



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

HR Placement Programme

Salary - £25,000 per annum

Duration – 12 Months Commencing July 2026

Location –

We have positions available at our Spalding site and at our London Meals site!

Benefits!

- Relocation Financial Assistance - Any relocation payments made will be paid back in **October 2026!**
- Access to Bakkavor benefits such as a discount platform

Assessment Centre Information -

Assessment Centers will be held at offsite venue in London Park Royal (TBC)

Assessment Centre will be held on Friday 13th February 2026

Why join us?

We are looking for motivated undergraduates who have a keen ambition to gain experience within Human Resources at Bakkavor. This is a 12-month placement, aimed at those who would like to complete a year-in-industry as part of their degree. There are opportunities to return to Bakkavor once you have completed your undergraduate degree. Come and discover Bakkavor!

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 realize it! As global leaders 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.

About this role-

If you share our passion for great food, you can expect to receive opportunities, development, and support to enable you to learn and grow throughout your placement. Expect to gain skills and knowledge in a range of areas such as:

- Generalist HR; HR processes; People reporting and analytics; Business priorities and challenges; effective use of data; effective communication skills; relationship building; stakeholder management; research & analysis.
- This entry-level placement will be perfect for someone who is in the process of studying a degree with the aim of entering this field upon obtaining their qualification.
- You will be provided with activities and projects to stretch your knowledge and understanding.

About you –

The most important thing for us is a motivated attitude to develop your skills and an ambition to progress within the food industry.

To be considered for this placement, you must meet the following criteria:

- Undergraduate currently studying towards a degree in any discipline **(Must be mid degree, not mid masters)**
- An existing 'right to work' in the UK, we are unable to sponsor visas as part of the Placement
- Demonstrated experience of working as part of a team
- A clearly articulated motivation to learn more about the food industry
- A desire to learn how Human Resources supports business success.
- An ability to apply practical ideas and demonstrate your adaptability
- A curiosity to explore, learn and show initiative
- An ability to demonstrate good attention to detail

All placements are subject to successful right to work checks, and eligibility to work in the UK.

During the HR Placement you will receive career experience, skills & responsibility -

- An experienced line manager who will complete regular performance reviews and support you through a skills chart checklist of experience
- Providing everything goes to plan, due to Bakkavor's size and breadth, we will work with you to identify the right career opportunities for your professional

development once you complete your degree. This could be a direct entry role, or as part of the Graduate or Apprentice programmes.

- You'll take responsibility for your work area and personal development from day one, however full in role training will be provided. .

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 challenging 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 Placements are for people who can think bigger and grow faster. We created them to offer opportunities to students who are looking for quality experience in the food industry. 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 short video reflection. If successful, we will invite you to an assessment centre in **January** or **February 2026**. These interviews are for a **July 2026** start on the Placement.

If you have any queries about this programme, or the recruitment process, please contact us at : EarlyCareers@Bakkavor.com or SP.EarlyCareersRecruitmentQueries@Bakkavor.com