



**Mole Valley**  
FARMERS

# Agri Graduate Trainee Scheme

Be part of something special

## About Us

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In 1960 a small group of North Devon farmers came together to create a new farmer buying group, as fundamentally they were disillusioned with paying over the odds for general agricultural products and discriminating pricing practices. They wanted an organisation that provided real value and could openly help members improve productivity and profitability. Reassuringly, these founding objectives are still at the heart of what we do today, nearly 60 years on.

Over this time we have grown to become one of the country's leading agricultural supply businesses offering a complete suite of in-store, on-farm and on-line services, inspired by our passion for the UK's agricultural industry and wider rural community. We believe in helping maintain and grow a diverse and sustainable farming community.



We are delighted to share our recent achievement we were joint winners of the Supply Industry Dairy Employer of the Year Award at the 2021 Cream Awards.

The Cream Awards judges specifically highlighted the way in which the business has navigated the Covid-19 crisis.

# Our Values

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# Our Programmes

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With a great opportunity to help shape the future of a whole industry, there is no better time to join one of our Graduate Trainee Programmes here at Mole Valley Farmers. You will be immersed in both technical and personal development throughout the programme, following a modular approach that allows you to experience different areas of the business to help build your network and relationships, business awareness and technical capabilities to really help you thrive.

To help achieve our company purpose and objectives, you'll be supported and provided opportunities to get the best out of you, allowing you to work on and create innovative and impactful solutions to an exciting and thriving industry. You will have a real opportunity to help shape the future of the industry and the schemes will act as a gateway to a wide-ranging variety of roles and future career paths. Take a look at what we have to offer.

## Agri Graduate Trainee Scheme

Join our Agri Graduate Trainee Scheme and you will get to spend time around our Agri feeds business, with placements in areas such as procurement, manufacturing, formulation and commercial nutrition, working with our business experts to develop your knowledge and skills. You'll also experience some time in our retail business understanding agri retail and sales & marketing.

### What kind of roles are available long term?

Farm Sales Coordinator/Supervisor  
Trader • Trainee Nutritionist  
Business Development Manager





# Critical Skills

At the heart of your programme will be a range of critical skills that you will look to develop whilst on your Graduate Trainee scheme. Each placement will offer opportunity and exposure to some of these skills and as you progress through the scheme, you will build a portfolio of evidence against these skills.

Operational Excellence	Technology	Customer Experience	Sales	Negotiation
Enhancing customer experience and business performance by investigating and improving processes and ways of working – with benefits for the customer, and Mole Valley Farmers.	Understanding the need, responding and adapting to technological developments that could add value-enabling capability and drive future innovation while ensuring the sustainability and security of our business and customers.	Defining, designing and developing products and services to deliver a cross-channel customer experience that drives value and meets current and future customer needs.	Meeting customer needs through converting business acumen and product knowledge into valuable customer relationships that result in sustainable, profitable business outcomes.	Developing a range of techniques to allow impactful negotiation and a thought-out process, bringing commercial advantage to Mole Valley Farmers.



### **Data and Analysis**

Management (capture, processing & storage) of data to drive analysis and insight that informs and underpins decisions and plans, and also shapes strategy in a commercial environment.

### **Commerciality**

Shaping and informing strategy and delivery through developing and seizing opportunities to realise business value. Assessing options holistically with a strong appreciation of risk vs reward.

### **Supplier Engagement**

Engaging and managing suppliers, in the delivery of goods and services and ensuring time, cost and quality are consistently delivered. Maximising the value and contractual impact of decisions and building relationships with suppliers that can deliver long term benefits.

### **Embracing Change**

Creating an effective change environment across people, process and systems that efficiently facilitates delivery of the business vision.

### **Leadership**

Leading and enabling our people to create and deliver consumer-focused, commercially effective solutions through innovation and agility in the market that drives the business of tomorrow.

## Learning and Development

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At Mole Valley Farmers, we take pride in our Mole Academy development offerings, and this will help form a crucial part of your development throughout your scheme. Delivered alongside your technical training, you will experience a range of personal development modules, giving you a wider range of skills, knowledge and behaviours. The modules are delivered by our experienced external training partners, utilising a variety of delivery techniques to give you optimum learning and experiences to embed back into the workplace.





# Graduate Trainee Learning Modules

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**Module 1:**  
**Emotional  
intelligence and  
self awareness**

**Module 2:**  
**Communication  
with confidence**

**Module 3:**  
**Presentation  
skills**

**Module 4:**  
**Business  
writing**

**Module 5:**  
**Building your  
personal brand**

**Module 6:**  
**CV and  
interviewing**

**Module 7:**  
**Contributing  
to a team**

**Module 8:**  
**What is first line  
management**

## Rewards and Benefits

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Our benefits and rewards structure are set up to support you during your career, and ensure you get the most out of working with Mole Valley Farmers, whilst making you feel valued and recognised for what you can bring to us.



**Contributory  
pension  
scheme**

**Competitive  
salary**

**Employee  
assistance  
programme**

**Staff discount**

**Company car\***

**25 days holiday  
a year plus bank  
holidays**

**Life assurance**

**Volunteering  
opportunities**

**Salary finance  
scheme**

\*Dependant on role.

## Supporting you to achieve success!

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To enable you to achieve everything that you want to achieve during your Graduate Trainee Scheme, we recognise the importance of having a support network in place. Your support network will also receive development to ensure they can support you in the best way possible and will be there for you throughout your whole scheme.



# The Application Process

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**1.**

Complete your applications and tell us about yourself.

**2.**

Undertake a video interview with our resourcing team.

**3.**

Spend a day with one of our nutritionists on farm.

**4.**

Join us for an assessment centre.



if you are successful in the above process, you'll receive an offer to join us at Mole Valley Farmers

# Meet Anna Thomas - Blends Manager

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## What made you join the Mole Valley Farmers Graduate Trainee Scheme?

When I graduated with a degree in Agriculture from the Royal Agricultural university, I wasn't 100% sure what area of Agriculture I wanted to work in, the MVF graduate scheme was a great opportunity to gain a full understanding of an agricultural business which offered services from Ruminant nutrition to agronomy, this wide offering allowed me to find the area that suited me best.

## What was some of the things you did on the scheme?

- Attended trade awareness course in Bristol
- Opportunity to represent business at Agricultural shows such as Royal Welsh and South west Dairy
- Helping organise open days and sales campaigns
- Visiting retail stores conducting training on mineral buckets and blocks
- Accompanying nutritionist on farm to understand their roles
- Visiting blending sites across UK to understand there procedures





## What was your scheme highlight?

- My highlight was developing relationships with colleagues throughout the business.

**“The Graduate Trainee Scheme has given me a great understanding of the feed industry from the raw materials at the docks through the process to being delivered to farm. This has allowed me to suggest and enact changes to improve product performance and processes which has helped make things more efficient for Mole Valley Farmers and better for farmers.”**

Come and join us today  
and experience the Mole Way!

