IT GRADUATE PROGRAMME

**IT GRADUATE PROGRAM
2-YEAR JOURNEY**

DEVELOPMENT CAMP3

DEVELOPMENT CAMP1

POSITION IN ARLA

1ST ROTATION
8 MONTHS

2ND ROTATION
8 MONTHS

3RD ROTATION
8 MONTHS

DEVELOPMENT CAMP2

DEVELOPMENT CAMP4
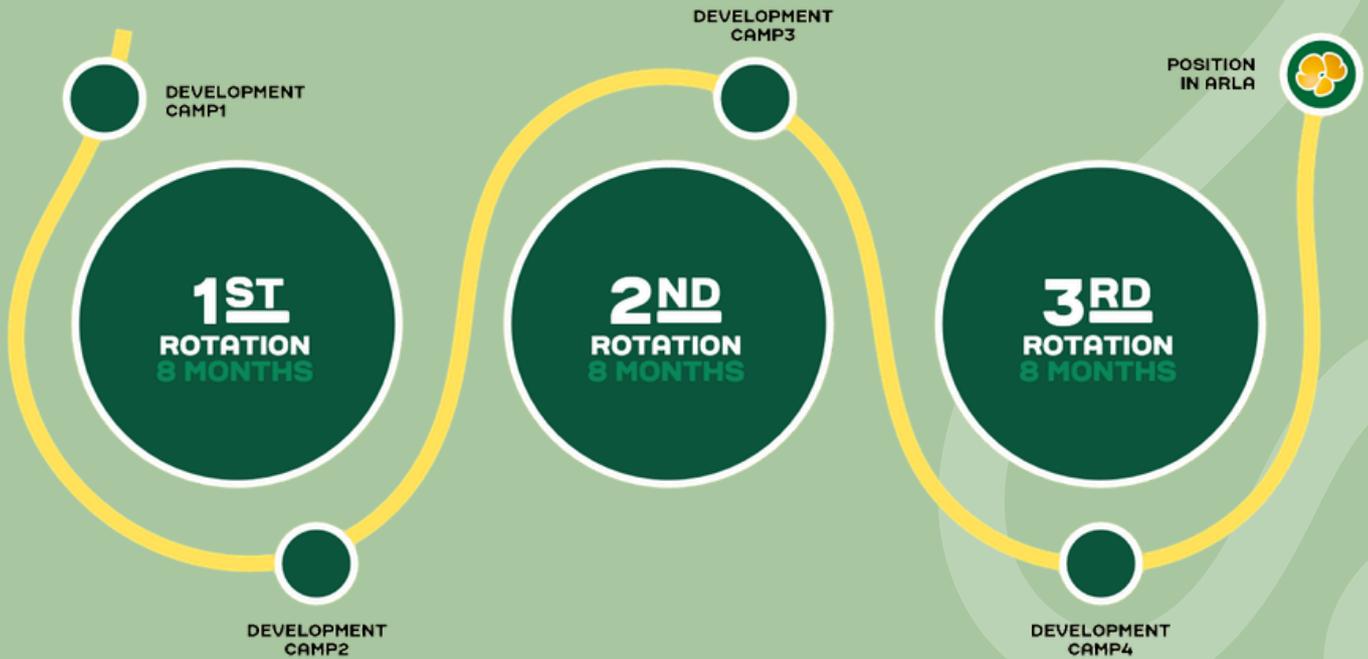
Application window 2nd of March until 12th of April

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EXPERIENCE ARLA IN GDAŃSK AS
TRAINEE IN SUPPLY CHAIN FINANCE

ROLE DESCRIPTION	This role support the Supply Chain Finance Controlling Team in Gdansk. Responsible for month-end processes, financial reporting, and contributing to standardization and automation initiatives.
KEY RESPONSIBILITIES	The role includes supporting month-end closing, performing regular financial postings, and assisting with automated controlling tools.
REQUIRED QUALIFICATIONS	The ideal candidate has an educational background in finance, accounting, or a related field, demonstrates strong Excel skills and is fluent in English.
SOFT SKILLS	The candidate is self-driven and team-oriented, able to work effectively under time pressure and meet deadlines, possesses good communication and analytical skills, and is open to change and continuous improvement.
WORK MODE	Office-based minimum 50% of the time

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STRENGTH COMES FROM WITHIN

EXPERIENCE ARLA IN GDAŃSK AS

Data Scientist (Regular/Mid)

ROLE DESCRIPTION	As part of the Customer Intelligence team, you will be responsible for developing predictive models and analytical tools that guide global marketing decisions and help the business better understand consumer behavior.
KEY RESPONSIBILITIES	You will design and implement models and analytical tools that provide insights into consumer trends, optimize campaigns, monitor digital performance, and support social listening.
REQUIRED QUALIFICATIONS	The ideal candidate has an educational background in Data Science, Computer Science, Statistics, along with 2–3 years of experience as a Data Scientist, and be confident in Python, SQL, Power BI, and cloud ML platforms.
SOFT SKILLS	The perfect candidate is curious, scientifically minded, and impact-focused, thriving when collaborating with marketing, IT, and innovation teams to turn data into meaningful business decisions.
WORK MODE	Office-based minimum 50% of the time

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STRENGTH COMES FROM WITHIN

EXPERIENCE ARLA IN GDAŃSK AS

AI Engineer (Mid/Regular)

ROLE DESCRIPTION	You'll join the Consumer Intelligence team at Arla and build + deploy AI agents that marketers around the world use every single day. It's a place where we move fast, experiment a lot, collaborate across teams, and where curiosity is genuinely a superpower.
KEY RESPONSIBILITIES	You'll rapidly build, prototype in 2–3 week sprints, and deploy AI agents, chatbots, automations and decision workflows using Azure AI tools, prompt engineering and integrations so Marketing & Innovation teams can work much faster while eliminating repetitive manual tasks.
REQUIRED QUALIFICATIONS	The ideal candidate has an educational background in Computer Science, Data Science, AI Engineering or similar, 2–3 years of hands-on experience building AI agents or LLM-powered automations.
SOFT SKILLS	The perfect candidate is curious, curious, hands-on builder who loves experimenting and iterating fast.
WORK MODE	Office-based minimum 50% of the time

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EXPERIENCE ARLA IN GDAŃSK AS

Associate Packaging Master Data Administrator (12/mos)

ROLE DESCRIPTION	You'll join the Packaging Master Data Team in Gdańsk to build accurate packaging data foundations that drive Arla's sustainability goals and support Packaging Managers across Europe — 12-month temporary contract.
KEY RESPONSIBILITIES	You'll collect & verify supplier packaging data/specs, maintain accurate & up-to-date records in 3DX system, ensure compliance with EU regs & Arla's sustainability strategy, respond to technical questionnaires from Marketing/Category teams, upload & manage sustainability statements/documentation, and assist Packaging Managers with stakeholder communication.
REQUIRED QUALIFICATIONS	The ideal candidate has relevant BSc or MSc (preferably in Material technology, Biomedical Engineering, Biotechnology, Chemistry, or data-related field), 1–2 years of data management experience, solid packaging material knowledge.
SOFT SKILLS	The perfect candidate is detail-oriented, proactive, collaborative communicator who thrives in a flat, first-name-basis Scandinavian culture and enjoys supporting cross-functional teams.
WORK MODE	Office-based minimum 50% of the time

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EXPERIENCE ARLA IN GDAŃSK AS

Member Support Agent with Danish

ROLE DESCRIPTION	You'll join our dedicated Member Support team in Gdansk (Global Shared Services) as a Member Support Agent with Danish — supporting 8500+ farmer owners across 7 European countries with timely help, data accuracy, and sustainable farming initiatives in a unique international setup.
KEY RESPONSIBILITIES	You'll give fast, accurate support to farmers every day, keep master data up to date, track milk quality and liaise with labs/logistics, build trust with farmers, create helpful guides, and jump on any ad-hoc tasks.
REQUIRED QUALIFICATIONS	The ideal candidate has at least a bachelor's degree, fluency in Danish (written & spoken), advanced English (speaking & writing).
SOFT SKILLS	The perfect candidate is proactive problem-solver with excellent communication, genuine passion for customer service and building relationships, strong attention to detail, self-motivation and great organization.
WORK MODE	Office-based minimum 50% of the time

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STRENGTH COMES FROM WITHIN