AGRICULTURAL INDUSTRIES CONFEDERATION

Working in support of modern, sustainable, commercial agriculture

Animal Feed

Combinable Crops

Crop Protection & Agronomy

Fertiliser

Policy

Seed



Careers in the Agri-Supply Industry

agindustries.org.uk


Technology-focused
Team player
Determination
Problem solver
Engineering
Procurement
Marketing and Communications
Transport & Logistics
Technical
Communication
Commercial
I.T.
Finance and Administration
Production
Compliance & Sustainability
Adaptability
Analytical

The industry behind our food

The agri-supply industry offers a wide range of exciting career opportunities for people with different interests and skills. Every day, we rely on food that has been grown, produced, transported and sold safely. Behind this is a network of businesses working with farmers and growers to help make it happen.

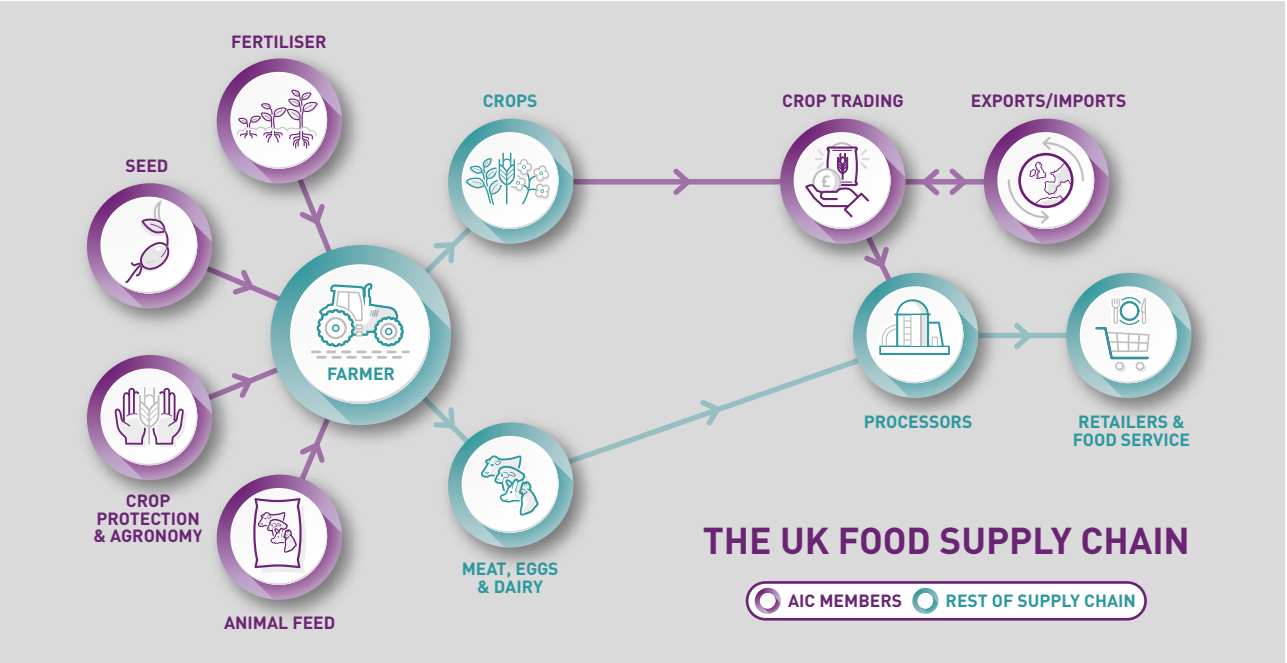
These businesses supply the products and services needed to produce food, including animal feed, fertiliser, seed, crop protection products and expert advice. They also buy and sell crops such as wheat, barley, oats and oilseed crops in the UK and around the world. These are known as combinable crops because they are harvested using a combine harvester. When they are bought and sold, they are known as commodities.

Together, these businesses form what is known as the **'agri-supply industry'**. While many people think of agriculture as being just about farming, the industry is much bigger than that. It brings together science, technology, engineering, business, sustainability, logistics and innovation to help produce the food we all rely on every day.

The **Agricultural Industries Confederation (AIC)** is the UK trade association that represents many of these businesses. With more than 230 Member companies, AIC works with the UK Government and regulators to help ensure rules and regulations are fair, practical and support innovation.

AIC also helps promote high standards of safety, quality, sustainability, and responsibility across the agri-supply industry. One way it does this is through industry assurance schemes. These schemes help food manufacturers, retailers and restaurant chains to have confidence that the food they sell has been produced using safe, high-quality products and services.

The agri-supply industry plays an important role in everyday life, helping to support farmers, strengthen food security and ensure the UK has access to safe, sustainable, affordable and nutritious food.



Welcome to Careers in the Agri-Supply Industry

More Than Farming

When people think about agriculture, they often picture tractors, livestock and muddy fields. While farming remains at the heart of food production, modern agriculture also relies on technologies such as drones, satellite mapping, sensors, robotics and artificial intelligence (AI).

The agri-supply industry is made up of people with a wide range of skills and interests. Scientists develop new products and technologies. Agronomists advise farmers on growing crops. Nutritionists help create animal feed and traders buy and sell commodities around the world. There are also careers in engineering, logistics, data analysis, finance, marketing, communications, human resources and sustainability.

Many of these roles involve solving real-world challenges, from improving food security and protecting the environment to developing new technologies and supporting farmers.



AIC would like to thank and acknowledge the contribution of its Future Forums, whose members provided valuable input, ideas and content that helped shape the development of this booklet and ensure it reflects the experiences and aspirations of the next generation entering the sector.

Finding Your Route In

There is no single path into the agri-supply industry. People enter through apprenticeships, college courses, technical qualifications and university degrees, depending on their interests and career goals.

You do not need to know exactly what career you want yet. Many people start in one role and move into others as they gain experience and discover new opportunities.

What's Next?

The following pages introduce some of the sectors and purposeful careers that make up the agri-supply industry. As you read, think about which roles match your interests, strengths and ambitions.



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Sector Overviews

Combinable Crops

This sector focuses on crops like wheat, barley and oilseed rape.

Did you know?

Millions of tonnes of crops like wheat and barley are grown in the UK each year. They are used to make everyday foods such as bread, breakfast cereals, pizzas and biscuits, as well as animal feed, fuel and other products. Technology such as satellite mapping and crop-monitoring tools helps farmers grow these crops more efficiently.

Careers include advising farmers, working with crops, handling grain, analysing data or managing storage and transport. Jobs suit people who like science, problem-solving or practical work.



Seed

Seeds are tested and prepared to help crops grow well.

Did you know?

Every loaf of bread, bowl of cereal and bag of crisps starts with a seed. Seeds are tested, cleaned and certified (officially checked to meet quality standards) before they ever reach a farm. Just one poor-quality seed batch could affect thousands of hectares of crops.

Jobs include laboratory testing, quality checks, seed processing and certification. Scientists and technicians use specialist equipment and technology to help ensure crops get off to the best possible start.



Crop Protection and Agronomy

This sector helps keep crops healthy while protecting the environment.

Did you know?

Agronomists and crop scientists help farmers protect crops while using fewer pesticides than in the past, thanks to advances in science, data and technology. They may use drones, satellite imagery and digital tools to monitor crop health and identify problems early.

People work as agronomists, scientists or advisers, using knowledge of plants, pests and soils to support farmers.



Fertiliser

Fertilisers give crops the nutrients they need to grow.

Did you know?

Plants need nutrients like nitrogen, phosphorus and potassium to grow. Fertiliser experts help make sure crops get exactly what they need, without wasting resources. Modern technology can help farmers apply nutrients precisely where they are needed.

Careers include manufacturing, safety, logistics, sustainability and technical advice. Modern roles often focus on improving efficiency and protecting the environment.



Animal Feed

Animal feed provides nutrition for livestock, poultry and fish.

Did you know?

The UK animal feed industry is currently worth over £4.5 billion and produces around 16 million tonnes of safe, nutritious feed every year. This feed helps produce many of the foods people enjoy every day, including milk, yoghurt, cheese, eggs, chicken and beef.

Jobs include feed production, animal nutrition, quality checks, transport and sustainability roles. Many involve science, technology and teamwork.



Policy

This sector helps shape the rules that affect farming and food production.

Did you know?

Decisions made by governments and regulators can affect what farmers grow, how food is produced and even what ends up on supermarket shelves. New technologies such as artificial intelligence (AI), precision agriculture and gene editing also create opportunities and challenges that policymakers need to consider.

People in policy research issues, analyse impacts and speak to the government and regulators. These roles suit people who enjoy research and understanding how decisions are made.



ROUTES INTO THE AGRI-SUPPLY CHAIN INDUSTRY

LEVEL 1
- GCSEs Grade D-G Award 1-3
- BTEC Level 1
- NVQ Level 1

LEVEL 2
- GCSEs Grade A*-C Award 4-9
- Technical and the Higher Technical Qualifications (THTQs)
- BTEC Level 2
- Apprenticeship NVQ Level 2

LEVEL 3 (FURTHER EDUCATION)
- A Levels AS Level International Baccalaureate (IB)
- BTEC National BTEC Level 3
- Advanced Apprenticeship NVQ Level 3
- T Levels
- Alternative Academic Qualifications (AAQs)
- V Levels

LEVEL 4 (HIGHER EDUCATION)
- Honours Degree
- Foundation Degree
- BTEC Professional Level 4 HNC
- Higher Level and Degree Apprenticeship NVQ Level 4

LEVEL 5 (HIGHER EDUCATION)
- Honours Degree
- Foundation Degree
- BTEC Professional Level 4 HND
- Higher Level and Degree Apprenticeship NVQ Level 4

LEVEL 6 (HIGHER EDUCATION)
- Honours Degree
- BTEC Advanced Professional Level 6
- Higher Level and Degree Apprenticeship NVQ Level 4

LEVEL 7-8

POST GRADUATE LEVEL

Master's Degree (second degrees), PhD, Professional Accreditation, BTEC Advanced Professional, NVQ Level 5

There is no single route into this industry, and it's normal to change direction as your interests develop.

Correct as of 22.09.26

FIND OUT MORE



Procurement

Procurement is about buying the right products and services a business needs, at the right quality, price and time. People working in procurement help make sure supplies arrive when needed and that the business gets good value for money.

What You'd Do

- Help buy materials, goods or services which can be used for trading or further processing
- Keep track of stock levels to meet the operational requirements of the business
- Speak to suppliers and help agree prices, quantities and delivery dates
- Learn about market trends (for example changes in prices or availability) and share this information with the team
- Work with logistics and supply chain colleagues to make sure deliveries arrive on time and meet the agreed standards

Possible Roles

- Buying Assistant
- Buyer
- Purchasing Manager
- Raw Materials / Co-products Trader
- Ethical Sourcing Co-ordinator
- Product Manager
- Category Manager

Skills You'll Need

- Good maths skills for working with prices and quantities
- Confidence communicating, digitally and in-person
- Ability to work well with others
- Problem-solving skills
- A practical, organised approach
- Willingness to learn and develop new skills
- And understanding of customer service

Entry Routes

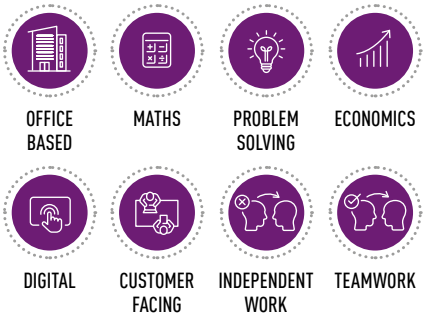
There is no single route into this area, many people start through apprenticeships, technical qualifications or college courses and progress over time.

As You Progress

You can also take professional qualifications as you progress, such as:

- Certificate in Procurement and Supply Operations (CIPS Level 2-6)
- Business and Management course

Could This Role Be for You?







Meet
Craig Brown
Trader

"Working in live markets means no two days are the same... I would encourage anyone to consider a career in the industry, and not to worry if they are not from an agricultural background."

Scan to read Craig's full story and learn more about careers in Operational and Supply Chain – Procurement.



Production

Production roles are responsible for making and processing the materials and products used across the agri-supply industry, from animal feed to grain and fertiliser. These roles are essential for keeping production safe, efficient and reliable.

What You'd Do

- Operate machinery and equipment safely, following production plans
- Move materials through different stages of production
- Carry out routine checks and record key information for traceability
- Keep work areas clean and follow safety and quality procedures
- Work with colleagues in quality, maintenance and logistics teams
- Help identify and solve problems during production

Possible Roles

- Production Operative
- Feed Mill Operative
- Fertiliser Blending Operative
- Grain or Oilseed Processor
- Seed Processing Technician
- Forklift or Loader Driver
- Weighbridge Operator
- Production or Shift Team Leader
- Operations Manager
- Crane Operator
- Dockworker
- Bagging and packaging Operative
- Seed Processing / Plant Manager

Skills You'll Need

- Practical, hands-on approach
- Good attention to detail and safety awareness
- Problem-solving skills
- Ability to work well as part of a team
- Basic IT skills for systems and record-keeping
- Willingness to learn new processes and equipment
- Good communication skills

Entry Routes

There is no single route into production roles. Many people start through apprenticeships, college courses or entry-level roles with on-the-job training, then build experience over time.

As You Progress

You can develop your career through:

- On-the-job training and technical skills development
- Supervisory and team leadership roles
- Specialist qualifications linked to machinery, safety or operations
- Moving into production or site management

Could This Role Be for You?

FACTORY · PRACTICAL · TEAMWORK · SAFETY · SHIFT WORK





Meet
Lucy Taylor
Grain Store Supervisor

"Just start at the bottom and you will soon find your path...I had no relevant qualifications for this job but, just from turning up every day and trying your best, listening to the people that work alongside you, this is where you pick up your skills."

Scan to read Lucy's full story and learn more about careers in Operational and Supply Chain – Production.



Transport and Logistics

Transport and logistics roles are responsible for moving materials and products safely and efficiently across the supply chain. This includes everything from planning deliveries to coordinating drivers and ensuring goods arrive on time.

What You'd Do

- Plan deliveries, routes and schedules
- Communicate with drivers, customers and production teams
- Track shipments and monitor delivery progress
- Keep accurate records (such as driving hours and vehicle use)
- Solve problems such as delays or changes in delivery plans
- Help ensure goods are transported safely and legally

Possible Roles

- Transport and Distribution Management
- Logistics Coordinator
- Contract Negotiator – Freight and Storage
- Commercial Analyst
- HGV (Heavy Goods Vehicle) or Van Driver
- Warehouse Management
- Storekeepers
- Fleet Manager
- Transport Compliance Officer

Skills You'll Need

- Good organisation and time management
- Problem-solving skills under pressure
- Strong communication and customer service skills
- Attention to detail
- Ability to work as part of a team
- Interest in vehicles, transport or logistics systems

Entry Routes

There is no single route into transport and logistics. Many people start through apprenticeships or entry-level roles and gain experience on the job, often working towards relevant licences and qualifications.

As You Progress

You can develop your career through:

- Gaining licences (e.g. HGV or forklift)
- Transport management qualifications (e.g. Certificate of Professional Competence – CPC)
- Warehouse operations qualifications
- Moving into supervisory and management roles
- Specialising in areas such as planning, compliance or fleet management

Could This Role Be for You?





Please visit the careers section of the AIC website for more career stories and information.



Engineering

Manufacturing keeps lots of different industries running, and engineers make sure the machines, vehicles and equipment all work safely and reliably, day and night. They might fix machinery, design new factories, or look after lorries and handling equipment that move materials and products from place to place.

What You'd Do

- Keep machines and equipment working safely by checking, fixing and maintaining them
- Help build or improve factories, plants or systems used to make everyday products
- Solve problems quickly if something breaks down, so work can continue with minimal disruption
- Work with different technologies, such as mechanical, electrical or digital control systems
- Make sure vehicles and handling equipment used to move materials and products are safe and reliable

Possible Roles

- Maintenance Engineer
- Electrical Engineer
- Vehicle Maintenance Engineer
  - HGV (Heavy Goods Vehicle) lorries and delivery vehicles
  - Forklifts and materials-handling equipment
- Process Control Engineer
- Engineering Supervisor

Skills You'll Need

- Practical problem-solving skills
- Able to work under pressure
- Ability to work as part of a team with other departments
- Attention to detail
- Able to work in challenging environments such as at height and in confined spaces
- Strong maths and technical understanding
- Understand customer needs and be able to recommend solutions

Entry Routes

Many people enter engineering through apprenticeships or technical courses, developing hands-on skills alongside practical experience.

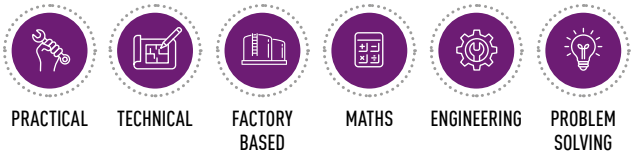
Opportunities to enter the sector exist at all levels, and practical vocational skills are highly valued, including welding, electrical work, plumbing and mechanics, particularly within the agri-supply trade.

As You Progress

You can develop your career through:

- Advanced technical training or qualifications
- Specialising in mechanical, electrical or systems engineering
- Moving into supervisory or management roles
- Project or operations management

Could This Role Be for You?







Meet
Robert Hotchkiss-Wait
CAPEX Project Manager

"Seeing a project all the way through, from an idea on a piece of paper to a massive, physical reality, is an incredibly special feeling... If you like solving problems, organising things, and working with people, there is absolutely a place for you here."

Scan to read Robert's full story and learn more about careers in Operational and Supply Chain – Engineering.



Sustainability

Sustainability means using resources in a sensible way so businesses can do their work without wasting materials, energy or causing harm. This includes making smart choices about where things come from, using efficient technology, and planning work and transport to reduce environmental impact.

What You'd Do

- Collect and analyse data on environmental impacts such as carbon, water use and biodiversity
- Research sustainable farming and production practices
- Assess how businesses can reduce emissions, waste and resource use
- Support circular economy approaches, such as reuse of by-products and waste reduction
- Work with technical, compliance and commercial teams to share findings
- Report on progress and identify areas for improvement

Possible Roles

- Carbon Footprint Analyst
- Sustainable Agriculture Researcher
- Circular Economy Specialist
- Water and Irrigation Research Scientist
- Biodiversity Impact Analyst

Skills You'll Need

- Interest in the environment, science and sustainability
- Confidence working with data and reports
- Analytical and problem-solving skills
- Attention to detail
- Good communication skills
- Willingness to keep learning as science and policy change

Entry Routes

There is no single route into this area, many people start through apprenticeships, technical qualifications or college courses and progress over time.

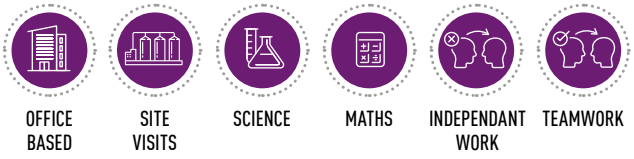
Many people progress into specialist analyst or research roles through further training and experience.

As You Progress

You can develop your career through:

- Environmental, sustainability or science degrees
- Professional sustainability or carbon management qualifications
- Specialist data or research training

Could This Role Be for You?







Meet
Harvey Griffiths
Sustainability and Projects Manager

"It is rare that two days are the same. I especially enjoy working with our operations and farmer-facing teams, because that's where the magic happens."

Scan to read Harvey's full story and learn more about careers in Operational and Supply Chain – Sustainability.



Finance and Administration

Working in finance and administration means helping a business run smoothly by keeping track of money, data and paperwork, which every industry needs. It gives you problem-solving skills and a great overview of how different departments work, making it easier to move into other roles later.

What You'd Do

- Processing sales and purchase invoices to ensure informed decisions can be made about cash flow
- Keep records accurate
- Support payroll to ensure everyone gets paid promptly
- Answer queries to ensure clear communication with customers, suppliers and internal queries
- Help prepare reports and analyse year and month-end figures

Possible Roles

- Assistant Accountant
- Administrator
- Payroll Officer
- Credit Controller
- Human Resources (HR) Administrator
- Trading Administrator
- Finance Assistant
- Management Accountant
- Financial Analyst

Skills You'll Need

- Strong organisation and time-management skills
- Attention to detail, especially when working with numbers and records
- Good problem-solving skills
- Ability to work under pressure and meet deadlines
- Able to work as part of a team with different departments
- Maths, data handling and basic economics skills

Entry Routes

Many people enter finance and administration through apprenticeships, college courses or entry-level roles, building experience as they progress.

As You Progress

You can develop your career through:

- Professional qualifications such as AAT, ACCA or CIMA Specialist roles in accounting, payroll, credit control or finance
- Management and leadership opportunities
- Transferable skills that can open doors across the wider business

Could This Role Be for You?

OFFICE BASED | CUSTOMER FACING | MATHS | ECONOMICS | TEAMWORK



Please visit the careers section of the AIC website for more career stories and information.



Commercial

Commercial roles are about working with customers, finding out what they need, and helping them choose the right products or services. It's also about buying and selling (trading) and spotting opportunities in the market.

What You'd Do

- Build and manage relationships with customers
- Understand customer needs and recommend solutions
- Learn about products and explain them clearly
- Keep an eye on things like prices, global events and weather
- Work with other departments (like technical and logistics) to solve customer problems and meet customer needs
- Support business growth and sales targets
- Identify new opportunities in the market

Possible Roles

Sales Roles:

- Key Account Manager
- Customer Success Manager
- Customer Services Administrator
- On Farm Sales Adviser
- Telesales
- Sales Directors
- Sales Management
- Feed Sales Specialist
- Fertiliser Sales Manager
- Crop Protection Commercial Lead
- Agronomy Business Development Manager
- Seed Product Manager

Commercial Roles:

- Business Development Executive
- Commodity Trader
- Commercial Director
- Account Manager
- Customer Relationship Manager

Skills You'll Need

- Confidence speaking and communicating
- Numeracy (working with prices and quantities)
- Problem-solving skills
- Willingness to learn and adapt
- A positive, professional approach
- Desire to develop business acumen skills would be an advantage

Entry Routes

There is no single route into this area, many people start through apprenticeships, technical qualifications or college courses and progress over time.

Many people start in junior roles and progress quickly as confidence grows.

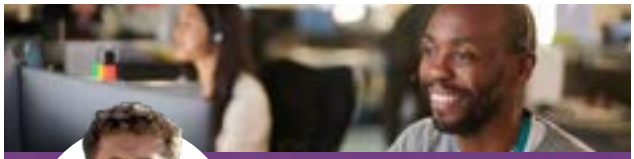
As You Progress

You can develop your career through:

- Sales or business qualifications
- Progressing into senior sales or leadership roles
- Specialising in sectors or products
- Moving into wider commercial strategy roles

Could This Role Be for You?







Meet
Max Kettlewell
Commercial Management Trainee

"Always say yes to any opportunity... Anyone can learn the technical side of the industry but being able to build relationships is key."

Scan to read Max's full story and learn more about careers in Commercial and Customer-facing – Commercial.



Marketing and Communications

Marketing and communications are about helping products succeed by understanding customers, explaining benefits clearly, and using the right channels (events, brochures, websites and social media).

What You'd Do

- Create content such as social media posts, websites and brochures
- Plan campaigns and support product launches
- Work with commercial and technical teams
- Generate leads and identify customer opportunities
- Organise events and exhibitions
- Analyse results and improve performance
- Help tell the organisation's story clearly

Possible Roles

- Content and Creative
  - Copywriter
  - Graphic Designer
  - Video Content Producer
  - Journalist
- Digital and Performance
  - SEO / GEO Specialist
  - Social Media
  - Website Manager
- Strategic and Engagement
  - Marketing Manager
  - Public Relations (PR) Officer
  - Internal Communications Officer
  - Stakeholder Engagement Officer
  - Brand Manager

Skills You'll Need

- Strong written and verbal communication
- Creativity and curiosity
- Confidence juggling tasks and deadlines
- Good IT/digital skills (and willingness to learn new tools)
- Understanding customers and markets
- Commercial awareness

Entry Routes

Many people enter through apprenticeships, degrees or building experience through projects, volunteering or internships.

As You Progress

You can develop your career through:

- Specialising in digital, PR or branding
- Moving into management roles
- Building expertise in campaigns or strategy
- Developing leadership responsibilities

Could This Role Be for You?







Meet
Lottie Cottingham
Graduate Student

"Say yes to opportunities, ask plenty of questions and don't be afraid to step outside your comfort zone."

Scan to read Lottie's full story and learn more about careers in Commercial and Customer-facing – Marketing and Communications.



Product, Research and Development (R&D) and Innovation

Product, R&D and innovation roles are about creating and improving products using science, research and testing. This could include developing new feed ingredients, biostimulants, fertilisers or crop protection products, and making sure they are safe, effective and ready for use.

What You'd Do

- Research new ideas and test them in the lab or through trials
- Help develop and improve product formulas (what products are made of and how they work)
- Collect data, analyse results and write up findings
- Work with regulatory and quality teams to make sure products meet rules and standards
- Support colleagues with technical information and problem solving

Possible Roles

- Product Development Scientist
- Sustainability Research Analyst
- Environmental Impact Researcher
- R&D Chemist – Agrochemicals
- Biostimulant Research Scientist
- Formulation Scientist – Crop Protection
- Regulatory Affairs Scientist (R&D Support)
- Formulation Scientist – Animal Feed
- Laboratory Technician / Analyst
- Laboratory Manager

Skills You'll Need

- Curiosity and interest in science
- Strong attention to detail
- Confidence working with data and results
- Good written and verbal communication
- Teamwork and willingness to learn

Entry Routes

There is no single route into this area, many people start through apprenticeships, technical qualifications or college courses and progress over time.

Many people progress into specialist roles through further training, degrees or professional development.

As You Progress

You can develop your career through:

- Science or agriculture degrees (for some specialist roles)
- Professional training in formulation, trials or regulatory affairs
- Sustainability and environmental assessment training

Could This Role Be for You?

OFFICE BASED | SITE VISITS | SCIENCE | MATHS | PROBLEM SOLVING | TEAMWORK





Meet
Amy Hersey-Dodd
Laboratory Technician

"If you enjoy science but don't like hospitals or blood, and have a passion for the outdoors, this could be the career for you."

Scan to read Amy's full story and learn more about careers in Technical and Innovation – Product, Research & Development (R&D) and Innovation.



Animal Nutrition and Feed Advisory

Animal nutrition and feed advisory roles focus on helping animals get the right diet to support health, welfare and productivity. This includes designing feed recipes, running trials and making sure feed is safe and meets standards.

What You'd Do

- Help develop and adjust feed formulations to meet animal needs
- Analyse data to understand animal performance and health
- Support feed trials to test how diets affect animals
- Provide advice on feed quality, safety and nutrition
- Work with farmers, vets and technical teams
- Help solve feeding or performance issues

Possible Roles

- Animal Nutritionist
- Feed Formulation Scientist
- Veterinary Researcher
- Livestock Welfare Specialist
- Microbiologist – Feed Safety
- Enzyme / Additive Development Scientist
- Ruminant / Monogastric Specialist
- Feed Trials Coordinator
- Feed Safety and Compliance Officer

Skills You'll Need

- Interest in animals and biology
- Strong attention to detail and safety awareness
- Confidence with numbers and data
- Clear communication skills
- Problem solving and teamwork

Entry Routes

There is no single route into animal nutrition roles. Many people enter through apprenticeships, agriculture or science courses, while others move into these roles after gaining experience in farming, feed production or technical roles.

Some roles may require higher level study as you progress.

As You Progress

You can develop your career through:

- Specialist nutrition or microbiology training
- Professional development and higher level qualifications
- Senior advisory positions or technical roles
- Managing teams or leading nutrition strategies

Could This Role Be for You?

OFFICE BASED | SITE VISITS | SCIENCE | MATHS | COMMUNICATION





Meet
Tom Williams
Area Sales Manager
and Nutritional Advisor

"Don't be afraid to say you don't know something and ask for help... Just be yourself, find a common interest to help build connections."

Scan to read Tom's full story and learn more about careers in Technical and Innovation – Animal Nutrition and Feed Advisory



Technical Services and Innovation

Technical services roles help turn science into practical advice and support. These roles focus on solving problems, sharing knowledge and helping others use products correctly and effectively.

What You'd Do

- Provide technical advice to colleagues and customers
- Help solve performance, quality or compliance issues
- Create or update technical guidance and documentation
- Support product training and knowledge sharing
- Help coordinate innovation and improvement projects
- Work with external partners such as universities or government bodies

Possible Roles

- Technical Advisor / Manager
- Technical Product Manager
- Formulator
- R&D Project Manager
- Innovation Lead
- Technical Documentation Specialist
- Knowledge Transfer Officer
- Collaborative Research Coordinator (e.g. with Universities, government departments)

Skills You'll Need

- Clear communication skills
- Organisation and time management
- Problem solving and curiosity
- Confidence working with documents and data
- Ability to work with different teams

Entry Routes

There is no single route into this area, many people start through apprenticeships, technical qualifications or college courses and progress over time.

Many people move into these roles after gaining experience in lab, production, quality or commercial roles.

As You Progress

You can develop your career through:

- Specialist technical or product training
- Project management qualifications
- Moving into senior technical or advisory roles
- Leading innovation programmes or teams

Could This Role Be for You?

OFFICE BASED | SITE VISITS | PROBLEM SOLVING | CUSTOMER FACING | COMMUNICATION





Meet
Anna Clarkson
Area Sales Manager
and Technical Advisor

"No two days will ever be the same, don't be put off by not growing up in the industry. I myself don't originate from farming."

Scan to read Anna's full story and learn more about careers in Technical and Innovation – Technical Services and Innovation



Crop Science and Agronomy Advisory

Crop science and agronomy roles focus on helping crops grow well while protecting the environment. This includes soil health, plant biology, pest and disease control, and using data to support decision making.

What You'd Do

- Assess crop and soil needs and recommend solutions
- Support field trials and collect data in real farm conditions
- Advise growers on how to manage pests, weeds and diseases using integrated approaches
- Provide recommendations on fertilisers, nutrients and crop protection products
- Use tools such as mapping, sensors or precision farming technology
- Keep up to date with research and best practice

Possible Roles

- Agronomist / Senior Agronomist
- Crop Scientist
- Soil Scientist
- Crop Modelling Specialist
- Agroecology Advisor
- Field Trials Coordinator
- Integrated Pest Management (IPM) Specialist
- Fertiliser Formulation Chemist
- Plant Breeder / Geneticist
- Seed Technology Researcher
- Climate Resilience Agronomist
- GIS / Precision Agriculture Analyst
- FACTS qualified Advisor (Fertiliser Advisers Certification and Training Scheme)

Skills You'll Need

- Interest in plants, science and the environment
- Observation and attention to detail
- Confidence using data and trial results
- Communication skills for giving advice
- Practical problem solving
- Team working and building relationships
- Flexible approach to workload

Entry Routes

There is no single route into this area, many people start through apprenticeships, technical qualifications or college courses and progress over time.

Some roles require specialist training as you progress.

As You Progress

You can develop your career through:

- Professional qualifications (e.g. BASIS or FACTS)
- Specialist training in crop or soil science
- Moving into senior advisory or technical roles
- Managing teams or working at a strategic level

Could This Role Be for You?

OFFICE BASED | SITE VISITS | TRAVEL | SCIENCE | PROBLEM SOLVING | TEAMWORK





Meet
Mack Ranshaw
Development Agronomist

"It won't stop you from trying if you're genuinely interested and enthusiastic... My career started as an extension of my hobby – gardening."

Scan to read Mack's full story and learn more about careers in Technical and Innovation – Crop Science and Agronomy Advisory.



Compliance and Assurance

Compliance and assurance roles make sure businesses follow the rules, meet standards and keep people, animals and the environment safe. These roles help protect food and feed safety, support responsible trading, and give customers confidence that products meet recognised assurance schemes.

What You'd Do

- Check that businesses follow laws, standards and assurance scheme rules
- Carry out audits and inspections (on-site or desk-based)
- Review records and systems to make sure processes are working properly
- Help identify and reduce risks to safety, quality or compliance
- Support traceability, certification and accreditation processes
- Work with teams across the business to improve standards
- Keep up to date with changing regulations and best practice

Possible Roles

- Agricultural / Compliance Officer
- Compliance Auditor (Feed/Food Safety, Energy, Environmental Management Systems, Contract and Trade)
- Quality Assurance Officer
- Quality Assurance and Food Safety Specialist
- Regulatory Affairs Manager
- Risk and Audit Officer
- Assurance Scheme Co-ordinator (e.g. UFAS, FIAS)
- Traceability and Certification Officer
- Health and Safety Advisor / Manager
- Dangerous Goods Safety Advisor (DGSA)
- Seed Certification Inspector
- Quality Controller (QC)
- Compliance Officer
- Assurance Scheme Auditor

Skills You'll Need

- Strong attention to detail
- Good organisation and record-keeping skills
- Confidence working with rules, standards and procedures
- Clear written and verbal communication
- Ability to identify risks and solve problems
- Professional judgement and integrity

Entry Routes

There is no single route into this area, many people start through apprenticeships, technical qualifications or college courses and progress over time.

Many people move into compliance and manager roles after gaining experience in production, technical, quality or administration roles.

As You Progress

You can develop your career through:

- Professional training in quality, auditing or health and safety
- Regulatory or food/feed safety qualifications
- Specialist certification linked to assurance schemes or standards

Could This Role Be for You?





Meet
Frankie Maw
Quality Assurance Officer

"I didn't follow a completely straightforward path into the industry... Be open to learning and don't worry if you don't have a clear path from the start."

Scan to read Frankie's full story and learn more about careers in Governance and Risk – Compliance and Assurance.



Compliance and Sustainability

Compliance and sustainability roles focus on making sure organisations meet environmental rules, standards and commitments. Rather than delivering day to day operations, these roles provide oversight, assurance and reporting – helping businesses understand their impact on the environment and demonstrate responsible, transparent behaviour.

People working in compliance and sustainability help organisations manage environmental risk, meet regulatory and assurance requirements, and report clearly on progress against sustainability goals.

What You'd Do

- Check that businesses comply with environmental laws, standards and policies
- Monitor and assess impacts such as carbon emissions, water use and biodiversity
- Collect, review and verify sustainability data and evidence
- Support environmental audits, inspections and certification processes
- Help prepare sustainability, Environmental, Social and Governance (ESG) or environmental impact reports
- Identify risks linked to climate change, natural resources or supply chains
- Work with operational teams to improve performance against agreed standards

Possible Roles

- Environmental Compliance Officer
- Biodiversity Impact Analyst
- Carbon Footprint Analyst
- ESG Reporting Analyst
- Climate Risk Analyst
- Sustainability Manager
- Green Growth Strategy Co-ordinator
- Circular Economy Specialist
- Sustainable Supply Chain Manager
- Traceability and Certification-focused Sustainability Officer

Skills You'll Need

- Strong attention to detail and accuracy
- Confidence working with data, reports and evidence
- Understanding of rules, standards and frameworks
- Analytical and problem solving skills
- Clear written and verbal communication
- Professional judgement and integrity
- Ability to work across teams and challenge constructively

Entry Routes

There is no single route into this area, many people start through apprenticeships, technical qualifications or college courses and progress over time.

Many people move into compliance-focused sustainability roles after gaining experience in compliance, assurance, technical or administrative roles.

As You Progress

You can develop your career through:

- Professional sustainability, ESG or environmental management qualifications
- Specialist training in carbon accounting, biodiversity or climate risk
- Senior roles focused on strategy, assurance and governance

Could This Role Be for You?

OFFICE BASED | MATHS | ANALYTICAL THINKING | TEAMWORK | COMMUNICATION



Meet
Ella Forman
Agriculture Manager

"It's absolutely fine not to take a direct route into agriculture... Finding something you're passionate about makes all the difference."

Scan to read Ella's full story and learn more about careers in Governance and Risk – Compliance and Sustainability.



IT Support and Digital Systems

IT support and digital systems roles focus on keeping technology running smoothly across a business. These roles make sure computer systems, software, networks and data are reliable, secure and available so everyone can do their job.

People in IT support often act as the first point of help for technical issues and play a vital role in business continuity and cyber security.

What You'd Do

- Help staff with IT problems and technical questions
- Maintain computer systems, software and applications
- Monitor systems to make sure everything is running correctly
- Support cyber security and data protection
- Help plan and manage IT projects and system upgrades
- Ensure systems are reliable and available during disruptions

Possible Roles

- Field Scanner Operator
- Service Desk Analyst
- IT Engineer
- Application Specialist
- IT Security Specialist
- IT Project Manager
- IT Systems Manager

Skills You'll Need

- Interest in technology and computers
- Problem-solving skills
- Clear communication (explaining tech issues simply)
- Attention to detail and accuracy
- Organisation and time management
- Willingness to keep learning as technology changes

Entry Routes

There is no single route into this area, many people start through apprenticeships, technical qualifications or college courses and progress over time.

Many people start in support roles and progress into more specialist or management positions.

As You Progress

You can develop your career through:

- Specialist IT or cyber security certifications
- Technical training in systems, networks or applications
- Leadership and IT management roles

Could This Role Be for You?







Meet
Kerry Starr
Data Administrator

"When an opportunity arose to work more closely with databases and systems, I decided to take a sideways step in my career. I invested time in developing my technical skills, and the combination of strong people skills and technical knowledge has been invaluable."

Scan to read Kerry's full story and learn more about careers in Digital and Data – IT Support and Digital Systems.



Data, Technology and Digital Innovation

Data, AI and digital innovation roles focus on using information and technology to improve decisions and performance. These roles look forward – analysing data, developing digital tools and using technologies like sensors, mapping and artificial intelligence to solve problems and predict future outcomes.

These roles are about innovation, insight and improvement, rather than day-to-day IT support.

What You'd Do

- Work with data to identify patterns and trends
- Build or improve digital tools and software
- Use data from sensors, satellites or farm technology
- Develop models and predictions (for example yields or risks)
- Support automation and digital innovation projects
- Work with scientists, technical teams and developers

Possible Roles

- Business Analyst
- Programmer or Software Developer
- Data Scientist – Precision Agriculture
- Remote Sensing Analyst
- AI / Machine Learning Researcher (e.g. yield prediction)
- Sensor Development Engineer
- Software Developer – Farm Analytics Tools
- Digital Transformation Lead

Skills You'll Need

- Interest in data, technology and problem solving
- Analytical thinking and attention to detail
- Confidence using computers, data and digital tools
- Logical thinking and curiosity
- Communication skills (to explain insights clearly)
- Willingness to learn new technologies

Entry Routes

There is no single route into this area, many people start through apprenticeships, technical qualifications or college courses and progress over time.

Many people progress into these roles through further training or after starting in IT or technical roles.

As You Progress

You can develop your career through:

- Data science, AI or software development training
- Specialist qualifications and certifications
- Senior roles leading digital innovation and transformation

Could This Role Be for You?







Meet
Charley Burnell
Product Manager

"Don't assume that not having the right background – technical or agricultural – will be an issue... If you can analyse problems, imagine solutions and work well with others, technology and product management may well be a good fit for you."

Scan to read Charley's full story and learn more about careers in Digital and Data – Data, Technology and Digital Innovation Systems.



Policy and Advocacy

Policy and advocacy roles focus on shaping the rules, decisions and direction that affect agriculture, food and supply chains. People working in this area use evidence, data and analysis to inform government, regulators and industry leaders, helping make sure policies are practical, fair and based on real-world impacts.

These roles sit at the link between industry, government and regulators, aiming to influence change and represent the sector's voice.

What You'd Do

- Research policies, regulations and proposed changes
- Analyse data, markets and economic impacts
- Respond to government consultations and enquiries
- Prepare briefings, reports and evidence-based advice
- Work with regulators, policymakers and industry stakeholders
- Track political, regulatory and market developments
- Help explain complex issues clearly to decision-makers

Possible Roles

- Policy Advisor – Agriculture
- Regulatory Liaison Officer
- Industry Affairs Manager
- Policy Analyst
- Economist
- Statistician
- Regulatory Compliance Specialist
- Market Analyst

Skills You'll Need

- Strong research and analytical skills
- Confidence working with data and evidence
- Clear written and verbal communication
- Ability to understand complex issues
- Attention to detail and accuracy
- Balanced judgement and professionalism
- Interest in current affairs and decision-making

Entry Routes

There is no single route into this area, many people start through apprenticeships, technical qualifications or college courses and progress over time.

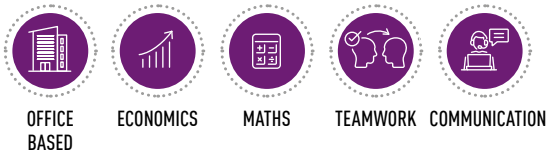
Many people move into policy roles after gaining experience in compliance, economics, sustainability, data analysis or industry operations.

As You Progress

You can develop your career through:

- Further study in economics, policy, law or social sciences
- Professional training in analysis, public affairs or regulation
- Senior roles influencing national or international policy

Could This Role Be for You?





Please visit the careers section of the AIC website for more career stories and information.

Links and resources

Agri-supply organisations

Agriculture and Horticulture Development Board (AHDB): www.ahdb.org.uk

Agricultural Engineers Association (AEA): www.aea.uk.com

AIC | The Agricultural Industries Confederation: www.agindustries.org.uk

BASIS Registration: www.basis-reg.co.uk

British Association of Feed Supplement and Additive Manufacturers (BAFSAM): www.bafsam.org

British Society of Plant Breeders (BSPB): www.bspb.co.uk

CropLife UK: www.croplife.uk

Grain and Feed Trade Association (GAFTA): www.gafta.com

National Office of Animal Health (NOAH): www.noah.co.uk

Northern Ireland Grain Trade Association (NIGTA): www.nigta.co.uk

Careers

Agricultural and Farming Jobs: www.agrifj.co.uk

Agricultural Recruitment Specialists: www.agrirs.co.uk

Agri-Food and BioSciences Institute (AFBI): www.afbini.gov.uk/careers-afbi

BBC: www.bbc.co.uk/programmes/articles/41PxRZtydLkg5L2FXPRnBFv/make-it-into-agri-food

Executive Agricultural Recruitment Experts: www.jptrett.com

Farmers Guardian: www.farmersguardian.com

Farmers Weekly: www.fwi.co.uk

Global Agricultural Recruitment: www.DeLacyExecutive.co.uk

Hunter Chase Consultants: www.hunterchaseconsultants.co.uk

Lantra Careers Hub: www.lantra.co.uk/careers

National Careers Service: nationalcareers.service.gov.uk

Prospects: www.prospects.ac.uk

Shire Consulting: www.shireconsulting.co.uk

The Food – a fact of life programme: www.foodafactoflife.org.uk

The Institute for Agriculture and Horticulture (TIAH): www.tiah.org

The National Skills Academy for Food and Drink: www.tastycareers.org.uk

SCAN ME
AIC CAREERS DIRECTORY

Education

Aberystwyth University: www.aber.ac.uk/en/

Askham Bryan College: www.askham-bryan.ac.uk

Berkshire College of Agriculture: www.bca.ac.uk

Bishop Burton College: www.bishopburton.ac.uk

Bridgwater and Taunton College: www.btc.ac.uk

Links and resources

Education *(continued)*

Brinsbury College: www.brinsbury.ac.uk

College of Agriculture Food and Rural Enterprise (Northern Ireland): www.cafre.ac.uk

Craven College: www.craven-college.ac.uk

Crystal Palace Park - Capel Manor College: www.capel.ac.uk/community/crystal-palace-park-farm

Duchy College: www.duchy.ac.uk

Hadlow College | Land-Based College in Kent and South-East London: www.hadlow.ac.uk

Harper Adams University: www.harper-adams.ac.uk

Hartpury College: www.hartpury.ac.uk

Kingston Maurward College: www.kmc.ac.uk

Merrist Wood College: www.activatelearning.ac.uk

Moulton College: www.moulton.ac.uk

Myerscough College: www.myerscough.ac.uk

Newcastle University: www.ncl.ac.uk

Nottingham Trent University: www.ntu.ac.uk

Plumpton College: www.plumpton.ac.uk

Queen's University Belfast: https://www.qub.ac.uk/

Riseholme College: www.riseholme.ac.uk

Rodbaston College – South Staffordshire College: www.southstaffs.ac.uk

Royal Agricultural University: www.rau.ac.uk

Scotland's Rural College (SRUC): www.sruc.ac.uk

Sparsholt College: www.sparsholt.ac.uk

The University of Edinburgh: www.ed.ac.uk/

University of Leeds: www.leeds.ac.uk

University of Nottingham: www.nottingham.ac.uk

University of Reading: www.reading.ac.uk/

Wiltshire College and University Centre: www.wiltshire.ac.uk

Writtle College, Anglia Ruskin University: www.aru.ac.uk/writtle-college





Notes

AGRICULTURAL INDUSTRIES CONFEDERATION

Agricultural Industries Confederation Ltd
First Floor,
Unit 4 The Forum,
Minerva Business Park,
Lynch Wood, Peterborough, PE2 6FT.

Tel: **01733 385230**
Email: **enquiries@agindustries.org.uk**
www: **agindustries.org.uk**

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