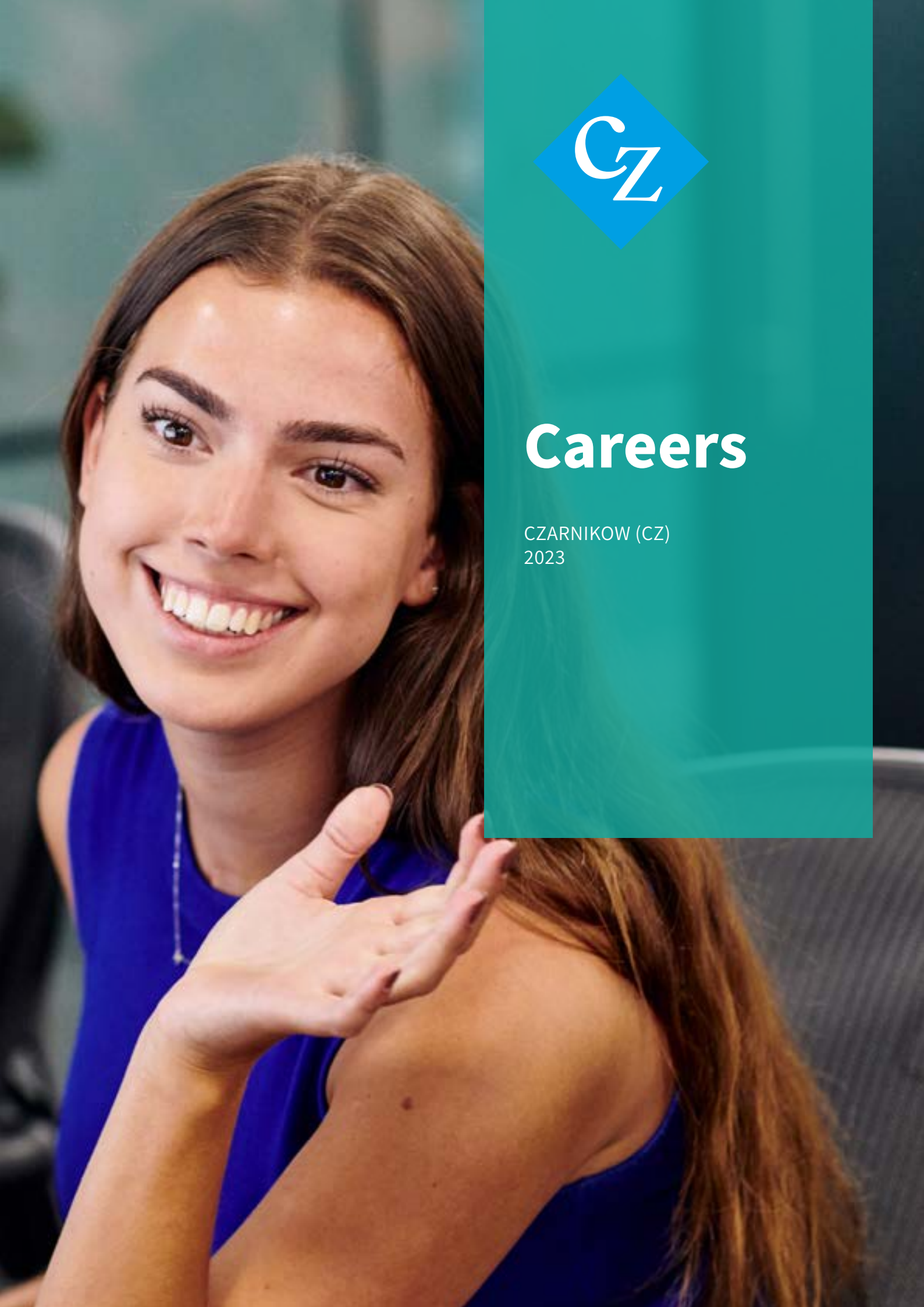




# Careers

CZARNIKOW (CZ)  
2023



# Hello.

We are a global supply chain management company. Our operations are run across four key business lines: Advisory, Agriproducts, Energy, and Food Ingredients and Packaging. Our business also involves logistics, financing and consulting.

## Small and mighty

Our people bring diversity of thought, background, industry experience and local knowledge to our business. This is how we create a large impact with a compact team. We recruit for cultural fit first, bringing stand-out individuals into our midst.

## Trusted and intrepid

We are trusted to take care of supply chains that are vital to global giants of the food and beverage industry, and to do so with transparency and accountability.

# Full service & bespoke solutions

We move products efficiently along our supply chains, finding solutions to overcome day-to-day challenges.



## Physical trading

We buy and sell large volumes of commodities, and help our clients manage their market exposure.



## Consulting

We provide corporate finance solutions and the latest market analysis for clients and the public.



## Logistics

We move goods between some of the world's busiest ports and provide bespoke stock management solutions.



## Financing

We help our clients to access funding for their trades or crops.

For many clients we touch every part of their supply chain and, increasingly, take responsibility for full product traceability and continuous improvement of ESG practices, through our sustainability programme, VIVE. Our problem-solving mentality means we are happy to roll up our sleeves, as we never know where that might take us. We look for the same 'can-do' attitude in our employees.

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# Well connected

We have strong roots where it matters and are ready to open new offices and explore the world.



## 13 OFFICES

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In addition to our offices, we have 10 local presences in: Auckland, Bahrain, Dar Es Salaam, Guatemala City, Hyderabad, Mato Grosso do Sul, Milan, Minas Gerais, and Point Lisas.

## 100+ COUNTRIES

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We have over 950 clients in over 100 countries and are committed to broadening and deepening our network.

## 30 LANGUAGES

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With our business being so international, we value multilingualism in our team.

# Our values

Our values define us and drive our business activities. They make us different, build trust and promote our reputation. By embodying these values, our team helps develop long-term relationships both internally and externally.



## 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. As part of this, we offer hybrid working and home office equipment.



## 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.

# Our approach to ESG and sustainability

Our four corporate goals embody our holistic approach to business. Together with our purpose, which acts as our north star, they demonstrate the importance we place on the interrelation between economic, social and sustainability influences in our own operations and along our supply chains.

We hold a unique position. With no major assets in growing, refining or manufacturing we can expend more effort on addressing bigger environmental and social challenges in our supply chains; and increasingly we adopt a leadership position wherever we can.

Our ethos is to influence from within. Through our VIVE Sustainable Supply Programme we successfully verified the first ever end-to-end shipment of sustainable sugar, and we are now applying these learnings to other product areas – to increase the available supply of recycled polyethylene terephthalate (rPET), for example. In 2022, we increased volumes of biomass and solar-produced energy and we piloted a new ‘Climate Action’ initiative. This new service helps our clients target and

implement upstream carbon reduction plans, with a focus on insetting rather than a reliance on credits.

Sustainable and commercial success go hand in hand. We strive to bring down the cost of sustainably-sourced products by working with supply chain participants on the ground to reduce their impacts on the planet and to improve their social and governance practices. These actions make their products more commercially viable for industrial end users. By building volume and negotiating discounted green financing to fund future investment we are making headway. But we still have a lot to do – not least keeping an eye on our own environmental impacts as we grow and ensuring that we protect our most valuable asset: our people. We are also actively engaging with clients, funders and new recruits to share more about our ESG practices and, at the start of 2023, we created a new ESG Committee at Board level.

**Robin Cave, CEO**



# Engagement opportunities



## LUNCH WITH THE DIRECTORS

Once a month we host a lunch with one of the directors that is open to all employees. This helps to maintain our open culture.

## SUMMER PARTY

Our annual summer and winter parties are lovely occasions to catch up with colleagues and meet new joiners outside of the work environment, with great food and entertainment.

## OFFICE MEALS

You may walk into the office one day and find that lunch is already handled. Or you may be treated to an international breakfast.

## EVENING EVENTS

From happy hour to afternoon tea to wine tasting, we like trying new ways to get new joiners and different departments to engage.

## GOLF DAY & SPORTS TEAMS

Once a year we host a golf day open to everyone - from absolute beginners to seasoned players. We also have year-round football and netball teams.

## WALKING TOUR OF THE CITY

Our London office is in an area where many commodity trades took off in the 19th century. This tour exposes life behind the scenes of The City.



# Training opportunities

As a new joiner at CZ you will receive an induction and exclusive access to the CZ online Academy. We strongly believe that continuous professional development is very important for the growth of our teams and the business. We regularly hold training events with internal and external speakers and ensure that we support everyone to reach their full potential. Our development is unique and personalised, we specifically tailor training for each individual. There are many different ways to learn at CZ, we firmly believe it's important that you take every opportunity to continuously develop your skills; we have interns, graduate opportunities,

apprentices and individuals studying for certifications - what you put in at CZ is what you get out!

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 teams

We have over 350 employees across the various departments that make our business run. These are some of them.

## OPERATIONS

It is at the shipment stage that the various elements involved in a trade come together. On the Operations desk you will 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.

## ADVISORY

Our Advisory 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 will develop your technical understanding and build communication skills while working alongside leading market analysts.

## TRADE FINANCE

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

## 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 that 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, energy, forex and more.

## 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 will gain valuable insight into what it takes to pull together an effective contract and play a vital role in driving the business forward.

# Life as an Associate

As an Associate you will learn whilst on the job, working on real projects and interacting closely with senior stakeholders of the business including clients. To support your career development at CZ you will also be a part of a uniquely designed learning programme with a community of likeminded professionals – this will include a number of internal and external workshops aimed at providing a well-rounded knowledge of your role, CZ and the supply chain industry.



## CZ Style Workshop

Understanding the style and voice of CZ for written and verbal communications.

3 hours | Hosted internally

## Presentation Skills

Becoming confident when presenting and speaking with clients and senior stakeholders through a dramatic workshop. Practice and learn new skills to elevate your public speaking ability.

1 day | Hosted externally

## Contracts and Contract Clauses

Understanding and using CZ contracts and terminology.

4 hours (divided) | Hosted internally with external speakers

## Risk Workshop

Understanding the role of our Risk department, the risks CZ faces and how to mitigate them responsibly.

3 hours | Hosted internally

## WHO IS ELIGIBLE FOR AN ASSOCIATE POSITION?

The Associate role is designed for those who meet the following criteria:

- > A master's degree in a relevant subject
- > Minimum 1 year of work experience
- > Business level fluency in English and one other language (written and verbal)
- > A genuine passion and interest for supply chain management.

“Don’t be afraid of asking questions and raising your voice, you will be heard! Take advantage of every training opportunity!”

**Farah Anton Mora**  
Associate



“CZ’s culture is the perfect mix of young people who have joined the company during its current years of growth and very experienced people that have been in the company for years – all ready to accommodate you and make you feel like one more of the team. With offices all around the world, diversity is part of CZ, in the offices you’ll hear people speaking in various languages.”

**Borja Bartolome**  
Associate



“My sponsor has been extremely supportive since my first day as an associate at Cz. He would always make sure that I’m on top of everything and he taught me things by giving me responsibility and getting me involved in most of the team’s work from the start.”

**Salma Adissa**  
Associate



“Given our flat structure and culture, an Associate is able to hit the ground running and immediately access the expertise and experience across roles and departments. They are also able to participate in deals. This combination enables an associate to learn at a rapid pace.”



**Will Rook**  
Director - Head of Food Ingredients & Packaging and  
VIVE (*Sponsor*)

# The application process

Candidates will usually be taken through a number of stages, from submitting their CV and completing online assessments to video calls and in-person interviews. We aim for an inclusive work environment where everyone can reach their full potential. If you require any adjustments to our recruitment process please let us know by contacting [careers@czarnikow.com](mailto:careers@czarnikow.com)

Your CV is an essential and is your first opportunity to demonstrate your qualities and achievements. This is your chance to tell us about your academic background and any work experience you have done. You may be asked to submit a cover letter with your application.

Once you've applied and set up your profile on our recruitment page, you'll be first to know about future roles as they are advertised and your profile also enables us to consider you if another suitable role comes up.

You may be invited to an online assessment, video call or in-person interview. These stages allow us to assess your compatibility with our values, as well as your skills and motivation for applying. It is also your opportunity to get to know us.

You will be asked about occasions where you can demonstrate your ability through real examples. It is important to know your achievements and strengths and come prepared to demonstrate them to us with examples. These don't always have to be drawn from work but can be from an action you took, or situation you faced.

For the online stages, you will need access to a webcam and microphone and high speed internet access to avoid any connection issues. Make sure you are in a quiet, private location where you can speak comfortably without distraction, and the lighting is good so you can be seen clearly. Our dress code is smart casual.



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