



Our foresight. Your inspiration.
Plant tomorrow's ideas.



KWS Graduate Program - Growing into the Future (m/f/d)

Start at KWS - Growing into the Future

Together we address the growing global food demand.

We offer an exciting entry opportunity for ambitious graduates and outstanding talents. Our vision is to grow a high potential talent pool for exciting career opportunities at KWS. You have recently graduated from a Master's degree in Agricultural Economics or Agricultural Studies or have a Master's degree with a Multidisciplinary Business Management focus. Interested in corporate strategy and leadership topics? Curious about the agricultural business? We offer a two-year program followed by the prospect of full-time employment. You can be the future of KWS.

Population growth, climate change and shrinking per-capita acreage.

Join in and solve these challenges with us. KWS spends between 18-20 percent of its revenue on research. Cutting-edge technology such as drones, robotics and new breeding technologies increase our efficiency. "Smart or Digital farming" enables tailored cultivation of the field based on data analysis and digitally controlled machines. The future of agriculture is already here. Come and be a part of it.

What should you expect during the two-year program?

Stretch Rotations

You will join dynamic teams to tackle 4 exciting and diverse projects throughout the 2 years. You will further your strategic thinking and influencing skills and have the sole responsibility of planning, overseeing and executing a project in a timely fashion. Having the chance to participate in diverse projects will allow you to get to know different aspects of KWS and further your understanding on how the business operates. We would like one of your projects to be an international project and we would like you to be based in a different country office if the conditions allow.

Mentors

You will be matched with an experienced KWS employee who will act as your personal mentor and will support your personal and professional growth.

Training & Development

You will join an extensive onboarding training where you will learn about how to think strategically, display leadership qualities, manage a project and communicate effectively. During the initial onboarding you will also visit the KWS headquarter as well as our renowned R&D center, and state-of-the-art breeding station's and have a frontline experience by taking part in field work. You will also take part in Franklin Covey's coveted training "The 7 Habits of Highly Effective People". This important training will lay strong foundations in your life journey and support you in adapting to change and taking full advantage of opportunities coming your way.

KWS Graduate Community

Every 6 months during project intervals, you will get together with your fellow graduates and spend time sharing best-practices, personally meeting KWS leaders, attending trainings of your choice and getting to know your fellow graduates through exciting team projects.

Social Responsibility Project

Together with your fellow graduates you will work on a Graduate Program - Social Responsibility Project and involve KWS leaders in action steps.

Why are you a good fit for our Growing into the Future Program?

- You hold a Master's Degree in Agricultural Economics or in a field related to Agricultural Sciences and support the degree with an interest in business/leadership topics. Alternatively you hold a Master's degree with Interdisciplinary Business focus (e.g: Management, Economics, Business Administration, Finance, Marketing or a relevant field) and support it with an interest in or willingness to learn about agriculture.
- You should have graduated (including thesis submission) and ready for full-time employment by October 2023 and be available for assessments during January-May 2023.
- You have no or minimal full-time job experience.
- You are keen on joining a career in the agricultural industry and you are passionate about business/leadership topics.
- You have demonstrated entrepreneurial thinking in the past and you possess a strong sense of initiative that drives you to innovate.
- You spent some time overseas doing study abroad, work abroad, internships, work & travel.
- You have engaged in extracurricular activities such as taking part in a political or non-profit organization, active membership with a student club, leadership experience in a university/community/work setting and/or engagement in a project.
- You possess strong intercultural skills. We are present in 70 countries around the globe, so working in multicultural teams and diverse environments is a key to your success.
- We are a global company, being fluent in English is mandatory; any additional languages would be an asset.

This is what you can look forward to:

- 30 days of holidays.
- Attractive remuneration package additional payment for holidays and Christmas
- Flexible working hours with home office possibilities.
- As a family-owned company we are guided by the values of team spirit, proximity and trust, independence, and vision; this culture is lived in practice creating a friendly working atmosphere from day one.
- Discounts from various companies.
- Flat hierarchy with open communication
- Make yourself grow – we offer additional trainings, classes and courses.
- Excellent work equipment (e.g. mobile phone, ergonomic workstations etc.), a fully-fledged, subsidized canteen and sufficient free parking spaces in Einbeck/Wohlde.

Ready to start a new journey with us? Draft up your CV, cover letter and any relevant certificates and submit them to us in English via our career portal.

Please note: Only applications submitted via our career portal in English including aforementioned documents will be considered.

For more information, please click here: [Growing into the Future - Career - KWS SAAT SE & Co. KGaA](#)

About KWS

KWS is one of the world's leading plant breeding companies. Over 5,000 employees in more than 70 countries generated net sales of around €1.5 billion in the fiscal year 2021/2022. A company with a tradition of family ownership, KWS has operated independently for 165 years. It focuses on plant breeding and the production and sale of seed for corn, sugarbeet, cereals, vegetables, oilseed rape and sunflower. KWS uses leading-edge plant breeding methods to continuously improve yield for farmers and plants' resistance to diseases, pests and abiotic stress. To that end, the company invested more than €285 million last fiscal year in research and development. For more information: www.kws.com/career. Follow us on LinkedIn® at <https://linkedin.com/company/kwsgroup/>.

Our data privacy policy for candidates is available on www.kws.com/dataprotection. Please select the country where the job you applied for is posted in and, if applicable, the specific business unit.