



GRADUATE  
CAREER  
PROGRAMME

# Bright idea to Dream career



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



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**Local**  
**to**  
**Global**

## The Silver Fern Farms Graduate Programme overview

A career at Silver Fern Farms could take you almost anywhere you could want to go. As New Zealand's largest red-meat company, Silver Fern Farms offers a huge range of opportunities across Agri-Business, Operations/Technical and Business. Depending on your interest 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 Programme will give you the chance to grow and have impact in your chosen area.



# How the Graduate Programme works

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## THE STRUCTURE

Our Graduate Career Programme is made up of multiple placements tailored to your development.

Each placement will see you working across different business units, potentially in a variety of regions across New Zealand.

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## THE PROCESS

- 1 Application
  - 2 Recruitment process
  - 3 Orientation and induction programme
  - 4 Rotational placement programme
  - 5 Review and feedback
  - 6 Opportunities for permanent employment
- 

## THE OPPORTUNITIES

When you start you'll develop your skills and expertise through a series of practical placements and development opportunities across the business. You'll also get the opportunity to network, learn from subject matter experts and develop the skills and knowledge that will give you a solid foundation to build a Silver Fern Farms career.

Opportunities will vary year-on-year depending on business needs, but there's always sure to be something that will create a unique learning experience.

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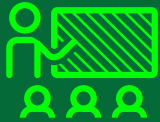
“My mentor and team really care about helping me develop my skills and understanding so I can contribute to, and even lead, challenging projects.”

Amy — Marketing team

# What the Graduate Programme offers you



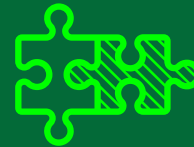
A variety of challenging hands-on roles, working in a diverse globally-focused environment.



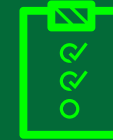
You'll be welcomed into Silver Fern Farms and encouraged to contribute to the team.



You'll be supervised and mentored by experts from the relevant area of business.



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



At the end of your time in the Programme we'll assess your performance and support you with your next move.



Once you've completed the Programme, you'll then be equipped for a role that best matches your specific skills, training and aspirations.

“Working at Silver Fern Farms is challenging — in a good way. It will be invaluable in helping me advance my career further in the industry.”

**Jordan** — Corporate finance team



**“Silver Fern Farms is a really amazing place to work, they trust you to manage and deliver projects, while providing guidance and mentorship along the way.”**

Brooke — People team

# 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 become part of a large, proud, leading New Zealand brand.**

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 profitably and sustainably adding value to New Zealand natural, grass-fed red meat.

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

We check with our employees to ensure that Silver Fern Farms is doing what it can to be a great place to work. We run surveys around employee engagement and experience. Senior Leaders also give frequent updates to the business with the opportunity for staff to ask questions and have input because Silver Fern Farms values what our People have to say.

**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. As part of our Wellness strategy there's the opportunity for discounted memberships and health checks, as well as activities and events for staff.



**Competitive salary and benefits.**

On top of a competitive starter salary we'll also cover some of your living costs during the Programme depending on the location of your placements. This may include travel and accommodation allowances. We also have a number of staff benefits and discount packages available at various partnering businesses, for example banking and insurance benefits.

**Because we are so big and diverse, there are multiple areas of the business to potentially move in to.**

Not sure exactly what you want to do in your career? That's ok. The Silver Fern Farms Graduate Programme gives you the opportunity to get inside a large, global food business and experience first-hand the different functions to find out where your skills and interests would fit best. The next page shows you some of the options.



# Silver Fern Farms is a global food business.

So where do you want to go?

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



## TRADES

- Engineering
- Electrical
- Automation
- Robotics



## FQEA

- Food Quality
- Market Access
- Environmental
- Laboratory
- Sustainability



## MARKETING

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



## PEOPLE

- Human Resources
- Learning & Development
- Employment Relations
- Employment Brand
- Training



## TRANSFORMATION AND TECHNOLOGY

- Customer Support
- Business Intelligence
- Software Development
- Infrastructure Engineering
- Project Management



## OPERATIONS

- Process Improvement
- Management
- Operations Planning
- Butchery



## SUPPLY CHAIN

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



## SALES

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



## FINANCE

- Accounting
- Analytics
- Treasury



## HEALTH & SAFETY

- Risk Management
- Auditing
- Emergency Response
- Wellbeing

# Full support to Your success



## Your learning 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, e-learning and workshops.

Your supervisor 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!

“Silver Fern Farms brings a new challenge each day. The rest of the team are friendly and helpful and have years of experience in different fields. I’m always learning new skills and enjoy coming into work each morning.”

Connor — Electrical maintenance team

## YOUR LEARNING JOURNEY



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

**True  
passion  
to  
Proud  
employee**



## 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. Some of the more general qualities important to us include:

- A genuine interest and passion for New Zealand Agriculture, looking for a pathway into the industry.
- Commercial aptitude and interest in business strategy.
- Enjoy being challenged, quick to learn, able to analyse problems and develop solutions.
- Having the motivation, confidence and resilience to get things done.
- Being keen, flexible and able to work within and cut through ambiguity.
- Being fully mobile and willing to go where the opportunity takes you. This could be anywhere in New Zealand!



# Reckon you've got what it takes?

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## 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 the I.T. team offers a range of experiences. I get to help build systems internally as well as work with external agencies using the latest technologies.”**

Sam — I.T. applications team





# Apply now.

Follow these four steps and get your career kickstarted.



# 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, and a cover letter. We'll also ask you to complete a short presentation so we can get a better understanding of your knowledge and interest of the industry.

# 2

**ONLINE ASSESSMENT** After we've assessed your application we will let you know if it has been successful to progress to the next stage. If successful we will send you a link to complete an online assessment. This will include a general cognitive test with numerical, verbal and abstract reasoning, also an assessment of your working style. This will take around 30 minutes and needs to be completed within 5 days of being received.

# 3

**VIRTUAL INTERVIEW** We'll get in touch with you to set up a video conference-style interview. This will be with a member of our People team, and potentially someone else from the business function we think you could best fit into for your first placement.

# 4

**SILVER FERN FARMS CONNECT** After successfully completing steps 1 – 3 you may be invited to our offices to meet your potential future managers and other graduate applicants. This is where you will see inside Silver Fern Farms and meet some of your potential colleagues.

# Still not sure?

Learn a little more about Silver Fern Farms.

Silver Fern Farms is New Zealand's leading processor, marketer and exporter of premium quality lamb, beef, venison and associated products. The company was registered in 1948 as Primary Producers Co-operative Society, eventually trading as PPCS until it changed its name and its brand in 2008 to Silver Fern Farms. Silver Fern Farms is a partnership between Silver Fern Farms Co-operative and Shanghai Maling.

PRODUCES

**30%**

Of all New Zealand Lamb, Beef and Venison.

STARTED IN

**1948**

Became Silver Fern Farms in 2008.

**16k**

Established Sheep, Beef and Deer farmer partners.

**14**

Plants throughout New Zealand.

GENERATES

**\$2.5BN**

In annual sales.

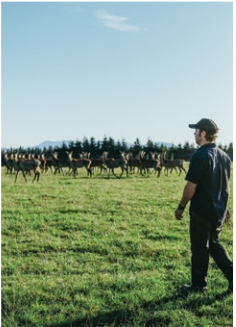
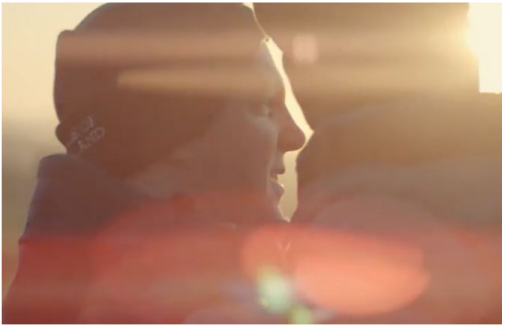
**7k**

Staff in the peak of the season.



# Our vision

To become the world's most successful and sustainable grass-fed red meat company.





“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 — Graduate Programme recruit



