



Next GAP Program

We recognize our role in shaping the Next **G**eneration of **A**gricultural **P**rofessionals. As the employment gap continues to grow, we need to take a proactive approach in building the talent of the future.

We are currently seeking applications for an existing vacancy in our Next GAP Program (start date May 2026).

This program is designed to provide a dynamic and engaging 18-24 month rotational, experiential learning opportunity, intended for new grads with an interest in agriculture and a desire to learn the insurance industry. It will combine formal technical training with hands-on experience. Following the successful completion of the program, the individual may be extended an offer to join the organization on a permanent, full-time basis. Future employment offers will take into consideration both the Agri-Professional's preferences and Trillium's organizational needs.

Program Overview

Program participants will be encouraged to take an engaging approach to shape their own learning experience. Regular feedback, coaching and thoughtful goal setting with program mentors will help provide guidance through this process.

This role provides the successful candidate the ability to work as a hybrid position. High-speed Internet and reliable connectivity are required.

The main experiential rotations will be in the following business areas:

- Underwriting (9-12 months)
- Claims/Risk Management (9-12 months)

In addition, learning opportunities will be made available through meaningful time spent with the following teams:

- Business Development
- Finance
- Business Information Systems
- Strategy (i.e. Enterprise Risk Management, Strategic Planning, Legislation)

Engaging experiences beyond standard role operations will also be provided, including:

- Gain industry knowledge by attending internal and external training sessions
- Meet and network with expert partners in the industry
- Represent Trillium at a range of external events
- Opportunities to start industry designations
- Broker/Staff event coordination
- Brand awareness, creating impact as a Campus Ambassador
- Learn about Trillium's community and wellness priorities through optional participation on various committees, such as DE&I, Sustainability, Wellness In Action Team or ROOTS



Next GAP Program

We are looking for new grads that are not only high performers, but that are looking for a new experience. Our program promises to provide on-the-job experience and training opportunities to help you take charge in building your skills and abilities in an industry that is rapidly growing.

If you exceed expectations, embrace change and are an active participant in your professional development, we want to chat with you!

Who You Are:

- Recent graduate of an agriculture or insurance-focused post-secondary program
- Detail oriented and effective organizational skills
- Innovative thinker; shares new ideas
- Ability to multi-task in a fast-paced environment
- Strong oral and written communication skills and excellent interpersonal skills
- Ability to work well in a collaborative team environment, as well as independently
- Enthusiastic learner; takes initiative to pursue professional development
- Ontario Driver's License and access to transportation

Compensation: \$51,800 - \$60,900

This program has been developed with more than just real world experience in mind. Our goal is to provide an environment where you can grow and build valuable skills towards your professional development.

Thank you for considering our organization and building a career in our industry!

We invite interested applicants to submit their resume to hr@trilliummutual.com by March 10, 2026.

Applicants are thanked for their interest in this position, however, only applicants selected for an interview will be contacted.

Trillium Mutual commits to maintaining and promoting a culture that is inclusive and welcoming to all peoples. A workforce that is diverse, and improves its understanding of various cultures, backgrounds and experiences, is in a better position to serve its members.

Trillium is committed to providing accommodations and achieving a barrier free workplace for individuals with disabilities. Should you require an accommodation in order to participate in our recruitment process, we will support you by taking into account your individual needs.

Interested applicants please visit our website (www.trilliummutual.com) or check out our social media pages: [Facebook](#) [X \(formerly Twitter\)](#) [LinkedIn](#)

