



# FEED

FOOD EMPLOYMENT,  
EDUCATION & DEVELOPMENT

## FEED NETWORK

FOOD EMPLOYMENT,  
EDUCATION & DEVELOPMENT

ENGAGE - EDUCATE - EMPLOY



HELLO@FEEDNETWORK.CO.UK

NORTHERN  
IRELAND



**FOOD & DRINK**





The Food & Drink sector is a core employer in the NI economy

Creating links between education and food and drink manufacturing.

Our aim is to empower students with practical knowledge and career opportunities for a successful future.

FEED, a collaborative network set up by **The Northern Ireland Food and Drink Association** to promote career opportunities within the sector.

Connect with FEED today!  
email [harry@nifda.co.uk](mailto:harry@nifda.co.uk)



The FEED Network serves as a vital link between educational institutions and the dynamic field of food and Drink manufacturing and production.

Collaborating with schools, universities, careers teachers, HR professionals, industry experts, and government bodies.

**Diverse Roles**

**Career Progression**

**Continuous learning**

**Competitive salary**

**Training and Development**

**Innovative Environment**



# Northern Ireland Food and Drink Manufacturing



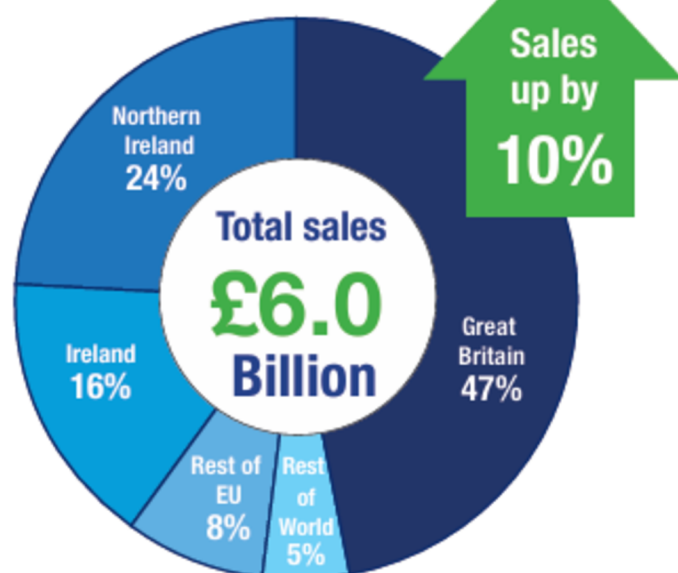
## Sector Information



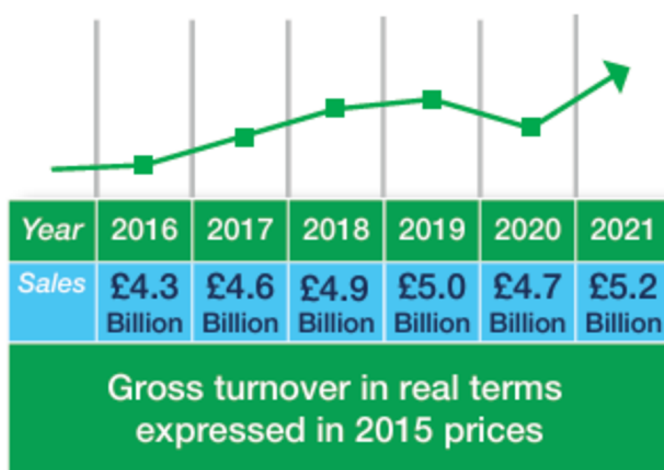


# NI's Food and Drinks Processing Sector 2021

## Destination of Sales



## Trend over time



## Contribution to NI Manufacturing Industry



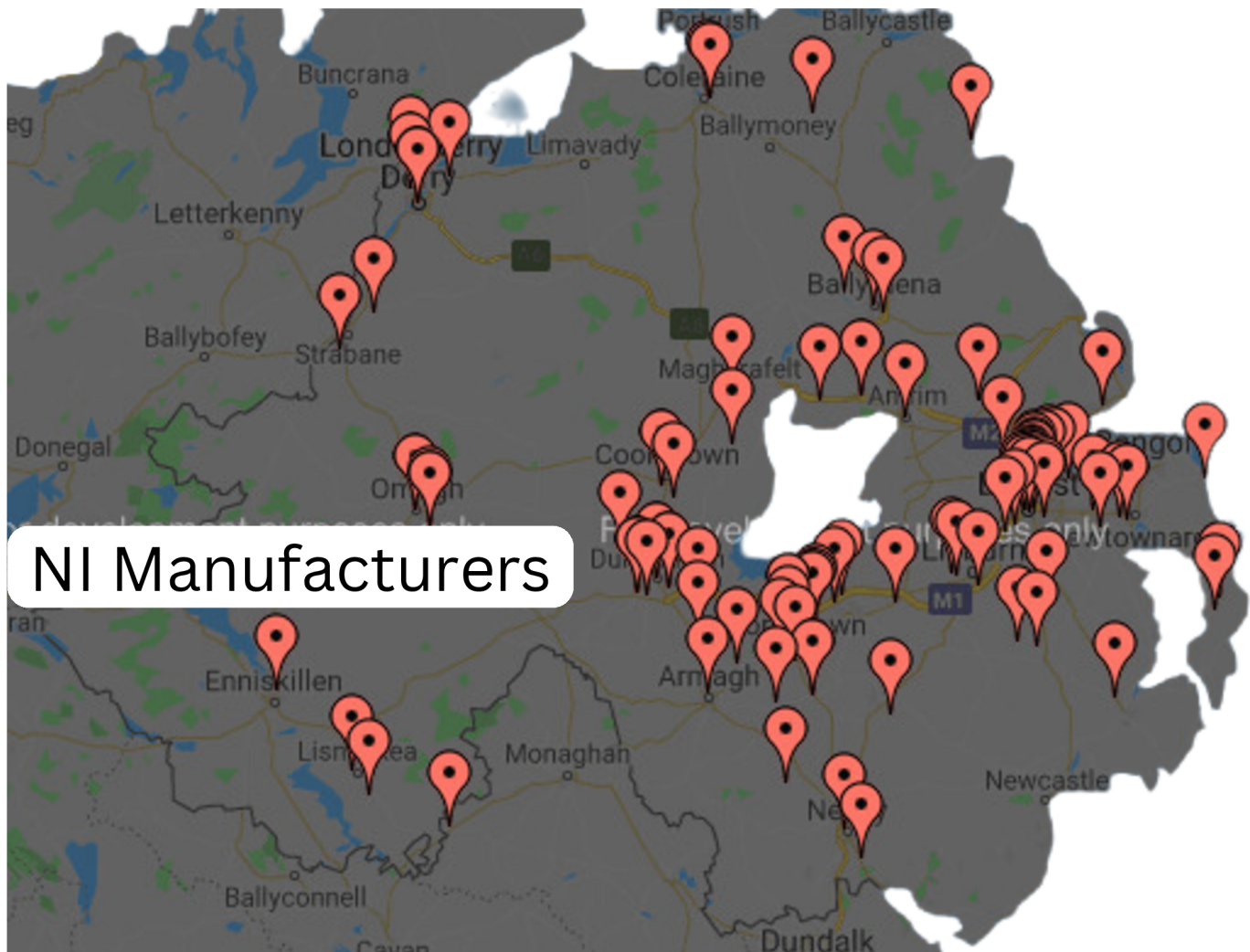
## Employment



## Value Added







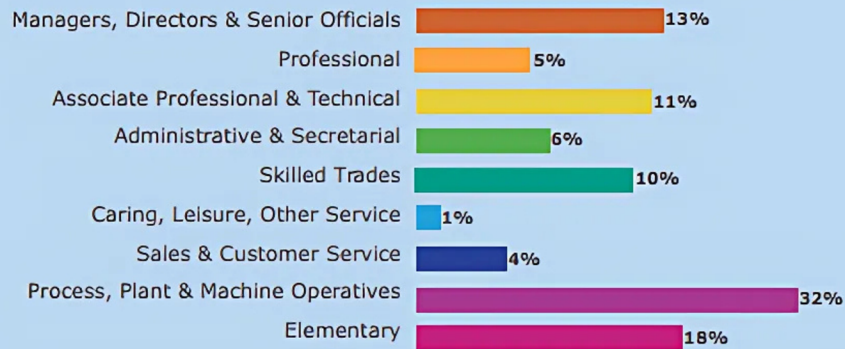
# QUALIFICATION

## Indicative Highest Qualification, UK %

|                                | 2019 | 2020 | 2021 |
|--------------------------------|------|------|------|
| Degree or equivalent           | 21   | 20   | 23   |
| Higher education               | 7    | 9    | 9    |
| GCE A Level or equivalent      | 20   | 23   | 21   |
| GCSE grades A*-C or equivalent | 18   | 18   | 22   |
| Other qualification            | 19   | 17   | 14   |
| No qualification               | 11   | 10   | 8    |
| Don't know                     | 3    | 3    | 2    |



Chart 18: % UK FDMP Split by Occupational Group 2019/20



- Workforce remains male-dominated & primarily permanent, full-time employees.
- A high proportion of older workers, nearing retirement.
- Apparent impact of reduction in non-UK workers, post Brexit/Covid.

Chart 14: UK Employment Hours, 2021/22

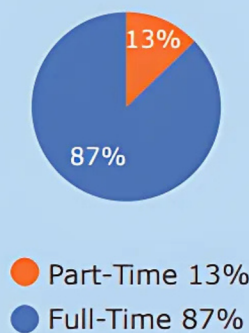
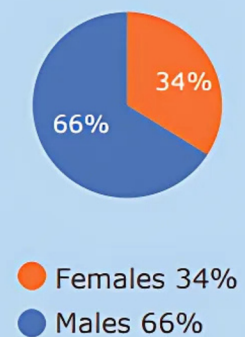


Chart 15: Gender, 2021/22





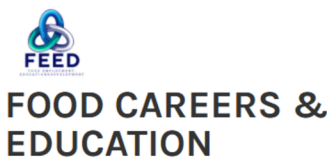
## Salary Survey

|                                              | Feed Members | NI Average | % Increase |
|----------------------------------------------|--------------|------------|------------|
| Production /Packaging operator               | £28,264      | £22,000    | 28%        |
| Machine Operator                             | £30,686      | £24,000    | 28%        |
| Driver                                       | £33,786      | £25,000    | 35%        |
| Supervisor / Junior Manager /Quality Control | £34,092      | £32,000    | 7%         |
| Food Scientist / Technologist                | £35,286      | £32,000    | 10%        |
| Maintenance Technician                       | £44,626      | £35,000    | 28%        |
| Middle Manager /Production Manager           | £45,875      | £43,000    | 7%         |
| Operations/Business level Manager            | £63,583      | £53,000    | 20%        |
| Senior Manager                               | £72,333      | £60,000    | 21%        |





# Feed Network Website & Outreach Material



HOME PARENT & TEACHER WORK WITH US  
MEMBERSHIP FOOD & DRINK ACADEMY



Check out the information on the Parents & Teachers page



Northern Ireland Food and Drink  
Manufacturing Sector  
Sector Information



Employee Testimonial



Job Profiles





**Growing our business by  
investing in people**



As one of Europe’s principal food manufacturers, we’re always on the lookout for skilled professionals and passionate individuals who wish to develop their careers in the food industry.

We employ 13300 talented people across sites in Ireland, UK and Poland. Our employees our greatest asset and the driving force behind our success, so we are committed to investing in staff recruitment and development.



**“I joined ABP in 2002, straight after graduating from UCD with a degree in Agricultural Science. My advice to anyone considering joining the business would be to be persistent, work hard and be willing to learn new things. At ABP we genuinely value our people – it’s a great working environment.”**

Jerome Aherne, General Manager of ABP Poland





# Allied Milling & Baking

Allied Milling & Baking offers careers in a fast-paced 24/7 operation. Our Belfast-based Flour Mill and Bakery produce some of your favourite baked goods, including Sunblest pancakes, Veda, and Kingsmill bread.



If you want a career with the opportunity to develop and grow we provide lots of development opportunities including apprenticeships in Engineering and LGV mechanics.

We offer careers across Transport, Engineering and Production visit our website for more information  
[www.alliedbakeries.co.uk](http://www.alliedbakeries.co.uk)

## Mateusz Rudecki Production Manager

I joined Allied as an agency worker in 2008 and now I am a Production Manager.

Allied have supported my development and this helped me progress having completed NVQs in Bakery Skills and Business Improvement Techniques and our Shift Manager Development programme.



GROCERY GRADUATE SCHEME

APPRENTICESHIPS







**Coca-Cola HBC**  
**Ireland & Northern Ireland**

From  
Production to Planning,  
find a perfect place  
to grow



Sign up to our Coca-Cola HBC  
Talent Network today to stay in  
touch and hear about exciting  
opportunities.

Join the team to kick start your career in our first-class Supply Chain team including the  
areas of Production, Quality, Engineering and Logistics.

Learn from experienced Managers who will help you grow and explore your career path  
wherever that may take you.



Cranswick Country Foods (Ballymena) is one of the UK's largest food producers, committed to our simple ethos of creating authentically and sustainably made British food without compromise.

Our people are at the heart of our business – from the farm to the factory, they deliver exceptional food experiences. We were founded on expertise, but we are also entrepreneurs, seeking out opportunities, encouraged by our culture that allows great commercial ideas to flourish.

If you're ambitious and want to work for a company that values its employees, Cranswick Country Foods (Ballymena) could be your perfect fit. Explore some of our career stories below and see how you can be part of our journey.

### **Corey – Team Leader**



Corey joined the business in September 2015 as an Engineering Apprentice.

Over the past nine years, he has advanced from completing his apprenticeship to becoming dual-skilled in both mechanical and electrical engineering.

In July 2023, Corey was promoted to Team Leader for the Maintenance department and continues to build his career at Cranswick Ballymena.

### **Denise – Financial Accountant**

Denise rejoined the business in 2020 as Financial Accountant and became fully qualified by the end of 2021. She now leads the Finance Office, focusing on her own growth and her team's development. Denise also represents our site in the Women in Meat Industry initiative.



### **Kai – Butchery Academy Apprentice**



Kai is a second-year Butchery Academy Apprentice, following his family's tradition. He's honing his skills with Cranswick experts and through accredited education. Kai says the Academy has made him feel "confident, excited, and motivated."

### **Darren – Primal Cut Team Leader**

Darren has advanced from a production line worker to Primal Cut Team Leader in over 10 years. He credits his growth to mentorship, varied roles, and opportunities that boosted his skills and confidence.



**Meet more of our team and see what we're up to on-site and in the community on the Cranswick Country Foods Facebook page.**





## DALE FARM'S SUCCESS IS BUILT BY ITS PEOPLE

Whether it's with our operations team producing high-quality products, with our Quality and Technical teams to ensure delivery of exceptional standards, or within one of our central function teams based in Head Office in Belfast, our people are nurtured, supported and encouraged to fulfil their career potential.



**Jemma**  
NPDP Technologist.



“Back in 2018 I graduated from Ulster University with a degree in Food and Nutrition and I joined the Dale Farm graduate programme soon after this. I started working in the NPDP team and have been here ever since! Over the past 5 years I have learnt that through continuous development, exposure and learning of all the different sites and production processes, I have been able to grow as a person and build on my skillset as a Food Technologist.”

At Dale Farm, we provide a range of pathways for students transitioning at various stages of their education journey. These include entry from GCSE level into our Engineering Apprenticeships, as well as Higher Level . Apprenticeships for school leavers post A-Level, and opportunities for graduates to join our Graduate Management Scheme across various disciplines. We are committed to supporting individuals at all levels through continued education, enabling them to unlock their full potential.



For info about Dale Farm, our available opportunities, and the experiences of our employees, please visit our social media pages and website.

[www.linkedin.com/company/dale-farm-ltd/](https://www.linkedin.com/company/dale-farm-ltd/)

[www.facebook.com/DaleFarmCareers/](https://www.facebook.com/DaleFarmCareers/)

[www.dalefarm.co.uk/careers](https://www.dalefarm.co.uk/careers).



A DIVISION OF DAWN MEATS



Matthew Rollason  
Agriculture and R&D Project Team Leader

I started here in 2019 as an agriculture graduate and have been here for over three years now. After completing the programme, I became the Agriculture Projects Team Leader. I have a degree in Agriculture & Animal Science BSc (Hons) from Harper Adams University.

Bruna  
Food Safety & Quality Graduate

My name is Bruna Pinho, and I am from Portugal. I have been working at Dunbia Dungannon since December 2020, when I moved to Northern Ireland.

After working in Quality Assurance, I soon realised that the Dunbia Brighter Futures Graduate Programme would be a fantastic option for my professional development.



### WE EMPLOY 5,200+ PEOPLE ACROSS THE UK

Our employees are our greatest asset and the driving force behind our success. We have a diverse range of exciting roles in both the operational environment and in central and support functions across our fast-moving food manufacturing business.

- Accounting & Finance
- Agriculture
- Engineering
- Environmental
- Food Safety & Quality
- Health & Safety
- Human Resources
- New Product Development
- Production & Operations
- Sales & Marketing





# FOREST FEAST®

## THE TRAILBLAZERS OF TREATS

We don't do ordinary. Our team of explorers, innovators, roasters and chocolatiers have years of experience in fruit, nut and chocolate know-how, creating a revolution in simply brilliant plant based snacks.



To make brilliant snacks you need brilliant people. We believe our award-winning snacks are so popular because they are made by people who are obsessed with quality and innovation. We have always been a team effort and some of our people are still with us since day one. We work hard to create a positive environment for everyone to enjoy and thrive in:

### Training

All our teams have personal development plans and access to training to do their job to their very best

### Career progression

We offer student and graduate placements, and we aim to promote from within

### Health

We offer life assurance and mental health support for all staff





**Food  
Group**

## **Technical Assistant**

### **Dana Teague**

I joined Foyle food group food in 2022 as part of the graduate programme which led me to my current position in Foyle ingredients as a technical assistant. My day-to-day jobs include food safety and quality, document control, audits, and customer complaints.



## **Commercial Manager**

### **William Wilson**

I joined the Foyle Food Group in July 2019 as part of the graduate programme. My typical day involves direct sales to customers customer visits to develop new business and building on existing customer relationships. I enjoy working with a range of different customers to meet their demands and increase overall customer satisfaction.



**Group Recruitment email –  
[recruitment@foylefoodgroup.com](mailto:recruitment@foylefoodgroup.com)**

**Web Site – [www.foylefoodgroup.com](http://www.foylefoodgroup.com)**







Not just tasty treats  
but tasty career options!

We offer various roles in  
manufacturing, operations,  
logistics, and management.

Positions include production  
supervisors, quality control  
managers, logistics  
coordinators, and operations  
managers.



IF YOU WOULD LIKE TO JOIN OUR IRWINS BAKERY FAMILY, CHECK OUT OUR JOBS AND SEE  
IF YOU ARE PERFECT FOR ONE OF OUR ROLES.

PLEASE SEND YOUR CV TO [APPLICATION@IRWINSBAKERY.COM](mailto:APPLICATION@IRWINSBAKERY.COM) IF YOU ARE INTERESTED.



However you  
have it, love it.  
[irwinsbakery.com](http://irwinsbakery.com)



## Are you...

- ✓ Self-motivated, passionate & energetic;
- ✓ Interested in embracing challenges & opportunities;
- ✓ Able to work on your own initiative & enjoy working collaboratively.



Chere Duffy,  
Customer Innovation  
Specialist

“The graduate programme was the perfect springboard for me to transfer my university degree into workplace skills and learn and grow as part of the team. I would encourage anyone to go for it!”



Martin J Reilly  
Scada & PLC Engineer

“Coming straight from college to Lakeland dairies was a great opportunity for me to gain valuable experience working alongside experience engineers and with the latest technologies in the industry.”



Niall McLaughlin  
Farm Sustainability Lead

“From day one I was welcomed as part of the team, and I was quickly given responsibility with a clear direction for progression. Applying for the graduate programme was the first step in to make career at Lakeland Dairies.”

### ARE YOU SOMEONE WHO IS...



▶ Self-motivated



▶ Passionate and Energetic

Can Work on  
your own initiative

Enjoys working  
collaboratively



### OUR MISSION

Lakeland Dairies' mission is to deliver sustainable prosperity for our farm families in a world where dairy nutrition continues to enable a vibrant, healthy population, working in harmony with the environment.

We collect 2bn litres of milk annually, from our milk supplying farms across 17 counties





# #1

We are the largest mozzarella cheese producer in the world.

# 1950

Leprino Foods has been producing high-quality dairy products since 1950.

# 55+

Our cheese and dairy nutrition products are found in 55+ countries.

# 5,500+

Leprino employs over 5,500 employees worldwide.



## Fiona Gilchrist - Tech Services Engineer

I began my career journey at Leprino Foods in 2020 when I completed a 1-year placement within the Technical Services department which focusses on process improvement and development. The placement year helped me develop valuable experience and expertise in an industry I realised I would like to pursue a career in. After I graduated from Queens University Belfast with a BSc in Food Quality, Safety and Nutrition I returned to the Technical Services department within Leprino Food where I am now employed full time as a Technical Services Engineer. I look forward to the many challenges and rewards within this role and the Dairy Industry in the coming years.

## Andrew Molyneux Site Operations Manager

Working in the food industry has been a really fulfilling and rewarding experience. In my role as Operations Manager I get to experience, and be involved in, all facets of the business from daily site operations health & safety and product quality challenges to strategic plans, capital investment and the development of our people. Leprino Foods invest heavily in the development of their people in order to achieve their goal of One Leprino One Team with a pure ethos of operating as one large family in supporting one another experiencing the highs and the lows together with each other's support.

## Kelvin McKeown - Support Team Leader

I have worked on site in Magheralin for 20 years progressing from the packing department through to support team leader working alongside the production manager, during this time I have learnt all types of jobs across all departments and have been able to use this knowledge to help myself and others along the journey. The business and the people in it have invested heavily in developing me and others to be the best we can and this culture continues within the business to this day.

## WE WORK HARD TO PROMOTE CAREER DEVELOPMENT OPPORTUNITIES FOR OUR EMPLOYEES & FUTURE APPLICANTS:

- Engineering Placement opportunities from Ulster and Queens universities
- Maintenance Apprentice opportunities from local colleges
- Higher Level Apprenticeships in Food Manufacturing with CAFRE college
- Cheese Science Programme with Cork University
- Other personal & bespoke development training courses offered



Ben Williams, our Sustainability Manager, regularly visits local farms to support and educate our farmers.



We recently took part in the Belfast Marathon to support our nominated charity this year which is the Air Ambulance. It was a really enjoyable day and all our employees enjoyed helping a great cause!

[www.leprinofoods.co.uk](http://www.leprinofoods.co.uk)





### **Fiona Finley, Project Engineer**

"No day in the life of a project engineer is ever the same. My day-to-day responsibilities range from installing equipment, such as a new oven or belt in the factory, to overseeing redevelopment work on site. I manage projects from the drawing board (so to speak) to completion.



For me it's the completion of a project - I love taking a piece of work from the initial concept and making it happen! With new equipment installation I have to factor in factory layout, supply of services, drainage, safety and time scales, whilst ensuring any work I carry out is in line with the day-to-day running of the factory. I really enjoy being part of a team."



### **Aaron Dixon, Head of Culinary**

"Since joining Moy Park my role within the company has given me the opportunity to work with the best and most inspirational people in the food industry.

I am fortunate to work with a diverse range of people who motivate me practically every day.

From members of my culinary team who are a constant source of new and exciting ideas through to my colleagues on the factory floor who bring our culinary vision to life.

Moy Park is a truly inspirational business. I am extremely proud to work for the company and have the opportunity to continually develop personally and professionally."

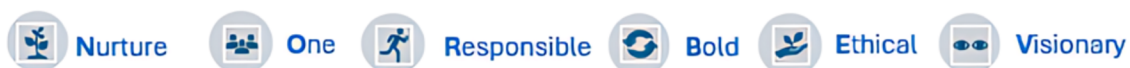






**Our vision is to be the most trusted soft drinks manufacturing partner and to deliver excellence in manufacturing and end-to-end manufacturing supply chain services**

**We do this through working to the Norbev values which are incorporated into our appraisal process where we measure our employees not just on their performance at work but also how they adhere to our values.**



### **Senior Maintenance Engineer**

*Nicky started in 2011 as a general production operator, developing his skills on many machines. He then progressed into the maintenance department and then Shift Manager in 2019. In 2022 Norbev enabled Nicky to follow his interests of maintenance engineering, in a senior engineering role.*

### **Compliance Manager**

*Loughry College offered Kathy the opportunity to complete a placement as part of her BSc Food Technology course. After qualifying in 2015, Kathy started with Norbev on a temporary one-year contract and has since progressed through management levels and is now part of the senior management team overseeing site compliance.*



### **Quality Safety and Environmental Manager**

*Lucy studied through the university of Ulster in food microbiology, before beginning her Norbev journey as a micro/QA Technician. In five years, she has progressed through QSE supervisor, and is QSE Manager, responsible for a team of nine staff*





Where great teams  
come together



At SHS Group, we believe in nurturing Great People to Grow Great Brands.

Our success over the past 40 years is a testament to the talent and dedication of our people. We're committed to creating an environment where every individual can thrive, innovate, and grow both personally and professionally.



Central to our success is our people-centric culture, fostering collaboration, creativity and continuous learning. We focus on building lasting relationships based on trust and mutual success.





# THOMPSONS



## FEEDING INNOVATION



We are on the lookout for talented, innovative and ambitious individuals to join our team. We offer vacancies across a broad range of disciplines with great career development opportunities.



### Feed Brands







The food and drink industry offers rewarding careers with rapid progression, high pay, and diverse opportunities. It's an innovative, fast-paced sector driven by global demand and the need for healthier, high-quality products.



As the industry grows, there's a rising need for engineers, scientists, and mathematicians to drive technological advancements.

The food and drink industry offers diverse careers across agriculture, production, development, logistics, sales, and more, requiring various skill levels. As global demand grows, the industry is set to expand rapidly.









**Coca-Cola HBC**  
Ireland & Northern Ireland



Allied Milling & Baking



Food  
Group

