



**Closing Date 12th December 2025!**  
***(This is subject to change so please do apply asap)***

## **Engineering Graduate Programme – Project Management**

### **Salary -**

**Year 1: £30,000 + £1,000 one-off signing-on bonus (Paid October 2026!)**

**Year 2: £32,000 - £35,000**

**Year 3: £37,000 - £40,000 (Yearly increments based-on annual assessments)**

### **Roles and Locations -**

Roles will be based in Lincolnshire but be prepared to work across the UK

This Bakkavor Engineering graduate programme offers an exciting opportunity for graduates to begin their careers in engineering project management. This programme is designed to provide hands-on, end-to-end experience in supporting the installation and commissioning of food and drink processing and packaging equipment, infrastructure & utilities and facilities, all while ensuring full compliance with food safety and safety, health & environmental standards.

Reporting either to the UK Infrastructure & Utilities Manager or UK Project Manager, you will be part of a fast-paced, growth-oriented environment. With strong attention to detail, a commitment to excellence, and continuous personal development, you will be positioned for progression into a Senior Engineering Management role within 5-7 years.

### **Benefits**

- Pension Scheme.
- Relocation Financial Assistance (For each graduate placement - to be reimbursed Oct 26).
- London placements will receive an additional allowance for living costs.
- Additional Holiday purchase scheme (25 days holiday as standard).
- Access to employee benefits.

### **Assessment Centre Information -**

Assessment Centres will be held at our Bakkavor Spalding Site

Assessment Centre will be held on Thursday 5<sup>th</sup> & Friday 6<sup>th</sup> February 2026

## Why join us?

If you share our passion for great food and our strong values, then this company is for you. We have a diverse range of career opportunities and programmes available for you to kick start your career and make a real impact in the food industry.

## What we do-

We're probably the biggest name you've never heard of. You have almost certainly eaten our food - you just did not realise it. As global leaders in the fresh prepared food industry with over 16,000 employees, we create innovative products, including meals, soups, dips, salads, desserts, pizzas and bread for customers including Tesco, M&S, Sainsbury's and Waitrose in the UK.

## About the Programme –

Our 3-year Engineering Graduate Programme is designed to equip you with the skills and knowledge needed to pursue a career in Engineering, becoming a subject matter expert in the field of engineering management within a food and drink business.

## About you -

We are seeking applicants with a strong motivation to build a career in food manufacturing, aiming for a future role as a senior Manager within Engineering. You should have a curious mindset and a drive to challenge conventional practices, along with flexibility and adaptability. At Bakkavor, innovation is key to staying driven, so staying informed about current affairs and the latest food trends is essential.

## To be eligible for the Engineering Programme, you must meet the following criteria:

- **Degree:** Achieved or expected to achieve at least a 2:2 honours degree in Engineering.
- **Experience:** At least three months of relevant work experience. Project delivery, governance and cost control experience would be desirable.
- **Work Eligibility:** Right to work in the UK for a minimum of 3 years from September 2026
- **Motivation:** A clear commitment to advancing your career in the food industry.
- **Flexibility:** Willingness to complete three 12-month placements at different locations across the UK (we will consider your preferences).
- **Cultural Fit:** Alignment with Bakkavor's values and a strong fit with our organisation.
- **Mobility:** Having a full UK driving licence essential

**As a participant in the Engineering Programme, you will receive extensive support and opportunities to enhance your skills and knowledge:**

**Support & Development Network:**

- **Dedicated Champion:** A key contact for your functional programme.
- **Mentor:** Guidance and support throughout your development.
- **Cohort Experience:** Join up to 20 other graduates and connect with a broad network of alumni.
- **Line Manager:** Regular performance reviews and support to develop your skills and knowledge.

**Training & Development Opportunities:**

- **Leadership Training:** Specialised events to enhance your management skills.
- **Workshops:** Programme workshops and exposure to various functions.
- **Rotational Placements:** Gain experience through diverse placements.
- **Management Skills Training:** Develop essential management skills.
- **Further Development:** Opportunities for Apprenticeship Qualifications after the Programme.

**Career Progression**

This programme acts as a route into senior management roles. Owing to Bakkavor's size and breadth, we can work with you to identify the right career opportunities for your professional development.

**Proud to be Bakkavor!**

At Bakkavor, we have pride and purpose. From our Icelandic origins we have grown to be the leading provider of fresh prepared food in the UK. Our world is fast-paced, exciting and energetic and that's just how we like it. We have drive, ambition and motivation. We are food heroes, who keep the supply chain moving despite demanding times. We work hard. We are resilient. We solve problems together and we deliver for our customers. Our passion brings joy through the food we produce and the communities we work with. Our values are extremely important to us; they drive the way we do business – this is what makes Bakkavor different.

**Apply Today**

Our graduate programme is for people who can think bigger and grow faster. We created it to develop the future-leaders and shapers of our business. To learn more and apply online visit: <https://fierileadership.com/bakkavor-early-careers/>

Closing date for applications – **12<sup>th</sup> December 2025**

After applying, you can expect to complete some initial questions around some relevant scenarios at Bakkavor, followed by an online psychometric test and a non-

live video reflection. If successful, we will invite you to an assessment centre in **January** or **February 2026**. These interviews are for a **September 2026** start on the programme. If you have any queries about this programme, or the recruitment process, please contact us at: [EarlyCareers@Bakkavor.com](mailto:EarlyCareers@Bakkavor.com) or [SP.EarlyCareersRecruitmentQueries@Bakkavor.com](mailto:SP.EarlyCareersRecruitmentQueries@Bakkavor.com).