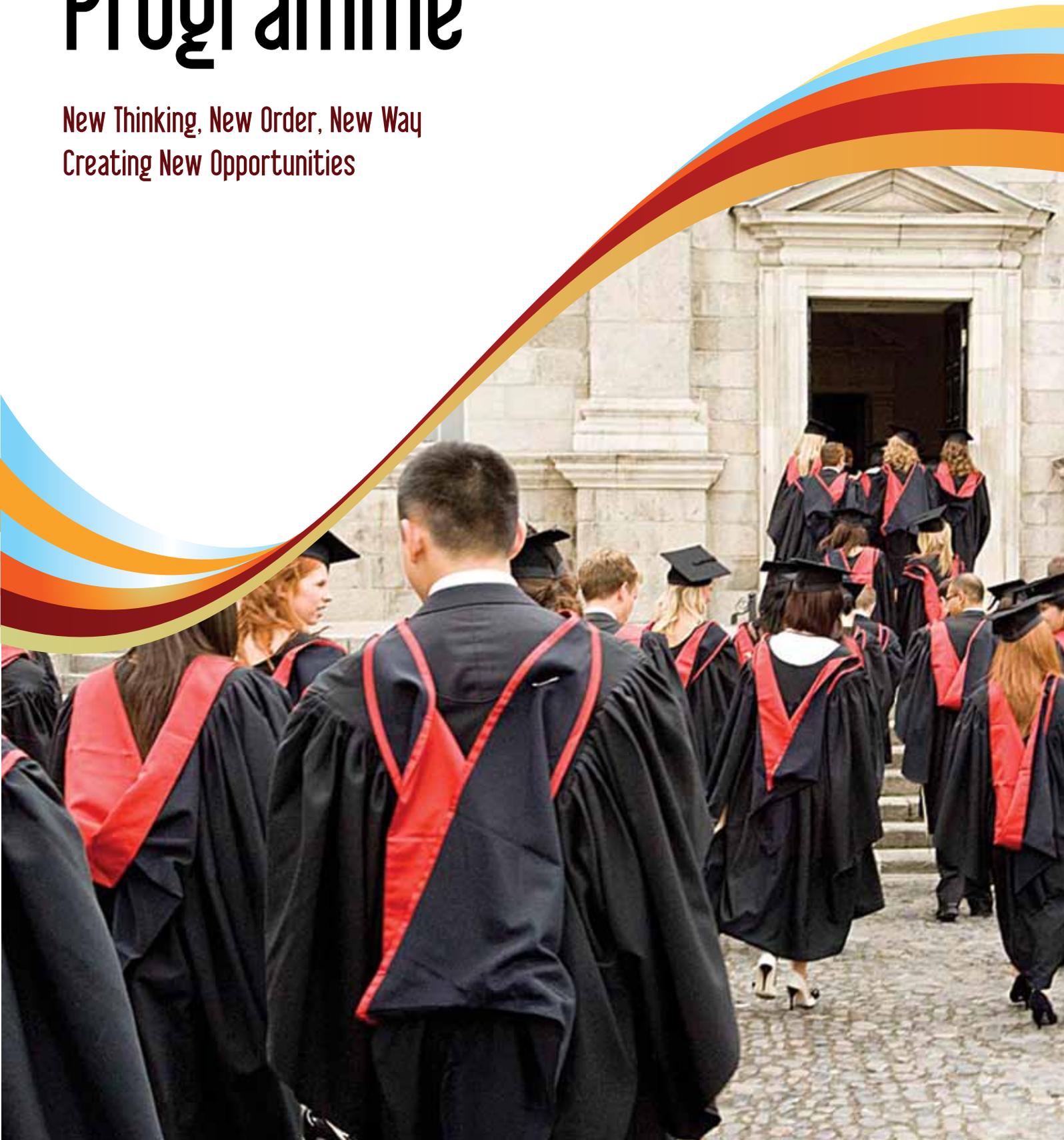


# Alltech<sup>®</sup> Graduate

# Programme

New Thinking, New Order, New Way  
Creating New Opportunities





opportunity  
commitment  
energy global  
NEW THINKING  
passion leadership  
performance teamwork focus  
innovation dynamism **entrepreneurship**  
NEW ORDER confidence education  
belief imagination inspired thinking  
opportunity commitment energy  
global NEW WAY passion leadership  
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dynamism **entrepreneurship** NEW  
THINKING confidence education  
belief imagination inspired thinking

## Alltech Graduate Programme

Alltech, a pioneer in the global agribusiness sector, seeks graduates with passion, energy and creative thinking to join its team of international executives. The Alltech Graduate Programme is an expressway to international management opportunities with a global industry leader. Tailored to the brightest and best university graduates who wish to work in a dynamic global context from the first day of their professional careers, this management development programme is both challenging and rewarding.

Assigned to one of our international offices during the programme you will spend 12 months living and breathing the Alltech Way, learning how a global market leader operates and how you can help write the next chapter in our success story. You will learn practical management skills and lay the foundations to a career that you shape according to your ambitions and skills.

The aim of the Alltech Graduate Programme is to give participants in-depth exposure to the management of a multinational agribusiness. Using experiential learning we will equip you with the tools and skills to excel in your chosen career path through structured mentorships and real-world projects. Why do we do all this? By investing in you we invest in the continued growth and success of Alltech as a pioneer and innovator in the world of health and nutrition for animals, plants and people. So like the best things in nature, it's a virtuous circle of planting, growth and harvest.

### Alltech Graduate Programme Goals

1. To attract the brightest and best graduates to work with us in management roles across life science, aquaculture, algae, crop science and fermentation technology, particularly related to the food industry.
2. To foster and capitalise on the entrepreneurial energy of our young managers leveraging Alltech's current assets and research expertise as we transform Alltech into a \$4 billion business by 2020.
3. To help build a framework whereby the global business community, research institutions, universities and governments can work together to foster innovation and differentiation that addresses fundamental resource issues.



## Programme Structure

As Alltech is a global company, this graduate development programme has a global orientation. The induction programme lasts for three weeks, starting out with a two-week visit to our European headquarters in Dunboyne, Ireland. Participants then spend a week at our global headquarters in Lexington Kentucky, USA. Beginning in the second month, participants may be posted to offices in countries including Brazil, China, Thailand, USA, Ireland or the United Kingdom while working in specific roles in sales, marketing, finance or research and development.

## Who we're looking for

Through a rigorous selection process, we are selecting 20 high-calibre graduates from backgrounds in science, veterinary science, finance, marketing, technical and business studies to join the Alltech Graduate Programme. We are looking for people who embody the Alltech personality – someone who is passionate, entrepreneurial, confident and energetic, someone who can relate to Alltech's core values of entrepreneurialism, expertise, energy and teamwork. Those selected should possess a record of high achievement and delivery in their personal lives and their college courses, exhibiting aptitude for leadership and excellent communications skills. We are looking for multilingual self-starters who are comfortable moving around the global village, working in teams and championing causes across cultures and borders. We are looking for talented people who are seeking responsibility and decision making opportunities early in their careers, who are comfortable with the prospect of helping develop Alltech's business in new and untold ways.

## What will I be doing?

As a team-member you will work on a number of real-life assignments in small groups while we will provide you mentoring, role-specific and management training during the initial 12-month period. Throughout the programme, you will use our state-of-the-art intranet and be exposed to instructors from some of the world's leading universities. Each participant will be assigned a mentor who will liaise closely with you for the duration of the programme.

A core element of this programme is the cutting-edge management development training you will receive including feedback and periodic review. Essentially, graduates will learn how to identify and exploit customer-centric business opportunities. To this end, we have also established the Alltech Angel Innovation Fund to help commercialise a select number of business projects during the course of the Alltech Graduate Programme.

## Where will it take me?

Apart from great hands-on experience and in-depth practical knowledge, participants will benefit from networking with business and industry colleagues and being exposed to managerial decision-making. Upon completion, graduates of the programme will be equipped and well prepared for a future role in managing or supporting a part of Alltech's business operations. You will be awarded a certificate of completion and assigned to an office with leadership responsibility for project coordination and completion.

## The Rewards

This is a salaried management development programme, which ensures you can operate independently while focusing on the tasks of learning and doing, and skillsets that may launch your career within Alltech.

Joining Alltech is an excellent choice for ambitious graduates. You will have many opportunities to network with some of the world's top experts across a broad range of fields in science and business. Upon completion of the programme you have an opportunity to travel extensively in your work, expanding your network of contacts, colleagues and peers while conquering new challenges. Graduating from this programme, you can be on track to be one of Alltech's next inspirational leaders.

## Joining the Alltech Graduate Programme

The programme will run for 12 months from the 3rd quarter of the business year. High achieving graduates are encouraged to apply directly to the Alltech Graduate Programme via the online submissions facility at [www.alltech.com/education](http://www.alltech.com/education). For further information please e-mail [alltechgrad@alltech.com](mailto:alltechgrad@alltech.com).



## About Alltech



Established in 1981 with \$10,000 in capital by entrepreneur and owner Dr. Pearce Lyons, Alltech is an example of how innovative thinking can transform an industry. Dr. Lyons' scientific expertise combined with an acute business sense, helped revolutionize the animal feed industry through the introduction of organic and other natural ingredients to animal feed and crop science.

Since establishment Alltech has grown at between 15% and 20% annually today employing almost 3,000 people, while conducting business in 128 countries. As it moves into consumer markets, more people are becoming familiar with Alltech's name and its activities. As proud title sponsors of the Alltech FEI World Equestrian Games 2010 in Kentucky and 2014 in Normandy, France we are excited

by the prospect of becoming a household name renowned for quality and excellence in everything we do.

With sales approaching \$1 billion, almost 10% of which is generated from Brazil, Russia, India and China, Alltech is dedicated to meeting the world's emerging health and nutrition challenges head on. Today our products, using yeast, fermentation and algae based technologies are used on farms and in food processing facilities worldwide to produce safer, healthier and more efficient nutritional solutions which help meet the immense food needs of our world's booming population. In meeting that challenge, our personnel are working on transforming Alltech into a \$4 billion company within the next 5 years, with China contributing 25% of that total goal.

A cornerstone of our business is innovation through scientific research and this process is enabled by a culture and spirit of excellence. Headquartered in Lexington Kentucky but with its European headquarters in Dunboyne, Co. Meath and Biosciences Centres around the globe, Alltech is well positioned as a global leader in agriculture, life science and bio-fuels. The privately owned company has 31 production facilities strategically located throughout the world including its state-of-the-art nutrigenomics centre and our algae plants. Nutrigenomics is the science of cellular level nutrition, which will revolutionise how we feed animals and people for optimal health and longevity. Our research into the energy potential of algae promises to transform the bio-fuel industry.

Here at Alltech we have the technologies, the reputation for excellence and the vision to lead the industry into new areas of value creation. We are looking for tomorrow's leaders and entrepreneurs to help bring Alltech to that next level. The Alltech Graduate Programme is just one of the ways we will achieve that goal. To find out more about Alltech, please visit our website at [www.alltech.com](http://www.alltech.com) or join our Facebook page. There you can register for periodic updates on developments in the world of health and nutrition.

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