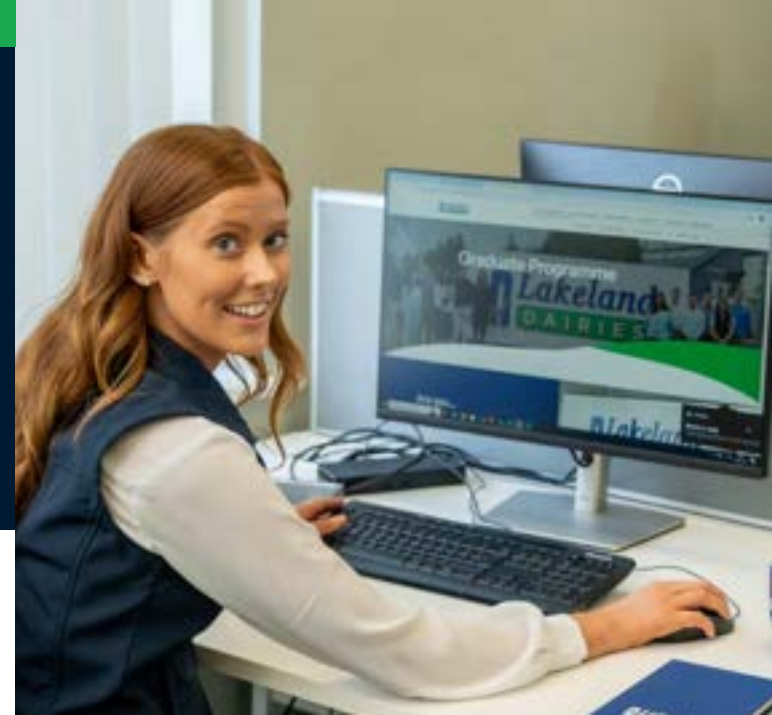




# A CAREER FOR A BETTER FUTURE

Graduate Programme



Your Future, Our Focus

# Introduction

**For nearly 130 years, Lakeland Dairies has harnessed the power of luscious grass to create safe, sustainable, and healthy dairy products which are now enjoyed in more than 100 countries worldwide.**

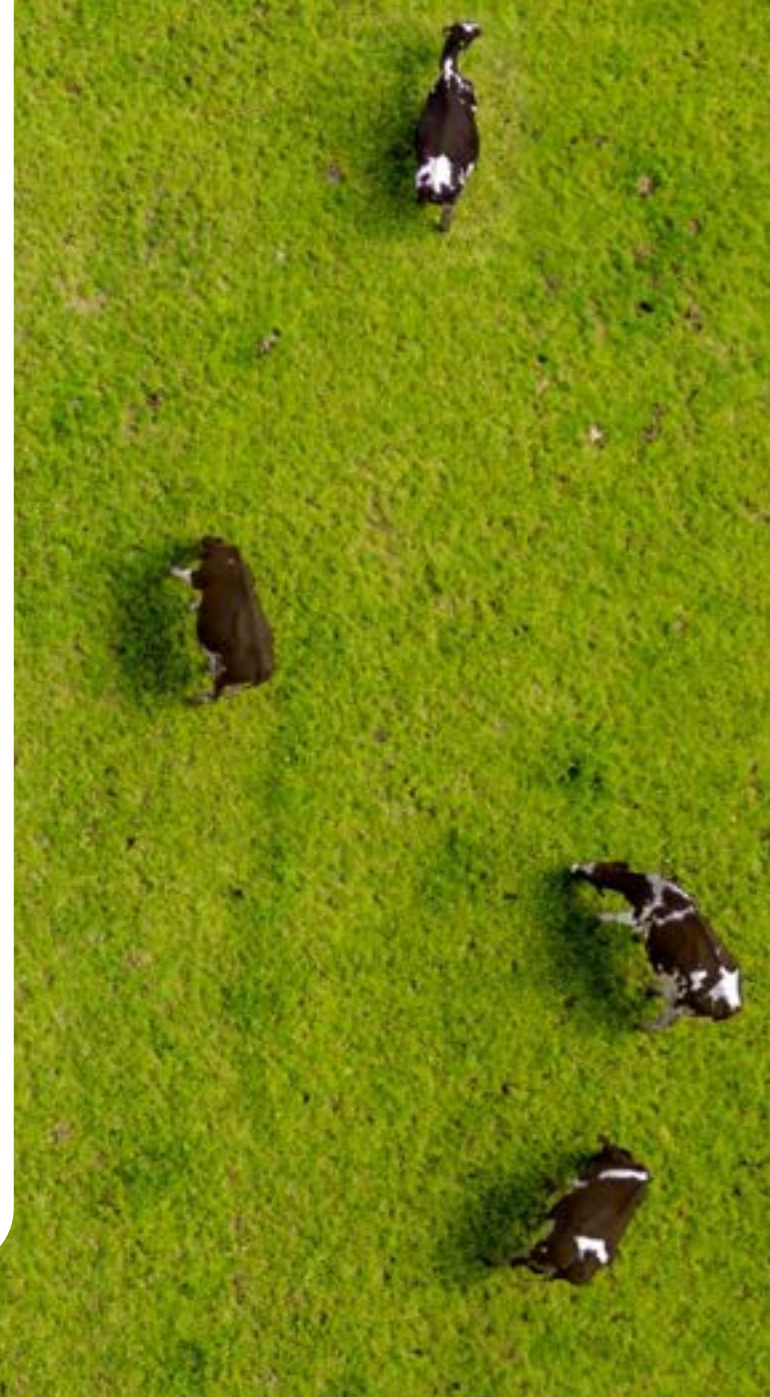
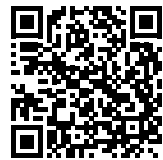
We are a progressive, ambitious market leading co-operative business with the latest cutting-edge technology on our farms and in our factories, leading to the highest quality milk being produced.

We are an industry that is using the latest science to process and create food to suit a myriad of customer and consumer needs all over the globe. With our renewed focus on sustainability, the opportunities are boundless.

When you become a member of the Lakeland Dairies team you are joining an organisation of highly committed, performance motivated, ambitious, innovative, sustainability focussed people who take pride in the contribution they are making. We are fuelled by ambition to be the dairy co-operative of choice for customers, providing the highest quality dairy nutrition, and to be your destination of choice to grow your career.

Our Graduate Programme focusses on interdisciplinary on the job and classroom learning coupled with practical application through key work projects all surrounded by a support network to champion you every step of the way. The programme is structured with planned job rotations enabling you to develop a breadth of vital skills and experience to accelerate your development and growth. You will benefit from expert mentorship, state-of-the-art facilities and a collaborative environment that fosters critical thinking and creativity. Why not embark on a journey of growth and discovery and transform your passion into a profession.

So, if you want to be part of something special and make a difference to help shape the future of the dairy industry, we'd love to hear from you!





# Our Purpose, Vision and Values

Our Purpose is to deliver sustainable prosperity for our dairy farm families. This will be achieved by meeting the needs of our customers through the commitment of our people and the quality of our products.

Our Vision is a world where our nutritious dairy products sustain a vibrant, healthy population.



# Our Co-Operative

**100+**

Countries served worldwide with a portfolio of 240 Dairy Products.



**3,200+**

Farm families producing over 2 billion litres of top-quality milk annually.



**1,300+**

Dedicated people employed in Lakeland Dairies.



**130**

Years of excellence in dairying across the generations.



## Farmers and Agri

We are a leading and innovative feed manufacturer and supplier of agricultural inputs across the north and south of Ireland.

## Food Ingredients

Lakeland Dairies is a market led, innovative focused manufacturer of superior quality, application specific food ingredients.

## Foodservice

We are a leading and innovative dairy specialist, dedicated to providing our customers with the highest quality service and product solutions.

## Consumer Foods

Lakeland Dairies' range of award-winning Consumer Foods has been enjoyed by loyal customers for generations and are famous for their quality and consistency.

## Our Global Reach



Exporting to over 100 Countries



## Some of our Products and Brands



# Life at Lakeland

## Our People are our greatest asset.

At Lakeland Dairies, the principal strength comes from our people and their individual and collective talents. We believe in empowering our employees to make an active and meaningful contribution. We actively encourage personal development through training, formal qualifications and further career opportunities within the organisation

What our Graduates say.....



"The graduate programme has been very enjoyable and educational. All my colleagues have been extremely helpful showing me how to do certain tasks and answering any queries I may have. Each day brings a new challenge or task which makes the job so exciting"

**Clara McAteer, Graduate**



"The Graduate Programme gives a great opportunity for hands-on experience in a diverse, fast paced environment. As a graduate, I have been given a great opportunity to show and develop my skills, through various programmes and initiatives. Lakeland Dairies gives graduates real responsibility to make an impact on the business."

**Niamh Brick, Graduate**



"The Graduate Programme so far has been a huge learning curve. I have had the opportunity to learn from a wealth of knowledge and experience from those around me. I have really enjoyed getting to know the other graduates through completing the Professional Competence Diploma and supporting each other throughout our rotations. I hope that the skills and experience I am developing from my time on the Graduate Programme will be a helpful stepping stone to an exciting and rewarding career with Lakeland Dairies."

**Ellie Thompson, Graduate**



"The graduate programme was ideal for turning my academic knowledge into practical skills and supporting my professional growth. The mentor provided was an excellent addition. I highly recommend this programme for anyone starting their career; applying was a crucial step in my professional journey."

**Seán Donohoe, Graduate**



"Being a rotational graduate programme, the Lakeland Graduate programme stands out from the rest. Each rotation in a different function allows the graduate to learn and experience different aspects of the business. The programme incorporates variety, inclusivity and responsibility and there is a positive and innovative culture. It is a beneficial programme to complete and has a proven track record of setting graduates up for success."

**Ciaran Donohue, Graduate**



“The Lakeland Dairies graduate programme has been an excellent bridge between college and the professional world, providing a smooth and supportive transition into the workforce. I’ve had the chance to immerse myself in various areas of the business, gaining practical experience across diverse sectors. A combination of hands-on learning, mentorship and a supportive working environment has not only enhanced my technical skills but also significantly boosted my confidence and personal development.”

**Shane Igoe, Graduate**



“I’ve thoroughly enjoyed my time on the Graduate Programme as it allowed me to continue gaining knowledge while developing my skills by offering expert mentorship, a clear career development path, structured rotations as well as the opportunity to complete a Diploma in Professional Competency.”

**Liam Denning, Graduate**



“Having carried out my college work experience with Lakeland Dairies, I was delighted to be accepted back as part of the graduate programme. I have been exposed to a wide range of areas & projects within the business which makes this programme so unique. The community of people within Lakeland are extremely welcoming and helpful which makes the transition to the working world seamless. I would encourage anyone with an interest in the food industry to apply.”

**Niamh Murnaghan, Graduate**



“Coming straight from college to Lakeland Dairies was a great opportunity for me to gain valuable experience working alongside experienced engineers and with the latest technologies in the industry. Over the past nine years here I have gained valuable experience and would recommend Lakeland Dairies to any graduate starting in their career.”

**Martin J Reilly, Scada & PLC Engineer**



“The graduate programme was the perfect springboard for me to transfer my university degree into workplace skills and to learn and grow as part of the team.

I would encourage anyone to go for it!”

**Chere Duffy, Customer Innovation Manager**



“I come from a farming background and agriculture and food has always been something that interested me. I joined Lakeland Dairies Graduate Programme, and it was a great opportunity to continue with learning and development whilst growing my career.”

**Niamh McGovern, Head of Site Operations, Lakeland Dairies**

- 1 **2016** Grad Programme
- 2 **2018** NPD Technologist
- 3 **2019** Technical Manager
- 4 **2022** Quality Manager
- 5 **2024** Head of Site Operations



## Environment, Social, Governance (ESG)

As a farmer-owned co-operative established almost 130 years ago, building a better future for all is key to the sustainability of the Lakeland business and its dairy farm families. We pride ourselves on being a positive and responsible influence in our communities.

Our strategy, Pathway to a Better Future, outlines our commitment to producing safe, nutritious and sustainable food products for customers across the globe, while working in harmony with the environment. Lakeland Dairies' Pathway to a Better Future is founded on six key pillars which embrace the purpose and vision of the co-operative.

### Our ESG Pillars



#### 1. Climate Action



#### 2. Sustainable Farms



#### 3. Supply Chains



#### 4. People and Communities



#### 5. Sustainable Operations



#### 6. Responsible Business



Lakeland Dairies is a proud sponsor of professional golfer Leona Maguire, pictured with Group CEO, Colin Kelly.



Sustainability is at the core of everything we do.



# Our Graduate Programme

Our Graduate Programme has an excellent track record of successfully nurturing talent, injecting new perspectives and innovative thinking into our organisation.

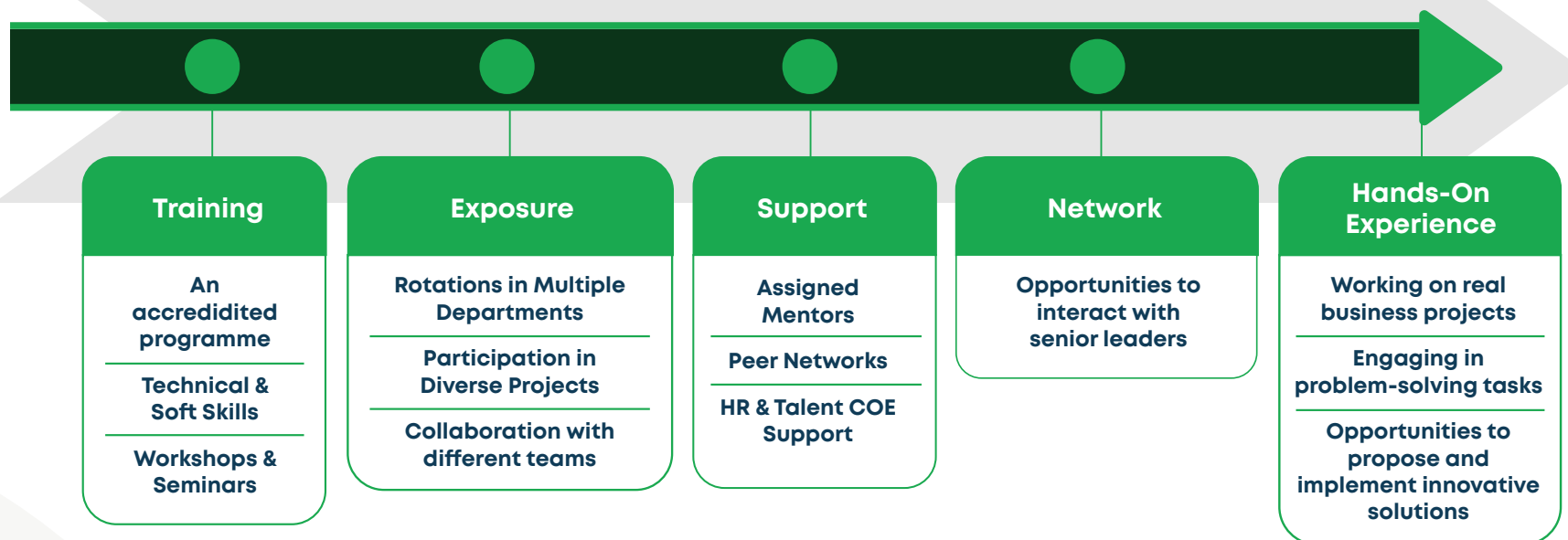
It is a fantastic opportunity for you to build your career and shape your future with us whilst contributing to the future growth of one of Ireland's most successful and forward-looking businesses.

We are looking for Graduates from the following disciplines:

- ▶ **Agriculture**
- ▶ **Food Science**
- ▶ **Human Nutrition**
- ▶ **Business & Finance**
- ▶ **Information Technology**
- ▶ **Engineering**

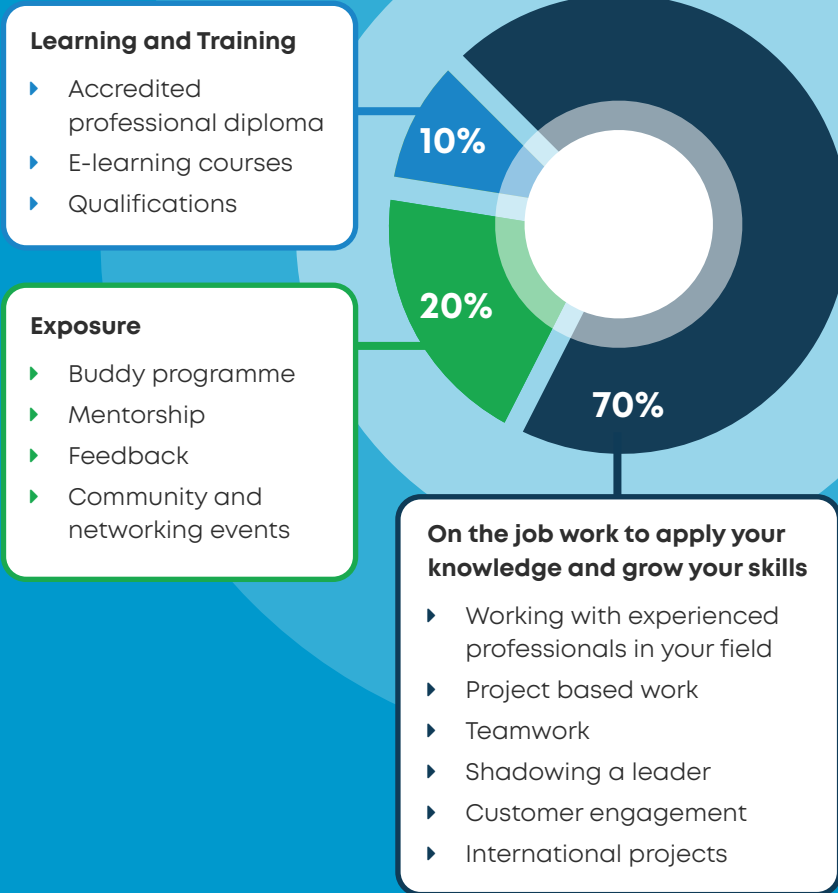
- ▶ To start with: Two-year rotational Graduate Programme structured with planned job rotations enabling you to develop vital skills to accelerate your development and growth
- ▶ One-to-One mentoring from experienced professionals in the business
- ▶ An accredited professional diploma
- ▶ Competitive salary package with excellent benefits
- ▶ Events with senior leadership
- ▶ Structured social events and team building.

## What we offer



## Your Development is our focus:

We follow the 70:20:10 model, that is 70% on the job training, 20% networking, coaching and mentoring opportunities and 10% formal training.





## A Career for a Better Future

If you want to be part of something special and make a difference to help shape the future of the dairy industry, we'd love to hear from you!

Closing date for applications is Friday 10th January, 2025



### Contact us:

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**Follow us:**

