



WORKING WITH FARMERS



Mole Valley
FARMERS

It's in our
nature

AGRI GRADUATE TRAINEE SCHEME



ABOUT US

Since 1960, it's been in our nature to support the future of UK agriculture. And from a group of local farmers, to a community of over 9,000 Farmer Shareholders, we've never lost sight of our shared purpose, which is to work for the greater good of UK agriculture.

We're proud to have created an environment unlike anywhere else. Join us, and you'll realise there's no place like Mole. We're there for each other, like any good team; and here to progress, like every good business.

We're 1,700 experts in our field - Nutritionists, Agronomists, Traders, Retailers, Buyers and Advisors



- all focused on looking after our customers and developing in our careers. If it's in your nature to want to support the future of UK agriculture, it's in your hands to grow an incredible career with us.

Our purpose

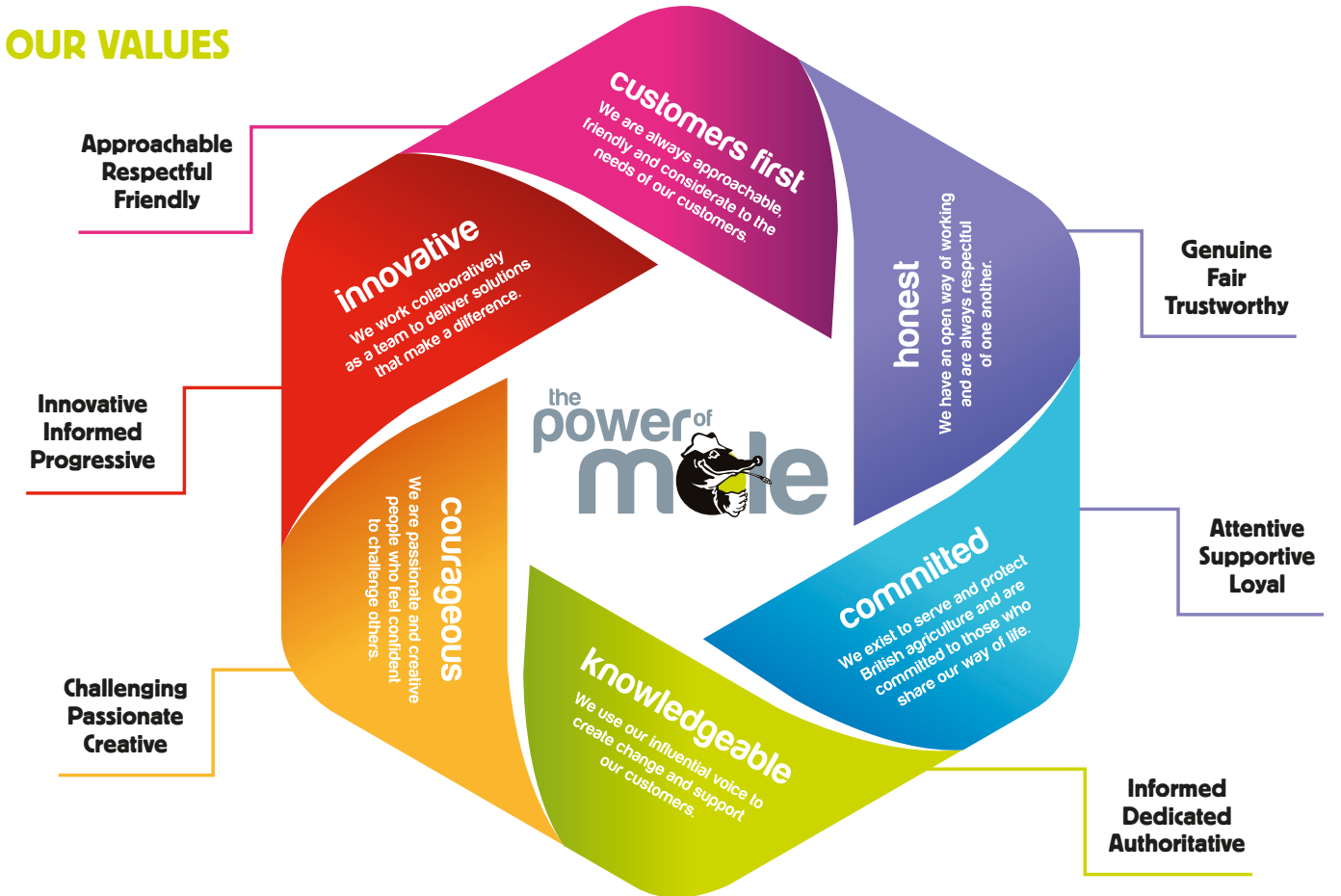
We exist for the greater good of our Farmer Shareholders, working with them to improve productivity, profitability and sustainability; whilst ensuring our presence in the market creates a highly competitive pricing environment.

Our vision

To be the UK's leading agricultural supply and rural retailer.



OUR VALUES



OUR PROGRAMMES

With a great opportunity to help shape the future of a whole industry, there is no better time to join our 15 month Agri Graduate Trainee Scheme.

You will be immersed in both technical and personal development throughout the programme, following a modular approach that allows you to experience different areas of the business to build your network and relationships, business awareness and technical capabilities.

To enable you to thrive, and to achieve our company purpose and objectives, you'll be supported and provided with wide-ranging opportunities, allowing you to work on and create innovative and impactful solutions in an exciting and dynamic industry.

You will have a real opportunity to help shape the future of the industry and the scheme will act as a gateway to a wide-ranging variety of roles and future career paths.



AGRI GRADUATE TRAINEE SCHEME

Join our Agri Graduate Trainee Scheme and you will get to spend time around our feeds business, with placements in areas such as procurement, manufacturing, formulation and commercial nutrition, working with our business experts to develop your knowledge and skills.

You'll also experience some time in our retail business, understanding agri retail and sales and marketing.

What kind of roles are available long term?

- Agricultural Sales Specialist
- Trader
- Trainee Nutritionist
- Business Development Manager



CRITICAL SKILLS

At the heart of the programme is a range of critical skills which you will develop during the Agri Graduate Trainee Scheme.

Each placement within the business will offer opportunities and exposure to some of these skills, and, as you progress through the scheme, you will build a portfolio of evidence demonstrating these skills.

Operational Excellence	Technology	Customer Experience	Sales	Negotiation
Enhancing customer experience and business performance by investigating and improving processes and ways of working – with benefits for the customer, and Mole Valley Farmers.	Understanding the need, responding and adapting to technological developments that could add value-enabling capability and drive future innovation while ensuring the sustainability and security of our business and customers.	Defining, designing and developing products and services to deliver a cross-channel customer experience that drives value and meets current and future customer needs.	Meeting customer needs through converting business acumen and product knowledge into valuable customer relationships that result in sustainable, profitable business outcomes.	Developing a range of techniques to allow impactful negotiation and a thought-out process, bringing commercial advantage to Mole Valley Farmers.

CRITICAL SKILLS

Data and Analysis	Commerciality	Supplier Engagement	Embracing Change	Leadership
Management (capture, processing & storage) of data to drive analysis and insight that informs and underpins decisions and plans, and also shapes strategy in a commercial environment.	Shaping and informing strategy and delivery through developing and seizing opportunities to realise business value. Assessing options holistically with a strong appreciation of risk vs reward.	Engaging and managing suppliers, in the delivery of goods and services and ensuring time, cost and quality are consistently delivered. Maximising the value and contractual impact of decisions and building relationships with suppliers that can deliver long term benefits.	Creating an effective change environment across people, process and systems that efficiently facilitates delivery of the business vision.	Leading and enabling our people to create and deliver consumer-focused, commercially effective solutions through innovation and agility in the market that drives the business of tomorrow.

LEARNING AND DEVELOPMENT

Delivered alongside your technical training, you will experience a range of personal development modules, giving you a wider range of skills, knowledge and behaviours.

The modules are delivered by our experienced external training partners, utilising a variety of delivery techniques to give you optimum learning and experiences to embed back into the workplace.



GRADUATE TRAINEE LEARNING MODULES

MODULE 1:
Getting
started

MODULE 2:
Wellbeing

MODULE 3:
Resilience

MODULE 4:
Time
Management

MODULE 5:
Communication

MODULE 6:
Project
Management

MODULE 7:
Career
Management

MODULE 8:
What is first line
Management

REWARDS AND BENEFITS

Our rewards and benefits structure is set up to support you during your career and ensure you get the most out of working with Mole Valley Farmers, whilst assuring you feel valued and recognised for what you can bring to us.

People are the most important asset in any business, and we are proud to offer a wide range of reward and recognition, financial, and health and wellbeing benefits to our colleagues.



CONTRIBUTORY
PENSION
SCHEME

COMPETITIVE
SALARY

EMPLOYEE
ASSISTANCE
PROGRAMME

STAFF
DISCOUNT

COMPANY
CAR*

25 DAYS HOLIDAY
A YEAR, PLUS
BANK HOLIDAYS

LIFE
ASSURANCE

VIRTUAL GP

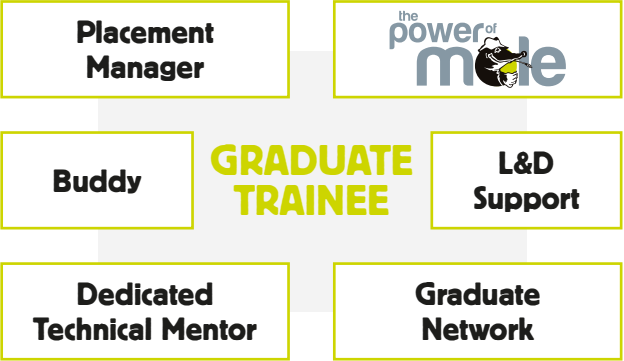
SALARY FINANCE
SCHEME

**Dependent on role.*

SUPPORTING YOU TO ACHIEVE SUCCESS!

To enable you to achieve everything that you want during the Agri Graduate Trainee Scheme, we recognise the importance of having a support network in place.

The colleagues in your network will also receive development, to ensure they can support you throughout the scheme.



THE APPLICATION PROCESS

1.

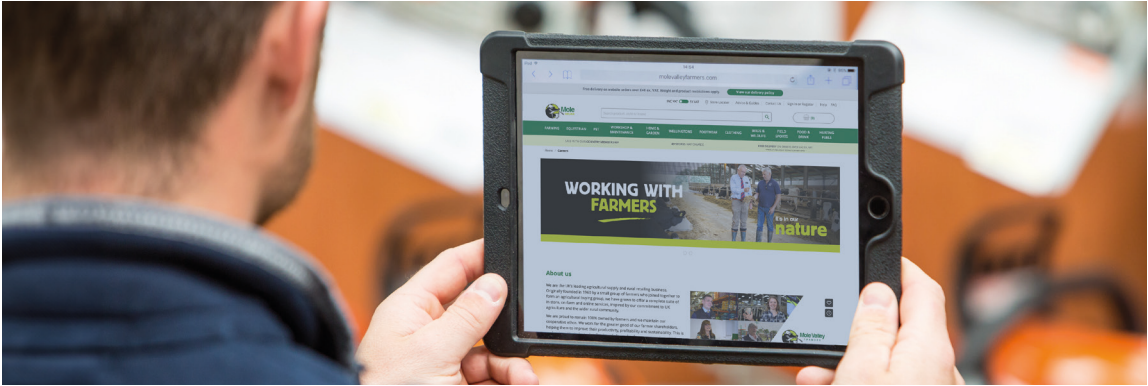
Complete your application and tell us about yourself
2.

Undertake a video interview with our resourcing team
3.

Get to know and talk to some existing staff members
4.

Join us for an assessment day

If you are successful in the above process, you'll receive an offer to join us at Mole Valley Farmers



SCAN THE QR CODE to start your application today

MEET OUR 2023/24 GRADUATES

Marley Lamerton, Molly Watkins and Abbigail Thompson joined us as our 2023/24 Graduates. They have been working in departments across the business for over a year, from grassland and forage to nutrition, procurement and marketing, to decide what area they would like to specialise in.

Marley said:

"Albeit, I knew I loved nutrition before embarking on the scheme, it has been a great way to see how such a diverse business works and how all the different areas are interlinked."

The scheme has given me insight to different careers I'd never even thought about, but has also given me a wealth of knowledge and experiences that I wouldn't have got going straight into a nutrition role."

Molly said:

"I cannot say enough positive things about the grad scheme! Being able to experience all aspects of the business, I have been constantly surprised about how much I've learnt and the connections I've made with people who will be able to support me in my career."

I couldn't have asked for a better start to my time at Mole and I'm really looking forward to working collaboratively to better understand how we can help our farmers and to continue my learning as I head into my new role as a Nutritionist."

Abbie added:

"It has been an amazing journey of growth and discovery throughout my first year at Mole Valley Farmers. I have been exposed to a broad spectrum of industry experience, working across areas such as agronomy and nutrition; grassland and forage; as well as product procurement and development."

Being able to work alongside some of the industry's most knowledgeable professionals has been invaluable over the past year. With so many different career opportunities ahead of me, choosing where to specialise as this scheme comes to a close is an exciting decision; I'm excited to see what my future at Mole Valley Farmers holds."



(Left to right) Tom Churchward, Head of Learning & Talent, with graduates Marley Lamerton, Molly Watkins, Abbigail Thompson and CEO, Jack Cordery



Mole Valley
FARMERS

It's in our
nature



AGRI GRADUATE TRAINEE SCHEME

Scan the QR Code to start your application today