



Create the future
– Grow with Arla



Finance Graduate Programme 2025 Denmark, Sweden or Germany

Are you interested in shaping your career in finance within a global company? Join Arla Foods as a Finance Graduate in Denmark, Sweden, or Germany, where you will develop your skills, gain international experience, and drive business impact. As part of a dynamic Finance organisation, you will contribute to sustainability efforts and help shape the future of Finance using cutting-edge digital technologies and data.

About our Finance Graduate Programme

The Finance Graduate Programme is a 2-year programme consisting of three rotations across our global Finance organisation. You will enhance your core finance skills and develop essential competencies in Business & Performance, Data & Digital, and Strategy & Execution. Through the programme, you will be exposed to key finance disciplines while developing your strategic, personal, and professional skills to ensure you have the capabilities needed to succeed in the future of Finance. Your Finance Graduate journey begins on 1 September 2025.

We are looking for graduates to join in Denmark, Sweden, and Germany, and as part of the programme, you will have one 6-month rotation abroad in one of our core markets. You will be hired on a permanent employment contract from day one and will continue your career within Finance in Arla Foods after finishing the 2-year Graduate Programme.

How you will make an impact as a Finance Graduate

As a Finance Graduate, you will be a part of a highly competent Finance organisation contributing to both daily operations and cross-functional projects to drive the business forward. You will get your own areas of responsibilities, enabling on-the-job learning and will get to explore the following areas within Finance:

- **Business and Performance (12 months – primary location):** You will apply analytical skills to provide guidance for decision-makers and develop a strong understanding of financial performance through analysis and modeling, while enhancing your ability to influence others.
- **Data and Digital (6 months – primary location or abroad):** You will leverage data to generate insights, grow advanced analytics and visualization skills, and apply digital technology to automate and optimize tasks for efficiency.
- **Strategy and Execution (6 months – primary location or abroad):** You will build and communicate business cases for investments, engage in problem solving and stakeholder management, and use Finance to drive business growth and create value.

As part of our Finance Graduate Programme, you will receive a variety of development opportunities every step of the way. To ensure your professional and personal development, you will benefit from:

- Continuous support from your rotation and Programme Manager
- Tailored development camps facilitated across different markets
- One-to-one mentoring from a senior leader in Arla Foods
- A large network of current and previous graduates, and colleagues across the entire organisation

What will make you a successful Finance Graduate?

To apply for the Finance Graduate Programme, please ensure that you can tick off the following boxes:

- A bachelor's or master's degree from a university by September 2025 or graduated maximum 2 years ago and have gained 1–2 years of working experience. We are open to various educational backgrounds, so what truly matters is your interest in Finance and a curious mindset
- Minimum 1 year of relevant experience from work and/or extracurricular activities
- Being professionally fluent in English
- Currently residing in, or willing to relocate to, either Denmark, Sweden or Germany, and being internationally mobile for 6 months as part of the programme

In addition, we are looking for graduates who:

- Lead with confidence, makes independent decisions, and are results-oriented while valuing the journey to achieve those outcomes
- Build positive relationships with a collaborative mindset and are open to feedback
- Communicate complex information clearly and effectively
- Demonstrate curiosity and a willingness to learn and explore
- Use an analytical and structured approach to problem-solving with a proactive attitude

Arla Futures – our global graduate universe

As a graduate in Arla Foods, you become a part of Arla Futures – our global network across all our graduate programmes in the organisation. Together, you will embark on an exciting journey towards an impactful career in Arla Foods.

We offer a comprehensive platform designed to kick-start your professional growth, featuring structured development camps, invaluable mentorship, and an extensive network of fellow graduates. You will play a significant role in shaping our future and guiding the organisation in the right direction.

Important information before application

The application period for the Finance Graduate Programme runs from 18 November 2024 to 5 January 2025. Before applying, please make sure that you have already prepared your CV, cover letter and transcript in English. You will be asked different questions on the application page, thus we recommend that you start the application process from a computer.

For additional information, read more about the Finance Graduate Programme on our [website](#). You can also read more about what to expect from the **recruitment process**.

Please apply via this [Link](#).

Equal opportunity

Arla Foods is a company with equal opportunities for everyone regardless of age, race, gender or any other criterion that is not a professional qualification for an open position. Purely for reasons of readability, we have chosen to create all our job postings in male format. We explicitly look forward to all applications regardless if the candidate is male, female, or diverse, and will also exclude any other criterion from our screening process that is not a professional qualification.

Agency disclaimer

Arla Foods Deutschland has chosen carefully selected external vendors ("headhunters") to work on specific roles and we hold long-term working relationships with them. Arla Foods Deutschland is not seeking any new partners until further notice. Therefore, we are asking you to refrain from any contact requests by phone, e-mail or in any other way towards any Arla Foods representatives. Please note that all candidate resumes that are sent to us without a written and signed search assignment will be deemed made available free of costs.

At Arla, we do so much more than make some of the world's favorite dairy products. We make special moments worth savouring and healthy, tasty breakfasts worth waking up to. With brands like Arla Buko®, Kærgarden®, Arla Skyr® and Castello® we are a natural part of modern life in over 100 countries around the world and a favorite in many German households. There are over 2,000 German and 19,000 global employees at the heart of our business. Every single one of us plays an important role and together we build on our 10bn Euros turnover and establish our position as one of the largest dairy companies in the world. **To find out what part you can play, visit arla.com/career**

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At Arla, we strive to unlock the highest potential in each other while working together to create the future of dairy. We push each other to keep our cooperative at the forefront of the dairy industry, so we can create Good Growth and bring health and inspiration to the world, naturally.