



PROUD ROOTS, BRIGHT FUTURES

Grow with Lakeland Dairies



Graduate Programme

Introduction

For nearly 130 years, Lakeland Dairies has harnessed the power of luscious grass to create safe, sustainable, and healthy dairy products which are now enjoyed in more than 100 countries worldwide.

We are a progressive, ambitious market leading co-operative business with the latest cutting-edge technology on our farms and in our factories, leading to the highest quality milk being produced.

We are an industry that is using the latest science to process and create food to suit a myriad of customer and consumer needs all over the globe. With our renewed focus on sustainability, the opportunities are boundless.

When you become a member of the Lakeland Dairies team you are joining an organisation of highly committed, performance motivated, ambitious, innovative, sustainability focused people who take pride in the contribution they are making. We are fuelled by ambition to be the dairy co-operative of choice for customers, providing the highest quality dairy nutrition, and to be your destination of choice to grow your career.

Our Graduate Programme focuses on interdisciplinary on the job and classroom learning coupled with practical application through key work projects all surrounded by a support network to champion you every step of the way. The programme offers tailored development plans enabling you to acquire a breadth of vital skills and experience to accelerate your development and growth. You will benefit from expert mentorship, state-of-the-art facilities and a collaborative environment that fosters critical thinking and creativity. Why not embark on a journey of growth and discovery and transform your passion into a profession.

So, if you want to be part of something special and make a difference to help shape the future of the dairy industry, we'd love to hear from you!



Our Purpose, Vision and Values

Our Purpose is to deliver sustainable prosperity for our dairy farm families. This will be achieved by meeting the needs of our customers through the commitment of our people and the quality of our products.

Our Vision is a world where our nutritious dairy products sustain a vibrant, healthy population.

Our Values make us who we are, setting us apart from others.



WE CARE

Our people, our farm families, and our customers are important to us

We focus on safety and well-being

We respect, trust and support each other

We recognise and celebrate success



WE ARE AMBITIOUS

We think big – we set ambitious goals for ourselves and for our business

We are focused on where we are going

We will embrace change and innovation for growth

We strive to be better in everything we do



WE ARE COLLABORATIVE

We grow by working together

We achieve more when we work together

We are courageous, we ask questions, we share feedback

We listen to all voices and encourage openness



WE ARE PERFORMANCE FOCUSED

We are value and impact driven for all our stakeholders

We are committed to what we do and proud of our high-quality products

We take ownership and deliver excellence and growth

We look for new ways of doing things



WE LIVE AND BREATHE SUSTAINABILITY

We embrace our heritage and are committed to protecting the environment

We act responsibly to protect our natural surroundings for generations to come

We are cultivating a diverse and inclusive workplace

We support the local communities we operate in



Our Co-Operative

100+

Countries served worldwide with a portfolio of 240 Dairy Products.



3,200+

Farm families producing over 2 billion litres of top-quality milk annually.



1,300+

Dedicated people employed in Lakeland Dairies.



130

Years of excellence in dairying across the generations.



Farmers and Agri

We are a leading and innovative feed manufacturer and supplier of agricultural inputs across the north and south of Ireland.

Food Ingredients

Lakeland Dairies is a market led, innovative focused manufacturer of superior quality, application specific food ingredients.

Food Service

We are a leading and innovative dairy specialist, dedicated to providing our customers with the highest quality service and product solutions.

Consumer Foods

Lakeland Dairies' range of award-winning Consumer Foods has been enjoyed by loyal customers for generations and are famous for their quality and consistency.

Our Global Reach



Exporting to over 100 Countries



Some of our Products and Brands



Life at Lakeland

Our People are our greatest asset.

At Lakeland Dairies, the principal strength comes from our people and their individual and collective talents. We believe in empowering our employees to make an active and meaningful contribution. We actively encourage personal development through training, formal qualifications and further career opportunities within the organisation

What our Graduates say.....



"The graduate programme has been very enjoyable and educational. All my colleagues have been extremely helpful showing me how to do certain tasks and answering any queries I may have. Each day brings a new challenge or task which makes the job so exciting"

Clara McAteer, Graduate



"The Graduate Programme gives a great opportunity for hands-on experience in a diverse, fast paced environment. As a graduate, I have been given a great opportunity to show and develop my skills, through various programmes and initiatives. Lakeland Dairies gives graduates real responsibility to make an impact on the business."

Niamh Brick, Graduate



"Joining the Graduate Program straight out of college was a valuable step in understanding the real-world work environment. It gave me a clear sense of where I stood and how I could grow professionally. The support from my line manager, mentor, and HR created a space where learning and development were encouraged daily. It's a great place to start your career and shape your future."

Kiran Puthen Veetile Vijayan, Graduate



"The graduate programme was ideal for turning my academic knowledge into practical skills and supporting my professional growth. The mentor provided was an excellent addition. I highly recommend this programme for anyone starting their career; applying was a crucial step in my professional journey."

Seán Donohoe, Graduate



"Being a rotational graduate programme, the Lakeland Graduate programme stands out from the rest. Each rotation allows the graduate to learn and experience different aspects of the business. The programme incorporates variety, inclusivity and responsibility and there is a positive and innovative culture. It is a beneficial programme to complete and has a proven track record of setting graduates up for success."

Ciaran Donohue, Graduate



"The Lakeland Dairies graduate programme has been an excellent bridge between college and the professional world, providing a smooth and supportive transition into the workforce. I've had the chance to immerse myself in various areas of the business, gaining practical experience across diverse sectors. A combination of hands-on learning, mentorship and a supportive working environment has not only enhanced my technical skills but also significantly boosted my confidence and personal development."

Shane Igoe, Graduate



"I've thoroughly enjoyed my time on the Graduate Programme as it allowed me to continue gaining knowledge while developing my skills by offering expert mentorship, a clear career development path, structured rotations as well as the opportunity to complete an IBEC Qualification."

Liam Denning, Graduate



"The Graduate Programme has been incredibly rewarding. It provided me the opportunity to gain hands-on experience across multiple departments, while learning from experienced professionals throughout the business. This has allowed me to grow personally and professionally, and I'm grateful for the support and guidance I have received from everyone at Lakeland Dairies".

Irene Fitzpatrick, Graduate



"Having carried out my college work experience with Lakeland Dairies, I was delighted to be accepted back as part of the graduate programme. I have been exposed to a wide range of areas & projects within the business which makes this programme so unique. The community of people within Lakeland are extremely welcoming and helpful which makes the transition to the working world seamless. I would encourage anyone with an interest in the food industry to apply."

Niamh Murnaghan, Graduate



"I come from a farming background and agriculture and food has always been something that interested me. I joined Lakeland Dairies Graduate Programme, and it was a great opportunity to continue with learning and development whilst growing my career."

Niamh McGovern, Head of Site Operations

- 1 2016 Grad Programme
- 2 2018 NPD Technologist
- 3 2019 Technical Manager
- 4 2022 Quality Manager
- 5 2024 Head of Site Operations



"The graduate programme was the perfect springboard for me to transfer my university degree into workplace skills and to learn and grow as part of the team.

I would encourage anyone to go for it!"

Chere Duffy, Innovation Manager

Environment, Social, Governance (ESG)

As a farmer-owned co-operative established almost 130 years ago, building a better future for all is key to the sustainability of the Lakeland business and its dairy farm families. We pride ourselves on being a positive and responsible influence in our communities.

Our strategy, Pathway to a Better Future, outlines our commitment to producing safe, nutritious and sustainable food products for customers across the globe, while working in harmony with the environment. Lakeland Dairies' Pathway to a Better Future is founded on six key pillars which embrace the purpose and vision of the co-operative.

Our ESG Pillars



1. Climate Action



2. Sustainable Farms



3. Supply Chains



4. People and Communities



5. Sustainable Operations



6. Responsible Business



Lakeland Dairies is a proud sponsor of professional golfer Leona Maguire, pictured with Group CEO, Colin Kelly.



Sustainability is at the core of everything we do.

Our Graduate Programme

Our Graduate Programme has an excellent track record of successfully nurturing talent, injecting new perspectives and innovative thinking into our organisation.

It is a fantastic opportunity for you to build your career and shape your future with us whilst contributing to the future growth of one of Ireland's most successful and forward-looking businesses.

We are looking for Graduates from the following disciplines:

- **Food Science & Human Nutrition**
- **Engineering**
- **Supply Chain & Logistics**
- **Marketing**
- **IT**

- To start with: Two-year rotational Graduate Programme structured with bespoke development plans enabling you to develop vital skills to accelerate your development and growth
- One-to-One mentoring from experienced professionals in the business
- An accredited professional qualification
- Competitive salary package with excellent benefits
- Events with senior leadership
- Structured social events and team building.

What we offer

Training

An accredited programme

Technical & Soft Skills

Workshops & Seminars

Exposure

Structured Rotations

Participation in Diverse Projects

Collaboration with different teams

Support

Assigned Mentors

Peer Networks

HR & Talent Centre of Excellence

Network

Opportunities to interact with senior leaders

Hands-On Experience

Working on real business projects

Engaging in problem-solving tasks

Opportunities to propose and implement innovative solutions

Your Development is our focus:

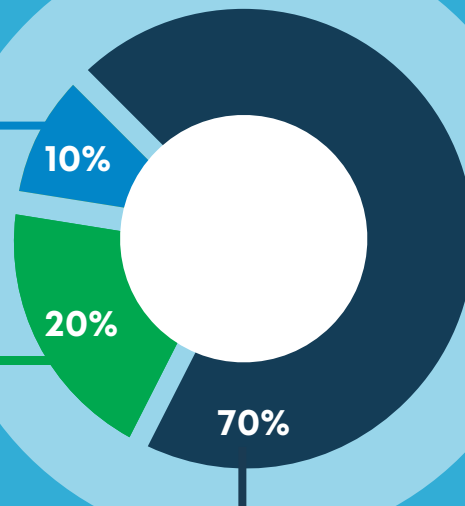
We follow the 70:20:10 model, that is 70% on the job training, 20% networking, coaching and mentoring opportunities and 10% formal training.

Learning and Training

- ▶ Accredited professional qualification
- ▶ E-learning courses
- ▶ Tailored development plan

Exposure

- ▶ Buddy programme
- ▶ Mentorship
- ▶ Feedback
- ▶ Community and networking events



On the job work to apply your knowledge and grow your skills

- ▶ Working with experienced professionals in your field
- ▶ Project based work
- ▶ Teamwork
- ▶ Stakeholder engagement
- ▶ Innovative projects





Proud Roots, Bright Futures

If you want to be part of something special and make a difference to help shape the future of the dairy industry, we'd love to hear from you!

Closing date for applications is
Sunday, 4th January 2026.



Contact us:

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