



# **Pubs and Brewing Industry Graduate Scheme**

**2026 Cohort Information Pack**





## About the scheme





# Welcome to the BBPA Academy!


We are excited to launch BBPA Academy's pubs and brewing industry graduate scheme and are looking forward to welcoming the first cohort in September 2026!

The Academy's two-year scheme consists of four separate six-month development modules undertaken in one of the participating companies, each of which includes working in the industry, training courses, and other activities.

We are proud to have as our participating companies: Molson Coors Brewing Company UK, Greene King, Star Pubs, Admiral Taverns, McMullen, Everards, Hall & Woodhouse, Adnams, Timothy Taylor's Brewery, Robinsons Brewery & Pubs, Daniels Thwaites, and St. Austell Brewery.

Each programme is personally tailored to you and your development, whilst based on a framework that ensures graduates learn all the necessary skills and gain a breadth of experience.



A close-up photograph of a hand holding a clear glass filled with beer. A metal tap is pouring beer into the glass, creating a thick head of white foam. The background is blurred, showing what appears to be a bar or pub setting.

## **What is the pubs and brewing industry graduate scheme?**

The BBPA Academy's two-year pubs and brewing industry graduate scheme is a fantastic opportunity for graduates to work full-time with some of the UK's largest operators of breweries, pubs, bars, and restaurants, while expanding their learning and immersing themselves in this fast-paced, innovative and dynamic industry.













Our graduate scheme is centred around developing valuable skills that will propel graduates to success within the industry. Graduates will take part in four separate 6-month development modules, which will include on-the-job industry experience, technical skills and training, development workshops and seminars, and formal review sessions.

Graduates will gain a breadth of industry experience in aspects such as: pub and brewery management, finance, supply chain, sustainability, employee management, stakeholder engagement, and much more!

Your progress throughout the scheme will be monitored, and you will receive formal feedback at the end of each module from your line manager.



## Participating Companies

Company	Location	Company	Location
	Southwold, Suffolk		Burton-on-Trent, Staffordshire
	Everards Meadows, Leicester (8 months)		Stockport, Cheshire
	Hertford, Hertfordshire (8 months)		Edinburgh, Scotland
	Chester, Cheshire (8 months)		St Austell, Cornwall
	Bury St Edmunds, Suffolk		Mellor Brook, Lancashire
	Blandford St Mary, Dorset		Keighley, West Yorkshire

The programme is also supported by:



## About the BBPA

The British Beer and Pub Association (BBPA) are the UK's leading trade association representing pubs and breweries. They lobby for legislative changes on behalf of the sector; conduct vital research into the sector's challenges; provide statistical and case study evidence to political stakeholders, members and media outlets; and hold events in Parliament to showcase the brilliant work of pubs and brewers.

BBPA's members brew over 90% of British beer and own over 20,000 pubs. The companies participating in the scheme are members of the BBPA.

BBPA are the coordinators of the Pubs and Breweries Industry Graduate Scheme.

## About the pub and brewing industry

The UK's pub and brewing industry generates £34 billion in economic output and supports over 1 million jobs in every part of the UK.

The industry provides huge opportunity for those seeking a rewarding and varied career. As well as in major cities, many of these jobs are in towns, villages and rural areas where other opportunities can be limited.



## Module 1:

September 2026 - February 2027

Industry Experience	In one or more of: <ul style="list-style-type: none"> <li>Brewing</li> <li>Supply Chain</li> <li>Technical Services</li> <li>IT</li> <li>Environment and Sustainability</li> </ul>
Courses	<ul style="list-style-type: none"> <li>Climate Change Masterclass (1 day)</li> <li>Personal presentation and development (1 day)</li> </ul>

### Other Activities

- BBPA Annual Dinner
- Zero Carbon Forum all members meeting
- Module review and feedback

## Induction and Onboarding

September 2026

Industry Experience	<ul style="list-style-type: none"> <li>Complete company induction and onboarding with the company line manager.</li> </ul>
Courses	<ul style="list-style-type: none"> <li>Functional skills: food hygiene, health and safety, and fire safety</li> </ul>



## Module 2:

March 2027 - September 2027

Industry Experience	In one or more of: <ul style="list-style-type: none"> <li>Audit, risk management &amp; compliance</li> <li>Budgeting, managing accounts, financial planning</li> <li>Property development, maintenance, expenditure</li> <li>Pub experience, kitchen management</li> <li>Area management</li> </ul>
Courses	<ul style="list-style-type: none"> <li>Financial management masterclass (2 days)</li> <li>Presentation skills (2 days)</li> </ul>

### Other Activities

- BBPA Annual Conference
- Module review and feedback



## Module 3:

September 2027 - March 2028

### Industry Experience

In one or more of:

- Training and development
- Employee Relations
- Manpower planning

### Courses

- Management and motivation masterclass (2 days)
- Introduction to employment law masterclass (2 days)

### Other Activities

- BBPA Annual Dinner
- Module review and feedback
- Agree the scope and objectives for the final project

## Module 4:

March 2028 - September 2028

### Industry Experience

In one or more of:

- Developing and implementing a marketing calendar
- Menu development
- Procurement/purchasing
- Supply chain/distribution
- Public Relations
- Data Analytics
- Digital marketing
- Wider industry knowledge/trade associations
- Company project and presentation (mandatory)

### Courses

- Influencing and negotiation skills (1 day)
- Conflict management (1 day)

### Other Activities

- BBPA Annual Conference
- Work experience at the BBPA office in London
- Module review and feedback





A photograph of a group of young people, mostly women, sitting together and drinking beer. They are smiling and laughing, creating a social and celebratory atmosphere. The background is a brick wall.

# Graduating the Academy

The BBPA Academy graduation ceremony will take place at the Worshipful Company of Brewers in Autumn 2028 and will be a great opportunity to celebrate the hard work of the Academy's graduates.

Successful graduates of the scheme will be offered a permanent employment contract with one of the selected participating companies that they completed their industry experience with. The employer will discuss with the graduate which area, or areas, they wish to specialise in.



# Application Process





# How to apply

Applications are welcomed from final-year undergraduates, graduates within the last two years, or degree apprentices. No specific degree discipline or final grade is required.

Experience within hospitality, retail or other people-facing roles is advantageous, but not mandatory.

Applications are invited via the link in the advertisement. You can apply directly for your preferred company. If you do not have a preference, you can click on the “No Preference” link and you will be allocated a company.

For the first stage of the process, applicants will be required to complete three separate online assessments, which, in total, should take no longer than 25 minutes. Once complete, applicants can submit their CV and also indicate which company or companies are their preference.

Shortlisted candidates will be invited to attend an assessment centre in February or March 2025.

If applicants have any questions about the application process or the programme, please e-mail [graduates@beerandpub.com](mailto:graduates@beerandpub.com)

Closing date for applications: Sunday 11<sup>th</sup> January.

# Benefits

- Competitive Salary of c. £30,000
- A permanent employment contract with the selected participating company once successfully graduating the Academy
- Mobile phone allowance
- Company car allowance (depending on the company)
- Private medical insurance
- Contributory pension scheme

Other benefits are dependent on the company but may include employee discounts or a bonus scheme.

Graduates' development will be supported throughout the programme by their line manager, who will arrange meetings and feedback sessions.

Throughout the programme you will have the opportunity to meet with other graduates on the programme, at training courses, and also socially.





# KBPA

Academy

