

Future Talent - Production Engineer

Job Summary

Future Talent Programme to program stażowy w ramach Tetra Pak. Oferujemy stałe stanowisko od początku września 2025 roku. Będziesz wdrażać indywidualnie zaprojektowany, 18 miesięczny program rozwoju, związany z konkretnym stanowiskiem i organizacją Tetra Pak. Podczas programu weźmiesz udział w szkoleniach i lokalnych rotacjach zawodowych w różnych częściach Tetra Pak, aby odkryć swój potencjał i rozwijać się zawodowo. W ramach programu Future Talent poznasz całą naszą działalność i będziesz współpracować z kolegami z całego świata! To dopiero początek Twojej kariery w Tetra Pak!

Dołącz do nas i wywrzyj wpływ, z którego będziesz dumny – dla żywności, ludzi i planety. Aby dowiedzieć się więcej o ścieżce technicznej naszego Programu Future Talent, kliknij tutaj <https://www.tetrapak.com/en-pl/about-tetra-pak/careers/future-talent>

Co będziesz robić

- Wspierać, a docelowo prowadzić projekty wewnętrzne (Business Transformation, Product Transfer)
- Wspierać i prowadzić inicjatywy Ciągłego Doskonalenia i Doskonałości Operacyjnej oparte na filozofii Lean Management
- Współpracować z kierownikami projektów i innymi zainteresowanymi stronami w celu zapewnienia terminowego i zintegrowanego gromadzenia wymaganych danych wejściowych, takich jak: listy projektów, zakres projektu, wartość projektu, ryzyko projektu, długoterminowe plany zasobów, dostępność materiałów.
- Analizować istniejące procesy produkcyjne i identyfikować obszary do poprawy pod względem efektywności, produktywności i opłacalności.
- Zapewniać wsparcie w opracowywaniu i wdrażaniu innowacyjnych rozwiązań w celu zwiększenia produktywności, redukcji strat i poprawy ogólnej wydajności operacyjnej.
- Współpracować z zespołami między działowymi w celu optymalizacji stanowisk pracy.
- Opracowanie i wdrażanie usprawnień procesów jakości
- Zapewniać wsparcie w ocenie i wdrażaniu rozwiązań automatyzacji i technologii w celu usprawnienia procesów produkcyjnych.
- Realizować szkolenie i udzielanie wsparcia pracownikom produkcyjnym w zakresie nowych procesów i procedur.

Wierzimy że posiadasz

- Minimum tytuł inżyniera. Preferowane kierunki: Inżynieria Przemysłowa, Mechanika i Budowa Maszyn, Zarządzanie produkcją, Inżynieria Logistyczna lub pokrewne
- Niedawno ukończyłeś lub masz zamiar ukończyć studia inżynierskie lub magisterskie
- Zdolności organizacyjne, szczególnie w działaniach długofalowych
- Otwartość na zmiany i umiejętność angażowania innych w ten proces
- Umiejętność prezentowania kreatywnych pomysłów
- Rozwinięte umiejętności komunikacyjne, prezentacyjne i interpersonalne
- Umiejętność analizy danych i wyciągania wniosków
- Jesteś zorganizowany, systematyczny i spójny, zorientowany na wyniki z silną osobistą motywacją
- Znasz biegle język angielski i język polski

Oferujemy Ci

- Różnorodność wyzwań z szerokimi możliwościami rozwoju i szkoleń
- Środowisko i narzędzia wspierające rozwój umiejętności przywódczych i zarządzania
- Praca w globalnym środowisku umożliwiającą poznawanie różnych kultur pracy
- Przyjazną kulturę pracy opartą na pracy zespołowej i przywiązaniu do wartości firmy
- Środowisko równych szans w zatrudnieniu, gdzie ceni się różnorodność i integrację
- Konkurencyjne wynagrodzenie i świadczenia w tym kartę sportową, program opieki medycznej, dofinansowanie do posiłków
- Umowę o pracę z 3-miesięcznym okresem próbnym

Aplikuj teraz

Jeśli zainspirujesz się, aby podzielić się z nami odpowiedzialnością za ochronę żywności w celu ochrony planety, aplikuj za pośrednictwem naszej strony karier pod adresem www.jobs.tetrapak.com.

Future Talent - Logistics Expert

Job Summary

Start your career development and become Tetra Pak's next Future Talent! We are looking for highly motivated new graduates to join us in 2025!

Future Talent Programme is a Trainee Program within Tetra Pak. We offer a permanent position starting in September 2025 at our site in Olsztyn, Poland. You will be onboarded to an individually designed development program for 18 months connected to a specific position and the Tetra Pak organization. During the program, you will participate in training and job rotations throughout various parts of Tetra Pak to explore your potential and grow as a person. As a Trainee here with us, you will get to know our entire business and collaborate with colleagues all over the world. And this is just the beginning of your Tetra Pak career!

Visit <https://www.tetrapak.com/about-tetra-pak/careers/future-talent> and read more about Tetra Pak Future Talent Program!

You will be based in Olsztyn, Poland.

What you will do

- Manage the procurement process, including identifying and selecting suppliers.
- Negotiate contract terms with suppliers to obtain the best prices and quality.
- Monitor and optimize inventory levels to ensure continuity of supply.
- Collaborate with the production department and other departments to coordinate material deliveries.
- Analyze the market and trends to identify new purchasing opportunities.
- Ensure compliance of procurement processes with the company's internal policies and procedures.
- Support and lead Continuous Improvement and Operational Excellence initiatives based on Lean Management philosophy.
- Collaborate with project managers and other stakeholders to ensure timely and integrated collection of required data.
- Analyze existing procurement processes and identify areas for improvement in terms of efficiency, productivity, and cost-effectiveness.
- Provide support in developing and implementing innovative solutions to increase procurement efficiency, reduce costs, and improve overall operational performance.
- Collaborate with teams to optimize procurement processes.
- Develop and implement quality process improvements in the procurement area.

- Provide support in evaluating and implementing automation and technology solutions to streamline procurement processes.
- Conduct training and provide support to procurement department employees on new processes and procedures.

We believe you have

- Minimum of an engineering degree. Preferred fields: Industrial Engineering, Mechanical Engineering, Production Management, Logistics Engineering, or related
- Recently completed or planning to complete engineering or master's studies
- Openness to change and the ability to engage others in this process
- Ability to present creative ideas
- Developed communication, presentation, and interpersonal skills
- Ability to analyze data and draw conclusions
- Organized, systematic, and consistent, results-oriented with strong personal motivation
- Proficiency in English and Polish, both spoken and written

We Offer You

- A variety of exciting challenges with ample opportunities for development and training in a truly global landscape
- A culture that pioneers a spirit of innovation where our industry experts drive visible results
- An equal opportunity employment experience that values diversity and inclusion
- Market competitive compensation and benefits with flexible working arrangements

Apply Now

If you are inspired to be part of our promise to protect what's good; for food, people, and the planet, apply through our careers page at <https://jobs.tetrapak.com/>.

Future Talent - CSO Trainee

Job Summary

Start your career development and become Tetra Pak's next Future Talent! We are looking for highly motivated newly graduates to join us in 2025!

Future Talent Programme is a Trainee Program within Tetra Pak. We offer a permanent position from start in September 2025 at our site in Warszawa, Poland. You will onboard an individually designed development program for 24 months connected to a specific position and the Tetra Pak organization.

During the program you will participate in trainings and job rotations throughout various parts of Tetra Pak to explore your potential and grow as a person. As a Trainee here with us, you will get to know our entire business and collaborate with colleagues all over the world. And this is just the beginning of your Tetra Pak career!

Visit <https://www.tetrapak.com/about-tetra-pak/careers/future-talent> and read more about **Tetra Pak Future Talent Program!**

You will be based in **Warszawa, Poland** but you will work in a global arena.

What you will do

- Learn to execute preventive maintenance activities in line with global Tetra Pak standard procedures and reinstate equipment.
- Learn trouble shooting skills (Problem Solving Methodology) to restore machines to operational basic conditions. Develop skills to execute installation tasks, assembling equipment as well as installation of relevant rebuilding/upgrade kits according to procedures and reinstate equipment into production.
- Execute timely maintenance and technical issues reporting according to procedures.
- Inform Tetra Pak staff about ongoing service activities issues affecting the customer or the quality of Tetra Pak service. Inform about any business opportunity discovered at the customer.
- Act as an ambassador for Tetra Pak at all times. Ensuring and promoting good working relationships with the customer colleagues.
- Execute all work in accordance Tetra Pak and Customer safety regulations and requirements regarding product quality and food safety.

We believe you have

- Bachelor's degree in Process Engineering, Mechanical and/or Electrical Engineering, graduated in 2024 or 2025
- You are fluent in **Polish** and **English**, written and spoken
- You have good communications skills, written and spoken
- Previous international studies/experience are considered meritorious

We Offer You

- Variety of exciting challenges with extensive opportunities for development and training in a truly global landscape
- Culture that pioneers spirit of innovation where our engineering genius drives visible result
- International rotation opportunities during your involvement in Future Talent programme
- Equal opportunity employment experience that values difference and diversity
- Transparency and boost in career opportunities – because WE PROTECT WHAT'S GOOD
- Committed and enthusiastic colleagues who are great team players, and experts in their area-with continuous opportunity to network with colleagues from all parts of the world
- Market competitive compensation and benefits Flexible working hours and home office
- Possibility to participate in local and global projects
- Being part of an international company with a secure background
- Continuous improvement

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Future Talent - Sales Analyst

Job Summary

Start your career development and become Tetra Pak's next Future Talent! We are looking for highly motivated newly graduates to join us in 2025!

Future Talent Programme is a Trainee Program within Tetra Pak. We offer a permanent position from start in September 2025 at our site in Warsaw. You will onboard an individually designed development program for 18 months connected to a specific position and the Tetra Pak organization. During the program you will participate in trainings and job rotations throughout various parts of Tetra Pak to explore your potential and grow as a person. As a Trainee here with us, you will get to know our entire business and collaborate with colleagues all over the world. And this is just the beginning of your Tetra Pak career!

Visit <https://www.tetrapak.com/about-tetra-pak/careers/future-talent> and read more about Tetra Pak Future Talent Program!

You will be based in **Warsaw, Poland** but you will work in a global arena.

What you will do

As our new Future Talent – Sales Analyst you will:

- **Collect and Analyse Data:** Gather sales data from various sources and analyse it to identify trends and patterns
- **Support Sales Forecasting:** Use historical data and market analysis to identify future sales potential
- **Do Reporting:** Create reports and presentations to communicate findings and recommendations to the sales team and management
- **Perform Market Analysis:** In depth knowledge on market conditions, competitors, and categories to provide actionable insights
- **Do Performance Monitoring:** Track sales performance against, projection and targets, analyse and provide findings and recommendations
- **Work closely with the sales, marketing, and finance teams** to understand and provide analytical support for decision making
- **Gain expertise for relevant tools** (i.e. PowerBi, Salesforce, SIMCO)

- Support teams in Value selling process

We believe you have

- You have a Masters Degree in Business, Marketing, Data Analytics or related field (Graduated 2024-2025)
- You are fluent in English, written and spoken
- It is possible that you have experience in sales or marketing, or projects that involved data analysis, market research
- Previous international studies/experience are considered an advantage
- You have good communications skills, written and spoken
- A very analytical, data driven mindset
- Overall good computer skills (MS Office)
- An outgoing personality and collaborative work style

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Future Talent - Order Owner Associate

Job Summary

We are looking for talented and highly motivated new graduates to join our Future Talent Programme starting in September 2025 and become the next generation of engineers and leaders in our industry.

We are looking for a Project Coordinator to enhance our team

You will be based in Olsztyn, Poland

What you will do

As Project Coordinator you will:

- Drive efficient order clarification to fulfil customer satisfaction
- Breakdown and plan the project into phases/sales orders and fulfil the plan and order milestones in time and in full according to budget
- Drive productivity in projects/sales orders through utilization of reusable solutions, standard component list and processes
- Manage scope of the sales order changes
- Support all the functions to deliver the project in schedule, quality and budget
- Administration of sales order and projects in SAP system

We believe you have

We believe you have:

- You have finished recently or are about to finish your Bachelor or Master Degree (graduation year 2024 or 2025 preferably in Technical University)
- Fluent Polish and English knowledge (both written and spoken)
- Basic knowledge and skills of project management
- Passionate working in an analytical position
- Be able to work independently as well as part of a team, structured approach
- Negotiation skills and ability to cope with change

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Future Talent - Junior Pre-Project Engineer

Job Summary

Start your career development and become Tetra Pak's next Future Talent! We are looking for highly motivated new graduates to join us in 2025!

Future Talent Programme is a trainee program at Tetra Pak. We offer a permanent position from the start in September 2025 at our site in Olsztyn, Poland. You will onboard an individually designed development program for 18 months connected to a specific position and the Tetra Pak organization. During the program, you will participate in trainings and job rotations throughout various parts of Tetra Pak to explore your potential and grow as a person. As a Trainee here with us, you will get to know our entire business and collaborate with colleagues all over the world. And this is just the beginning of your Tetra Pak career!

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You will be based in Olsztyn, Poland, but you will work in a global arena.

We are looking for a **Junior Pre-Project Engineer** who will be responsible for applying knowledge and tools to deliver the results within their own specialist area and work with the line managers to achieve overall process and factory KPIs.

What you will do

- Gaining expertise in food industry solutions (preferably dairy, beverage, prepfood, etc.)
- Assisting in process engineering and technical support for projects, including pre-projects and sales
- Supporting the design specification, dimensioning, and arrangement of process equipment and solutions
- Executing drawings in CAD software: P&ID, layouts, etc. (practice in 3D CAD environment will be an advantage)
- Participating in Line Concept, Design Criteria, Mass Balance, Performance Guarantees, Production Time Schedule
- Helping in Project Planning, Risk Analysis, and collecting data for project costs and budgets
- Defining line functionality, preparing and/or participating in creating Technical Descriptions and Process Functional Specifications

- Preparing engineering and quotation documents according to Tetra Pak Standards and Processes
- Participating in technical discussions with Market Operation teams, Customers, and Suppliers
- Collaborating on developing and improving customer plants regarding performance, safety, and quality and building of competitive solutions based on Tetra Pak portfolio
- Leading of pre-project process in a structured way and ensuring information flow in external/internal connection with pre-projects, documentation, and follow-ups
- Representing the company in front of our customers if necessary

We believe you have

- A Bachelor's or Master's Degree in Process Engineering, Food Technology, Chemical Technology, Mechanical Engineering, Automation or similar (graduated 2024-2025)
- Ideally, you have some hands-on experience in Process or Mechanical Engineering, particularly in Food Technology - liquid processes
- Fluency in English, written and spoken
- Good communication skills, written and spoken
- Previous international studies/experience are considered meritorious
- Strong drive for the result, an analytic mindset, and can find common solutions
- Ability to structure your work efficiently to deliver accurate and timely results
- Familiarity with food safety, hygienic design, and food industry standards, practices, and regulations

We Offer You

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- International rotation opportunities during your involvement in Future Talent programme
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- Committed and enthusiastic colleagues who are great team players, and experts in their area-with continuous opportunity to network with colleagues from all parts of the world

- Market competitive compensation and benefits Flexible working hours and home office
- Possibility to participate in local and global projects
- Being part of an international company with a secure background
- Continuous improvement

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Future Talent - Marketing Analyst

Job Summary

Start your career development and become Tetra Pak's next Future Talent! We are looking for highly motivated newly graduates to join us in 2025!

Future Talent Programme is a Trainee Program within Tetra Pak. We offer a permanent position from start in September 2025 at one of our European offices. You will onboard an individually designed development program for 18 months connected to a specific position and the Tetra Pak organization. During the program you will participate in trainings and job rotations throughout various parts of Tetra Pak to explore your potential and grow as a person. As a Trainee here with us, you will get to know our entire business and collaborate with colleagues all over the world. And this is just the beginning of your Tetra Pak career!

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You will be based in one of our **European offices** and work in a global arena.

Tetra Pak is not sponsoring work visas or relocation for this position.

What you will do

Are you ready to create a profit driving story based on customer acquisition, retention and high value output? We're seeking a hands-on Future Talent to join our Marketing team. You will be part of the driving force behind designing how a Marketing-influenced sales pipeline can transform our future state to nurture growth in the three businesses at Tetra Pak.

You will be playing a crucial role in enabling capability within our Marketing Automation activities, as well as participating in the roadmap definitions by exploring use-cases and best practices.

As our Future Talent – Marketing Analyst you will look into:

- **Digital Marketing optimization:** Implement Marketing Cloud Account Engagement projects with the ability to nurture programs, pages and emails. Optimize digital marketing processes within our Marketing Automation tool. Anticipate future needs of the Marketing team.

- **Monitor Marketing sales leads:** Support our team on improving Marketing-sourced sales leads to opportunity conversion. Monitor dashboards for performance tracking.
- **Liaise with business stakeholders:** Participate in cross-functional teams to deliver business and technical requirements, efficiently escalating issues from our Marketing team and facilitating communication on any critical matter.

We believe you have

- You have a Masters Degree in Business Administration, Marketing or related fields (Graduated 2024-2025)
- Experience working with Marketing Automation tools, preferably Salesforce Marketing Cloud Account Engagement. Having a Salesforce certification is an advantage.
- You are fluent in English, written and spoken.
- You have good communications skills, written and spoken
- Previous international studies/experience are considered meritorious

We Offer You

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