

FREQUENTLY ASKED QUESTIONS

2025 GRADUATE PROGRAM



Nutrien
Ag Solutions®

Application Process

How do I apply for one of Nutrien Ag Solutions' Graduate Programs?

Head to our careers page, search graduate program, select the relevant program, and hit apply - www.nutrienagsolutions.com.au/careers. Applications open on the 13th May 2024. You can also apply by heading to our Grad Australia page and selecting jobs and opportunities; <https://gradaustralia.com.au/graduate-employers/nutrienag-solutions>.

When do applications close for the 2025 Program?

Applications will close by 5:00pm on the 14th June 2024.

Who can apply?

For our 2025 Graduate Program, we are seeking applications from those that have completed a minimum of a Diploma of Agriculture for our Agronomy & Agribusiness streams, and a minimum of an undergraduate for our corporate streams in IT or Finance or any other business-related undergraduate degree.

What working rights do I need to have?

To be considered for the Graduate Program, you must have full working rights within Australia. This may be Australian or New Zealand Citizenship or Permanent Residency status.

As an applicant, what can I expect from the selection process?

All candidates are reviewed without bias and will be assessed fairly against the role and its criteria without discrimination. As part of the process, you will undergo a few different processes including:

- Online application (CV, academic transcript, and cover letter are all essential)
- Virtual interview with Talent Team
- Online job focused assessment for corporate roles (IT & Finance)
- Virtual or Face to Face interview with Hiring Manager/s which may include behavioural, openended, and situational interview questions
- Due diligence checks including a minimum of 2 reference checks (character or professional), VEVO (visa) check, if applicable, background & police checks and a pre-employment medical
- Verbal offers for successful candidates

I graduated 3 years ago— can I apply?

Yes, you can apply. We welcome applications from those that have graduated no longer than 3 years ago and are due to graduate prior to the commencement date in February 2025.

When will I hear back about my application?

You will receive a confirmation email within 24 hours of submitting your application to confirm your application has successfully been entered into our system. While we screen applications as they are submitted, applications are open for 4 weeks from 13th May to 14th June 2024 so kindly please give us some time throughout this period to make contact with you regarding the outcome of your application.

Most applications are processed and you are notified of the outcome within 2-3 weeks, however the whole process can take up to 8 weeks from application to verbal offer. We aim to keep you informed of your progress throughout the assessment stages. Due to the volume of applications, we are unable to respond individually to requests for status updates.

Application Process (cont.)

I am an existing employee/intern at Nutrien Ag Solutions, do I still need to apply for the program?

We must still apply through our careers page. In line with our recruitment & selection policy, you must also notify your current line manager your intentions of applying before doing so.

What happens if I am not successful?

A member of the Talent Attraction team will inform you either written or verbally as to the outcome of your application. Whilst we may not be able to offer you a position in the program, we may consider you for other roles and encourage you to continue to apply for other opportunities with us.

Can I apply if I have work

experience? Programs are aimed at candidates with no more than 2 years' relevant post graduate experience. If you have more than 2 years post graduate experience within the industry you will find more appropriate jobs on our career site - www.nutrienagsolutions.com.au/careers.

What do I need to attach to my application?

Along with an updated resume, you will need to include a cover letter outlining your interest in agriculture and Nutrien Ag Solutions as well as how you relate to our company values of safety, inclusion, integrity and results (no longer than one page). You will also need to attach a copy of your academic transcript or a snapshot of your results if you do not have a copy of your transcript.

Can I apply for more than one Graduate Program advertisement at a time?

Yes, you may apply for multiple opportunities that you feel are a match to your skills, experience and/or qualifications.

Please ensure you are prepared to discuss with the Talent Attraction team your preference as well as whether you are mobile as some roles will require you to have geographic mobility.





Application

Create your candidate profile and upload your resume, cover letter & academic results.

Pre-screening & 1st Interview

A member of the Talent Attraction team will review all applicants against the criteria. They will then conduct a virtual interview with selected* candidates.
Approx 30 mins.

Final Interview

This is the time to get to know each other. This can be in person or virtually and will be conducted by a stakeholder/s relevant to your discipline.
Approx 1 hour.

Pre-Employment Checks

Depending on the role, you may be required to complete background checks, VEVO (visa) checks, reference checks and/or medical.

Offer

Congratulations you have made it to the end of the recruitment process, and we will be presenting you with a job offer to commence officially in February.

**Only those that have been shortlisted for a 1st interview will be contacted verbally. All other applicants will be notified via email about the outcome of their application.*

**Corporate Graduates (IT & Finance) will have online job focussed assessment instead of pre-screening & 1st Interview*

Your Employment

What happens after I accept a placement in the program?

Our Graduate Program commences in February 2025; however, you will be invited to engage in our pre-onboarding activities before your employment commences next year. This will involve meeting your buddy and direct line manager, meeting other graduates, meeting your mentors, and attending team events as appropriate such as trivia and participating in any interesting webinars held by Nutrien Ag Solutions. By the time the program commences in February, you will have developed relationships and a network as well as having a solid understanding of the business you are joining.

When will I start working?

Our program commences in February 2025.

Is there an opportunity to work casually or part-time prior to the commencement of the program?

We often have several casual opportunities available, and, in some instances, we may engage you for casual work prior to the commencement of the program. During the recruitment and

selection process, we will ask you if you are interested in any pre-start work and will do our best to accommodate this - the sooner the better!

What benefits does Nutrien Ag Solutions offer?

Nutrien Ag Solutions offers a competitive salary package. In addition, we offer a comprehensive benefits package and development program. Some of our benefits include:

- A competitive remuneration package
- An additional day of leave – Nutrien Day
- Gender neutral parental leave policy
- A supportive, flexible, and engaging environment that will support personal/professional development
- Opportunities to support community partnerships across our network
- Be a member of a company committed to feeding the future
- Ongoing training and development to pursue individual ambitions
- Employee Assistance Program (EAP)
- A culture of learning!

Will I be able to rotate across different disciplines and teams?

Our Graduate Program offers you a permanent position within a business group or branch. We don't offer a formal rotation program across the business. Some business groups (IT & Finance) run these within their teams at their own discretion. You may be exposed to different rotations within your specific stream (IT & Finance) to help you learn and be exposed to different parts of our business.

Can I apply if I am a penultimate student?

While we are ideally looking at final year students for the Graduate program if you are a penultimate year student and want to apply for an internship you can. Email your CV to careers@nutrien.com.au. Your application will be put into the Talent Pool and assessed when managers have internship opportunities available in their teams.

About the Graduate Program

How long does Nutrien Ag Solutions' Graduate Programs go for?

Nutrien Ag Solutions Graduate Programs are a 24-month structured program that provide our graduates with a wide range of development opportunities on their journey from graduate to emerging professional and beyond. It is a two-year blended learning experience, offering a holistic approach to development. It includes topics specifically chosen to enhance professional, personal and relationship building skills and is supported by the graduate's ongoing development within their business groups.

What happens to my employment at the conclusion of the program?

The Nutrien Ag Solutions Graduate Program is just the beginning of your exciting career journey with us. Unlike many other graduate opportunities with other businesses, our graduate roles are permanent positions, and many of our graduates have gone on to achieve internal promotion and continue to work towards their professional goals. We empower you to be your best self so that you can go as far as you are willing!

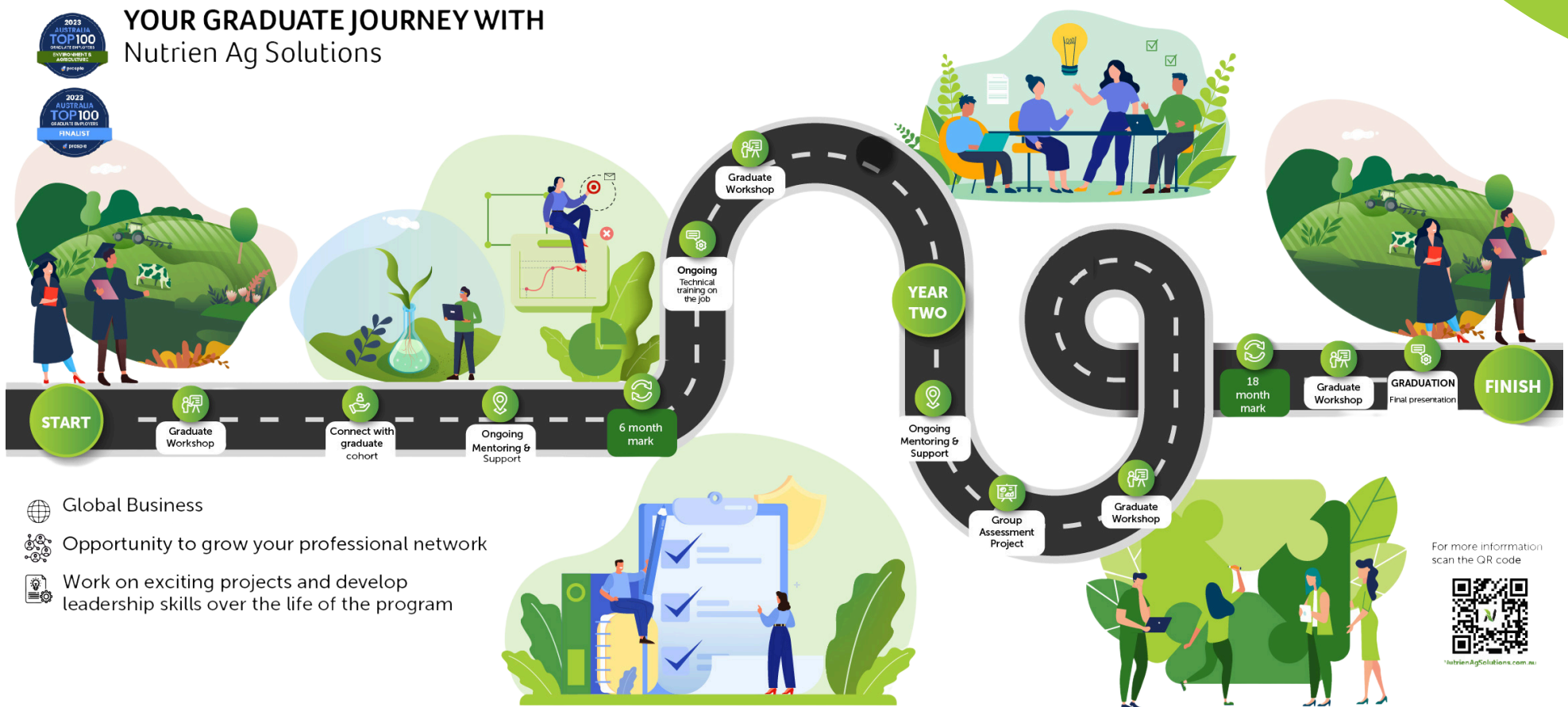
Will I get to network and socialise with other graduates whilst on the program?




We bring several talented graduates into the business each year, which means there is a large support network of early career professionals in the business at the same stage of their professional life as you. You will meet and start building your networks throughout the Graduate Program and will also be encouraged to attend both internal and external industry events.





YOUR GRADUATE JOURNEY WITH Nutrien Ag Solutions



-  Global Business
-  Opportunity to grow your professional network
-  Work on exciting projects and develop leadership skills over the life of the program

For more information scan the QR code



nutrienAgSolutions.com.au

DISCOVER MORE ONLINE

NutrienAgSolutions.com.au/GradProgram