

Ornua Graduate Programme 2027



Launch your career
with Ireland's
leading dairy
co-operative.

Join a business where you can gain valuable experience, develop sought-after skills and make a meaningful impact from day one. As part of our team, you'll work with leading brands, talented colleagues and customers across the world, while building the foundations for a rewarding career.



02

Ornua Graduate
Programme 2027

- 04 Overview
- 05 Our Pillars
- 06 Grow Together
- 08 Achieve Together
- 09 Belong Together



Creating Value Together

Ornua is Ireland’s leading dairy co-operative. Proudly owned by Irish dairy farming families, we connect Irish dairy with global opportunity through our market-leading brands, dairy ingredients and food solutions businesses. Everything we do is guided by a simple purpose: creating value for Irish farming families.

With revenues of €3.5 billion and 2,700 colleagues across Europe, North America, the Middle East and Africa, Ornua offers graduates the opportunity to gain experience in an ambitious international business with a unique co-operative culture.

As the owner of internationally loved brands including Kerrygold, Dubliner and Pilgrims Choice, we bring premium dairy to homes around the world, creating value for the Irish dairy farming families our co-operative represents.

Blending Passion with Purpose

At Ornua, we believe great careers are built when passion and purpose come together.

Our co-operative heritage is founded on partnership, collaboration and creating value together. We know that when talented people are given meaningful opportunities, the right support and room to grow, they can make a real impact.

As a graduate, you’ll join a business where your ideas are valued, your development is prioritised and your contribution matters. From day one, you’ll gain hands-on experience while helping shape the future of a business that connects Irish dairy with customers and consumers across the world.

“I’ve always had an interest in Irish food and a desire to travel, so Ornua's global footprint presented the perfect opportunity to explore both. From working with the Kerrygold brand and South African influencers to meeting customers in the Democratic Republic of Congo and Nigeria, I’ve seen first-hand the global impact of Irish dairy.”

Oliver Canning
Sales Executive



Grow Together

Develop the skills, knowledge and confidence to build a rewarding career. Through hands-on experience, structured learning and support from experienced colleagues, you'll be empowered to reach your potential.

Achieve Together

Take on meaningful work, contribute to real business projects and help deliver value for our customers, our co-operative and the Irish farming families we represent.

Belong Together

Be part of an inclusive and supportive culture where different perspectives are welcomed, everyone is respected and every individual can thrive.



Grow Together

Build a Career That Can Take You Places

Our Graduate Programme is designed to help you realise your potential.

Over 24 months, you'll gain hands-on experience, build professional skills and develop a strong understanding of our business through:

- A comprehensive induction programme
- Structured rotations (2 × 12 months)
- Learning and development modules
- Leadership, communication and teamwork training
- Mentorship from experienced leaders
- A strong community of peers, mentors and business leaders

From day one, you'll be part of a business that connects Irish dairy with customers across the world. As your career progresses, you'll have opportunities to collaborate internationally and explore future global opportunities. A career with Ornuia is one that can take you places.

"The Graduate Programme showed me how different teams come together to turn ideas into reality. Working across product development, operations, commercial and international markets has broadened my knowledge, built my confidence and given me a real understanding of how our business works."

Caoilinn Quinn
Product Development Executive



06

Ornuia Graduate
Programme 2027



Your Development Journey at Ornua

Our Graduate Programme combines meaningful work, strong support networks and structured development opportunities to help you build the skills, confidence and experience needed to grow a successful career.

Learning at Ornua follows the 70:20:10 model 70% | Learn Through Experience

Most of your development will come from hands-on experience and meaningful structured rotations across the business.

- Real projects with genuine business impact
- Exposure to different teams and functions
- New challenges and opportunities to grow
- Ownership from day one

20% | Learn From Others

Some of the most valuable learning comes from the people around us.

- Mentorship from experienced leaders
- Support from your graduate network
- Learning from colleagues across the business
- Cross-functional collaboration
- Coaching and regular feedback

10% | Learn Through Development

Structured learning helps build the foundations for long-term career success.

- Professional skills workshops
- Leadership and development programmes
- Self-directed learning modules
- Communication and teamwork training
- Personal development planning



07

Ornua Graduate
Programme 2027

Achieve Together

Opportunities Across Our Business

Whether you're supporting world-renowned brands such as Kerrygold, Dubliner and Pilgrims Choice, helping optimise supply chains, driving innovation, enhancing the employee engagement, or exploring the opportunities that new technologies can unlock, you'll gain valuable experience while developing your professional confidence.

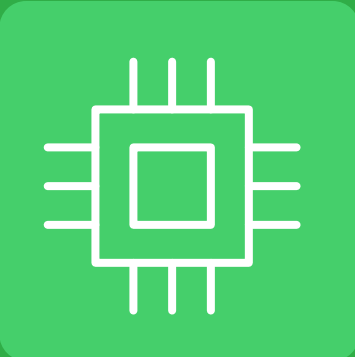
Working alongside experienced colleagues, you'll gain exposure to different areas of the business, develop strong professional networks and build the skills needed to grow your career.

Find your path at Ornua

We're currently recruiting graduate talent across a range of disciplines including:



CORPORATE
PROCUREMENT



IT



HUMAN
RESOURCES



INTERNAL
AUDIT



SALES



QUALITY



COMMUNICATIONS



OPERATIONS



"Coming from a farming background, I always knew the important role Ornua plays in creating value for Irish dairy farmers. The Graduate Programme gave me the opportunity to build a career in an industry I'm passionate about while developing new skills and gaining experience across the business."

Rachel Murphy
Quality Assurance Manager



08

Ornua Graduate
Programme 2027



Belong Together

A Place Where You Can Belong

We know there is no single path to success. Our colleagues bring diverse backgrounds, experiences, perspectives and ideas, creating an environment where we learn from one another, challenge thinking and achieve more together.

Our values guide how we work and how we support one another every day:

- Show You Care
- Achieve Great Things Together
- Be Our True Selves
- Make It Happen
- Seek and Embrace New Ideas

At Ornua, you'll be part of a collaborative, inclusive culture where you can grow your skills, make a meaningful contribution and build lasting connections from day one.

We are committed
to creating an
environment
where people feel
supported, respected
and empowered
to thrive.



09

Ornua Graduate
Programme 2027

Supporting You To Thrive

When our people thrive,
our business thrives too.
That's why we invest in our
people through development
opportunities, supportive
policies and programmes that
help colleagues succeed both
professionally and personally.

Benefits include:

- Competitive salary
- Annual bonus
- Defined Pension Contribution
- 22 days annual leave
- Flexible and hybrid working
- Two weeks Work From Anywhere
- Professional development opportunities
- Global mobility opportunities
- Sports and social clubs



"Ornua stood out to me because it combines the global reach of an international dairy business with the opportunity to learn, grow and build a meaningful career. Having the chance to work on projects connected to Kerrygold, one of Ireland's most iconic global brands, has been a real highlight of my graduate experience."

Ciara Harty
Assistant Brand Innovation Manager



10

Ornua Graduate
Programme 2027

Blending Passion With Purpose

Our Graduate Programme is designed for ambitious graduates ready to take the first step in their careers. Starting in September 2027, you'll join a global Irish co-operative with a proud heritage and international reach, gaining hands-on experience, building sought-after skills and making a meaningful contribution from day one.

We're looking for graduates and final-year students who are on track to achieve a 2.2 degree or higher, have completed (or are due to complete) their degree no earlier than 2025, are based in Ireland and are open to travel opportunities as they arise.

Behind every brand, every innovation, and every customer success story is a team of passionate people making it happen. If you're curious, driven and eager to learn, we'd love to hear from you.

We all bring something special to the table. Pull up your seat.



Applications close Friday, 23rd October



11

**Ornua Graduate
Programme 2027**



"Coming from a dairy farming background and after completing an MSc in Food Business Strategy, Ornua and the Graduate Programme felt like a great fit for me. My advice to future applicants is to make yourself stand out, don't be afraid to showcase your interests and passions, and most importantly, back yourself."

Rory O'Keefe
Supply Chain Analyst

