



SILVER  
FERN  
FARMS

100% MADE OF NEW ZEALAND

# GRADUATE CAREER PROGRAMME

**Think  
bigger  
start  
here.**



Kick start your dream career in the global food industry.  
Explore our Graduate Career Programme.



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More about us

# Creating goodness from the farms the world needs

## Creating

Creating is what we do, every day. From our farms and farmers, to the people in our plants and communities, to the products we deliver to consumers all around the globe. We're experts and innovators.



## From the Farms

It's in our name, it's in our history, it's in our future. We're farmers and we have the farms the world needs. Leading the way by committing to nature positive outcomes and a regenerative future. Deepening our love of the land by caring for and respecting it.

## Goodness

Goodness is the value we generate, the deliciousness and nutrition we share through our products, and the way we care for our people, communities and the environment. It's a broader view of what 'goodness' means that will underpin trust in our brand.



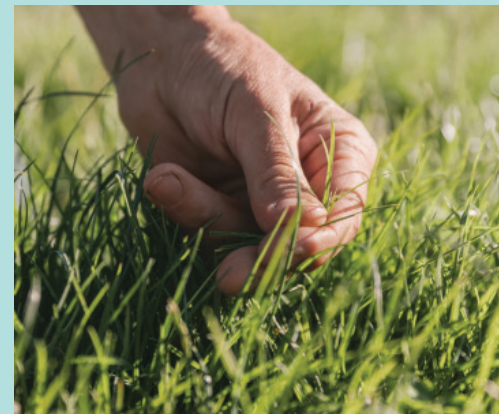
## The World

The world is the 60 countries we currently export to and the new opportunities that can be captured by being a dynamic business. It's also the environments we operate in and the impact we have on the world around us.



## Needs

What the world needs is changing. We meet the needs of consumers, customers, communities and farming partners through the food and nutrition we share, as well as the environmental and social impacts we can have.



# Always caring



**Manaakitanga** is to act with respect, integrity and kindness in all that we do.



# Unstoppable together

**Kotahitanga** is our unity and solidarity, working together as one.

## OUR VALUES



# Improving tomorrow

**Kaitiakitanga** connects us to our past, present and future.

# Fresh grad to Future leader

## An overview of the Graduate Career Programme

A career at Silver Fern Farms could take you almost anywhere you could want to go. As a global food marketing company, Silver Fern Farms offers a huge range of opportunities across Agribusiness, Operations/Technical and Business. Depending on your interests and experience, as well as business needs, you could spend time in any of these areas.

Through structured learning, hands-on projects, continuous feedback and supportive colleagues, the Silver Fern Farms Graduate Career Programme will give you the chance to grow, find your fit, and have impact from day one.

# How the Graduate Career Programme works

## THE STRUCTURE

Think of the Graduate Career Programme like sampling different areas of the business to learn, develop, and discover where you thrive. Our programme is made up of multiple ~12-month placements tailored to your development and Silver Fern Farms' key strategic deliverable areas.

## THE PROCESS

- 1 Application
- 2 Recruitment process
- 3 Welcome week and induction programme
- 4 Rotational placement programme
- 5 Review and feedback
- 6 Opportunities for post-Graduate Career Programme employment with us

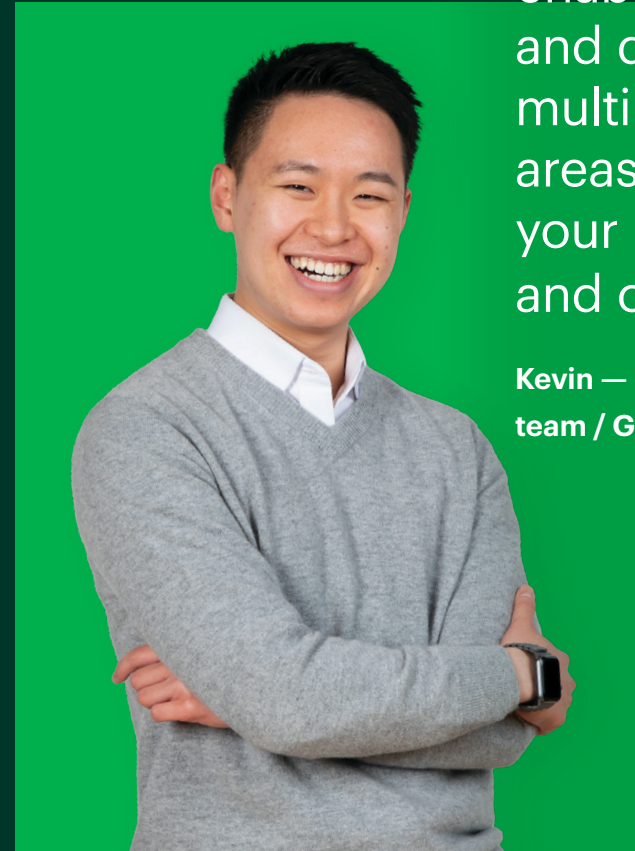
## THE OPPORTUNITIES

During your placements across the business you'll contribute to projects, be given responsibility for your own areas of delivery, and receive continuous feedback to help you make your mark on an iconic global brand. This means you'll be making an impact from day one, while developing a solid foundation to build a Silver Fern Farms career.

Near the end of each of these rotations, we'll meet to review and discuss which other areas of Silver Fern Farms could benefit from your passion, capability, and expertise. Opportunities will vary year-on-year depending on business needs, but there's always sure to be something that will create a unique and impactful learning experience.

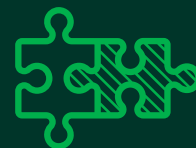
"The Graduate Career Programme enables you to grow and develop over multiple business areas, expanding your perspective and capability."

Kevin — Digital Innovation team / Graduate alumni





# What the Graduate Career Programme offers you



You'll receive hands-on training for your role, tailored to your skills and what you're hoping to achieve in your career journey.



At the end of your time in the programme we'll assess your impact and potential and support you with your next move.



Upon completion, you'll be equipped for a role that best matches your specific skills, training and career aspirations.



A variety of challenging and engaging roles, working in a diverse customer-first, globally-focused environment.



You'll be welcomed into Silver Fern Farms and encouraged to contribute to the team.



You'll be supported and mentored by Graduate peers and experts from the relevant area of the business.

“From day one, you're empowered to lead real projects and shape your own path, there's endless opportunities to grow and make an impact on Silver Fern Farms and the wider primary industry.”

**Tina** — Customer team / Graduate alumni



“Silver Fern Farms is an amazing place to work. Right from the start of your career you are exposed to a wide variety of work environments and opportunities, and backed with invaluable support and mentorship.”

**Brierley — Graduate**

# Broad business to Real benefits



## The benefits of joining Silver Fern Farms

The scale and breadth of what we do creates numerous opportunities for a rewarding and challenging start to your career. There are lots of factors to consider when you're choosing a business to kick start your career with.

Here are some of the benefits we have to offer, all of which go towards making Silver Fern Farms a rewarding place to work and an exciting place to begin your career.

# Silver Fern Farms is a rewarding place to work.

Here's why.

**You'll be part of a proud, leading brand that takes New Zealand's goodness to the globe.**

With a strong focus on innovation and improvement, we're constantly challenging boundaries and finding new and exciting ways of working towards our purpose of Creating Goodness from the Farms the World Needs.

**Listening to what you have to say.**

We regularly check in with our employees to ensure that Silver Fern Farms is doing what it can to enable our people to thrive at work. We run surveys on employee engagement and experience and take targeted action on these insights.

**We care about our people and their safety and wellbeing.**

Keeping our people healthy, safe and well is one of the most important things we do, and this includes providing an environment where every employee feels valued, empowered and supported to bring their authentic selves to work. We believe that work should be good for everyone, both within our business and for the families, communities, and future generations we serve.



**Competitive salary and benefits.**

As a Graduate at Silver Fern Farms you'll be offered a competitive starter salary, in addition to the same benefits as all our people. This includes access to discounted Health and Protection insurance, discounted meat sales, wellbeing programmes including our employee-led wellbeing initiative fund (Te Puna Hauora), our Employee Assistance Programme, and our bike benefit programme (Workride).

**We are a large, diverse, and geographically spread business, and it's important to us that our workplace reflects that to provide an environment where all our people can thrive.**

Diverse leadership brings fresh perspectives, innovative thinking, and better decision-making. That's why we are dedicated to cultivating a culture of respect and acceptance, where diversity is cherished and celebrated. This is underpinned by our Pridge Pledge which affirms our commitment.

Te Ara Huri is our pathway to developing Māori leadership and Māori voice across our organisation. It helps enrich our understanding and strengthen our connection with Te Ao Māori, the Māori world.

We are empowering women leaders through EmpowHer – our community and mentorship programme focused on unlocking the power and potential of our wāhine toa, our women.



**We are shaping the next generation of industry leaders.**

Our Leadership Development Framework wraps around our people to provide development opportunities for all stages of their career journeys. Our Future Talent Programmes are designed to empower the next generation to step up and help shape the future of food, while our Emerging Leaders Programme helps future leaders develop self-leadership and teamwork skills, and our Leadership Journey Programme provides experienced leaders with the confidence and insight to lead high-performing teams and influence across the organisation.

# Silver Fern Farms is a global food business.

So where do you want to go?

We are a large and diverse global food business; a career at Silver Fern Farms could take you almost anywhere you want to go.



**FINANCE**

- Accounting
- Analytics
- Commercial
- Treasury



**FQEA**

- Food Quality
- Market Access
- Environmental
- Laboratory
- Food Technology



**MARKETING**

- Global Brand Management
- Trade Marketing
- Communications
- Digital
- Research & Insights
- NPD & Innovation



**PEOPLE**

- People Experience
- Organisational Development
- Learning & Development
- Organisational Change
- Health & Safety
- Wellbeing & DEI



**TRANSFORMATION AND TECHNOLOGY**

- Business Intelligence
- Software Development
- Infrastructure Engineering
- Project Management
- Digital Innovation



**OPERATIONS**

- Process Improvement
- Operations Projects
- Site Leadership
- Operations Planning
- Butchery



**SUPPLY CHAIN**

- Livestock Procurement
- Logistics
- Sales and Operations Planning
- Non-Livestock Procurement
- Analytics
- Project Management



**SUSTAINABILITY**

- Corporate Sustainability
- Risk



**SALES**

- Domestic Sales
- International Sales
- Customer Relations
- Key Account Management



**SUPPLY**

- Agribusiness
- On-Farm Sustainability
- Livestock Supplier Relations
- Key Account & Programmes



“Being able to rotate through different business units helped me see how everything connects, while building the cross-functional skills and knowledge I need to thrive in any role.”

**Tina — Customer team / Graduate alumni**

## Your development journey

We believe you learn more, faster, when you're challenged. We're committed to offering a unique, challenging and exciting experience in an environment where your contribution and ideas are valued and encouraged. No matter what function you join you'll be provided with plenty of support along the way.

You'll be working alongside experts in the field and developing skills and knowledge to give you a solid foundation for your career. You'll gain experience across our organisation — giving you insight into our busy network and enabling you to see the diversity of what we do. From there, you'll see how we create numerous opportunities for a rewarding and challenging start to your career.

# Real jobs. Real responsibilities.

Our programme is designed to give you broad experience across our business network, enabling you to find what interests you and prove yourself in different situations, over time.

As you gain different experiences through working on real business projects, we'll support you to continuously learn through training courses and workshops, e-learning and opportunities to get out on farm and to our processing sites.

Your leader will also monitor and track your performance, giving regular feedback and mentoring as needed.

The order and type of your placement in the business depends on your skills, aspirations and business needs. To get the most out of the programme for both of us, we want you working in a real job with real responsibilities right from the get-go!

“Having the opportunity to gain insight into different areas of the business has been incredibly valuable in deepening my understanding of how Silver Fern Farms’ supply chain operates and the impact of my role within it.”

Imogen — On-Farm Sustainability team / Graduate alumni

## YOUR DEVELOPMENT JOURNEY



\*Number of placements is dependant on career pathways and development.

# What we're looking for.

There are a range of opportunities available at Silver Fern Farms, each requiring specific skills and experience. We can support you with that training. Here are some of the more general qualities that are important to us:

- You'll have a genuine passion for New Zealand Agribusiness, and will be looking for a pathway into the industry as you approach the end of your studies.
- You'll be excelling academically, have commercial aptitude and interest in business strategy.
- You display leadership qualities through work, education or community involvement.
- You enjoy being challenged, are quick to learn, and able to analyse problems and develop solutions.
- You have the motivation, confidence and resilience to roll your sleeves up and get things done.
- You're keen, flexible and love to learn, enabling you to work within and cut through ambiguity.
- Most importantly, you're adaptable and willing to go where the opportunity takes you. This could be any business area across Silver Fern Farms!

# Reckon you've got **what it takes?**

## CAPACITY

We're looking for people with the intellectual, analytical and creative ability to learn quickly. Identifying issues and proposing solutions is important, as is the ability to think broadly and draw insights from data. You'll need to be capable of identifying new ways of doing things based on analysis of current conditions, data and feedback.

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## ACHIEVEMENT

We're looking for future leaders so will ask about your achievements in life as well as your academic qualifications. We need people who enjoy taking on new and unfamiliar tasks, and who are capable of overcoming obstacles to achieve objectives. We need team players as well as people who can get things done autonomously.

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## RELATIONSHIP

Being able to work effectively as part of a team and form mutually beneficial, long-term working relationships is essential. We need people who can adapt their communication style to influence people. Exposure to different environments and cultures will be valuable experience to include in your application.

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“Working in technology at Silver Fern Farms means being a part of a dynamic, evolving environment. I enjoy the challenge, the variety, and the opportunity to keep growing my skills every day while making a real impact.”

**Hanlin — Data Platforms team / Graduate alumni**



# Apply now.

Follow these four steps to kick start your career with Silver Fern Farms.



# 1

**ONLINE APPLICATION** Visit the careers section of the Silver Fern Farms website and complete your application online. You'll need to attach your up-to-date CV containing your university transcript. We'll want to hear about your knowledge and passion for the industry, and why you're the Future Leader we're looking for!

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# 2

**ONLINE ONE-WAY INTERVIEW** After we've assessed your application we'll let you know if it has been successful to progress to the next stage. If successful we will email you a link to complete a short assessment and a one-way video interview so we can learn more about you. This will take around 30 minutes and must be completed within 7 days of being received.

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# 3

**VIRTUAL INTERVIEW** We'll get in touch with you to set up a video interview (using Microsoft Teams) with two members of our People team. This is your opportunity to show us what you're made of!

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# 4

**GRADUATE CONNECT DAYS** Now the fun really begins... After successfully completing steps 1 – 3 you may be invited to visit us at Silver Fern Farms' Dunedin Hub where you'll take part in interviews, challenges, and getting to know your potential future leaders and colleagues, and other graduate applicants. This is where you will see inside Silver Fern Farms and learn more about our business.

# Still not sure? Learn a little more about Silver Fern Farms.

Since 1948, we've been raising the world's best red meat from the world's best place to raise it: Aotearoa New Zealand.

A proud Co-operative of family-owned farms, a 6,000-strong whānau, a purpose-led global company, we are Unstoppable Together.

A trusted brand taking delicious, nutritious, grass-fed goodness to markets all around the world.

We're developing new ideas, better solutions, adding value, innovating from plate to pasture.

Creating goodness at every step, we're making sure we're part of the solution. Always Caring and doing things differently.

Using smart technology and putting sustainability at the heart of what we do, on a journey to nature positive and Improving Tomorrow for the next generation.

We're creating goodness from the farms the world needs. We are Silver Fern Farms.

## PRODUCES

30%

of all NZ lamb, beef & venison

## STARTED IN

1948

became Silver Fern Farms in 2008

## OVER

16,000

sheep, beef & deer farmer partners

14

processing sites across New Zealand

&

7

global hubs (UK, Shanghai, US, Korea, Japan, NZ, UAE)

## OVER

3B+

annual sales

## OVER

6,000

staff in peak of the season

“I love working for a company that is authentic to New Zealand and proud to showcase our country to the world. There are so many opportunities to learn, grow and travel with Silver Fern Farms. The people here are genuine and passionate, every day is different and I am continually learning and growing.”

Dan — Sales & Operations Planning team / Graduate alumni



# Ready to commit to your long game?

**Apply now at**

[careers.silverfern farms.com/future-talent](https://careers.silverfern farms.com/future-talent)

**Get in touch at**

[careers@silverfern farms.co.nz](mailto:careers@silverfern farms.co.nz)