



Unearth your future



I'm trusted to make real decisions, to play my part rather than being a spectator."

Kyeesha Glenn-Davi
Research and Development - Associate

JOIN US, AND PREPARE FOR A BRIGHTER FUTURE

At Tirlán, we harness the goodness of nature, bringing pure nutrition to the world. Our history, our experience and our people can give you everything you need to help unearth your future.

You'll be a key member of our team, from day one

You can make a real impact at Tirlán. Our new name and identity mark a bold new vision for our co-operative, one that will allow you to be a part of something exciting and new. You will be working with an organisation that invests in farming families and our people, and cares about sustainability, innovation and working in balance with nature.

Our Graduate Programme is designed to take you through a series of real-world learning experiences, helping you build confidence in your abilities, and flourish in your career.

We are looking for people who care about the world and each other, who want to build their career with likeminded and passionate people. So if you want a career where you can truly make a difference, then we'd like to hear from you!

OUR PURPOSE

Nourishing Lives In Balance With Nature

Our purpose is to nourish the world, while safeguarding our environment for future generations. We believe we can only thrive when we work together toward this shared purpose – it's what sets us apart.

OUR VISION

To create a global community celebrating wholesome nutrition from the land we live and love

OUR VALUES

Celebrate Individuality

By encouraging a culture of individuality and diversity of thought, we are working to make Tirlán an ever more welcoming place for future potential.

Adapt to grow

We encourage our teams to adopt innovative ways of thinking, to help us evolve in harmony with nature and move our business forward.

Empower and go

Innovation doesn't just 'happen'; it has to be nurtured. We want to give our people the freedom to make decisions and try new things.

Collaborate for success

With greater transparency and cooperation, we will align collectively behind our shared purpose, following the example set by our farming families.



The opportunities
are endless and
they are there
to be grasped.”

Patrick Hayes

Research and Development – Associate



TAILORED INGREDIENTS INNOVATIVE SOLUTIONS

Award-winning brands



“Tirlán is definitely the place to be for people with a natural curiosity, who want to learn and want to make an impact.”

Thomas Shevlin
Quality Associate

Our produce is enjoyed across a huge range of award-winning consumer brands and products

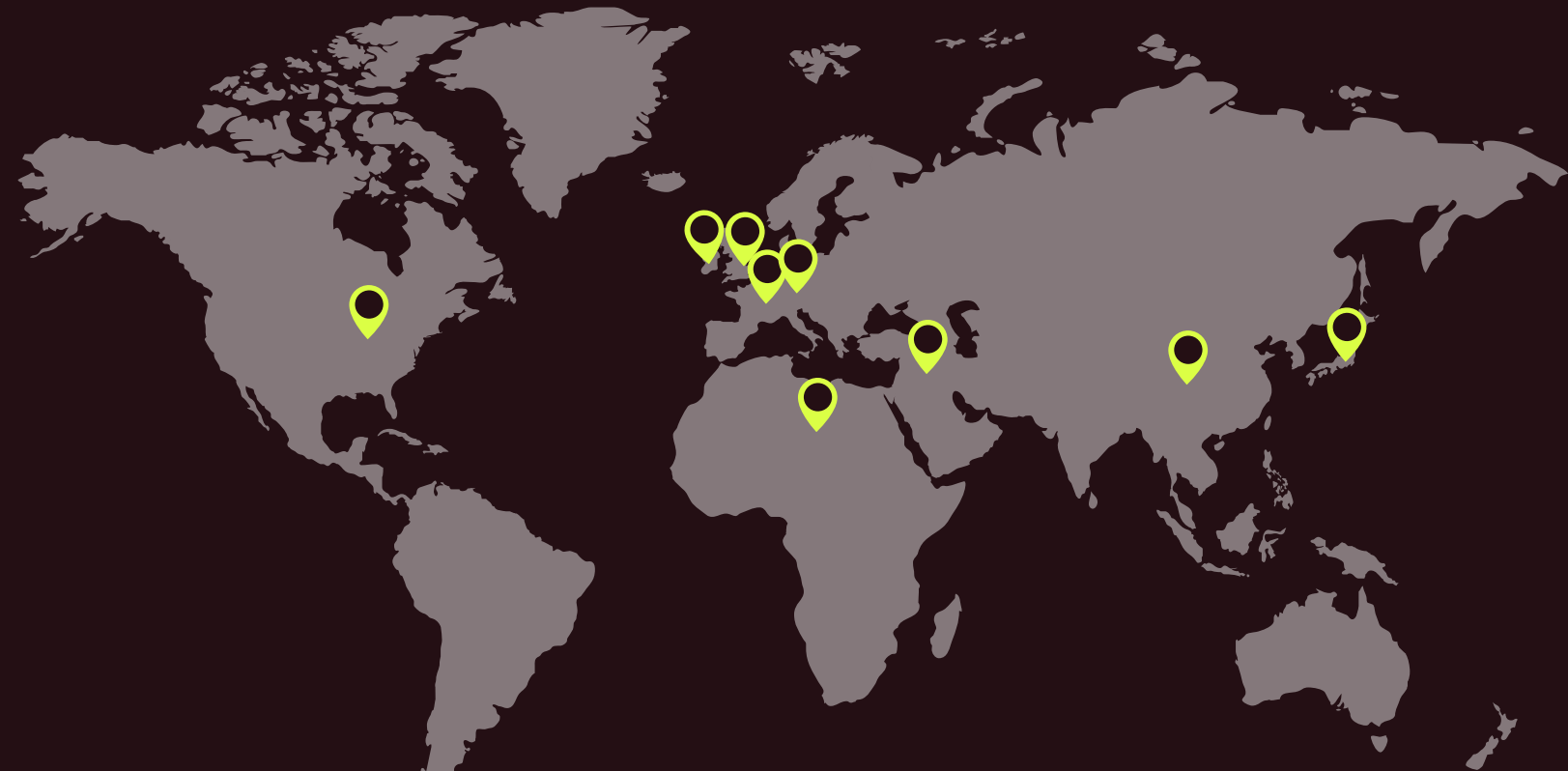
We process a three billion litre milk pool and are the single largest buyer of Irish grains. This means an unparalleled ability to deliver exceptional products - from ingredients specially tailored for application in dairy nutrition, to an intensive range of high protein milk powders and a quality grain product portfolio. Our award-winning product portfolio range includes the No. 1 Irish dairy brand, Avonmore.

Our State-of-the-art facilities

We firmly believe in investing for the future, in our people and our facilities. Using modern-day technology, we apply the best processes to serve the global markets from our high-tech facilities. Our cutting-edge Innovation Centre allows us to set even-higher standards for the global market.

A world-class nutrition business

Tirlán is a world-class food and nutrition business, offering a diverse range of products and solutions for the consumer, agri and international ingredients markets. Our organisation has a first-class track record of success on the global market and has built partnerships with leading brands across the globe.



Largest
buyer of
Irish grains

3 billion
litre milk
pool

over **2100**
employees

52 agri
retail
branches

collaborative
HQ

11 High Tech
processing
facilities



We value life in perfect balance

Tirlán is a place where your professional success meets personal and social success. Our new collaborative Abbey Quarter headquarters is designed to support the perfect blend of hybrid working for our valued staff, and better outcomes for all involved.

Our state-of-the-art facilities encourage true work life balance, catering to your professional, personal and social development, helping you to build connections that last a lifetime.

For our graduate employees, we invest in frequent social experiences to support your overall wellbeing. We are committed to actively listening to our teams and understanding how we can better help facilitate their growth. We want you to flourish, and most of all, enjoy it.



“I really enjoy working with people and the continuous opportunities each day to learn and grow.”

Alexander Nulty
Agribusiness Associate

WE ARE A COMMUNITY

There's something very different about working at Tirlán. We are community focused and caring. Many say it's like joining a very large family. We humbly believe that we are like no other organisation.

Here, you are more than just co-workers. We care about creating a place where you can be your true self at work, unique and infinitely capable.

YOUR DEVELOPMENT IS OUR PRIORITY

This is an opportunity to do real work

In this role, you won't be a spectator. You'll be exposed to significant learning opportunities and will get to know the many aspects of our business. Tirlán is bigger than the sum of its parts, yet small enough to allow for agility and cross-functional collaboration.

We offer structured development

We hire graduates for their potential, we obviously don't expect you to know everything on day one. Structured learning is a huge aspect of our programme. We love to see you develop and strive to provide endless opportunities, through bespoke programmes, summits, mentors and projects.

A career plan that's as unique as you

We provide all the structure you need to grow fast, with two job rotations, brand and business exposure, personalised development planning and access to career coaching. We want to support you to achieve success on your terms, satisfying your appetite for meaningful career experience, and allowing you to grow.



I found the work-life-balance great and it's a vibrant and exciting place to work.

Martina Morrissey
Operations Associate

AN OPPORTUNITY TO WORK AND GROW

Each year, our Graduate Programme starts in September. It's a unique opportunity for you to build your career, while making a positive impact on the world.

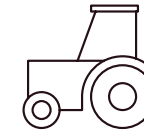
If you're currently completing your Bachelor's or Master's Degree with an expected 2.2 and above in a related field, we'd love to hear from you.



We have opportunities in



Accounting & Finance



Agribusiness & Commercial



Corporate Affairs



Engineering & Operations



Human Resources



Information Technology



Marketing



Quality & Compliance



R&D and Strategy

WHAT YOU CAN EXPECT

Continuous improvement and learning

- Two different rotations during your tenure to deliver different learning and exposure opportunities
- Brand exposure experience to develop important business and customer understanding
- Ongoing, structured coaching by manager
- Career coaching and development planning
- Comprehensive development programmes
- Individual wellness planning
- Reverse mentoring – we want to learn from you too!

Benefits package

- Competitive salary
- Hybrid working
- Structured social events, team building and away days
- Spotlighting events with senior leadership
- Annual Tirlán Graduate Summit



Our Development Model

We follow the 70:20:10 development model. This includes 70% on-the-job training, 20% networking, coaching and mentoring opportunities and 10% formal training. We have built this model to ensure you develop your potential and thrive at Tirlán.



70% Experiences

Quality on-the-job development to apply your skills and grow through experience and practice:

- Working with recognised experts in your field
- Project based work
- Stretch assignments
- International projects or assignments
- Customer interaction
- Team work
- Shadowing a star performer



20% Exposure

On-the-job development and formal learning is connected through networks, coaching and mentoring:

- Structured mentor and buddy programmes
- Giving and receiving feedback (e.g. performance management, 1-2-1 meetings)
- Proactively learning through communities and networks (e.g. Yammer and industry networks)



10% Education

Workplace learning (70:20) is supported by:

- Classroom-based learning (e.g. Orientation, MS Office training)
- E-Learning courses
- Professional qualifications (e.g. CIMA, ACCA)
- Accreditations / certifications (e.g. CIPD)
- Workshops and seminars



Apply Today

Join us for an opportunity to work and grow.
Unearth Your Future - apply now.



VISIT
[www.tirlan.com/
tirlan-graduate-programme](http://www.tirlan.com/tirlan-graduate-programme)

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