

# Grow With Us

From the city, to the farm and  
international opportunities



Join our  
award-winning\*  
**Graduate  
Program**

- Create a meaningful career path with a global agri leader
- Opportunities for regional and international travel
- Offering career development with support for you to grow
- Be part of our inclusive and flexible work culture

\*See back cover for details

## Why us?



### Global Career

Rabobank is focused on attracting and retaining talent within the organisation. With broad learning and development opportunities and a global footprint, career opportunities at Rabobank could take you anywhere!

### Sustainability

With our mission to 'grow a better world together' we are passionate about a sustainable food and farming future, and supporting rural communities to thrive.

### Flexibility

Flexibility is important and encouraged at Rabobank. We've implemented global principles to support employees to work flexibly in ways that suit individuals, teams and the organisation.

### Culture

We are committed to growing each other, and continually strive to create an environment where people feel that they belong, can be open, honest and their authentic self.

## Growing a better world together

- **The world's largest** food and agribusiness bank, founded by farmers, for farmers.
- **As a global cooperative** our focus lies with our employees and clients, not shareholders, so we always put people first.
- **We are passionate** about creating an organisation where people can be themselves and make a meaningful contribution to our clients and local communities, every day.



*Our culture is unique, because every day our people work knowing that we're all playing our part in supporting our farmers to feed the world more sustainably.*

## Unlock your future



**Our 18-month graduate program offers a bespoke rotation pathway based on your skills and career goals.**

Whether it's connecting with colleagues at our Sydney head office or one of our 60 branches to work with our food and farming clients on the ground, or gaining international experience at our global head office in the Netherlands, you can be part of a team helping our clients feed the world more sustainably.

From Rural Banking to Technology, we have a variety of specialist graduate streams on offer. The program then culminates in a supported transition into your next role at Rabobank, setting you up with the world's leading food and agribusiness bank.

## Graduate Program Timeline



*"I've been provided with unique learning opportunities and exposure to large-scale, high-visibility projects. I rotated between roles as a business analyst and project manager, collaborating with key stakeholders from our global head office in the Netherlands, as well as locally in Australia and New Zealand."*

**Andrew Bastianon**

2024 Business Transformation Graduate





*"My graduate capstone project opened the door to an overseas assignment. I gained valuable skills in problem-solving, communication, and leadership, shaping my growth and setting me up for success both locally and globally."*

**Alelli Cruz**  
Process Analyst  
2023 Technology Graduate

*"I really enjoyed being involved in numerous community events e.g. bull sales, ag dinners, field days. This involvement taught me the importance of building relationships and the overall impact of community presence."*

**Camilla Bell**  
2024 Rural Banking Graduate



*"The grad program provides a great opportunity to work in a range of locations and learn about the industries and commodities produced in that region that I otherwise wouldn't have worked in. I also really appreciate that the bank puts clients and staff first."*

**Henry Rowley**  
2025 Rural Banking Graduate



Launch a meaningful career with one of Australia's top graduate employers

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