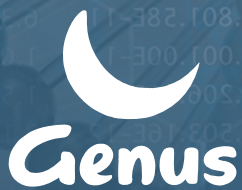


# Future Leaders

## Graduate Programme





# Genus Future Leaders Graduate Programme

Developing the leaders of tomorrow, today.

Genus plc is a FTSE 250 world-leading animal genetics company, providing reproduction services and genetics in more than 70 countries around the globe. Genus works with customers to understand their business and their goals and uses pioneering science to create genetic improvement in animals that will deliver the desirable characteristics required to help our customers succeed. Through our extensive research and development programmes, our cutting edge technology is being used to continuously develop better bovine and porcine breeding livestock, helping farmers to produce better quality meat and milk more efficiently and sustainably.

We are customer-centric, results driven, pioneering, people-focused and responsible. Our values are integral to our company and our people are our biggest asset. If you have the dedication and enthusiasm to live by our values, you could be exactly who we are looking for. In return, we'll provide you with the support and opportunities to develop the strategic skills and business acumen required to become a successful leader in our business.

## Where could your career take you?

Now marketing to **70+** countries, there will be plenty of opportunity for you to travel internationally.

You could be given the opportunity to carry out one of your rotational placements within any of our retail businesses across EMEA (Europe, the Middle East, and Africa) or perhaps your skills will take you further afield to another of our business regions:-



## What is the Genus Future Leaders Graduate Programme?

Our 18 month programme has been designed to provide a challenging and accelerated learning journey where you'll be making key decisions and be given real responsibility from the start. You will complete three separate 6 month rotational placements across various sectors of the business, including Head Office business support functions, laboratory production and practical hands on experience at our bull stud and on our customer farms.

For suitable candidates, we will also provide the opportunity to take your skills overseas. We are looking for individuals who are keen to make an impact in our global business and believe there is no better place to start than to further develop your skills whilst learning about a new culture and different market conditions at the same time. We can't promise it will be easy, but we will be there to support you every step of the way.

## What does the Programme involve?

One of the great things about working for Genus, is that no two weeks are the same. The fluid, global and pioneering nature of our business and our people means we are constantly looking for ways to improve our customer's lives and our working days are reflective of this.

Gaining an in-depth understanding of how we use genetics to help our customers improve their herds. You'll also spend some time with our expert consultancy business, learning all about how we help our farmers to become more profitable, efficient and sustainable in the long term.

We will support you on your development journey throughout the programme, ensuring you gain insight into the business as a whole and providing you with the best foundations to become one of our successful future leaders.



## The Benefits

For self-motivated candidates, with the attitude and approach to succeed we offer;



- **Competitive Salary + Annual Bonus Scheme**
- **Opportunity to earn commission (role dependent)**
- **Fully expensed company car**
- **Company mobile phone + laptop/tablet**
- **Generous pension scheme**
- **The opportunity for overseas travel**
- **A personal professional development plan**
- **Formal training and support**
- **Extended leadership contact with exposure to senior leaders**
- **Employee Assistance Programme + other Genus 'Perks' including shopping, restaurant and entertainment discounts**
- **Upon successful completion of the programme, a permanent role with one of the Genus businesses.**

## Who are we looking for?



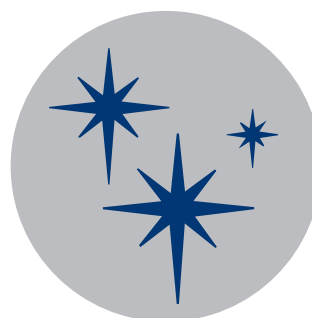
Tenacious, driven & enthusiastic individuals who thrive in a fast paced environment. We are looking for people who are both focused & resilient.



A minimum of 2:1 degree or equivalent (desirable but not essential requirement, if you have the necessary skills & experience we will still consider your application)



Full Driving Licence (you'll need this to ensure you can be mobile in your role)



Someone who is able to add that 'extra something'. The ability to speak a second language is also desirable.

## How do you apply?

Please email a copy of your current CV and a personal written statement to [GenusGraduates@genusplc.com](mailto:GenusGraduates@genusplc.com) by Wednesday **1st January 2020**.

Your personal statement should cover the following;

- **Why Genus?**
- **Why you would be suitable and interested to join our scheme?**
- **Your personal skills and qualities (please ensure these are demonstrated through real life examples involving previous work experience or extra-curricular activities).**
- **What motivates you?**
- **Your long term career ambitions.**

If successful in your application you will then be asked to complete a short phone interview with a member of our team in January, before being invited to take part in one of our graduate assessment days which are scheduled to take place in March 2020. Further details of our graduate assessment days will be provided in due course to successful applicants who will be invited to take part in this stage of the assessment process.

## When would you start?

We would expect that your programme will begin in the first week of September 2020. Confirmation of an official start date will be provided to successful candidates in due course.



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