Lakeland DAIRIES

PROUD ROOTS, BRIGHT FUTURES

Grow with Lakeland Dairies







Graduate Programme

Lakeland DAIRIES

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 focussed 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 focusses 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 is structured with planned job rotations enabling you to develop 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.

Foodservice

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

Lakeland DAIRIES

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.....



"Joining the graduate programme was a natural step for me in moving from college to the workplace. It has enabled me to apply my academic learning in a practical setting while gaining hands-on experience with real responsibility. From the beginning, I was fully integrated into the team, giving me valuable insight into the business and its operations. The support from both my team and the graduate programme has helped me develop professionally and build confidence in my role. Having a grad buddy who offered support and guidance made the transition to work easier as they had also been through the process. Rotating within the department has provided broad exposure to all areas of procurement, giving me a well-rounded understanding of the function going forward in my career."

Erin Young, Graduate



"I joined the Lakeland Dairies Graduate Programme in 2023, which gave me the opportunity to gain experience across several areas of the business while working on meaningful projects from day one. Through rotations in HR Operations and Projects, and the IT Project Management Office, I developed valuable skills, built strong relationships, and gained a broader understanding of the organisation. The programme provided the support, responsibility, and development opportunities needed to grow my confidence and capability. Having completed the programme, I am now working as a Junior IT Projects Manager, and I would highly recommend it to anyone looking to build a rewarding career with Lakeland Dairies."

Niamh Brick, Junior IT Projects Manager



"Completing the Lakeland Dairies graduate programme from 2023 to 2025 gave me the opportunity to gain valuable experience across the Agri, Sustainability and Member Relations departments. The different rotations helped me develop my knowledge, skills and confidence, while giving me a broad understanding of the dairy industry and the wider business. I am now working as a Dairy Advisor, where I can build on the experience gained throughout the programme and work closely with Lakeland suppliers. The Graduate programme provided a great foundation for my career, and I am very grateful for the opportunities and experience it gave me."

Seán Donohoe, Dairy Advisor



"Being a rotational graduate programme, the Lakeland Graduate programme stands out from the rest. Each rotation in a different function 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."

Daragh McElearney, Graduate



"Coming from a supplier farm, I have always had a strong interest in the industry. Being accepted onto the Graduate Programme provided an excellent transition from college into the professional world. I have been exposed to a wide range of opportunities that have helped me grow and develop by working alongside and learning from industry leaders. Graduates are trusted with real responsibility, allowing them to make a meaningful impact on the business while gaining a deeper understanding of the working world. The support I received from my manager, mentor, and the HR team created an environment where learning and development were encouraged every day. The combination of hands-on experience, mentorship, and a supportive workplace has enhanced not only my technical abilities but also my confidence and personal development."

John Doris, Graduate



"The Graduate Programme provided a strong foundation for my career and supported my growth both professionally and personally. After completing the programme from 2024 to 2026, I moved into my current role as a Preventative Maintenance Planner. The guidance from my line managers, site manager and mentor, together with the learning opportunities throughout the programme, played an important role in my development and career progression."

Kiran Puthen Veetile Vijayan, Graduate



"After working as a student in Lakeland Dairies for a few of years, the Graduate programme felt like the right next step. I got to experience all aspects of HR and everyone was willing to help and answer the questions I had, while making the experience enjoyable. The graduate cohort is a great network to have and learn from. I would recommend the Lakeland Dairies Graduate programme to anyone wanting practical and real-life experience in the dairy industry."

Lauren Stafford, 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



"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



"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, Lakeland Dairies

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 provided the foundation for my career at Lakeland Dairies, opening doors to valuable experiences across the business and enabling me to grow both professionally and personally.

Most importantly, I have had the privilege of working alongside talented colleagues who have supported, mentored and encouraged me every step of the way. Their guidance, combined with the opportunities available across the organisation, has played a key role in my development. I would highly recommend the Lakeland Dairies Graduate Programme to anyone looking to build a rewarding and successful career within the dairy industry."

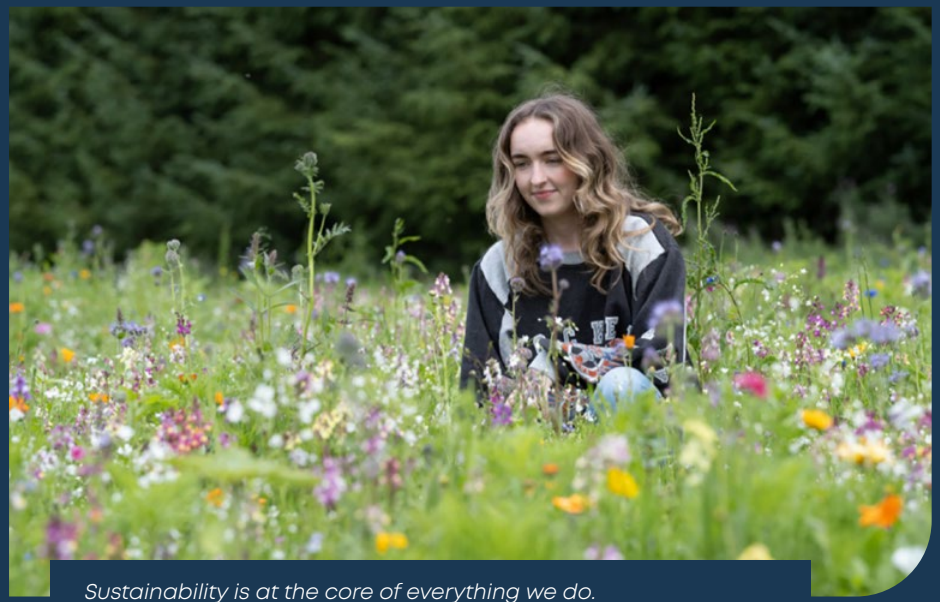
Niamh Byrne, Group Milk Transport Manager

1. **2015** Process Lab Technician
2. **2017** Milk Intake Supervisor
3. **2019** Milk Transport Planner
4. **2021** Group Milk Transport Manager





Colleagues celebrate the Bord Bia Origin Green Gold Award for 2025. The award recognises Irish food and drink companies that demonstrate, through independent verification, exceptional performance against their sustainability targets.



Sustainability is at the core of everything we do.

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**

Our Graduate Programme

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

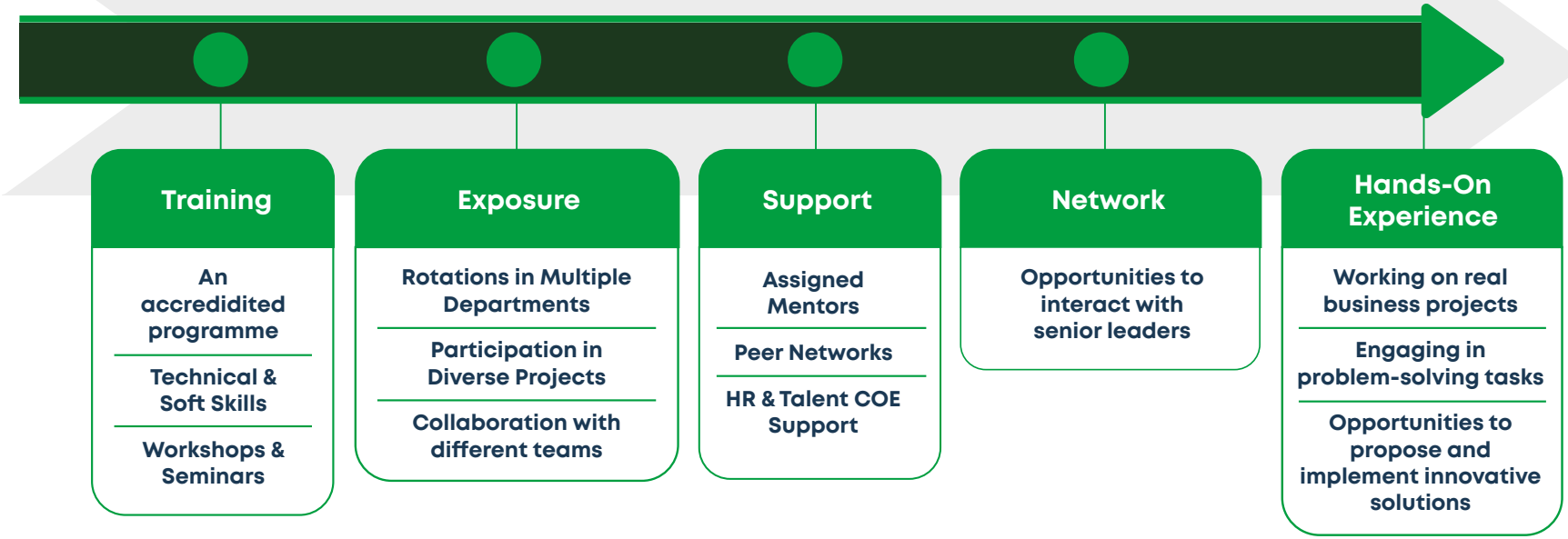
It is a fantastic opportunity for you to build your career and shape your future with us whilst contributing to the future growth of one of Ireland's most successful and forward-looking businesses.

We are looking for Graduates from the following disciplines:

- **Agri**
- **Member Relations**
- **Food Science (R&D)**
- **Procurement**
- **HR**
- **Marketing**
- **Engineering**
- **Quality**

- To start with: Two-year rotational Graduate Programme structured with planned job rotations 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 diploma
- Competitive salary package with excellent benefits
- Events with senior leadership
- Structured social events and team building.

What we offer



Your Development is our focus:

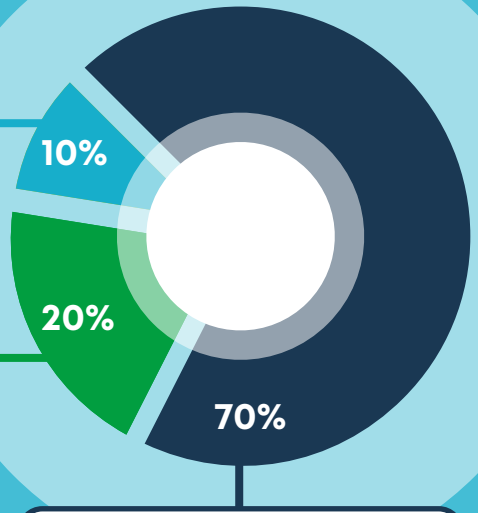
We follow the 70:20:10 model, that is 70% on the job training, 20% networking, coaching and mentoring opportunities and 10% formal training.

Learning and Training

- Accredited professional diploma
- E-learning courses
- Qualifications

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
- Shadowing a leader
- Customer engagement
- International projects







Notes


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SCANIA
Lakeland
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Lakeland DAIRIES

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 27 November 2026.

Contact us:

Lakeland Dairies
Group Head Office
Dublin Road,
Killygarry,
Co. Cavan
H12NP74

Website: www.lakelanddairies.com

Email: graduates@lakelanddairies.com

Telephone: +353 49 436 4200

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