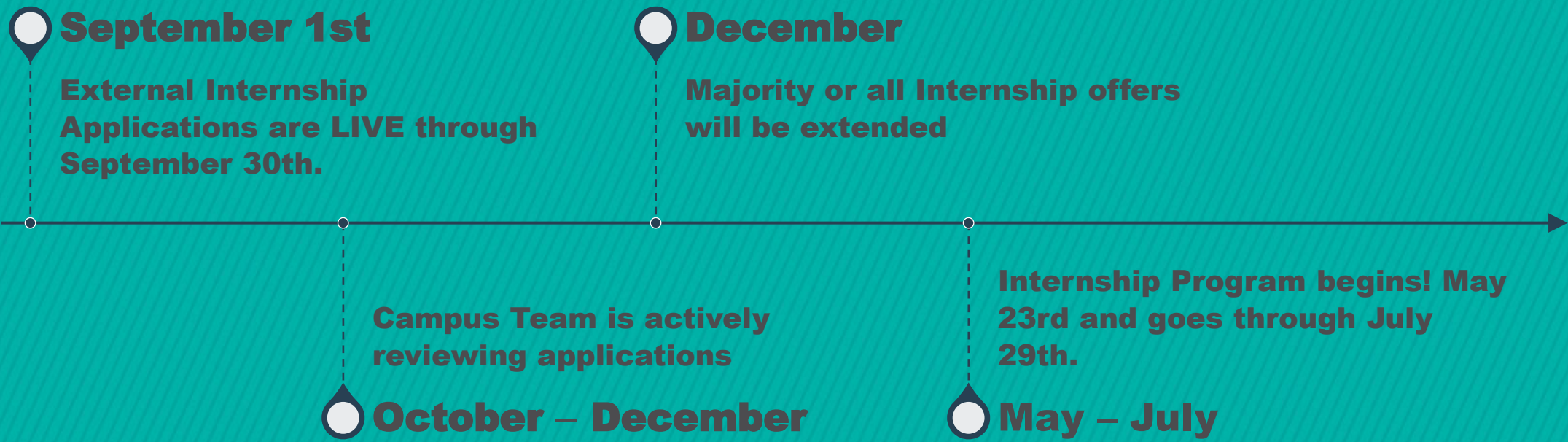
# What to Expect Cont'd.

- Strategic Project Work
- Facility & Store Tours
- Professional Networking
- Community Involvement





# Internship Timeline





H·E·B

# Tips & Tricks for Applications



# Resumes

- **Contact Info:** Make sure your cell number and email are up-to-date.
- **Format:** Pick an easy-to-read format. Word has several good templates you can choose from.
- **Education:** List your school, degree & major, cumulative GPA, any honors affiliations, and graduation date at the top of your resume.
- **Reverse Chronological Order:** List your most recent work experience at the top and work back from there.
- **Read the Job Description:** Make sure your experience aligns to the experience the role calls for. Don't just throw your name in the hat for every role.
- **Proofread:** Have someone proofread your resume for grammar mistakes.
  
- Notes:
  - Be sure to cover the experiences you've gained, and the impact you've had in each role
  - At the bottom of your resume highlight the leadership roles or clubs you are active in

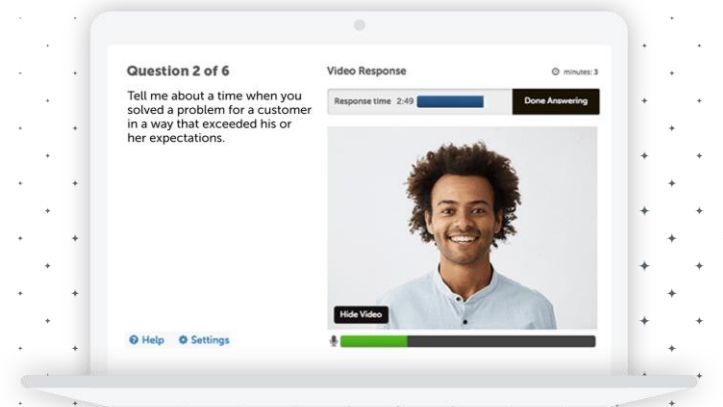
# LinkedIn



- **Make a LinkedIn!!!**
- Always upload your resume
- Add a profile picture
- Informative headline- What are you seeking?
- Write a catchy summary
- Add examples of your work, if applicable.
  - Writing, design work, projects

# HireVue

- Check your lighting
- Make sure you complete in a quiet location
- You will get 2 tries for each question
- Complete a HireVue for **each** application you believe you are a fit for





# Interviews

- **Come Prepared!** Practice and come prepared with work examples from class projects, professional experience, etc.
- **Authenticity Is Key!** Make sure to showcase your personality and unique strengths during the Interviews.
- **Research!** Do your research and be able to speak to how your experience is relevant to the Internship role you are interviewing for.
- **Be On-Time!** Arrive 5-10 minutes early for your interview, maintain a professional demeanor throughout, and feel free to take notes when relevant.
- **Ask Questions!** Be ready with questions for the interview panel that will help you better understand the specific Internship opportunity.

# After the Interview

## Write Down your Experience

- Take time to capture notes about the interview while it is still fresh in your mind.
- Write down the questions they asked, your answers, any questions you wish you had asked, and anything you'd like to learn more about.
- Use these notes to prepare for a possible second interview.

## Review your Performance

- Reflect on how well you performed in the interview. What went well and what didn't?
- Were there questions you could have answered better? You could be asked similar questions in the next interview and should prepare to have a more robust answer.

## Send a Thank You Note

- Sending an email or hand-written card in the days after your interview allows you to demonstrate your appreciation for the interviewer's time, your excitement for the position, and why you are the best candidate for the job.
- A lot of great information on sending thank you notes can be found on the internet.

# Frequently Asked Questions

- **When can I expect to hear back?**
  - *A member of our Recruiting Team will reach out to you via email or phone call as soon as possible. Due to the high volume of applications that come in daily, response times can vary. We appreciate your patience as our Recruiting Team works diligently to review all submissions.*
- **I'm interested in multiple internship positions at H-E-B, do I have to complete more than one HireVue?**
  - *Yes! We do recommend completing a separate HireVue for each position as the questions asked are uniquely tailored by role.*
- **When will interns be selected for the summer?**
  - *Our goal is to make all offers by December. However, depending on business availability, number of applicants, and the selection process some candidates might hear as early as October while others won't hear until Spring.*
- **Will the internship turn into a full-time job after graduation?**
  - *Unfortunately, we can't guarantee a full-time position. However, your internship is an extended interview and an opportunity to work your way into a career with H-E-B.*
- **How many hours will I be required to work?**
  - *An intern works a standard 40-hour week from 8:00am – 5:00pm. However, schedules will vary by department.*

# Thank you!

Please contact  
[collegerecruiting@heb.com](mailto:collegerecruiting@heb.com)  
with any questions!

