



Closing Date 12th December 2025!
(This is subject to change so please do apply asap)

Manufacturing Graduate Programme

Salary -

Year 1: £30,000 + £1,000 one-off signing-on bonus (Paid end of October 2026!)

Year 2: £32,000 - £35,000

Year 3: £37,000 - £40,000 (Yearly increments based on annual assessments)

Location – Candidates can request region for the first year, Years 2 and 3 will be UK wide!

We do have an exciting opportunity for 1 of the positions available which would be a guaranteed role at our Bo'ness Scotland site upon completion of the programme.

Benefits!

- Pension Scheme
- Relocation Financial Assistance (For each graduate placement - to be reimbursed Oct 26)
- London placements will receive an additional allowance for living costs
- Additional Holiday purchase scheme (25 days holiday as standard)
- Access to employee benefits
- Relocation payment

Assessment Centre Information -

Assessment Centers will be held at our Bakkavor Spalding Site

Assessment Centre will be held on Thursday 29th & Friday 30th January 2026

Why join us?

If you share our passion for great food and our strong values, then this company is for you! We have a diverse range of career opportunities and Programme available for you to kick start your career and make a real impact in the food industry.

What we do-

We're probably the biggest name you've never heard of. You've almost certainly eaten our food - you just didn't realise it! As global trailblazers in the fresh prepared

food industry with over 14,000 employees, we create innovative products, including meals, soups, dips, salads, desserts, pizzas and bread for customers including Tesco, M&S, Sainsbury's and Waitrose in the UK.

Programme Highlights:

- **Leadership Development:** Build skills to manage teams, uphold operational excellence, and ensure food safety and health & safety standards.
- **Early Responsibility:** Take on supervisory roles from the start, with opportunities to manage and develop high-performing teams.
- **Comprehensive Exposure:** Gain experience across various food manufacturing sectors, learning about factory operations and people management.
- **Career Growth:** With dedication and development, aim for a Factory or Operations Manager role within 5-7 years.

We're committed to supporting your journey and helping you achieve your full potential in a rewarding career.

About you -

We seek aspiring individuals eager to build a career in Food Manufacturing and Operations, with aspirations to become an Operational Leader. You should be curious, willing to question norms, and adaptable. At Bakkavor, innovation drives us, so staying current with food trends and industry news is essential.

To be eligible for the Manufacturing Programme, you must meet the following criteria:

- **Degree:** Achieved or expected to achieve at least a 2:2+ honours degree in any discipline.
- **Experience:** At least three months of relevant work experience.
- **Work Eligibility:** Right to work in the UK for a minimum of 3 years from September 2025.
- **Motivation:** A clear commitment to advancing your career in the food industry.

- **Flexibility:** Willingness to complete three 12-month placements at different locations across the UK (we will consider your preferences).
- **Cultural Fit:** Alignment with Bakkavor's values and a strong fit for our organization.

As a participant in the Manufacturing Programme, you will receive extensive support and opportunities to enhance your skills and knowledge:

Support & Development Network:

- **Dedicated Champion:** A key contact for your functional Programme.
- **Mentor:** Guidance and aid throughout your development.
- **Cohort Experience:** Join up to 20 other graduates and connect with a broad network of alumni.
- **Line Manager:** Regular performance reviews and guidance to develop your skills and knowledge.

Training & Development Opportunities:

- **Leadership Training:** Specialised events to enhance your management skills.
- **Workshops:** Programme workshops and exposure to various functions.
- **Rotational Placements:** Gain experience through diverse placements.
- **Management Skills Training:** Develop essential management knowledge.
- **Further Development:** Opportunities for Apprenticeship Qualifications after the Programme.

Career Progression:

Pathway to Leadership: This Programme is a stepping stone to senior management roles. With Bakkavor's extensive network, we'll help you identify and pursue the right career opportunities for your growth.

Proud to be Bakkavor!

At Bakkavor, we have pride. And purpose. From our Icelandic origins we have grown to be the leading provider of fresh prepared food in the UK. Our world is fast-paced, exciting and energetic. And that's just how we like it. We have drive. Ambition. Motivation. We are food heroes, who keep the supply chain moving despite demanding times. We work hard. We are resilient. We solve problems together. And we deliver for our customers. Our passion brings joy through the food we produce – and the communities we work in. Our values are extremely important to us, they drive the way we do business – they are what make Bakkavor different to everyone else.

Apply Today

Our graduate programme is for people who can think bigger and grow faster. We created it to develop the future-leaders and shapers of our business. To learn more and apply online visit: <https://fierileadership.com/bakkavor-early-careers/>

Closing date for applications – **12th December 2025** (***This is subject to change so please do apply asap***)

After applying, you can expect to complete some initial questions around some relevant scenarios at Bakkavor, followed by an online psychometric test and a non-live video reflection. If successful, we will invite you to an assessment centre in **January** or **February 2026**. These interviews are for a **September 2026** start on the programme. If you have any queries about this programme, or the recruitment process, please contact us at: EarlyCareers@Bakkavor.com or SP.EarlyCareersRecruitmentQueries@Bakkavor.com