



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



Graduate Program - Growing with Innovation (all gender)

Program for business-oriented scientists

Start at KWS - Growing with Innovation

Together we address the growing global food demand.

The Growing with Innovation program is an entry door for ambitious scientists who want to be part of KWS and have a vision on how the application of modern technologies could pave the way towards a world with more sustainable agriculture.

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

Join in and solve these challenges with us. KWS spends a large portion of its revenue on research. Cutting-edge technology such as drones, robotics and satellite pictures increase our efficiency. "Smart or Digital farming" enables tailored cultivation of the field. AI improves data, data analysis and in vitro cultured plants offer opportunities to accelerate breeding programs. The future of agriculture is already here. Come and be a part of it.

What should you expect during the 2-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 senior KWS employee who will act as your personal mentor and will support your personal and professional growth.

Training & Development

You will join an initial 4 week onboarding training where you will learn about how to think strategically, display leadership qualities, self-brand and integrate design-thinking into your work. 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 stations and have a front line 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. To ensure your continuous learning throughout the program, you will have the chance to attend additional program-sponsored trainings on a periodic basis. Lastly, you will receive an individual training budget and you will be free to spend it on trainings internal or external.

KWS Graduate Community

Every 6 months during project intervals, you will get together with your fellow graduates and spend time sharing trainings, best-practices, meeting KWS leaders, engaging in alumni events and social responsibility projects.

Why are you a good fit for our Growing with Innovation program?

- You hold a Master's in Agricultural Sciences, Plant Sciences, Biology, Plant Biology, Bio Chemistry, Informatics,

This is what you can look forward to:

- 30 days of holiday, additional payment for holiday and Christmas
- Attractive remuneration package

- Biotechnology, Physics, Mathematics, Statistics, Molecular Breeding supported by a very strong interest in business/ leadership topics.
- You have a couple of years of experience where you showcased leadership potential. Experience can be demonstrated by professional, academic, or private activities.
- You are a highly engaged individual. You bring people together for ideas. Not only that, but you persuade people to follow you. You are a “driver” more than a “joiner”. You show passion and have demonstrated experience in leadership.
- You are keen on joining a career in the agricultural industry and you are passionate about the future of agriculture.
- You spent some time overseas doing study abroad, work abroad, internships, work & travel.
- You are highly engaged in extracurricular activities and in addition, you had leadership experience within a political or non-profit organization, a student club, university/community/ work setting and/or leadership 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.
- You should be available for full-time work by October 2025 and be available for assessments January-May 2025.
- Flexible working hours with remote working 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 through an individual training budget
- Relocation and visa support

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.

About KWS

KWS is one of the world’s leading plant breeding companies. Nearly 5,000 employees in more than 70 countries generated net sales of around €1.68 billion in the fiscal year 2023/2024. A company with a tradition of family ownership, KWS has operated independently for almost 170 years. It focuses on plant breeding and the production and sale of seed for sugarbeet, corn, 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 €300 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.