

Technical Management Trainee



Cargill provides food, agriculture, financial and industrial products and services to the world. Together with farmers, customers, governments and communities, we help people thrive by applying our insights and over 150 years of experience. We have 160,000 employees in 70 countries who are committed to feeding the world in a responsible way, reducing environmental impact and improving the communities where we live and work.

Job location: Ghent, Belgium

The Cargill site in Ghent consists of a rapeseed/soybean crush plant, a vegetable oil refinery and a multi-feedstock biodiesel plant.

Position Purpose & Summary

For a period of 2 years, the Technical Management Trainee (TMT) will assume different positions within the plant operations environment. It is expected that the TMT will apply their technical expertise and leadership potential in a hands-on environment, covering a wide range of activities from production, quality control, environment health safety (EHS), maintenance, process reliability and engineering.

As part of the European Graduate Program, you could expect some or all of the following experiences within the first two years with Cargill:

- Hands-on training with shift operators
- Initial assignment to a job
- On-going virtual learning experiences
- Networking with international colleagues

The TMT will be expected to contribute to productivity / efficiency, quality, safety and process improvements in the different departments (crush, refinery & biodiesel) with a possibility to relocate to another site during or after the program.

Principal Accountabilities

Process: You are expected to take on different activities within the plant environment with the objectives of learning the specifics of the process, the raw material, the assets and the overall industry challenges and opportunities. The different positions will be attributed following a rotating schedule with the objective to cover all areas in a progressive way, starting with an in-depth process training in shifts. It is expected you contribute actively in the day-to-day activities or could take over certain activities that are part of other roles (for example: production supervision of one of the departments). You will also write reports on the learnings and propose process improvements to the department supervisor. You will also help with setting up training material and standard operations procedures related to the production. You will collaborate and co-lead continuous improvement projects related to improve the plant's efficiencies (energy, water, yield, plant cost, ...) and the overall asset reliability using Cargill Manufacturing Excellence tools.

Environment / Health Safety / Food and Feed safety: You will fully own the Cargill safety strategy and safety expectations. The TMT supports and leads initiatives to increase the safety standards on site. Participates and supports in audits, audit preparation and recommendation follow up.

Job Shadowing: You will be gradually assuming the leadership of the different areas of the production environment according to progress measured on the overall training schedule. This supervision roles will include people and assets (equipment).

Qualifications

- University degree in Engineering (Biochemistry, Chemical, Process, Agricultural, Food Science, or Mechanical).
- From recent graduate to 2 years of working experience.
- Excellent knowledge of Dutch and English.
- Demonstrated natural leadership ability.
- Willingness to take responsibility, accountability and initiative.
- Ability to work in a multi-cultural and cross-functional team.
- Hands-on problem solving approach.
- Strong analytical skills and proven experience in prioritizing work and meeting deadlines.

Our Offer

In return for your expertise and commitment, we will provide a fast paced stimulating international environment, which will stretch your abilities and channel your talents. We also offer competitive salary and benefits combined with outstanding career development opportunities in one of the largest and most solid private companies in the world.

If you are interested in joining our team as a Technical Management Trainee please apply by sending your motivation letter and CV to Esmeralda_Sala@Cargill.com.