Barry Callebaut
Graduate Trainee Program

learn

discover

Yourfuture@BC

create

express

Barry Callebaut is the heart and engine of the chocolate industry. As the world's N°1 producer of chocolate and cocoa products, we are located in 26 countries in Europe, Africa, North America, Latin America and Asia.

Does the idea of a challenging career with the global market leader sound appealing to you?

Zurich-based Barry Callebaut is the world's leading manufacturer of high-quality cocoa and chocolate – from the cocoa bean to the finest finished product. Barry Callebaut is present in 26 countries, operates more than 40 production facilities and employs about 7,500 people. The company serves the entire food industry, from food manufacturers to professional users of chocolate (such as chocolatiers, pastry chefs or bakers), to global retailers. Barry Callebaut is the global leader in cocoa and chocolate innovations and provides a comprehensive range of services in the fields of product development, processing, training and marketing. The company is actively engaged in initiatives and projects that contribute to a more sustainable cocoa supply chain.

Our strength comes from the passion and expertise of our employees for whom we strive to create an environment where learning is ongoing, entrepreneurship is encouraged and creativity can flourish.

Contribute to the success of Barry Callebaut by using your skills, expertise and passion to build Your**future**@BC.

Your**future**@BC starts now!

Your**future**@BC was created by Barry Callebaut to recruit, train and develop top young graduates for challenging international careers. With strong ambition and high performance, you will be able to grow, develop and progress with Barry Callebaut into positions where expertise is valued and entrepreneurship is fostered. During a two year program we offer you the chance to learn and experience our business in one of our main functional areas:

- Sales & Marketing
- Finance & Controlling
- Sourcing
- Innovation
- Operations

Depending on our business need, one of the following areas can additionally be part of the program: Quality Assurance, Human Resources, Corporate Communications, Corporate Social Responsibility, Information Management, Legal. Please refer to www.yourfutureatbc.com for more information.

The program starts each year in September and is launched in countries of strategic importance to Barry Callebaut.

After an initial orientation program you will start your first of three to four assignments – all with international scope.

After graduation you will have gained valuable experience in your specific field.

Yourfuture**@BC is the springboard for a promising career in an exciting industry.**

Yourfuture@BC offers opportunities that fit and complement your talents and skills

The Graduate Trainee Program is a two-year program designed to prepare you for a future global career in Barry Callebaut. The program is divided into 3–4 assignments offering you the possibility to work abroad in several positions each within the same functional area. You will conduct at least one of your assignments in a country other than where you are employed.

The assignments take place at our factories and sites giving you the opportunity to develop and specialise in your functional area. Each rotation will challenge you to deliver your best and will allow you to broaden your expertise. Within your roles you will interact with different departments and ultimately learn to understand the cocoa and chocolate business at Barry Callebaut. Depending on your projects, you will also co-operate with other functional areas. We expect you to build up your specialist business know-how which encompasses international and intercultural skills and perspectives.

Yourfuture@BC offers you excellent development opportunities in an international environment. In addition to regular skills trainings, you will receive continuous feedback on your performance. To help you develop your strengths and start building Yourfuture@BC, a coach and a mentor will be assigned to you throughout the program. Moreover, networking activities within the international pool of Barry Callebaut trainees from different areas are an essential element for your success.

Yourfuture@BC_Sales&Marketing

Barry Callebaut is primarily a B2B company which significantly influences our sales and marketing activities. Our decentralized organization enables us to understand and quickly respond to our customers needs.

Barry Callebaut masters 3 chocolate segments

Chocolate for food manufacturers comprises cocoa and chocolate products, ready-to-use fillings and decorations, coatings and cocoa powders as well as customized services to the entire food manufacturing industry. For companies that choose to outsource their chocolate production to improve efficiency and reduce costs, we are the ideal global partner.

The chocolatiers, pastry chefs, bakeries, hotels, restaurants and caterers rely on our premium chocolate products offering a variety of **gourmet & specialties brands**. Effective marketing support, training in our Chocolate Academies, innovation support and tailor-made solutions are supplementary services that strengthen the partnership with our customers.

Comprehensive customer label solutions, co-manufacturing services for international food manufacturers and a small number of local brands for bringing innovations to market are the three pillars of Barry Callebaut's offer in the area of **consumer products**.

Understanding the customer needs

Increasing customer demand and expectations as well as constantly changing market conditions bring great challenges to every day life. With excellence in customer focus, close cooperation with our R&D department and market intelligence tools, we make sure we outperform these challenges.

"Customer focus, innovation and entrepreneurship are key values at Barry Callebaut. Come and share your passion for chocolate with us!"

Massimo Garavaglia | President Western Europe

Yourfuture@BC_Finance&Controlling

Barry Callebaut Group Finance includes corporate, regional and local departments and a diverse pool of specialists which fulfill the companies' financial and finance related needs. Group Finance is headed by the Group CFO.

Multifaceted areas to educate our trainees

In order to assess how our company is performing, **Group Accounting, Reporting** and **Controlling** establish the consolidated financial statements on a monthly basis through the profit and loss and balance sheet data from all Barry Callebaut's companies. Guiding the future results, they initiate and monitor the yearly budget process. At year end, they are responsible for showing the previous performance in the Annual Financial Report.

The **Commercial Excellence** project is dedicated to continually improve customer satisfaction. Through a better understanding of Barry Callebaut's customers, segments and markets, the product offering and service level are being enhanced.

The Barry Callebaut liquidity, net working capital, foreign currency and interest management is mastered by **Group Treasury, Tax** and **Risk Management**. By fueling the company with liquidity, the department ensures that the engine keeps running. It assures that global tax regulations are respected and provides advice on tax issues. The Group Risk Management is responsible for the implementation of the Enterprise Risk Management Program in a single risk portfolio and for monitoring action plans.

"This program is a win-win-situation – for the graduates, as they learn the BC way to success – and for our company, as we find, train and assess the leaders of tomorrow. I can only recommend that any young graduate take this opportunity to experience various departments and functions within the Barry Callebaut finance world. Surrounded by chocolate, you will see a modern industrial company applying sophisticated accounting and controlling methods. What more do you want?"

Victor Balli | Chief Financial Officer

Yourfuture@BC_Sourcing

At Barry Callebaut, the globally managed Global Sourcing & Cocoa business is responsible for the **global procurement** of our high-quality raw materials as well as for the global cocoa production for semi-finished products such as **cocoa liquor**, **cocoa butter and cocoa powder**. We sell about half of these products to our industrial customers and the other half is retained for our own use.

A strong presence in cocoa origin countries for a direct access to our main raw material: high-quality cocoa beans

In Global Sourcing & Cocoa you will experience the world of cocoa in all its complexity. Our **trading** desk uses market analyses and its deep cocoa knowledge to purchase cocoa centrally for the entire group. The **Central Planning** manages the global cocoa sales and operations planning process, and operates as the interface between cocoa production and cocoa demand for third party customers and for our own chocolate factories worldwide. While Global Sourcing & Cocoa is managed centrally in Zurich, Switzerland, all our cocoa factories face interesting local **supply chain** challenges. All sourcing departments are strongly linked in order to take the right decisions based on profit and customer service level.

Experiencing both the global perspective in our Zurich office as well as the local view in the cocoa factories will provide you with a holistic understanding of the cocoa business.

be part

network

develop

enjoy

Yourfuture@BC_Innovation

Chocolate that keeps you young and fit? – maintains heart health? – protects the brain? – is tooth friendly? – nourishes the skin? – is lactose free? – is pro-biotic? – melts only at 55° C? – feeds your pet? – Any other wishes?

Market leader in chocolate innovation

Barry Callebaut is the only global cocoa and chocolate manufacturer with an integrated research and development network. We operate 15 R&D centers worldwide. In total, our R&D department manages about 1,750 projects a year and runs almost 7,600 trials in their quest for success. We conduct more than 400 technical visits to instruct our customers on how to use our products more efficiently.

Our **applied R&D** team works closely together with our customers to develop new products and product concepts, to develop recipes and to offer all kinds of product and process support. The **innovation team** is dedicated to research all cocoa components and to develop new products which combine good taste with health advantages. They re-invent chocolate by preserving what is naturally good in the cocoa bean.

Our **rebalancing team** focuses on offering products with an improved nutritional profile, without giving up the sense of indulgence. Our R&D teams use 14 pilot facilities and 15 **application labs** to conduct small-scale test runs producing high-quality chocolates, coatings, fillings, inclusions and decoration products. They work together with all other business units to meet the customer's needs and provide the products that fit the market trends.

"We give our graduates the opportunity to join a challenging organisation: you will gain experience across our Cocoa and Sourcing Business Unit and the countries where we operate. As the future of our business, you have a chance to become a future leader and to develop your career within an exciting environment: join us!"

Steven Retzlaff | President Global Sourcing & Cocoa

"The graduate program is an ideal way for graduates to get to know Barry Callebaut as a company and learn about all aspects of chocolate & cocoa: a product that makes everybody smile. The program is a good method for Barry Callebaut to rotate graduates through the various R&D disciplines and countries to evaluate a person's strengths and preferences. Understanding those well ensures a long and productive career for both the graduate and Barry Callebaut."

Hans Vriens | Chief Innovation Officer

become expert

Yourfuture@BC_Operations

As the heart and engine of the chocolate industry, Operations is what keeps Barry Callebaut running. Here you can see cocoa come to life through various industrial applications. Operations takes chocolate-making to a higher level – tons and tons at a time.

excel

Continuous improvement for increasing efficiency and reducing costs and energy consumption

Barry Callebaut's factory network currently consists of more than 40 factories and is extending in order to close geographical gaps and access new, emerging markets. By strictly conforming to clearly defined key performance indicators, highest quality standards with continuous cost reductions, energy savings and process improvements are achieved around the globe. Operations involves **multidisciplinary teams** skilled in transforming the cocoa into final products. All departments are working closely together to deliver chocolate to customers. New ways of doing things, improved techniques and methods, and big challenges, are part of our daily business. **Plant managers** run the local factories and are responsible for the technical installations of process line equipment and utilities, all maintenance and repair, and the installation of new investments. **Program engineers** are responsible for the construction and commissioning of new project lines, utilities, buildings and factories – or the modernization of existing ones – from the initial concept to the final installation.

contact

Step into Yourfuture@BC. Apply today.

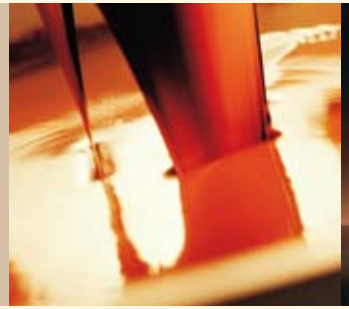
Do you see your Yourfuture@BC?

- Are you passionate about chocolate?
- Do you have an international outlook and prior international experience (preferably at least 6 months)?
- Do you have a global mindset and wish to work in different continents?
- Are you fluent in English and in a second language?
- Are you a recent graduate (max. 24 months since graduation date) from a university or an equivalent institution, with at least a bachelor's degree? (Master's degree desirable)
- Do you have an excellent academic record and a lot of ambition?
- Do you have prior work experience (such as an internship)?
- Are you looking to further your career in one of our functional areas?
- Do you have outstanding communication skills, intercultural experience, and the desire to work in a team?
- Are you aware of your strengths, have a strong desire to develop other skills, and have a good sense of humor?
- Are you ready to strive for results, to learn quickly, and to improve your understanding of organizational structures through first-hand experience?

Is this your profile and do you want to make the first step towards Yourfuture@BC?

Then prepare your application in English and submit it within the defined time frame online at www.yourfutureatbc.com.

"The trainee program serves multiple purposes within Operations. First of all, it provides additional skilled resources to allow us to implement our new continuous improvement program. Secondly, as the trainees move to other locations to roll out the continuous improvement program, the know-how is transferred in a faster and more efficient way. Thirdly it's an ideal preparation to allow the trainees to take up an operational role in the future."
Dirk Poelman | Chief Operations Officer



BARRY CALLEBAUT

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