



SILVER
FERN
FARMS

100% MADE OF NEW ZEALAND

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 Career Programme overview

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 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 Career Programme will give you the chance to grow and have impact in your chosen area.

How the Graduate Career Programme works

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 areas, potentially in a variety of regions across New Zealand.

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.

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

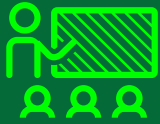


Amy — Marketing team

What the Graduate Career Programme offers you



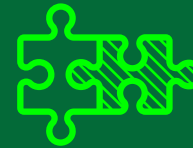
A variety of challenging hands-on roles, working in a diverse globally-focused environment.



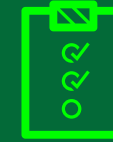
You'll be welcomed into Silver Fern Farms and encouraged to contribute to the team.



You'll be supervised and mentored by experts from the relevant area of the 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 Creating Goodness from the Farms the World Needs.

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 Career 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.



FINANCE

Accounting
Analytics
Treasury



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
Training
Health & Safety
Wellbeing



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



TRADES

Engineering
Electrical
Automation
Robotics

**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.
- Enjoying 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?

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.

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.

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.

“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 kick started.



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 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

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.



“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 Career Programme recruit



