

# Costa Graduate Program 2027



**Grow what  
matters**  
Careers with purpose

**costa**<sup>®</sup>  
well grown





**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 7,500 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 permanent or fixed-term roles which include a tailored 12 or 18-month experience for graduates in horticulture, agriculture, business, sales, human resources, WHS and procurement 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.

## KEY CRITERIA FOR 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
- Strong interpersonal and communication skills
- Commitment to Costa's core values.



## KEY FEATURES OF THE PROGRAM

- Structured graduate development and leadership training
- Mentoring from experienced technical and operational leaders
- Access to senior leaders, external facilitators and a network of current and former graduates
- Graduate program group project assignments
- Meaningful work that contributes to the future of fresh food production
- A pathway to build a long-term career within Costa.

These key elements apply regardless of the region in which the graduate is located. A six-month probation period applies.



### **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.





## 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.





## AMIRAH SAID Human Resources Graduate 2026

“What really brought my attention to the Costa Graduate Program is the fact that Costa is one of the leading horticultural companies in Australia. Getting to learn from the best in the business and people that have been here for so long has been really good and insightful.

This graduate program really allows me to get hands-on experience in the HR world.

I'm so excited to keep learning and I would really recommend this program as you get exposure to all parts of the business.”

## DAVID HALL Operations Graduate 2026

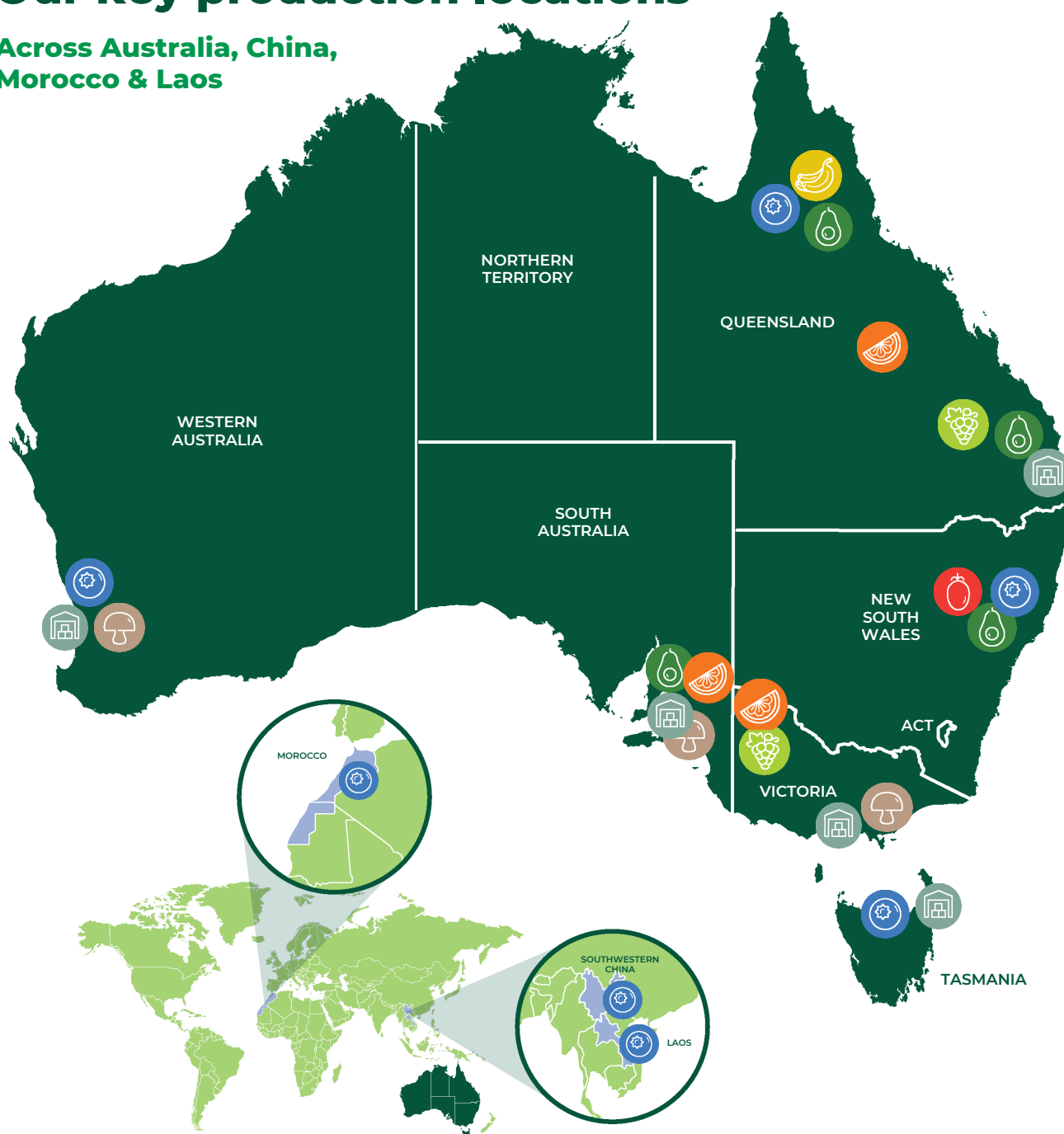
“I joined Costa's 12-month graduate program in February 2026 as a Pack Shed Graduate within the Avocados and Bananas division. Despite having no prior background in pack shed or operations, Costa's genuine investment in developing its graduates gave me the chance to work closely with the agronomy, harvest and sales teams, and build that experience from the ground up. Beyond my immediate team, the program has opened doors to network with Costa's executive leadership and colleagues across other divisions.

Costa's commitment to recognising and rewarding its graduates isn't just talk — after five months, I was offered a fulltime position with the Avocado and Banana team, and I am now Senior Shed Supervisor.”



# Our key production locations

Across Australia, China,  
Morocco & Laos



Four berry growing regions in Australia - New South Wales, Tasmania, Western Australia and Far North Queensland.



Three international berry growing locations - China (Southwestern), Morocco and Laos.



Three main citrus and grape growing regions - Riverland (South Australia), Sunraysia (Victoria and New South Wales) and Central Queensland.



Three mushroom growing facilities - Victoria, South Australia and Western Australia.



Three avocado growing regions - Queensland, New South Wales and South Australia.



40 hectares of glasshouse at Guyra, Northern New South Wales.



Bananas - Queensland



Costa Wholesale markets and distribution centre - Brisbane, Melbourne, Adelaide, Perth and Tasmania.

Scan the QR code to find out more



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