


ARLA FOODS



FUTURE FIFTEEN GRADUATE PROGRAMME



A man with short grey hair and glasses, wearing a dark suit jacket over a white shirt, is sitting on a wooden bench with a black metal frame in a park. The background is a lush green lawn and dense foliage, creating a bokeh effect. The man is looking directly at the camera with a slight smile.

With the F15[®] programme we offer you a unique opportunity to enter our global workplace. Take the challenge to share our future.

Peder Tuborgh, CEO, ARLA FOODS

[futurefifteen.com]

F15® – SHARE THE FUTURE OF ARLA FOODS

Arla Foods is one of the world's largest dairy companies. Right now, we are welcoming talented graduates who possess the intellectual power, global mindset and innovative ambition to pursue an international career. We have developed a unique graduate programme called F15®. F for Future and 15 for the limited number of graduates to enter. Are you one of our Future Fifteen?

To become a Future Fifteen, you need to be a recent graduate with a master's degree from university, business or engineering school, at the doorstep of your professional career. In Arla Foods you will begin a 2-year journey of intense work experience, training and personal growth unfolding across our global organisation.

Originally founded as a Scandinavian dairy cooperative, Arla Foods today targets the world with offices in 25 countries. The size of our organisation combined with our strong dedication to quality will ensure you a vast and diverse range of professional and cultural experiences within our dairy business.

When you have successfully completed your F15® programme, you will have developed the capability, both personally and professionally, to take on significant responsibility within our organisation. You will also have created the foundation for building your career as part of the future of Arla Foods.



“Arla Foods is a big company with a lot of opportunities and a corporate culture that helps you develop your potential to achieve your goals.”
Felipe Guevara, F15®, 2008.

ONE PROGRAMME – THREE STAGES

The F15® programme consists of three stages, each lasting up to eight months. In each stage you will enter a new graduate position and be responsible for a project or a range of tasks that are critical to the business or have a direct impact on our daily operations.

In combination with your job rotations, you will participate in three training workshops together with your F15® team, including an introduction to Arla Foods as well as project management and leadership training. Your learning will be rooted in our core values: Lead, Sense and Create, from which Arla Foods' entire company culture grows.

We will challenge you to work both independently and in teams, to face complex business scenarios and to keep focus in an ever-changing environment. And throughout the programme, your personal sponsor will help you discover how you can navigate across the organisation and network with other graduates, colleagues and decision-makers.

Towards the end of your programme, we will assess not only your performance but also the way in which you achieve your results. To us, it is important that you build strong relations and keep an open mind while you create your career.

“The F15® programme exceeds my expectations so far. This goes for everything from the set-up of the programme to working tasks, colleagues and the other members of the F15® team.” Dan Augustsson, F15®, 2008.

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"Arla Foods is a friendly company
with sound values where
personality and well-being are
genuine priorities."

Kajsa Petersson, F15®, 2008.



The three main ingredients for successful leadership in Arla Foods are the abilities to Envision, Engage and Deliver.

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COMMITMENT TO YOUR FUTURE

Your development is our dedication. As a future employee, as a consumer and as a human being. In Arla Foods you get the opportunity to build an exciting career working with milkbased food products that deliver inspiration, assurance and well-being to students in Scandinavia, couples in Canada and families in China – just to mention a few.

We will select you as a Future Fifteen to invest in your professional development. We believe in your potential to hold key positions within Arla Foods and we aim to put your talent into action. The F15® programme is the ideal foundation for creating an international career in Arla Foods. We provide the set-up, you provide the effort and determination.

POUR YOUR TALENT INTO ARLA FOODS

We have high expectations. Not only do you need to have an upper-level master's degree (e.g. within engineering or business), your personal character and aspirations are also very important to us. To take the lead in Arla Foods, you must possess three central leadership qualities – the potential to Envision the future, Engage people and Deliver performance.

Convince us of your character and commitment, and we will give you a unique opportunity to make your first career move as a Future Fifteen in our global workplace.

APPLY AT WWW.FUTUREFIFTEEN.COM

“My overall goal is to work within business development and innovation. Both can take place all over the organisation, so I'm not yet determined on where to work after ending the F15® programme.”
Pia Rasmussen, F15®, 2008.

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