



Be a **PART** of
SOMETHING *as*
BIG *as* **TEXAS**

One
COMPANY
Multiple
CAREERS

★ *Apply now at* ★
CAREERS.HEB.COM



Why

H-E-B?



"I love my job at H-E-B. We're given the support and opportunity to try new ideas and to push boundaries. It's challenging, but also incredibly rewarding."

EDGAR

Sr. Digital Designer



**A JOB AT H-E-B IS AN OPPORTUNITY
FOR A REWARDING, NEVER BORING, CAREER.**

An opportunity to utilize your talent and strengths to innovate and make a difference across multiple areas of the business, from Stores to Corporate, Digital, Manufacturing, Warehousing and Transportation – your career at H-E-B can be anything you want.



A TRADITION OF EXCELLENCE

From a small shop founded by Florence Butt in Kerrville, TX, to an industry leader with millions of customers shopping online and in store, the H-E-B spirit has withstood the test of time. **Our relentless dissatisfaction with the present, along with our core belief that people matter,** has allowed us to be a regional retailer that competes on an international level with over 420+ stores across Texas and Mexico.

★ OUR COMPANY ★

161,000+ PARTNER
(EMPLOYEE)
POPULATION

449+ STORES
IN TEXAS
AND MEXICO

\$43+ BILLION
ANNUAL
SALES

Since **1905**



★ AWARDS ★

Forbes

AMERICA'S BEST EMPLOYERS FOR WOMEN
AND BEST EMPLOYERS FOR NEW GRADUATES 2022



DUNNHUMBY
#1 US GROCERY
RETAILER 2024



BEST PLACES TO WORK FOR
H-E-B DIGITAL IN AUSTIN
AND DALLAS 2023



TOP BRANDS FOR DELIVERY
AND GROCER OF THE YEAR



glassdoor

BEST PLACE
TO WORK



COMPARABLY

BEST WORKPLACES
FOR WOMEN

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★ OUR VALUES ★

BECAUSE PEOPLE MATTER

At our core, H-E-B is a company where people come first. This commitment to people - inside and outside the company - is at the core of who we are. It is the fabric of our culture, wrapping around and weaving through every decision we make and action we take.



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SERVICE

At H-E-B, we believe grocery shopping is more than an errand. That's why it's our pledge to always go above and beyond. Here, we think like the customer, not about the customer.



HEART

People matter. Here, people are at the heart of every decision made and everything we do - no store cares more.



DRIVE

Competition drives us, but collaboration defines us. A shared spirit drives us to work together and build a company that doesn't just meet the Customers' needs, it exceeds them.



INNOVATION

We're continuously searching for ways to serve our Partners, customers, and communities better and make their lives easier. Here, we are relentlessly dissatisfied with the present.



COMMITMENT

Here, we don't need an audience to act with integrity because we believe you never need permission to do the right thing.



COMMUNITY

We make it a priority to get involved and make a difference in the lives of our friends and neighbors, because we believe communities should be better off by us having been there. Giving back to the community is our way of saying thanks!



"H-E-B changed my life! Over 28 years, I have had the opportunity to learn and lead so many businesses and positively impact many partners and communities along the way. We are not just a grocery company; we are many industries rolled up into one and being a part of it has been the greatest journey for me and my family!"

ESTHER

Vice President, Digital Commerce Operations



CORPORATE OPPORTUNITIES

Utilize your talents and strengths to innovate and make a difference, H-E-B is where big ideas come to have a bigger impact. Disruptors welcome!

- Advertising and Marketing
- Continuous Innovation and Design
- Customer Insights
- Data Analytics
- Digital Commerce
- Engineering
- Facility Construction
- Facility Design
- Finance & Accounting
- H-E-B Own Brand
- Human Resources
- Legal & Compliance
- Loss Prevention
- Pharmacy
- Planning & Analysis
- Procurement & Global Sourcing
- Public Affairs & Communications
- Quality Assurance
- Real Estate

★ *Be a* **PART of SOMETHING** *as* **BIG as TEXAS** ★

MANUFACTURING, WAREHOUSE, TRANSPORTATION (MWT) OPPORTUNITIES



- Associate Team Leaders
- eCommerce Supply Chain
- Engineers
- Fleet Maintenance
- Human Resources
- Inbound Logistics
- Industrial Properties
- Mechanical Engineers
- Order Selectors/Pickers
- Production Partners
- Quality Assurance
- Safety
- Sanitation
- Shipping and Receiving

With over 7 million square feet of manufacturing and warehousing facilities and 57 million miles driven each year, keeping our stores running covers a lot of ground. If you're looking to make a big impact, our supply chain operations are for you.



"H-E-B invests a lot in developing leaders. As a result, I'm part of a great leadership team, and working here has been the best experience of my career."

MARTIN

Sr. Project Engineering Manager



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DIGITAL OPPORTUNITIES

Retail is the new digital playground.
We invite you to play in our sandbox.

- Business Systems Analysts
- Cyber Security
- Data Solutions
- Digital Commerce
- Help Desk & Store Technicians
- Mobile Engineering
- Operations & Network Infrastructure Engineering
- Product / Experience Design
- Product Management
- Software Engineering
- System Developers



"I know I'm working for my community,
my neighbors, and my fellow partners.

We are working towards common goals. We want to ensure we provide top service with great prices, but to also build up communities. I LOVE that I get to advocate for those customers and ensure that we provide the best experience and service possible."

MICHELLE

Principal iOS Software Engineer



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"Store Operations has so many opportunities for Partners to grow their careers and I'm thankful to be a part of it. Mentoring Partners into leadership roles is what I find most fulfilling as a Service Manager."

YVONNE
Store Manager



STORE OPPORTUNITIES

There are aisles and aisles of opportunity waiting for you.

- Bagger
- Bakery
- Beauty
- Beer & Wine
- Checker
- Curbside
- Deli
- Drugstore
- Floral
- General Merchandise
- Grocery
- Healthy Living
- Leadership
- Loss Prevention
- Market
- Mia's Mirror
- Produce
- Restaurants
- Seafood
- Shelf Edge
- Showtime
- Texas Backyard

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INTERNSHIP OPPORTUNITIES

THE H-E-B INTERNSHIP EXPERIENCE

We've designed our 10-week summer internship program to ensure you get hands-on experience solving real-world problems related to the business unit you are working with. Throughout the summer, you will get to hear from our Executives, network with our Partners, solve on-going challenges, and gain insight into our omni-channel organization.



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AS AN H-E-B INTERN, YOU WILL:

- Attend our kickoff event and network with H-E-B Interns across all divisions.
- Learn more about our omni-industry organization and get first-hand behind-the-scenes insights on our facilities and stores.
- Develop innovative solutions for real-world business problems through the project you are assigned for your internship.



"Having a management internship with H-E-B really peaked my interest in becoming a store leader. I learned a ton over the summer about what it looks like to lead with a heart for people, and I wouldn't be where I am today without the experience!"

JULIEN
Store Leader



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NEW GRAD PROGRAMS

ASSOCIATE TEAM LEADERS (ATL)

The ATL Program is the leadership pipeline for our MWT divisions and is perfect for engineers, supply chain experts, and natural born leaders. The 6 month leadership development program gives participants broad exposure to the behind-the-scenes operations of our organization.



LEVEL UP

Level Up is a cohort-based onboarding experience designed to help our newly hired digital talent get acclimated to H-E-B through networking, training, and volunteer opportunities, Tech Talks, and additional hands-on experiences. We believe Level Up will help us strengthen our world-class Digital teams right from the start while helping us build tomorrow's tech and people leaders.



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NEW GRAD PROGRAMS

SCHOOL OF RETAIL LEADERSHIP (SORL)

SORL is a 6-12 month leadership development program for those interested in Store Leadership. During the program, you will receive hands-on management experience in all departments, through classroom training, project work, and by participating in a workshop designed to enhance the knowledge and leadership required to become a successful Store Leader.



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Endless OPPORTUNITIES
AWAIT *You!*

READY TO BE A
PARTNER?



Equal Opportunity Employer and Drug Free Workplace

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