

we

are

alliance

Graduate Programme



ALLIANCE
FARMERS' PRODUCE

new zealand's only 100% farmer-owned red meat co-operative



about us

In 1948, a group of farmers in Southland formed Alliance Freezing Company Limited to process and market high-quality meat and co-products to international markets. The first processing plant, and still our largest, was opened in Lorneville, in 1960, and in 1980 the company's ownership structure changed to become a co-operative. Today, Alliance Group proudly remains New Zealand's only 100% farmer-owned red meat co-operative.

As guardians of the land, our farmers respect and value the environment. They are committed to taking care of the soil, water and land so they can pass their farms onto future generations. We take that same pride and passion into everything we do, looking after our people, our communities and the planet.

Our journey from a small Kiwi business to success on the global stage is down to our reputation for food excellence. Our success starts on the farm but it's an ongoing journey to identify opportunities across the entire co-operative to capture more market value. That is why we continually invest in technology, our people and systems, and have the highest levels of environmental sustainability to continue this success into the future.

We employ almost 5,000 people across New Zealand and in major cities in the UK, Asia and the US. We take our responsibility as a major employer in the rural communities we operate in seriously and recognise the privilege we have to be a large part of grassroots New Zealand!



our vision

We want to be recognised as an organisation that delivers our vision of being a world-class global food and solutions company while creating prosperity for our farming families, respecting our people, delivering quality produce solutions for our customers and operating a sustainable and commercially successful co-operative. To achieve this, we need to attract and retain the best and brightest talent in Aotearoa. People who share our values, and our commitment to New Zealand farmers.

Defined by our people for our people, our values are what we stand for. They define our behaviours and shape our culture. We are committed to continually evolving this culture, living our values and becoming truly inclusive.

team

mahi tahi

accountability

rangatiratanga

communication

tauutuutu

initiative

hihiri

care

tiaki

courage

māia





meaning-
ful
exposure

kupu
whakataki
whai kiko

overview

The Alliance Group Graduate Programme is an exciting 24-month rotational programme that will give you exposure to all parts of the co-operative. We want to give you a meaningful and valuable experience, and share some of our passion for the industry, in the hope it will rub off on you! You will be given a mentor for the duration of the programme and work with some amazing people who will introduce you to some of our important partners across our farmer shareholder base, rural communities and plants.

We are on a mission to build a pipeline of talented individuals with leadership potential to meet the future capability needs of the co-operative. We hope that by working across the business, you will develop strong networks, get a good understanding of different functions and opportunities, and an overview of the industry and markets, helping you to decide where you want to build your career within the co-operative.





“The Alliance Grad programme stood out for me more than others... my experience here has been nothing but good”

Ana Gatrell
2022 Alliance Graduate

what the programme offers you

If you want to make a difference to the agricultural sector, Alliance is the place for you. We exist to make a difference for individuals, families and communities. In doing this, we create opportunities for people to build rewarding careers in the red meat sector. And our shared values and strong culture means we're a pretty great bunch of people to work with!

What's in it for you?

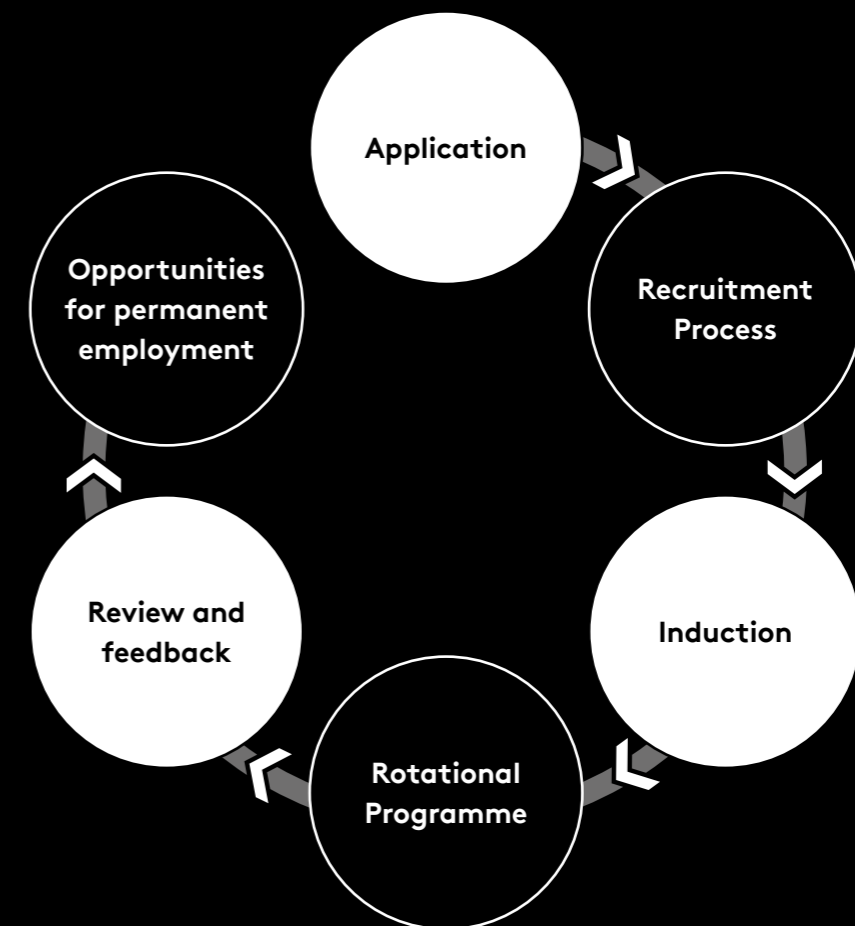
- **Brand**
New Zealand's only 100% NZ Farmer owned co-operative
- **Safety**
Ensuring our people go home safely every day is our number one priority. We are committed to lifting our health and safety performance to world-class standards, and that is a core part of our business strategy
- **Diverse range of opportunities**
From plants to global offices, manufacturing to supply chain, the range of opportunities available are diverse and exciting
- **Global**
Offices based in New Zealand, London, Singapore and the USA
- **Values**
Our values are at the core of everything we do. They define who we are and how we act.



employ-
ment
ready
kua rite
ki te mahi

programme structure

You'll spend the first eight months based in one of our seven plants working across the entire Plant Operations before moving into Livestock as we enter the warmer months to finish off the year. In the New Year, you'll join our Sales teams for the first six months before choosing where you'd like to base yourself for your final six months within our other corporate and support functions such as Finance, People and Safety, Engineering, IT or Technical.



Below is an example of how your programme may look:

2023 - 2024	Core Units				Optional Units	
Welcome / Induction (1 week)	Rotation 1 (32 weeks)	Rotation 2 (12 weeks)	Christmas Break (2 weeks)	Rotation 3 (12 weeks)	Rotation 5 (12 weeks)	Rotation 6 (14 weeks)
30 Jan to 3 Feb	6 Feb -15 Sept	18 Sept to 21 Dec	22 Dec to 6 Jan	9 Jan to 23 Jan	26 June to 13 Sept	16 Sep to 20 Dec
Christchurch Corporate Office	Plant Operations	Livestock	Christmas Break Shutdown	Sales	People (optional)	Technical (optional)

Structure:



"I absolutely love it, I've been learning so much"

Yihua Lin
2022 Alliance Graduate



Over 18 months, you will rotate through three 'core units': Plant Operations, Livestock, and Sales, before choosing two other business units for your final two optional rotations.

Core Rotation Units (all of the below):



Optional Rotation Units (two of the below):



“From the farm to the plate, learning that whole supply chain is so important”

Kayla Storey
2022 Alliance Graduate



about you

We're looking for:

- A relentless passion for the New Zealand Agricultural Sector, looking for a pathway into the industry
- Commercial know how and an interest in business strategy
- A desire to be challenged, ready to learn and focused on solutions
- Bucketloads of motivation, confidence and resilience
- A flexible approach to life, and ability to work within and cut through ambiguity
- Itchy feet: Fully mobile and willing to go where the opportunity takes you. This could be anywhere in New Zealand and beyond!

Could this be you?

Application process

- 1 Online Application**
www.alliance.co.nz
- 2 Application Review**
Successful applicants will be invited to the interview stage of the process
- 3 Interview 1**
Meet with our Graduate recruitment team for a first stage interview.
(Approx 1 hour)
- 4 Interview 2**
A second interview with some of our senior business leaders from various areas of the business
(Approx 45 mins).



2022 Graduates Left to Right: Kayla Storey, Hamish Watson, Yihua Lin, Ana Gatrell

“The people that you meet at Alliance are so passionate about the company, and that feeds right back to the farmers that we work for”

Hamish Watson
2022 Alliance Graduate







ALLIANCE

FARMERS' PRODUCE

SINCE 1948

 @alliancefarmersproduce