



**Start your journey.  
Grow your career.**





# Come help change the world!

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Not every career offers you the opportunity to do rewarding work that helps enrich the lives of people all around the world. At ADM, that's kind of our thing. Whether we're finding new opportunities for renewable products, developing the next flavor trend, or ensuring crops get to parts of the world where they're needed, the problems we solve are making a real difference. And that's where you come in. Within ADM's Trainee Programs, you will unlock your full potential. At ADM, we need people who are passionate about solving the nutritional challenges of today and tomorrow. People who want to contribute to something greater than themselves, making a lasting impact.

ADM unlocks the power of nature to enrich the quality of life. We're a premier global human and animal nutrition company, delivering solutions today with an eye to the future. We're blazing new trails in health and well-being as our scientists develop groundbreaking products to support healthier living. We're a cutting-edge innovator leading the way to a new future of plant-based consumer and industrial solutions to replace petroleum-based products. We're an unmatched agricultural supply chain manager and processor, providing food security by connecting local needs with global capabilities. And we're a leader in sustainability, scaling across entire value chains to help decarbonize our industry and safeguard our planet. From the seed of the idea to the outcome of the solution, we give customers an edge in solving the nutritional and sustainability challenges of today and tomorrow.

## YOU WANT TO KNOW HOW COMMODITY TRADE WORKS?

Within the two year **COMMERCIAL TRAINEE PROGRAM** you will learn the grassroots of the agricultural commodity trading, transportation and processing markets through hands-on, meaningful roles within our locations.



You will follow a learning plan which balances business requirements and personal development. You will be supported by a mentor from the Trading team. During your traineeship, you will also learn about contract law, logistics, contract execution, risk management, and the financial implications of trading decisions.

Every day, all around the world, our Commodity Trading Teams demonstrate ADM's commitment to deliver meaningful impact with our wide range of farmer services, investor services, and transportation and logistics. Whether it's helping our customers manage their grain operation, providing market analysis, or giving access to a global transportation network, you will help to grow their business.

After successfully completing the trainee program, you will be prepared for a future trading role and/or progressing down the path towards a commercial management role.



Bachelor or Master's degree (Economics, Business, Agricultural, Logistics/Transportation)

Strong interest in Agri-commodity trading business



## YOU HAVE A WEAKNESS FOR ANALYSIS AND NUMBERS?

During the **FINANCE TRAINEE PROGRAM** you will spend two and a half years in different finance functions in multiple ADM locations (e.g. Hamburg, Poznan). You will work closely with our highly skilled and experienced finance

management professionals during your rotations. Our finance functions include corporate finance departments such as: controlling and accounting, finance planning, statutory accounting, treasury, credit and indirect and excise tax including customs. The practical training of this program together with studying for professional accounting qualifications (ACCA CIMA), funded by ADM, will help you achieve your personal career aspirations and offers you prospects for an international career and the change to play an important role in the ADM finance organization.

The ADM finance team plays a key role in the success of the business, providing management and stakeholders with high-quality, accurate, and timely financial information for both business support and development and external reporting requirements. To successfully deliver a world class service to the business, ADM seeks high caliber team players able to gain the depth and breadth of skills across cultures in a progressive training program designed to equip you with the skills and experience required to be a first-class finance professional.

After successfully completing the trainee program, you are prepared to take on a challenge role in the ADM finance function you will be assigned to.



Bachelor or Master's degree (Finance, Business, Mathematical Science, Engineering)



Aptitude for analysis and numbers





## YOU ARE INTERESTED IN TECHNICAL AND OPERATIONAL PROCESSES?

Within the two year **OPERATIONS TRAINEE PROGRAM** you will be joining our team of experienced, professional engineers and managers and will be involved in our exciting production

processes and projects aimed at driving excellence, optimization and continuous improvement. As an Operations Graduate, you will progressively gain experience of ADM's operations across different business units and in different locations. Training will be gained through "hands-on" experience, as well as unique learning opportunities that stretch you and accelerate your development.

The elements of your program will be to work in shifts, rotating through different relevant departments to learn about operations and teamwork. You will also rotate through other departments to build knowledge of how different departments in an organization are connected. During your assignment to another location, you will act as deputy supervisor, deputy superintendent or a role that the company sees fit for you to obtain people management skills. In addition, you will be supporting Performance Excellence, our continuous improvement program, by participating and coordinating a workgroup. Whilst on the program, you will be assigned a mentor who will serve as a sounding board and provides additional support.

Upon completion of the Graduate Program, we review together based on opportunities and your skillset what the best next development role in the organization is for you.



Bachelor or Master's (Chemical or Food Processing, Mechanical or Electrical Engineering, Nutrition, Food, Pharma)



Desire to pursue an engineering career

## YOU WANT TO SOLVE THE NUTRITIONAL CHALLENGES OF TODAY AND TOMORROW?

Within the **SALES & MARKETING TRAINEE PROGRAM**, you will unlock your full potential. You will be part of a two-year trainee program where you will get to know various business units and gain Sales and Marketing skills in a hands-on job.

The objective of the trainee program is to get broad cross-business unit experience, to gain a general knowledge of ADM's businesses and products. You will have the unique opportunity to work in different countries where we will expose you to three different business units. During your assignments in each business unit, you will work on challenging projects and present your results to

senior leaders. You will be trained in the B2B industry, gain customer perspectives and get a general view of our entire operation and value chain. You will have the opportunity to be integrated into one of our local teams and an experienced colleague will mentor you throughout the program.



After successful completion of the trainee program, we will offer you a permanent placement in a Sales or Marketing role. ADM offers excellent development opportunities in a dynamically growing international company.



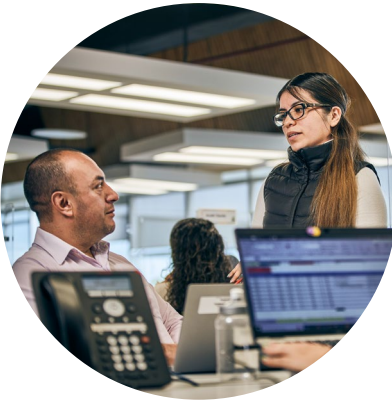
Bachelor or Master's (Business Administration, Economics, Food Technology, Agri-Agro Engineering)



Affinity with Sales & Marketing and a genuine interest in nurturing the planet

## YOU WANT TO COORDINATE LOGISTIC PROCESSES FROM AREAS OF SUPPLY TO AREAS OF DEMAND?

Within the two year **LOGISTICS & EXECUTION TRAINEE PROGRAM** you will be responsible for the execution and logistic of agricultural commodities. Within our locations you will learn the grassroots of the agricultural industry and make sure products are delivered on time from areas of supply to areas of demand.



Your first year is dedicated to learning the grassroots of logistics, contract execution and transportation. In the second year, you will further develop these skills while having more autonomy at another location. You will follow a learning plan which balances business requirements and personal development.

During your traineeship, you will be supported by a mentor from the logistics and execution team and you will learn about contract law, logistics, contract execution, risk management, transportation, production planning and the financial implications of execution decisions.

After successful completion of the trainee program, you are prepared for a future logistic or execution role at one of our locations.

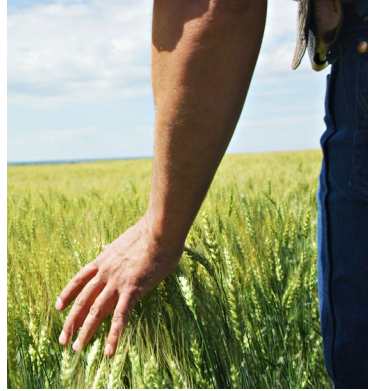


Bachelor or Master's degree (Logistics, Economics, Business, Marine Logistics/Transportation)



Interest in logistical processes





# Why it feels good to work for ADM

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- You can connect what you do with the **positive impact** that it has on the future of the food industry.
- **ADM truly cares** for its employees, and provides great support, in particular in times of crisis.
- **We are hands-on.** ADM is a big company, but you will be able to do **actual work from day one**.
- There is **room for innovative thinking, knowledge sharing, creating fun projects** to make work more interesting.
- **Yes, we offer flex work!** Managers and colleagues are encouraged to discuss and enable the flexibility that is needed to meet the demands of work and life.
- **Did we mention DE&I?** We are working on growing our ERGs, and strictly apply our **inclusive hiring** policy to all recruitments.
- A diverse set of benefits such as **mentoring programs, employee assistance program, fitness incentives**, and many more depending on your location of work.

# This matters the most for your Trainee Program

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- Demonstrated international or intercultural experience with the flexibility to relocate and ambition to have an international career.
- Strong drive for success, great analytical skills, you are self-motivated, results-oriented, you always strive for continuous improvement.
- Interpersonal skills to establish relations and an internal network.
- Comfortable working on matrix, international, and multicultural organizations.
- Ability to solve problems and act as a team player.
- English is our working language therefore you need to be comfortable working in this language, but any additional language is an advantage.



**Human Resources**

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