



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

Finance Graduate Programme

Salary -

Year 1: £30,000 + £1,000 one-off welcome bonus (Paid in October 2026!) then will be moving to regular performance-related increments thereafter (Aligned with achievement of the Professional Accountancy/Taxation exams).

Location – Candidates can request region – Cheshire, Lincolnshire or London

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

Assessment Centre Information -

Assessment Centers will be held at our Bakkavor Newark Site

Assessment Centre will be held on Wednesday 18th February 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 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 the Programme –

Our Finance Programme is designed to support and ensure high standards structured around the CIMA qualification, it offers three distinct placements in Management Accounting, Financial Accounting, and Advanced Management Accounting. You'll also gain valuable experience in financial management, risk management, and process improvement.

We carefully select placements to provide you with comprehensive exposure to essential business areas, ensuring you gain a deep understanding of our operations. After completing the programme, you'll continue to expand your expertise, preparing for a senior role.

The programme consists of an 18-month initial placement, followed by two 12-month placements, which may be at any of our UK sites. Flexibility in location is crucial during this period.

About you -

We are seeking graduates with strong analytical skills and business acumen, who can effectively influence and adapt in a fast-paced environment. A curious mindset and a willingness to challenge the status quo are crucial for success. At Bakkavor, innovation is essential to maintaining our competitive edge, so staying informed about current affairs and the latest food trends is important.

To be eligible for the Finance 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 Finance 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 support 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 support 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.

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 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