



Costa Graduate Program



Costa is a global leading grower, packer, and marketer of premium quality fresh fruit and vegetables. Our success is built on a commitment to excellence, innovation, and sustainability across every part of our business.

As a graduate at Costa, you'll be part of a team that's passionate about producing the freshest, healthiest food — and constantly striving to do it better. From farm to table, we're focused on delivering quality produce, while nurturing the next generation of leaders in horticulture and agribusiness.

Costa has more than 8000 planted hectares of farmland including berries, citrus, avocados, bananas and table grapes.

We also operate 40 hectares of hi-tech glasshouses and three main mushroom growing facilities.

Our produce is supplied to all the major Australian supermarket chains, as well as independent grocers and a range of food industry stakeholders.

We also have majority owned berry operations in China, Morocco and Laos.

Costa is committed to sustainable agriculture. Not only is it a key strategy for maximising our profitability, it's also crucial to ensuring that our country's natural resources are utilised in both an environmentally responsible and efficient manner.

By taking this approach, Costa grows products which are healthy, safe and of the highest quality, while at the same time protecting our natural environment.



PURPOSE

Our Graduate Program provides a tailored 12 or 18-month experience for graduates in horticulture, agriculture, business or other related degrees. The program is aimed at attracting and retaining emerging leaders and innovators who are passionate about our industry. Costa strives to deliver a purpose designed practical experience across various aspects of horticulture operations, including involvement in leadership development and training programs.

The program provides exposure of the Costa Group business to university graduates in relevant courses. It highlights Costa's commitment to developing talent for the horticulture industry more broadly, while also gaining access to a pool of future leaders.

OVERVIEW

The Graduate Program includes formal and informal training and development opportunities. All roles (including permanent) have a six month probation period. Graduates will have the opportunity to not only work on farms, but also in Costa's nurseries, glasshouse, growing facilities and packing sheds.

WORKPLACE TRAINING AND DEVELOPMENT

Through our program graduates gain exposure to multiple areas of the business, to prepare them for future opportunities within the company. Successful graduates will spend time with different teams which may include agronomy, horticulture, operations, food safety/quality, harvest, sales/marketing and sustainability.



LOU WHEATLEY **Graduate 2024-2025**



Growing up in the industry I always knew I wanted to pursue a career in horticulture. However, with the endless opportunities in the agriculture industry I wasn't sure exactly where I wanted to take my career.

After completing my Bachelor's degree in agricultural science in 2023, I received a position in the 2024 Costa 12-month Graduate Program.

This program has enabled me to continue my passion for the Australian berry industry as a graduate horticulturist, whilst still having the opportunity to explore various sectors of the business outside of agronomy. The program has supported my leadership development through professional training and networking with industry leaders and has allowed me to continue my drive for a sustainable farming future.

Lou is now a Pest and Disease Horticulturist with the Berry Category in Far North Queensland.

KEY CRITERIA OF OUR GRADUATES

Applicants must have completed or be in their final year of a Bachelor level qualification or higher in horticulture, agronomy, plant science, rural science, business or related degrees relevant to the roles they are applying for. In addition, we are looking for applicants with:

- A strong interest in pursuing a career in our industry
- Willingness to relocate
- Current valid driver's licence
- Committed to a 12 or 18-month program
- Passionate about developing their technical and leadership skills through hands-on experience in a diverse team environment
- Strong interpersonal and communication skills
- Commitment to Costa's core values.

KEY FEATURES OF THE PROGRAM

- On-boarding program
- Designated "buddy"
- Participation in Costa Graduate group leadership training
- Access to senior leaders within the business
- Hands-on experience in different produce categories and regions
- Graduate Program group project assignments
- Upon completion of the program graduates may be offered permanent placement dependent upon the needs of the group.

These key elements apply regardless of the region in which the graduate is located.

GRADUATE INTAKE OPTIONS

We have three options within our Graduate Program: spend 18-months in our rotational program across the Group; 12 or 18 months within one of our produce categories; or permanent roles (commencing as a graduate) within a category or our corporate head office.

Successful applicants in our Group or Category programs will receive a maximum fixed term 12 or 18-month contract. Relocation support and subsidised accommodation for each rotation will be arranged by the company prior to commencement.

During and upon the completion of the Group or Category programs you will be eligible to apply for permanent roles which may arise within Costa. There is no guarantee of an ongoing position.

Costa Rotational Graduate Program

18-month program with expectation of permanency at the end of the program.

Three six-month rotations in three different produce categories.

Costa Category Graduate Program

12 or 18 month program with expectation of permanency and career pathway at the end of the program.

Rotate two to three times within the one category.

Costa Permanent (specialised) Graduate Program

Ongoing graduate positions with dedicated responsibilities and direct supervision and support from experienced staff.

SUPPORT

A range of support is available throughout the program. This includes:

Early Careers Manager

- Ensures design and delivery of the program
- Provides formal training and development
- Supports ongoing learning
- Monitors graduate's performance, development and engagement.

Farm or Functional Manager

- Provides challenging work
- Guides individual tailoring of the program
- Gives regular feedback and coaching
- Has regular career discussions.

Human Resources Manager

- Supports and champions the program
- Provides a category view and coordinates category/function wide activities
- Ensures successful induction to the category/function
- Provides onboarding to the business
- Has regular career discussions.

Mentorship

- Provides neutral support and guidance
- Shares own experiences and journey
- Opportunity to network
- Has relevant technical skills base.



DECLAN PORTMAN Graduate 2022-2023



The Graduate Program gave me the opportunity to experience a range of crop types and business operation roles, to enable me to identify what I wanted to do within the horticultural industry.

From this opportunity with Costa, I was able to experience and learn areas of agriculture that extended out of my agriculture degree and join a large network of likeminded individuals who want to push the industry forward for sustainable farming.

Declan moved into a role as a Pre-Pack and Warehouse Assistant Manager for Vertical Farming in Mernda.

LIDIA PEREIRA de ANDRADE Graduate 2021



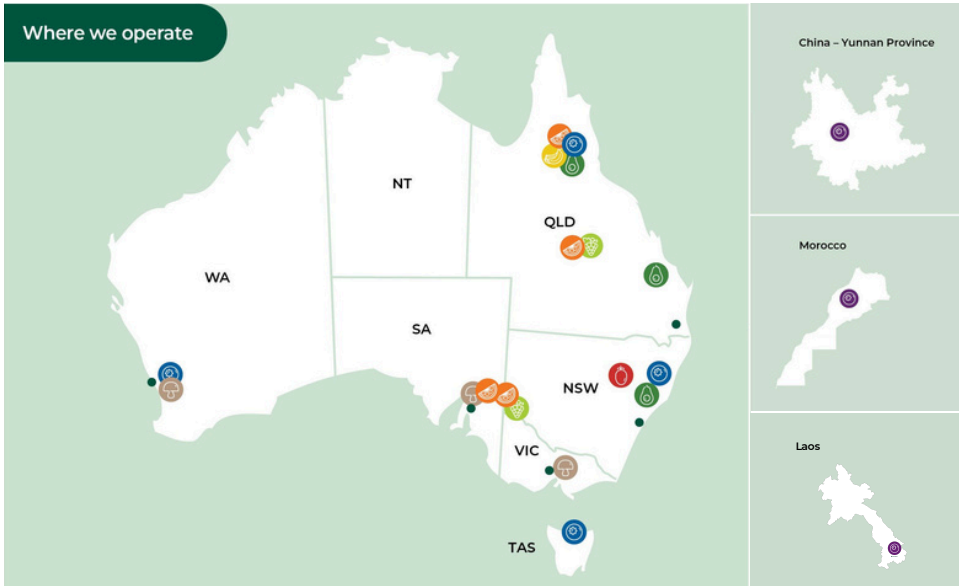
I did a farm visit with Costa in Tasmania when I was studying (at the University of Tasmania) and then I ended up getting the job which was really exciting.

I started with little experience in agronomy and I felt nervous, but I was lucky to come across experienced people who have been very willing to share their knowledge. Costa has been an amazing place to learn and grow professionally.

Lidia is now the Planning and Supply Manager for the Citrus Category in the Riverland.



Where we operate



Western Australia

- Berry Farms**
Gingin
- Compost Facility**
Mandurah
- Distribution Centre**
Jandakot
- Mushroom Farm**
Casuarina
- Select Fresh Group**
Canning Vale

Tasmania

- Berry Farms**
Dunorlan, East Devonport, Lebrina, Nine Mile, Wesley Vale
- Berry Distribution Centre and Packhouse**
East Devonport
- Distribution Centre**
Devonport

South Australia

- Adelaide Wholesale Market**
Pooraka
- Citrus Farms**
Amaroo – Murtho, Pike Creek – Lyrup, Solora – Loxton, Bookpurnong
- Kangara Citrus Farm and Packhouse**
Murtho
- Mushroom Farm**
Monarto
- Yandilla Citrus Farm and Packhouse**
Renmark

China

- Bailang**
- Manlai/Manle**
- Guangmen**
- Manhong**
- Shuangqiao (SQ)**
- Jinji (Agridark)**
- Xinze**
- Morocco**
- Northern farms**
Rouiff, Ouled 2, Ouled Zaoula, Riah Choauffaa Baytar 1, Baytar 2 Larache
- Southern farms**
Massa 1-4
Massa 5
- Laos**
- Paksong**

Victoria

- Docklands Support Centre**
Docklands
- Citrus and Table Grape Farm**
Colignan
Nanglioc
- Citrus Farm**
Lindsay Point
- Compost Facility**
Nagambie
- Melbourne Wholesale Market**
Epping
- Mushroom Farms**
Mernda, Yarrambat

- Avocados
- Bananas
- Berries
- Berries International
- Citrus
- Grapes
- Mushrooms
- Tomatoes
- Distribution Centre/
Support Centre

New South Wales

- Avocado Farms**
Comboyne, Fishermans Reach
- Berry Farms**
Corindi
- Citrus Farm**
Trentham Cliffs
- Distribution Centre**
Eastern Creek
- Table Grape Distribution Centre**
Euston
- Glasshouses**
Guyra

Queensland

- Avocado Farms**
Atherton, Paddy's Green, Dimbulah, Childers
- Banana Farms**
Walkamin
- Berry Farms**
Atherton, Tolga, Walkamin
Paddy's Green
- Brisbane Wholesale Market**
Rocklea
- Citrus and Table Grape Farms**
Emerald, Dimbulah
- Table Grape Farm**
Mundubbera

Scan the QR code to find out more



costagroup.com.au/careers/graduateprogram