

BUITELAAR GROUP

SINCE **B** 1922
BUITELAAR
GROUP

Commercial Graduate Programme

2021

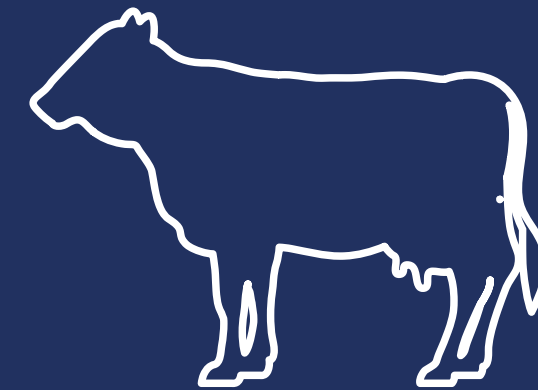
ENTRY CRITERIA



2:1 or above



Commercial
Awareness



Passion for
Agriculture



Driving license



Placement Relocation



Site Relocation:
(to be confirmed)

WE'RE LOOKING FOR..

Forward-thinking



Problem-Solving Skills



Open-minded

Adaptable

Ability to work under pressure

Driven

Time Management



Self-starter



Reliable

Show Initiative

Approachable

Dedicated

Trustworthy

Team Player



REMUNERATION



Phone &
Laptop



£24,000 PA

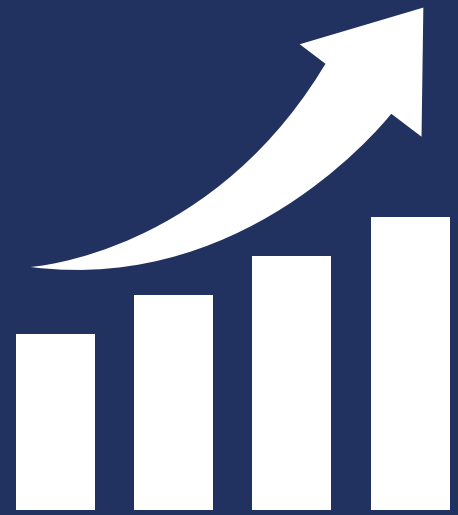


Pension

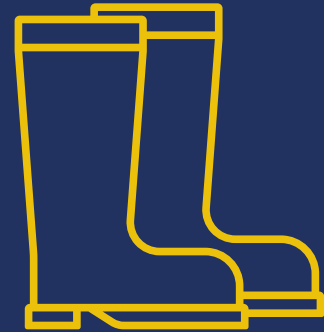


20 Days Annual
Leave & Bank
Holidays

WHY JOIN BUITELAAR?



Fast growing
& Innovative



Extensive office &
field based training



Access to senior
management



Exposure to all
business areas



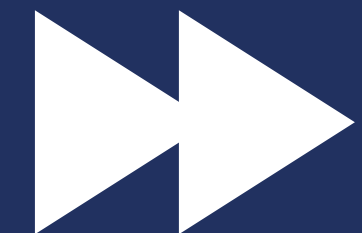
Fun, sociable work
environment



Given responsibility &
ownership of projects



Embraces
individuals ideas,
visions & goals



Fast-track
progression

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ENDLESS OPPORTUNITY

Commercial Graduate: 18-month training period



GRADUATE SCHEME

MONTHS 1 - 6

Month An example of your training:

1	FULL BUSINESS TOUR / INDUCTION
2	CUSTOMER CARE & CRM TRAINING
3	MARKETING
4-6	PROJECTS / PLANNING & LOGISTICS



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GRADUATE SCHEME

MONTHS 7 - 18

Month

7-8

MEAT SALES

9-14

PET FOOD & RAW MATERIALS

15-18

ASSISTING / SHADOWING SENIOR MANAGEMENT - PROJECT WORK



GRADUATE SCHEME



Each placement will offer:

- Specific training programme with KPI's & learning outcomes
- 1 - 2 Commercial projects (findings to be presented)
- Scheme Line Manager, your own Mentor & specific Placement Supervisors
- Regular check-ins and feedback
- Ownership of specific projects & responsibility
- Experience of internal & external calls / meetings
- Opportunity to shadow & assist Management

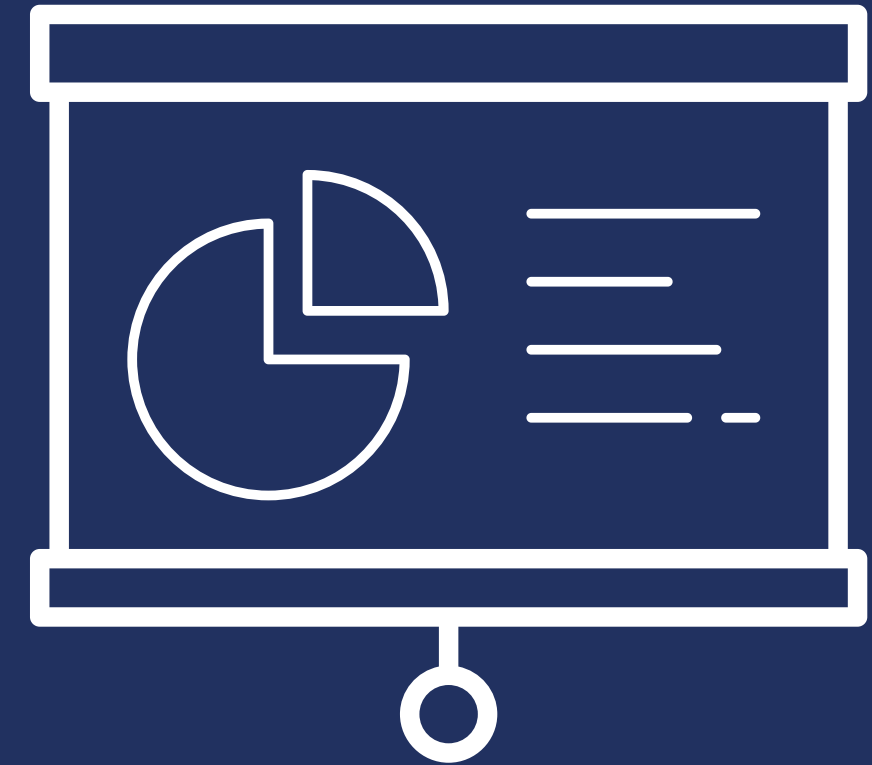
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COMMERCIAL PROJECTS

PROJECTS & PRESENTATIONS

- Each placement will include a specific project
- Problem solving / Market research / Adding value / Project Management
- Each project will include a presentation of findings / suggestions to placement supervisor



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TRAINING REPORTING



TRAINING
REPORT

Weekly Report

sent to your manager every Monday. You'll receive constructive feedback every week.



Weekly check-in
with your Mentor



3 & 6 Month Reviews:

- Performance & achievements
- Any further training needs
- Probationary period review

INTERVIEW PROCESS

We want you to fit right in.

STAGE 1



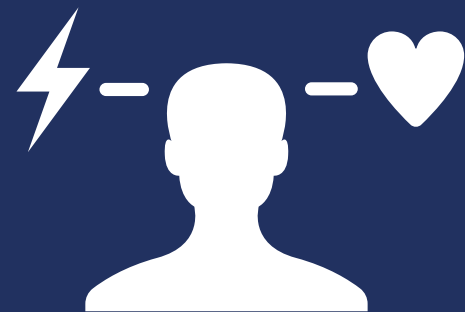
Phone
Interview

STAGE 2



Microsoft
Teams
Interview

STAGE 3



DiSC
Profiling

STAGE 4



Face-2-Face
Interview &
Presentation

KEY INFO:

- **Applications open:** 12th April 2021
- **Application closing date:** 31st May 2021 (subject to applicant numbers)
- **The end result:** Every graduate is invited to interview for a permanent position
- **To apply:** email your CV & cover letter to annabel@buitelaar.co.uk

