

# Bunnings Candidate Toolkit

## Store Support



# Welcome to the Bunnings Candidate Toolkit!

G'day/Kia Ora, congratulations on getting to the next step in the Bunnings recruitment process. We're always excited to meet new people who bring fresh and inspiring ideas and energy to our business. We're not only passionate about D.I.Y, we're passionate about our people and supporting our people. So we've pulled together this toolkit to support you in the interview process as a prospective member of our team and to cover off some key points about Bunnings, such as who we are, how we got to where we are and what to expect through the rest of this exciting process.

We're looking forward to taking you on the journey and don't forget, be yourself and give it a red-hot go!



**351** AU & NZ Bunnings stores



**SUPPORT CENTRES**

**114**  
BEAUMONT TILES

**6** DCs



**79,000** Community Activities

Longest serving  
**TM**  
65 YEARS

**THREE STRATEGIC PILLARS**



Lowest Prices    Widest Range    Best Experience



**Over 55,000+** TMs across AU and NZ

**16** TKD Stores

**34,000** SAUSAGE SIZZLES EACH YEAR



**37** Trade centres and F&T sites

\*data as of March 2025

## About us

Our overarching vision as a business is: We're building the best...Our team makes it happen – our 'what'. The thing about aspiring to building the best is that it's a journey, not a destination. It means we're constantly looking at better ways to do things.

Our purpose – Inspiring you to have a red hot go – describes our 'why'. The very reason we exist and it captures the heart of who we are and why we come to work everyday.

## Our History

**1886**  
Arthur and Robert Bunning arrive in WA. The brothers purchase their first sawmill. Bunning Bros is incorporated in 1907.



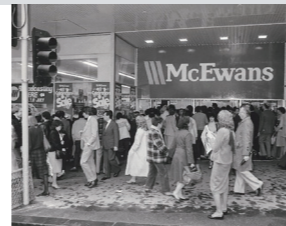
**1952**  
Bunnings expands in the WA market, adding building supplies to the timber business. Bunnings becomes a public company.



**1989**  
Bunnings purchases Alco Handyman in Western Australia and merges operations to significantly increase exposure to the D.I.Y. market.



**1993**  
Bunnings purchases McEwans in Victoria and South Australia, enabling expansion of operations to the East Coast.



**1994**  
The first Bunnings Warehouse opens in the Melbourne suburb of Sunshine in August 1994. Wesfarmers moves to 100 percent ownership.



**2001**  
Purchased the BBC Hardware network including the Hardwarehouse and Benchmark stores in AU and NZ



**2003**  
The first New Zealand Bunnings Warehouse opens in Riccarton, Christchurch, in 2003. This is a significant step forward in developing a consumer customer base to complement the strong commercial business that had been established through the Benchmark stores.



**2018**  
Bunnings commences eCommerce offers with Special Orders online, The PowerPass program is also expanded. Marketplace is introduced.



**Today**  
Throughout Australia and New Zealand, the Bunnings Group continues to grow, creating a winning offer for consumer and commercial customers in Warehouses, smaller format stores, Trade Centres, and online and specialist offers.





## Support Centres

Our Support Centres work behind the sites to bring our stores to life. Who do exactly as the name suggests and support our teams across a number of functional areas. Your next career move at Bunnings could be in Technology, Marketing, People & Safety or Property to name a few. There are endless opportunities to shape your path and help deliver the best customer experience at every touch point.

## Our Stores

Our stores are a vast source of inspiration, we sell the widest range of home improvement and outdoor living products at the lowest prices to our customers. Team members sport the iconic red shirt and green apron and are always ready to lend a helping hand while being encouraged to have fun along the way.



## Distribution Centres

Our teams also help move thousands of items in our store networks everyday through our Distribution Centres, creating a seamless experience for our customers.

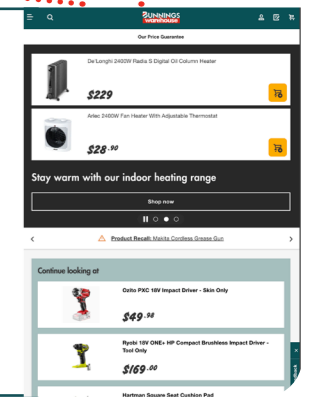
# Our network

Our ambition is to provide our customers with the widest range of home improvement products, at the lowest prices, backed by the best experience. Our team members are the heart and soul of our business and our guiding principles are integrity, respect, teamwork, achievement and innovation, which are key to our culture and to achieving our vision.

We're known for our big green sheds, but there's much more happening behind the scenes than you can only imagine.

## Online

Launching in 2018, our online environment reflects our stores by providing a friendly and helpful interactive experience with access to our Widest Range and Lowest Prices at the click of a button.

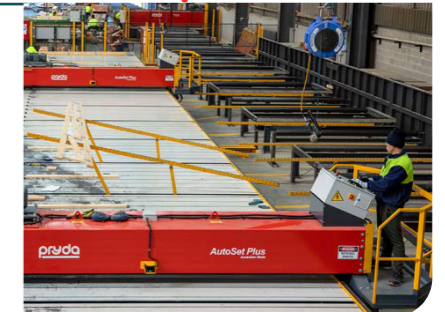


## Trade Centres

We support our tradies with leading specialist advice and knowledge with a delivery and pick up solution for key building lines from our Trade Centres. Our product range covers electrical, plumbing, landscaping and building.

## Frame & Truss

We're one of the largest frame and truss fabricators in Australia, with seven plants serving Australia's eastern states, these manufacturing facilities specialise in the design, prefabrication and supply of timber wall frames, floor trusses and roof trusses. Our Frame & Truss team provides superior service and advice, including quoting, estimating and detailing for projects both large and small.



# Our community

Bunnings is committed to participating in the communities in which we operate by contributing to local, regional and national causes, charities and organisations throughout Australia and New Zealand.

From grass roots causes to local sporting clubs, schools and hospitals, we provide a wide range of support to a cross section of local community groups.

We do this in many different ways including our sausage sizzles, cake stalls, hands-on D.I.Y. project assistance, product donations, garden makeovers and more. Our team not only represents the community, but we are also active members of it.

**Find out more about how we are supporting our communities here.**

# Sustainability

At Bunnings we are committed to reducing the environmental impact of our operations.

We are also committed to helping our customers live more sustainably in the home and garden and we are proud of the role we play in supporting local communities to make a difference through small impactful actions.

Some of the key areas we are reducing our impact are climate and energy, water, responsible timber sourcing, circular economy, nature and biodiversity and human rights.

**If you are interested to know more about our sustainability performance, you can check out all the details here!**

# What we offer

We value our team members' contributions, recognise and reward their efforts and provide a fun, inspiring and safe workplace.

## Fun Facts

Over  
**572**

self-paced  
online learning  
courses for our  
team and leaders

Over  
**430**

face-to-face or  
virtual facilitated  
classes

**25,000**

learning course  
enrollments  
a week

**253**

of team going  
through a  
leadership  
program  
per year

# Learning and development

**Pathways that are yours to build.**

We're genuinely invested in your career and no matter where you start with us, that pathway is yours to build. Look around and you'll see the careers of people who will inspire you to find your own. We're committed to creating opportunities to drive development and progression through our business.

# Champions of diversity

It's a privilege to represent Bunnings, and we wear our red shirts with pride. We love the diversity across our teams, brought together in an inclusive culture guided by our values. Together we continue to create a place where you'll belong, surrounded by genuine people ready to both support and challenge you to do better every day.

Bunnings are committed to creating a welcoming and supportive workplace to ensure everyone feels like they belong. This is achieved by ensuring and reflecting the diverse communities in which we operate through providing opportunities for all people regardless of their age, gender identity, cultural heritage, sexual orientation or abilities.

**Head here to find out more about our Diversity and Inclusion initiatives!**

# Team Benefits

Our team enjoys a variety of perks and benefits across work and leave, travel and stay, health, wealth and shopping. Here's a sneak peek at some of them!



## Discounts

- + Team member discounts
- + Discounts at other Wesfarmers brands
- + One pass membership
- + Offers from 100+ corporate partners, such as entertainment, electronics and car hire



## Well-being

- + Flexible and informal work environment
- + 12 weeks paid parental leave, regardless of gender
- + Counselling services
- + Flu vac and health checks



## Extras

- + Cost price food and drinks at the Bunnings Cafe
- + Competitive remuneration
- + Salary sacrificing (AU)
- + Purchased leave
- + Novated leasing (AU)



# Our Recruitment Process



## What to expect

The interview is an opportunity for you to meet the leader of the team, demonstrate how you best match the position and for you to find out more about Bunnings and the opportunity! This will be a chat about your relevant career so far and we'll be looking for you to share examples on how you would complete specific tasks or behave in specific scenarios. It's a great opportunity for the team to get to know you and vice versa!

Remember, do your research. We've put some great facts in this doc but take a look at recent media articles, social media platforms, LinkedIn profiles for key people and our website too.



# Interview Tips and FAQs



## Should I bring a copy of my resume?

The team will have a copy already on hand, so no need. Feel free to bring along a pen and paper to take notes if you wish.



## What should I wear?

The dress code at Bunnings is smart casual – please don't feel you need to suit up for us.



## What if my interview is virtual?

Prior to the interview, ensure you have all your tech set up and tested. We use Microsoft Teams for our video interviews, and you will be sent the link by our Talent Acquisition team prior.

Ensure your microphone and camera are working, your camera is still, and that you are in a quiet location where there is good lighting and internet connection.

We know life happens so if there are any issues during the interview, please let us know and don't stress if a furry friend or family member pops up in the background!



## What should I prepare for?

We'd advise preparing a few real-life scenarios to share with us using The STAR method (Situation, Task, Action, Result). Focus on your achievements relevant to the position using examples of how your knowledge, skills and abilities fit the job.

It's always great to have a few questions prepped for the Bunnings team too.



## How do you support adjustments to the interview process for those who need it?

Bunnings strives to ensure everyone is treated fairly and our team are committed to supporting you at any stage of your recruitment journey. Be sure to let your Bunnings Talent Acquisition Partner know if you require an adjustment and we can provide the most appropriate support for you.



## What happens after the interview?

You'll hear from your Bunnings Talent Acquisition contact following the interview, timeframes will be discussed in the interview.



## Who can I contact with further questions?

Reach out to your Bunnings Talent Acquisition contact directly via email or phone with further questions or support needed.



## Do you have any other tips for the interview?

We sure do! Here are a few extra tips:

- Ensure you allow enough time to get to the location of your interview if it is face-to-face, and please let us know if you are running late
- Pop your phone on silent for the duration of the interview
- Be specific – be clear with your answers and have relevant examples
- Smile and be yourself – this is the key to us getting to know you!

# Good Luck!

**Bunnings Talent Acquisition Team**

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