



# Sobeys CA Training Program

Business Leaders of Today  
Training the Business  
Leaders of Tomorrow

## SOBEYS CA TRAINING PROGRAM CRITERIA

- 1 Business or Commerce graduate with required ASCA exemptions
- 2 Passion for the grocery retail industry
- 3 Focused and determined
- 4 Excellent problem solving and analytical skills
- 5 Excellent communication skills
- 6 A commitment to success through past educational, work and volunteer achievements

*“As a registered CA student at Sobeys, I was given training opportunities in areas of finance that I would otherwise never have had.”*

*-Jennifer Sheppard  
2008 CA Student*

## CA Training Program

Did you ever think about getting your Chartered Accountant (CA) designation while working for one of Canada’s largest retailers? As a leading food distributor in Canada, Sobeys Inc. (Sobeys) and its franchisees employ more than 85,000 people and generate over \$14 billion in retail sales annually. At Sobeys, we offer career opportunities across the country in retail stores, retail support centres and head offices, all requiring an array of skill and education levels. We believe in training and promoting our employees from within our organization. This is why we are very proud to be one of the first companies in Canada, first Nova Scotia company and first grocery retailer to be approved as a CA Training Office in industry.

As a CA student training with Sobeys you would be based at our head office in Stellarton, Nova Scotia and have the opportunity, through your CA Student Career Path, to extensively learn about our organization and gain the required competencies to become a CA.

The CA Training Program is an intense 36 month experience that incorporates the key elements in becoming a CA: (1) academic requirements (through your enrollment in the Atlantic School of Chartered Accountancy (ASCA)), (2) support in preparing and writing the Uniform Evaluation (UFE), and (3) practical work experience, which is linked explicitly to the six specific competencies required to achieve practical experience as part of your CA qualification.

The practical work experience at Sobeys allows you to truly learn the financial and accounting systems, processes and controls of a large 100% Canadian owned and operated organization. As a result, you can not only obtain your CA designation but also then apply the knowledge gained to your future career with Sobeys.

The CA Student Career Path with our company includes required rotations in the following:

- CEO/CFO Certification; and
- General Accounting; and
- External Reporting (Financial Reporting, Accounting Policies, IFRS).

As well as a rotation in one of the following:

- Internal Audit, or
- Internal Reporting & Analysis, or
- Taxation, or
- Corporate Budgeting & Planning.

Each CA Training Program Student with Sobeys will be assigned a recent CA graduate as a Mentor. Mentors work closely with the students and provide assistance as they progress through the ASCA Modules and the UFE. As well, a seasoned CA who is a Counseling Member to the program will be assigned to each student. The Counseling Member will participate in regular performance reviews and discussions to ensure the necessary competencies are being gained to meet the required criteria as set out by the CA profession.

Sobeys offers many different career opportunities for CA Training Program Students on completion of the program. As the second largest grocery retailer in Canada with over 1,300 franchised and corporate stores supported by over 20 retail support centres and eight National and Regional offices, Sobeys employs over 50 CAs in finance functions and operational departments across Canada.



*Sobeys is the first grocery retailer to be approved as a CA Training office.*

If you are interested in this exciting opportunity or have any additional questions please visit our career website at:

[www.sobeyscareers.ca/CAProgram](http://www.sobeyscareers.ca/CAProgram)

We thank everyone for their interest in the program, however, only those candidates selected for an interview with our company will be contacted.

To learn more about our company, visit our website at:

[www.sobeys.com](http://www.sobeys.com).

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*“From the very start, Sobeys has been 100% behind providing all of the students with the tools that they need to be successful, including orientations about the company, and our program, that outlined company history, expectations from us, along with our expectations from the company.”*

*- Alex Grant*

*2009 Co-op Student*

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## Where You Would Work...

Stellarton is located in Pictou County, Nova Scotia. With over 50,000 people, the area has the third largest population in Nova Scotia. You are never more than a short drive to work, leaving you with more leisure time to enjoy the beautiful beaches, harbours, walking trails, sports facilities and golf courses. The County also has a solid network of community organizations and is home to an active arts and culture scene including many festivals and other entertainment events. With several of Nova Scotia's largest employers, Pictou County is becoming one of Nova Scotia's top destinations for young talent.

