



JULY 2026

Arches Agri Grad Program

a grad program with a difference for the next leaders in agriculture

Position Description

About Arches Agri Grad Program

Arches Agri Grad Program is a brand-new program aiming to work towards an agriculture industry that is better resourced and more resilient for the future.

Launching in 2026, with the inaugural Arches Agri Grads getting to work from February 2027, the program offers employment, training, development, advocacy opportunities, and industry engagement. It exists to support new faces with innovative ideas across the Aussie agriculture supply chain.

About the roles

Arches Agri participants will be employed, at a graduate level, at Ingham's, McCain Foods, or Turosi, each a long-standing supplier of McDonald's Australia.

Throughout the program, McDonald's Australia supports the graduates with professional development, a dedicated industry mentor, and advocacy and engagement opportunities.

Graduates will complete 3-5 rotations across different functions of their allocated employer. Rotations may include:

Farming	Hatchery	Milling
Planning	Marketing	Agronomy
Commercial & Innovation	Supply chain	Manufacturing

Each rotation provides an opportunity to work on special projects, support operations, contribute to business priorities and get hands-on experience.

Arches Agri Grads will continue to work on their Golden Idea throughout the program (see details about Golden Ideas below). Their new knowledge and experience will help refine and improve the idea, as will support from an industry mentor.

Graduates have the opportunity to be an advocate for the agricultural industry and be an ambassador for Arches Agri, their employer (Ingham's, McCain Foods, or Turosi), McDonald's Australia, and themselves at industry events and engagements.

- There are 3 positions available in total.

Locations

Roles are based at various locations:

- Ingham's: Somerville or Pakenham (Vic), Beaudesert or Boonah (Qld), or Monarto (SA)
- McCain Foods: Ballarat and Melbourne
- Turosi: Victoria (Devon Meadows, Bannockburn, and Nagambie)

Some travel may be required to take part in Arches Agri program activities.

Position requirements

Applicants will be assessed against the following criteria.

You must have:

- Successfully completed an agricultural-related degree
- Interest in building a career in agriculture and helping to improve supply-chain resilience
- Interest in working within a poultry or potato producing business
- Full working rights in Australia
- A driver's licence
- Computer & digital literacy, competent using Microsoft Office Suite
- Submitted a Golden Idea (see details on the next page)

Your personal qualities include:

- Ability to solve problems, with good critical and creative thinking skills
- Communication skills, written and verbal
- Ability to manage competing priorities
- Initiative to step up and take on responsibilities and challenges
- Effective time management skills
- Attention to detail – complete tasks free from clumsy errors
- Ability to develop constructive and cooperative working relationships

You may be required to:

- Adhere to individual biosecurity policies of your direct employer

About the Golden Idea

Context

The agricultural industry in Australia is facing new challenges, increasing adverse weather and climate shifts, ageing workforce, and land-use competition. It must continue to increase productivity to meet growing global demand while overcoming these challenges.

Your task

Arches Agri Grad Program applicants are asked to submit a Golden Idea that addresses a specific aspect of these challenges. We are looking for Ideas that create a general benefit for the agriculture industry. The challenges raised in the Context are broad, with a variety of contributing factors. We are looking for Golden Ideas that identify and address specific factor/s or cause/s.

We recommend that your Golden Idea responds to one of these questions:

1. Climate variability has been affecting farm efficiency over time. How might the agricultural supply chain support on-farm practices to maintain profitability and/or efficiency?
2. Global food demand is expected to increase 50-70% by 2050. How might vendors and purchasers of primary produce support on-farm activity to increase productivity?
3. 14% of food produced is lost between harvest and retail. How might the supply chain work together to minimise waste along that chain?

TIP: simple ideas are often the best. Focus on a particular insight from the industry. The best ideas are those that directly address the challenge identified.

Recommended Golden Idea submission structure (500 words maximum)

- Paragraph 1
First, one sentence on the problem you are addressing. Then, explain why it is a problem, demonstrate an understanding of context, realities and technical knowledge.
- Paragraph 2
One sentence to summarise your Golden Idea. Then, explain how it directly addresses the problem articulated.
- Paragraph 3
Further details about your Golden Idea. You may wish to explain why it is feasible, desirable, and/or useful to the agri industry.
- Paragraph 4
A concluding statement to summarise what your idea will help change.

Supporting Golden Ideas is one way that McDonald's is working with its partners to find new ways of strengthening the Australian agricultural supply chain.

Important information

- Graduates will be employed by Ingham's, Turosi, or McCain Foods. Employment is subject to the supplier partner's employment terms and conditions, and applicable workplace policies.
- McDonald's role is to support the Program by facilitating development, mentoring, advocacy and engagement opportunities.
- Employment will commence in February 2027.
- The Program will run until August 2028. Whether employment continues beyond this point will be a decision between employer and employee.
- Graduates will have the opportunity, and may be required as part of the program, to take part in the wider Arches Agri activities, as facilitated by McDonald's. Any participation is subject to the requirements and directions of their employer.
- We strongly encourage applications from people of all backgrounds, identities and experiences. Applicants who may need adjustments or support during the recruitment process are encouraged to contact ArchesAgri@au.mcd.com, we're here to help.

Learning Objectives

Throughout the program, participants will:

1. improve skills and knowledge to succeed in an ag industry career;
2. increase their knowledge of the ag industry, applying education & training in real-world settings;
3. develop and demonstrate stakeholder engagement and communications skills;
4. enhance critical thinking and creative problem-solving skills relevant to the challenges faced by the Australian ag industry; and
5. build an industry network.

About Arches Agri Partners

McDonald's Australia

Australia's first McDonald's restaurant opened in Yagoona, Sydney, in 1971. Today there are over 1,025 McDonald's restaurants across Australia, approximately 85 percent of which are franchised and run by local businessmen and women. The organisation employs more than 115,000 people in restaurants and corporate offices Australia-wide and is one of the largest employers of youth in the country. McDonald's spends over \$60 million per annum on training and people development.

McDonald's sought the collaboration of key suppliers, Ingham's, McCain Foods and Turosi, to create a program to find new ways of strengthening the Australian agricultural supply chain. Together, they are launching Arches Agri Grad Program, a unique graduate program designed and delivered collaboratively between supply chain partners.

Ingham's

Ingham's is Australia and New Zealand's largest integrated poultry producer and a long-standing supplier to McDonald's across the region. From breeder farms and hatcheries through to processing facilities and distribution, Ingham's manages virtually every step of the supply chain, delivering the consistent quality, high food safety standards and reliable supply that McDonald's and its customers rely on. Ingham's geographically diversified network provides the scale, infrastructure and expertise to meet McDonald's volume requirements with confidence. Ingham's geographically distributed network provides a high level of supply chain resilience and helps to maintain continuity of supply.

McCain Foods

McCain Foods Australia & New Zealand stands at the heart of the region's food landscape - transforming the humble potato into frozen favourites enjoyed every day across homes, restaurants, and global brands like McDonald's. With four manufacturing facilities across Australia and New Zealand and partnerships with more than 120 local growers, McCain blends scale with deep agricultural roots. Driven by a passion for quality, food safety, innovation and sustainable farming, McCain consistently delivers great tasting food people trust and love. The graduate program offers a unique opportunity to be part of this journey, providing hands-on exposure across manufacturing, supply chain, agriculture, engineering, R&D and commercial operations - shaping the next generation of leaders in food.

Turosi

Turosi, part of the OSI Group family of companies, is one of Australia's leading food manufacturers, supplying premium poultry products to some of the country's largest retail, foodservice and quick service restaurant customers, including McDonald's Australia. As a subsidiary of OSI Group—a global leader in food solutions operating in more than 18 countries - Turosi combines the strength and expertise of an international organisation with the agility and culture of a locally focused business.

With operations spanning farming, hatcheries, manufacturing and distribution across Australia, our graduates gain hands-on experience across the entire supply chain and business support functions, working alongside experienced industry professionals. We are recognised for our commitment to food safety, quality, innovation and continuous improvement, providing graduates with the opportunity to contribute to a business that produces millions of meals enjoyed by Australians every year while being part of a global organisation dedicated to feeding the world.