

# 2023/24

17th Edition

**cibyl** <sup>gti</sup>

In association with



**gradireland**

The most popular  
employers, as  
voted by students  
and graduates  
in the Republic  
of Ireland and  
Northern Ireland

## Ireland's **100**

LEADING GRADUATE  
EMPLOYERS





**As an intern, I worked on projects and applications that impacted the overall company.**

**—James Lunt, Consultant Developer Intern**



**The culture in Guidewire is collaborative and supportive. The perfect place for a graduate to thrive.**

**—Omoyza Icha, Associate UX Designer**





Whether you're a student, a graduate or a graduate recruitment professional, *Ireland's 100 Leading Graduate Employers* is a must-read. Highlighting the ambitions, aspirations and challenges of Irish students, north and south, its flagship rankings display the companies and organisations that students most want to work for. This year, we canvassed the views of almost 15,000 students, meaning this is the largest survey of its kind on the island of Ireland.

Now, let's turn to page 3 and find out more...

HELLO AND  
WELCOME

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# Your **ultimate** graduate careers hub

Whether you're looking for career advice from experts, events where you can meet leading employers or graduate jobs and internships:

**We've got you!**

**[gradireland.com](https://gradireland.com)**



gradireland



# About the survey

For Ireland's 100 Leading Graduate Employers 2023, the views of almost 15,000 students were compiled, from 30 institutions in Northern Ireland and the Republic of Ireland. Amongst other questions, the survey asks students which company they would be most likely to apply to upon graduation. 200 graduate employers from multiple sectors are represented in the survey, which is the single largest survey of student and graduate viewpoints in Ireland.

The survey is designed and independently conducted and administered by Cibyl, a leading graduate careers research firm. Careers Services and Careers Development Centres throughout Ireland's third-level institutions are instrumental in driving the survey by encouraging student participation. Students are invited to take part via email, which contains a password-protected hyperlink to a survey questionnaire.

The survey is also heavily promoted at campus fairs, in newsletters, via college websites and online at [gradireland.com](https://gradireland.com) and via the research coordinators at Cibyl.

## How it works

The survey is intended to provide a broad snapshot of the interests, aspirations and preferences of the student population on the island of Ireland. It is not a simple survey of who students would like to work for. It gathers their viewpoints on other important issues such as work/life balance, ethical considerations, salary expectations, willingness to emigrate, and much more. The survey also asks students which sector they would like to work in before they choose their ideal employer. This ensures that respondents are making realistic choices in their own preferred sector of work.

## Future plans

When asked about their plans after they graduate, the majority of respondents indicated their intentions to go into full-time employment directly after completing their degree. About 40% said they aim to find a full-time job, and 26% were looking to get into a graduate scheme. Another 12% intend to pursue further education, while 7% plan to take a gap year or go travelling.

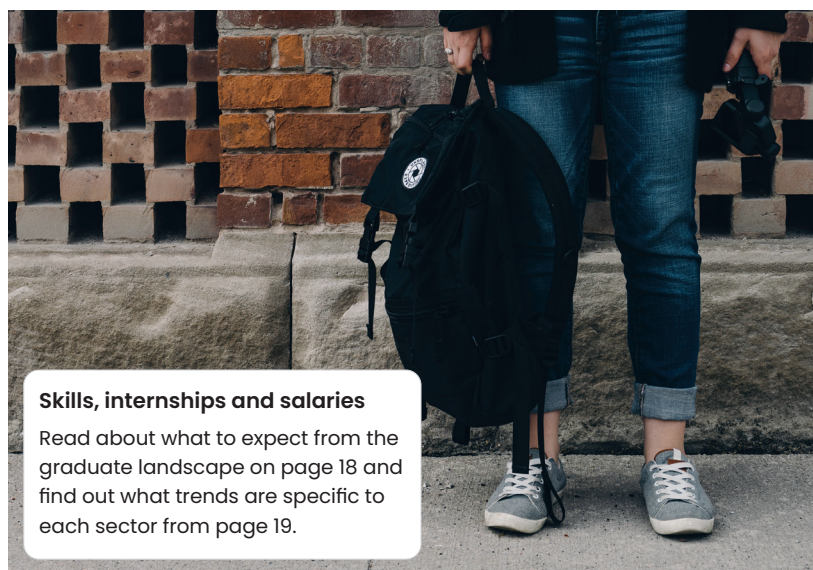
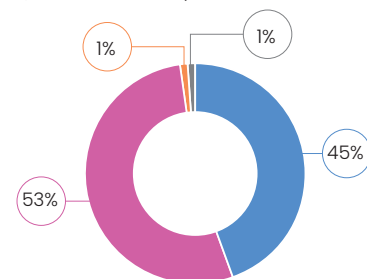
In terms of the jobs that interest respondents, roles in engineering were the most common preference (9%) for students and graduates, followed closely by roles in healthcare, research, data analysis and design.

## Cautious about future

Perhaps due to the instability of the past few years and the recent economic turbulence, graduates are cautious when it comes to assessing their prospects. Many (52%) think that it will be difficult to get a graduate job. This is down from 56% in last year's survey but is still up from 40% the previous year.

### Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



### Skills, internships and salaries

Read about what to expect from the graduate landscape on page 18 and find out what trends are specific to each sector from page 19.



# The most popular graduate employers 2023/24

2023 rank	2022 rank	Employer	Accountancy/professional services	Banking, investment & financial services	Civil and public services	Consulting	Engineering	FMCG (fast-moving consumer goods)	Insurance	Law	Logistics, transport & supply chain mgt	Online retail services and telecoms	Retail	Science	Technology	Utilities, energy & renewables
1	1 →	<b>Google</b> <a href="http://www.google.ie">www.google.ie</a>														
2	3 ↑	<b>Apple</b> <a href="http://www.apple.com/ie">www.apple.com/ie</a>														
3	2 ↓	<b>Pfizer</b> <a href="http://www.pfizer.ie">www.pfizer.ie</a>														
4	7 ↑	<b>Deloitte</b> <a href="http://www.deloitte.com/ie">www.deloitte.com/ie</a>														
5	5 →	<b>Department of Education (Teaching)</b> <a href="http://www.education.ie">www.education.ie</a>														
6	4 ↓	<b>Amazon</b> <a href="http://www.amazon.co.uk">www.amazon.co.uk</a>														
7	9 ↑	<b>KPMG</b> <a href="http://www.kpmg.ie">www.kpmg.ie</a>														
8	11 ↑	<b>Microsoft</b> <a href="http://www.microsoft.com/en-ie">www.microsoft.com/en-ie</a>														
9	10 ↑	<b>Aer Lingus</b> <a href="http://www.aerlingus.com">www.aerlingus.com</a>														
10	14 ↑	<b>AIB</b> <a href="http://www.aib.ie">www.aib.ie</a>														
11	19 ↑	<b>EY</b> <a href="http://www.ey.com/ie">www.ey.com/ie</a>														
12	6 ↓	<b>Boston Scientific</b> <a href="http://www.bostonscientific.com">www.bostonscientific.com</a>														
13	15 ↑	<b>PwC</b> <a href="http://www.pwc.ie">www.pwc.ie</a>														
14	12 ↓	<b>European Commission</b> <a href="http://www.ec.europa.eu">www.ec.europa.eu</a>														
15	8 ↓	<b>Johnson &amp; Johnson</b> <a href="http://www.jnj.com">www.jnj.com</a>														
16	13 ↓	<b>Civil Service</b> <a href="http://www.publicjobs.ie/en/graduate-opportunities">www.publicjobs.ie/en/graduate-opportunities</a>														
17	17 →	<b>Jameson</b> <a href="http://www.jamesongraduateprogramme.com">www.jamesongraduateprogramme.com</a>														
18	16 ↓	<b>Department of Health (inc HSE)</b> <a href="http://www.health.gov.ie">www.health.gov.ie</a>														
19	22 ↑	<b>Bank of Ireland</b> <a href="http://www.boi.ie">www.boi.ie</a>														
20	24 ↑	<b>Diageo</b> <a href="http://www.diageo.com/en">www.diageo.com/en</a>														
21	18 ↓	<b>Intel</b> <a href="http://www.intel.com">www.intel.com</a>														
22	20 ↓	<b>Coca-Cola HBC</b> <a href="http://www.coca-cola.ie">www.coca-cola.ie</a>														
23	37 ↑	<b>Bank of America</b> <a href="http://www.bankofamerica.com">www.bankofamerica.com</a>														
24	25 ↑	<b>A&amp;L Goodbody</b> <a href="http://www.algoodbody.com">www.algoodbody.com</a>														
25	26 ↑	<b>Abbott</b> <a href="http://www.abbott.ie">www.abbott.ie</a>														
26	23 ↓	<b>Local Government</b> <a href="http://publicjobs.ie/en/graduate-opportunities">publicjobs.ie/en/graduate-opportunities</a>														
27	27 →	<b>Accenture</b> <a href="http://www.accenture.com/ie-en">www.accenture.com/ie-en</a>														
28	35 ↑	<b>Ryanair</b> <a href="http://www.ryanair.com">www.ryanair.com</a>														
29	33 ↑	<b>2K Games</b> <a href="http://www.2k.com">www.2k.com</a>														
30	39 ↑	<b>Grant Thornton</b> <a href="http://www.grantthornton.ie">www.grantthornton.ie</a>														
31	31 →	<b>Central Bank</b> <a href="http://www.centralbank.ie">www.centralbank.ie</a>														
32	29 ↓	<b>Enterprise Ireland</b> <a href="http://www.enterprise-ireland.com">www.enterprise-ireland.com</a>														



Principal locations

Dublin
Cork, Dublin, Kildare
Cork
Cork, Dublin, Limerick
Dublin, Westmeath, Offaly
Cork, Dublin
Belfast, Cork, Dublin, Galway
Belfast, Dublin
Belfast, Cork, Dublin, Shannon, Waterford
Belfast, Dublin
Belfast, Cork, Dublin, Limerick, Waterford
Cork, Galway, Tipperary
Cork, Dublin, Galway, Kilkenny, Limerick, Waterford, Wexford
Dublin
Cork, Dublin, Limerick
Dublin
Dublin, Midleton Co. Cork
Dublin
Dublin (head office), plus various through ROI
Belfast, Dublin
Dublin, Kildare, Limerick (Shannon)
Dublin
Belfast, Dublin
Belfast, Dublin
Cavan, Clonmel, Cork, Donegal, Dublin, Longford, Sligo, Mayo
Throughout Ireland
Belfast, Dublin
Dublin
Dublin
Dublin
Dublin
Throughout ROI

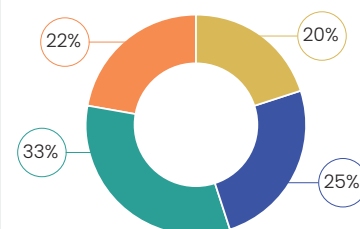
Research conducted by

# cibyl

gti

### What year of study are you in?

First year	20%
Middle years	25%
Final year	33%
Graduate	22%



### Internships, work experience and placements

Internships, work-experience and placements are an established part of the third-level and early careers landscape. For both students and employers, they represent a very effective method of students gaining experience of the working world and the skills required. Of course, students and graduates have different experiences of these processes. Our research showed that 64% had taken part in one of the above and found it effective, compared to just 16% who found it ineffective, while a cumulative 21% had either not taken part in one of these programmes or were unaware of them.



2023 rank	2022 rank	Employer	Accountancy/professional services	Banking, investment & financial services	Civil and public services	Consulting	Engineering	FMCG (fast-moving consumer goods)	Insurance	Law	Logistics, transport & supply chain mgt	Online retail services and telecoms	Retail	Science	Technology	Utilities, energy & renewables
33	28 ↓	<b>An Garda Síochána</b> <a href="http://www.garda.ie/en/careers">www.garda.ie/en/careers</a>		●												
34	21 ↓	<b>Meta</b> <a href="http://www.metacareers.com/locations/dublin">www.metacareers.com/locations/dublin</a>													●	
35	34 ↓	<b>Medtronic</b> <a href="http://www.medtronic.ie">www.medtronic.ie</a>											●			
36	40 ↑	<b>Penneys (Primark)</b> <a href="http://www.primark.ie">www.primark.ie</a>									●					
37	49 ↑	<b>Bord Bía</b> <a href="http://www.bordbia.ie">www.bordbia.ie</a>					●									
38	NEW ...	<b>TikTok</b> <a href="http://www.careers.tiktok.com">www.careers.tiktok.com</a>													●	
39	43 ↑	<b>Bord na Mona</b> <a href="http://www.bordnamona.ie">www.bordnamona.ie</a>														●
40	48 ↑	<b>MSD</b> <a href="http://www.msd-ireland.com">www.msd-ireland.com</a>											●			
41	44 ↑	<b>IBM</b> <a href="http://www.ibm.com/ie">www.ibm.com/ie</a>													●	
42	53 ↑	<b>Citi</b> <a href="http://www.citigroup.com">www.citigroup.com</a>	●													
43	32 ↓	<b>Aldi</b> <a href="http://www.aldi.ie">www.aldi.ie</a>									●					
44	36 ↓	<b>Arthur Cox</b> <a href="http://www.arthurcox.com">www.arthurcox.com</a>							●							
45	60 ↑	<b>Glanbia</b> <a href="http://www.glanbia.ie">www.glanbia.ie</a>					●									
46	183 ↑	<b>Uisce Éireann</b> <a href="http://www.water.ie">www.water.ie</a>														●
47	46 ↓	<b>Kerry Group</b> <a href="http://www.kerry.com">www.kerry.com</a>					●									
48	45 ↓	<b>AbbVie</b> <a href="http://www.abbvie.ie">www.abbvie.ie</a>											●			
49	150 ↑	<b>AMD</b> <a href="http://www.amd.com">www.amd.com</a>													●	
50	42 ↓	<b>Jaguar Land Rover</b> <a href="http://www.jaguarlandrover.com">www.jaguarlandrover.com</a>				●										
51	41 ↓	<b>An Post</b> <a href="http://www.anpost.com">www.anpost.com</a>	●													
52	47 ↓	<b>ESB</b> <a href="http://www.esb.ie">www.esb.ie</a>														●
53	54 ↑	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>													●	
54	NEW ...	<b>PepsiCo</b> <a href="http://www.pepsico.com">www.pepsico.com</a>					●									
55	78 ↑	<b>GE Healthcare</b> <a href="http://www.gehealthcare.co.uk">www.gehealthcare.co.uk</a>											●			
56	67 ↑	<b>Barclays</b> <a href="http://www.barclays.ie">www.barclays.ie</a>	●													
57	52 ↓	<b>Bristol-Myers Squibb</b> <a href="http://www.bms.com/ie">www.bms.com/ie</a>											●			
58	58 →	<b>Arup</b> <a href="http://www.arup.com">www.arup.com</a>				●										
59	64 ↑	<b>Procter &amp; Gamble (P&amp;G)</b> <a href="http://www.pg.co.uk">www.pg.co.uk</a>					●									
60	30 ↓	<b>Dell</b> <a href="http://www.dell.com">www.dell.com</a>													●	
61	80 ↑	<b>Core Media</b> <a href="http://www.onecore.ie">www.onecore.ie</a>					●									
62	61 ↓	<b>Unilever</b> <a href="http://www.unilever.ie">www.unilever.ie</a>					●									
63	51 ↓	<b>Coillte</b> <a href="http://www.coillte.ie">www.coillte.ie</a>														●
64	NEW ...	<b>Irish Distillers</b> <a href="http://www.irishdistillers.ie">www.irishdistillers.ie</a>				●										
65	56 ↓	<b>Novartis</b> <a href="http://www.novartis.ie">www.novartis.ie</a>											●			
66	57 ↓	<b>GSK</b> <a href="http://www.gsk.ie">www.gsk.ie</a>											●			
67	77 ↑	<b>Amgen</b> <a href="http://www.amgen.com">www.amgen.com</a>											●			
68	117 ↑	<b>Colgate Palmolive</b> <a href="http://www.colgate.ie">www.colgate.ie</a>					●									
69	65 ↓	<b>Matheson</b> <a href="http://www.matheson.com">www.matheson.com</a>							●							

## Principle locations

Throughout Ireland

Dublin

Dublin, Galway

Throughout Ireland

Dublin

Dublin

Kildare

Dublin

Belfast, Cork, Dublin, Galway

Dublin

Throughout Ireland

Belfast, Dublin

Cork, Dublin, Kilkenny, Waterford

Dublin (head office), plus various through ROI

Kerry, Naas

Dublin, Sligo

Dublin

Pan UK/Ireland engineering graduate programme is based in the English Midlands

Dublin, Cork, Galway

Cork, Dublin

Dublin

Dublin, Cork

Dublin, Cork, Northern Ireland

Dublin

Dublin

Cavan, Dublin, Dundalk

Dublin, Kildare, Tipperary

Dublin

Dublin

Cork, Dublin

Wicklow

Dublin, Cork

Dublin

Cork, Dublin, Waterford, Sligo

Dublin

Dublin

Dublin

**Mobility and preferences**

We asked students if they would be seeking to relocate after graduation in order to start their graduate career. 48% said they would be willing to relocate anywhere in Ireland. 23% would prefer to work near their home or place of study, and 18% said they would be seeking to start their graduate career abroad.

**Making decisions**

Dealing with multiple offers is part and parcel of early careers, and a dilemma for both employers and applicants is when an applicant has to make a choice between one employer and another. While most careers advisors would never advise choosing a graduate position purely based on salary, it is the most common factor for applicants, with 25% identifying salary and benefits as a defining factor. Work-life balance was next at 23%, with a higher future salary and job progression next at 11% and 10% respectively. Just 2% said they would choose an offer based on the fact that it was the first one they received. Other factors included good communication (9%), responsibilities (6%), location (5%), the application experience (3%), timing of offer (2%) and diversity initiatives (2%).

**The top 100 is only part of the story**

There are about 3,000 organisations in Ireland and Northern Ireland that recruit graduates, so the list that makes up the top 100 is only a small part of the story. Respondents to our survey identified many more than a hundred employers and page 10 shows, in order of popularity, the next 75.

GTI and The Association of Higher Education Careers Services, the publishers of *Ireland's 100 Leading Graduate Employers*, wish to thank the students and graduates who took part in the survey, the careers services throughout Ireland who encouraged students to take part and the graduate employers who, every year, recruit and train Ireland's finest talent. We'd especially like to thank Cibyl UK and Ireland for carrying out the survey on our behalf. This is the largest survey of its kind in Ireland, and we look forward to growing it further in 2024 with the help of everyone who contributed so much to this year's success.

Voting has started for the 2024 survey, so if you are a current student or recent graduate cast your vote.





2023 rank	2022 rank	Employer	Accountancy/professional services	Banking, investment & financial services	Civil and public services	Consulting	Engineering	FMCG (fast-moving consumer goods)	Insurance	Law	Logistics, transport & supply chain mgt	Online retail services and telecoms	Retail	Science	Technology	Utilities, energy & renewables
70	38 ↓	<b>Stryker</b> <a href="http://www.stryker.co.uk">www.stryker.co.uk</a>												●		
71	55 ↓	<b>Deutsche Bank</b> <a href="http://www.db.com/ireland">www.db.com/ireland</a>	●													
72	72 →	<b>Allianz</b> <a href="http://www.allianz.ie">www.allianz.ie</a>						●								
73	73 →	<b>McCann FitzGerald</b> <a href="http://www.mccannfitzgerald.com">www.mccannfitzgerald.com</a>							●							
74	62 ↓	<b>Merck</b> <a href="http://www.merck.com">www.merck.com</a>											●			
75	50 ↓	<b>Lidl</b> <a href="http://www.lidl.ie">www.lidl.ie</a>										●				
76	76 →	<b>Jacobs Engineering</b> <a href="http://www.jacobs.com">www.jacobs.com</a>					●									
77	59 ↓	<b>Musgrave Group</b> <a href="http://www.musgravegroup.com">www.musgravegroup.com</a>										●				
78	71 ↓	<b>General Motors</b> <a href="http://www.gm.com">www.gm.com</a>					●									
79	83 ↑	<b>Vhi Healthcare</b> <a href="http://www.vhi.ie">www.vhi.ie</a>						●								
80	85 ↑	<b>Dairygold</b> <a href="http://www.dairygold.ie">www.dairygold.ie</a>						●								
81	89 ↑	<b>Irish Rail</b> <a href="http://www.irishrail.ie">www.irishrail.ie</a>									●					
82	86 ↑	<b>Ericsson</b> <a href="http://www.ericsson.ie">www.ericsson.ie</a>													●	
83	100 ↑	<b>Sanofi</b> <a href="http://www.sanofi.ie">www.sanofi.ie</a>											●			
84	69 ↓	<b>BioMarin</b> <a href="http://www.bmrn.com">www.bmrn.com</a>											●			
85	105 ↑	<b>Fidelity International</b> <a href="http://www.fidelity.ie">www.fidelity.ie</a>	●													
86	106 ↑	<b>Northern Trust</b> <a href="http://www.northerntrust.com">www.northerntrust.com</a>	●													
87	107 ↑	<b>Mason Hayes &amp; Curran</b> <a href="http://www.mhc.ie">www.mhc.ie</a>							●							
88	66 ↓	<b>Analog Devices</b> <a href="http://www.analog.com">www.analog.com</a>					●									
89	81 ↓	<b>Eirgrid</b> <a href="http://www.eirgrid.ie">www.eirgrid.ie</a>														●
90	74 ↓	<b>AIG</b> <a href="http://www.aig.ie">www.aig.ie</a>							●							
91	79 ↓	<b>The Defence Forces</b> <a href="http://www.defence.ie">www.defence.ie</a>			●											
92	99 ↑	<b>Salesforce</b> <a href="http://www.salesforce.com/eu">www.salesforce.com/eu</a>													●	
93	75 ↓	<b>Workday</b> <a href="http://www.workday.com">www.workday.com</a>													●	
94	115 ↑	<b>Fidelity Investments</b> <a href="http://www.fidelityinvestments.ie">www.fidelityinvestments.ie</a>													●	
95	120 ↑	<b>Eversheds Sutherland</b> <a href="http://www.eversheds-sutherland.com">www.eversheds-sutherland.com</a>							●							
96	181 ↑	<b>Dechert</b> <a href="http://www.dechert.com">www.dechert.com</a>							●							
97	110 ↑	<b>DCC</b> <a href="http://www.dcc.ie">www.dcc.ie</a>								●						
98	170 ↑	<b>Dillon Eustace</b> <a href="http://www.dilloneustace.com">www.dilloneustace.com</a>							●							
99	68 ↓	<b>Smyths Toys</b> <a href="http://www.smythstoys.com">www.smythstoys.com</a>										●				
100	82 ↓	<b>BAM Ireland</b> <a href="http://www.bamireland.ie">www.bamireland.ie</a>	●													

**VOTE**  
for your favourite  
employer

**NOW**

Take the survey to help us compile Ireland's leading graduate employers for 2024, and you could be in with a chance to win great prizes.

**Voting closes January 2024.**

Principle locations

Cork, Limerick

Dublin

Dublin

Dublin

Dublin

Throughout Ireland

Dublin

Throughout Ireland

Dublin, Limerick

Kilkenny

Cork

Throughout Ireland

Athlone, Dublin

Dublin

Cork

Dublin

Dublin, Limerick

Dublin

Limerick

Dublin

Dublin

Dublin

Athlone, Dublin

Dublin

Dublin, Galway

Dublin

Dublin

Dublin

Dublin

Dublin

Kill, Cork, Galway

## How the rankings stack up in 2023

While those in the top slots of this year's list represent achievement, there are also companies who have made significant progress in terms of their popularity amongst students and graduates.

- Google's dominance in terms of brand recognition and marketing reach means they remain top of the pile in terms of attractiveness to students, sealing first position for the seventh year running. Pfizer and Apple swap places to third and second respectively, while Deloitte breaks into the top five, jumping from 7th. The Department of Education remains in fifth position like last year.
- Elsewhere in the top ten, Amazon remains, but drops a few places from 4th to 6th, while KPMG rises from 9th to 7th. Microsoft are a new entry to the top ten, jumping from 11th to 8th, while Aer Lingus rise one place, from 10th to 9th. AIB are also a new entrant, rising from 14th to 10th.
- Just outside the top ten, EY have risen impressively from 19th to 11th, while PwC also climbs two places, from 15th to 13th. The European Commission remain in the top 20 in 14th, as do the Civil Service in 16th and the Department of Health in 18th, making it four public service organisations in the top 20.
- Some other rises in this year's rankings include Bank of America, now at 23rd, rising from 37th and Grant Thornton rising from 39th to 30th. The largest rises were big ones, with Irish Water rising from 183rd in last year's survey to 46th this year, while AMD rose from 150th to 49th.
- In terms of new entries, TikTok debuts at an impressive 38th, PepsiCo at 54th and Irish Distillers in 64th. Among those breaking into the Top 100 are Fidelity International (85th), Northern Trust (86th) and Mason Hayes Curran (87th). Dillon Eustace make an impressive rise from 170th to 98th position.
- In terms of impressive new entries, TikTok is the highest new entrant.

## How to apply for jobs with listed organisations

This list of Ireland's 100 most popular employers has been generated from a huge student vote and, therefore, is a solid indicator of which organisations are most favoured by students and graduates in 2023.

In order to research the specific opportunities afforded to students and graduates throughout the year with the organisations listed, you should refer to the employer profiles on pages 33–63 of this publication; visit the employer profiles listed on [gradireland.com](https://gradireland.com); and visit the company careers websites referenced in the tables on pages 4–9. Not all employers listed here will be actively recruiting throughout the year, so it is important to do your research first.



Research conducted by

**cibyl** (gti)



# 'Bubbling under' the next 75

2023 rank	2022 rank	Employer
101	103	↑ Laya Healthcare
102	84	↓ Zurich
103	93	↓ Oracle
104	87	↓ Aecom
105	101	↓ Nikon
106	129	↑ Applegreen
107	98	↓ HP
108	112	↑ William Fry
109	70	↓ Davy
110	92	↓ PayPal
111	113	↑ BDO
112	90	↓ Mars
113	123	↑ BNY Mellon
114	153	↑ Optum
115	166	↑ Dawn Meats
116	144	↑ Fexco
117	104	↓ SIG
118	63	↓ daa
119	94	↓ IDA
120	95	↓ SAP
121	127	↑ Permanent TSB
122	141	↑ State Street
123	NEW	... DLA Piper
124	136	↑ Liberty Insurance
125	137	↑ Alkermes
126	102	↓ Tesco Ireland
127	91	↓ Sisk
128	125	↓ Bombardier
129	114	↓ Astellas
130	118	↓ Mercury
131	124	↓ Merit Medical
132	97	↓ PM Group
133	111	↓ Goodbody
134	96	↓ Kingspan
135	88	↓ John Paul Construction
136	NEW	... XLVets
137	158	↑ Three
138	116	↓ Mazars

2023 rank	2022 rank	Employer
139	138	↓ Vodafone
140	133	↓ SSE
141	126	↓ BD
142	140	↓ BT Ireland
143	128	↓ SMBC Aviation Capital
144	134	↓ Dropbox
145	167	↑ Tata Consultancy Services
146	157	↑ US Bank
147	156	↑ Guidewire
148	108	↓ Cardinal Health
149	154	↑ Baker Tilly
150	143	↓ First Derivatives
151	132	↓ Avolon
152	109	↓ eir
153	142	↓ Aon
154	174	↑ Dawn Farms
155	160	↑ Maples Group
156	121	↓ ABP Food Group
157	135	↓ Virgin Media
158	163	↑ Enterprise Rent-A-Car
159	179	↑ Lakeland Dairies
160	147	↓ Paddy Power Betfair
161	145	↓ IFAC
162	161	↓ Qualtrics
163	122	↓ Designer Group
164	130	↓ VMware
165	148	↓ Glenveagh Properties
166	164	↓ DPS Group
167	139	↓ Citrix
168	171	↑ BWG Foods
169	168	↓ Career Boost
170	NEW	... NetApp
171	189	↑ Version 1
172	149	↓ ByrneWallace
173	173	→ BearingPoint
174	151	↓ RBK
175	152	↓ Citco

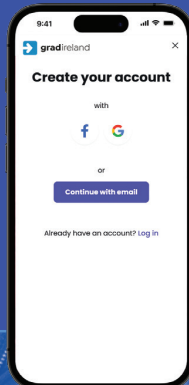
# Let's get you **hired**



gradireland

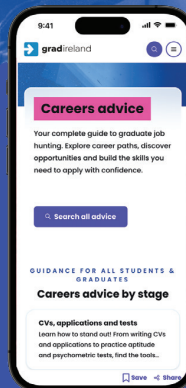
## 1 Create your account

Build your personalised feed with the latest jobs, internships, careers advice, courses and careers events based on what's important to you.



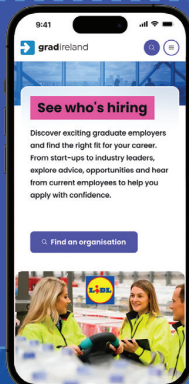
## 2 Get careers advice

Explore career paths, discover opportunities and build the skills you need to apply with confidence.



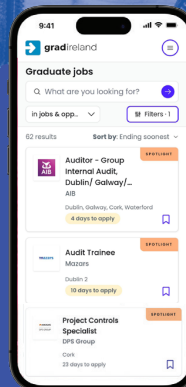
## 3 Follow employers

Connect and get instant messages from employers looking for people with your skills and experience.



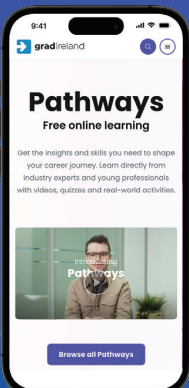
## 4 Search & apply for jobs or internships

Discover top graduate employers, and find the right fit for your career. gradireland has everything from start-ups to industry leaders.



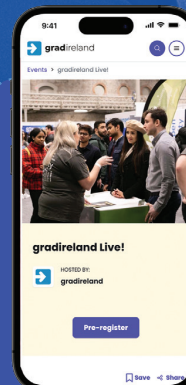
## 5 Build your skills with Pathways

Learn directly from industry experts with gradireland's free online learning tool, Pathways.



## 6 Register for events and competitions

Get advice, jobs and opportunities for success at Ireland's largest careers events.



[gradireland.com/register](https://gradireland.com/register)



# Trends in HR and Professional Development

CIPD Ireland issues an annual report on the experiences, concerns and observations of those working in people professions in Ireland. Each year, their HR Practices in Ireland survey is conducted in conjunction with the Kemmy Business School, University of Limerick. The following is a summary of the latest key findings.

Amid global uncertainty and high levels of inflation, this report helps us understand how organisations and people professionals responded to these challenges, and what their future plans look like.

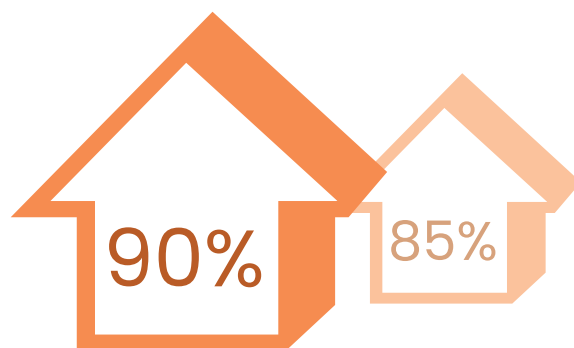
## Skills shortages

According to the report, many organisations have reported struggling to tap into key skills in the Irish labour market. With 90% (up from 85% last year) of survey respondents experiencing skills shortages in the past year, this remains a point of focus for people professionals. Further to this, leadership development was identified as the skill area of greatest concern in relation to attracting and retaining employees. HR practitioners in Ireland have identified poor line management capacity and capability as an impediment to implementing successful HR practices. This has been the case for five years.

Other skills in short supply include operations, finance, IT (although less so this year), project management, leadership and influencing, teamworking, innovation and complex problem-solving. The not-for-profit sector reported the highest level of skills shortages.

The report also says that a shortage of skilled workers could jeopardise Ireland's economic growth as we reach full employment. There is currently a highly competitive market for experienced employees, reflected in the survey feedback.

More  
companies  
are feeling  
a skills  
shortage



## Employee turnover

The 2023 survey was the first to look at how the cost-of-living and housing crises are affecting employee behaviour. According to the report, 'they emerged as key drivers for employees to change jobs and are contributing to mental health issues'. Heavy workloads and burnout are heavily impacting mental health and employee turnover in spite of employee well-being initiatives.

Half of the survey respondents reported an increase in employee turnover rates. The most prevalent turnover rate among respondents was 10–19% (36% of respondents). More private sector organisations (47%) and not-for-profit organisations (76%) reported an increase than in public sector organisations (42%).

While it is common for employees to move for career progression or career change, in addition, cost of living (50%) and location (40%) were identified as key factors contributing to employee turnover this year. The survey also identified workload/burnout (35%) and work-life balance (28%) as factors contributing to employees leaving.

## Hybrid working

While ways of working have not settled down yet, according to the survey, access to remote and hybrid work continues to grow. The result has been most employees working two or three days on-site and the remainder from home. For many organisations, culture is in need of a reset, and greater focus is due to be placed on the employee experience, use of social gatherings and anchor days as tools to address this.

In the past few years, the nature of work has changed dramatically. Organisations are responding to their employees' requests for hybrid and flexible working arrangements. A notable change this year is that more than twice as many organisations are allowing the majority of their employees to work in a hybrid capacity. A proportion of the surveyed employers (12%) said that the majority of their employees were working fully remote. 42% of respondents reported planning to increase flexible working.

## Organisational culture

According to the survey, 37% of respondents reported that the pandemic has negatively impacted work culture, nearly a third reported a positive change, while 30% reported no change. Respondents are finding it challenging to maintain the company culture in a remote environment. To mitigate this, organisations are engaging in a wide range of measures. Social gatherings were the most frequently reported activity (66%), followed by increased emphasis on the employee experience. To give all employees the chance to meet and collaborate, 37% of organisations have instituted anchor days and events. A third of respondents are implementing initiatives to redefine the culture, and another third have time dedicated to well-being activities.

Increased effort is also needed to maintain a well-being culture. The survey found an increased emphasis on mental health support and online well-being/health initiatives (65%), an approach likely to increase accessibility and take-up of initiatives. For two-thirds of respondents, it was increasingly on senior leaders' agenda. Lower levels of attention went on financial wellness initiatives, even though cost of living/financial well-being emerged as a factor contributing to mental health issues in a third of organisations, as well as being a contributor to employees leaving. Only 28% of organisations had increased attention on training line managers to deal with well-being in a hybrid environment.

## Productivity

With the rise of remote and hybrid working came concerns about their impact on productivity. Figures from both this survey and the previous one shows that this has not been the case. In this year's survey, 65% reported an increase in productivity in their organisations, and only 3% found a decrease. This is a substantial increase, reflected in company reports and economic indicators, and shows that remote and hybrid working are not barriers to success.

## Inclusive culture

The survey identified inclusive working practices as central to the strategy for attracting and retaining talent for 69% of organisations. Flexible and remote working were used to promote an inclusive culture by two thirds of respondents. 40% had invested in raising diversity awareness among the workforce, and a smaller number (36%) used leadership development to increase diversity. The survey found that targeted initiatives such as miscarriage, fertility and menopause policies are increasingly present (14%), alongside additional leave for caring and domestic abuse policies.

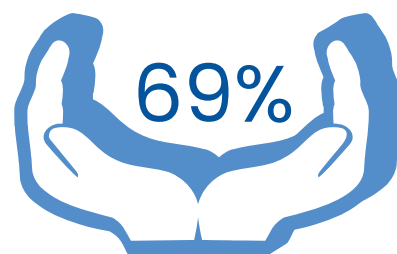
## Sustainability

There has been a steady rise in interest in sustainability, both in the area of environmental sustainability and that of sustainable work and HR activities. Positively, a significant number of respondents reported an increase in activities related to sustainability in work practices. The majority of

respondents reported an increase in a well-being focus, fostering diversity and inclusion and enhancing employee voice.

In terms of environmental sustainability, 58% report an increase in embedding environmentally sustainable practices. Remote and flexible work arrangements are also seen as a sustainability factor.

**Inclusive working practices are central for attracting and retaining talent**

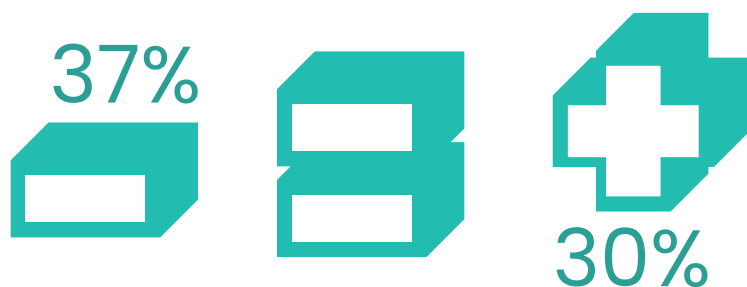


## Absenteeism and mental health

Managing absences remains a challenge for employers. Over the past year, absenteeism rates increased for 30% of respondents' organisations, decreased for 31% and stayed the same for 40%. While medical issues were the cause of most absences, 17% of absences were due to mental health issues. Workload was a significant factor in mental health issues, with 55% of respondents identifying this as a contributing factor. Non-work issues such as relationships/family were reported by 61% of respondents, and approximately a third of respondents highlighted cost of living, perceived lack of management support, always-on culture and concerns around returning to the office. ●

*HR practices in Ireland 2023: Survey report (cipd.org).*

**Maintaining culture in a remote environment remains challenging**





## INNY EKEOLU

is an apprentice solicitor at Deloitte and graduated with a degree in law from DCU. She talks about her experience working as a trainee solicitor and about the skills that make her successful.



### What are the main tasks you do in a day?

A typical work day at Deloitte Ireland as a trainee solicitor would be a lot of research, a lot of attending meetings and helping my seniors in any way that I can. I ask a lot of questions to understand more of what we're actually doing. I do a lot of looking at the marketplace just to see what's going on in terms of new legislation.

### What skills do you need to be successful in your role?

I think that one of the main skills that you need to be successful in this role would be research skills. I know it's something that you do in college all the time, but it's so important to be able to just get to the nitty-gritty of things and be able to simplify it down, not only for other people, but for yourself to have a better understanding.

Networking skills are also very important. You never know who you're talking to and you never know what they can help you with in the future.

### How did you get into your job?

I studied law at undergrad at DCU, and I was in all the societies and clubs to do with law. It was really interesting, it helped me understand more about law itself, as well as how it can be used in a professional setting, and with that I went to apply for internships, and I got one at Deloitte, then I got offered a training contract, so I'm really glad with how I've ended up here.



I love that no two days are ever the same. There's always something new to do, there's always something new that I'm learning, and they're always new projects.

### What advice would you give to a new graduate?

I would advise them to just throw themselves into it if they want to pursue law, and I would say that you're not growing if you're inside your comfort zone. Try and do new things like going to networking events. Go to talks, apply for internship roles, just go there see if you like it. See if you understand it, and just ask as many questions as possible.

### What skill should students develop to work in this sector?

If you were to develop one skill, again it would be research. I know it's like you're doing research all the time at college, and you think that you're not going to need it, but you are going to need it every single day of your life. It may be researching for clients or comparing new legislation to old legislation to see what needs to change. Research is so important, you need to be able to dig deeper and deeper until you have what is necessary.

### How have you adjusted to working from home?

Hybrid working is one of the best things to happen in the corporate

space. Being able to work from home, and then being able to study as well is really helpful when pursuing professional exams. I think it's really important to strike that balance between work and life, so having your work life but also being able to go outside, go to the gym and just hang out with friends. Maintaining that balance is very important not only for yourself but to be productive at work as well.

### What do you love about your job?

I love that no two days are ever the same. There's always something new to do, there's always something new that I'm learning, and they're always new projects. So I really do enjoy that the work varies. There's always different clients from different disciplines, and I'm always seeing how the law integrates with everything on a global landscape. ●

You can watch Inny's full interview on our YouTube channel.



## JAMES KINSELLA

is a Risk Modelling Engineer at AIB. He talks about how he got into his job and gives advice to college students looking to work in the same field.



You can watch James' full interview on our YouTube channel.



### What are the main tasks in your job in a normal week?

We engage in an agile work environment at AIB. I work on one or two projects during the week, and at the beginning of each day I'll have two to three calls going through what I did yesterday, what I'm going to do today, and if I need a bit of help.

I work on the mortgage models. These are very complex models, and I implement the code that allows us to calculate factors of various products, such as mortgage grading and mortgage probability of default.

### What skills do you need to be successful in your role?

There's no specific set of skills as long as you go in with the right attitude and apply yourself. There's a lot of training provided by AIB in terms of both technical and soft skills. When I came in, I had two months of technical skills training, and the soft skills are ongoing over the two-year programme.

It does help to have good communication skills, problem-solving skills and critical thinking.

### What do you love about working at AIB?

What I really love about AIB is the people and the culture. When I started working here, I found that there are people all the way up the ladder who make sure to take care of you and your well-being throughout the day, even if it's just a chat in the office.

We have a small grad cohort in the data analytics department, so I know them all, and I get along with them. What I also love about AIB is that sustainability is a fundamental part of our strategy.

### How did you get into your job?

I studied theoretical physics at Trinity. I then applied to the data and analytics grad program. I chose AIB mainly because of the sustainability strategy in place and because of the shorter contract of 23 months. We do three rotations within the department itself, so eight months each. This means you get a taste of everything, and you figure out what you might like going forward.

### What advice would you give a new graduate?

I would advise graduates to be curious and to avail of the opportunities that come to them. I developed a lot of my skills outside of the course environment. I was a member of the student managed fund in Trinity, which actually focused a lot on financials and presenting skills, which wouldn't come naturally.

I also took opportunities to learn code as well, and I feel like taking initiative in itself is a massive skill.

### How have you adapted to working from home?

I enjoy the flexibility that the hybrid model offers. It means I can maintain that work-life balance by cutting out the commute on certain days. But I also enjoy the office atmosphere. You get to go in twice a week and work with your colleagues in-person. ●

I would advise graduates to be curious and to avail of the opportunities that come to them.



## REBECCA DONOHOE

is working as an operations manager for Portwest in the US. She completed a BSc in DNA and forensic science and a degree in business and accounting. She then went on to join the Portwest graduate programme. On the 27th of April, she was named gradireland Graduate Employee of the Year at the 2023 gradireland Graduate Recruitment Awards.



Portwest is a leading global manufacturer of safety wear, workwear and PPE, headquartered in Westport, Co. Mayo. Portwest design, manufacture and distribute market leading workwear, safety wear and PPE in fully-owned production facilities.

### Tell us about your current job and what it involves.

My current role is Operations Manager for Portwest, USA. This is a diverse role where I'm required to work across multiple departments such as logistics, supply chain, sales, marketing, customers service and finance each day. It is a dynamic role which requires flexibility to deal with any issues or challenges the day may present. Portwest is all about team collaboration to satisfy our customers, and without the fantastic team I have around me, both on-site in the USA, and globally, this would not be possible. Daily, I work with the US team across multiple departments, to ensure our operations run smoothly, and we are delivering a best-in-class service to our customers. I get to interact with some brilliant people from colleagues, customers, suppliers and more, which builds my knowledge and experience

and provides me with different viewpoints, providing me with the best platform to excel in my career. No two days are the same in my role, which inspires me to find the best solutions for anything that crosses my desk!

### What do you enjoy about the role, and what are some of the challenges you have overcome?

I enjoy that every day is a different experience. When I wake up in the morning, although I know what the goals for the day are, and even though we have set processes in place, something can (and usually does) come up which causes us to change path. These things can be both good as well as challenging, but we always put our heads together and come up with a solution.

I really enjoy meeting different people from all walks of life on a daily basis.

I am so grateful to my colleagues who nominated me, the gradireland judging panel and everyone who has played a part, big or small in my success.

Everyone brings their experience and ideas, and combining everything makes us stronger and better as a team. Moving to America was challenging for me. Even though I had lived here before, this was a brand-new experience altogether. A new role, new location, new people, and I was setting up my life from scratch across the Atlantic Ocean. The biggest



challenge of them all was being away from the sea. I have never lived away from the water, so it took me some time to adjust to living in Kentucky!

#### What was the route you took to landing the job at Portwest, and what was the application process like?

I always tell people I went the long way around to get to where I am, but that is ok! When I finished school, I went straight into a BSc in DNA & Forensic Science. I got on well and graduated after four years, having enjoyed it. I then spent six months teaching English in Spain to spend time working out what I might like to do. Afterwards, I went to work in the science field on a graduate visa in Chicago and spent a year living in and loving the city! It was time to think about what I would like my career to look like, and, after thinking long and hard, I decided that science was probably not going to be the sole field for me until retirement! I took the plunge and went back to do a degree in Business and Accounting, starting from the ground up to learn as much as possible. At the same time, I was working full-time managing a busy bar and restaurant. This allowed

me to put my real-life experience into my academic learning, and vice versa. Covid hit while I was finishing this degree, and the future was uncertain. I knew by applying for the Graduate programme in Portwest, that should I be successful, at least I was near home and wouldn't be blocked by travel disruptions etc. To my delight, I was accepted on the programme, and the rest is history! Portwest gave me so many opportunities to learn about different areas across the business and how they link in with each other. This provided me with a good base to be able to drive the business in the USA.

#### What are the skills you most regularly use in your role, and what skills do you advise those interested in this sector work on developing?

Flexibility! I would have always been a person that likes to follow a process, without deviating either way too much. This role has made me step out of my comfort zone and become comfortable with changing and adapting to make sure the day-to-day business runs smoothly. I would say the road to me getting here involved plenty of skills, all of which I have developed further to help me along the way. Willingness, compassion, drive, creativity, open-mindedness and people skills are just some of the skills that come to mind when I think about my journey in Portwest. I always think it is important to remember

that hard skills can be taught when someone has the right attitude and willingness to learn.

#### What advice would you have for a student considering a career in this sector?

Be open-minded! It is not going to be what you imagine it to be. No matter how well prepared you think you might be for the sector, there will be plenty of curveballs! You will learn more than you ever could have dreamt of, some experiences will be easy, some will test you, some will be interesting, some not so much; but every single experience will stand to you and propel you forward. I would also advise you not to box yourself into one particular area that you think you will like. I never realised the areas that I could go into, that I now love. So be open to the unusual and grab any opportunity with both hands!

#### Can you tell us how it felt to be named gradireland Graduate Employee of the Year?

Shock, delight and immense pride! I am so grateful to my colleagues who nominated me, the gradireland judging panel and everyone who has played a part, big or small in my success. It has been a rollercoaster of a journey, but I wouldn't change a thing. Portwest has provided more opportunities that I ever could have imagined, and I will forever be grateful to them. To be recognised by gradireland as Graduate Employee of the Year is a huge honour and one that will stay with me forever! ●

Rebecca and the team at the 2023 gradireland Graduate Recruitment Awards.

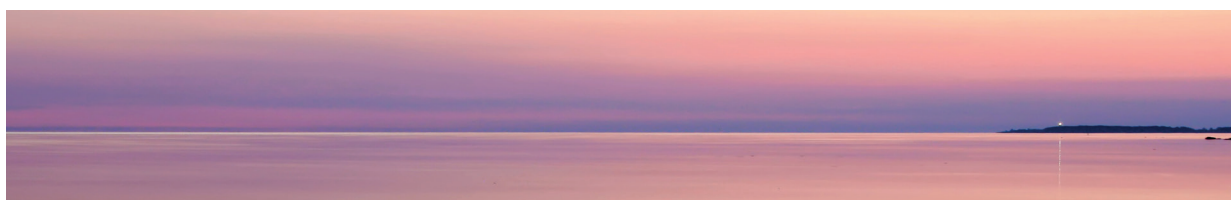


Find out more  
about careers  
at Portwest at  
[gradireland.com](https://gradireland.com)



# The graduate landscape

While the graduate recruitment market has remained generally positive, sectoral challenges are beginning to affect the shape of the overall jobs market, according to recent data.



Despite some general uncertainty and concern over challenges facing the Irish jobs market, the latest data in the recent employment figures for the Irish economy from the Central Statistics Office (CSO) contained broadly positive news. Despite a sustained spate of redundancies and layoffs in major companies, job numbers in the tech sector at 123,200 are slightly ahead of the same month last year and only 2,000 lower than they started the year. This shows the sector continues to grow and continues to have a large interest in graduate hires.

Across other sectors, the jobs figures were broadly positive also, though in places more modest than has been the case in recent years, with total employment holding steady in recent months, rather than increasing.

The tech sector – reflected in the CSO data as information and communications – has gone through a difficult period, with a string of redundancy announcements from major service-based players which dominate the global market. But there were several mitigating factors, most notably the pandemic.

The sector had over-expanded – internationally and in Ireland – and is going through a period of rebalancing. The fact that overall job numbers are holding, and even growing, despite this

is encouraging and suggests that some of those who lost their jobs have found new employment in the same sector.

Elsewhere, the figures show a slowdown in the rapid expansion in job numbers seen in recent years. The number of people at work at over 2.4 million in June was 2.6 per cent ahead of the same month last year, but the employed total has plateaued in recent months and was unchanged in June of this year, as compared to May.

Outside technology, other sectoral trends are broadly positive but more mixed. The finance, insurance and property sector has grown strongly over recent years and most other areas remain in positive territory. The one negative is a monthly fall-off in employment in June in the accommodation and food sector, where job numbers are also slightly down year-on-year. This is reflective of concerns in this sector, amplified by a refugee crisis, which the Russian invasion of Ukraine has severely exacerbated. In recent analysis, the Irish Times reported that there is also some weakness appearing in employment in younger age groups, particularly those under 25. Given the high level of employment of younger people in the hospitality sector, these trends may be related.

*The Irish Times* analysis of the CSO figures also said; 'One of the encouraging things coming out of the pandemic was the general strength of the jobs market. Expectations of a big hangover of high unemployment, particularly among younger people, proved misplaced. In fact, job shortages have appeared to support earnings growth for lower paid employees.'

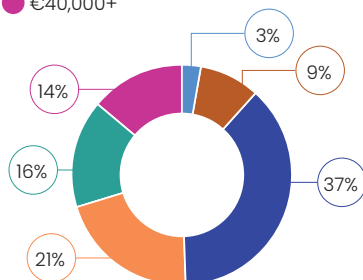
As economic growth eases, this offers a complicated picture for policymakers. There are still critical shortages of workers in some areas, notably construction. The modern sectors appear to remain robust, though are unlikely to deliver the kind of growth seen in recent years. The outlook for the more traditional sectors, including hospitality, remains uncertain.'

It seems that the jobs market is in a state of flux, with some sectors affecting younger employees and job seekers more than others. As ever, the graduate market remains strong in sectors that have always been strong in terms of graduate hires. It remains to be seen whether difficulties or uncertainties in other sectors disproportionately affect early careers stage workers. ●



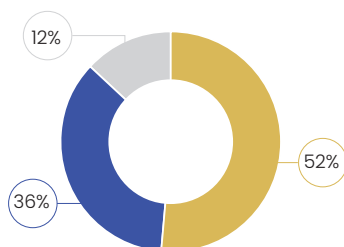
## Salary expectations

- Up to €20,000
- €20,000 to €25,000
- €25,000 to €30,000
- €30,000 to €35,000
- €35,000 to €40,000
- €40,000+



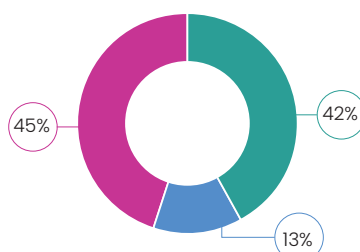
## It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



## In general, do you prefer to interact with employers virtually or in person?

- Prefer in-person activities
- Prefer virtual activities
- Don't mind



## Top 10...

## ...role are you most interested in (irrespective of a company's main purpose)

Accounting & actuarial	26%
Finance	13%
Consultancy	12%
Business/Management	10%
Marketing, advertising, PR	8%
Data scientist/Analyst	6%
Legal	5%
Design & creative roles	4%
HR/Recruitment	4%
Product/Project Management	2%

## ...skills

Teamwork	64%
Problem-solving	63%
Communication	59%
Attention to detail	49%
Organisation	46%
Initiative/Self-drive	44%
Leadership	42%
Resilience	31%
Creativity	26%
Entrepreneurship/Innovation	18%

## ...liked assessment methods

F2F interview	89%
Online application	82%
Live video interview	76%
Strengths-based aptitude	73%
F2F assessment centre	69%
Situational judgement	65%
Online job simulation	63%
Game-based test	60%
Online aptitude	58%
Virtual assessment centre	57%

## ...expectations of employers

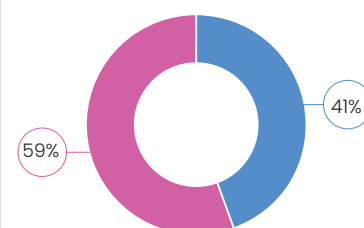
Career progression	7%
Training & development	7%
Friendly culture	7%
Good work-life balance	7%
Interesting work	7%
Job security	7%
Equity, diversity & inclusion	7%
Flexible working	6%
Good benefits	6%
Chance to make a difference	6%

Accountancy/  
professional  
services

A career in accountancy and professional services is traditionally regarded as one of the securest routes for graduates. Unsurprisingly, most students interested in this sector are business graduates, although there are pathways in this sector for students from all disciplines.

## Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



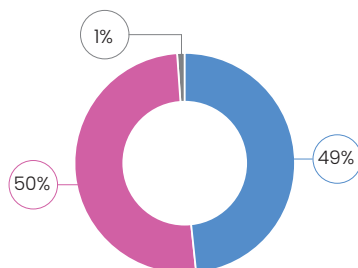
2023	Employer	2022
1	Deloitte	1 →
2	KPMG	2 →
3	EY	4 ↑
4	PwC	3 ↓
5	Grant Thornton	5 →
6	BDO	6 →
7	Mazars	7 →
8	Baker Tilly	10 ↑
9	IFAC	8 ↓
10	RBK	9 ↓

# Banking, investment and financial services

Despite a constantly changing landscape, banking, investment and financial services is still regarded as a solid, and lucrative, career path for graduates.

## Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



2023	Employer	2022
1	AIB	1 →
2	Bank of Ireland	2 →
3	Bank of America	4 ↑
4	Central Bank	3 ↓
5	Citi	6 ↑
6	An Post	5 ↓
7	Barclays	8 ↑
8	Deutsche Bank	7 ↓
9	Fidelity International	11 ↑
10	Northern Trust	12 ↑

## Top 10...

...role are you most interested in (irrespective of a company's main purpose)

Finance	19%
Business/Management	13%
Accounting & actuarial	12%
Design & creative roles	10%
Marketing, advertising, PR	8%
Data scientist/Analyst	7%
Consultancy	5%
HR/Recruitment	4%
Technology	4%
Teaching & education	3%

## ...skills

Problem-solving	60%
Teamwork	58%
Communication	56%
Attention to detail	47%
Leadership	42%
Initiative/Self-drive	40%
Organisation	36%
Creativity	32%
Resilience	29%
Entrepreneurship/Innovation	22%

## ...liked assessment methods

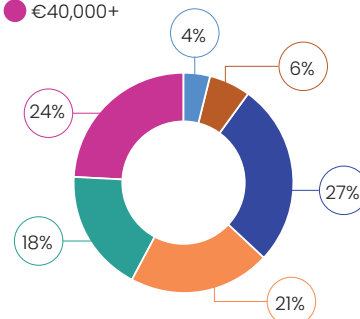
F2F interview	87%
Online application	78%
F2F assessment centre	73%
Strengths-based aptitude	73%
Live video interview	72%
Online aptitude	63%
Situational judgement	63%
Online job simulation	63%
Phone interview	59%
Game-based test	57%

## ...expectations of employers

Career progression	7%
Good work-life balance	7%
Interesting work	7%
Friendly culture	7%
Training & development	7%
Job security	7%
Flexible working	6%
Good benefits	6%
Equity, diversity & inclusion	6%
High starting salary	6%

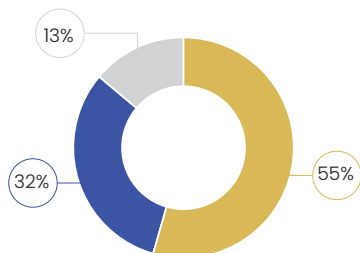
## Salary expectations

- Up to €20,000
- €20,000 to €25,000
- €25,000 to €30,000
- €30,000 to €35,000
- €35,000 to €40,000
- €40,000+



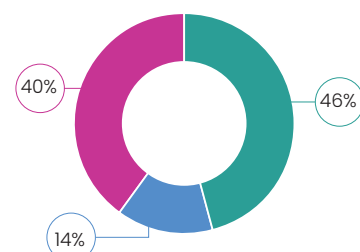
## It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



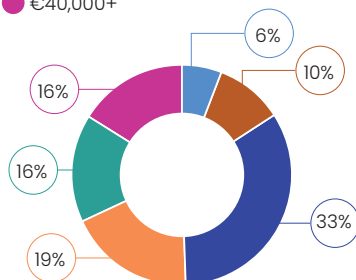
## In general, do you prefer to interact with employers virtually or in person?

- Prefer in-person activities
- Prefer virtual activities
- Don't mind



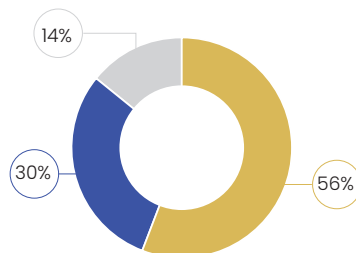
## Salary expectations

- Up to €20,000
- €20,000 to €25,000
- €25,000 to €30,000
- €30,000 to €35,000
- €35,000 to €40,000
- €40,000+



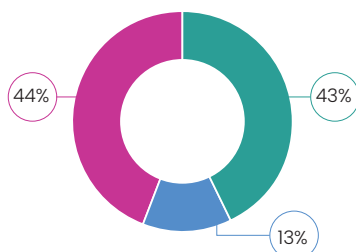
## It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



## In general, do you prefer to interact with employers virtually or in person?

- Prefer in-person activities
- Prefer virtual activities
- Don't mind



## Top 10...

## ...role are you most interested in (irrespective of a company's main purpose)

Teaching & education	17%
Design & creative roles	14%
Healthcare/Social care	12%
Business/Management	8%
Marketing, advertising, PR	8%
Research	7%
Legal	7%
Other role	5%
HR/Recruitment	4%
Data scientist/Analyst	3%

## ...skills

Communication	63%
Problem-solving	55%
Teamwork	55%
Attention to detail	49%
Organisation	46%
Leadership	42%
Initiative/Self-drive	42%
Creativity	41%
Resilience	34%
Negotiation skills (sales)	17%

## ...liked assessment methods

F2F interview	87%
Online application	84%
Live video interview	71%
F2F assessment centre	71%
Strengths-based aptitude	69%
Situational judgement	57%
Phone interview	56%
Online job simulation	55%
Online aptitude	55%
Virtual assessment centre	53%

## ...expectations of employers

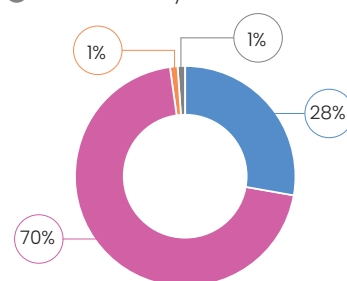
Good work-life balance	7%
Friendly culture	7%
Interesting work	7%
Career progression	7%
Job security	7%
Training & development	7%
Equity, diversity & inclusion	6%
Chance to make a difference	6%
Flexible working	6%
Good benefits	6%

## Civil and public service

Stability and a defined career path are some of the primary attractions of working in the public sector. Teaching, foreign affairs and healthcare are traditionally the most popular areas, and this is reflected again in this year's results.

## Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



2023	Employer	2022
1	Department of Education (Teaching)	1 →
2	European Commission	2 →
3	Civil Service	3 →
4	Department of Health (inc HSE)	4 →
5	Local Government	5 →
6	Enterprise Ireland	7 ↑
7	An Garda Síochána	6 ↓
8	The Defence Forces	8 →
9	IDA	9 →
10	Career Boost	11 ↑

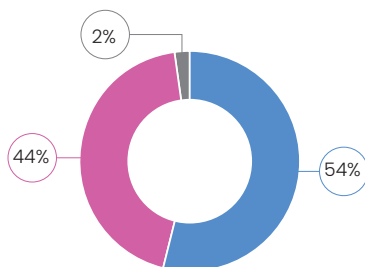


# Consulting

A diverse, rapidly evolving sector encompassing IT, e-commerce, internet and business, marketing, finance, manufacturing, HR, government relations, and more.

## Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



## Top 10...

...role are you most interested in (irrespective of a company's main purpose)

Data scientist/Analyst	31%
Technology	13%
Consultancy	10%
Engineering	7%
Design & creative roles	6%
Research	5%
Finance	4%
Product/Project Management	4%
Other role	4%
Business/Management	3%

## ...skills

Problem-solving	72%
Teamwork	51%
Communication	43%
Attention to detail	42%
Leadership	42%
Data science/Analysis	40%
Tech skills (AI, cloud computing, coding)	37%
Initiative/Self-drive	33%
Creativity	32%
Organisation	31%

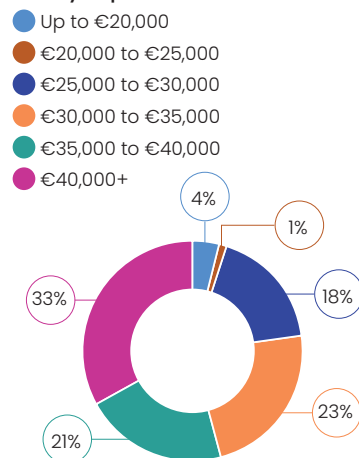
## ...liked assessment methods

F2F interview	87%
Live video interview	82%
Strengths-based aptitude	78%
Online application	75%
Situational judgement	71%
Online job simulation	68%
F2F assessment centre	66%
Virtual assessment centre	66%
Online aptitude	65%
Phone interview	61%

## ...expectations of employers

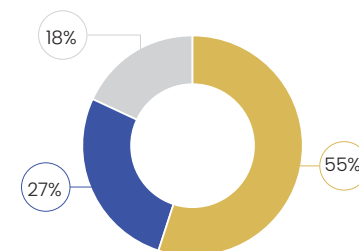
Career progression	7%
Good work-life balance	7%
Interesting work	7%
Friendly culture	7%
Training & development	7%
Job security	7%
Flexible working	6%
Innovation	6%
High starting salary	6%
Chance to make a difference	6%

## Salary expectations



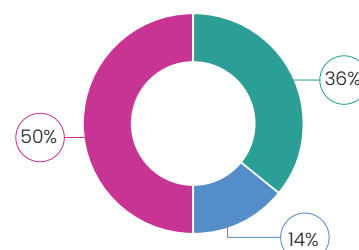
## It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



## In general, do you prefer to interact with employers virtually or in person?

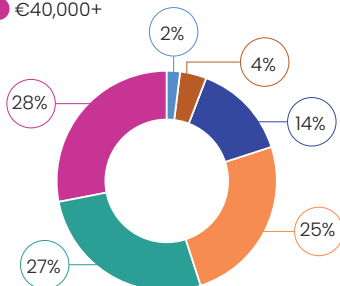
- Prefer in-person activities
- Prefer virtual activities
- Don't mind



2023	Employer	2022
1	Accenture	1 →
2	First Derivatives	2 →
3	FDM	3 →
4	GLG	4 →

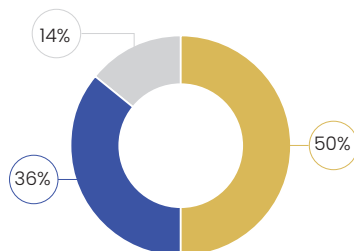
## Salary expectations

- Up to €20,000
- €20,000 to €25,000
- €25,000 to €30,000
- €30,000 to €35,000
- €35,000 to €40,000
- €40,000+



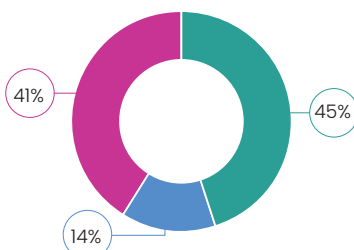
## It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



## In general, do you prefer to interact with employers virtually or in person?

- Prefer in-person activities
- Prefer virtual activities
- Don't mind



## Top 10...

## ...role are you most interested in (irrespective of a company's main purpose)

Engineering	38%
Technology	11%
Research	10%
Data scientist/Analyst	9%
Design & creative roles	7%
Consultancy	3%
Product/Project Management	3%
Other role	3%
Healthcare/Social care	3%
Surveying	3%

## ...skills

Problem-solving	70%
Teamwork	58%
Attention to detail	52%
Communication	47%
Initiative/Self-drive	42%
Leadership	39%
Creativity	38%
Organisation	38%
Resilience	28%
Tech skills (AI, cloud computing, coding)	26%

## ...liked assessment methods

F2F interview	87%
Online application	78%
Strengths-based aptitude	74%
F2F assessment centre	74%
Live video interview	70%
Situational judgement	62%
Online aptitude	62%
Game-based test	55%
Online job simulation	54%
Phone interview	50%

## ...expectations of employers

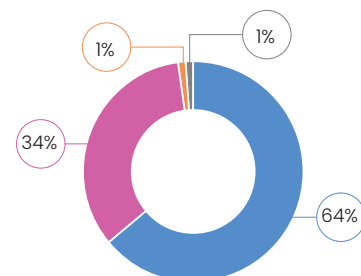
Career progression	7%
Good work-life balance	7%
Interesting work	7%
Training & development	7%
Friendly culture	7%
Job security	7%
High starting salary	6%
Flexible working	6%
Innovation	6%
Good benefits	6%

## Engineering

The engineering and IT sectors have continued to perform well, with a strong range of careers developing across a diverse industry sector. With the economy currently prospering, they continue to expand rapidly. Engineering remains one of the best paid sectors for graduate jobs.

## Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



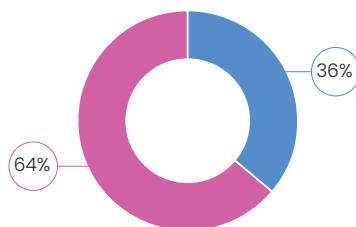
2023 Employer	2022
1 Intel	1 →
2 Jaguar Land Rover	2 →
3 Arup	3 →
4 Irish Distillers	NEW ...
5 Jacobs Engineering	6 ↑
6 General Motors	5 ↓
7 Analog Devices	4 ↓
8 BAM Ireland	7 ↓
9 Aecom	8 ↓
10 Nikon	13 ↑

# Fast-moving consumer goods

This sector has been revitalised as a dynamic industry offering graduates plenty of scope for progression. The scale and variety of the Irish food and drink sector is expected to continue to drive growth in the wider economy.

## Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



2023	Employer	2022
1	Jameson	1 →
2	Diageo	3 ↑
3	Coca-Cola HBC	2 ↓
4	Bord Bía	5 ↑
5	Glanbia	6 ↑
6	Kerry Group	4 ↓
7	PepsiCo	NEW ***
8	Procter & Gamble (P&G)	8 →
9	Core Media	9 →
10	Unilever	7 ↓

## Top 10...

### ...role are you most interested in (irrespective of a company's main purpose)

Marketing, advertising, PR	26%
Design & creative roles	17%
Business/Management	13%
HR/Recruitment	6%
Data scientist/Analyst	4%
Consultancy	4%
Accounting & actuarial	4%
Product/Project Management	3%
Other role	3%
Finance	3%

### ...skills

Teamwork	57%
Communication	57%
Problem-solving	49%
Attention to detail	49%
Initiative/Self-drive	43%
Leadership	39%
Creativity	38%
Organisation	37%
Entrepreneurship/Innovation	30%
Resilience	29%

### ...liked assessment methods

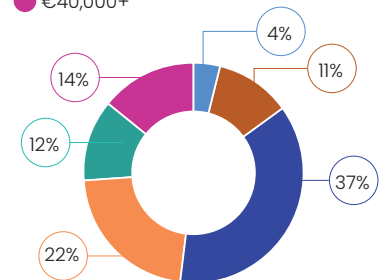
F2F interview	87%
Online application	79%
Live video interview	75%
F2F assessment centre	69%
Strengths-based aptitude	68%
Phone interview	59%
Situational judgement	58%
Online job simulation	58%
Game-based test	55%
Virtual assessment centre	55%

### ...expectations of employers

Career progression	7%
Good work-life balance	7%
Friendly culture	7%
Interesting work	7%
Training & development	7%
Job security	6%
Equity, diversity & inclusion	6%
Flexible working	6%
Good benefits	6%
High starting salary	6%

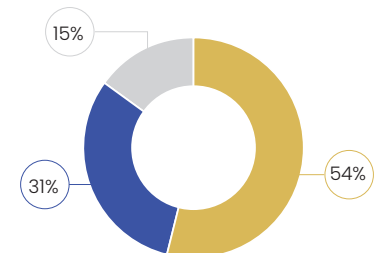
## Salary expectations

- Up to €20,000
- €20,000 to €25,000
- €25,000 to €30,000
- €30,000 to €35,000
- €35,000 to €40,000
- €40,000+



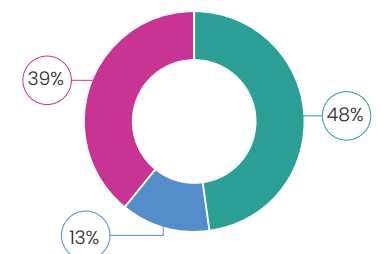
## It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



## In general, do you prefer to interact with employers virtually or in person?

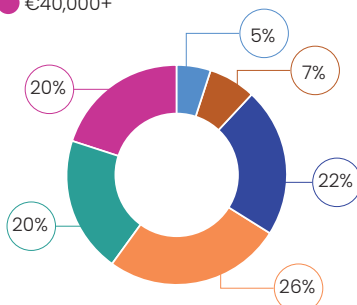
- Prefer in-person activities
- Prefer virtual activities
- Don't mind





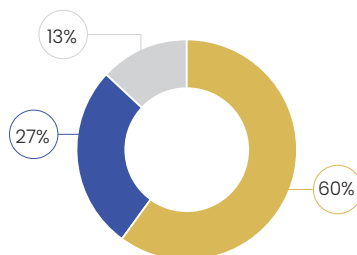
## Salary expectations

- Up to €20,000
- €20,000 to €25,000
- €25,000 to €30,000
- €30,000 to €35,000
- €35,000 to €40,000
- €40,000+



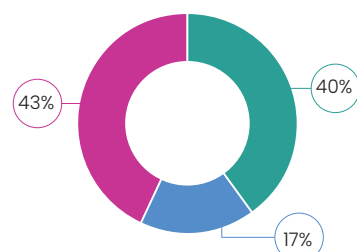
## It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



## In general, do you prefer to interact with employers virtually or in person?

- Prefer in-person activities
- Prefer virtual activities
- Don't mind



## Top 10...

## ...role are you most interested in (irrespective of a company's main purpose)

Healthcare/Social care	16%
Business/Management	15%
Accounting & actuarial	10%
Marketing, advertising, PR	8%
HR/Recruitment	8%
Finance	6%
Insurance	6%
Data scientist/Analyst	5%
Consultancy	5%
Legal	4%

## ...skills

Communication	65%
Problem-solving	60%
Teamwork	58%
Leadership	46%
Attention to detail	45%
Initiative/Self-drive	41%
Organisation	37%
Creativity	33%
Resilience	30%
Negotiation skills (sales)	18%

## ...liked assessment methods

F2F interview	89%
Online application	82%
Live video interview	75%
Strengths-based aptitude	72%
F2F assessment centre	71%
Situational judgement	61%
Online job simulation	61%
Online aptitude	61%
Virtual assessment centre	60%
Phone interview	59%

## ...expectations of employers

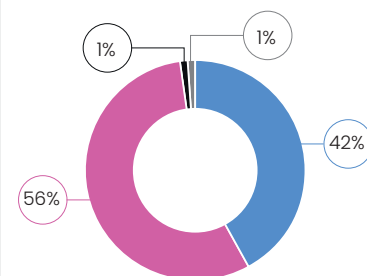
Good work-life balance	7%
Career progression	7%
Friendly culture	7%
Interesting work	7%
Training & development	7%
Job security	7%
Equity, diversity & inclusion	6%
Flexible working	6%
High starting salary	6%
Good benefits	6%

## Insurance

Ongoing changes in technology, demographics and consumer needs and expectations continue to transform the insurance industry, creating opportunities for dynamic career development for graduates.

## Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



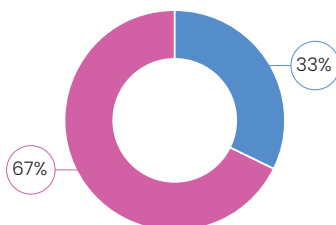
2023	Employer	2022
1	Allianz	1 →
2	Vhi Healthcare	3 ↑
3	AIG	2 ↓
4	Laya Healthcare	5 ↑
5	Zurich	4 ↓
6	Liberty Insurance	6 →
7	Aon	7 →

## Law

Law continues to offer graduates a challenging career path in a competitive and complex environment. Legal careers remain popular amongst female undergraduates, with 67% of those interested in this sector being women.

### Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



2023	Employer	2022
1	A&L Goodbody	1 →
2	Arthur Cox	2 →
3	Matheson	3 →
4	McCann FitzGerald	4 →
5	Mason Hayes & Curran	5 →
6	Eversheds Sutherland	7 ↑
7	Dechert	12 ↑
8	Dillon Eustace	11 ↑
9	William Fry	6 ↓
10	DLA Piper	NEW ***

## Top 10...

### ...role are you most interested in (irrespective of a company's main purpose)

Legal	46%
Design & creative roles	20%
Business/Management	7%
Consultancy	4%
Engineering	3%
Marketing, advertising, PR	3%
Accounting & actuarial	3%
Finance	3%
Data scientist/Analyst	2%
Research	2%

### ...skills

Attention to detail	52%
Problem-solving	49%
Teamwork	48%
Communication	47%
Initiative/Self-drive	43%
Organisation	39%
Leadership	38%
Resilience	33%
Entrepreneurship/Innovation	25%
Creativity	24%

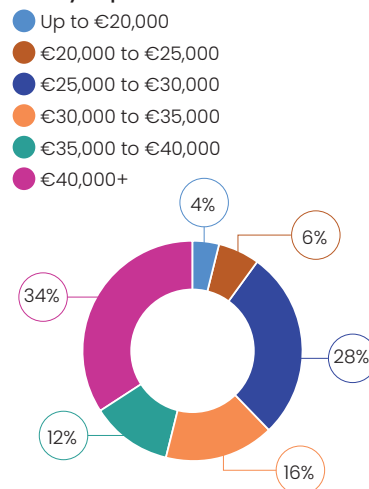
### ...liked assessment methods

F2F interview	84%
Online application	75%
Live video interview	72%
F2F assessment centre	65%
Strengths-based aptitude	61%
Phone interview	58%
Situational judgement	55%
Online job simulation	50%
Online aptitude	49%
Virtual assessment centre	46%

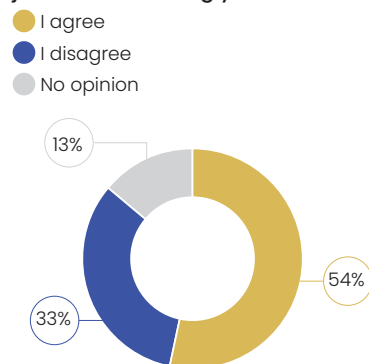
### ...expectations of employers

Career progression	6%
Friendly culture	6%
Training & development	6%
Good work-life balance	6%
Interesting work	6%
Job security	6%
Equity, diversity & inclusion	6%
Flexible working	6%
High starting salary	6%
Good benefits	6%

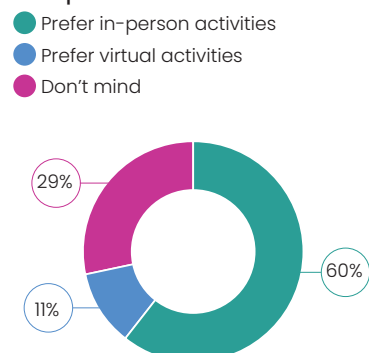
### Salary expectations



### It will be tough to get a graduate job in the following year

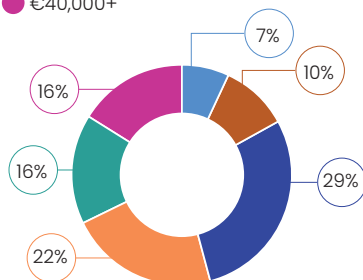


### In general, do you prefer to interact with employers virtually or in person?



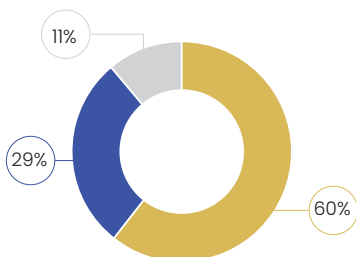
## Salary expectations

- Up to €20,000
- €20,000 to €25,000
- €25,000 to €30,000
- €30,000 to €35,000
- €35,000 to €40,000
- €40,000+



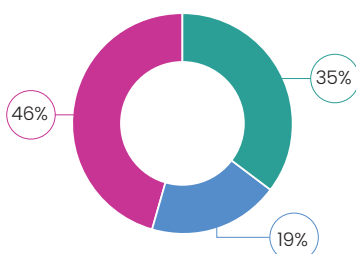
## It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



## In general, do you prefer to interact with employers virtually or in person?

- Prefer in-person activities
- Prefer virtual activities
- Don't mind



## Top 10...

## ...role are you most interested in (irrespective of a company's main purpose)

Marketing, advertising, PR	19%
Business/Management	16%
Design & creative roles	7%
Consultancy	7%
Accounting & actuarial	6%
HR/Recruitment	6%
Teaching & education	5%
Legal	4%
Finance	4%
Data scientist/Analyst	4%

## ...skills

Communication	59%
Teamwork	58%
Problem-solving	49%
Attention to detail	47%
Organisation	43%
Creativity	42%
Leadership	40%
Initiative/Self-drive	39%
Resilience	31%
Negotiation skills (sales)	22%

## ...liked assessment methods

F2F interview	87%
Online application	79%
Live video interview	75%
F2F assessment centre	72%
Strengths-based aptitude	69%
Phone interview	63%
Online job simulation	60%
Situational judgement	58%
Virtual assessment centre	55%
Game-based test	55%

## ...expectations of employers

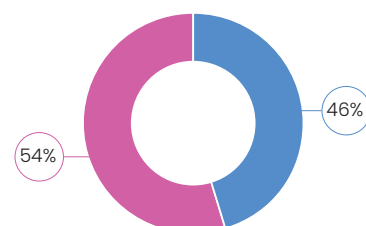
Friendly culture	7%
Good work-life balance	7%
Career progression	7%
Interesting work	7%
Training & development	6%
Job security	6%
Equity, diversity & inclusion	6%
Flexible working	6%
Good benefits	6%
High starting salary	6%

## Logistics, transport and supply chain management

Supply chain management is one of the key emerging trends within this sector, which attracts graduates from a broad range of disciplines.

## Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



2023 Employer	2022
1 Aer Lingus	1 →
2 Ryanair	2 →
3 Irish Rail	4 ↑
4 DCC	5 ↑
5 Applegreen	7 ↑
6 daa	3 ↓
7 SMBC Aviation Capital	6 ↓
8 Avolon	8 →
9 Enterprise Rent-A-Car	9 →

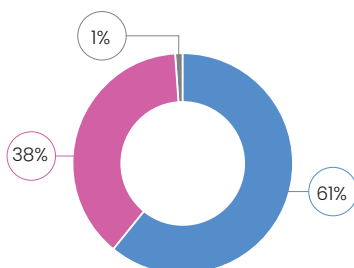


# Online retail services and telecoms

A fast-growing sector, online retail operations and telecoms providers are amongst some of Ireland's largest employers. This sector includes household names such as Amazon, Three and eBay.

## Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



2023	Employer	2022
1	Amazon	1 →
2	PayPal	2 →
3	Three	8 ↑
4	Vodafone	5 ↑
5	BT Ireland	6 ↑
6	eir	3 ↓
7	Virgin Media	4 ↓
8	Paddy Power Betfair	7 ↓
9	Openet	9 →

## Top 10...

...role are you most interested in (irrespective of a company's main purpose)

Technology	26%
Data scientist/Analyst	23%
Engineering	12%
Healthcare/Social care	8%
Design & creative roles	5%
Other role	5%
Research	4%
Business/Management	3%
Consultancy	3%
Teaching & education	3%

## ...skills

Problem-solving	67%
Teamwork	61%
Communication	48%
Tech skills (AI, cloud computing, coding)	44%
Attention to detail	42%
Leadership	39%
Creativity	38%
Initiative/Self-drive	35%
Organisation	33%
Data science/Analysis	29%

## ...liked assessment methods

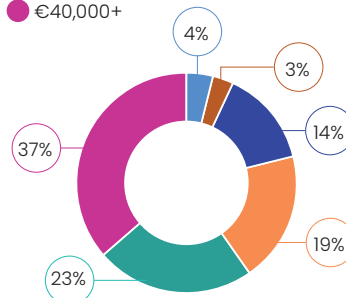
F2F interview	86%
Live video interview	77%
Online application	76%
Strengths-based aptitude	75%
Online job simulation	70%
F2F assessment centre	69%
Game-based test	69%
Virtual assessment centre	66%
Online aptitude	66%
Situational judgement	65%

## ...expectations of employers

Career progression	7%
Good work-life balance	7%
Friendly culture	7%
Interesting work	7%
Training & development	7%
Job security	7%
Equity, diversity & inclusion	7%
Flexible working	7%
Good benefits	6%
High starting salary	6%

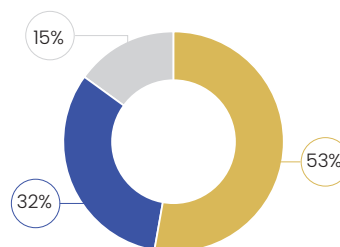
## Salary expectations

- Up to €20,000
- €20,000 to €25,000
- €25,000 to €30,000
- €30,000 to €35,000
- €35,000 to €40,000
- €40,000+



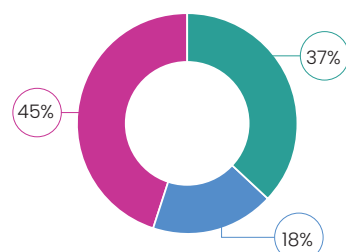
## It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



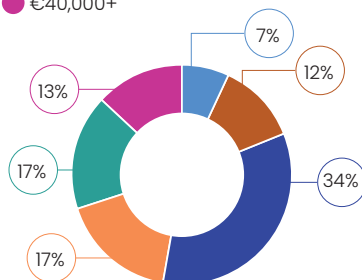
## In general, do you prefer to interact with employers virtually or in person?

- Prefer in-person activities
- Prefer virtual activities
- Don't mind



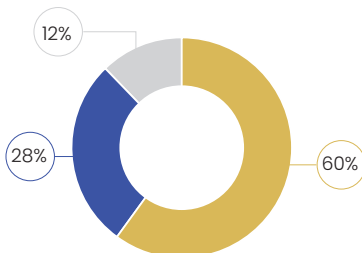
## Salary expectations

- Up to €20,000
- €20,000 to €25,000
- €25,000 to €30,000
- €30,000 to €35,000
- €35,000 to €40,000
- €40,000+



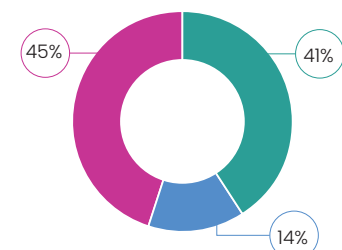
## It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



## In general, do you prefer to interact with employers virtually or in person?

- Prefer in-person activities
- Prefer virtual activities
- Don't mind



## Top 10...

## ...role are you most interested in (irrespective of a company's main purpose)

Marketing, advertising, PR	24%
Business/Management	18%
Design & creative roles	8%
Data scientist/Analyst	8%
Teaching & education	6%
HR/Recruitment	5%
Accounting & actuarial	5%
Healthcare/Social care	3%
Other role	3%
Technology	3%

## ...skills

Teamwork	59%
Problem-solving	57%
Communication	56%
Organisation	48%
Creativity	48%
Attention to detail	45%
Leadership	44%
Initiative/Self-drive	33%
Resilience	23%
Entrepreneurship/Innovation	22%

## ...liked assessment methods

F2F interview	83%
Online application	80%
F2F assessment centre	72%
Strengths-based aptitude	72%
Online job simulation	64%
Live video interview	63%
Situational judgement	59%
Virtual assessment centre	59%
Phone interview	57%
Online aptitude	57%

## ...expectations of employers

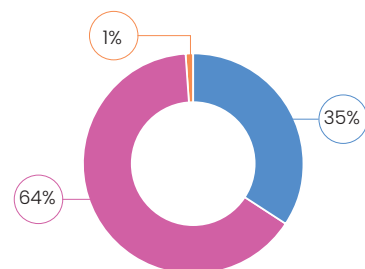
Good work-life balance	7%
Friendly culture	7%
Career progression	7%
Interesting work	7%
Job security	7%
Training & development	7%
Equity, diversity & inclusion	6%
Flexible working	6%
Good benefits	6%
High starting salary	6%

## Retail

A career in retail offers a diverse and rewarding range of options for graduates.

## Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say

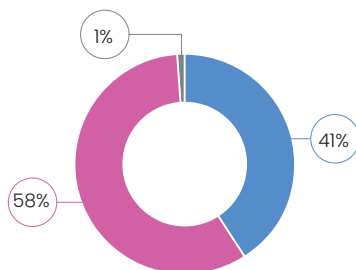
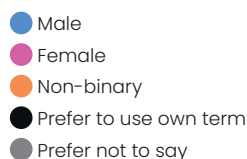


2023	Employer	2022
1	Penneys (Primark)	2 ↑
2	Aldi	1 ↓
3	Lidl	3 →
4	Musgrave Group	4 →
5	Smyths Toys	5 →
6	Tesco Ireland	6 →
7	BWG Foods	7 →

# Science

A continued drive to expand our R&D capability, north and south, ensures a steady demand for well-qualified graduates. Most students interested in this sector want to work in research and development.

## Gender



2023	Employer	2022
1	Pfizer	1 →
2	Boston Scientific	2 →
3	Johnson & Johnson	3 →
4	Abbott	4 →
5	Medtronic	5 →
6	MSD	8 ↑
7	AbbVie	7 →
8	GE Healthcare	15 ↑
9	Bristol-Myers Squibb	9 →
10	Novartis	10 →

## Top 10...

...role are you most interested in (irrespective of a company's main purpose)

Research	25%
Engineering	17%
Healthcare/Social care	16%
Data scientist/Analyst	11%
Other role	6%
Technology	6%
Product/Project Management	4%
Business/Management	3%
Design & creative roles	3%
Teaching & education	3%

## ...skills

Problem-solving	68%
Teamwork	62%
Attention to detail	55%
Communication	52%
Initiative/Self-drive	44%
Organisation	42%
Leadership	38%
Creativity	33%
Resilience	31%
Data science/Analysis	25%

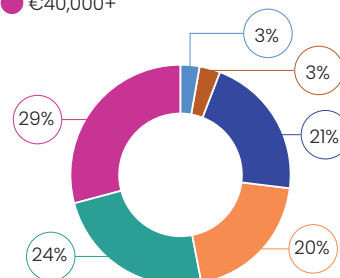
## ...liked assessment methods

F2F interview	87%
Online application	85%
Strengths-based aptitude	73%
Live video interview	73%
F2F assessment centre	72%
Online aptitude	66%
Online job simulation	61%
Situational judgement	60%
Virtual assessment centre	58%
Game-based test	57%

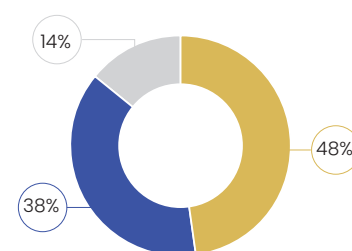
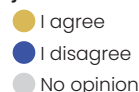
## ...expectations of employers

Career progression	7%
Good work-life balance	7%
Interesting work	7%
Friendly culture	7%
Training & development	7%
Job security	7%
Equity, diversity & inclusion	6%
Flexible working	6%
Good benefits	6%
High starting salary	6%

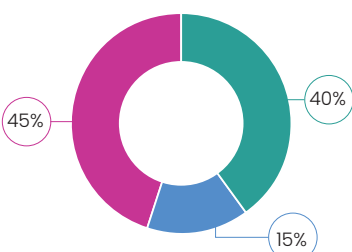
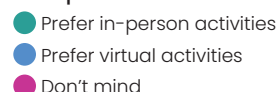
## Salary expectations



## It will be tough to get a graduate job in the following year



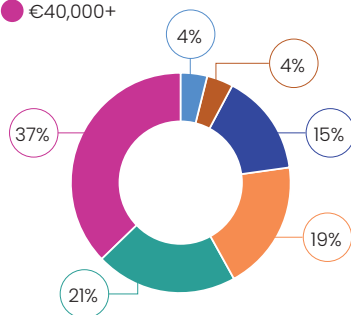
## In general, do you prefer to interact with employers virtually or in person?





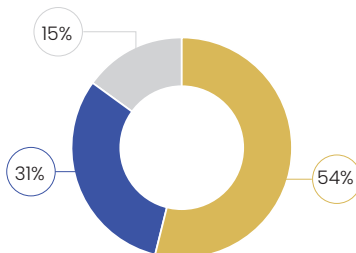
## Salary expectations

- Up to €20,000
- €20,000 to €25,000
- €25,000 to €30,000
- €30,000 to €35,000
- €35,000 to €40,000
- €40,000+



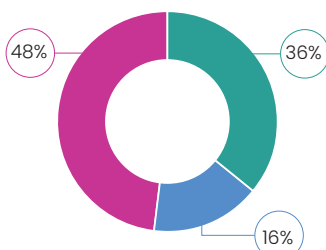
## It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



## In general, do you prefer to interact with employers virtually or in person?

- Prefer in-person activities
- Prefer virtual activities
- Don't mind



## Top 10...

## ...role are you most interested in (irrespective of a company's main purpose)

Technology	23%
Data scientist/Analyst	19%
Engineering	14%
Design & creative roles	7%
Healthcare/Social care	6%
Research	6%
Business/Management	4%
Other role	4%
Marketing, advertising, PR	3%
Consultancy	3%

## ...skills

Problem-solving	67%
Teamwork	57%
Communication	48%
Attention to detail	48%
Creativity	40%
Tech skills (AI, cloud computing, coding)	39%
Initiative/Self-drive	38%
Leadership	37%
Organisation	31%
Data science/Analysis	27%

## ...liked assessment methods

F2F interview	85%
Online application	78%
Strengths-based aptitude	75%
Live video interview	74%
Game-based test	68%
F2F assessment centre	67%
Situational judgement	66%
Online job simulation	65%
Online aptitude	63%
Virtual assessment centre	62%

## ...expectations of employers

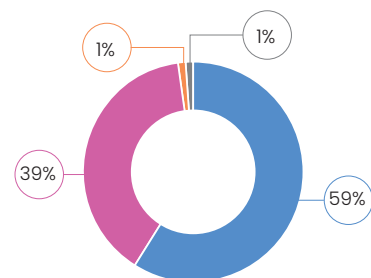
Good work-life balance	7%
Career progression	7%
Friendly culture	7%
Interesting work	7%
Training & development	7%
Job security	7%
Flexible working	6%
Equity, diversity & inclusion	6%
High starting salary	6%
Good benefits	6%

## Technology

Despite recent cutbacks in hiring levels amongst many technology firms, job prospects remain strong for graduates in the technology sector, with a diverse range of roles on offer at both national and international level.

## Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



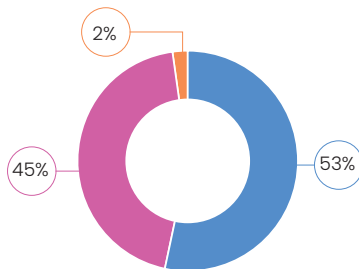
2023	Employer	2022
1	Google	1 →
2	Apple	2 →
3	Microsoft	3 →
4	2K Games	6 ↑
5	Meta	4 ↓
6	TikTok	NEW ...
7	IBM	7 →
8	AMD	NEW ...
9	LinkedIn	8 ↓
10	Dell	5 ↓

## Utilities, energy and renewables

The utilities, energy and renewables sector has undergone significant transformation over recent years, with the industry-wide drive for cleaner and more sustainable forms of energy, and the increasing emphasis on recyclable and renewable materials.

### Gender

- Male
- Female
- Non-binary
- Prefer to use own term
- Prefer not to say



2023 Employer	2022
1 Bord na Mona	1 →
2 Irish Water	6 ↑
3 ESB	2 ↓
4 Coillte	3 ↓
5 Eirgrid	4 ↓
6 SSE	5 ↓

## Top 10...

...role are you most interested in (irrespective of a company's main purpose)

Engineering	25%
Research	18%
Other role	8%
Technology	8%
Consultancy	7%
Healthcare/Social care	6%
Data scientist/Analyst	6%
Teaching & education	5%
Business/Management	4%
Surveying	4%

### ...skills

Problem-solving	68%
Teamwork	59%
Attention to detail	54%
Communication	50%
Organisation	42%
Initiative/Self-drive	41%
Leadership	40%
Creativity	35%
Resilience	33%
Data science/Analysis	22%

### ...liked assessment methods

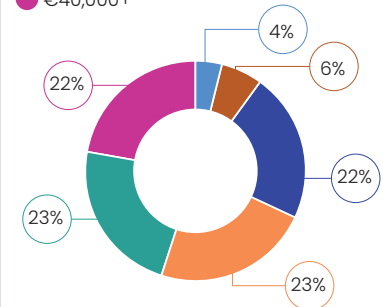
F2F interview	87%
Online application	85%
F2F assessment centre	73%
Strengths-based aptitude	69%
Live video interview	67%
Situational judgement	61%
Online aptitude	58%
Online job simulation	58%
Virtual assessment centre	52%
Phone interview	51%

### ...expectations of employers

Good work-life balance	7%
Interesting work	7%
Career progression	7%
Friendly culture	7%
Training & development	7%
Job security	7%
Sustainability & ethics	7%
Equity, diversity & inclusion	6%
Flexible working	6%
Chance to make a difference	6%

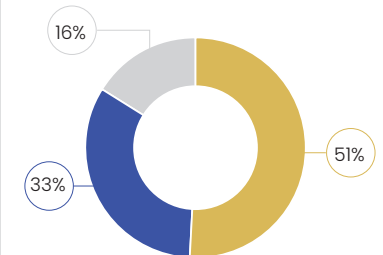
### Salary expectations

- Up to €20,000
- €20,000 to €25,000
- €25,000 to €30,000
- €30,000 to €35,000
- €35,000 to €40,000
- €40,000+



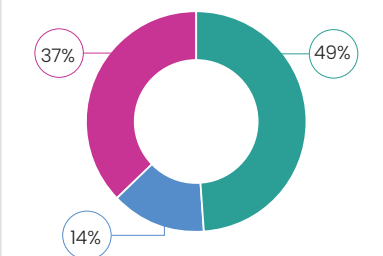
### It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



### In general, do you prefer to interact with employers virtually or in person?

- Prefer in-person activities
- Prefer virtual activities
- Don't mind



## EMPLOYERS

34	Abbott
36, IBC	Aldi
38	AIB
40	Allianz Ireland
42	Bord Bia
44	Deloitte
46	Diageo
48	Enterprise Ireland
50	ESB
52	EY
54	Fidelity International
56	Glanbia
IFC	Guidewire
58	Kerry
60, OBC	KPMG
62	PepsiCo
63	Uisce Éireann

IFC = inside front cover

IBC = inside back cover

OBC = outside back cover

# A-Z OF EMPLOYERS

**VOTE**  
for your favourite  
employer  
**NOW**

Tell us what you think about the graduate jobs market and Ireland's graduate employers.

Take the survey to help us compile Ireland's leading graduate employers for 2024, and you could be in with a chance to win great prizes.

**Voting closes January 2024.**



**cibyl**®

RANKING IN  
THE TOP 100

25

"I selected Abbott's graduate programme due to its award-winning reputation, the variety of positions offered and the opportunity to work overseas."

SCIENCE 4

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[www.abbott.ie](http://www.abbott.ie)

Type of employer  
Global healthcare leader

### More About Us

Abbott is a global healthcare leader that helps people live more fully at all stages of life. Every day we strive to reach more people in more places with innovative health technologies. Our goal is to reach 3 billion people each year by 2030. At Abbott, you can be part of this, doing work that matters while living your own best life personally and professionally.

Since 1946, Abbott in Ireland has been dedicated to helping people live healthier lives through a diverse range of science-based nutritional products, diagnostic tools and medical devices. We currently employ approximately 5,500 people across nine sites, in all four provinces, and we've recently announced our intention to expand our operations in Kilkenny. We have existing manufacturing facilities located in Clonmel, Cootehill, Donegal, Longford and Sligo and a third-party manufacturing management operation in Sligo. We also have commercial, support operations and shared services in Dublin and Galway.

### What are our graduate opportunities?

You can grow your career at Abbott by doing work that truly matters. Our graduate programs and internships offer you the opportunity to bring your passion, ideas, and purpose to life in a company that can truly help you achieve your potential. Each year, we recruit over 50 graduates across engineering, medical technologies, science, quality systems and finance to join our team in Ireland. What's more, graduates also have the opportunity to join our award-winning Professional Development Program (PDP).

The PDP (Professional Development Program) is a 3-year manufacturing and leadership development program that offers a once in a lifetime opportunity to develop both professionally and personally. Successful candidates spend 2 years working across our business in Ireland, followed by a 1 year international assignment.

Recruitment for the PDP will commence in October/November. Our graduate roles and internships are available on a rolling basis to support our operations facilities.



Number of employees: <10,000

Number of graduate vacancies:

4-6 PDP vacancies, 10-20 Graduate hires

Locations: Republic of Ireland, Great Britain, Rest of World



# FIND YOUR PURPOSE WITH US

## How can you participate

If you are interested in applying to one of our graduate opportunities, we invite you to participate as follows:

- Graduate opportunities are communicated to college careers officers in August, and college information visits will commence from September each year
- Recruitment and selection will commence in October each year, including online assessments, interviews and presentations
- Please apply online by visiting the career section of the Abbott website at [www.abbott.ie](http://www.abbott.ie)

## Core requirements

Bring your true self to work everyday through:

- Teamwork
- Initiative
- Good communication
- Leadership
- Organisation
- Creativity
- Attention to detail
- Networking



### Laura Molloy

studied Human Nutrition at Atlantic Technological University Sligo.



My previous rotations include:

1. Quality Technical Engineer, Diabetes Care, Donegal, Ireland.
2. (Current) Front Line Leader, Nutrition Supply Chain, Sligo, Ireland.

I began my career with Abbott as a Technical Services Intern in Abbott's Diabetes Care business in Donegal. From here, I joined the Professional Development Program (PDP). The PDP has given me the opportunity to work within various areas of the business, working on numerous projects and with different teams and departments. The PDP offers an abundance of mentoring, along with training to help enhance rotation learnings. I have developed a range of technical and soft skills, which will benefit my career development.

### Aoife Donovan

studied Biomedical Engineering at University of Galway.



My previous rotations include:

1. Manufacturing Process Engineer, Nutrition Supply Chain, Sligo, Ireland.
2. Manufacturing Team Lead, Diagnostics, Longford, Ireland.
3. Operational Excellence Engineer, Cardiac Rhythm Management, Arecibo, Puerto Rico.

The Professional Development Program (PDP) has given me the foundation to launch my career following university. I have been exposed to many rewarding and advantageous experiences during my three years on the PDP. These experiences have only accelerated and expedited my career in the medical device industry. The program offers mentorship and networking with senior leaders, which I have found to be a critical component of my success on the PDP. I have been given the opportunity to work in a fast-paced dynamic manufacturing environment across three Abbott divisions, where I held a different role in each division. The wide variety of roles across numerous business functions means that new skills are gained and enhanced each year. With each new role, I have been pushed outside my comfort zone, but the PDP has provided a support system and network through training and mentorship. The PDP has accelerated my career by granting me the opportunity to lead an operations team in year 2. This experience has given me the toolkit and resources to find my leadership style very early on in my career. I am currently on my international rotation in Puerto Rico, which has given me the invaluable opportunity to travel and experience new cultures while still advancing my professional career. I am truly grateful for the skillset I have developed on the PDP, as it has given me the resources and flexibility to have a long and successful career with Abbott.

Closing dates:

[www.ie.abbott/careers/students/development-programmes.html](http://www.ie.abbott/careers/students/development-programmes.html)

Search gradireland



RANKING IN  
THE TOP 100

43

"We aim to recruit graduates of the highest calibre who will enjoy being part of an enthusiastic and committed team."



RETAIL 2

#### Contact

Aldi Stores (Ireland) Limited  
Limerick Road, Mitchelstown  
Co. Cork P67 EY88

- AldiIreland
- aldi\_ireland
- aldi-ireland
- aldirecruitmentire

[www.aldirecruitment.ie](http://www.aldirecruitment.ie)

Type of employer  
Retail

### Aldi – A Story of Success

With roots dating back to 1913, Aldi (short for Albrecht Discount) entered the Irish market in 1999. Aldi continues to be one of the world's most successful retailers. We have a vast network of over 160 stores across the country and ambitious plans to open many more. There are currently more than 6,500 stores across our international portfolio including stores in Ireland, the UK, Europe, Australia, China and the USA.

### Aldi Graduate Programme

The Aldi Graduate Area Manager Programme is challenging. But when you give more, you'll get even more back. With real determination and flexibility, you'll drive yourself, own every challenge and have the opportunity to develop, both personally and professionally. Achieving more than you thought possible, you could become a future leader at Aldi.

The Aldi Graduate Area Manager Programme has been carefully developed to provide graduates with a thorough understanding of not only our store operations, but how the wider business 'knits' together to become the international brand that our people and customers trust.

The programme exposes graduates to all aspects of our business including:

- Store Operations
- Projects
- Logistics
- Trading
- Property
- Health & Safety
- National Buying

### Grow your Career

Graduates receive incredible support throughout their training, with a dedicated mentor and regular one-to-one sessions with talented, knowledgeable and supportive colleagues. Graduates are further supported by the Director team to ensure their ongoing development and success, not only through the 12-month programme but throughout their Aldi career.

It's the perfect introduction to Aldi and a superb foundation for graduates to forge their Aldi careers. It gives graduates a 'wider lens' to make critical business decisions and effectively develop and lead their own teams within Aldi. Throughout their career, high-performing graduates can be presented with incredible opportunities to roll out high-profile projects, transition into other departments, or even go on international secondment.

### Aldi Means More

Aldi is built on attitude. It's about never giving up; always striving for smarter, simpler ways of doing things. The Graduate Area Manager programme is for ambitious graduates who want an opportunity to develop and progress in a challenging but rewarding leadership programme.

Number of employees: 1,000–10,000

Number of graduate vacancies: ongoing

Locations: Republic of Ireland (flexibility required)

Importantly, Aldi is about more than just retail. We work tirelessly to make changes to be better every day for society and the environment through our CR programme, which is based on three core pillars of greener, fairer and healthier. We are proud of the work we do through partnerships with Barnardos, Food Cloud and Aware to name but a few. This allows us and the amazing people who work at Aldi to make a real difference to the local communities that support us every day.

Apply now at [www.aldirecruitment.ie](http://www.aldirecruitment.ie)

### Core skills required

- Leadership
- Effective communication skills
- Ability to work under pressure
- Attention to detail
- Commercial awareness
- Initiative
- Meeting deadlines
- Motivation
- Organisational skills
- Problem-solving skills
- Teamwork skills

#### Cian O'Connor

is an Area Manager and has a Masters of Management and Marketing (graduated in 2019)

Cian joined the Aldi Graduate Area Manager Programme back in 2019, following the completion of his Masters in Management and Marketing in UCC. As a former Retail Management Internship Student with Aldi, Cian had the opportunity to work with teams across the business, see the Aldi business model in action and get a real insight into what working with Aldi was really like. This is what led him to join the Graduate Area Manager Programme to start his career as an Area Manager.

The Graduate Area Manager Programme is a senior development programme with a strong focus on leading and developing people. It is heavily designed around experiential learning, so it's a real opportunity for graduates to learn and develop their skill sets in a hands on environment. "There's a lot of managerial graduate programmes, but at Aldi, I got to be involved quickly and had that management exposure from an early stage. They trust you from the start."

For those who are considering the Aldi Graduate Area Manager Programme, one topic stands out from Cian's perspective. "There's always someone there to help guide you and support you; Aldi are committed to helping you succeed. It's certainly the best learning experience I could have had."

#### Olivia Galvin

is an Area Manager and has a Bachelor of Commerce (International) with French (graduated in 2020)

Olivia started her Area Manager career in 2020, where she embarked on the Graduate Area Manager Programme. The programme is a real opportunity for those who want more from their career. "I wanted to work with Aldi because of the level of responsibility you're given. You're expected to take accountability for everything you do, which I really like. If you're going to succeed at Aldi, you have to push yourself, and I think that's important for people to know early on."

Aside from learning how the business operates, the Graduate Area Manager Programme is heavily focused on developing graduates into future leaders, with a lot of responsibility for leading diverse teams all across the country. The Area Manager role requires strong communication and interpersonal skills, as well as the ability to effectively lead teams to reach their potential. "It's as challenging as I expected, but you get everything you need to succeed. You are assigned a mentor and there's a great support network; I think that level of teamwork really makes Aldi different. You get that support because people really have your best interests at heart."

Olivia can't recommend the programme enough, especially for those who want more. "The variety is what makes it so brilliant. Every day I'll have my day-to-day tasks, but because you're dealing with a whole range of people and situations, every day is going to be different.

I really enjoy that. It's definitely a case of no two days ever being the same. That keeps it really interesting."



Search gradireland



RANKING IN  
THE TOP 100

10



BANKING, INVESTMENT &amp; FINANCIAL SERVICES

1



## Contact

✉ Grads@aib.ie  
in aib

[jobs.aib.ie/grads](https://jobs.aib.ie/grads)

## Type of employer

Banking, investment and financial services

## We have more to give and you have more to get.

We may be Ireland's leading retail bank, but in financial services, we're small enough to have that personal touch. You'll hear every team in AIB talk about our customers. It's a purpose that levels us, keeps us focused and drives us. We want to be at the heart of communities where our customers live and do business.

We have set an ambitious strategy for the future and need diversity of talent and skills to get us there. Graduates offer a fresh perspective, innovative ideas and a strong social conscience.

## So who are we looking for?

The big picture painter, the little idea creator, the one they listen to, the one they respect, the number cruncher, the mood shaper, we have the programme for you.

We look for diversity of talent across all disciplines.

## What do our grads have in common?

Enthusiasm, growth mindset and focus.

## What does an AIB Graduate Programme offer you?

We have designed our graduate programme like this:

- Career planning and career coaching support to help you explore the multitude of opportunities at AIB
- Competitive Salary
- Agile & Remote Working Opportunities
- Good Work-life Balance
- Rotations across different teams
- Networking Opportunities with Senior Business Stakeholders
- Accelerated Learning
- Structured Learning & Development Programme
- Support for Further Education
- Mentor System
- 21 Days Annual Leave
- 2 Additional Volunteer Days Leave

## Hear from one of our Grads below

## Jennie Harris



I decided to apply for the Capital Markets Graduate Programme as I was unsure what direction to take my career after college. The rotation based Graduate Programme is excellent and allows flexibility to learn about different areas of Capital Markets to decipher what you like and dislike. There is also a lot of choice in terms of professional exams unlike the majority of other Graduate Programmes. The programme has allowed me to develop a wide range of skills and has provided a strong base from which I can grow my career. AIB provides a great work-life balance; I am a volunteer crew member with the RNLI and the teams have been so supportive of when I need to respond to the pager during working hours. I have also made some great friends on the programme, and we continue to meet up for social events even a year after completing the programme!

Search gradireland



**Locations:** Republic of Ireland,  
Northern Ireland, Great Britain

**Closing date:** See website





Supporting  
**Grads**  
to shape **Our**  
**FUTURE**

**AIB**  
**GRADUATE**  
**PROGRAMME**



RANKING IN  
THE TOP 100

72

"As gradireland 'Best Graduate Recruiter within the Insurance industry' we are committed to providing opportunities that will empower you to build your career."

Phillip Gronemeyer - CEO Allianz Ireland



INSURANCE 1

#### Contact

- ✉ careers@allianz.ie
- 📧 teamallianz
- 🌐 Allianz Ireland
- 📘 Allianz Ireland
- 📱 @AllianzIreland

[careers.allianz.com](https://careers.allianz.com)

Type of employer  
Insurance

#### More about us

At Allianz, we are proud to be one of the world's most trusted insurance companies, with a workforce as diverse as the world itself. Our success is primarily down to the incredible people we employ. In Allianz Ireland, we underwrite some of the biggest organisations in the country to the smallest pets and much in between.

As an employer, we truly care for our employees and their individual needs and aspirations. Together we shape an environment both locally and globally in which everyone has the confidence to dream, to explore and to grow.

Our award-winning Graduate Programmes will help you develop fast while building a large network of colleagues who are here to support your personal and professional development. During your time in the programme, you will be given every opportunity to reach your full potential and gain invaluable experience across our global network setting you on the path to success.

#### Global

Allianz Insurance Group is the world's leading insurance group.



Operating in  
70 countries



Employing  
159,000  
people



Serving almost  
122 million  
customers



#### Ireland



Over 100 years  
in the Irish market



More than 500,000  
customers and 600+  
employees across Ireland



A proud sponsor of the  
GAA, and partner of The  
Olympic Federation of  
Ireland and Paralympics  
Ireland, and Ireland's  
leading domestic abuse  
charity Women's Aid



Allianz Insurance has  
operated in Ireland  
since 1902, serving more  
than 500,000 customers  
and employing over  
600 people across the  
country. Allianz Ireland  
offers motor, home,  
pet and commercial  
insurance in the retail  
and B2B market.

#### What are our graduate opportunities

Both our Graduate Programmes will consist of four rotations, including an international secondment to one of our global offices.

The **General Insurance Graduate Programme** is a three-year programme where graduates will have the opportunity to work in operational areas such as Sales, Marketing, Compliance and Organisational Development.

The **Data & Analytics Graduate Programme** is a three-year programme where graduates will rotate between the technical functions of Allianz, such as Claims, Data Insights, Actuarial, Underwriting and Portfolio Underwriting.

Graduates in **both** programmes will gain invaluable cross-functional experience across multiple teams. Not only this, but Allianz Ireland will also provide full sponsorship of graduates' insurance qualifications and the opportunity to work in one of our international offices.

Number of employees: 600+

Number of graduate vacancies: 10

Locations: Republic of Ireland

## Life at Allianz

At Allianz Ireland we use our role as an employer, insurer, investor and corporate citizen to contribute to more inclusive and stronger societies.

Our culture emphasises responsiveness, customer-centricity and collaboration. We operate an Inclusive Meritocracy where people and performance matter. We are constantly working on creating a collaborative workplace where you can engage in meaningful work in an open and supportive learning environment. We want to provide our employees with the option to actively get involved in shaping an inclusive culture, and we are proud to be 'Great Place to Work' certified by our employees.


As an employer, we believe in the power of diversity and inclusion, in mutual respect and support. We continue to put measure in place to ensure we remain an Equal Pay employer, this year and in the years to come. Other initiatives and programmes we have committed to have allowed us to develop a diverse workforce and corresponding work practices. Our commitment to flexible working arrangements, including cross-border mobility and hybrid working, is a key part of life at Allianz.


## How do we select?

Our recruitment process is designed to give you the best opportunity to succeed and our highly personalised selection process is designed to do just that. Our aim is to get to know you beyond the information listed on a CV.

Throughout the selection process, candidates will have close contact with our recruitment team who are happy to support you at every stage of the process.

 **Initial Application:** apply via our careers page

 **Phone - based screening:** 15-minute phone call with our recruitment team to learn more about you and answer any questions you might have about our Programme

 **Interview Process:** Join us in our Dublin office for a 2-hour in-person interview and presentation, which includes a competency-based interview and a pre-prepared presentation. You will have the opportunity to meet and present to key stakeholders within Allianz who are considered experts in their fields.

## Core skills

- Team player and collaborative by nature
- Solutions-focused and results-orientated
- Self-motivated and driven
- Hungry to learn and innovate

## FROM PHILLIP GRONEMEYER - CEO ALLIANZ IRELAND

"Taking the first steps to building your career after graduation is an incredible moment of both opportunity and excitement for the future. Here at Allianz Ireland, we know that the graduates of today will be the leaders of tomorrow, and so I'm delighted to announce the launch of our 2023 Graduate Program.

My own career at Allianz started with the Graduate Program, back in 2004 at Allianz Australia. I knew nothing about the insurance business at the time, but through a fast-paced and supportive learning environment I got to experience so many facets of the business. I also made long-lasting friendships with the other graduates, many of whom are still my colleagues today.

As gradireland 'Best Graduate Recruiter within the Insurance industry' we are committed to providing opportunities that will empower you to build your career. I look forward to welcoming our first intake of graduates this September as we continue to help create a more sustainable and secure future for our customers."



Search gradireland



# BORD BIA

## IRISH FOOD BOARD

RANKING IN  
THE TOP 100

37

BORD BIA  
IRISH FOOD BOARD  
TALENT ACADEMY

### International Graduate

"The Bord Bia International Graduate Programme is the perfect blend of full-time work and study. I spent my two years learning from industry leaders in Bord Bia and world class educators from UCD Michael Smurfit Graduate Business school. I was placed on the HR and Talent team working across a wide range of projects such as graduate recruitment, onboarding, learning and development, and event management. I leave this programme prepared to launch my career in the Irish food, drink and horticulture industry."

Katy Burton  
International Graduate Class of 2023

LEAVE YOUR MARK

#### What's in it for you

- Earn a fully paid Masters in Global Business Practice from UCD Michael Smurfit Graduate Business School
- Immerse yourself in real world work experience and intensive mentorship from Bord Bia
- Receive a generous monthly bursary as part of your graduate programme
- Gain vast experience in business, marketing and communications.

FMCG 4

#### Business facts

Bord Bia is an Irish semi-state agency whose mission is to bring Ireland's outstanding food, drink and horticulture to the world and Ireland itself, thus enabling the growth and sustainability of our producers. We do this with the support of our 15 overseas offices, Strategic Insight and Planning, Sector teams (Meat, Dairy, Seafood, Alcohol, Horticulture and Prepared Consumer Foods), Origin Green department, Marketing, Communication department. All of which are supported by Finance, HR, IT and Corporate Services.

#### Our next graduate intake will be in 2025

Bord Bia is offering graduates a career-changing opportunity. We're looking to foster the next generation of talent in the Irish food, drink and horticulture industry. As part of Bord Bia's Talent Academy participants will gain a fully funded Masters qualification and extensive training in the areas of: Consumer Insights, Sustainability, Brand Marketing, Digital Innovation and Leadership. In addition, you receive a competitive monthly bursary. This is a 24-month programme, and participants will begin in summer 2025.

Bord Bia's international offices locations include: New York, London, Stockholm, Amsterdam, Madrid, Milan, Dusseldorf, Dubai, Shanghai, Singapore and Tokyo, as well as HQ in Dublin.

#### The Programme Structure

You already know that with our programme, you will blend full-time work experience with a full-time Master's but, you're probably wondering how that will work in practice.

Don't worry – it's completely manageable, here's how: You will complete 8 modules in total over the 24-month programme. These lectures are delivered on campus in UCD Smurfit Business School.

You will complete group or individual assignments in the months following each block release and submit these assignments online. Also, there are no exams, so you can easily avoid those late night cramming sessions.

#### What are we looking for?

We're looking for graduates from any discipline as long as you have a Level 8 degree on the NFQ Framework and a minimum of 2:1 (expected or attained).

Above that, we want graduates that have a passion for the Irish Food, Drink and Horticulture Industry. We're working for and with producers that have that passion, so you should too. We also want graduates that are resilient, motivated, hardworking, and team players.

#### Contact

- Instagram: @bordbia
- LinkedIn: bord-bia--the-irish-food-board
- Facebook: BordBia
- X: Bordbia

[www.bordbia.ie/gradprogramme](http://www.bordbia.ie/gradprogramme)

#### Type of employer

Bord Bia is an Irish semi-state agency bringing Ireland's outstanding food, drink and horticulture to the world and Ireland itself.

Number of graduate vacancies: 30+

Applications open: Autumn 2024

Locations: Dublin, London, Paris, Milan, Dubai, New York, Dusseldorf, Shanghai, Tokyo, Singapore, Amsterdam, Warsaw, Madrid, Stockholm, Lagos

Search gradireland





**BORD BIA**  
IRISH FOOD BOARD

**TALENT ACADEMY**

# INTERNATIONAL GRADUATE

**LEAVE your MARK**

Is it time for you to make your  
career on the world stage?

Visit: [bordbia.ie/talentacademy](https://bordbia.ie/talentacademy) and find out.

In Partnership with



Smurfit Executive Development  
UCD Michael Smurfit Graduate Business School


# Deloitte.

RANKING IN  
THE TOP 100

4

## Core skills required

- Attention to detail
- Commercial awareness
- Communication skills
- Creative thinker
- Fast learner
- Honesty
- Humour
- Initiative
- Innovative thinking
- Leadership potential
- Motivation
- Problem-solving
- Resilience
- Teamwork
- Time management



You Grow.  
We Grow.

ACCOUNTANCY/PROFESSIONAL SERVICES

1

## Contact

Graduate Recruitment Team  
Deloitte, 29 Earlsfort Terrace, D02 AY28  
+353 (0)1 4178578

- ✉ [gradrecruitmentie@deloitte.ie](mailto:gradrecruitmentie@deloitte.ie)
- ✉ @deloitteLifeIrl #GrowWithDeloitte
- in Deloitte Ireland
- f Deloitteie
- ▶ DeloitteIE
- 📍 Life at Deloitte Ireland (Deloitte\_Ireland)

[www.deloitte.ie/students](http://www.deloitte.ie/students)

Type of employer  
Professional services



Deloitte is the largest professional services organisation in the world and a leading provider of audit and assurance, consulting, financial advisory, risk advisory, tax, and related services.

What truly sets us apart is our vibrant community of 312,000 unique individuals spread across 150 countries and territories, with over 3,000 exceptional minds based in Ireland alone. Amid this impressive growth, our core culture and values remain unwavering.

Our graduate programme is underpinned by our purpose – to make an impact that matters for our people, our clients, our communities, and the planet. This sense of purpose gives graduates the opportunity to work in an organisation where they can grow their careers alongside a world-class team on real client challenges.

Are you passionate and ambitious? Do you thrive in innovative environments, relish complex projects and dream of collaborating with top-tier clients? If so, Deloitte is your natural destination.

Our graduate programme offers continuous learning alongside commercial insights through working directly with clients. It provides great structure to those looking to launch their careers.

As the leading choice for Ireland's recent graduates, we've been crowned the Most Popular Graduate Recruiter in Accountancy/Professional Services at the gradireland Graduate Recruitment Awards for 4 consecutive years. Step into a diverse, people-centric environment, where you can grow and be yourself, with colleagues, opportunities and doors open to everyone.

Regardless of your field – Arts, Business, Accounting, Computer Science, Engineering, Law, Sustainability, Maths, or beyond – we invite real individuals to bring their unique strengths, passions, and stories to join our teams. It's the diversity within each one of us that makes us strong and brilliant. We trust, empower, and support our graduates to be their true selves at work and grow from day one.

Our graduate programme empowers leaders to grow, providing opportunities and support so our people can lead at every level. As well as gaining a recognised professional qualification, you will develop the kind of rounded soft and hard skills that will serve you well regardless of where your future takes you. Whether it's through the diverse and impactful work we undertake, collaborating with high-profile clients, or connecting with brilliant minds worldwide, you'll find growth around every corner.

We offer internships, co-op placements, and graduate opportunities, and we have one of the highest pass rates in Ireland for professional exams because we support our students from day one. As well as financial support, our in-house exam support includes introductory sessions, tutorials, exam preparation workshops, an exam helpline and very generous study leave allowances.

Beyond business, we're driven by a commitment to societal transformation and environmental sustainability. Through innovative partnerships with government bodies, non-profits, and civil society, we're crafting solutions that create a better future for all. Our commitment to social impact extends to our people, who are encouraged to participate in volunteering programs.

So, if you're ready to embrace a future full of purpose, innovation, and growth, with Ireland's top graduate employer, we'd be proud to welcome you.

Search gradireland



Number of employees: &gt; 10,000

Number of graduate vacancies: 350+

Closing date: Check [www.deloitte.ie/students](http://www.deloitte.ie/students) for details

Locations: Republic of Ireland, Northern Ireland

# Deloitte.



From work placement student to Audit Partner. Start your career where you can be yourself and grow your future as a professional. Explore new opportunities, embrace new challenges and work with some of the biggest companies across the globe.

Grow Your Future.  
[www.deloitte.ie/students](http://www.deloitte.ie/students)

## DIAGEO

RANKING IN  
THE TOP 100

20

"At the heart of Diageo is the perfect blend of people and brands. And together, we'll create a future worth celebrating."

FMCG 2

## Contact

 diageograduateseurope@diageo.com @diageo @diageo @DiageoGraduates

## Who we are

Diageo is the world's leading premium drinks company with an outstanding collection of brands, such as Johnnie Walker, Smirnoff, Captain Morgan and Guinness. Our purpose Celebrating life, every day, everywhere, has an important role in our company – for our people, our diversity, our brands, in how we perform and how we create shared value.

With over 200 brands sold in more than 180 countries, we are driven to be the world's best brand builder, leading the way in premium drinks.

And our success is thanks to the strength of our people. It's why we trust them with our legacy. And it's why we reward them with career-defining opportunities. We believe it's crucial to create a culture with inclusion and diversity at its heart. We help our people to go further – to dream bigger, be bolder, and be true to their characters.

## Our graduate opportunities

Bring your passion and ideas to one of our graduate programmes, and let's celebrate everything you contribute. Our Graduate Programme's are two- or three-years in duration in one of six business areas:

- Marketing
- Commercial Sales
- Supply
- Human Resources
- Finance
- Digital & Technology

From day one, you'll get to make a real contribution to the business and the industry. Through professional training as well as on-the-job learning, you'll get the coaching and support you need to be the best you can be. You'll be encouraged to learn, explore, and challenge us and the status quo – because that's how real progress is made.

You'll develop leadership skills and knowledge through:

- Formal training
- Mentoring and coaching from respected colleagues
- Real-world, on-the-job experience

## How to apply

We want it to be easy for you to apply to our graduate schemes so, once you've found one that suits you, simply fill in a short application form and complete a game-based assessment that measure the attributes that make you in different ways.

A video interview will give us a chance to get to know you better and learn more about your passions, interests and purpose through a series of questions. Lastly, we'll invite you to an assessment centre where you'll learn about our business and culture, and we'll get to learn even more about you.

[www.diageo.com/en/careers/early-careers/graduates](https://www.diageo.com/en/careers/early-careers/graduates)

Search gradireland



Type of employer  
Beverage manufacturing

Number of graduate vacancies: 50

Locations: Europe-wide

Closing dates: Applications are on a rolling process, and we will close roles when we find our graduates for September 2024



DIAGEO

# Kick-start *your* career



# with us

Join any of our graduate schemes and help build some of the world's most-loved brands, including Johnnie Walker, Guinness and Baileys. Just bring your passion and ideas, and we'll celebrate everything you contribute.

In a supportive environment, you'll be empowered to be you. And you'll build a global network of people. Together, you'll innovate and push boundaries to help create a more inclusive and sustainable future.



Find your graduate scheme at  
[Diageo.com/careers](https://Diageo.com/careers)



*Tangway*



*Smirnoff*

Captain Morgan

RANKING IN  
THE TOP 100

32

"Launch your career  
as you support Irish  
businesses on the  
global stage."



CIVIL AND PUBLIC SERVICE 6

### Contact

Graduate Recruitment Team, Human  
Resources, The Plaza, East Point Business  
Park, Dublin D03 E5R6 +353 (0)1 727 2538

✉ graduates@enterprise-ireland.com

GradStart Team, Strategic Policy, Enterprise  
Ireland, The Plaza, East Point Business Park,  
Dublin D03 E5R6

✉ GradHub@enterprise-ireland.com

[www.enterprise-ireland.com/careers](http://www.enterprise-ireland.com/careers)

Type of employer  
Civil and public service

Ireland is Europe's fastest growing economy and is one of the most globally connected countries in the world. At Enterprise Ireland, the Irish Government's Trade and Innovation Agency, our priority is to support Irish-owned companies to innovate, diversify and compete in international markets to win global sales. Headquartered in Dublin, our employee network exists across the globe. Our people are dedicated and passionate about helping Irish companies achieve global success. Would you like to join our team?

### Enterprise Ireland's National Graduate Programme (2024–2026)

- Two-year placement as a Development Executive at our Dublin Headquarters
- Client-facing roles working directly with sectors, including; ICT, Life Sciences, Food, Fintech, Aerospace
- Non-client facing roles available in various departments, including; Sales & Marketing, Policy & Government Relations, Marketing & Communications, IT
- The opportunity to lead and manage your own projects from Day 1
- Work to deliver on our vision for Irish enterprise to become a powerhouse of economic growth and job creation

### Enterprise Ireland's International Graduate Programme (2024–2026)

- Two-year placement as a Market Executive in one of our overseas offices across The Americas, Europe, The Middle East and Asia Pacific
- Client supporting role, helping Irish companies access market opportunities and win global sales
- Be part of a professional and dynamic team, contributing to the success of our client companies in developing their business in global markets
- Play a key role in helping create market awareness and building Ireland's positive image as an international source of world-class products and services.

### Are these roles for you?

We are looking for innovative, self-motivated and enthusiastic individuals. As a leading Government Agency, we are passionate about our vision. Once onboard with us, you will be afforded key responsibilities from Day 1. As a high potential, you will gain invaluable business development knowledge and experience by helping support our client companies throughout all stages of their business development. All our roles are designed to ensure you benefit from enhanced interpersonal and client management skills over your two years with us. Fluency in a second language is an advantage for certain locations on the International Programme.

### Enterprise Ireland – GradStart Programme

Our GradStart offer is designed to connect you with the most dynamic Irish enterprises, who through market-led innovation and entrepreneurial activity make a significant impact internationally. The placement is 24 months in duration, during which you will receive a salary from your host company, which is financially supported by Enterprise Ireland. During your placement, you will complete a project

Number of graduate vacancies: Approx 30

Locations: Ireland • Europe • the Americas • the Middle East • Asia Pacific

defined by the company linking to your specific role. You will also be assigned an in-company mentor to support you on your developmental journey.

Accelerate your career potential through GradStart and benefit from;

- Access to companies in key sectors such as Food, ICT, Industrial Life Science and Consumer
- Excellent placement opportunities within ambitious and dynamic Irish companies
- Competitive graduate salary

- One-to-one support with an in-company Mentor
- Opportunity to develop a broader range of technical and behavioural skills

GradStart is a valuable opportunity for graduates to bring fresh ideas, challenge the way things are done, stimulate innovation and bring a new perspective on products, processes and business models. Since the launch of GradStart, over 577 graduates have been placed in ambitious Irish companies assisting them to scale and grow their businesses. For details on eligibility and application procedure, please refer to [www.gradhub.ie](http://www.gradhub.ie).

## LIFE ON THE GRADUATE PROGRAMME

### Katie Ahearn

Executive on the Graduate Programme

The Enterprise Ireland graduate programme is proving to be an invaluable first step in my career path. I was lucky enough to start the programme in 2022 and have been working in the Strategic Policy department. The exposure and guidance I have been given within the organisation is second to none. I have felt supported throughout my entire time in Enterprise Ireland so far and have been given numerous opportunities to advance my skillset, through both workshops organised specifically for graduates, or through the projects I have had the pleasure of working on in my team. I have been treated like a truly valuable member of my team and have led on a number of projects in the 12 months I have been here. I have made some fantastic friends since starting in Enterprise Ireland and the culture within the organisation makes me feel welcome and heard. I have no doubt that the opportunities I have been given and skills that have been developed in Enterprise Ireland will stand to me throughout my entire career.

### Rebecca O' Callaghan

Executive on the Graduate Programme

The Enterprise Ireland International Graduate Programme has been a transformative experience that has allowed me to contribute to the growth and success of Irish companies in the Benelux region. I am immensely grateful for the exposure to different sectors and the chance to represent Team Ireland in an international market. This programme has set a strong foundation for my future career, and I look forward to continuing my journey as a proud ambassador for Irish innovation and entrepreneurship. Some of the most impressive aspects of the programme is the comprehensive support, mentorship, workshops, and courses offered that have continuously honed my skills and helped me to become more competent in my role. Regardless of the question or assistance I require, there has always been a helpful hand at Enterprise Ireland, fostering a supportive and collaborative environment.

## LIFE ON A GRADSTART PROGRAMME

### Rachel Corcoran

Business Development, Portwest

As a graduate starting a new career, what makes this programme stand out amongst the rest, is the authentic opportunity to gain hands-on industry work experience with a selection of international markets to choose from. Portwest place a genuine trust in their graduates to do their best, and offer a full network of support, allowing them to contribute to and become a part of the company.

### Aaron Williams

Software Tester, SoftTrace

The programme is helping me to broaden my capabilities in areas such as technical documentation, team working, problem-solving, and customer support. I am particularly impressed with the opportunity that working with an SME provides to gain experience of a range of business disciplines and software applications, as well as the chance to work directly with customers both remotely and on-site. Without a doubt, my GradStart experience with SoftTrace will prove invaluable as I develop my career over the coming years.

[www.gradhub.ie](http://www.gradhub.ie)

Search gradireland



#### Type of employer

GradStart supports Enterprise Ireland SME client companies to hire graduates

#### Number of graduate vacancies:

variety of roles – ongoing

**Locations:** Ireland, Europe and international

Energy for  
generationsRANKING IN  
THE TOP 100

52

"Choose a  
Brighter Future  
with ESB's  
Graduate  
Development  
Programme."

UTILITIES, ENERGY &amp; RENEWABLES

3

### Who we are

ESB is Ireland's foremost energy company. Since 1927, we've been delivering a brighter future for the customers and communities we serve. Today, that means we're driven to make a difference, to achieve net zero by 2040, through delivering clean and sustainable electricity.

To deliver this Brighter Future, we are investing not only in technology but also in people. We're looking for a diverse range of graduate talent to help us deliver innovative solutions for a low-carbon world.

### Why ESB

At ESB, your graduate life is about more than just a Graduate Programme. Whichever part of the business you work in, we want you to enjoy being part of our community. Our graduates take part in regular sports and social activities including sponsored runs, tag rugby, summer barbeque, 5-a-side World Cup and Cross Company Power Challenge. We have a strong culture of giving back, and Corporate Social Responsibility is an embedded part of our company and our culture. We allocate over €1m annually to support organisations working in the areas of suicide prevention, homelessness and educational disadvantage. We support local community groups and we encourage staff to take part in initiatives such as Time to Read and Time to Count schemes for local schools.

### ESB Graduate Programme

The objective of our Graduate Programmes is to launch you on a fast track to career success. Beginning your professional journey with ESB will allow you to shape your future career through challenging and rewarding work enhanced by continuous learning and development. We have developed our Graduate Development Programme based on the following pillars:

- Structured rotations
- Challenging assignments
- A supportive graduate network
- Competitive salary and benefits package
- Robust learning and development
- Experience working on a wide range of major projects
- Exposure to different areas of our business
- A dedicated mentor who will guide you on your career journey

#### Contact

- ✉ [graduates@esb.ie](mailto:graduates@esb.ie)
- 📷 [theESBgroup](#)
- 🌐 ESB
- 🎧 ESB Careers
- 📘 ESB Careers
- 📞 ESB Group

[esb.ie/graduates](https://esb.ie/graduates)

Type of employer  
Energy, utilities, engineering

Number of employees: 8,000+

Number of graduate vacancies: 50+

Locations: Republic of Ireland, Northern Ireland

Closing date: 30 October 2023

Search gradireland





## MEET ESB GRADUATES

**Sinead Reidy**

studied at University of Galway, joined ESB in 2020 and is based in Ardnacrusha, Co. Clare



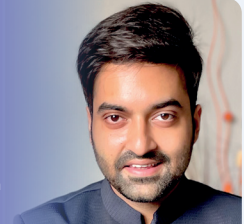
I'm Sinead and I'm from Athlone, Co Westmeath. I started my degree in general engineering at University of Galway. After my first year, I decided to specialise in civil engineering.

As part of ESB's graduate programme, there were two rotations of teams for engineering graduates, as well as training in various areas including ESB Networks, Safe Systems of Work (ESB Station permitting rules), Engineers Ireland Technical Training and Commercial and Contract Management training. All graduate engineers completed the TU Dublin accredited certificate in Professional Engineering, which is a Level 9 certificate.

One of the many events organised as part of the programme included a trip to Ardnacrusha Generating station, the birthplace of ESB, during an overhaul. This was a great way to learn about the various mechanical and electrical aspects of a turbine while also understanding the vast amounts of civil engineering construction and design that were, and still are, involved in the Shannon Scheme.

**Akshat Shrivastava**

studied at University College of Dublin, joined ESB in 2022 and is based in Dublin



I'm Akshat Shrivastava, a curious soul hailing from the vibrant land of India. My academic journey began with a thrilling adventure in engineering for my bachelors, where I dived deep into the world of technology. Seeking to blend logic with insight, I embarked on a mesmerising quest, pursuing a master's in Business Analytics at the prestigious University College of Dublin.

My experience during the graduate programme has been an exhilarating journey filled with dynamism and challenges, truly reflecting the best aspects of professional growth. Engaged in real projects that directly impact ESB's operations, I have gained invaluable insights into the various facets of the company, spanning energy generation, distribution, customer service and IT. The supportive environment, coupled with guidance from seasoned professionals, has eased the steep learning curve, enabling a seamless transition. Collaborating with cross-functional teams has granted me a profound understanding of how different departments synergise to achieve organisational objectives. Moreover, with full financial and moral support, my pursuit of Microsoft Azure certifications has been encouraged, fostering my personal and professional development.

**CHOOSE A BRIGHTER FUTURE WITH ESB**

**»» Graduate Programme**

Give your career a brighter future, visit:  
**esb.ie/graduates**





Grad  
Programme

RANKING IN  
THE TOP 100

11

"At EY, we bring together extraordinary people, like you, to build a better working world."



ACCOUNTANCY & PROFESSIONAL SERVICES 3

#### Contact

✉ studentrecruitment@ie.ey.com

Closing dates: 2024 EY Graduate Programme 18.10.23. 2024 EY Summer Internship Programme 31.01.24. \*Applications open in Dec 2023. EY Work Placement Programme via your university placement office as applicable. Applications are open year-round in line with your degree placement requirement.

[eyirelandcareers.ey.com](https://eyirelandcareers.ey.com)

#### Type of employer

Consulting, Technology & Professional Services

**Areas of business:** Consulting • Technology • Data Analytics • Tax • Strategy & Transactions (Corporate Finance) • Assurance (Audit)

#### Hello, we're EY.

We're team players with a genuine people culture, and we want to support your life and career goals from the start. At EY Ireland, our purpose is to build a better working world and all our people – from graduates to partners – are at the heart of this.

At EY, we want our teams and individuals to thrive from the beginning. With a focus on a collaborative people culture, you're invited to bring your fresh perspectives to the table and share your insights whether you've gleaned them on the sports field, have a passion for creative arts, or are fascinated with detail, systems, problem-solving and emerging technologies.

Apply today to one of our award-winning graduate programmes for a September 2024 start, or find out more about one of our upcoming internship programmes. Where will EY take you?

#### What are our graduate opportunities

With almost 5,000 people and ten vibrant offices located in six cities – Dublin, Cork, Galway, Limerick, Waterford and Belfast – EY offers opportunities right across the island of Ireland.

Apply today to one of the following programmes;

- Assurance (Audit)
- Business Consulting
- Technology Consulting
- People Consulting
- Actuarial Consulting
- Tax Consulting
- Strategy & Transactions (Corporate Finance)
- Data Analytics
- IT Controls Assurance
- Tax Technology Transformation

At EY, we believe in lifelong learning with flexible working options, an enjoyable and positive work culture, and continuous opportunities as your career progresses. At a graduate level, we offer a range of professional training routes and further education opportunities; exam support and study leave, all as part of our programmes. If you are interested in pursuing an internationally-recognised professional qualification like ACA, ACCA, AITI or CIMA and have world-class training at your fingertips, then apply today and see where EY could take you.

Your future is our future.

#### How do we select?

At EY, we believe all candidates should be given the opportunity to be their best selves throughout the application process, and that's why we have made your application process as clear and straightforward as possible. You are required to submit one online application form for your desired programme along with your CV via the EY Ireland Careers website. From here, successful applicants are required to complete a one-stage competency based interview process with their selected team, and then offer.



Search gradireland



**Number of employees:** 4,500+

**Number of graduate vacancies:** 300+

**Locations:** Dublin, Cork, Limerick, Waterford, Galway & Belfast



# The 2024 EY Graduate Programme **is now open!**

Where will EY take **you?**

*Applications close October 18th*

**Apply now!**

[www.ey.com/en\\_ie/careers](https://www.ey.com/en_ie/careers)

Grad   
Programme

  
**EY**  
Building a better  
working world

RANKING IN  
THE TOP 100

85

"Feel like you're  
making the  
perfect start."



BANKING, INVESTMENT &amp; FINANCIAL SERVICES

9

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Contact

earlycareersatfidelity@fil.com

[careers.fidelityinternational.com](https://careers.fidelityinternational.com)

## Type of employer

Financial Services and Asset Management

Areas of business: Investment Management

## More about us

We've been helping clients plan and invest for their futures for over 50 years. From more than 25 locations around the world, we provide investment services and retirement expertise to everyone from central banks to private individuals. We're known for acting with integrity and thinking for the long-term. And across our organisation, we foster a welcoming, caring, and inclusive culture where people feel respected, trusted, and able to be themselves.

We are looking for bold ideas, curiosity and creativity. It's who you are that matters here, rather than what you studied. All across our business, there are experts to learn from, possibilities to explore and new opportunities to take. It takes all kinds of people and ideas to help our clients plan and save for the futures they want. That's why, when you join us, you'll find that we care deeply about creating a supportive atmosphere where everyone feels valued and free to be themselves. It's the right thing to do. It also makes our culture richer and our business stronger.

We've made huge progress in terms of diversity and inclusion. We've created diversity & inclusion networks, made measurable increases in our workforce diversity, and evolved our people initiatives all across our organisation. And we're committed to improving every day – finding new ways to create an environment where everyone, no matter who they are, feels like they belong.

## What are our graduate opportunities

We feel proud to offer Early Careers opportunities across the world. Our Dublin-based Graduate Apprenticeships are two-year programmes for graduates, where you will work full-time for four days a week and spend one day completing a Higher Diploma. You will gain experience including asset management operations, fund accounting and the trade lifecycle. We also support you with developing your communication, prioritisation and stakeholder management skills in a global team environment. If you join us, the cost of your apprenticeship will be fully covered, you will receive a very competitive salary and the opportunity for a bonus, and you may be offered a full-time role after the programme.

Feel  
**excited**  
about a career at Fidelity



We also offer graduate schemes in London, in areas such as Equity Research, Fixed Income, Private Credit and Sales and Marketing.

### How do we select?

Our Early Careers recruitment process at Fidelity is strengths-based – we focus on what you could do in the future, rather than what you can already do.

To apply, you need to fill in our application form and upload your CV, and then complete our Explore Fidelity strengths-based online assessment. Our London investing roles also ask about your motivations.

The next stage is either a video interview, or an interview with the hiring team, both strengths-based. The last stage is an assessment centre, consisting of a strengths-based interview, and an analytical exercise or case study.

The job description will outline the process for that programme, and we welcome questions! At the assessment centre stage, you will be invited to a briefing with our Early Careers team to ensure you feel supported.



### Core skills

- Commercial awareness
- Communication skills
- Creativity
- Motivation
- Problem-solving skills



Search gradireland



RANKING IN  
THE TOP 100

45

"We are shaping the future of nutrition globally at Glanbia, and as a graduate you will play a vital role in our continued success. Through our graduate programme we aspire to deliver a world-class talent experience where you will be challenged to innovate, and deliver real impact every day."

Siobhán Talbot,  
Group Managing Director

FMCG 5

#### Contact

Glanbia Pure Ambition Team  
T: +353 (0)86 0786860

- ✉ [graduates@glanbia.ie](mailto:graduates@glanbia.ie)
- 📧 [@glanbia\\_grad\\_programme](https://www.instagram.com/glanbia_grad_programme)
- 📘 [@GlanbiaGraduateProgramme](https://www.facebook.com/GlanbiaGraduateProgramme)
- 📧 [@GlanbiaCareers](https://www.x.com/GlanbiaCareers)
- 🌐 [@company/glanbia](https://www.linkedin.com/company/glanbia)

[glanbia.com/graduates](https://glanbia.com/graduates)

Type of employer  
Global Nutrition Group

#### More about us

Our vision is to be one of the world's top performing nutrition companies, trusted to enrich lives every day. We have market-leading positions in whey proteins, micronutrient premixes and the multi-billion dollar sports nutrition market.

#### A career with purpose

Health, wellness and nutrition is not just what we do, it's who we are.

As a global player in nutrition, with operations in 34 countries, Glanbia delivers better nutrition for every stage of life's journey.

We're passionate about nutrition and ambitious about how we can work to improve it across the world – from farm, to ingredients, to production and ultimately to the end consumer product.

Working for Glanbia, you'll play a vital role in helping us shape the future of nutrition globally, and you'll be enabled to reach your full potential and realise your ambitions.

#### What are our graduate opportunities

See our website for 2024 opportunities.

#### How do we select?

- Online Application Form
- Interviews



Search gradireland



Number of employees: 1,00–10,000

Locations: Republic of Ireland & US





**Clodhna Manning**  
Finance Business  
Analyst Associate

WHERE  
**AMBITION**

MEETS  
**NUTRITION**



# KERRY

RANKING IN  
THE TOP 100

47



## Get to know Kerry by numbers

### Our Performance

€8.8bn  
Revenue

€1.2bn  
EBITDA

### Our People

23,000+  
Employees

1,100+  
R&D Scientists

### Our Business

147  
Manufacturing locations

18,000+  
Products

FMCG 6

### Our Sustainability Ratings



### Contact

📧 [kerrygraduates.europe@kerry.com](mailto:kerrygraduates.europe@kerry.com)

[kerry.com/careers/graduates](https://kerry.com/careers/graduates)

### Type of employer

A leading taste and nutrition partner for the food, beverage and pharmaceutical industries

Number of graduate vacancies: 50

### About Kerry

Our aim to nourish the planet might seem ambitious to some, but to us, in Kerry, it's all in a day's work.

Kerry is dedicated to helping our customers create better-tasting, more authentic, nutritious and sustainable food and beverages. We produce safe, quality products that help feed millions every day.

At Kerry, we believe in giving talented, curious people the opportunity to nourish their future, whilst delivering sustainable nutrition to the planet.

We're a community of agile innovators, working across disciplines to solve global food challenges with a fresh approach. At Kerry, you can achieve whatever you put your mind to.

### What are our graduate opportunities?

We are recruiting 50 graduates for our 2024 intake across a wide range of programmes; from working at the heart of our business in our manufacturing sites to supporting our global business services: Engineering, Finance, Information Technology, Manufacturing, Research, Development and Application, Supply Chain, Project Management, Customer Care and Procurement.

### What are our graduate opportunities?

- A structured 2-year rotational programme, giving you visibility across the breadth of our business
- Buddy, mentor and leadership support
- A leadership development programme to build the skills our future leaders will need to succeed
- Challenging, meaningful and varied work experience
- Career development support
- A graduate community to network with
- A permanent role with a range of benefits

### What are our graduate opportunities?

We want ambitious, enterprising and curious graduates who have a passion for delivering for our teams and our customers. You need to be able to communicate your ideas, work as a team member and team leader and want to make a real difference. If this sounds like you, then apply today!

### Holly Adam

is an Engineering Graduate at Kerry.



The Kerry Graduate Programme has been a great place to advance my professional development following the completion of my master's degree in chemical engineering. Through the 2-year programme, I have had the opportunity to travel and work on two different Kerry sites – in Scotland and in the Netherlands. These positions have provided me with exposure to a broad range of live operations and projects – where I have always felt I added value from day 1. My work has included projects focused on process optimisation, process improvements, energy, and sustainability-driven work. Kerry has given me the opportunity to grow as an engineer, and I look forward to continuing this development as I move into my next position within Kerry.

Search gradireland

**Applications** Applications will open mid September. To view our programmes and apply visit [www.kerry.com/careers/graduates](https://www.kerry.com/careers/graduates).

**Locations:** Republic of Ireland, Northern Ireland, Great Britain, Netherlands, Germany, Spain, Italy, France, Denmark, Poland and Rest of the World





# Nourish your future



Together we are a  
force for change

**KERRY**

RANKING IN  
THE TOP 100

7

"KPMG is the most attractive option for bright, ambitious graduates. Attracting and retaining the best people has been, and continues to be, the most critical element of our success."

*Paul Vance, Head of Resourcing,  
KPMG Ireland*



ACCOUNTANCY/PROFESSIONAL SERVICES

2

## Contact

Suzanne Murphy, KPMG, 1 Stoke's Place,  
St Stephen's Green, Dublin D02 DE03

✉ [graduaterecruitment@kpmg.ie](mailto:graduaterecruitment@kpmg.ie)  
+353 (0)1 410 1577

f [KPMGCareersIRL](https://www.facebook.com/KPMGCareersIRL)

📧 [KPMGCareersIRL](https://www.linkedin.com/company/KPMGCareersIRL)

📍 [KPMG\\_Ireland](https://www.instagram.com/KPMG_Ireland)

## More about us

Here at KPMG, we put a bit extra into what we do, something a bit more extraordinary. That's why we look for graduates from all disciplines to join us. The world of professional services is everchanging, fast-paced and dynamic. Our exceptional people work on cutting-edge client projects to become business leaders of tomorrow.

If you're looking to maximise your potential in a job with a difference, we want to hear from you.

How KPMG can add extraordinary to your career:

- Become a Chartered Accountant with the ACA Qualification
- Train as a Business Consultant learning from the best
- Receive the best training from the award-winning KPMG Business School
- Work with a team of top professionals advising clients from all industry sectors

## What are our graduate opportunities?

We are looking to hire talented and ambitious graduates to join our Audit, Tax Consulting, Deal Advisory, Consulting and KPMG Law practices. Our training programme maps out your career path. Do your IT skills or leadership ability need a little fine-tuning? Want to learn the impact of a powerful presentation to clients? The KPMG Business School will teach you this and more. Our team invest €18.5 million annually to ensure you're on track to receive the best training and development. And after just four years, you'll have the opportunity to move into management. What's not to like?

- Do you get a thrill from understanding how companies work?
- Would advising business decision-makers be of interest to you?
- Do you want to join the largest professional services firm in Ireland?

If so, we want you on board! We are hiring 470 graduates so...

Apply online to [www.kpmg.ie/careers](http://www.kpmg.ie/careers) to kick-start your professional career with us.

## Core skills required

- Attention to detail
- Commercial awareness
- Leadership potential
- Teamwork skills


[www.kpmg.ie/careers](http://www.kpmg.ie/careers)

Search gradireland



Type of employer

Professional services

Number of employees: 4,300

Number of graduate vacancies: 470

Closing date: 18 October 2023

Management Consulting closing date: 15 October 2023

Locations: Republic of Ireland, Northern Ireland





# Create Your Own

GRADUATE CAREERS 2024

[www.kpmg.ie/careers](http://www.kpmg.ie/careers)

USERNAME: CASSIE

LEVEL 4  
PARTNER

LEVEL 3  
DIRECTOR

LEVEL 2  
MANAGER

ADVANTAGE:  
EXCELLENCE

ASPIRATION:  
PARTNER



LEVEL 1 SELECTED

AREA OF EXPERTISE  
TAX CONSULTING

TOP BADGE



LEVEL: ASSOCIATE





PEPSICO

RANKING IN  
THE TOP 100

54

“Every intern and program participant worldwide gets the opportunity to work on some of the world’s most iconic brands. You’ll take on projects with purpose — initiatives and innovations that do good for the planet and people.”



FMCG 7

Follow

f PepsiCo JOBS

in PepsiCo

PepsiCo Careers (pepsicjobs.com)

Type of employer  
Fast-moving consumer goods

### Who we Are?

PepsiCo products are enjoyed by consumers more than one billion times a day in more than 200 countries and territories around the world. PepsiCo generated more than \$79 billion in net revenue in 2021, driven by a complementary beverage and convenient foods portfolio that includes Doritos, Walkers, Sensations, Cheetos, 7UP, Gatorade, Pepsi Max, Mountain Dew, and SodaStream. PepsiCo’s product portfolio includes a wide range of enjoyable foods and beverages, including many iconic brands that generate more than \$1 billion each in estimated annual retail sales.

Guiding PepsiCo is our vision to Be the Global Leader in Beverages and Convenient Foods by Winning with PepsiCo Positive (pep+). pep+ is our strategic end-to-end transformation that puts sustainability and human capital at the centre of how we will create value and growth by operating within planetary boundaries and inspiring positive change for the planet and our people.

### Our Grad Programme:

At PepsiCo, we believe in empowering the next generation of talent. Our graduate programme ensures that you receive meaningful and practical experience. It gives you the opportunity to fully immerse yourself in the organisation and make impactful contributions.

You will receive excellent support throughout your placement with us, from your manager and team, but also from your own personal mentor who you will have regular one-to-one sessions with.

In addition to this, you will take part in our ongoing training programme, with regular presentations from both external and internal trainers, along with exciting guest speakers from different areas of the organisation.

If extra curriculars spark your interest, you can also get involved in our various Employee Resource Groups, or Green Teams and help with their ongoing initiatives.

You will be encouraged to use your creativity and voice your opinions fearlessly. As our programme has smaller numbers, your experience will be tailored to you, and we can ensure that you are given every opportunity to develop your skills and set yourself up for the future.

### What’s in it for you?

- Plenty of on-the-job learning along with regular soft skill training sessions
- Cross functional projects, giving you a chance to really get to know the business holistically
- Challenging and rewarding work assignments
- Major opportunities for growth and development
- Competitive salary and benefits
- A supportive network and dedicated mentor
- Fun and vibrant company culture

### How to apply?

It’s easy! You can simply go to our website, PepsiCo Careers (pepsicjobs.com) or keep an eye on our gradireland profile and if you see a job that interests you, upload your CV.

Search gradireland



Number of graduate vacancies: 10+

Locations: Republic of Ireland





RANKING IN  
THE TOP 100

46

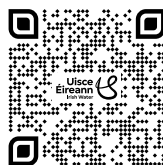
"It is a very exciting time to work at Uisce Éireann, and we need ambitious and talented graduates like you to join our organisation and grow with us as we transform the Water Services Industry in Ireland."

UTILITIES, ENERGY, RENEWABLES

2

#### Contact

- ✉ [careers@water.ie](mailto:careers@water.ie)
- f [@IrishWater](#)
- ✉ [@IrishWater](#)
- in [@irish\\_water](#)
- 📺 [@officialirishwater](#)



#### About Uisce Éireann

As Ireland's national water utility, we are responsible for providing water and wastewater services throughout Ireland. From coast to coast, our job is to ensure we deliver the highest quality drinking water to your taps every day and ensure that wastewater is properly treated and safely returned to the environment. Our vision is a sustainable Ireland where water is respected and protected, for the planet and all the lives it supports. We rise to the challenge of delivering transformative water services that enables communities to thrive.

At Uisce Éireann, we have exciting plans for the next five years, including a €1.2bn programme of capital investment. This is where we need ambitious and talented graduates like you to join our organisation and grow with us as we transform the Water Services Industry in Ireland.

#### Our Graduate Talent Programme

We offer a number of programme specialisms, each with rotations across different teams to give you a breath of experience and accelerate your development. Depending on the specialism, our programmes are between 2 and 3 years in duration. For 2024, we are looking for talented graduates to join us across a number of areas including:

- Engineering
- Science
- Quantity Surveying
- Health & Safety
- Project and Program Management
- Technology & Cyber Security
- Business & Management
- Finance

Through a structured learning programme, you will attend a mix of formal training and masterclasses from subject matter experts across the business. Regardless of your specialism, you will also have the opportunity to visit our water treatment plants and learn first-hand the story of water from cloud to glass and from drain to sea. You will get the chance to participate in multi-disciplinary group projects with fellow graduates, helping to solve key challenges for our organisation and the communities we serve.

#### Ready to apply?

Visit our graduates hub at [water.ie/about/graduates-hub/](https://water.ie/about/graduates-hub/) for full details on how to apply and our recruitment process. Applications for our 2024 programmes close on November 6th.

[www.water.ie](https://www.water.ie)

Type of employer  
Utility

Number of employees: 1,300

Number of graduate vacancies: 50

Locations: Dublin, Cork

Search gradireland





## AHECS

The Association of Higher Education Careers Services – AHECS is the representative association for careers advisory and placement professionals

in higher education in Ireland. Its mission is to lead, support and facilitate collaboration among higher education careers services throughout Ireland and be the recognised authority on graduate career development, learning and employability. Included among our members are 28 Universities, Higher Education Institutes and Institutes of Technology. The Association of Higher Education Careers Services works to bring employers and careers services together to discuss issues of mutual interest and concern. Throughout the year, there are a number of events which focus on key issues and provide employers with an invaluable networking opportunity to meet other recruiters, academics and career professionals.



Ireland

GTI Ireland is the official careers publishing partner of the Association of Higher Education Careers Services and works closely with them and their member careers services to publish the gradireland series, the website [gradireland.com](https://gradireland.com) and several national fairs and an annual employers' awards event.

GTI Ireland, 14–16 Lord Edward Street, Dublin D02 YC63

+353 (0)1 645 1500 [groupgti.com](https://groupgti.com)

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# Internship Programme NOW RECRUITING

At Aldi, our Retail Management and National Internship Programmes are a great way to learn and earn. We offer you an unparalleled opportunity for both personal and professional growth and development.

## What we're looking for



**€30,000 SALARY** (PRO RATA)

## Job location

Store and Head Office locations across the country.

## The Internship Programme is available over



Please contact your career services or placement officer or email [HR.mit@aldi.ie](mailto:HR.mit@aldi.ie) for more information about this exciting opportunity.

Discover more at  
<http://www.aldirecruitment.ie/internship-programmes>



**Everyday Amazing.**



# Create Your Own

GRADUATE CAREERS 2024

[www.kpmg.ie/careers](http://www.kpmg.ie/careers)

USERNAME: MARIA

LEVEL 4  
PARTER

LEVEL 3  
DIRECTOR

LEVEL 2  
MANAGER

ADVANTAGE:  
COURAGE

ASPIRATION:  
PARTNER



LEVEL 1 SELECTED

AREA OF EXPERTISE  
DEAL ADVISORY

TOP BADGE



TEAM  
PLAYER

LEVEL: ASSOCIATE