

**Grow  
your  
own  
future**



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# Nestlé Careers Guide



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# How to use this guide



We have created this guide to offer support to anyone looking to understand more about different career pathways and the opportunities we have within Nestlé UK and Ireland.

Please take the time to explore the pages that are of most interest to you and at a time that is convenient for you.

If you see an arrow, or any words in the document that are underlined - this is an interactive link that will navigate you to further resources or play a video.

If you have any feedback of how we can improve the 'Careers Guide' and meet more of your needs during your time of discovering your next career move, we would love to hear it.

Please email [Abbie.Scargill@uk.nestlé.com](mailto:Abbie.Scargill@uk.nestlé.com)



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# About Nestlé Academy



At Nestlé Academy, we believe in fostering growth, creativity, and innovation, and we are dedicated to providing you with a supportive and inclusive environment to thrive in.

Get ready to collaborate with talented employees, expand your skill set, and make a positive impact on the world. Whether you join as an apprentice, intern, placement or on a graduate scheme, we will help you build a successful and rewarding career at Nestlé.

**[Click here to watch](#)**



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## Our Slogan - Grow Your Own Future

We want to help people be a force for good. We believe meaningful careers are built through purposeful and continuous learning – attracting people at the start of their careers, or when looking for a career change, and setting them on a rewarding growth path. We also understand the importance of difference. Innovation happens when people come together to drive change, and it is people's individual strengths and experiences that help to generate ideas, positively challenge, and bring forth new perspectives. We are looking for people to be proactive, stay curious and lead with passion to grow a future that you can be proud of.

**Grow your  
own future**

### Who do we look for?

We look for potential. We are here to help people recognise their strengths and look for those who are ready to learn from those around them to expand their skills and knowledge. We want people to come in with curiosity, to be at the forefront of innovation and collaborate effectively to find solutions to real problems. Most importantly, we want you to be here because you genuinely want to, sharing our values and taking pride in your work. Join us, where your passion meets purpose, and let's create something extraordinary together.



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# Career Pathways



As a young person venturing into the world of career choices, there are several key steps to consider. First and foremost, self-discovery is paramount. Reflect on your interests, strengths, and values. What are you passionate about? What skills come naturally to you? Understanding who you are will guide you towards careers that align with your authentic self.

Be open to explore a wide range of industries and professions. Attend career fairs and industry insight sessions. Networking with professionals can provide invaluable perspectives and connections, and help you prepare and take those first steps into a career that you love.

Seek guidance from those around you, your teachers, career advisors, parents, or carers. Consider alternative pathways, as they each offer their own benefits. Work experience, T-levels, internships, and placements offer a taste of the real working world to refine your skills and discover your strengths. Apprenticeships offer on-the-job-learning to put new skills into practice, deliver mentors to support your development and provide qualifications without the student debt. Graduate schemes help you emerge with practical skills, industry knowledge and a portfolio of experiences.

In summary, exploring career pathways involves self-discovery, research, education, practical experience, adaptability, and a willingness to embrace change. Stay curious and have the courage to pursue your passions on the path that is best suited to your individual needs and learning style.



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# Graduate Schemes



Graduates undergo rotational assignments, building a holistic understanding of the company, encompassing both functional and leadership development to equip them with the skills and insights needed to build successful careers. With mentors and senior leader support, graduates are encouraged and empowered to contribute to meaningful projects, emphasising sustainability and innovation.

At Nestlé, Graduates emerge with practical skills, industry knowledge, and a robust network, poised for successful careers with a globally recognised company at the forefront of its industry.

**Starting Salary: £32,000**

**Duration: 2-3 years**

**Locations: Sites across the UK**

**Start date: Monday 2nd September 2024**

**Requirements: Degree and right to work**

**\*view job ad for scheme specifics**



Each rotation will allow you to stretch yourself and pushes you out of your comfort zone while being surrounded by an abundance of support. You will be given value-adding responsibilities from the start, with opportunities for personal growth. I am more confident in my abilities and excited to continue developing my skills and knowledge."

*Heather Kennedy, Sales Graduate*



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# Explore our Graduate opportunities



## Marketing Graduate



Starting Salary: £32,000  
Location: Crawley or  
Welwyn Garden City  
Duration: 2 years  
[Click to view the Job Ad >](#)

## Supply Chain Graduate



Starting Salary: £32,000  
Location: York or Crawley  
Duration: 2 years  
[Click to view the Job Ad >](#)

## Sales Graduate



Starting Salary: £32,000  
Location: York or Crawley  
Duration: 2 years  
[Click to view the Job Ad >](#)

## HR Graduate



Starting Salary: £32,000  
Location: York  
Duration: 2 years  
[Click to view the Job Ad >](#)

## Technical Leadership Graduate



Starting Salary: £32,000  
Location: Sites across the UK  
Duration: 2 years  
[Click to view the Job Ad >](#)

## Engineering Graduate



Starting Salary: £32,000  
Location: Sites across the UK  
Duration: 2 years  
[Click to view the Job Ad >](#)



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## Finance Graduate



Starting Salary: £32,000  
Location: Crawley, York or  
Welwyn Garden City  
Duration: 2 years  
[Click to view the Job Ad >](#)

Applications for these roles will close Sunday 26th November 2023.

## **Product Development Graduate**



Starting Salary: £32,000  
Location: York  
Duration: 2 years  
[Click to view the Job Ad >](#)

## **Sustainability Graduate**



Starting Salary: £32,000  
Location: York  
Duration: 2 years  
[Click to view the Job Ad >](#)

Applications for these roles will close 2024.



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# Internships and Placement Schemes



## Internships

A fantastic chance to gain hands-on experience and explore a function during the summer. Not only will you build a network and connect with industry experts, but you will develop skills to support your degree as well as supporting career decisions post-university.

**Starting Salary: £23,250 pro rata**

**Duration: 10 week Summer**

**Locations: York**

**Start date: Monday 10th June 2024**

**Requirements: May be specific degree requirements**

## Placements

Provides invaluable experiences for students aiming to jump-start their careers. Offering structured learning, mentoring, and the chance to work on meaningful projects where you can really make a difference. This is a great opportunity to develop essential skills to support your career pathway.

**Starting Salary: £23,250**

**Duration: 12 months**

**Locations: Sites across the UK**

**Start date: Monday 10th June 2024**

**Requirements: Penultimate year of University  
and right to work**



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# Explore our Internships and Placement Schemes



## Internships

We currently do not have any open internship opportunities for 2024.

## Placements

### THUB Placement



Starting Salary: £23,250  
Location: York  
Duration: 12 months  
[Click to view the Job Ad >](#)

### Manufacturing Industrial Placement



Starting Salary: £23,250  
Location: Sites across the UK  
Duration: 12 months  
[Click to view the Job Ad >](#)

### Engineering Placement



Starting Salary: £23,250  
Location: Sites across the UK  
Duration: 12 months  
[Click to view the Job Ad >](#)

Applications for these roles will close on Sunday 10th December 2023.

“ Completing the placement taught me how to manage workload and encouraged me to learn new skills on the job. I've since returned to Nestlé and the placement gave me the knowledge base that I needed to perform in my role and expand my network”

*Richard Vennard, Regulatory Affairs Manager*



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# Apprenticeships



Whether you're a school leaver, in college or someone seeking a career shift, there is a place for you and your individual strengths. You will attend residential and online training to develop your knowledge and skill-set, that you can then bring back to the workplace to help find solutions and add value to real problems. Apprentices are employees which means you will earn as you learn. Your salary will often increase based on performance and advancing through the apprenticeship.

## Higher/Degree Apprenticeships

Higher and degree apprenticeships offer a distinctive route to education and career growth. These programmes blend academic learning with practical work experience, allowing participants to earn a wage while pursuing qualifications like foundation degrees, bachelor's degrees, or even master's degrees. Plus, you'll be building a career with no student debt!

**Starting Salary: £23,250**

**Duration: 3-4 years**

**Locations: York or Crawley**

**Start date: Monday 2nd September 2024**

**Requirements: You'll need at least 104 UCAS points**



The support and guidance in my personal development has really allowed me to shine. Struggling with my confidence in the past, the degree apprenticeship has allowed me to explore my interests and build on my strengths to make a positive impact in my role."

*Amber Evans-Jean-Baptiste, Chartered Manager Apprentice*



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## Explore our Higher/Degree Apprenticeships

### CMDA Apprentice



Starting Salary: £23,250  
Location: York or Crawley  
Duration: 4 years  
[Click to view the Job Ad >](#)

### Finance Apprentice



Starting Salary: £23,250  
Location: York or Crawley  
Duration: 3 years  
[Click to view the Job Ad >](#)

Applications for these roles will close on Sunday 26th November 2023.

## Advanced Apprenticeships

Involves a combination of on-the-job training and classroom-based learning to gain essential skills in the chosen field and be mentored by truly knowledgeable people. Apprentices who successfully complete a Level 3 apprenticeship receive a nationally recognised qualification, often equivalent to an A-level or an advanced diploma. You can advance into higher education, continue developing on a higher apprenticeship, or secure your dream job and continue to grow your career.

**Requirements: Maths and English Language GCSE qualifications at Grades 9-4 and must be 18 years old by the start date**

“It's the opportunity to work beyond education and earn money while still having the opportunity to expand your knowledge.”

*Cameron Sealby, Manufacturing Apprentice*

## Explore our Advanced Apprenticeships

### Engineering Apprentice



Starting Salary from: £17,058  
Location: Sites across the UK  
Duration: 4 years  
[Click to view the Job Ad >](#)

### Technical Operator Apprentice



Starting Salary from: £20,402  
Location: Sites across the UK  
Duration: 30 months  
[Click to view the Job Ad >](#)

### Supply Chain Apprentice



Starting Salary: £23,250  
Location: York  
Duration: 3 years  
[Click to view the Job Ad >](#)

### Food Technologist Apprentice



Starting Salary: TBC  
Location: Bromborough  
Duration: 3 years  
[Click to view the Job Ad >](#)

### Safety, Health and Environment Apprentice



Starting Salary: TBC  
Location: Bromborough  
Duration: 3 years  
[Click to view the Job Ad >](#)

Applications for these roles will close on Monday 29th February 2024.

# Dispelling Apprenticeship myths



## 1. Earn as you learn



Numerous apprenticeships offer a competitive salary, which means you earn as you learn. Your tuition fees are also covered to avoid student debt whilst still obtaining a respected qualification, even up to a degree.

## 2. Purposeful learning



Apprenticeships offer structured training programmes where individuals acquire specific, job-relevant skills. This training is often comprehensive and tailored to industry needs so that you can put what you learn into practice and become a valued member of the team from day one.

## 3. Appealing career pathway



Apprenticeships are chosen intentionally, attracting a diverse group, from high-achievers to career changers, who value practical learning. They offer an alternative route to skills, qualifications, and rewarding careers, debunking the misconception that they're exclusive to certain demographics or lower academic achievers.

## 4. Opportunity to progress



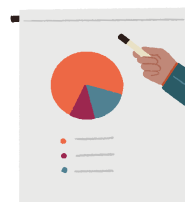
Apprenticeships are not dead-end jobs; they're stepping stones to fulfilling careers. The practical experience, specialised training, and recognised qualifications gained during apprenticeships make individuals highly sought-after by employers. On an apprenticeship you will meet a number of industry experts, expanding your network and creating valuable connections for future opportunities.

## 5. Multiple industries to suit everyone

In the UK there are apprenticeships available in over 1,500 job roles, spanning industries like healthcare, engineering, finance, digital, business. The array of industries and occupations means you can find exactly what you are passionate about and delve deeper into exploring that world. It isn't all manual, but apprenticeships are hands on. Based on observations and doing so you can really see the impact of your work.



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# Strength Based Recruitment



The Nestlé Academy application process is designed to find out if you have the strengths and values we're looking for at Nestlé. We want to know that you'll feel at home here and get the outcome you want from your time with the Academy and beyond.

Before you apply, make sure you're fully aware of what you're getting yourself into — do your research and, most importantly, be yourself. Because, more than anything else, we're looking for individuals who can make a genuine contribution to the diversity of opinion, personality and perspective that is the source of our innovation.

Competition for places on all our programmes is high. We'll be looking for your interest in our business, our industry, and, in particular, your passion for the specific programme you've applied for. We can help you identify the programme that best aligns to your strengths and interests, so please don't hesitate to reach out for further support. You can only apply for one scheme per year, so you need to make it count.

If your application is progressed, you'll go through a number of different strengths-based assessments designed to determine your suitability for the scheme and for our business.

## Learn more about Strength based recruitment



Click here



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# Application Process



Please visit the [Cappfinity Preparation Hub](#) for guidance on how to best prepare for your assessment with practice tests.

## 1. Eligibility Questionnaire

To apply for one of our Academy programmes, you'll need to answer a few eligibility questions. If you meet our criteria you will progress to our short application questionnaire.

## 2. Application Form

On our short application form you'll tell us a bit about yourself, and state your contact details and qualifications. Thousands of people apply to our Academy schemes every year — submit your application as soon as you can to maximise your chances.

Following the submission of your application form, you'll answer some demographic questions before starting your online assessment. Declaring any condition with us will not impact your application negatively, but it will inform us to reach out to understand what level of support you will need and any reasonable adjustments.

## 3. Nestlé Online Tests

Our user-friendly digital assessment is designed to give applicants an immersive experience of what it's like to work at Nestlé, and to monitor your behaviour in a range of situations. We may ask you to:

- Place responses to a given scenario in order, from the least to the most likely course of action you would take.
- Select the most appropriate response to a question or scenario from those provided.
- Indicate on a scale where you would place your actions or views.

Your responses will help us determine whether you'd enjoy working at Nestlé and if you have the overall strengths and attitudes required to succeed here. That's why honesty is so important.

## 4. Job Simulation

After your Online Assessment, you may be invited to complete our Job Simulation. This is an exciting digital assessment that gives you even more insight into the role you've applied for by simulating real life scenarios and providing information to read, watch and listen. You'll complete tasks that replicate key aspects of the role, and we'll monitor your responses and ask questions to understand the action you took. This may also involve recording a video response and completing written responses for us to review.

## 5. Assessment Centre

The next stage of the Academy recruitment process is the Assessment Centre. This will be held either virtually or at one of our Nestlé sites, and will be a half- or full-day event. You will be assessed in a series of exercises that measure your natural strengths. This is your opportunity to show us what you're made of—so be prepared and always be yourself.

Your Assessment Centres could include some of these activities:

**Interview** – You'll be asked a number of motivational and strengths-based questions. Be ready to give full answer to the questions with examples and plenty of enthusiasm. We're looking for your understanding of Nestlé values and your passion for the role you've applied for.

**Challenge** – On the day of your Assessment Centre you will be given a brief and asked to prepare a number of solutions for assessment by a manager.

**All employment offers are subject to the satisfactory completion of our pre-employment screening process. This includes checks relating to your employment history, gap verification and confirmation of your identity. For certain roles additional checks may be required. If this is the case, the Talent Acquisition team will notify you during the application process.**



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# SANTHIYA CHANDRAKUMAR

## Engineering Intern

As my incredible 10-week summer internship journey at Nestlé Purina PetCare Europe comes to a close, I am filled with immense gratitude for the valuable experiences and insights I've gained during my time with the engineering team. From week one to week ten, this internship has been a dynamic learning adventure, and I can't thank the team enough for their guidance and support.



Throughout this internship, I've had the privilege of engaging in a wide range of activities that have deepened my understanding of maintenance engineering. From shadowing an environmental audit to participating in the MMZero Carbon workshop, I've been exposed to the critical aspects of sustainability and energy management within manufacturing processes. These experiences have truly reinforced the significance of maintenance engineering in ensuring the reliability and sustainability of manufacturing processes. The hands-on involvement in diverse projects has given me invaluable insights into the real-world challenges and solutions that engineers face every day.

As I move forward, I am excited to carry these learning's with me and apply them to my future endeavours. Nestle Purina's commitment to innovation, sustainability, and excellence has left an indelible mark on my professional journey. I am eager to continue developing my skills and contributing positively to the engineering field.

My best advice would to always be willing to learn. Understand that often you may not be the most knowledgeable individual in the room and that seeking out guidance is a great way to grow.

It is OK to be curious and ask questions, it is how we build our knowledge and contribute ideas to drive even better results.”



# MICHAL IWANICKI

## Manufacturing Apprentice

Michal Iwanicki's passion for food led him to join Nestlé as a Food Manufacturing apprentice in Wisbech in September 2018. After completing his three-year course six months ahead of schedule, Michal is now working as a Line Leader.

“

I've always been interested in food and drink, but I thought my most likely route into the industry would be as a chef. It was only when I spotted the Food Manufacturing apprenticeship at Nestlé that I realised the scale of opportunities that are available.

My apprenticeship gave me insight into all areas of the business, with a mix of being on the factory floor to office-based work. My role involves constantly looking for ways to improve how the business operates, ensuring everything runs as efficiently as possible. It involves a lot of problem solving, which is hugely rewarding because, over time, I get to see the positive impact my work has.

My apprenticeship was as much about my personal development as it was my professional development. I was very shy when I came into the factory, but the team were so warm and welcoming and have really helped me grow in confidence.

This has helped me to push myself further and achieve things that I might previously have shied away from. Now I'm a Line Leader, my responsibilities include training and coaching others, and this is probably my favourite part of the job.

For people that don't want to continue in formal education it gives a perfect balance of hands-on work and learning.

My advice would be that you get out what you put in – if you're prepared to push yourself and be open to new opportunities then there is no limit to where you can go.”



# JESS WILLS

## Supply Chain Apprenticeship

Jess started her Supply Chain apprenticeship after her A-Levels and completed it a year ago. During her apprenticeship, she worked in customer service, logistics and procurement. When she was at school, no-one ever spoke to Jess about going down the apprenticeship route. Now, having completed her Level 3 apprenticeship, she's a big believer in the benefits and represents Nestlé at career fairs.



I had always thought that apprenticeships were only for manual jobs, and was unaware of the breadth of opportunities on offer. I knew an apprenticeship was for me, because while I wanted to keep learning, I was ready to leave education and enter the workplace. I'd only heard good things about Nestlé locally – about its culture and continued focus on personal development, and of course, the fact that we have a dog-friendly office with a gym on site!

I was still slightly apprehensive about whether apprentices within such a large organisation would be given roles that genuinely make an impression, at least to start with. I couldn't have been more wrong. I love working on real-life projects, where the impact on the business or the world around us is easy to see. My work on some key packaging initiatives has been especially rewarding because of my interest in sustainability.

While it has been a little daunting at times, I've developed so much – personally and professionally – by being challenged and stretched. I've become more resilient, and much more confident – especially in areas like presenting – helped by the fact that I work in such a supportive environment.

My advice is the sooner you can get into a real working environment, the better. All of a sudden, you have the confidence to go out and take on new challenges.”



# FAYE ROBERTS

## Engineering Apprentice

Faye is over two years into her Engineering apprenticeship, having decided university wasn't for her as she was a more practical, hands-on learner. After looking on the Government website for roles that might interest her, she came across Nestlé and saw the opportunity to pursue an apprenticeship that offered her a clear career path where she felt confident she could thrive and develop. She currently works at Nestlé's York factory and visits Liverpool for college on block release.



Since starting, I've been able to experience a wide range of procedures and projects, putting me in a good position to keep developing new skills. I work on some of the most iconic British brands and have recently spent a year working on Aero.

What I find most interesting as an engineer is seeing how the different parts of the manufacturing processes work. We are responsible for responding to any breakdowns on the line, which produce millions of products every day in York, so it's a challenging role that requires quick problem-solving skills, but it's so rewarding.

We're also in charge of undertaking planned maintenance on the machines so that we can ensure they are running smoothly, and fewer breakdowns will occur. As part of this, we also write up documents so we can review our methodology.

Don't be put off applying for an apprenticeship in engineering if you don't know anything beforehand, you'll learn all the skills you need along the way. However, it's important to be self-driven, confident and be good at working in a team.

An apprenticeship in something like engineering is a fantastic opportunity to learn skills you didn't know you could have, all while earning money to support your own future."



# Explore more Case Studies



Click the images to hear from our apprentices and graduates



**Jemima Pennock**

"I was involved in all different stages of the process and got to learn how everything works – even how they get the bubbles in the Aero!"



**Cameron Sealby**

"It's the opportunity to work beyond education and earn money while still having the opportunity to expand your knowledge."



**Krystal Starkey**

"I get to be around real experts in the field. One day I'll be one of them."



**Alfie Crown**

"It's about mindset as well as skillset. If you're up for getting stuck in, anything is possible."



**Alex Bracher**

"The breadth of products Nestlé manufactures means that you get to try so many different things all across the business."



**Santhiya Chandrakumar**

"The hands-on involvement in diverse projects has given me invaluable insights into the real-world challenges and solutions that engineers face every day."



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# Frequently Asked Questions

If you have a question that has not been answered below, or found on our website

<https://www.nestle.co.uk/en-gb/nestle-academy>

Please direct your question to the contacts below:

[NestléAcademy@uk.nestle.com](mailto:NestléAcademy@uk.nestle.com)

## 1. Who is eligible to apply for Nestle Academy programmes?

We have opportunities available for school leavers (18+), under-graduates, post-graduates, and individuals seeking new experiences. Specific eligibility criteria, (right to work, educational qualifications) may vary based on the programme. Please refer to individual job postings for detailed requirements.

## 2. How can I apply, do you accept CV's?

Visit our website, and make sure you read the job description to ensure you meet the criteria. You can then click the 'Apply Now' button, and follow the online recruitment assessments. We do not take CV's or cover letters.

## 3. Do you offer sponsorship?

You will also need the right to work in the UK that is not time limited and does not require sponsorship under the Skilled Worker route either at the start of the scheme or on completion.

## 4. Is there any relocation support?

For some of our Academy roles and new starters there may be the need to relocate for the role. We acknowledge that quite often this may mean moving to an area that is unknown to the individual and it may be the first time someone is moving independently. We will be offering well-being support and all Academy employees who are required to relocate to start their career with Nestlé will receive a financial one off payment to help with the move.

## 5. Is there an age restriction?

We welcome applications from anyone aged 18 and over at the start date of the scheme.



# Frequently Asked Questions

6. If I don't hold a degree related to the programme, could you please share some advice on how to prepare?

First, you need to make sure that the graduate scheme you are interested in does not require you to hold a specific degree.

Throughout your experience you will have developed transferable skills and honed your strengths. You need to make sure you can bring a range of examples to show us when you have demonstrated these and why you believe they would be important to the role/function you have applied for. Read the job description, as this will help you to understand what strengths and behaviours we are looking for from candidates.

7. Do you offer support for anyone that require adjustments?

There is opportunity towards the start of your online application to declare if you require any reasonable adjustments. Letting us know will not impact your application negatively, but it will inform us to reach out to understand what level of support you will need based on your individual situation, this could be any visible or invisible condition.

8. Will we secure a fixed contract with Nestlé on completion of the scheme?

People that have successfully completed the scheme will be offered a permanent role without the need to re-apply.\* Academy programmes were designed and implemented to discover new talent and provide opportunities and experiences to develop the skills and knowledge to drive results within Nestlé.

\*This only applies for the function you come off-scheme on, if you wish to move to another function you may be asked to go through an interview, or presentation.



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