

ConAgra Foods Financial Development Program



The ConAgra Foods Financial Development Program is a comprehensive three-year rotational program designed to provide you the exposure, experience and foundation you'll need for a rewarding long-term career in Finance/Accounting.

Potential Rotations

Financial Reporting/Accounting

- Assist in preparing internal and external financial statements in accordance with GAAP.
- Participate in period-end close activities to ensure timely completion of assigned tasks.
- Create and maintain/update monthly accounting schedules to assist in monthly account reconciliation process.

Internal Audit

- Assist in the execution of moderately complex financial and operational audits.
- Participate in developing a work plan to analyze key business risks, understand their significance and likelihood of occurrence and assess whether controls are in place to effectively manage these risks.
- Offer value-added recommendations to management to improve the business processes affecting the achievement of operating, financial and compliance objectives.

Tax

- Prepare federal and state income, franchise and non-income tax returns, quarterly tax estimates and FAS109 analysis. Conduct thorough and accurate tax research to develop and support various tax positions.
- Assist with all tax issues, including audits, computer systems, incentive programs, tax planning projects, internal controls and procedures as required under Sarbanes-Oxley 404.

Treasury/Risk Management

- Manage the posting process for all daily cash management flows and bank transmission interfaces.
- Assist with the implementation of cash management improvement projects.
- Assist with primary cash desk activities during the wire and ACH release process.

Procurement (purchasing)

- Work with cross-functional Procurement team on assessing various raw materials (ingredients, packaging, etc.) prices.
- Assist in completing analyses related to commodity pricing fluctuations.

Operations (manufacturing plants)

- Analyze and summarize variances between actual results, current estimates, plan and prior year.
- Assist in completing operational scorecard to assess actual performance against targets.

Logistics (transportation and warehousing)

- Work with cross-functional logistics team in evaluating expenses.
- Assist in monthly variance reporting between actual results, current estimates, plan and prior year.

Financial Planning & Analysis

- Perform post-promotional analysis by analyzing the Return on Marketing Investment associated with promotions.
- Assist with process improvement projects, related to forecasting.
- Analyze and summarize monthly variances between actual results, current estimate, plan and prior year.
- Assist with reporting initiatives, such as: development of customer level profitability statements, daily sales reporting and customer scorecarding.
- Work with cross-functional teams comprising Marketing, Research, Quality & Innovation, Engineering, Packaging and Sales.
- Take responsibility for month-end reporting and assist with monthly business reviews.

FDP Learning Track

In addition to the rotational assignments, each Financial Development Program participant will complete a three-year learning plan designed to build business acumen, accounting/finance technical skills and leadership/management skills. Upon successful completion of the Financial Development Program, you will be provided additional opportunities for career advancement within ConAgra Foods.

Rotational Experience

	Internship	Year 1	Year 2	Year 3
Theme	Grit	Simplicity & Accountability	Collaboration	Leadership
Individual Experience	Work Experience 1	Work Experience 2	Work Experience 3	Work Experience 4
Common Experience	Project	Quarterly Business Pillar and Finance Function Introductions		
		Community Service		
Skills and Self Awareness	<ul style="list-style-type: none"> • Introduction to CAG Mission, Principles and Must Do's • Individual Project 	<ul style="list-style-type: none"> • Introduction to Finance Imperatives • Independence Skills: <ul style="list-style-type: none"> • Be Proactive • Begin with End in Mind • Put First Things First 	<ul style="list-style-type: none"> • Strength Finders • Diversity & Inclusion • Interdependence Skills: <ul style="list-style-type: none"> • Think Win/Win • Seek First to Understand • Synergize 	<ul style="list-style-type: none"> • Professional Facilitation Skills • Learning Event Leadership • Community Service Project Planning • Career Guidance
Book	<i>Outliers: The Story of Success</i>	<i>Seven Habits of Highly Effective People</i>	<i>Strengths Finder</i>	<i>Self Directed</i>