

**Promoting careers  
in the world of food**



**Joanna Fraser**

**SCOTLAND  
FOOD & DRINK  
PARTNERSHIP**

People and Skills Group



# Welcome to the Scotland Food & Drink Partnership.

This is our signposting site for  
both educators and employers.



## Educators:

Find the resources and support you need to deliver innovative and exciting food education activities. Our [signposting](#) section

## Employers:

The [Feeding Workforce Skills](#) section gives the help and guidance you need to attract, recruit and retrain your workforce.

# Signposting.

Use this page to navigate the different food education providers in Scotland.

The links will take you directly to their individual websites where you can explore the support and resources available and how to get involved.

You can also search by specific category or tag using the tabs below:

Category

Tag

Search



## British Nutrition Foundation

### Contact details:

Clare Theobald

[c.theobald@nutrition.org.uk](mailto:c.theobald@nutrition.org.uk)

[READ MORE](#)



## Digital Dairy Chain

### Contact details:

Lynne Somerville

[lynne.somerville@uws.ac.uk](mailto:lynne.somerville@uws.ac.uk)

[READ MORE](#)



## Education Scotland

### Contact details:

[enquiries@educationscotland.gov.scot](mailto:enquiries@educationscotland.gov.scot)

[READ MORE](#)

# Resources.

## **Apprenticeships →**

Earn while you learn.  
Modern Apprenticeships combine a qualification with on-the-job experience. This lets people work, learn and earn at the same time.

[Read More](#)

## **Careers in Food and Drink →**

Stuart Common talking about working in Mackies

[Read More](#)

## **EIT - Food Careers →**

Food Careers educational package targets children from the age of 15-18 with a challenge-based approach, building on the local ecosystem and opportunities. The aim is to inspire and encourage young people to study a food-related discipline while raising awareness on opportunities and career tracks in the agrifood sector.

[Read More](#)

## **EIT - Food Educators Resources →**

Food Educators is an EIT Food programme that provides teachers with fun, creative and interesting activities to engage young people, mainly schoolchildren. Our easily accessible, science-based food education materials enhance students' learning so they can become better informed, conscious consumers of the future.

We harvest new insights into how to deepen learning experiences around food, promote health and sustainability, and motivate future generations to pursue careers in the agrifood sector. Our programme focuses on inspiring leadership, conscious consumerism, food science literacy, entrepreneurial mindsets, and vocational possibilities among young people aged 9 to 18 years old.

[Read More](#)

## **EIT 'A Foods Day in the Life' series of career films →**

The agri-food industry has a variety of exciting jobs on offer throughout the food value chain. This video series aims to inspire young audiences to consider a career within the agri-food sector.

[Read More](#)

## **EIT - Food Mission Resource Pack →**

Food Mission educational package targets school children from age 9-14. It has the aim of creating awareness about food-related issues in an interdisciplinary manner. It connects food with sustainability, health and science communication.

[Read More](#)

## **EIT - On Line Food Courses →**

EIT Food are equipping learners all over Europe and beyond with the skills and knowledge they need to make a lasting impact on a rapidly evolving sector. You won't just learn how to keep pace with it. You'll have access to the latest research on the food you eat.

Through their flexible online courses, and with the support of a global network of learners, researchers, experts and entrepreneurs, you'll be inspired by some of the brightest minds the sector has to offer. You'll get the freedom to immerse yourself in groundbreaking research, constantly feeding your appetite for learning, all at the forefront of innovation.

[Read More](#)

## **Farming Foodsteps →**

Quality Meat Scotland's interactive educational resource. Explore the journey Scottish red meat makes from farm to fork and the role that red meat plays as part of a healthy balanced diet and in the economy and environment.

[Read More](#)

## **FDF Scotland YouTube →**

### **Higher Chemistry Resources**

<https://www.youtube.com/playlist?list=PLBp7PSLj78dLak-19RN6yduIrwj9hr4>

### **Careers in Food and Drink**

[https://www.youtube.com/playlist?list=PLBp7PSLj7\\_iCy72XvaMqMEi691Cl7u](https://www.youtube.com/playlist?list=PLBp7PSLj7_iCy72XvaMqMEi691Cl7u)

### **World of food and drink**

<https://www.youtube.com/playlist>



# FIND YOUR FUTURE IN FOOD & DRINK

#AFutureInFood



# Previous version



# Previous version

## Why work in the Scottish food and drink industry?

There are many exciting reasons to work in food and drink. For a start, there's a huge choice of career paths.

Whether you're a scientist or ideas person, great at fixing things or better at selling or planning, a career in food and drink lets you be whatever you want to be. Particularly since the sector is changing fast, and new opportunities are always opening up.

Even if you're not quite sure what you want to be yet, we can help you find the right thing, teach you skills and offer you experience.

You can work close to home or travel the world. Find a job straight from school, college or uni, or come to us for a career change. Work outdoors or build a business empire.

You can also be part of something great. That's because when it comes to food and drink, Scotland cooks up a feast. Food and drink is one of our best-performing sectors and we export our whisky, seafood, meat, baking and other produce to over 105 countries.

We're also doing world-class work around food and drink ideas and innovation, and new trends, how we manage the environment, health and wellbeing, and convenience. That's something to be proud of.

**Want to**

**How to build a career in Scotland's food and drink industry.**

There are many qualifications that provide access to the food and drink industry and progression opportunities in the food and drink sector.

Starting from qualifications you can gain at school, college or university, through apprenticeships and masters qualifications as well as a range of apprenticeship opportunities and in the job training, there is something for everyone.

The route map below outlines the range and level of qualifications available and further information can also be found on the following websites:

- Apprenticeships: [www.apprenticeships.scot](http://www.apprenticeships.scot)
- Food and Drink Federation Scotland: [www.foodanddrinkscotland.org.uk/dfdfanswers.aspx](http://www.foodanddrinkscotland.org.uk/dfdfanswers.aspx)
- Linnite: [www.scotlandlinnite.co.uk/careers/careers](http://www.scotlandlinnite.co.uk/careers/careers)
- Tasty Careers: [tasty-careers.org.uk](http://tasty-careers.org.uk)

For the full suite of food to fork qualifications, visit: [www.scotgovqualscotfiles.csc/food-and-drink-leader-web.pdf](http://www.scotgovqualscotfiles.csc/food-and-drink-leader-web.pdf)

### AGRI-FOOD & DRINK QUALIFICATION / CAREER ROUTE MAP

**Carla Mackin**  
New Product Development (NPD) Technologist

**Where did it all begin?**

I secured a summer internship at my current workplace as a Quality Technician. My potential and strong work ethic was recognised and I was offered a permanent position as an NPD Technologist.

**What made you want to work within the food and drink industry?**

I have a passion for food science and general health and wellbeing. I love keeping up-to-date with innovations, food trends and progression within the industry.

**Do you have any qualifications that led you to this job?**

I have a honours degree in Food Bioscience.

**What do you enjoy most about your current role?**

I feel very proud when I see a product that we have developed, displayed on the shelves in supermarkets.

# The updating process



- Workshops in Glasgow & Elgin
  - pros and cons
  - target audiences
  - resources
- Sense checked with Food Education partners
- Video creation alongside pack update

Three main messages:

1. It's rewarding
2. You're making a difference
3. There's a job for everyone

# WHY WORK IN THE SCOTTISH FOOD AND DRINK INDUSTRY?

There are many exciting reasons to work in food and drink.

It's rewarding, you can make a difference and there truly is a job for everyone.

Whether you're a scientist or ideas person, great at fixing things or better at selling or planning, a career in food and drink lets you be whatever you want to be.

You can work close to home or travel the world. Find a job straight from school, college or uni, or come to us for a career change. Work outdoors or build a business empire.

## GROWTH AND OPPORTUNITIES

With a career in food and drink, you can also feel good about your future.

Everything that goes into producing exceptional food and drink comes naturally to Scotland.

Whatever the uncertainties about the years ahead, people will always want to eat and drink – and to eat and drink well. There will always be careers to get your teeth into.

And there'll be career progression too, because you'll have opportunities to train and learn new skills (including great apprenticeship schemes).

You could help design the factory of the future, or invent a best-selling snack. Work with animals or aim for the boardroom.

Take a look at our food and drink jobs map later in this pack to find out the different places you could work and jobs you could do. Or be inspired by some of the stories of how other people found their way in.



## IT'S REWARDING

The sheer breadth of food and drink and the diversity and quality of the finished product means it's easy to find an interesting job or fulfilling career.

You can be passionate and proud of playing a part in creating something so iconically Scottish, blending innovation with traditional skills to bring joy to others.

## YOU CAN MAKE A DIFFERENCE

Scotland is renowned as a world leader in sustainable production and responsible growth, and as a nation we're working towards being a world leader in environmental sustainability and being Net Zero by 2045.

Whether you're working with animals or making technological advances in a lab, you can be a part of this movement to make a difference.

## THERE'S A JOB FOR EVERYONE

It's an inclusive place to work. Many roles have flexibility in hours and offer on-the-job vocational training and there is such a range of roles and sectors there truly is a job for everyone.

Earning potential can be huge and the industry is renowned for offering quick career progression whether you enter with or without qualifications. While automation and technology are everywhere, they cannot replace the value of skilled and dedicated individuals.

Be a part of producing Scotland's food and drink.

It's not just produce, it's an expression of who we are: our character, our personality, what's "in our nature". Namely, finding joy in our food and drink... and taking pleasure in the joy it brings to others.

**CELEBRATE THAT NATURAL SCOTTISHNESS.**

# THE FACTS AND FIGURES

We all interact with food and drink every day and it's a huge part of all of our lives. But we don't always give it much thought as we take it for granted and expect to have safe and nutritious food whenever we want it.



FOOD AND DRINK IS THE **THIRD LARGEST** SECTOR EMPLOYER **IN SCOTLAND**



IT EMPLOYS **125,000** PEOPLE ACROSS AGRICULTURE, FISHING, AQUACULTURE AND MANUFACTURING

THAT'S 1 IN EVERY 20 PEOPLE **WORKING IN FOOD AND DRINK**

THE INDUSTRY TURNS OVER **£16BILLION** WHICH HAS GROWN BY 20% IN THE LAST 10 YEARS



THERE ARE AROUND

**17,500**

REGISTERED BUSINESSES OPERATING IN FOOD AND DRINK **IN SCOTLAND**

THAT'S OVER **10%** OF ALL BUSINESSES

AND THAT'S GROWN BY NEARLY **20%** IN THE LAST FIVE YEARS

WE TOLD YOU THERE WAS GROWTH AND OPPORTUNITY!



**86%** OF SCOTTISH CONSUMERS SAY THEY ARE MORE LIKELY TO BUY ONE OR MORE FOOD & DRINK PRODUCTS IF MADE IN SCOTLAND

INTERNATIONALLY, SCOTCH WHISKY IS OUR LARGEST EXPORT



THE TOTAL VALUE OF SCOTTISH FOOD AND DRINK EXPORTS WERE VALUED AT **£7.6BILLION**

**FOOD & DRINK  
EMPLOYS  
125,000 PEOPLE  
ACROSS AGRICULTURE, FISHING,  
AQUACULTURE AND MANUFACTURING**



**THAT'S 1 IN EVERY 20 PEOPLE  
WORKING IN  
FOOD AND DRINK**

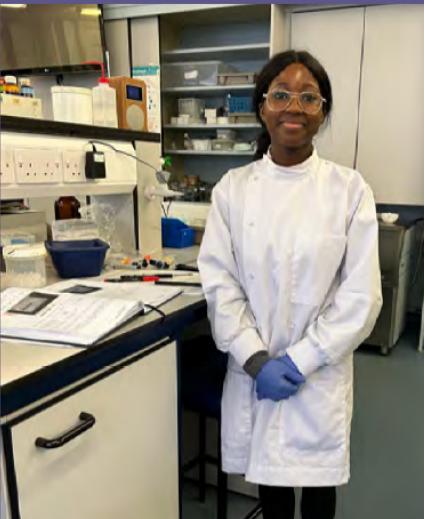


FOOD AND DRINK IS THE  
**THIRD LARGEST**  
SECTOR EMPLOYER  
**IN SCOTLAND**



# THE PEOPLE AND THE PASSION

## ASTRID CHAGUNDA, FOOD SCIENCE STUDENT



### WHERE DID IT ALL BEGIN?

It was my mum that found the BSc (Hons) Food Science course at Glasgow Caledonian University and I thought it sounded perfect. And that was what influenced me to take on a Food and Drink Technology Foundation Apprenticeship in sixth year at school as well.

### WHAT MADE YOU WANT TO WORK IN FOOD & DRINK?

I really liked the idea of studying the science behind food. I wanted to learn more about the food industry but the idea of coming into the industry through a business office route didn't appeal to me. I'd developed a keen interest in food safety which has extended into food microbiology that minimises foodborne illnesses, while extending shelf life and reducing food fraud, waste and loss.

### WHAT DO YOU ENJOY MOST ABOUT YOUR CURRENT ROLE?

As a student, I've really enjoyed the mix of theory and practical. At school, I had a placement at Brown Brothers where I got involved in different parts of the business from quality assurance through to butchery. I then had a university student placement at Malcolm Allan in the product development team, looking into new recipes for products. And that was after the semester-long placement at HAN University in the Netherlands which was definitely a memorable three months.

### WHAT COMMON MISPERCEPTION WOULD YOU LIKE TO ADDRESS?

At school, food and drink technology can be seen as a bit of a "skive" subject. It's not home economics, it's a science subject. If you're into biology and chemistry, it can be utterly fascinating as you learn more about the science behind what you eat.

### IS THERE ANYTHING THAT HAS SURPRISED YOU WORKING IN THIS INDUSTRY?

I have to say in the food toxicology module, I was a bit taken aback by the discovery that all food can be toxic.

### WHAT IS YOUR ULTIMATE GOAL?

Personally, I am quite careful about what goes into my food and what I'm eating. So at work it makes sense I want to confirm that whatever it says has gone into a product is what's in the product. In the longer term I want to work within a technical team doing lab work, possibly working on shelf life and traceability – being able to identify and trace the origin of individual food ingredients.

### DO YOU HAVE ANY ADVICE TO OFFER PEOPLE CONSIDERING A CAREER IN THE FOOD AND DRINK INDUSTRY?

What's surprised me is the sheer number of different paths into the industry. I decided to study for a degree because I knew I didn't want to enter the industry through an office or the factory floor but I've genuinely discovered so many avenues in, so my advice would be to give it a go. Oh and study food science - we need more food scientists!

# THE PEOPLE AND THE PASSION

## MYLES REID, BUTCHERY APPRENTICE, SCOTT BROTHERS



### WHERE DID IT ALL BEGIN?

At school, I enjoyed practical subjects like PE, home economics and woodwork but I didn't really know what I wanted to do as a job. After I left, I was working part-time when I saw a job advertised with Scott Brothers. They are a butchers with a great reputation and it was good hours so I decided to apply. After speaking to them, they actually offered me a butchery apprenticeship so now not only am I learning, I am learning all the craft and skills as I go along.

### WHAT MADE YOU WANT TO WORK IN FOOD & DRINK?

I have to admit, I didn't know I wanted to work in food & drink. But now I'm here, I think it's the best job in the world.

### WHAT DO YOU ENJOY MOST ABOUT YOUR CURRENT ROLE?

The best bit about what I do is working as part of a team – they are a great bunch of people. While we all have our own work and prepare our own products, when you see the counters laid out, it's amazing what you can achieve as part of that team. I also really enjoy the retail side, chatting with customers and finding out what they like and explaining the different products.

### WHAT COMMON MISPERCEPTION WOULD YOU LIKE TO ADDRESS?

Sometimes people can think of butchery as a bit bloody and gruesome but to be honest, it's one of the cleanest environments you can work in. Health & safety and food hygiene are some of the first things you learn. Hygiene standards are so high that it soon becomes second nature because at the end of the day it's all about food safety.

### IS THERE ANYTHING THAT HAS SURPRISED YOU WORKING IN THIS INDUSTRY?

It's not all steak and sausages here – there is such a range of products and the demand for them always surprises me. From stir fries to en croutes, the products we offer are finished to a really high standard because it's all about offering the customer what they want and getting them to keep coming back for more.

### WHAT IS YOUR ULTIMATE GOAL?

Ideally, I want to work my way up in Scott Brothers as they've been such supportive employers. I'd really like to be the manager of a retail shop, producing and selling the goods out front.

### DO YOU HAVE ANY ADVICE TO OFFER PEOPLE CONSIDERING A CAREER IN THE FOOD AND DRINK INDUSTRY?

The ability to be confident and likeable may not be the first thing you think about but I've found being able to communicate and put yourself across well is a huge thing. If you do a bit of research on the companies near you and contact them directly instead of waiting for jobs to come up, that can often help, you can get ahead of any competition!

# THE PEOPLE AND THE PASSION

**ALASDAIR MANSON,  
DISTILLER,  
GORDON & MACPHAIL**



## WHERE DID IT ALL BEGIN?

I've had various roles over my 25 years in the workforce - from investment banking to maritime logistics to the tattoo industry. Around seven years ago, I moved to Moray from the central belt to be closer to family and got a job working as a data analyst at Gordon & MacPhail.

However, I've spent the last two years as a distiller at the Cairn, the company's new distillery just outside Grantown-on-Spey.

## WHAT MADE YOU WANT TO WORK IN FOOD & DRINK?

I didn't know much about the whisky industry before starting at Gordon & MacPhail. I soon got involved through the sensory panel - that assesses upcoming whiskies to collate and prepare the tasting notes that are on the back of the labels - and was quickly immersed in the whole experience. Undertaking the University of the Highlands & Islands whisky course lit a fire under me to learn more about spirit production and maturation, and everything else involved in creating malt whisky. So when the opportunity came up to join the founding team at the Cairn, I jumped at the chance.

## WHAT DO YOU ENJOY MOST ABOUT YOUR CURRENT ROLE?

It's great to work with a team that's so passionate about the product and processes and are always striving to improve. Happiness and job satisfaction are real motivators for me. The more you enjoy doing something, the happier you are.

## WHAT COMMON MISPERCEPTION WOULD YOU LIKE TO ADDRESS?

I guess many people think that traditional food & drink production means sticking to the way things have been done in the past. Yes, we're making an iconic Scottish product with a great heritage here that's appreciated around the world but technology and automation play their part in the process.

## IS THERE ANYTHING THAT HAS SURPRISED YOU WORKING IN THIS INDUSTRY?

I was really surprised by how modern The Cairn is, being able to control the distillery processes from a computer or tablet has been fascinating. It's quite hands-off as you supervise the processes at each stage of production. I particularly enjoy overseeing the mash process which is an interesting one that needs pretty close attention.

## WHAT IS YOUR ULTIMATE GOAL?

A goal is definitely to taste the first single malt from the Cairn Distillery. As our first product will be a 12-year-old single malt and the distillery is only two years old, we obviously we still have 10 years to wait! Personally, I'd like to learn a bit more about forecasting production, and understanding how we split the volume of spirit we produce annually – what will go into which casks.

I am really happy doing what I do so hopefully I will keep on distilling, and learning and experiencing a lot more about what we do. One of the best things about the job is there is a tangible product that can be physically measured at the end.

## DO YOU HAVE ANY ADVICE TO OFFER PEOPLE CONSIDERING A CAREER IN THE FOOD AND DRINK INDUSTRY?

I was fortunate that I had experience in the job I initially went into at Gordon & MacPhail. There was some additional vocational training when I moved into the distiller role but it was learning while I was working.

I'd say if a role sounds interesting, then give it a go. It might be the best move you ever make.



# Any questions?

Find the toolkit and film here



Further info:

contact Moira Stalker, skills manager  
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[moira.stalker@fdfscotland.org.uk](mailto:moira.stalker@fdfscotland.org.uk)

