

## **Product Development Graduate Programme 2027 for the UK chilled and grocery Food Market**

**Starting Salary:** £31,000 + £1,000 welcome bonus once settled in the business. An additional uplift is also provided for employees based at a London site.

**Benefits:** Relocation financial assistance - Any relocation payments made will be paid back in **October 2027**! Additional holiday purchase scheme, pension scheme and access to employee benefits

**Location:** Greencore site TBC, with multiple locations during the 3-year Graduate Programme. Could be London, Lincolnshire, Bo'ness, (Scotland), Newark Northampton or Worksop

**Ways of Working:** Site based

**Start Date:** 1st September 2027

**Contract Type:** FTC for duration of the Graduate Programme, we will make every effort to find successful learners a permanent role following completion

**Assessment Centre Date/Location:** **Tuesday 2<sup>nd</sup> February 2027 at our Newark site**

### **Why Greencore?**

Greencore is one of the UK's leading manufacturers of convenience food, with over 100 years of experience and a simple purpose: to make every day taste better.

Every day, our food reaches millions of consumers through the UK's major retailers and foodservice providers. With over 28,000 colleagues across 36 manufacturing sites and 21 distribution depots in the UK and US, we're investing in the talent, expertise and capabilities that will help shape our next century of success.

We're already home to some of the best talent in the industry. From operations, manufacturing and engineering to technical, commercial and central functions, our colleagues have the opportunity to learn from each other, develop their skills and build rewarding careers in a business where they can make a real impact.

Many of our leaders and specialists started their careers with Greencore - developing future talent is an important part of how we continue to grow and succeed as a business. That's why our graduate, undergraduate and apprenticeship programmes are so important, giving talented young people the opportunity to gain hands-on experience, learn from experienced colleagues and take the first steps towards a rewarding career with us.

### **Turn Your Passion for Food into Products People Love**

**Greencore and its recruitment partners never charge candidates any fees at any stage of the hiring process. Any request for payment relating to a job opportunity should be considered fraudulent.**

If you're curious about food, excited by new ideas and want to understand how great products make it from an initial concept onto supermarket shelves, our Product Development Graduate Programme is designed for you.

This programme is designed to develop the next generation of Product Developers, equipping you with the technical, culinary, consumer and commercial skills needed to succeed in the food industry.

Over three years, you'll build the skills and experience needed for a successful career in Product Development.

You'll learn how to take a product through the complete development journey, from food trends, insight and idea generation through recipe development, customer presentation, factory trials and ultimately launch.

You'll work as part of customer and product-focused teams alongside experienced Product Developers, Chefs and colleagues from across our wider business.

Most importantly, you'll gain hands-on experience. You'll be encouraged to bring your own ideas, challenge thinking and develop your creativity as your knowledge and confidence grow.

## **Your Three-Year Journey**

The programme consists of three 12-month placements across different Greencore locations throughout the UK. This will provide exposure to a variety of customers and product categories, helping you build broad category knowledge, customer understanding and a well-rounded view of the business.

### **Year 1**

#### **Build the Foundations**

You'll learn how our development process works, build your knowledge of ingredients and manufacturing, and support products through the development cycle.

Working alongside experienced colleagues, you'll start to develop your technical, culinary, sensory and commercial understanding while gaining valuable hands-on experience.

### **Year 2**

#### **Take Ownership**

With the foundations in place, you'll start to take greater ownership.

You'll become more involved in developing recipes and concepts, working with customers and suppliers, supporting factory trials and supporting products towards launch.

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You'll continue to build your understanding of what makes a product not only delicious, but commercially and operationally viable at scale.

### **Year 3**

Operate as a Product Developer

Your final year is about preparing you for the next stage of your career.

You'll take ownership of development projects, working with increasing autonomy while collaborating with customers and cross-functional teams. You'll leverage consumer trends, market insight and Greencore's manufacturing capabilities to develop commercially successful products.

By the end of the programme, you'll have the experience, confidence and capability to progress into a Product Development role within Greencore.

### **More Than On-the-Job Experience**

Alongside your placements, you'll take part in a structured development programme designed to broaden your knowledge of both food and business.

This will include specialist development and learning opportunities in areas such as:

- Culinary skills and food inspiration
- Sensory evaluation
- Category management and consumer insight
- Commercial awareness and costing
- Leadership and personal development
- Ingredient and supplier workshops
- Manufacturing processes and capabilities

You'll also have opportunities to visit other Greencore sites, helping you understand different product categories, manufacturing processes and capabilities across the business.

### **What You'll Experience**

During the programme, you could be involved in:

- Exploring food trends and identifying new product opportunities

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- Generating and developing new product concepts
- Creating and refining recipes
- Collaborating with chefs, suppliers and ingredient partners to create and refine products
- Preparing products and supporting documentation for customer presentations
- Supporting customer presentations, innovation sessions and product submissions
- Participating in sensory evaluation and product benchmarking
- Working cross-functionally with Technical, Operations, Commercial, Process, Purchasing and other teams
- Supporting products through to launch
- Seeing products, you've helped develop reach supermarket shelves

It's an opportunity to understand the entire product development journey while building a strong network across Greencore.

## **What We're Looking For**

We're looking for graduates who are genuinely excited by food, ingredients, innovation and creating products consumers will love.

### **Degree**

Achieved, or expected to achieve, a minimum 2:2 honours degree in Food Science, Food Technology, Nutrition, Culinary Innovation or a related discipline.

Candidates with a Master's degree will be considered, provided their undergraduate degree is in Food Science, Food Technology, Nutrition, Culinary Innovation, or another relevant food-related discipline.

### **Experience**

At least three months' relevant work experience.

### **Passion for Food**

A genuine curiosity about food, trends, ingredients and how products are created.

### **Motivation**

A clear commitment to developing a career within the food industry and Product Development.

### **Flexibility**

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A willingness to complete three 12-month placements at different Greencore locations across the UK.

#### Right to Work

You'll need the right to work in the UK for the duration of the three-year programme from September 2027.

### **The Support You'll Receive**

We want you to succeed, so you'll have a strong support network throughout the programme.

#### Dedicated Programme Champion

A key contact for your functional Graduate Programme who will support your development throughout the three years.

#### Mentor

Additional guidance and support as you build your career.

#### Line Manager

Regular feedback, performance reviews and support to help develop your skills and knowledge.

#### Graduate Cohort

You'll join a cohort of graduates, giving you the opportunity to learn together, share experiences and build a network across the business.

#### Greencore Network

Through your placements, training and site visits, you'll build relationships with colleagues and specialists from across our food categories and functions.

### **Where Could It Take You?**

The Graduate Programme is the start of your Product Development career with Greencore.

By the end of your three years, you'll have experienced different products, customers and manufacturing environments and developed an understanding of how to turn a great food idea into a successful product at scale.

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From there, you'll be ready to continue developing your career within our Product Development teams, with opportunities to grow your experience, responsibility and leadership capability.

If you're passionate about food, curious about consumer trends, and excited by the challenge of creating products that consumers love, we'd love to hear from you.

Join us, build your career with Greencore, and play a part in making every day taste better.

**What's next:**

Once you have submitted your online application, it will be reviewed to ensure you meet the required criteria. If you meet all the requirements and are selected to progress, you will move on to Stages 2 and 3: an automated online video interview and online aptitude testing.

Once both stages have been completed and reviewed, successful candidates will progress to the final stage: an in-person assessment day, held at one of our sites or another designated venue.

**"We reserve the right to close this advertisement before the stated closing date."**

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