

Kick-start your career in the food and fresh produce industry with MDS

Applications now open for our Spring 2026 intake

Looking for a fast-track route into leadership and management? The MDS graduate scheme offers driven graduates the opportunity to step straight into real-world roles across the food, fresh produce, agriculture and horticulture sectors. From day one, you'll receive structured training, a full salary and expert guidance from our team, empowering you to take charge of your success.

Over two years, you'll work in up to four secondments (each lasting 6-12 months) within some of the UK's leading food and agriculture businesses - our **Members**. <https://www.mds-ltd.co.uk/members-all/>

These secondments will give you hands-on experience across a variety of disciplines; you might find yourself coordinating a harvest with a major grower in one secondment, and then leading a business-critical project with a national retailer in the next.

Wherever you go, you'll be making a real impact - our Trainees are known for delivering results and driving innovation.

Why choose MDS?

- Gain a **Level 5 Leadership and Management qualification**, accredited by the Chartered Management Institute (CMI)
- Be **employed by MDS**, with a salary of £26,000 in year one, rising to £28,000 in year two
- **Relocation allowance** of up to £1000 per year
- Benefit from **mentoring and coaching** to help you reach your full potential
- Join a network of over **500 MDS alumni**, many now in senior roles across the industry
- Benefit from excellent **career prospects** - 100% of trainees to date have received a job offer upon completing the programme

What makes a great candidate

We typically look for a 2:1 or above, but if you have strong industry experience, we would still like to hear from you. More importantly, we want to see:

- **Leadership potential** - the ability to inspire others, take initiative, and make things happen
- **Resilience and motivation** - a strong work ethic and a drive to succeed
- **Adaptability** - the confidence to relocate and thrive in new roles and environments every 6 months

- **A practical mindset** - the ability to solve problems and work independently
- **Passion** for the food and agriculture industry - enthusiasm for making a difference in a fast-moving, vital sector

To apply, you must:

- Have the **right to work in the UK** by the time the programme starts, and for the duration of the programme (two years)
- Be **able to relocate** across the UK (and potentially overseas, though this is optional) for each secondment
- **Hold a full UK driving licence and have access to your own vehicle** by the time you start the programme, as many secondments are in rural areas where public transport is not a viable option

This is more than a graduate job - it's a launchpad for your leadership career in an industry that's essential, innovative, and full of opportunity.

Ready to apply?

MDS recruits over 60 graduates each year, with programme intakes in **April and October**. Applications are open year-round via our website, and we review candidates on a rolling basis.

The application process is straightforward and supportive, with three key stages:

- **Online application** - no testing, and takes around 30-40 minutes to complete
- **Telephone interview** - a chance to tell us more about you and your motivations
- **Virtual Assessment Centre** - meet the team, take part in group tasks, and show your potential

If you're ready to join a network of future leaders and fast-track your career in a thriving industry, **apply now!** <https://www.mds-ltd.co.uk/careers/apply/>

Application deadline: Continuous recruitment