



Sales Internship & Graduate Programs

rb RITCHIE BROS.™

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A **growing** global company.
Endless opportunities to **move** your career forward.
Building a work culture like no other.



MY CAREER

One of the best places to work you've probably never heard of: **Ritchie Bros.**

Started as a small family-run company in British Columbia, Canada, Ritchie Bros. is now a multi-channel global leader in heavy equipment disposition with over \$4 billion in annual sales. And to think it all started with one auction in a Kelowna furniture store back in 1958. The story of Ritchie Bros. is remarkable and we want you to be part of the next chapter.

At this point, you may be thinking, "I know nothing about auctions." Just remember, at one point neither did we! That knowledge will come; what's more important is a passion for building relationships and a driving entrepreneurial spirit.

Besides, we do a lot more than auctions. Today Ritchie Bros. is at the digital forefront of our industry. Together with IronPlanet, we deliver a multi-channel suite of solutions that make it easy for our customers to buy and sell equipment with confidence; either at our 40+ auction sites worldwide or online through a variety of forward-thinking digital solutions.

Engaging with communities across 19 countries, Ritchie Bros. employs a robust workforce that never loses sight of our customers. And that's how we roll – we cultivate excellence, offer diverse experiences, rewarding careers and then let our best ambassadors spread the word: our employees and customers.





“I often get asked: what makes Ritchie Bros. a great place to work? I strongly believe it’s the quality of the relationships that exist, not only within the company, but also with our customers. These relationships are at our core, and built upon a foundation of trust, standing up for what we believe in and our passion to be the very best we can possibly be.”

Chad Stedham, Director,
Talent Acquisition



10M2 AWD
Motor Grader

2015 Cat MD5075
Crawler Mounted Blast...

Cat 615C Series II Water
Wagon

2013 Cat 246C Skid-
Steer Loader

Meter: 3,575 hrs
Manitoba
(1,855 km away)

Nevada
(1,597 km away)

Meter: 1,163 hrs
Alberta
(808 km away)

Buy Now
or Make Offer - Aug 26

Buy Now
CAD 37,500; US \$28,699
or Make Offer - Aug 27

STAND CLEAR
OF THE RAMP

Ring
2
Controls

“Being able to experience different opportunities within the company was instrumental in my career development and job satisfaction.”

John Beasley, former Territory Sales Manager, promoted to Sales Director in Minneapolis



Cat 950G Wheel Loader

Meter: 13,838 hrs

Alabama
(3,704 km away)

Online Auction

US \$26,000
5 days, 20 hours

Cat 725 Articulated Dump Truck

Texas
(2,882 km away)

Current High Offer

US \$5,500
Aug 27

Ritchie Bros. at a glance*

\$4.5B+

of equipment sold

40+

permanent auction sites worldwide

\$2.1B

sold online

2,100

full-time employees worldwide

417

live unreserved auctions

78

weekly online auctions

4.4 M

average monthly website users

NYSE/TSX

Ritchie Bros. is a publicly traded company under the ticker symbol RBA

*As of 2017.

Our Vision Where We're Going

To be the pioneering, relationship-based, technology and data-driven equipment asset management and disposition company.

Our Culture

One Huge Reason People Love Working Here

Work hard, work as one team, and have fun doing it. We are a unified group with one common goal – grow the business and provide the best customer experience possible.

We support

flexible schedules and work-life balance

We reward

hard work and innovation

We encourage

initiative and business creativity

We celebrate

and share our successes

Our Values

What We Believe

— We are —
ONE TEAM
united in delighting
our customers and
meeting all of their
disposition needs

We are
PROUD
of and
PASSIONATE
about our work & have
fun doing it safely

We do what is right
and act with the highest
INTEGRITY
at all times,
everywhere
we do business

We are
ENTREPRENEURIAL
— in spirit and —
INNOVATE
— in everything we do and are —
DISCIPLINED
while nimble in
our execution

We are committed to being a **DIVERSE & INCLUSIVE**
global organization
to drive thought
leadership

Opportunity at work.

Whether you are a recent grad or student seeking an internship, Ritchie Bros. offers rewarding development opportunities that will launch your sales career into overdrive.

Our Sales Career Path is designed to expose you to challenging hands-on experiences and world-class training, while working in a diverse, global environment. This journey will ensure your future success within Ritchie Bros. and pave your trajectory into an Account Manager or Territory Sales Manager position.

Account Manager

Located at our Canadian Headquarters, in this position with Ritchie Bros. Financial Services, you'll learn about our industry and equipment financing; a transferable skill you can use at Ritchie Bros. or anywhere else. You'll master working in a competitively fast-paced, high-volume, outbound sales environment while honing your sales and customer service skills. This opportunity allows you to potentially move into senior level inside sales Account Manager or transition into outside sales opportunities.

Territory Sales Manager

Earn as you learn, on your journey to becoming a Territory Sales Manager for Ritchie Bros. Over a 9-15 month period our Operations & Sales teams provide you with a comprehensive hands-on learning program. Structured with mentors, online learning, in the field training and ongoing support to learn our business: sales framework, yard operations, equipment inspections & appraisals, and more.





BOOTS 73

BOOTS
TRACTORS LTD.

BOOTS

A large group of people, likely students or employees, are seated in an auditorium or lecture hall. In the foreground, a person is seen from the back, wearing a dark jacket and a white cap, pointing their right arm towards the audience. The setting appears to be a large indoor space, possibly a theater or conference center, with a sign that reads "North Theatre" visible in the upper left. The overall image has a reddish-brown tint.

Field Sales Graduate Program

This comprehensive program introduces you to our industry and all aspects of our sales and operations functions. You will gain valuable hands-on experience and mentorship through 4 in-depth Modules.

Upon successful completion of the program, you are eligible for a Territory Sales Manager position with full accountability of your own multi-million-dollar territory. It's important that you remain adventurous and mobile, as we will consider you for all possible territories, which may be across the country.

Program Overview

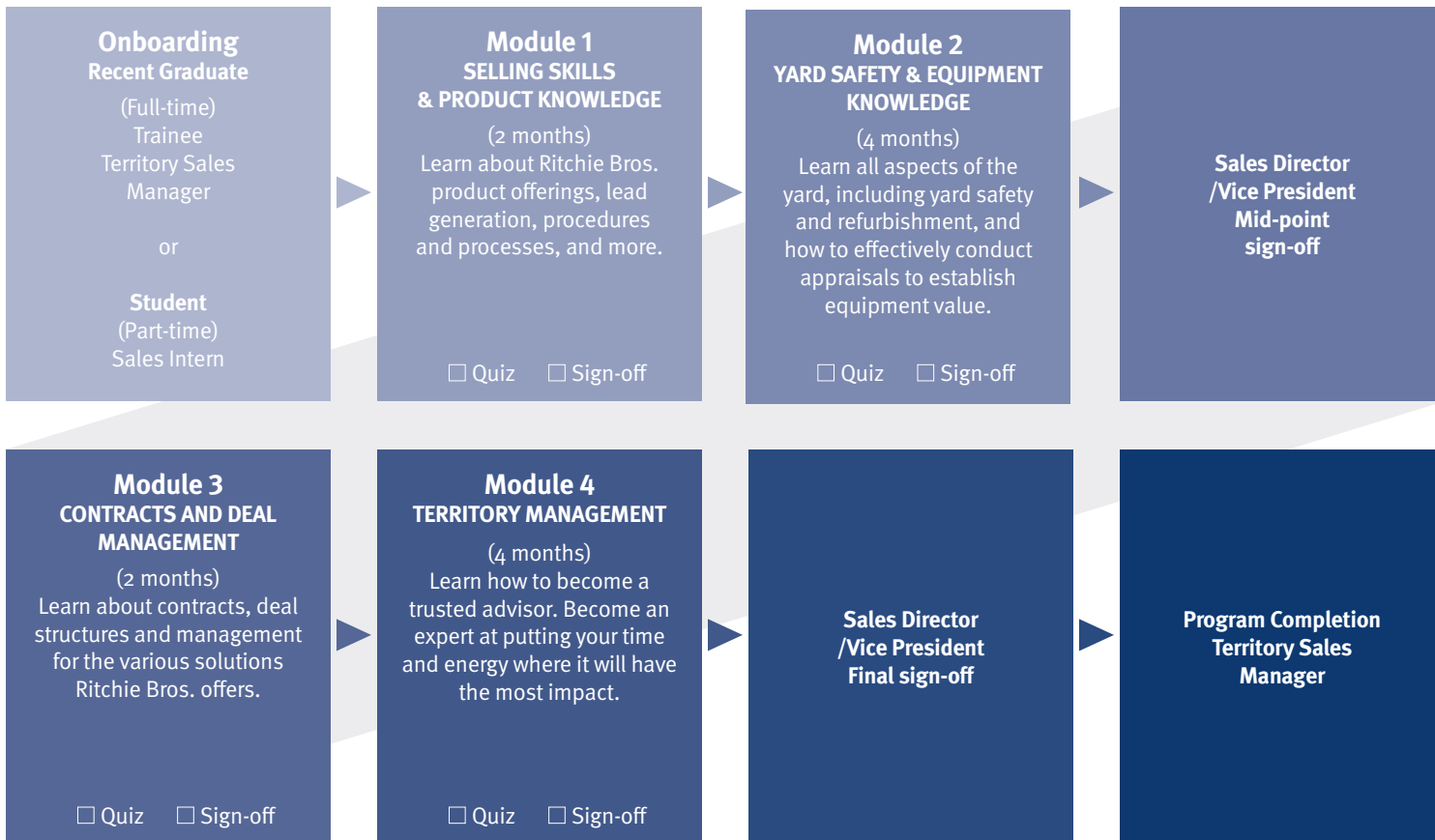
Students

If you are in your final year of post-secondary studies, you can begin Modules 1 & 2 as a Sales Intern. You'll be given the flexibility to complete these modules part-time, depending on your availability.

Graduates

Upon successful completion of your postsecondary studies, you will be eligible to join this program as a full-time, Trainee Territory Sales Manager. Once you have completed the final Sales Director/Vice President sign-off, you'll be eligible for a permanent Territory Sales Manager position.

Field Sales Learning Journey



Onsite Sales Graduate Program

The Onsite Sales Graduate Program is designed to develop a potential Financial Services Account Manager by exposing them to the essential parts of our business and industry. In this program, you'll learn about equipment financing; a transferable skill you can use at Ritchie Bros. or anywhere else. You'll work in a competitive, fast-paced environment while honing your inside sales and customer service skills.

This experience will prepare you to move into entry level inside sales or transition into outside sales positions. Opportunities for this program are based out of our headquarters in Vancouver (Canada).

Program Focus

- ▶ Financial Services Products & Process
- ▶ Funding & Lending Lifecycle
- ▶ Credit Applications & Deficiency Reviews
- ▶ Lead Generation
- ▶ Marketing Campaigns
- ▶ Customer Service and more

Students

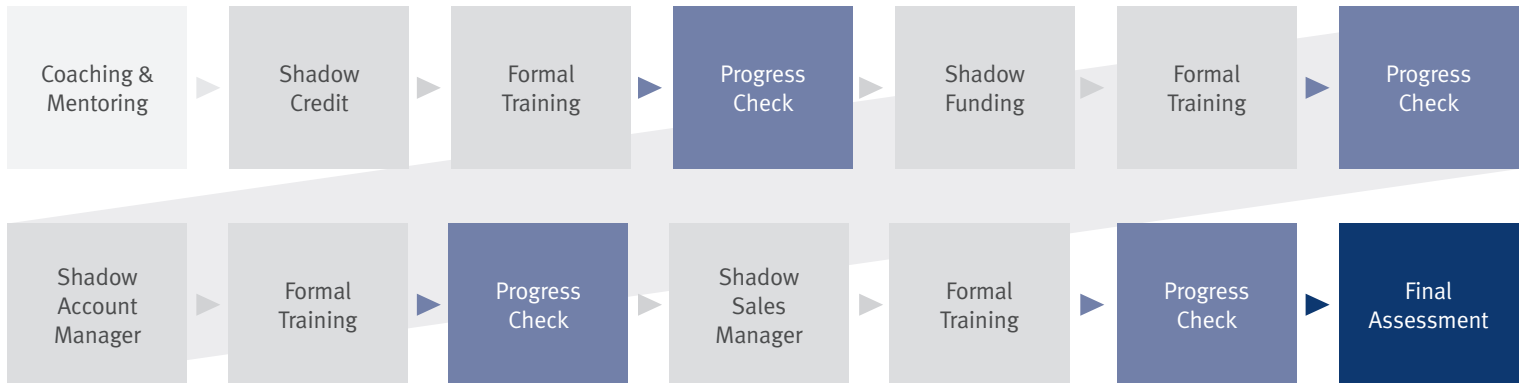
You will complete 4 learning modules; Credit, Funding, Account Management and Sales Coordination either as a part-time intern or full-time practicum student.

Requirements: Min. 4th or final year of undergraduate studies and either a flexible part-time availability or a 7-9 weeks full-time commitment.

Graduates

Students who have completed their studies are eligible for full-time Sales Coordinator positions. Requirements: Completed a diploma or undergraduate studies and full-time availability.

On-site Sales Learning Journey





“Ritchie Bros. has been in business for close to 60 years and from day 1 the passion for excellence and unrivaled start-up energy still exists today.”

Kirstin Elmer, Sales Manager

More reasons to join Ritchie Bros.

Great employees deserve great support, benefits, and development opportunities. Here's a taste of what we offer.

Training & Career Development

Move your career forward with our training and development programs.

- ▶ Sales and leadership training
- ▶ Professional development
- ▶ Internship and mentoring
- ▶ Scholarship program
- ▶ Tuition reimbursement program

Benefits & Perks

You can always count on us to take care of you and your family.

- ▶ Competitive salaries
- ▶ Comprehensive medical and dental
- ▶ Retirement savings programs
- ▶ Employee share purchase program
- ▶ Tuition reimbursement
- ▶ Gym membership subsidies and more





“Ritchie Bros. genuinely cares about their employees and most importantly, you are part of one team that stretches around the world.”

Cameron Rutherig, Territory Manager

Your Application Process



1

Online Application

Visit www.ritchiebros.com/careers and complete an application form.



2

Phone Interview

If you're successful at the initial application stage, you'll receive an email invitation for a phone interview with one of our Talent Acquisition Business Partners.



3

Online Assessment

If successful after the phone interview, you'll receive an email notification with instructions on how to complete our online Behavioral Assessment.



4

Interview with Hiring Manager

You'll then be invited to an interview with the Hiring Manager. Ask questions and tell your story, highlighting your knowledge, skills and abilities that uniquely qualify you as the best candidate.



5

Final interview

Congratulations! You've made it to the final round. The Executive will want to get to know you; be authentic, honest, transparent to your intentions, and most importantly be yourself.



6

Offer

If successful, we'll send you an offer of employment. This is our formal invitation to become a part of the Ritchie Bros.' family. This may also include a request to complete references, criminal and driver's abstract checks. The employment offer contains all the details you will need to assess our opportunity.

Apply online today at

ritchiebros.com/careers

rb RITCHIE BROS.™



Opportunity is waiting for you.

Apply online today:
ritchiebros.com/careers



linkedin.com/company/ritchie-bros/careers



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youtube.com/ritchiebros