

FUTURE LEADERS



WE SUPPLY LAMB AND LAMBORGHINI

AFFCO supplies everything from
lamb racks to Lamborghini leather.



WHO WE ARE

We supply premium meat products to New Zealand and the world. Established in 1904, we're into our second century of business. We're 100 percent New Zealand owned and operate across 13 sites from the top of the north island to the bottom of the south. We're also a proud member of the Talley's Group, a leading exporter of high quality meat, dairy, seafood, and vegetable products.

OVER
39,000
CONTAINERS EXPORTED TO
OVER 80 MARKETS GLOBALLY

NZ'S
2ND
LARGEST EXPORTER

MORE THAN
7,000
EMPLOYEES
NATIONWIDE

OVER
4.5MM
LIVESTOCK PURCHASED
EVERY YEAR



- AFFCO
- TALLEY'S
- OPEN COUNTRY DAIRY

WHY AFFCO?

YOUR CAREER – YOUR WAY

When you join our Future Leaders programme, you'll get to experience all areas of the business, so you can follow your interests and skills and carve out a career that suits you.

Highly competitive starting salary

You'll receive a generous starting salary package that's ahead of market rates, with ongoing opportunities for further increased remuneration. You'll also enjoy many other employee perks including a phone, laptop, subsidised accommodation and discounted group products.

Exceptional company culture

We're flexible, innovative, and fast decision makers. We pride ourselves on our approachable leadership style and vibrant corporate culture. You'll work with everyone, including our Executive Team, and get ample opportunities to make your mark.

Endless opportunities within the wider group

The programme is designed for people who are keen to see the country while working in a range of different environments. Our Future Leaders are highly sought after for leadership roles across the Talley's group with bases throughout New Zealand.

OUR BRANDS





OUR RECIPE FOR YOUR SUCCESS



Fast tracked career progression



Responsibility from day one



Mentoring from senior executives



Ongoing investment in your personal development



Exposure to all areas of the business

WHY BECOME A FUTURE LEADER?

The AFFCO Future Leaders Programme is a chance to put your tertiary education into practice within a forward-thinking organisation. You'll make a national and global impact, get exposure to all areas of a large and diverse company, and gain valuable experience within the New Zealand meat sector.

Accelerate your career

You'll be a key part of the business from day one- you won't be a small cog in a big machine. You'll be coached in key areas of the organisation and gain a significant amount of responsibility early on. Expect big opportunities and accelerated career progression from the get-go.

Get hands-on experience

Our programme is jam-packed with practical, hands-on experience – no two placements will be the same. As you rotate through departments, you'll get a chance to try your hand at many different areas of the business. You'll gain valuable insights into your strengths and a clear picture of where you want to go next.





MOLLY – MY JOURNEY

First Placement – Logistics Controller

In my first role at AFFCO, I was responsible for coordinating the movements of containers from several large processing sites via road, rail, air and sea to their final export destination.

Second Placement - Trainee Plant Supervisor

During my second rotation, I spent time shadowing Supervisors across all departments, learning the fundamentals of the business. I enjoyed getting stuck into a wide variety of roles throughout the plant including human resources, stock handling, processing, inventory management and logistics.

Third Placement – Sales and Commercial Manager

For my third placement, I was responsible for account management and sales for a portfolio of large New Zealand customers.

Fourth Placement - Plant Supervisor

For my fourth and final placement, I assumed the role of Boning Room Supervisor working at one of our large multi-species processing sites. In this role I oversaw fulfilment of orders to customer specification, people management, health and safety and food safety. I also spent time shadowing the Production Manager and Plant Manager to gain greater commercial and business understanding.

OUR PROGRAMME FRAMEWORK

Two years | Four placements

Our Future Leaders programme extends across two years, consisting of four six-month placements. You'll get hands-on experience within functions such as operations, sales, supply chain, procurement and more.

We'll also take into account your career goals. Before you start, we'll discuss your strengths and aspirations and design a programme that aligns with your unique skills and interests.

All of our Future Leaders have personal development plans, are coached by their managers and buddies, mentored by senior executives and encouraged to take on projects that stretch their skill sets.





CALEB – FUTURE LEADER

“ I enjoy working in operations: it’s fast paced and dynamic. You need to be able to think on your feet and solve problems on the fly, making sure production keeps running and customer orders are delivered on time.

You’ll work closely with plant management and learn how decisions are made that affect daily operations. My experience has taught me what true, effective cross-functional leadership looks like in action.

I’ve been empowered to take the initiative where I see opportunity to add value to the business. Operations is a function that’s highly results-driven so you’ll often find yourself delivering the ideas you’ve proposed or working on projects to improve the bottom-line.”

OUR RECRUITMENT PROCESS



Apply online at
affco.co.nz/futureleaders



Phone
interview



Psychometric
Assessments



Assessment
Centre



Executive
Interview



Start your
Journey





LAUREN – FUTURE LEADER

“ Leaving university and starting your career can be daunting but the team at AFFCO made me feel welcome from day one. The relaxed corporate culture allows you to develop relationships with people across the organisation from Plant Managers to members of the Executive team.

Working in agribusiness, I’ve found people to be extremely down to earth and keen to share their passion for, and knowledge of, primary industry. This helped accelerate my learning and build confidence in my ability to contribute to the team.”

WHAT WE'RE LOOKING FOR

When we're recruiting our Future Leaders, we're looking for people with the following competencies.

Action-orientated

You enjoy working hard and love a good challenge. You're full of energy when encountering new ideas and you can be decisive with minimal information.

Results-driven

You aim high, steadfastly push yourself and others to succeed, and you keep your eye on the bottom line.

Agility

You seize opportunities for positive change, shift gears with ease and comfortably handle risk and ambiguity.

Critical thinking

You use rigorous logic and methods to solve difficult problems. You probe all sources for answers to come up with pragmatic and effective solutions.

Resilience

You persevere to achieve your goals even when it's tough. You cope well with setbacks and remain calm under pressure.



APPLICATIONS OPEN NOW

[AFFCO.CO.NZ/FUTURELEADERS](https://affco.co.nz/futureleaders)

