



Position Title: Accounting College Graduate Program

To Apply: Forward your resume to Apply@fosterfarms.com and reference Requisition #31583. MUST indicate your GPA on your resume! We will accept resumes for this position until October 28, 2013!

About us:

Foster Farms is the west's largest poultry company. We operate a 100% vertically integrated organization and are looking for top graduates to help keep us successful! We take pride it being an industry leader in cutting edge technology solutions and process efficiencies.

We offer the experience of a large organization, but operate like a family business. More than half of our job openings are filled by internal promotion, and we encourage employees to gain a variety of experiences across different functional groups.

Foster Farms has been a family-owned and operated company for four generations. Since our founding days back in 1939, we have always been committed to providing consumers with the highest-quality, best-tasting poultry products available. The hope is that our commitment to excellence, honesty, quality, service, and **our people** will shine through in everything we do.

Accounting College Graduate Trainee Program

Job Description:

The Graduate Trainee Program is designed for new employees to learn the various departments of the Accounting Division. The program is project oriented with significant visibility from senior management. The intent is to orient new employees with the various accounting functions and processes utilized by Foster Farms. The successful candidates will have significant exposure to the integration of accounting functions and day-to-day business operations.

Trainees will focus on high value projects that require complex judgment and independent action. All projects are rated by senior/executive management team on a four value scale, the values include; accomplishment or contribution to the organization, exposure to people and culture, consistency with Accounting and Foster Farms values and the difficulty of project.

Included below is a sample of projects that may be performed by the successful candidates:

Distribution Standards:

Assist with developing methodologies to allocate freight, storage and handling costs to product lines and developing standard rate tables. This will result in better understanding and visibility to actual costs across the organization, leading to better decision making.

Logistics Reporting and Analysis:

Assist with refinement of existing logistics cost reporting. Develop reporting package to be used in ongoing period review meetings to communicate results and issues to the organization.

Cash Flow Improvements:

Analyze opportunities to develop cash flow improvements.

Business Variance Analysis:

Complete a period variance analysis (Price, Volume, Mix) for a segment of the business and analyze results to be communicated to management.

Key Performance - Financial Impact Analysis:

Update the financial impact of key performance measures based on the last quarter's performance and document the process.

Requirements:

1. Bachelor's degree in Business Administration with concentration in Accounting or Finance or related field. **Minimum GPA of 3.0** or higher.
2. Excellent verbal and written communication skills.
3. Strong analytical skills.
4. Must be self-motivated and resourceful; ability to work independently and make decisions with little or no direction from management.
5. High degree of confidentiality, organization and prioritization skills; detail-oriented.
6. Experience with MS Office preferred, experience with SAP or similar ERP system beneficial.

Equal Opportunity Employer