



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

Manufacturing Placement Programme

Salary - £25,000 per annum

Duration – 12 Months Commencing July 2026

Location – Candidates can request region

Assessment Centre Information -

Assessment Centers will be held at our Bakkavor Spalding Site

Assessment Centre will be held on Friday 27th February 2026

Benefits!

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

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 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-

- Manufacturing Operations is the core of the business, and is responsible for delivering high quality, innovative products to our customers on a massive scale!

- We will give you exposure to food manufacturing across several sectors and you will gain a wide range of skills and knowledge of how our factories operate and how to manage and develop people.

About you -

The most important qualities we seek are a motivated attitude to develop your skills and a strong 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)**
- Experience working as part of a team
- Existing right to work in the UK (we are unable to sponsor visas for this placement)
- A clear motivation to learn more about the food industry
- A desire to learn how food manufacturing works and to get into the detail of how our factories run
- A curiosity to explore, learn, and show initiative

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

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

- You will work with an experienced line manager who will conduct regular performance reviews and support you through a skills checklist to ensure your development.
- Assuming everything progresses as planned, Bakkavor will assist you in identifying the right career opportunities upon completing your degree. This could include direct entry roles or positions within our Graduate or Apprentice programs.
- From day one, you will take control for your work area and personal development, with comprehensive on-the-job training 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