



Bandon Co-op Graduate Programme

Are you a recent graduate eager to *Kickstart Your Career* in a dynamic and innovative environment?

Bandon Co-op is delighted to announce our Graduate Programme, offering an unparalleled opportunity for growth and development. Compliment your academic learning through a hands-on developmental experience that will give you practical and in-depth understanding of the product lifecycle through production, supply chain, commercial/sales, quality, and finance.

Location: Bandon, Cork

Our graduate programme will prepare degree qualified candidates from a variety of academic backgrounds for advancement opportunities in Bandon Co-op.

In Bandon Co-op graduates will:

1. Embark on a practical 12-month series of **rotational assignments**, designed to offer an in-depth understanding of business operations, covering the complete product lifecycle and the core functions of a business unit. This may include exposure to different business units such as Agri, Dairy products, Retail, and Bandon Vale.
2. Follow a **self-directed development plan** tailored to each rotation, designed to focus on targeted skill enhancement.
3. Benefit from **comprehensive support**, including a dedicated experienced professional mentor, HR guidance, and a buddy system to assist you throughout the programme.
4. Experience a **balanced learning approach**, with 60% focused on project-based learning and 40% dedicated to department-specific tasks.
5. Graduates will showcase their learning and achievements in a **capstone presentation** to Senior Leaders at the conclusion of the programme.
6. Contribute to **meaningful projects** that make a real impact on our co-op and the communities we serve. This will allow you to apply your academic knowledge in practical settings, while gaining direct access to senior leaders and managers across the business.
7. Receive **regular feedback** to track your progress, identify areas for improvement, and recognise your achievements as you progress through the programme.
8. **Make a difference** by contributing to initiatives that positively impact our members and the **wider community**.

On successful completion of the programme, you may have the opportunity to transition into permanent roles within our company, based on your performance, interests, and business needs. Graduates who excel on the programme may have the chance to advance quickly and take on increasing levels of responsibility and leadership positions earlier in their careers.

What we are looking for:

Recent graduates with a bachelor's degree or higher in agriculture, business, food business, food science, finance and marketing.

A hands-on individual, with a passionate attitude, and strong desire to learn and grow.

Demonstrated academic excellence and leadership potential.

A proven work ethic through previous job experience, internships, or extracurricular activities.

Strong communication, interpersonal, and problem-solving skills.

Ability to work effectively in a team environment and adapt to changing priorities.

Access to a car to reliably travel to and from work.

Eligibility to work in Ireland (EU citizenship or valid work permit).

To apply for our Graduate Programme, please submit your CV and a cover letter outlining your interest and qualifications to scollins@bandoncoop.ie.