



F15 Graduate Programme

Future leaders that will shape our business moving forward

A future leader at Arla Foods is a person with drive and a 'conquer the world' mindset. A person who has the passion to deliver results and motivate others. Someone who has strong influencing skills and who is resilient yet ready for change. A person with a good degree of self-awareness, who can collaborate and build strong and lasting relationships. A person with ambition and hunger to grow, and who can balance a strategic mindset with a "can do" attitude". Is this you?

Would you like to join a global FMCG company with a strong commitment to providing opportunities for our people to grow? Do you want to have an impact on the future of Arla Foods? Then the F15® Graduate Programme is the perfect way for you to kick start your career!

Are you a passionate leader?

At Arla Foods we strive to unlock the highest potential in each other while working together to create the future of dairy. We push each other to keep our cooperative at the forefront of the food industry to create Good Growth and bring health and inspiration to the world, naturally.

To do so, we need the best talents who have the desire to take part in our transformation journey, who strive to develop in a global environment and who are looking to drive and deliver our ambitious growth agenda - in Scandinavia, in Europe or our in our emerging markets in SEA or Africa.

Fast-track leadership programme

The F15® Graduate Programme is a fast track leadership programme that includes 3 different 8-month rotations. Each rotation will be in a new business area and location where you will get to work on high profile projects while growing your strategic and functional skillsets.

Being part of our graduate programme means that you will join assigned leadership training camps in different markets, focusing on leading yourself, leading change, leading others and driving business. In addition, on-the-job as well as functional training will be closely linked to your role in the organisation. Lastly, you will receive coaching and mentoring to ensure your professional growth and support throughout your journey with Arla Foods.

What do we offer?

We will nurture your talent for becoming a future leader in Arla Foods, and amongst other things, you will learn how to be a high performer in a global, farmer-owned FMCG company. Being part of this graduate programme is truly special and a fantastic opportunity to kick start your future career.

Here, you are not just a part of Arla Foods, but you are also part of an extraordinary network with your fellow graduates and colleagues. Completing the F15 Graduate Programme makes you capable of achieving great things and creates the path for your leadership career in Arla Foods. Maybe you continue in a position in marketing, logistics, finance, commercial or something completely different. It's up to you!

What makes an F15 graduate?

You may graduate with either a Bachelor's or a Master's degree from university by September 2020 or you graduated a few years ago and have thus gained 1-2 years of working experience after your graduation. Now you see the F15 programme as a unique chance to get a strong and relevant foundation on which you can grow your career in global FMCG.

We are open for various educational backgrounds so there is no predefined definition of line of study or functional passion. Most importantly, you have an open and curious mindset enabling you to gain an insight into and understanding of Arla Foods as a whole. In addition, it is essential that you:

- Are globally mobile during the 2-year programme and committed to making a difference in a diverse environment
- Have a drive to deliver results and early on in your rotation be able to demonstrate Arla leadership behaviours
- Have an ambition to grow and to make a difference within your given environment
- Have a collaborative mindset with strong influencing skills
- Have an inbuilt resilience and self-awareness
- Have an understanding of current business and market trends
- Have a desire to take part in driving change as part of our ambitious transformation journey

Contact and application

The application period for the F15® Graduate Programme runs from 18 November 2019 to 8 January 2020.

Apply via jobs.arla.pl

For additional information, read more about the F15® Graduate Programme on our [website](#) where you can get inspiration from some of our previous and current F15s.