



CZARNIKOW

# Associate Programme

2022





# Welcome to Czarnikow (CZ)

We are a global supply chain management company. We buy, sell and move physical food, packaging and energy products, business to-business, on behalf of our clients. We also stock, carry and repackage physical product and provide warehousing solutions, logistical support and vendor-managed inventory. CZ's physical trading business is transaction-rich and asset light, as we do not own any production assets.

From specialists at their desks to farmers working remotely, we provide in-depth market analysis at the touch of a button through our newly developed app Czapp. We are expanding this platform further to include a new positions function which will allow users to see their active trades and to communicate in multiple languages.

Since 2019 we have been in renewable energy, deepening our expertise through new employee appointments and broadening our offering, which now includes biomass derived from sugar and food production, electricity generated from solar and steam, and ethanol. This investment delivered our first renewable energy trades in 2021. Most of this activity is in Brazil at present, with ambitions to expand into Asia and Africa in this area.

Our renowned sustainability programme, VIVE, focuses on continuous improvement and creating value throughout the supply chain. This allows our clients to deliver sustainable improvements, demonstrate traceability and differentiate products – creating commercial advantage. In addition to this, we currently have 306 kWh of VIVE-verified electricity available to power end-to-end, sustainable supply chains.

We are a fast-moving, dynamic company – we make decisions quickly and implement those decisions with speed. Our employees are given responsibility early and are given opportunity to advance as quickly as they can.

## 16

REGIONAL OFFICES AND  
LOCAL PRESENCES

## >100

COUNTRIES WHERE WE  
SERVE CLIENTS

## 42%

EMPLOYEES ARE WOMEN

Our aim for the future is for further geographical growth as we expand our product range and global client base.



# Our Programme

CZ is proud to launch its first 12-month Associate Programme. This is a structured training programme intended to develop the future talents of our organisation. While you familiarise yourself with our business, you will be supported to ensure career progression.



With the opportunity to spend time across various departments you will be able to build relationships across the business, develop your communication and negotiation skills as well as take on exciting new projects. Responsibility will be given from the outset, presenting an opportunity to gain hands-on experience and develop a broad understanding of your chosen profession, as well as receiving support in building new key skills.

During the training period you will be assigned a mentor to ensure you are getting the most out of the programme and to ensure that you are given the opportunity to transfer your learning into the workplace.

Pay is an important part of the employee experience, and we are committed to offer fair and competitive pay so that all of our employees are valued, respected and recognised for the work that they do. Our base salary range is competitive and depends on experience.

We offer hybrid working, a prestigious office location in the heart of London, a discretionary yearly bonus, life, health and dental insurance, health screening and a great pension plan as well as bike to work scheme and many opportunities for learning and development.

“

I learned that everyone is approachable, all the way to the CEO, and it's all about finding solutions together. I also learned a skill I never imagined I would acquire: reviewing and negotiating contracts, really getting stuck into the legalese.”

— **Wassim Sasso, Senior Trader,**  
on his Associate experience

During the programme you will be given the opportunity to work in various business areas.

### Advisory

Our Analysis team is key to being able to support our clients run their businesses and make informed decisions. From using machine learning to efficiently processing commodity market data to analyse the latest market trends, you'll develop your technical understanding as well as build communication skills while working alongside leading market analysts.

### Derivatives

Managing commodity price risk is a vital component of any supply chain, and with recent market volatility this has rarely been a more pressing issue than it is today. At CZ we trade financial instruments which allow our clients to protect themselves against adverse market movements. On the team you'll have the ability to execute and structure trades across a variety of commodities and markets, including sugar, grains, dairy, packaging, oils, transport, energy, forex and more.

### Operations

It's at the shipment stage that the various elements involved in a trade come together. On the Operations desk you'll get involved in planning shipments with buyers, placing freight bookings with shipping lines and coordinating call forwards with suppliers. You will be kept on your toes as you leverage problem solving skills to address unexpected supply chain challenges to ensure our buyers receive their goods on time and within budget.

### Trade Finance

Our business wouldn't be possible without the ability to leverage finance in a competitive, secure, and efficient manner. While on the Trade Finance desk you'll gain an in-depth understanding of the various financial products we utilise to optimise cash-flow and offer competitive financing to both our buyers and suppliers. Understanding the requirements of our banks and the unique financial products applied at each stage of the supply chain will be knowledge you refer to throughout your career at CZ.

### Trading

Pulling together a successful trade involves thorough coordination and communication across the business. Whether it be requesting pricing from a supplier, researching new market opportunities, or investigating freight options to ensure goods arrive on time and within budget, you'll gain valuable insight into what it takes to pull together an effective contract and play a vital role in driving the business forward.

## What are the training opportunities?

There are many opportunities to grow and learn at CZ. Here are a few:

**Formal training:** CZ runs specific programs such as Executive Presenting, Negotiating Skills and Project Management. You will also have access to training and support across a range of the CZ departments, such as Marketing, Risk and Compliance in order to build a rounded set of knowledge.

Furthermore, we encourage new challenges and debates to foster more diverse thinking and have adapted our management styles to promote this. In 2021, we set up new internal boards (with rotating chairships) to make it easier for employees to speak up; and all employees are welcome to present at our 'All hands' meetings. We also ran open online sessions during our annual Strategy Week, with time set aside for Q&As with senior management, which are attended by employees from all global offices.

Our values show us who we are and support and drive our business activities. We view them as competitive differentiators – they engender trust, promote our reputation, help develop long-term stakeholder relationships and value, and demonstrate the importance we place on our employees and our culture.

#### **Building Strong Relationships**

We nurture mutually rewarding and sustainable relationships with our clients, colleagues, and stakeholders.



#### **Embracing change**

Challenging convention is key; whether to make existing processes more efficient or to find new ways to benefit clients, partners and the environment.



#### **Investing in our team**

Our people are CZ's most important asset. By investing in them and creating an environment in which they can excel, they and the business benefits.



#### **Acting responsibly and with integrity**

We treat others as equals and the planet with respect. We have a duty to ensure our activity is not to the detriment of others.



# How to apply to the Associate Programme

## **Who should apply to the Associate Programme?**

We are looking for a diverse group of self-starters with entrepreneurial flair and with a keen interest in the supply chain industry.

- You need to be fluent in English as well as another European language and/ or Arabic.
- You may be in the process of completing a Masters.
- You will need to be able to think both analytically and creatively, coming up with ideas and executing on them.

## **What experience do I need to apply to the Associate programme?**

We require that candidates have some work experience. Ideal characteristics include problem solving skills, leadership qualities, creative intuition and analytical aptitude.

## **Where will I be placed for my role?**

You will be based in our stunning HQ office in St Paul's, London.

## **What is the interview process?**

During the first stage interview we may ask you to demonstrate your technical skills in a scenario-based interview. During the second and final stage interview you will be delivering a presentation on a given topic. All stages of the interview process could take place either face-to-face or virtually.

Applications can be submitted by sending a cover letter detailing your motivation for applying and your CV to [careers@czarnikow.com](mailto:careers@czarnikow.com) with the subject 'Associate Programme'.





For more information, you can  
find us at

**CZARNIKOW GROUP LIMITED**  
Paternoster House  
St Paul's Churchyard  
London, EC4M 8AB

T +44 (0) 207 972 6600

E [careers@czarnikow.com](mailto:careers@czarnikow.com)

W [czarnikow.com](http://czarnikow.com)