Career success begins with a solid foundation! As the nation’s largest pork producer, Smithfield believes that your career path should provide you with the building blocks of knowledge and experiences to propel you to your fullest potential.

Our leadership team has created a unique strategy for you to learn, grow, and contribute to your career and the company’s success with the Smithfield Career Foundation Program. This program is designed to “fast start” your career in your chosen field of study over an 18-24 month period through various rotational assignments. These rotational roles, typically three, will provide you with exceptional opportunities to understand the business and experience different geographic locations that you might not otherwise experience in a “traditional job” placement. Throughout the Career Foundation Program, you will also have a specific job coach and mentor to assist and guide you.

At Smithfield, we are seeking highly motivated and top performing students who have passion for success, achievement, and leadership aspirations.

Frequently Asked Questions

**When will the program start?**
The program starts in early January or June, depending on your graduation date.

**Do I have to relocate?**
Smithfield encourages cross functional experiences and in order to complete assignments, relocation and travel is a part of the learning process. During the first 18 months, relocation will be a requirement.

**Am I job shadowing for 24 months?**
Absolutely not. During each rotation you would be assigned meaningful work in the department as if this was your full time position. In addition to your daily responsibilities, you will have areas of emphasis to learn and explore during the rotation.

**What is the compensation like?**
You’ll start off earning a competitive, entry-level income with a healthy bonus potential while being eligible for our company’s benefits. Also, you will be eligible for merit increases during our annual review periods.

**How long does it take to move up?**
Once you begin the Career Foundation Program as a trainee, it’s all about you. If you have a solid attitude, self motivation and the ability to think on your feet, how far and how quickly you go is really up to you. You can also explore career paths in other areas. If you’ve got what it takes, there’s really no limit to how far you can go.