

Graduate Business Leader UK & Ireland

This opportunity is designed for those who want to be the next generation of leaders at Hilton Foods. To ensure that we develop people with diverse business knowledge and who understand how different elements of business interact with each other and play a part in delivery, we have developed this Business Leader Graduate role. During this role you will complete four, six month, rotations in key business functions including, Commercial, Operations, New Product Development and Technical/Quality.

Commercial

A placement in a commercial team provides invaluable learning opportunities, including developing a strong understanding of market dynamics, customer relationship management, and strategic decision-making. You will gain hands-on experience in analysing sales data, identifying growth opportunities, and contributing to category development strategies.

Quality/Technical

Food quality is critical to us, our customers and their consumers. You will get hands-on experience in ensuring product safety, quality, and compliance with industry standards. At the end of this placement you will have developed a deep understanding of food production processes, quality control systems, and regulatory requirements. You will gain skills in conducting audits, analysing data, and implementing corrective actions to maintain high standards.

New Product Development

Food new product development harnesses the power of innovation and creation of food products, from concept to launch. You will learn to balance creativity with technical and market considerations, working on recipe development, ingredient sourcing, and product testing. You will gain insight into consumer trends, project management, and cross-functional collaboration. This experience hones problem-solving, adaptability, and critical thinking skills.

Operations

You will build your understanding of the end-to-end production process, providing insights into operational efficiency, equipment functionality, and production planning. You will learn to uphold food safety and quality standards, troubleshoot issues in the production environment, and implement lean manufacturing principles. You will further develop your practical skills in teamwork, problem-solving, and time management while gaining an appreciation for the importance of sustainability and innovation in delivering high-quality food products efficiently.

Requirements:

- 2:2 degree in any discipline (achieving in 2025 or achieved in 2024)
- Right to work in the UK (we are not able to sponsor visa's)
- This role is rotational and will involve working away/temporally relocating, is this something you are able to commit to
- Full driving licence

Where will you be working:

To maximise your exposure to the workings of Hilton Foods your rotations will be based out of our different sites and businesses across the UK, including Huntingdon, Derby and Grimsby. To be successful in this programme you will be required to complete 6 month rotations in all of these sites. Support will be available to facilitate these rotations and will be assessed case by case.

**Hilton Foods UK ~ Huntingdon**

Highly automated beef, lamb, mince, burger and meatball retail packing facility. We also create and manufacture slow cooked meat products and ready to cook meal centres.

Hilton Foods Solutions ~ Huntingdon

Procurement and supply experts sourcing from around the world with many of our alliance supply partners. Integrated within the group, we also have access to ten European processing sites and three APAC sites.

Hilton Foods Seachill ~ Grimsby

Two industry leading seafood facilities processing and packing salmon, white fish, breaded, battered, fishcakes, and shellfish.

Fairfax Meadow ~ Derby

Market leading catering butcher and dry aging specialist to the foodservice sector, including The Ivy Group, Mitchells and Butler, Miller and Carter and Carnival Cruises.

Graduate Development Programme:

While rotating around the business you will join the Graduate Development Programme, Where you will be develop the human skills needed to become a leader.



1:1 mentor support
Business buddy



Face to face development
Virtual development
Group work



Professional Qualification

Recruitment:

- Apply (jobs open Dec ~ Jan)
- Assessment Centre ~ March
- Offers ~ March and April

*There may be an additional stage prior to the assessment centre. This will be a virtual stage.

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