



taste

take a step towards excellence

Graduate Program 2012

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Take a Step Towards Excellence

Make a delicious difference to your career with the Kraft Foods Graduate Program! We are now seeking applications for our 2012 starting program. [Click here](#) to submit an application.

What sort of graduates are we looking for?

For our 2012 'Taste' program we have vacancies in the following streams:

- Marketing
- Commercial/Sales
- Operations
- Research & Development
- Finance
- HR

We consider applications from students who are due to complete (by end 2011), or have recently completed degrees in the following disciplines:

- Marketing
- Commerce/Business
- Finance/Accounting
- Engineering
- Food science/nutrition/technology
- HR/Psychology
- Supply Chain/Logistics/Operations/Manufacturing

Other degrees may be considered, please email kraftgrads@psylutions.com.au with questions.

Kraft Foods believes that although academic results are important, we know that there is a lot more to a person than their grades. We look beyond academic performance for these qualities:

- Performance and values driven
- Passionate
- Collaborative
- Courageous
- Innovative
- Resilient
- Motivated
- Forward thinking
- Proactive and accountable
- Eager to gain a breadth understanding and experiences across a variety of functions in the business

Finally and most importantly, we want graduates who thrive in challenging and dynamic environments and who are excited about the possibility of moving out of their comfort zone to really stretch themselves personally and professionally!

Functional Streams

Commercial/Sales

Sales is a highly dynamic and rewarding function with a diverse range of career paths. There are many aspects to selling our products and concepts and learnings from Business/Commerce or Marketing degrees can be applied in Sales roles.

Graduates in the Sales function could work in a number of areas including:

- Operations and Field Sales Management
- National and State Account Management
- Category Development
- Customer/Trade Marketing
- Demand Planning

Marketing

The marketing area makes today delicious by leading the longer term strategies for our brands.

Graduates in the Marketing function could work in a number of areas including:

- Consumer Insights
- Market Insights & Planning
- Brand Marketing
- Innovation
- Consumer relations

Finance

The Finance team is committed to ensuring the business makes the right decisions about the shareholders investment.

Graduates in the Finance function could work in a number of areas including:

- Management reporting
- Accounting
- Business Partnering
- Financial Planning & Analysis

Research & Development

Research & Development utilises science & technology to invent delicious. The role of R&D is to create, develop & implement superior new products, while continuing to improve & enhance existing products & processes.

Graduates in the R&D stream could work in a number of areas including:

- Product Development/Innovation
- Food Safety & Quality
- Nutrition
- Sensory science
- Packaging
- Process Optimisation

Operations

The engine room of the organisation, the operations team work to source, plan, make and deliver our high quality delicious products to our customers. We do this safely with minimal impact to the environment.

Graduates in the Operations stream could work in a number of areas including:

- Supply Planning
- Manufacturing
- Engineering
- Distribution & Logistics
- Environment & Health and Safety

Human Resources

HR actively partner with the broader business to deliver a people-focused program in line with our overall business strategy. The team helps the organisation to attract, motivate, develop and retain the highest calibre employees in a constantly evolving business and culture of continuous improvement.

Graduates in the HR stream could work in a number of areas including:

- HR Business Partnering
- Compensation and Benefits
- Organisational Development
- Talent Sourcing/Recruitment
- Workplace relations

Program Overview

The Kraft Foods Graduate Program (Taste) is a 20 month structured, rotational-based program that enables you to experience four rotations across different Kraft Foods divisions. The program allows you to learn how to make today delicious through a wide variety of experience and development opportunities, with great support from the graduate team and your business mentor.

Kraft Foods recognises the high calibre of Australian and New Zealand university graduates and we want to help you make a delicious difference to your career through our Taste Program. We believe that by doing so, Kraft Foods can introduce fresh and innovative thinking to our company, and grow our high potential graduates into our future leaders.

Our Philosophy

The Taste program is underpinned by three important principles:

Education

To provide you with regular opportunities to develop your skills through focused and practical learning forums.

Experience

To enable you to build on your academic foundations by taking on real jobs and undertaking challenging projects and assignments to gain valuable and practical experience in the commercial world.

Exposure

Connecting you with talented business leaders and motivated colleagues throughout the program to give you the opportunity for growth, networking and the development of business acumen.

Program Details

Within the 20 month program you will benefit from:

Induction

Supporting you throughout your program is really important to us. This starts with a week long induction program to learn more about Kraft Foods, the organisational culture and values, and important process and procedural information. During induction, you will be taken on site tours of the factories at Ringwood, Scoresby and Port Melbourne to gain first-hand insight into how our products are made!

Rotations

Across the program, you will experience four rotations across different parts of Kraft Foods. To give you the best possible start you will complete a Merchandising rotation (4 weeks) to gain valuable experience 'out in the field', meeting customers and seeing our products at the ground level. Following this, you will participate in three six-month rotations (cross-functionally where possible) gaining broad exposure to a variety of areas to build your understanding of our entire business.

Learning Forums

During the program, you will have the opportunity to attend regular Learning Forums to participate in focused learning opportunities covering topics such as Facilitation and Presentation Skills, Leadership, Team Development, Career Development, and Influencing and Negotiation Skills. These forums provide opportunity to take time away from your daily work tasks to focus on your own self-development.

Graduates connected

We realise that an important part of being a graduate is connecting with other graduates in the program. We provide you with structured opportunities to do this (such as our Corporate Social Responsibility activities) as well as encouraging you to facilitate and organise your own monthly meetings. At these meetings, you can create a supportive, learning environment and encourage one another in the sharing of knowledge, experiences and networks.

Business Mentor

Each graduate is paired with a proven successful senior business leader from whom you can gain advice and support through learning from your mentor's own experiences, knowledge and information. Even after their program concludes, you can continue to draw on the experience of your mentor to help guide you on your career journey.

Why Work With Kraft Foods

At Kraft Foods delicious is our difference!

- We begin with our consumers.
- We listen, we watch and we learn.
- We understand their joys and their challenges because we are consumers too.

We make delicious foods you can feel good about.

Whether watching your weight, preparing to celebrate, grabbing a quick bite or sitting down to family night, we pour our hearts into creating foods that are wholesome and delicious.

We believe we can make a delicious difference, everywhere.

We are constantly looking for fresh ideas to improve our workplace, our partnerships, our communities and our world.

We understand that actions speak louder than words, so at Kraft Foods:

- We inspire trust.
- We act like owners.
- We keep it simple.
- We are open and inclusive.
- We tell it like it is.
- We lead from the head and the heart.
- We discuss. We decide. We deliver.

About Kraft Foods

Globally Kraft Foods is the world's second largest food company, making delicious products in approximately 170 countries with annual revenues of approximately \$48 billion. The portfolio includes 11 iconic brands with revenues exceeding \$1 billion.

Locally, Kraft Foods Australia/New Zealand (ANZ) is a company enriched with tradition including more than 85 years of Australian production. Head quartered in Melbourne, Kraft Foods ANZ employs more than 3,500 employees and operates six manufacturing plants.

As a category leader in spreads, chocolate and confectionary, the ANZ business has a revenue of approximately \$1.6b (AUD) and is home to some of Australia's most loved products – Vegemite, Philadelphia Cream Cheese, Cadbury Dairy Milk, Freddo and Cherry Ripe.

In 2010, consumers voted Vegemite the most trusted iconic brand and Cadbury most trusted food brand in the Australian Reader's Digest Awards.

Kraft Foods (www.kraftfoodscompany.com; NYSE: KFT) is a member of the Dow Jones Industrial Average, Standard & Poor's 500, Dow Jones Sustainability Index and Ethibel Sustainability Index.

Previous Graduates

Check out what our previous graduates (who joined the former Cadbury organisation) had to say...

Operations/Supply Chain Graduates

Name: Nina 2009

Current Role: Supply Chain Graduate

What did you expect from the Program?

To be part of such an established and dynamic company, I envisioned being challenged with opportunities to explore a broad range of disciplines and sectors across the business and to work on a variety of projects. With just a few months into the program, I have experienced that, with the promise of so much more to come! My rotation has also incorporated my personal development goals whilst building skills in different functions, thereby allowing me to gain a broader appreciation of other allied disciplines and facilitate my growth within the company.

What have you been doing since joining Kraft Foods?

Since coming onboard in Feb 2009, my first role was within the HR Division working alongside Kraft Foods policy specialists. Projects that we undertook gave me perspective on management processes, labour laws and policy implementations which is a different side of the business I otherwise would not have any exposure to if not for the nature of the graduate rotation program. It also taught me to understand the company's core values, its people, the ethics that drives the business and governs all the practices across different functions.

My second role which I am currently in the middle of is based out at Scoresby, the new Centre of Excellence for Candy which encompasses responsibilities within the Supply Planning department and process optimisation in Operations. Work within Supply Planning has been consisting of facilitating production runs in terms of ensuring material availability, stock transitions, purchasing, scheduling plans, advising stock shortages and liaising with suppliers and investigate accounts payable queries and resolve contract pack finance issues. The pace here has been very exciting, with new measures and upgrades constantly put into place in line with improving the business.

I have also had the opportunity to be involved in continuous process improvement projects within Operations, among those which were conducting audits on equipment to assist production by streamlining the process and submitting requests for the commissioning of new equipment to meet production requirements and changes. Another project which is still ongoing involves analysing labour variants and production outputs in order to standardise and publish optimal settings to streamline the process and maximise production efficiency across all the bagging lines. My roles here have given me newfound respect for the integration of different functions, each very passionate and committed to different natures of work but all come together to facilitate each other in achieving the company's vision.

Your highlights and Key Experiences?

One of the constant highlights so far have been the people – I am constantly inspired and humbled by people that I meet and work with along the course of duty, from the management to my colleagues. The workplace culture is just fantastic! Everyone has been extremely supportive, keen to share knowledge and opinions, and always with a true passion in what they do and a great belief in the business. This has propelled me to become more confident in raising issues and asking questions, thereby broadening my perspective, help me develop my skills in different aspects and enjoy my work!

Advice for future Graduates?

Research into the company beforehand, understanding the company's vision and values will lend insight of what is expected and the possibilities of what is to come. Embrace the learning process and be flexible with change, there are no bounds to what you can achieve along the way!

Name: Anthony 2008

Current Role: Supply Chain Graduate

What did you expect from the program?

Given Kraft Foods' position in the confectionery and beverage markets I expected the graduate program would give me opportunities to work in and learn about each major function involved in marketing, manufacturing and distributing a large volume of goods to various locations in Asia Pacific. Given the program's reputation I also expected to be given a wide variety of challenges and training which would develop my own skills and work on weaknesses.

What you have been doing since joining Kraft Foods?

Since joining the program I have been working within the logistics development and international freight logistics team. Over the course of this rotation I have been involved in several projects all with the aim of improving the Kraft Foods supply chain. Specifically I have been involved in the tender process for our import and export activities. Through analysis and creation of new models my project allowed the company to negotiate better shipping rates with our transportation companies. Alongside this, I have been involved in a project which has the aim to better forecast and distribute our seasonal items so that Easter stock is available on time and in full to customers.

My highlights and key experiences...

The way in which the graduates were welcomed, assigned mentors and introduced to the previous Kraft Foods graduates made the transition into the company very easy and enjoyable. The induction and training provided along with the month out on the road allowed me to gain knowledge about the company and its products.

In my role I have been allowed to take part and often drive the negotiations between us and our suppliers, enhancing my experience and skills in negotiation. Another key experience has been my site visits to many of the shipping lines and warehouses our distribution network uses. This allowed me to meet the people I would be working with and gain a better understanding for supply chain as a whole.

Advice for future graduates?

Research into the company, get a feel for Kraft Foods values and history as it is a good indication into the culture within the organisation. Prepare thoroughly for the interviews and keep the faith as it's a long selection process.

Commercial Graduates

Name: Tony 2009

Current Role: Commercial Graduate

What did you expect from the program?

Before joining the company, I had heard many great things about the Kraft Foods graduate program. I had high expectations that Kraft Foods would be able to offer a variety of challenges, not only within the function in which I wanted to specialise, but also within the other functions throughout the organisation. Being a leading and international player in the market, I also expected the graduate program to have the resources and flexibility for me to develop my knowledge and experiences to help me further my career. Needless to say, I couldn't wait to have fun and enjoy the perks of working with some of the best brands in the world.

What have you been doing since joining Kraft Foods?

My first role in the program has been a Territory Manager as part of the Sales Team. This has been an enormous learning experience, but equally exciting, as I have been given the responsibility of looking after all the stores in my territory. This has involved going around to stores on a regular basis to ensure they are up to scratch, checking compulsory compliances, selling in our products and promotions, setting up extraordinary displays and building strong relationships with all our customers. This has been a lot of fun because everyone loves the Kraft Foods brands. Coming from a marketing background at university, this role has been particularly valuable as it has given me greater understanding and broader perspectives of Kraft Foods and our brands, which I would not have been able to do otherwise. During this role, I have enjoyed the freedom and flexibility of managing my own time, while being completely responsible and accountable for the performance of my stores.

My highlights and key experiences...

The people are a big highlight. I am still taken back by how friendly, supportive and helpful everyone has been since I have started with Kraft Foods. Everyone makes you feel welcome and they are always willing to help you out and answer any questions. The program also has a number of professional training and development forums, which you get to experience with your fellow graduates.

Being on the road with the Sales team, I have developed a vast array of skills, particularly in stakeholder management, influencing and negotiation, all of which I will be able to take into my future roles at Kraft Foods, which is the great thing about going through the different rotations throughout the program. The high level of responsibility has been a difficult but very rewarding challenge, with a particular highlight from my role, being achieving the highest growth in the state for a store sales challenge.

Advice for future graduates?

Make sure you have a good understanding of Kraft Foods as an organisation and the market in which it operates, but also understand why you want to work for Kraft Foods. What can you bring to the organisation?

Kraft Foods is an amazing environment to develop your career. Become a sponge, be prepared to learn a lot, and then keep on learning. There's no such thing as a stupid question. Make use of the vast number of people and resources around you. Take the time to meet as many people as you can. Always stay open minded and embrace all opportunities that you encounter.

Name: Dwayne 2008

Current Role: Graduate - Commercial

What did you expect from the program?

Being an existing Kraft Foods employee I expected joining the graduate program would provide me with the opportunity to experience working at the national head office level and give me some insight into what that environment and culture is like. I also expected the program would enable me to further develop my skills and experiences so that I will be ready for my first role once completing the program.

What you have been doing since joining Kraft Foods?

My first rotation has been within the 'National Sales Operations' team, which has been extremely exciting being involved in the many various projects that impact on the states and their field sales teams. The project I have been working on is to produce a 'Brand Catalogue' for Territory Managers which has enabled me to meet and work with people across the many functions including Sales, Marketing, Insights, Channel Marketing, Finance and IT.

My highlights and key experiences...

Experiencing the graduate program with six other people, learning together and forming close relationships based on this common bond has been a real highlight. I have also enjoyed how all the past and present graduates are extremely close, keeping in contact regularly and often catching up.

Advice for future graduates?

The only advice I could offer would be to take the time to meet as many people as you can whilst you're settling in and to understand what their role is and how it fits into the businesses structure. Understanding how the different roles, teams and functions work together to deliver the business results will position you well going forward.

Finance Graduates

Name: Stephanie 2009

Current Role: Finance Graduate

What did you expect from the program?

The expectations I had from the graduate program were two fold. Firstly, I looked forward to developing my own professional skills and abilities and learning from those who have knowledge and experience in my function. I also looked forward to gaining a broad understanding of the different functions of the company, from the commercial end to the finance end and all that it entails to make such a large company so successful. I expected to gain knowledge on how an organisation such as Kraft Foods works in the local and global markets.

The program is also focused on training and development and it was one of the key attractions for me personally, that I would be given the support and experience to help improve my skills and gain knowledge so that I can properly plan and develop my career.

What you have been doing since joining Kraft Foods?

Since joining Kraft Foods, I have been exposed to two different sides of the business. My first month was out on the road with the sales team learning about their role, their relationships with customers, the products etc. It's an invaluable experience because being from a finance background, it's rare that you get such an exposure to the sales function. It is an experience I have found that I draw upon even in my current rotation. Currently I am part of the Kraft Foods Business Services team in the general accounting function. I have been working on our inter-company accounts and I am currently conducting a review of the management of an account and how it has been reconciled in the past.

My highlights and key experiences...

I have found that it's the people that make the experiences great wherever you are and it is exactly the same here at Kraft Foods. From my team in general accounting, to the other graduates from past and present years, along with the support I have received from my mentor, the transition into working life has been easy and rewarding so far. I'm enjoying the learning process and look forward to completing my next rotations.

Advice for future graduates?

Stick with it. The recruitment process is long but it is well worth it. Always be prepared to draw on past experiences whether it is from a work, university or even a personal experience. Also, ask questions. You are selling yourself to Kraft Foods, but they in turn need to sell themselves to you, after all, it is your future.

Key Dates

Application closing date: 11 April 2011

Online Assessment: April 2011

Assessment centres: May 2011

1st Round Interviews: May/June 2011

2nd Round Interviews: June 2011

Reference Checks: June/July 2011

Offers: June/July 2011 (if not before)

All dates specified for the 2012 Taste Program (including the date in which applications close) are subject to change. Kraft Foods may change the dates from time to time by notification via email. You may be asked to complete other assessment activities in addition to those listed below.

Online Testing

After application screening, the next stage involves online testing of your ability in verbal, numeric and abstract reasoning. This component is timed and takes just over 1 hour to complete.

Tips:

- Ensure that you take the test in a quiet environment where there are limited distractions and disturbances
- Make sure you that you read the instructions
- It is best to work quickly and accurately. If you are unsure of the answer, try to go with your first instinct.

Assessment Centre

Those who are successful through application screening and online assessment will be invited to participate in an assessment centre. The assessment centre involves a range of activities and is designed to be fun and engaging and to give you the chance to show us more about yourself, how you work individually and in a small group.

The duration of the assessment is half a day and will be located in Melbourne. Please bring along:

- Passport/drivers licence/original birth certificate
- Academic transcript

Tips:

- Be yourself
- Listen to the instructions of the facilitator
- Dress professionally
- Have fun and discover your potential!

Interviews

Selected candidates will be invited to meet with Kraft Foods managers for an interview. Prior to this you may be asked to complete another online assessment to measure your style and behaviours at work. The interviews are behaviourally based and are a great way for us to get to know more about you, your skills, personal qualities and previous work experiences. We also see the process as a great way for you to get to know more about us and what it is like to work at Kraft Foods. We strongly encourage you to ask us questions. Successful candidates at the first interview will be invited to a second round of interviews.

Tips:

- Be punctual for the interview
- Find out the location and details of the interview ahead of time
- Dress professionally
- Be prepared and undertake research on Kraft Foods
- Be enthusiastic and engaged in the process
- Think about some commonly asked questions at interviews and how you would answer them
- Practice your interview!
- Think about questions that you may wish to ask us

Offer

Before we invite the successful candidates to join the Graduate Program, we will undertake reference checks. Based on the outcome of these, we will contact you to invite you to join us at Kraft Foods. Should you accept, a confirmation offer will be made in writing. A probity and police check will also be conducted as a final stage of the selection process.

If you would like more feedback from any of the stages of the selection process, please feel free to contact us at kraftgrads@psylutions.com.au. Please note that we will only be able to offer feedback after the entire selection process has been completed.

Frequently Asked Questions

Q When does Kraft Foods receive applications for its Graduate program?

A Applications for the Kraft Foods 2012 Taste Program close on 11 April 2011. [Click here](#) to submit an application.

Q What sort of degrees/disciplines are Kraft Foods looking for?

A Kraft Foods usually seeks graduates from the following degrees:

- Marketing
- Commerce/Business
- Finance/Accounting
- Food science/nutrition/technology
- Human Resources/Psychology
- Engineering (excluding Computer Engineering)
- Supply Chain/Logistics/Operations/Manufacturing

Q Will I be working in the one area during the graduate program or rotated around?

A Graduates will have the opportunity to work in four different areas of the business. All graduates will participate in a four week Merchandising rotation at the beginning of their graduate program. Following on from this, graduates will have 3 x 6 month rotations.

Q What sort of graduates is Kraft Foods looking for?

A Kraft Foods is looking for graduates who are performance and values driven, have a passion, motivation and drive for their work, are collaborative and able to build relationships and work with a variety of people, are innovative and creative in their work style, demonstrate a forward thinking approach, are proactive and accountable in what they do and can thrive in challenging environments.

Q If I already have some work experience, am I still eligible to apply for the graduate program?

A We believe there is more to a person than their university degree and academic achievements, and therefore value and consider up to around 12 months previous work experience. However, if you apply for a graduate program, you will be considered for a graduate role. If you wish to be considered for other roles, you will need to apply through the normal careers page on the Kraft Foods website.

Q What training would I expect to receive at Kraft Foods?

A As part of the graduate program, you will have the opportunity to undertake a variety of training and development programs, including partaking in mentoring and coaching programs, the Learning Forums, as well as standard Kraft Foods training opportunities.

Q Can I still complete some of my university subjects after I start work?

A Kraft Foods would expect you to have finished your university degree by the time you commence fulltime work in the Graduate Program.

Q I am not an Australian citizen or permanent resident of Australia, can I still apply to join the graduate program?

A Only those graduates that are legally able to work in Australia without restrictions are able to apply for the Kraft Foods Taste program.

Q What if I am still waiting for my work visa/residency?

A Unfortunately, we won't be able to consider you if you are unable to legally work in a fulltime, permanent position in Australia at the time of application. However, once your visa/residency comes through, we encourage you to apply for the next Kraft Foods Taste Program.

Q If I am successful, when would I expect to start work at Kraft Foods?

A The estimate time that you will begin the graduate program is in February/March, however, if you are successful we will finalise the starting time with you at a later stage.

Q Who do I contact if I need to ask more questions?

A If you have any questions concerning the Kraft Foods graduate program, please feel free to email: kraftgrads@psylutions.com.au

Q What happens if I'm not available for some stages of the selection process?

A When you are contacted concerning any stage of the application process, feel free to discuss with the Graduate Recruitment team member if you are unable to complete a selection stage due to prior commitments and we will discuss the possibility of alternative arrangements.

Program Recruitment Feedback

If you would like more feedback from any of the stages of the selection process, please feel free to contact us at kraftgrads@psylutions.com.au. Please note that we will only be able to offer feedback after the entire selection process has been completed.

How was the Kraft Foods Graduate Program recruitment and selection process for you? Please feel free to provide us with feedback on what worked well and what could be improved. Please email: kraftgrads@psylutions.com.au