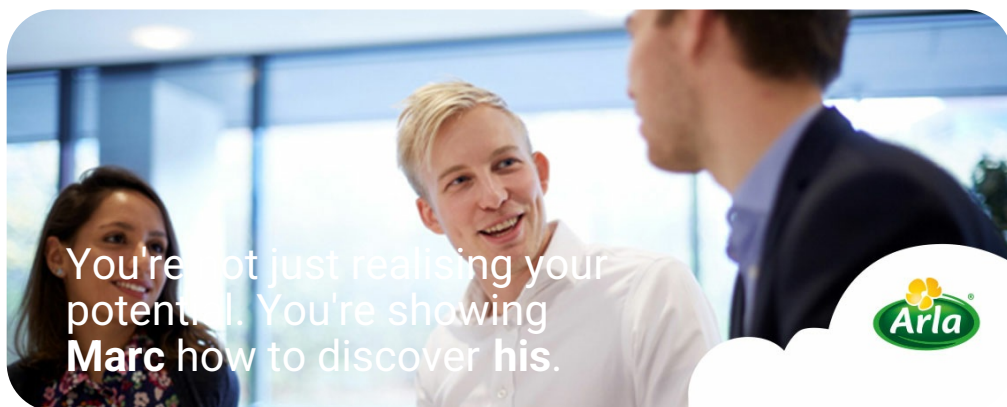




Finance Graduate Programme 2026

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'll 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'll enhance your core finance skills and develop essential competencies in business and performance, data and digital, and strategy and 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.

We are looking for graduates to join us in Denmark, Sweden, and Germany, and as part of the programme, you will have a 6-month rotation abroad in one of our core markets. Your Finance Graduate journey begins on 1st September 2026, where you will be hired on a permanent employment contract from day one and will continue your career within Finance at Arla Foods after finishing the 2-year graduate programme.

How will you 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 responsibility, enabling on-the-job learning, and explore the following areas within Finance:

- **Business & Performance (12 months – home country):** 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 & Digital (6 months – home country 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 & Execution (6 months – home country 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

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 2026, or have graduated within the last 2 years and 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
- Business fluency in English
- Currently residing in, or willing to relocate to, either Denmark, Sweden or Germany, and being internationally mobile for at least 6 months as part of the programme

In addition, we are looking for graduates who:

- Lead with confidence, make 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

Why join Arla's Finance Graduate Programme?

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:

- Responsibilities from day one enabling on-the-job learning in three different areas
- Graduate development camps, taking place in different markets with your graduate colleagues
- One-to-one mentoring and sparring with senior leaders
- Supportive graduate community across our graduate programmes

Important information before application

The application period for the Finance Graduate Programme runs from October 20th, 2025 to January 4th, 2026. 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 instead of a mobile phone or tablet.

For additional information, read more about the Finance Graduate Programme on our [website](#). Here, you can get inspiration from some of our previous and current graduates and learn more about the programme. You can also read more about what to expect from the [recruitment process](#).

Equal opportunity

Arla Foods is a company with equal opportunities for everyone regardless of age, race, gender or any other criteria 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, diverse and will also exclude any other criteria from our screening process that is not professional qualification.

Agency disclaimer

Arla Foods Deutschland has chosen carefully selected external vendors ("Headhunter") to work on specific roles and we hold long-term working relationship 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.

