

Why do we love Dillard's?

"My favorite part of the internship was being able to work in so many different areas of the store/company and gain a greater understanding of how everything correlates and works. I also especially loved visual merchandising and doing big floor moves in the store." - Mackenzie Mackin (Broomfield, CO 2023)

"I think that my favorite part of the internship was that I was always on my feet and doing hands on work. I knew early on that I didn't want to be sitting around all day, and being able to help participate in different projects both alone and with my fellow interns really made the internship worth while! I am now a assistant design liaison at the Dillard's corporate office and it has been nothing short of busy, fulfilling and rewarding! GO RAMS" - Jaiden Constance (Lone Tree, CO 2023)

"I really enjoyed being able to work on visual merchandising throughout the store and collaborate with other local Dillard's interns in the KC (Kansas City) area." - Stephanie Graviett (Independence, MO 2018)

"As an intern with Dillard's management program, I honed my people skills and gained invaluable leadership experience early in my career. My favorite aspect of the internship was collaborating with managers across various departments, fostering friendships with fellow interns, and learning essential leadership styles that I use in my current position today." - Krista Toussant (Lafayette, LA 2015)



Requirements

- Junior/senior level students.
- Business management and fashion merchandising majors preferred but not required.
- 10-12 weeks of full-time availability within the spring (~Feb-May) or (~June-August).
- 3.0 minimum GPA.
- High energy individuals preferred.

Benefits

- \$19/hr.
- Generous employee discount.
- 401K.
- Hands on retail work experience.
- Future career opportunities.

How to Apply

Please feel free to apply at <https://careers.dillards.com/Careers/> under any position within your desired location.



Dillard's Executive Development Internship Program

Expectations

- Understanding of daily, monthly, and yearly focuses to exceed sales targets.
- Involvement with the networking and hiring of experienced personnel.
- Evaluating and analyzing sales and brand performance.
- Understand and implement regional merchandise guidelines.
- Engage in all categories of selling and non-selling areas within the store.
- Interaction with both Regional and Corporate executives for learning opportunities.



The goal of the internship is to train future executives for leadership positions within our organization. To allow for the best opportunity for success, Dillard's gives interns access to store, divisional and corporate executives. Interns will gain leadership skills through event planning, personnel development, system training and product placement enhancement. Also, interns will have access to understanding and evaluating the procurement of merchandise within our stores.

Weekly Training Opportunities

- o Networking and hiring.
 - Evaluate current associates that could be considered for promotions.
 - Calculate the cost of turnover.
 - Tour competition.
 - Participate in hiring events.
 - Evaluate and interview candidates.
- o Training and development of staff.
 - Coach and challenge performance expectations.
 - Evaluate service indicators related to performance.
 - Review schedules to maximize performance.
 - Analyze sell through %.
- o Retail sales and planning.
 - Establish a plan of action to improve underdeveloped business.
 - Understanding of gross margin and markdown dollars / percent relative to your business.
 - Communication with buyers – contact with opportunities on underdeveloped business.
 - Review daily sales goals.
 - Inventory processes.
 - Review best sellers.
 - BOPIS.
 - Credit sales penetration.
- o Visual merchandising.
 - Proper execution of directives.
 - Impactful visual displays to drive sales.
 - Comprehension of signage.
 - Validate proper signage.
- o Promotions/events.
 - Effective use of clientele systems.
 - Sales promotions.
 - Pre-sale events.
 - Credit contest.
 - Tax free weekend.
 - Registries.

Potential Career Paths

Dillard's offers a wide variety of opportunities for internal promotion following the completion of your degree. The Executive Development Internship is an instrumental first step in establishing one's career at Dillard's. From an entry level position such as this, employees are given the option to advance in the direction they desire to achieve their personal career goals whether that be in store or corporate. The following illustrates a handful of the many career paths one may opt for.

