



CAREER PATHWAYS

PREPAREDNESS FOR A SUCCESSFUL CAREER
AT FINNEBROGUE AND THE FOOD INDUSTRY.



WE MAKE FOOD THE BEST IT CAN BE WITHOUT BEING
BOUND BY THE WAY IT'S ALWAYS BEEN DONE.



www.finnebrogue.com



02844 619300



Downpatrick, Co. Down



1991



STARBUCKS®



ABOUT FINNEBROGUE

EVERYTHING WE DO IS INSPIRED BY THIS LAND WE CALL HOME.

A family-owned business based in Downpatrick, we made our name producing premium sausages for leading supermarkets, before launching revolutionary Naked bacon and ham, made without nitrites in 2017; and opening the doors to a new state of the art plant-based facility in 2020.

Our story

Our story can be traced back to 1991. A family farm built into the £200 million pound business it is today. We just love this place. It's the land where we first bred a herd of deer. Where we built a business with a handpicked team that has grown into a community of over one thousand loyal people. Our ethos is based upon a belief that people are the lifeblood of our business – and our people strategy focuses on employees enjoying what they do.

Why Finnebrogue?

As one of the fastest growing food manufacturers in the UK, it's an exciting time to join our business. We have invested over £100 million in our facilities, been crowned Grocer Gold "Employer of the Year" in 2024, and our People Strategy continues to be recognised as 'best in class' at industry awards regionally and nationally.

Finnebrogue is a leading food producer renowned for innovation, sustainability, and quality. We offer dynamic career opportunities across a range of disciplines, empowering individuals to grow, develop new skills, and make a meaningful impact in a fast-paced, forward-thinking environment.

Whether you are a school leaver, returning to the workplace after a period of absence or experienced in your field and looking for a new opportunity, we offer career pathways that enable you to grow and thrive.



Our Technical team (pictured) include quality auditors who ensure all products meet the highest standards of safety, quality, and compliance.



CAREERS AT FINNEBROGUE

THE FOOD INDUSTRY OFFERS A WIDE RANGE OF DIVERSE ROLES.

COMMERCIAL ACCOUNT MANAGER OR EXECUTIVE	Build and maintain strong customer relationships, negotiate contracts, drive sales growth and ensure seamless delivery of products and services.
CUSTOMER SERVICE TEAM	Ensure smooth, timely, and accurate delivery of products to customers, while maintaining strong communication across production, logistics, and sales.
DESPATCH / INTAKE TEAM	Despatch and Intake are vital functions within the supply chain, ensuring smooth flow of goods in and out of the site. Together, they ensure product integrity, traceability, and efficiency at both ends of the production process.
ENGINEER / FACILITIES MANAGEMENT TEAM	Skilled team responsible for designing, maintaining, and optimising equipment and machinery to ensure smooth operations. They contribute to both the technical and operational aspects of the manufacturing process, working to improve production efficiency, reduce downtime, and ensure product quality and safety.
MANAGEMENT ACCOUNTANT / PAYROLL / ACCOUNTS SUPERVISOR / ACCOUNTS ASSISTANT	Act as financial partners to the business, turning data into insights that support both day-to-day operations and long-term growth. They play a key role in preparing budgets, driving profitability, cost control, analysing investment, compliance and decision-making.
HEALTH & SAFETY MANAGER / ENVIRONMENTAL OFFICER	Responsible for creating and maintaining a safe working environment, ensuring legal compliance, and protecting the wellbeing of all employees.

CAREER OPPORTUNITIES

THE FOOD INDUSTRY OFFERS A WIDE RANGE OF DIVERSE ROLES.

HR GENERALIST / ASSISTANT OR BUSINESS PARTNER	A central role in recruiting, managing employee relations & wellbeing, overseeing training & development, managing performance, ensuring compliance with employment laws.
HYGIENE OPERATIVE	Responsible for maintaining high standards of cleanliness and sanitation on the factory floor, to ensure food safety, product quality, and regulatory compliance.
MARKETING OR CATEGORY & INSIGHTS MANAGER	Work closely with the commercial team, product development and our designers to shape how our food is perceived, promoted, and purchased.



Our Engineering and Facilities Management team (pictured) comprise skilled professionals with backgrounds in electrical, mechanical or mechatronics. We offer apprenticeships in this department.



CAREER OPPORTUNITIES

THE FOOD INDUSTRY OFFERS A WIDE RANGE OF DIVERSE ROLES.

IT SUPPORT / BUSINESS SYSTEMS ANALYST	Ensure the efficiency, security, and scalability of technological and operational systems. Ensure smooth integration of systems across departments. Provide IT support to all employees.
R&D / INNOVATION TEAM	Manage projects aimed at creating healthier, tastier, and more sustainable food options. This includes managing collaborations with academic institutions and industry partners.
PRODUCTION TEAMS	Encompasses various specialised roles dedicated to quality, from production operatives and packers to mixing room and spice room operatives and machine operators.
PROCUREMENT TEAM	This team is integral to sourcing high-quality ingredients and materials that align with Finnebrogue's commitment to innovation and sustainability.
NPD MANAGER OR ASSISTANT MANAGER OR TECHNOLOGIST	Lead the creation of new products and development of existing products, from concept to launch, ensuring they align with market trends and consumer preferences.
SUSTAINABILITY MANAGER OR EXECUTIVE	Integrate sustainable practices across the production process; and oversee the company's environmental responsibility efforts.
TECHNICAL MANAGER, QUALITY TECHNOLOGIST OR AUDITOR	This team ensures that all products meet the highest standards of safety, quality, and compliance; and that all manufacturing processes adhere to relevant legislation affecting food safety and legality.

FIELDS ACADEMY

FACILITATING INNOVATION, EDUCATION, LEADERSHIP AND DEVELOPMENT FOR SUCCESS.

FIELDS is our comprehensive employee academy designed to provide multiple entry routes into Finnebrogue and bolster employee learning, development, leadership, and overall succession planning.

The Academy consists of four routes and employees are able to move within and between them as their career develops at Finnebrogue. By fostering a culture of continuous learning and development, Finnebrogue empowers new employees to build strong foundations from day one, while providing ongoing opportunities to upskill and adapt to an ever-evolving food industry.



Diagram 1: The FIELDS Academy has four routes that enable employees to grow and develop in their careers at Finnebrogue.



FIELDS ACADEMY

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Performance Leadership that Optimises Ultimate Growth & Health

Designed for supervisors and managers.

Key activities: Leadership workshops, wellness / knowledge sharing seminars, management skills development and coaching.

Programmes: Executive Leadership, Leadership Development, Advanced Leadership.



Skills Enhancement & Employee Development

Employees are supported appropriately from day one.

Key activities: Training workshops, 3-way mentorships and employability skills.

Programmes: Returners Programme, Apprenticeships, Trainee Optimisation Programme, eg skilled operators.



Generating Real Opportunities at Work

Designed to broaden job role, knowledge and skills.

Key activities: Mandatory training, technical courses, mentoring and job shadowing.

Programmes: Finnebrogue Pathway Qualifications, Future Leaders Programme; tailored mentoring and modules on our learning app.



Helping Achieve Real Value in Employee Skills Training

Enhances knowledge and skills for the benefit of future careers.

Key activities: Technical training, continuous professional improvement and skills assessments.

Programmes: Training, eg. excel; professional memberships and CPD; Meat Business Women learning and development.

OTHER PROGRAMMES

SUPPORTING CAREER PROGRESSION



Championing careers in the food industry through practical and interactive engagement with schools and colleges.

Designed for pupils and students across all academic and learning environments.

Key activities: CV tutorials, talks & presentations, mock interviews, Finnebrogue site visit with workshops.

Programmes:

- On-site workshops covering careers in all disciplines from product development to finance to procurement and much more..
- HR partners attend CV / mock interviews at the school.
- Placement opportunities.
- Work experience.
- Denis Lynn Scholarship.



Our Process/Innovation team (pictured) are always looking for new ways to create healthier, tastier, and more sustainable food products.

For further details on **Finnebrogue apprenticeships, trainee programmes or employment programmes**, please contact us at: jobs@finnebrogue.com or visit www.finnebrogue.com



FEED YOUR FUTURE

BY FOSTERING STRONG PARTNERSHIPS WITH SCHOOL AND COLLEGES, WE'VE CREATED A **RECIPE** FOR EMPOWERING THE NEXT GENERATION.



Reward	Recognition and celebration of a job well done.
Engage	Come ready to listen and learn.
Collaboration	Shared business/school learning and support.
Innovation	Challenging you to think outside the box.
Pathways	Understand the routes to entry for a range of careers in the food industry.
Experience	Earn while you learn with Finnebrogue's student placements.

Our Feed Your Future programme is delivered throughout the months of school term. If you are a teacher and are interested in learning how Finnebrogue can support your careers programme, please contact us: jobs@finnebrogue.com





For more information on careers at Finnebrogue or any of our learning and development programmes, please contact our Learning Co-ordinator at: jobs@finnebrogue.com

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