



WILLIAM JACKSON
FOOD GROUP

WELCOME!

WE'VE MADE THIS HANDBOOK TO GIVE YOU AN INSIGHT INTO
LIFE AS A GRADUATE HERE AT WILLIAM JACKSON FOOD GROUP.



WORK FOR A BUSINESS TO BE PROUD OF

“ One of the things that helps William Jackson Food Group thrive as a successful, long-term business, is having brilliant people working with us. We have ambitious plans for the future and as such need the best people in our businesses to achieve them.

We have been welcoming graduates into our business for many years and in fact have a couple of long-serving colleagues who started with us as a graduate and went on to progress successful careers with us. More recently we have formalised our graduate scheme with an intake each year and currently have a cohort of 14 really great graduates working across our businesses.

Our graduates have the direct support of our senior people, which I believe is crucial to the development of graduates on our scheme; it's the responsibility of our senior teams to ensure we get the best out of our graduates and that they get the best out of us.

Good luck! I look forward to meeting you should you decide to apply.

”

Norman.

Norman Soutar,
Chief Executive



WILLIAM JACKSON
FOOD GROUP

JACKSONS
— enjoy bread —

Aunt Bessie's

My Fresh

Abel & Cole

the
FOOD
doctor



The Fergusson Fawsitt Arms

WE'RE PROUD OF WHERE WE'VE COME FROM

BUT WE'RE GOING PLACES!

Our Chairman is Nicholas Oughtred and it was his great, great, grandfather William Jackson, who founded our business back in 1851.

William was clearly an old romantic as he married in the morning and opened our first shop, a grocer and tea dealer in Hull, in the afternoon.

Since then the business has been through many stages which have shaped the way we think and behave today. We're a sixth-generation family business and have a rich history, but don't make the mistake of thinking we're stuck in the past - there's lots more that we can achieve and we need even more bright people in our businesses on the journey.

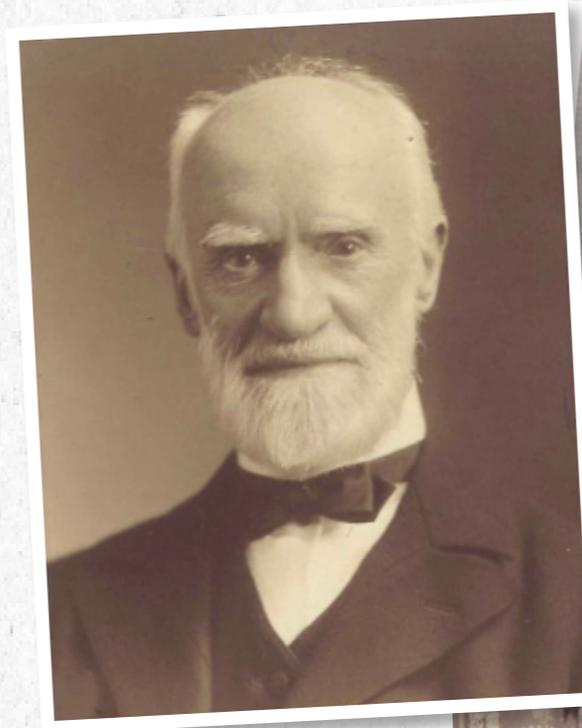


Photo above is our founder, William Jackson. To the right is our Carr Lane store which opened in 1861 (our head office was here until 1929), and top right is one of our horse drawn vans back in 1912.

"The company really does live and breathe the values; they really look after their employees and the opportunities they provide are excellent."

Megan, General Management Graduate (2016)

WHERE WE ARE TODAY

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During your two years with us as a graduate, you could be working in any one of our five businesses which are located across the country...

AUNT BESSIE'S - Hull, East Yorkshire

One of the fastest growing food brands in the UK. As well as its famous Yorkshire puddings, roast potatoes and chips, the growing range includes tasty stuffing, dumplings, seasonal veg and nostalgic desserts.

JACKSONS - Hull, East Yorkshire

The leading UK sandwich bread producer, baking more than one million loaves each week. It is also the home of Yorkshire's Champion Bread, baked to perfection in Hull using flour milled in Yorkshire.

MYFRESH - Chicksands, Bedfordshire; Murcia, Spain

Specialists in freshly prepared vegetables, sourcing ingredients through our Spanish business, WJFG Europe, when they're not available in the UK.

ABEL & COLE - Wimbledon, London, Andover, Hampshire

Established in 1988 and supplies high quality organic boxes, delivering a range of groceries, all ethically sourced to tens of thousands of homes across the country every week.

THE FOOD DOCTOR - Harley Street, London

Started by nutritionists in 1988 and today sells branded healthy snacking and bread products across major retailers as well as specialist health retail outlets.

We're a focussed food group with five terrific foodie businesses - Abel & Cole, Aunt Bessie's, our bakery Jacksons, MyFresh and The Food Doctor - plus a great pub, The Ferguson Fawsitt Arms.



INSPIRING THE NEXT GENERATION OF FOOD INDUSTRY LEADERS

Our graduate schemes have been created to provide people with a passion for the food industry and a solid foundation to excel in a food-related business environment.

Our diverse but complimentary food businesses provide the perfect platform to discover the industry first-hand.

Each of our schemes offers a challenging mix of hands-on experience, project assignments, and training opportunities. You will be given ownership over the work that you do, and benefit from exposure to senior leaders. By the end of your two year graduate scheme, you'll be in a position to make informed decisions about where your career in food manufacturing can take you, and you'll have had the necessary experience and training to equip you for a full time role.

“I felt accepted by William Jackson Food Group straight away, and developed a strong loyalty from day one. They have helped me grow as a young professional, and also make sure I am happy in the process”

Rhiannon, General Management Graduate (2016)

OUR GRADUATE SCHEMES:

WHICH IS RIGHT FOR ME?



TECHNICAL GRADUATE SCHEME

If you've got a food science or nutrition background and are keen to develop your existing knowledge further, then our Technical Scheme is the one for you.



GENERAL MANAGEMENT GRADUATE SCHEME

If you're passionate about the food industry, but aren't sure where your journey might lead yet, then our General Management Scheme will enable you gain skills and insight into a broad range of functions.

TECHNICAL SCHEME:

Training and development are at the heart of our Technical Scheme. Over the course of this structured two-year programme, you'll be working in two of our businesses across our Group. You will gain an in-depth understanding of the following: allergen management, customer and consumer complaints, HACCP, internal and external auditing, supplier approval, ingredient controls, quality systems and quality assurance... but that's just for starters!

“No two days are ever the same; the scheme gives great variety and you get so much industry insight.”
Hannah, Technical Grad (2016)



A DAY IN THE LIFE:

Lauren joined us in 2016 and is now on her second placement with Abel & Cole in Andover, Hampshire.

“At Abel & Cole we have dozens of different suppliers who we like to work closely with. I joined our grocery team for these visits; they are a really important part of making sure our customers are getting the best quality product possible. Another part of my role is to look at the policies and procedures we have in place to keep the food safe, assess how well they work, and understand if we need to make any tweaks.”

A DAY IN THE LIFE:

Tom is part of our 2017 intake, and is currently on his first placement in sales and marketing with The Food Doctor.

"I've mainly been involved in finding and organising cost-effective marketing activities that help improve brand awareness. This generally involves sending products to micro-influencers, and finding events where we can hand out samples. The highlight so far has been presenting my analysis back to the Head of Sales and Head of Marketing in a session on product promotion strategies."



GENERAL MANAGEMENT SCHEME:

We pack a lot into our General Management Scheme; over two years you'll complete placements in four of the businesses across our Group, and each of these placements will be in a completely different function. This variety of

experience will equip you with an invaluable understanding of how different departments and businesses work together, and enable you to make decisions about where your future in food will take you.

"I feel like I am constantly learning, and enjoying my work as I am able to be innovative"

Sophia, General Management (2017)

LIFE BEYOND THE SCHEME: MEET OUR CLASS OF 2017

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Back in 2015, Mark and Rosie started their WJFG journey as part of our first graduate intake. Two years, and a whole heap of experience later, we're delighted that they have now started full time roles with us!



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“One thing I love about my job is that no two days are the same. On a typical morning I might take some time to prepare for team briefs, whether it's finalising a presentation or gathering updates. We might have a customer meeting in the afternoon where we could be discussing anything from our current supply to new product development.

My placements have allowed me access to all areas of business and given me exposure to a wide range of stakeholders, from suppliers to end users. I feel I've grown in confidence, developed my love for food and most of all envisaged a career which starts here.”

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ROSIE SALES EXECUTIVE AT OUR BAKERY, JACKSONS

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“I help the Corporate Finance Director and Brand Strategist discover and analyse potential business development opportunities, decide on viability, create business cases and help present the case back to group board. This could be for potential acquisitions or investments or even the creation of a product/brand within the business.”

“The scheme has been challenging and fast-paced, but it's also given us opportunities to develop, insights into a fascinating industry and exposure to people in powerful roles who I've learnt a lot from. I'm incredibly grateful to be a part of WJFG”

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MARK DEVELOPMENT EXECUTIVE AT WJFG HEAD OFFICE

MAKING MY APPLICATION

Like what you've heard so far? Starting your application couldn't be easier. Here's how it works:

- 1 Submit your CV and tell us a little bit about yourself and why you're interested in working in the food industry. We'll be in touch within a month of the application deadline.
- 2 Congratulations - you've bagged yourself an interview. We'll be looking to get to know you better, and this is an opportunity for you to learn more about the scheme.
- 3 You're invited to an assessment centre- hoorah! You'll head to one of our businesses for a day of individual and group activities. It's a tiring day, but all of our current grads have really enjoyed the experience.

Remember, the more you put into your application, the more you could get out of it. Give us the best chance to see the real you.

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“Throughout my application journey I felt that WJFG made an effort to get to know me as a person, and that really made them stand out from a crowd of graduate employers”

Georgie, General Management Graduate (2016)

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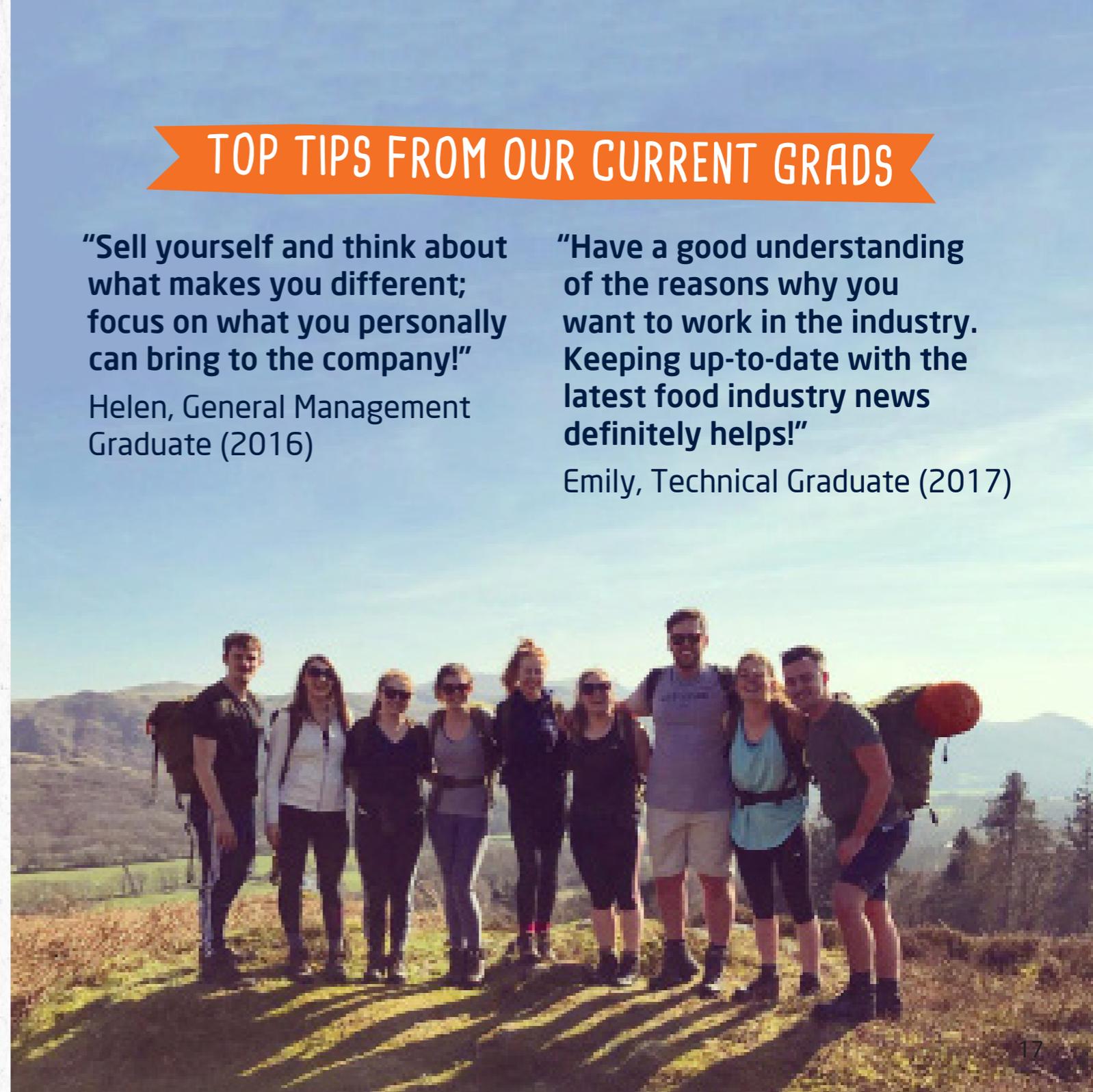
TOP TIPS FROM OUR CURRENT GRADS

“Sell yourself and think about what makes you different; focus on what you personally can bring to the company!”

Helen, General Management Graduate (2016)

“Have a good understanding of the reasons why you want to work in the industry. Keeping up-to-date with the latest food industry news definitely helps!”

Emily, Technical Graduate (2017)



KEEP IN TOUCH!

Follow us on Twitter, LinkedIn and Instagram to see the latest company news and find out more about what our grads have been up to:



@WJFG1851



@WJFGcomms



www.linkedin.com/company/william-jackson-food-group

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