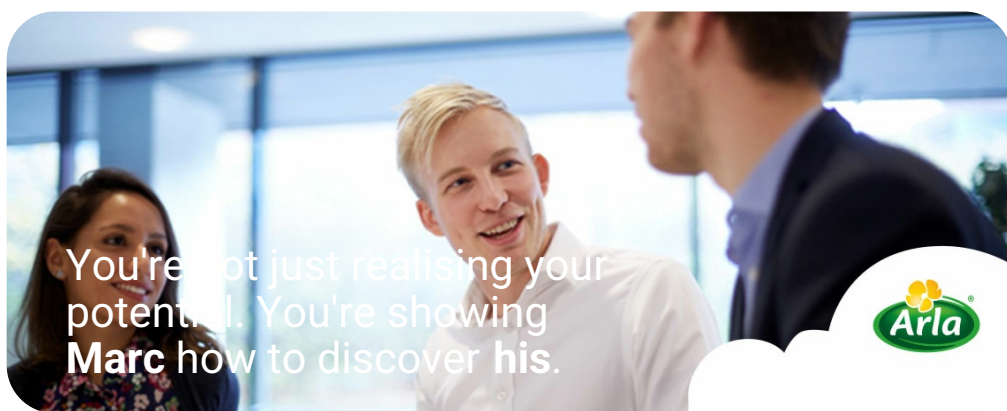




Supply Chain Graduate Programme 2026

Are you eager to build an international career across our end-to-end supply chain, powering renowned dairy brands such as Lurpak, Arla and Castello? Do you want responsibility from day one and the chance to lead strategic projects that shape how we plan, produce and move sustainable dairy? As a Supply Chain Graduate, you will accelerate your development towards leadership roles across our Supply Chain organisation in Arla.

About our Supply Chain Graduate Programme

The 2-year Supply Chain Graduate Programme offers an end-to-end perspective of supply chain with four rotations of 6 months each. You will develop strong project leadership skills while gaining hands-on experience in Logistics, Production, Planning and Engineering & Technology. You will work on strategic projects in areas such as digitalization and sustainability and get the full perspective of Arla's supply chain – from farm to fridge. This opportunity lets you explore your leadership potential, accelerating your career towards a leading role in our global supply chain to help shape the future of sustainable dairy. Your Supply Chain Graduate journey begins on 1st September 2026.

We are looking for graduates to join the programme at one of our production sites in Denmark, Sweden, the United Kingdom, and Germany. You will spend 18 months at your primary location and have a 6-month rotation abroad during the programme. We will assign you to the local site where we see the best fit for your development opportunities.

How will you make an impact as a Supply Chain Graduate?

As a graduate in our supply chain, you will be exposed to production sites, distribution centers, and warehouses. You and your fellow Supply Chain Graduates will work on strategically important projects at your respective sites, all focusing on the same overall topic—such as sustainability, digitalization and lean optimization, among much more. The rotations are structured as follows:

- **First rotation:** You will start at an operations site working in either Production or Logistics.
- **Second rotation:** In your second rotation, you will stay in the same location and work in Planning.
- **Third rotation:** In this rotation, you will go abroad to a different country and work with a co-graduate in Engineering and Technology.
- **Fourth rotation:** In the last rotation, you will return to your first location and work in either Production or Logistics.

Across your four rotations you will:

- Lead and deliver projects that improve safety, quality, service, costs and sustainability
- Work with data, digitalization and automation to optimize processes
- Gain an understanding of the full supply chain
- Build stakeholder and change management leadership skills in diverse, international teams

What will make you a successful Supply Chain Graduate?

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

- You are completing or have completed a bachelor's or master's degree between September 2024 and September 2026, preferably within supply chain, engineering, food / dairy science, operations, logistics, production or a related field
- You have a strong interest in end-to-end supply chain, processes and operations with general business acumen and commercial interest being an advantage
- 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 abroad for 6 months during the 2-year programme
- International experience and cross-cultural understanding gained from working, studying or volunteering abroad will be considered a plus
- You are fluent in English – furthermore, it is an advantage if you speak Danish, German or Swedish

Additionally, we are looking for personal qualifications including:

- Clear leadership aspirations and the drive to deliver results
- A global, curious mindset with strong relationship-building and influencing skills
- Curiosity, openness to change, and resilience with a continuous interest in learning
- Humbleness, self-awareness and receptiveness to feedback

Why join Arla's Supply Chain Graduate Programme?

As part of our Supply Chain 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 four 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 Supply Chain 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.

For additional information, read more about the Supply Chain 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.

