Be spoilt for choice
Graduate Careers at Kerry Group
With an unrivalled technology platform, world leading experts in food ingredients and products and commitment to ongoing talent development, Kerry really is where it all comes together…

Did you know that Kerry Group supplies over 15,000 food, ingredients and flavour products to some of the biggest names in the food industry? Or that we are the name behind hundreds of your favourite food products and brands such as Cheestrings, Walls and Dennys? From small beginnings in Listowel, Co Kerry we have grown into a multimillion euro company with a presence in over 140 countries and over 24,000 employees.

With our unrivalled breadth of ingredients and flavours technologies, global locations and well known brands you really are “Spoilt for Choice” in the variety and range of career choices at Kerry.

In order to help continue our success story and fuel the global food industry phenomenon that is Kerry Group, we are looking for ambitious, forward thinking graduates from across the globe. Is this you? To find out more about what we offer our graduates, read on...

SOME OF OUR BRANDS

SOME OF OUR CUSTOMERS

Nestle
Kraft Foods
Unilever
Diageo
General Mills
Heineken
PepsiCo

Coca-Cola
Starbucks
McDonalds
Tesco
Sainbury’s
M&S
Morrisons

24,000 Employees
15,000 Products
Over 150 Manufacturing Facilities
Operating in 25 Countries Worldwide
Supplying Customers in 140 Countries
So, what does Kerry do?

Kerry Group is a world leader in food ingredients and flavours serving the food and beverage industry and a leading supplier of added value brands and customer branded foods in the UK and Ireland.

Over the past 40 years Kerry has revolutionised the industry. We’ve grown to become one of the largest, most technologically advanced manufacturers of ingredients and flavours in the world, as well as being a leading producer of chilled consumer food products in Ireland and the UK.

Our businesses, Kerry Ingredients and Flavours and Kerry Foods, span all major food categories. We provide innovative, practical product solutions to food manufacturers and food service companies as well as value and customer branded foods. You will recognise some of our well-known brands and blue chip customers on the previous pages.

In our global centres of excellence, our technical and customer innovation centres and manufacturing plants across Europe, North and South America, Australia, New Zealand and Asia, dedicated Kerry scientists and specialists work to deliver new and innovative products for our customers. Whether you realise it or not, Kerry has had a hand in most of your favourite foods, drinks and snacks. Just take a look at all the consumer brands and customers we supply or our huge breadth of ingredients and flavours for a clue to where you might come across Kerry products on a daily basis…

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Case Study

‘I joined Kerry Group because I wanted an international career. Kerry’s international footprint gave me the scope for doing that.’

Emma Jane Kennedy
Sales Manager

I joined Kerry Group because I wanted an international career. Kerry’s international footprint gave me the scope for doing that. Starting at Kerry as a graduate was something of a surprise, and a challenge. I was responsible for a product portfolio in the whole of Belgium after only nine months in the role! I now live and work in France but can also find myself working on projects in both Belgium and the Netherlands on a weekly basis!

The best part of the development programme at Kerry is, simply, that it works. Many senior managers joined as graduates. My boss is one. The CEO is one. This scheme is not just window dressing. The Kerry development programme delivers on the promise that it makes: to give you first class business training.

Read my full profile online
Graduate Opportunities

Kerry’s ongoing success is built on our people and key to this is our graduate pipeline. A career in Kerry offers a real role with real responsibility.

We recognise potential and reward performance because we know that developing Kerry’s future leaders is the key to our continued success. The majority of our most senior executives worldwide started out on the Kerry Graduate Programme.

But as a graduate, what do YOU want? In a highly competitive market we recognise the need to offer graduates as many opportunities as possible. You only need to look at the vast choice of locations, businesses and disciplines to see the fantastic variety of exceptional opportunities we offer our graduates.

Our elite graduate programme provides an accelerated path to leadership roles whilst working in a dynamic, energetic, global environment. The programme, rapidly equips graduates with the key skills needed for an exciting career with Kerry.

“Be spoilt for choice”

We currently have graduate opportunities in the following locations:

**Kerry Foods:**
- Ireland
- UK

**Kerry Ingredients & Flavours:**
- Ireland
- Netherlands
- UK
- Poland
- Africa
- Russia
- Belgium
- South Africa
- France
- Spain
- Germany
- United Arab Emirates
- Italy

And once you complete your training, a wealth of further global opportunities await you across United States, Latin America and Asia Pacific.

To sum up Kerry in three words – opportunities, innovation and environment. This is a great place to grow, as a professional and an individual, with all the facilities you need and all the people available to assist you in the process.

**Case Study**

“My colleagues and managers are amazing too. The culture at Kerry for graduates is that they are always trying to get the best out of you.”

Camille Raimbault
Development Technologist

Kerry was my choice because of the size and diversity of the business. There are so many different projects, products and processes, and of course, the training I’m getting is great.

My colleagues and managers are amazing too. The culture at Kerry for graduates is that they are always trying to get the best out of you. There’s variety as well as focus in what I’m doing and learning, and although I work very hard in my job, I am always given time to keep up with the training element of my current position.

Read my full profile online

www.kerrygraduates.com
Accounting & Finance
Kerry Group engineering graduates are involved in production, learning about the processes and machinery, which involves spending time on the production line, getting involved in solving line breakdown problems and specific pieces of machinery, as well as ongoing maintenance.

As you settle in, you’ll familiarise yourself with the wider engineering issues surrounding production and optimum business efficiency.

For the right graduate, career progression could lead to a rewarding role as an Engineering manager or a role in Operations.

Human Resources
As an HR graduate at Kerry Group you’ll be encouraged to develop generalist skills, covering employee relations, recruitment and learning and development. Your role will be of a highly varied nature, with duties ranging from supporting line managers with disciplinary and grievance issues to advising on best practice policies such as maternity leave, employee engagement and benefits.

In order to aid your development as your career develops you may be invited to support other areas of the business with projects, from graduate recruitment to organisational development.

On completion of the graduate development programme you would be encouraged to study towards your CIPD, supported by the company study assistance package.

New Product Development
As an NPD graduate you will already have expert understanding of food science and technology, but whether you are working to enhance an existing food product, or developing a new product every day will bring a new set of challenges.

You might be running a taste panel or setting up production for an upcoming launch. Maybe it will be a series of customer presentations and demonstrations, or meetings with internal departments such as Quality Assurance and Manufacturing.

You will be given early responsibility for developing new products and career advancement will centre on greater exposure to large-scale projects and high-profile customers.

This involvement will provide you with excellent opportunities to progress to Product Development Manager.

Research Development & Applications (RD&A)
As a RD&A Graduate, you will play a key role in anticipating and developing the products that will meet the needs of our customers and the consumers of tomorrow - ensuring our continued growth and profitability.

The role of an RD&A Graduate can range from fundamental research through product development to product applications. Working in partnership with major food manufacturers throughout the world in the development of unique ingredient formulations and customised solutions, across our range of technologies, including:
- Dairy & Culinary Systems & Flavours
- Sweet & Cereal Systems & Flavours
- Meat Systems & Flavours
- Beverage Systems & Flavours
- Pharma, Nutritional & Functional Ingredients
- Lipids, Emulsifiers & Texture Systems

Previous RD&A graduates have progressed to senior RD&A Roles, Sales & Commercial roles and Operations management.
Operations/Production Management
Kerry’s multi-site production facilities offer you a fast moving environment in which to gain valuable experience running your own production line and being responsible for people management, raw ingredients, quality and costs.

Within six months you could be in charge of your own production team of anything up to 50 staff.

Recent Operations and Production Management graduates have rapidly moved into senior production and operations positions and there’s no reason why you shouldn’t do the same.

Procurement
Procurement calls for a special combination of talents. In our manufacturing sites, the pace is fast and the pressure is on to produce the right products at the right time and always to exceptional standards. Procurement plays an essential role and the rest of the operation relies on you to get it right.

Kerry’s multi-site production facilities offer graduates a fast moving environment in which to gain valuable experience and the opportunity to take on early responsibility in a management role.

Procurement graduates should be aiming to achieve procurement management roles within two years of finishing their training, with further promotion always an option for high-flyers in such a fast-growing business.

Quality Assurance & Technical Services
Kerry graduates working in Quality Assurance will be engaged in the constant examination and upgrading of all elements of each site’s quality plan, as an integral part of the technical team in each business unit.

As a Technical graduate you will support the Technical team by ensuring the production of safe, legal and quality products on a daily basis. You’ll regularly deal with internal technical queries raised by all levels of the organisation in addition to those raised by external suppliers, customers and regulatory bodies.

Successful Quality Assurance Management and Technical Services graduates can expect rapid career progression in line with the importance of their skills and role in a business that prides itself on quality and service.

Marketing, Sales & Category Management
Sales graduates at Kerry are involved in all elements of the sales mix. You’ll learn how to strengthen Kerry’s customer relationships through superior customer service and business plans tailored for individual customers and gain an in-depth knowledge of consumer preferences and customer requirements. This provides an unparalleled opportunity to develop quickly across all aspects of sales management.

Marketing and Category Management graduates will be involved in analysing and interpreting information from various sources, or making recommendations following visits to stores, customers or production sites. Whatever your choice, your role will certainly be varied and will allow you the opportunity to manage your own projects from a very early stage.

For more information and to apply, please visit www.kerrygraduates.com

Supply Chain
As a Supply Chain graduate, you will play an essential role in internal coordination between production, finance, purchasing and customer service, to ensure the operation is able to meet customers’ demands through efficient balance of materials and the finished goods supply chain.

You will also have the opportunity to work on projects to ensure best practice Supply Chain roll out, while contributing to further site wide challenges and other initiatives that have impact on Supply Chain across the business.

Previous graduates in Supply Chain have progressed into Supply Chain Management, Operations Management and Purchasing Management.

www.kerrygraduates.com
Be spoilt for choice

Learning & Career Development

At Kerry Group we are committed to developing our graduates to their full potential. We want to see them accelerate their careers into early management roles within the organisation.

Our “best in class” Graduate Development programme rapidly equips graduates with the skills to take on exciting business challenges and enhance their career progression.

Over two years, you will be pushed to develop your technical and commercial skills, covering topics such as leadership, communication and presentation skills, negotiation, strategic thinking and project management. These modules will give you a solid business foundation on which to build a great career.

Our intensive two year programme also offers:

• Early access to senior leaders,
• Global secondments and assignments,
• Coaching and mentoring,
• Residential off-site training,
• Innovative project work and presentations to senior leaders.

Combined with formal training you will work with talented, passionate people who will provide invaluable on the job practical training. Graduates also have the unique opportunity to work with mentors across different businesses within Kerry Group. As part of the programme graduates will also form professional networks with their fellow graduate intake from diverse ethnic and cultural backgrounds across Europe, Middle East and Africa leveraging future development and career progression.

Both our Foods and Ingredients and Flavours businesses run collaborative programmes which provide a thorough understanding of the particular business and markets relevant to your own role as well as equipping you with the skills you need to become a leader at Kerry. This collaborative approach ensures that opportunities to develop your career across the Global Kerry Group businesses and between functions are accessible.

The graduate training is where I gained all the practical advice I needed for day-to-day business life

But the training doesn’t finish there. Upon completion of the programme, we are fully committed to your ongoing career development. We offer and support a number of managerial and leadership development initiatives, educational assistance, functional and technical courses. We also strongly encourage and facilitate graduate mobility and multiple rotations so that you can move roles across border, cross function and cross-business. This way, once you complete the programme you can continue to get the exposure you want for long term career advancement.

Pekka Wikstedt
Commercial Director, Benelux

I joined Kerry for the job more than the training. The thing is though, I really enjoyed the development programme and found it incredibly useful. The course consisted of a variety of different modules covering a breadth of management-related topics from both theoretical and practical perspectives. I’d learnt a lot at university, but the graduate training is where I gained the practical advice I needed for day-to-day business life.

I think potential graduates need to be open-minded, as Kerry is a big international company and you will end up working with all kinds of different people, in different places and with very different ways of working.

Read my full profile online
Sustainability

Environment
Kerry Group acknowledges the universal impact of climate change and the need to stimulate economic and business development in a sustainable manner. We have ongoing improvement programmes in place with respect to energy utilisation, water intake, effluent and waste. In recent years we have been measuring our carbon footprint in accordance with the Greenhouse Gas protocol and have been developing and investing in solutions to reduce carbon emissions by 12% in 2014 compared to baseline in 2009.

In our communities our primary areas of focus and support are:
- Health, hunger and nutrition
- Entrepreneurship
- Amenity, community development
- Education, arts and sports

Community
In 2008 the Group engaged in a 3 way partnership between Concern Kerry Group and the Washington based (IFPRI)

“Kerry Group, Concern (Ireland’s largest humanitarian organisation working in the world’s poorest countries), and the Washington based IFPRI (International Food Policy Research Institute) embarked on a 3 year Research Programme in 2007 to progress a major international research initiative towards alleviating world hunger. This will provide valuable learnings around integrated agriculture and nutrition projects to tackle this massive humanitarian issue”.

The launch of the €3.7m five year ‘RAIN’ project is a logical critical next step to focus on prevention of the unacceptably high rate of child mortality and malnourishment.

Kerry Group will leverage its position as a world leader in food technology to assist in the development of customised, locally produced, nutritional products suited to the requirements of children, mothers and growing diets.

Arising from the slowdown in economic development in Ireland, the Group has devoted increased financial resources to the promotion of entrepreneurship. This includes “Your Country, Your Call” – a competition based initiative to promote transformational proposals and the “Endeavour” programme – Ireland’s leading fast track programme for business start ups which aims to attract high quality candidates with a strong ability to succeed in the entrepreneurial world.
Who are we looking for?

In a fast-moving, ever-evolving company like Kerry, we are looking to recruit the best and brightest graduates who are excited and motivated by challenge and change.

Are you:
- Client/Customer focused
- Personable
- Communicative
- Passionate
- Driven
- Committed
- Flexible
- Innovative
- Future leader

Does this sound like you? If so, we look forward to receiving your application.

What Next?

For some of you, an exciting career with Kerry awaits. So, why not go online to find out more and if you think it’s for you, apply there and then.

www.kerrygraduates.com

‘Successful graduates at Kerry are ambitious, flexible and – I’m not sure how to put this – a bit different’

Sam Brown
Production

I wanted to join Kerry Group because it’s a global company and one of the stronger brands in its markets. I’d already enjoyed a work placement in the business so it was an obvious decision to apply for the Kerry development programme.

Successful graduates at Kerry are ambitious, flexible and – I’m not sure how to put this – a bit different? There’s something a bit different about Kerry as a business, which may account for its success, and I think that independence of spirit is maybe reflected in its graduates… Then again, maybe it’s just me!

If I had to sum up Kerry in three words, for a start I’d say it was strategic. A lot of effort goes into planning here. And secondly, because of that, it’s always evolving. Finally, and this really sums up why it’s been such a success story, Kerry is tenacious. There’s a wonderful sense of hard work and overcoming obstacles here, and I would recommend it to anyone who enjoys challenges.

Read my full profile online
Fancy applying?
For more information on our graduate opportunities and to apply, please visit www.kerrygraduates.com