

2024 Livestock Career Development Program



APPLICATION PROCESS

How do I apply for Nutrien Ag Solutions' 2024 Livestock Career Development Program?

Head to our careers page, search Livestock Career Development Program, select the relevant location, and hit apply

<https://www.nutrienagsolutions.com.au/careers>.

Applications open on the 26th June 2023.

When do applications close for the 2023 Program?

Applications will close on 28th July 2023.

What working rights do I need to have?

To be considered for the Livestock Career Development Program, you must have full Australian working rights. This may be Australian Citizenship or Permanent Residency status; you will be required to prove working rights should you progress to final interview and offer stages.

As an applicant, what can I expect from the selection Process?

All candidates are reviewed without bias and will be fairly assessed against the role and its criteria without discrimination. As part of the process, you will undergo a few different processes including:

- Online application (CV, and cover letter are essential)
- Telephone screening
- Virtual (Microsoft Teams) or Face to Face interview which will include behavioural, open-ended, and situational interview questions
- Due diligence checks including a minimum of 2 reference checks
- You will be required to complete a pre-employment medical and provide proof of Q-Fever vaccination. In the instance that you have not been vaccinated for Q-Fever, we will arrange this for you through our health providers.
- A visa/VEVO check will be initiated if required

- Verbal offers for successful candidates

When will I hear back about my application?

You will receive a confirmation email within 24 hours of submitting your application. While we screen applications as they are submitted, applications are open for 5 weeks from 26th June to 28th July. Most applications are processed and progress to the next stage within 2-3 weeks, however the whole process can take up to 8 weeks. We aim to keep you informed of your progress throughout the assessment stages. Due to the volume of applications, we are unable to respond individually to requests for status updates.

I am an existing employee at Nutrien Ag Solutions, do I still need to apply for the program?

We encourage you to still apply through our careers page.

What happens if I am not successful?

A member of the Talent Attraction team will inform you either written or verbally as to the outcome your application. Whilst we may not be able to offer you a position in the program, we may consider you for other roles and encourage you to continue to apply for other opportunities with us.

Can I apply if I don't have relevant Livestock experience?

Our Livestock Career Development Program is specifically aimed and catered for candidates who have had experience within the agriculture industry, especially within the Livestock Industry. Should candidates not have any experience, you may find more appropriate jobs on our careers site:

<https://www.nutrienagsolutions.com.au/careers>

What are the requirements for me to apply to the Livestock Career Development program?

Applicants must have a strong desire to learn and succeed in the livestock industry, excellent

customer service skills, and strong negotiation abilities and will also demonstrate:

- Completion of Year 12
- Minimum of at least 24 months working in the agriculture or similar industry
- Current motor vehicle license
- Willingness to relocate
- You will demonstrate a willingness to learn, a proactive approach, strong communication skills and a passion for agriculture.
- You will be able to demonstrate customer service, problem solving and leadership capabilities.

What do I need to attach to my application?

Along with an updated resume, you will need to include a cover letter outlining your passion for the Livestock industry and how you relate to our company values of safety and integrity (no longer than one page).

Can I apply for more than one advertisement at a time?

Yes, you may apply for multiple opportunities that you feel are a match to your skills and your preferred location.





01

Application

Along with a copy of your updated resume, you will need to attach a cover letter telling us about the qualifications you have and the area of the business that interests you, and also why this program aligns with your values and interests.



02

Phone Screening

An initial telephone screening will be conducted by a member of our Talent Attraction team.



03

Interview

Once you have been successful you will be invited to meet with someone in the business unit for an interview either virtually or face to face.

This is your opportunity to showcase your skills and suitability for the role.



05

Pre-Employment Checks

Depending on the role, you may be required to complete background checks, reference checks or medical.



06

Offer

Congratulations you have made it to the end of the recruitment process, and we will be presenting you with a job offer

YOUR EMPLOYMENT

When will I start working?

For our South-East (VIC, SA) and North-East candidates (QLD, NSW) you will commence work in February 2024. For our successful WA candidates you will commence work in September 2023 to assist with our peak season.

Is there an opportunity to work casually or part-time prior to the commencement of the program?

We often have several casual opportunities available, and, in some instances, we may engage you for casual work prior to the commencement of the program. During the recruitment and selection process, we will ask you if you are interested in any pre-start work.

What benefits does Nutrien Ag Solutions offer?

Nutrien Ag Solutions offers a competitive salary package. In addition, we offer a comprehensive benefits package and development program. Some of our benefits include:

- A competitive remuneration package
- An attractive remuneration package
- An additional day of leave – Nutrien Day
- Gender neutral parental leave policy
- A supportive, flexible, and engaging environment that will support personal/professional development
- Opportunities to support community partnerships across our network
- Be a member of a company committed to feeding the future
- Ongoing training and development to pursue individual ambitions
- Purchase Leave – purchase additional annual leave at the beginning of each calendar year
- Wellbeing - annual health checks & flu shots- onsite wellbeing sessions & webinars
- A culture of learning!



ABOUT THE LIVESTOCK CAREER DEVELOPMENT PROGRAM

How long does Nutrien Ag Solutions' Livestock Career Development Program go for?

Nutrien Ag Solutions Livestock Career Development program is a 24-month structured program that provide our Livestock Sales Trainees with a wide range of development opportunities. It is a two-year blended learning experience, offering a holistic approach to development. The program has been carefully designed to inspire, educate and support our next generation of livestock sales leaders.

What happens to my employment at the conclusion of the program?

The Nutrien Ag Solutions Livestock Career Development program is just the beginning of your exciting career journey with us. Unlike many other opportunities with other businesses, our roles are permanent positions, and many of our Livestock Sales Trainees have gone on to achieve internal promotion and continue to work towards their professional goals.

What will I learn throughout the program?

Our Livestock Trainee program is designed to broaden your knowledge of how the Livestock Industry operates, the 24-month program includes:

- **Accelerated learning opportunities** to kick start your career within Livestock
- **Professional networking opportunities** to allow you to socialize with your peers and leaders across the business
- **Placement mobility** once the 24-month program concludes. You may be required to or have the opportunity to move locations all part of ensuring you get the most out of your experience with us.
- **Business skills** – compliance, sales and client relationship building, communication, marketing and social media, understanding finance, problem solving and negotiation and leading and managing a team.
- **Livestock skills** – next generation stock and station agency skills, livestock productivity, animal

health and nutrition, Auctions Plus, auctioneering, wool technical and market requirements and emerging technology.

- **At the conclusion of the program, you will receive an in-house certificate in Livestock Marketing.**

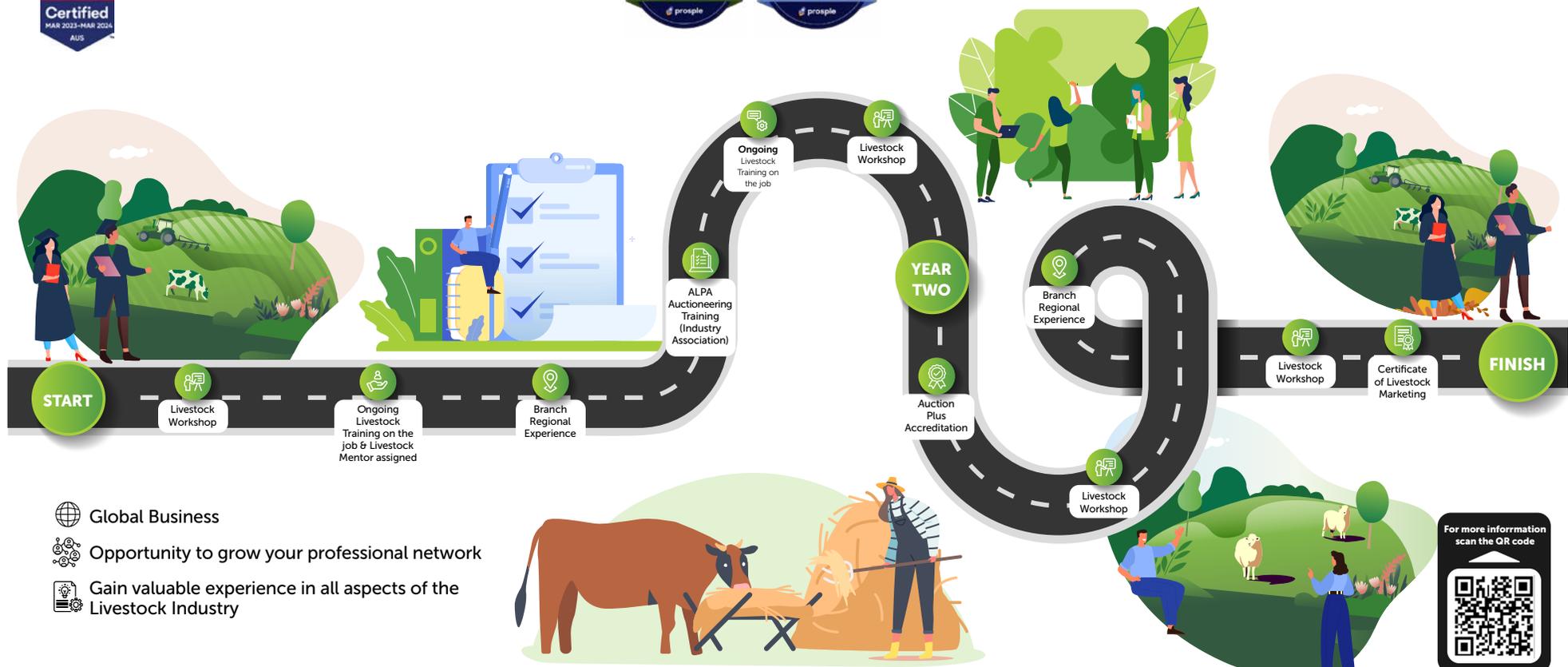
Will I get to network and socialise with other Trainee's whilst on the program?

We bring several talented livestock trainees each year, which means there is a large support network of early career professionals in the business. You will meet and start building your networks throughout the Livestock Trainee Program and will also be encouraged to attend both internal and external industry events.





Your Livestock Development Journey Nutrien Ag Solutions



-  Global Business
-  Opportunity to grow your professional network
-  Gain valuable experience in all aspects of the Livestock Industry





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