



**Danish Crown**

# Global Graduate Programme

Graduate Programme Event, October 31<sup>st</sup> 2019

**The goal is to create a pipeline of future business, production and project leaders, who have a broad understanding of our entire value chain and business units**



# Characteristics of a future graduate

- Well educated at either BA or MA level  
Your grades are not the most important
- Work experience  
E.g. student job, internship or relevant part -time job within e.g. service, research or analysis
- Leadership ambitions
- Motivated to pursue a career in a large international organization, where global mobility is a necessity



Two tracks

**Business Leadership  
&  
Production Leadership**



# Business Leadership

**Profile:** general management (support the business)

**Education:** international business, finance, marketing, sales, IT, engineering, etc.

**Rotations:** 1 in production/supply chain, 2 in business functions + 1 abroad

**Position after GP:** business functions e.g. marketing, business excellence, finance, sales, etc.



# Production Leadership

**Profile:** production management (support the production/need of new skills in production)

**Education:** engineering, animal/food science, business, etc.

**Rotations:** 2 in production, 1 in business function + 1 abroad

**Position after GP:** production functions e.g. LEAN, technical roles, project manager, production excellence, logistics, supply chain, optimization, etc.



# Timeline



# Professional and personal development

- Mentor meetings
- Personal Development Plans
- One-to-one meetings
- Close network with fellow Graduates
- Four training modules





# Training during the programme

## Training module 1

- Project Management, part 1
- Communication & Presentation training
- Group Strategy & Business understanding
- How to Solve & How to Slide
- My Leadership Story

Rotation 1  
3 days

## Training module 3

- Project Management, part 3
- Production Excellence with case work
- Supply Chain with case work
- My Leadership Story

Rotation 2  
3 days

## Training module 2

- Project Management, part 2
- Feedback training
- Team dynamics & DISC workshop
- My Leadership Story

Rotation 1  
3 days

## Training module 4

- Project Management, part 4
- Leading others (pre -leadership training)
- Two hours with Group CEO, Jais Valeur
- My Leadership Story

Rotation 3  
3 days



# Recruitment process

Application window: **January 1<sup>st</sup> – March 8<sup>th</sup> 2020**

1. Send application, CV and diploma ([www.danishcrown.com/graduate](http://www.danishcrown.com/graduate))
2. First interview with English test and problem solving test (March-April)
3. Second interview with Hogan test (March-April)
4. Assessment Centre with casework (May, 5<sup>th</sup> – 6<sup>th</sup> 2020)

**Start in Graduate Programme September 1<sup>st</sup> 2020**





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Thank you.