



Your Journey to Partnership



Specsavers



Welcome!

Partnership has been at the heart of Specsavers since our founding in 1984. While no one could have predicted the scale of our success, our belief was clear from the start: empower local practitioners with exceptional support, deliver outstanding eyecare and eyewear for customers, and pursue results with unrelenting drive.

Our joint venture partner model continues to give us a competitive edge. Yet it’s our people who have made the biggest difference, helping us build a global business that puts customers first. People are the heart of our business.

Since entering the Canadian market in 2022, we have continued to grow and strengthen our presence across the country. Imagine leading your own store, building a valuable asset, and shaping the future of eyecare in your community through a proven partnership model with the tools, guidance, and support to succeed.

What is Pathway?

Pathway is a structured, six-month development program designed to prepare candidates for a partnership role at Specsavers.

assessments, and ongoing support to build the confidence needed to successfully lead a Specsavers store.

It provides a clear, consistent route to build leadership, commercial, and operational capability. Participants receive expert-led learning, in-store application, Pathway forms a key step in the Partner recruitment process, identifying and developing the Partners of tomorrow.



Why Join Pathway?



Fast-track your career

Move confidently toward partnership in just six months.



Join a proven model

Build your future with the backing of a trusted global brand.



Lead with impact

Gain the skills to inspire teams and deliver exceptional customer care.



Get expert support

Receive coaching, assessments, and guidance every step of the way.



Master the business side

Learn how to drive growth and manage store performance.

In-Store Implementation

In-store implementation is a core component of Pathway.

After each module, participants complete structured in-store activities such as practicing communication, leading small change initiatives, coaching team members, analyzing commercial data, and executing operational tasks.

Pathway Project

Each participant leads a meaningful in-store project linked to business improvement or team development.

They define goals, milestones, and measures of success, applying tools learned throughout the program.

The project is presented in the final assessment to demonstrate capability and readiness.

Final Assessments

At the end of the program, participants complete a final assessment to demonstrate Partnership readiness.

The assessment includes:

- A presentation of their Pathway journey and project
- A difficult conversation role-play
- A finance assessment covering key commercial concepts

Participants are supported with midpoint reviews, check-ins, and one-on-one coaching.

Program Highlights

5 Key Modules:



Leading Self



Leading Commercially



Leading Change



Journey to Partnership



Leading Together

