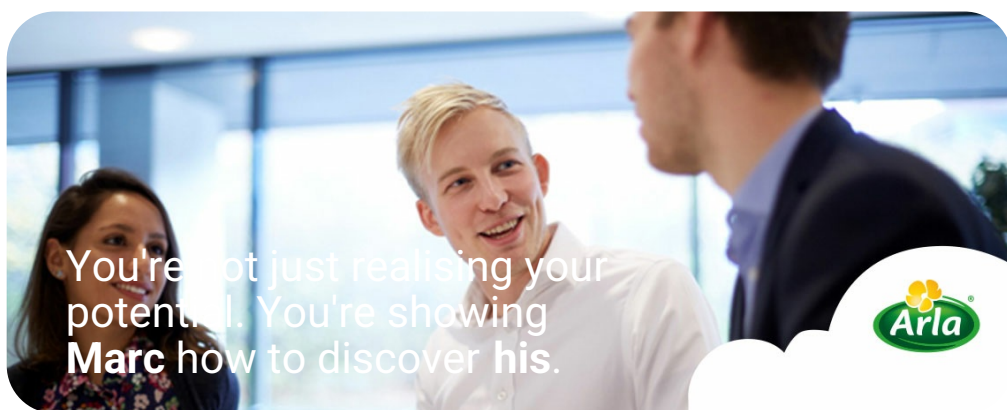




F15 Graduate Programme 2026

Are you eager to influence the future direction of Arla Foods? And do you envision yourself as a future leader? The F15 Graduate Programme offers a platform to develop and refine your skills through roles that come with significant responsibility, challenging assignments, global exposure, and the essential network to launch your career.

The F15 Graduate Programme offers exposure to various business areas and locations, providing a thorough understanding of the company. You will work on high-profile projects, developing skills in project management, problem-solving, and stakeholder management with responsibilities and impact from the start. As an F15 Graduate, you are expected to influence the direction of our business and become a future leader at Arla. Your F15 Graduate journey begins on 1st September 2026.

About our F15 Graduate Programme®

The F15 Graduate Programme is a fast-track leadership programme consisting of three distinct 8-month rotations. In each rotation, you will find yourself in a different business area and location, working on strategically prioritized projects while developing your strategic, personal, and functional capabilities.

"The F15 program has been an incredible experience, it was a foundational piece of my career. In those two years, my life became filled with moments where I felt excitement, challenge, self-reflection, connection and accomplishment. It provided the right conditions for a steep learning curve, and my high drive and ambition to make a difference have been 'springboarded' through different projects, across the world. Not only has it been central in my professional development, but it has given me friends and mentors for life!"

Alici Muhana Iannitelli, Supply Chain Sustainability Manager, Former F15 Graduate

How will you make an impact as an F15 Graduate?

As an F15 Graduate, you will rotate through various departments such as Marketing, Sales, HR, Strategy, Sustainability, Business Development, and Supply Chain. We will match you with a suitable department based on business needs and your profile, offering you the chance to learn and make a difference. The rotations are structured as follows:

- **First rotation (8 months – Denmark):** You will be assigned a strategically important project somewhere in the business, with less influence over your project in this initial phase.
- **Second rotation (8 months – Europe or worldwide):** You will give input to the project assignment for your second rotation, but ultimately the project allocation is decided by the business. The project will be strategically important, giving you the opportunity to continue growing in a meaningful and challenging way.
- **Third rotation (8 months – Europe or worldwide):** You will collaborate with the business to source potential projects for your third rotation. You get to influence your project the most for your third rotation.

What will make you a successful F15 Graduate?

To apply for the F15 Graduate Programme, please ensure that you can tick off the following boxes:

- Candidates should either be in the process of completing, or have completed, a bachelor's or master's degree between September 2024 and September 2026. We welcome diverse educational backgrounds but seek candidates with a strong drive towards a business-focused career
- International experience gained from working, studying or volunteering abroad
- Preferably at least one year of relevant work experience from student jobs or a minimum of six months of internship experience
- You are globally mobile and willing to go on one or two rotations abroad during the two-year programme. As your first rotation is in Denmark, you will have to relocate if you don't already live in Denmark

In addition, we are looking for personal qualifications that include leadership aspirations and an ambitious "conquer the world" mindset, which combines strategic thinking with a passion for results. A global and curious mindset is essential, as is the ability to build positive relations and strong influencing skills. The ideal candidate should be curious, competitive, and open to change, demonstrating resilience, while also being humble, self-aware, and open to feedback.

Why join Arla's F15 Graduate Programme?

As part of our F15 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 F15 Graduate Programme runs from 20th, October 2025 to 4th, January 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.

For additional information, read more about the F15 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.

