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Welcome to the gradireland directory 2024, the official careers and further study directory for students in Ireland, both North and South. Inside, you'll find all you need for your step-by-step guide to land a job or pursue further study.

1. Easy to navigate

Our accessible sections make it easy for you to find the information you need: from jobs and employers to courses and course providers, we've got it covered.

2. Decide your future

Explore all your options with our guide to various career sectors and find which one fits you. If you're pursuing further qualifications, examine all your postgraduate options and maybe find out what conversion course could put you on the path to the job you really want.

3. Find jobs

Find out who's recruiting and how! See our comprehensive directory of employer profiles with vital company information,

contact details and case studies to help you make the right choice.

4. Further your study

Get all the further study information you need and consult our A-Z of course providers to find out who can provide you with the course you're looking for.

5. Stay informed

Follow us on social media for job updates, event announcements, exclusive videos, behind-the-scenes insights and compelling careers advice.

@gradireland





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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 and several national fairs and an annual employers' awards event.

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IFC = inside front cover

IBC = inside back cover

OBC = outside back cover

Prepare for the next step with **gradireland**

Online, in print and in person, **gradireland** has the resources you need to meet the challenge of starting your career journey.



Pathways

In January 2023, we launched Pathways on the gradireland platform. Pathways is our new learning and skills development tool, from which you can get the insights and skills you need to shape your career journey. You can also learn directly from industry experts and young professionals with videos, quizzes and real-world activities.

Employers

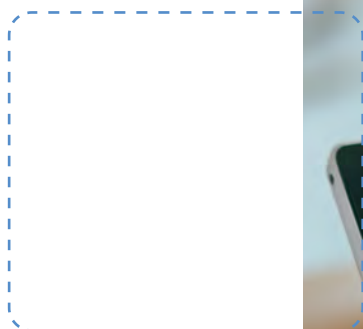
Head over to gradireland.com/organisations or flick to page 104 of this directory to find out more about what employers are looking for graduate recruits, and more importantly, what working life is like within these organisations. This will help you decide what employers could be a right fit for you. You can follow organisations to receive updates on opportunities from them and find out what working life is like for graduates through profiles, graduate stories and our range of #GradStories videos. We are constantly working to incorporate as much content as possible into our organisation profiles so we can provide you with all the information needed to help inform your decisions.

Job search

Of course, this publication and gradireland.com are all about you making the best start on your career path. Visit gradireland.com/search to filter your opportunities by job, internship, closing date, sector or company. You can also save jobs to your profile so they will appear on your gradireland dashboard, while you prepare your application.

Further study

With interest in postgraduate study on the rise, we have you covered at gradireland.com/further-study when it comes to selecting the course that's the right next step for you. Working closely with the state



accredited-course providers database, Qualifax, we provide you with a comprehensive course search function where you can look for courses by discipline, level, full or part-time or institution. You can also research institution profiles to find out if a particular university or college would be the right choice for you, and we also have plenty of advice on funding and key postgrad decisions. You can also flick to page 77 of this Directory for more information.

Your gradireland.com

Everyone's career path is different, and everyone has different needs and purposes when visiting [gradireland.com](https://www.gradireland.com). That's why our personalised jobs and content feed delivers the opportunities and information that are relevant to you, when you need it. Make sure you fill out your profile in order to have the best experience in terms of receiving relevant updates and job opportunities, in your very own gradireland news feed.

Where to start

It can be hard to know where to start when it comes to your career path, even if you have completed your degree. We are constantly hard at work expanding our degree-oriented career tools. Visit [gradireland.com/careers-advice/career-ideas](https://www.gradireland.com/careers-advice/career-ideas) for a range of advice and content that will help you take the

next step. This could be tips on choosing the right employer or finding out what jobs are relevant to your business degree. We also have job descriptions for hundreds of roles, which can help you find out what exactly you would be doing in a certain job and if it would be the right fit for you. Whether it's in the pages of this directory or on [gradireland.com](https://www.gradireland.com), we have all the step-by-step advice you need when it comes to easily accessible, relevant careers information. Our library of careers advice is always growing, be it finding out what skills employers are looking for, how to write a great cover letter, the dos and don'ts of putting together a CV or fuelling your job hunt through social media, we have the information you need.

Events

We host the biggest and best careers related events. From our showcase Graduate Careers Fair in September to gradireland LIVE in Spring, we have something for each phase of the academic year. Look out for the gradireland stand at your own institution's careers fair also! Careers fairs represent great opportunities to network with employers, course providers and, of course, other students. Visit [gradireland.com/events](https://www.gradireland.com/events) to find out more, and make sure you register at the earliest possible opportunity for our upcoming events. ●



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What job would suit me?

Where's the place to start your future career, and what areas could be a good fit for your degree?

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Getting ready for your career: eight tips to help you succeed

When entering the world of work, it can be daunting to decide your future path. Possibilities can become improbabilities, certainties can become frustrations, and you can find yourself over-thinking what skills you don't have rather than realising what you do have and playing to your strengths. Here are some tips to help you on your way.

1. Show employers that you're worth the job

The graduate unemployment statistics may be reassuring, with more graduates in employment and in demand since before the Covid pandemic. However, competition remains stiff for the best jobs. Our most recent employer data shows that almost half of companies felt that there would be challenges for them in terms of attracting the graduates they need, rather than the graduates they can get. So don't fall into the trap of thinking that demand will outstrip supply. Employers are more demanding than ever of their graduates, so show them you have what it takes.



2. Be realistic about your progress

It's exceptionally rare that someone will step into a job on their first day and feel instantly that this is the perfect job that ticks all the boxes. You will always need to learn throughout your career and nowhere is the learning curve steeper than at the start of your career. There will always be some tough trade-offs and choices to be made. Decide what your priorities are – personal or career development, to get relevant experience to help as a stepping stone to your next job, or simply to enjoy your work as much as possible. Once you know what you want out of a job, you'll know if it's ticking the boxes.

3. Know what type of jobs suit your personality

Create a personality profile and be totally honest with yourself, which is not always easy. When you first begin applying for roles, you shouldn't be applying for a role because you think you should or because it matches what you studied – you should be doing so because that role excites you. Do you like meeting new people (maybe business development), crunching data (financial or data analysis) or solving problems (consultancy or project management)? University or college, internships and part-time work provide ideal situations where you can find out more about what you enjoy doing, and what you don't. Armed with this information, you will be in a better position to know what career you would like to pursue.

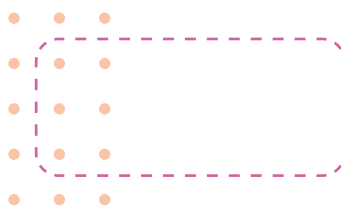


4. Understand the importance of internships and work experience

Internships are an excellent way to gain some much-needed experience and to start networking within your chosen industry. They can also help you figure out the type of work you enjoy doing. The importance of internships, work placements and indeed any sort of workplace experience cannot be stressed enough. Remember, most internships are effectively protracted job interviews.

5. All experience is good experience

How do you know for sure that a sector is for you if you have never tried it? How do you know that start-ups won't provide the best environment for career development when you only focus on corporate entities, or vice versa? Understanding the value of experience, no matter how small, will always benefit you as your career develops. Plus, it shows future recruiters and prospective employers that you're thinking about your career. Make sure you keep a list of the experiences and skills you have gained, no matter how small or how brief you may think they are.



6. Have an open mind when it comes to career sectors

A lot of graduates get hung up on the sector (e.g. finance) rather than the role (e.g. account manager), not realising that most organisations need similar teams of people – people to develop business, conduct research, analyse data, write software, etc. Another common misconception is that you will be pigeonholed by your degree. As long as you can demonstrate transferable skills, future employers are more likely to take notice. In fact, there is a far broader range of jobs available to you with your degree than you think and that is true for almost all sectors.

7. Get to know people and network

Career networking is always important and there are plenty of opportunities to grow your network. Recruiters will be running events on campus; most sectors will have professional bodies that run networking events, such as those organised by Chartered Accountants Ireland or Engineers Ireland for example. Be broad with your networking to begin with – it's all about keeping your options open and you never know what useful contacts you might meet. Be polite, respectful and aware of other people's time and privacy, but also be confident and don't be afraid to ask questions.

8. Recognise the skills you gain from experience

A summer spent working as a server at corporate events or working as a retail assistant might be a difficult and challenging job, but it will provide you with any number of competencies – organisation, leadership and the ability to keep a cool head in a potentially stressful environment. The more you develop these skills the less of a risk you are to a recruiter – they know you can do what you'll be doing in your new job, rather than you just saying you can. It shows invaluable real-world experience and commercial awareness. ●



Your career options

It can be easy to feel left out when everyone around you seems to know what their next step is. Graduate programmes run by major employers can often seem like the only show in town, so prominent are their branding and awareness campaigns. But the truth is that not all graduates start their career on one of these programmes; in fact, it is the minority who do. The majority, of which you may be one, find a different route to start their career. You could start as an intern, and then earn a full-time position, or you could work part-time or temporarily in a position not strictly related to your degree, but then segue into your chosen area after gaining experience. There is no right way or wrong way. There is only the way that is right for you and your career. It's good to look at the roads less followed too, such as smaller employers and organisations, which can allow you to develop quickly in terms of experience and responsibility. Any job, internship or placement will add to your transferable skills locker and make you more attractive to any future employer. Let's have a look at how some of the most common options for graduates are structured.

A graduate job

This is a role in which, if you are successful and pass any probationary period, you are a permanent or contracted member of staff and you have been hired to start work right away. Jobs for graduates are obviously at the lower end of the salary scale, but that scale has been rising over recent years and most graduates can expect to earn over €30,000 in their first job. On average, a graduate will spend about three years in their first job.

It would suit you if...

- You want to start earning right away and are not afraid of hard work.
- You have a plan as to how your career will develop and how a graduate job can help achieve that.

Graduate training scheme or graduate programme

Graduate programmes or schemes are a popular choice for those seeking to work within popular career sectors within larger organisations. Although it is not only larger organisations that offer graduate programmes, they are most commonly associated with such companies.

Graduate programmes, on average, last between one and three years and graduates gain exposure to various aspects of the industry through structured rotations.

It would suit you if...

- You are ambitious, with career development to the fore, in terms of your decision making.
- You are comfortable working in larger teams, across different sectors, within a corporate environment.
- Continuous Professional Development (CPD) and professional studies are important to you.

Temporary/part-time job

You can't always get to where you want to go straight away but almost all working experience is good experience. Taking a job in administrative, data entry or data support duties might not be what you ultimately want to do with your career but you will be gaining valuable experience in terms of time management, technical and organisational skills. You can then apply these skills to any future application. You are showing yourself to be a resourceful, diligent individual who is not afraid to work hard.

It would suit you if...

- You feel you need to gain workplace experience before you make your next career move.
- You are unsure of what your next step is and would like to earn a salary and develop skills that may inform your next decision.
- You are going to take a gap year and want to save up some money.

Working in a small business

The graduate routes in small to medium enterprises

(SME's) are increasingly popular for graduates, accounting for a significant percentage of graduate jobs. Under schemes such as Intertrade Ireland's graduate programme, you can work in smaller but highly specialised firms doing a job with significant scope for development in terms of responsibility and business development. Normally, roles in smaller companies are less rigidly defined and offer more scope for initiative and rewarding self-starters. Salaries are not always as high as they can be in larger firms, but career progression is much quicker.

It would suit you if...

- You want a role that is more fluid and rewards initiative.
- You are a self-starter who is not afraid to work hard and help others in a small workplace environment.
- You view career development as something that is more important than salary.

Self-employment

Every year in our student survey, a significant percentage of students say they are aiming to start their own business after graduation. In today's digital environment, the opportunities of entrepreneurship are more potent than ever, but the competition is also fiercer than ever.

It would suit you if...

- You have a great idea and some concept of how to execute it.
- You are resourceful and very hard working.
- You are comfortable making decisions and think in the long-term.



Public sector

Recruitment in the public sector is booming again, and it's a great sector for graduates to start as you can work in multiple departments and utilise different skillsets during the course of your career. It is a very structured environment though, so you need to be prepared to work within those parameters. However, starting salaries are among the highest on offer, as are working hours and benefits such as healthcare, insurance, flexible working hours and professional development.

It would suit you if...

- You value a stable career and good work/life balance.
- You are looking for structured career progression and are a dependable and diligent worker.

Virtual internships and work experience

Many great jobs and career paths start with a good virtual internship, the overwhelming majority of which are now properly paid positions. Find out more about internships and what they can do for your career on page 30 or visit gradireland.com.



Your careers service

Your careers service should be the first place you go to for help. Most will offer a library of career resources and face-to-face personal advice. Many have their own websites and newsletters, organise careers fairs and campus visits from employers, and provide training to help you through the job-hunting process. Here you can find out where to find yours online and the details of any careers fairs they are running.

SETU Carlow Campus

www.itcarlow.ie/student-life/student-services/career-service.htm

Munster Technological University – Cork

www.mycit.ie/careers

- MTU Annual Careers Fair, 05/10/23

University College Cork

www.ucc.ie/careers

- Graduate Recruitment Festival, 3–5/10/23, UCC Main Campus

Dublin City University

www.dcu.ie/careers

- Science, Technology and Engineering, 04/10/23
- Accounting, Finance, Law, Business-related disciplines and languages, 05/10/23

Trinity College Dublin

www.tcd.ie/careers

- Business, Finance and Consultancy, 26/09/23, Trinity Sports Hall
- Law+, 03/10/23, Trinity Sports Hall
- Computing and Technology, 05/10/23, Trinity Sports Hall



- Engineering and Environment, 12/10/23, Trinity Sports Hall
- Summer Internship Fair, 25/01/24, Trinity Sports Hall

University College Dublin

www.ucd.ie/careers

- Science, Engineering & Technology Fair, 02/10/23, O'Reilly Hall
- Business, Finance & Management Recruitment Fair, 03/10/23, O'Reilly Hall
- Law Recruitment Fair, 04/10/23, O'Reilly Hall
- Internships Fair, 23/01/24, O'Reilly Hall

UCD Michael Smurfit School of Business

www.smurfitschool.ie/aboutus/whoweare/ourpeople/ucdcareersnetworkblackrock

- Spring & Internship Fair, 05/03/24, Graduate Business School

Dún Laoghaire Institute of Art Design & Technology

www.iadt.ie/services/institute-student-services/careers-advisory-service

Dundalk Institute of Technology

www.dkit.ie/careers

- Annual Careers Fair, 11/10/23

University of Galway

www.universityofgalway.ie/careers

- Graduate Jobs Fair, 26/09/23

ATU Galway Campus

www.gmit.ie/student-life/gmit-careers-service

- Careers Fair (Business, Agri and ICT), 10/10/23

ATU Donegal Letterkenny

www.lyit.ie/About/Careers-at-ATU-Donegal

University of Limerick

www.ul.ie/cecd/students/career-services

- UL Autumn Careers Fair, 28/09/23, UL Sports Arena
- Autumn Law Careers Fair, 05/10/23, UL Foundation Building
- UL Spring Careers Fair, 24-25/01/24, UL campus
- UL Summer Careers Fair, 23-24/04/24, UL campus

Maynooth University

www.maynoothuniversity.ie/careers

National College of Art and Design

www.ncad.ie

National College of Ireland

www.ncirl.ie/careers

Dublin Business School

students.dbs.ie/dbs-student-services/careers-hub

Open University

www.open.ac.uk/careers

Queen's University Belfast

www.qub.ac.uk/careers

- Autumn Careers Fair, 17-18/10/23, Queen's campus

Technological University of the Shannon

lit.ie/careers-employability

www.ait.ie/life-at-ait/your-career-further-study

- Autumn Careers Fair, 10/10/23, Moylish Park, 18/10/23 Athlone

Atlantic Technological University Sligo

www.itsligo.ie/student-hub/student-support-services/careers-service

TU Dublin

www.tudublin.ie

- Business Fair, 03/10/23, Aungier St. Campus
- Law, Languages, Hospitality, Tourism, Culinary, Hospitality, Events & Leisure Fair, 03/10/23, Grangegorman Campus
- Construction & Engineering Fair, 18/10/23, Bolton St. Campus
- IT, Computing, Electrical & Electronic Engineering, Science and Maths Fair, 19/10/2023, Grangegorman Campus
- Engineering Fair, 19/10/23, Bolton St. Campus

Munster Technological University – Cork

www.cit.ie/careers

- MTU Cork Career Fair, 05/10/23, Cork Campus

Munster Technological University – Kerry

For information about the careers fair please visit: www.ittralee.ie/en/CareersOffice

Ulster University

For information about the careers fair, please visit: www.ulster.ac.uk/campus-life/careers

SETU Waterford Campus

www.wit.ie/careerscentre

gradireland runs a number of major graduate careers fairs and related events during the course of the academic year.

For more on our upcoming events, and those run by our partner AHECS (www.ahecs.ie) institutions, visit gradireland.com/events.

**AHECS**

Your careers service is a member of the Association of Higher Education Careers Services, the professional association for careers advisory and placement professionals in higher education in Ireland, North and South. 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. Look out for tips from AHECS members throughout this directory.

WHAT JOB WOULD SUIT ME?

THE CHECKLIST

Ask family and friends to help you think about your personality and values.

Think about the skills you have developed from your studies, work experience and extracurricular activities (e.g. sports, clubs and societies, volunteering). Identify what you want out of a job.

Talk to alumni (previous graduates from your college) and read the first destinations data of past graduates of your college to find out about the jobs and employers that interest you.

Meet employers at careers fairs and ask about the qualities and skills they are looking for.

Look for ways of developing new skills needed for the careers that interest you.

Find out what you can do with your degree.

Meet a careers adviser for an initial discussion.



Let's see what's out there!

Before you enter the market for a graduate job, have a look at where the jobs are and how you can be best prepared.

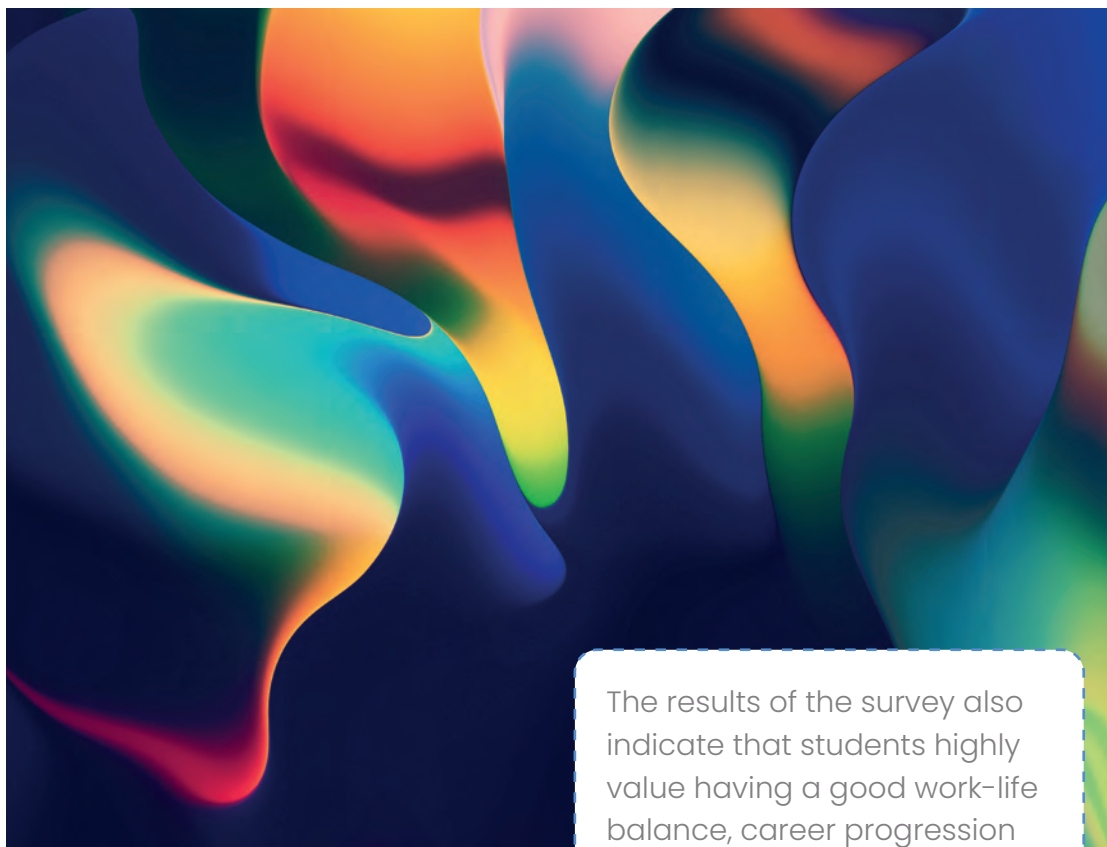


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Graduate recruitment trends

The graduate recruitment sector is vibrant and ever-changing. Let's take a look at some of the current trends and developments.



The results of the survey also indicate that students highly value having a good work-life balance, career progression and interesting work, while they give relatively little value to job prestige.

A recent survey by Cibyl, gradireland's research partners, gathered data on the views of Irish students and graduates. It found that on average, students are expecting to earn just over €40,000 a year in their first graduate job. 46% of respondents expect €25,000-€35,000, while just under a quarter of respondents (24%) expect to earn over €40,000.

The most popular roles among students were those relating to engineering. Roles relating to data, design, research and healthcare were also very popular. When asked about what support they expected from employers, training, mentorship and relocation support were the most popular answers. The results of the survey also indicate that students value having a good work-life balance, career progression and interesting work highly, while they give relatively little value to job prestige.

Trends in recruitment

Talent shortage

With the unemployment rate down to about 4%, many companies are finding difficulties in recruiting the right talent. This may lead to them being more flexible with whom they hire for a role. This is a welcome change for graduates moving into the job market after the difficulties other cohorts have faced in the past few years.

Technology and AI in recruitment

With Chat GPT bursting onto the scene in late 2022, AI, and how it will shape the near future, has been on everyone's mind. Technology and AI have been influencing recruitment for longer than we might think, with applications such as resume scanning, screening software and video interviews already widely used. While it is hard to accurately predict

quite how AI will shape the graduate recruitment landscape, one recent application has been 'blind hiring' which removes characteristics such as name and gender from an application in a bid to make the recruitment process fairer and more inclusive.

Soft skills

While technical skills are very important in finding a job, for many roles, a greater level of importance is being given to soft skills during the recruitment process. Skills such as communication, teamwork, creativity and time-management are key to success in the workplace. Recruiters are giving more importance to such skills, giving graduates who are able to demonstrate them a distinct advantage.

The future of remote work

Since the sudden move to working remotely in 2020, hybrid work has become part of the working landscape for many, but not all, sectors. In some sectors, there has been a drive from employers to return to the office, while others have embraced a hybrid model that seems set to stay for the foreseeable future. Whether or not the hybrid model will apply to you is something to consider for graduates who live outside of cities and will have to face lengthy commutes or paying very high rents closer to their workplace.

According to a 2023 study by The European Central Bank, the majority of people would like to work from home at least one day a week. Changes in work from home patterns are bound to be impacted by and impact the economy and labour markets. This makes the future of remote and hybrid work hard to predict, but it will remain part of work culture for many roles. ●

Standing out from the competition



When you're applying for any job, distinguishing yourself from the competition is always a challenge. But this tough task can suddenly seem insurmountable when you're applying for an extremely competitive position, which is the case for many graduate jobs and programmes.

However, spending all of your time obsessing over the intense competition will only serve to make you feel more anxious and self-conscious – qualities that definitely won't help you approach your job hunt and interviews with confidence. So, don't focus on the intimidation and instead focus on doing what you need to do to separate yourself from the pack.

How can you draw positive attention to yourself, when there are hundreds of other people applying to that exact same job? Here are five tips that are sure to help you stand out from that pile of other applicants.

The personal touch

Feeling like you're submitting your materials, futilely, into the virtual void is always frustrating – especially when you put so much time and effort into them. And, when you know that scores of other people are following that exact same process, it's easy to feel

like you're in a long line just waiting for a recruiter to draw your number.

This is when making a personal connection can make a huge difference. What exactly does this mean? Start by seeing if you know anyone who currently works for that employer. Whether it's an old friend or an acquaintance on LinkedIn, having someone who can give you a name to whom you can send your CV or even forward it on for you to the recruiter can really help to put your name toward the top of the interview list.

If you can't track down someone who can refer or recommend you, you should still make an effort to be as personal as possible in your application materials. Skip the generic 'To whom it may concern' line (those letters typically find their way directly to the deleted folder), and instead do some digging to see if you can find the name of the person you'd be working directly for—or even the hiring manager.

Knowing that you put in the legwork and research necessary to personally address your documents immediately portrays you as a dedicated and resourceful applicant.



Read your application, then read it again

A CV that's riddled with typos and grammatical errors, or a cover letter that contains the wrong company name. Yes, they're all sure to make the hiring manager remember you—but not the way you hoped they would.

It seems basic, but going through your CV and cover letter with a fine-tooth comb is absolutely necessary. Not only is this best practice when applying for any sort of job, it's also a surefire way to help you differentiate yourself from the crowd – you wouldn't believe how much of your competition is immediately discounted, simply because of easily avoidable errors.

Aside from just scanning for basic errors, now's also a great time to polish your materials and make sure that they're memorable and impactful. Ensure that you include quantifiable achievements in your application that don't only tell how great you are at what you do, but show it as well. Start your cover letter off with an engaging opening relevant to the position, rather than that standard 'I'm writing in regards to...' line. These more subtle tweaks and additions can really help you to be remembered – in a way that's not eccentric and over-the-top.

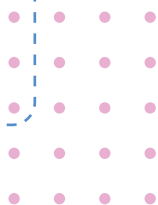
Extra effort brings rewards

You should never hesitate to go the extra mile, show some initiative, and share some other materials that a potential employer might care about. Go ahead and send them a link to your portfolio or personal blog. Anything that helps them to get a better sense of who you are as a candidate will benefit you!

You can even take things one step further by completing a sample specifically for that employer. Applying for a social media management position? Pull together a brief example of a social media strategy that you think could work for them. Want to be a data analyst? Share that amazing Excel spreadsheet you built – complete with complicated macros and pivot tables. Showing that extra effort demonstrates how interested you are in the position. And, if they actually like the sample work you create? Well, then you've already got one foot in the door!

Screen your social media

Your work examples and official career documents will only take you so far. After all, employers pretty much expect that you'll put your best foot forward when it comes to those materials. So, what will they do next?



Standing out from the crowd when the job competition is stiff can undoubtedly be tough. But it's not impossible!

Increasingly, hiring managers will look you up on social media. Believe me, you don't want to be remembered as the candidate who stars in 'that' video or the applicant who writes scathing reviews of every single ex-boss on Facebook.

So, before even submitting your application, ensure you've taken the time to clean up your social media profiles. Bonus points for actually taking the time to polish and update your LinkedIn profile while you're at it!

Follow up and be polite

You know all of that intense competition we talked about? Well, it not only overwhelms you – it's also overwhelming to the hiring manager as well. Suddenly, they have an inbox full of submissions, and it's up to them to weed out the junk in order to find those diamonds in the rough.

So don't be surprised if you don't hear back immediately about that job you're so excited about. In fact, you likely won't receive a super timely response. This is why following up is so important.

If you haven't heard anything (whether that's a 'yes', 'thanks, but no thanks', or a 'we've received your submission' email) in about a week or two, feel free to reach out personally and check in on a timeline for a hiring decision. Make an attempt to use the most personalised email address you can find. But, if you can't hunt one of those down, a general 'info' or 'careers' address will suffice as well.

Craft a friendly message just asking for an update on the hiring process for that specific position, reiterate your excitement about the opportunity, and thank them for their time. If you still hear nothing, you're free to follow up once more. But, after that, it's time to let it go. We all know there's a fine line between being persistent and being something else.

Standing out from the crowd when the job competition is stiff can undoubtedly be tough. But it's not impossible! It just involves some thought and creativity: as a graduate you will have both so think laterally and put those skills to good use. ●

Finding THAT job

When you're starting out on your career, you will hear a great deal about the amount of jobs available. But there will always be challenges to succeed in landing a good job, particularly at the beginning of your career. In order to be effective in your job search, you need to be both resilient and systematic, in addition to remaining optimistic and realistic. Here are some steps you can take and some issues you will face.

Timing is everything

A common mistake for many graduates is to apply for a lot of jobs, very quickly, for which they are neither suited to nor have the necessary experience for. Not only will this lead to inevitable rejection, it will also result in your confidence taking a hit. Take your time, concentrate on building your network and contacts and use them right, to avoid applying for a job that you have very little chance of landing. Summarise your strengths, list your weaknesses and where you can improve, and target jobs that are realistic for you, but in which you can also develop and learn. Use your contacts and network to find out what skills people doing similar jobs actually need on a daily basis and how you can bridge any 'skills-gap.'

Take time and take stock

Before you contact employers and decision makers, make sure you have the answers to the questions that they are likely to pose. You need to know how to market yourself and your specific skills, and how they make you suited to particular jobs. If someone asked you what your best skills are, could you list them? Do you know what job titles would be particularly relevant to you? Take time and gather your thoughts so you can be as well prepared as possible.

Brace yourself for rejection

Except in very rare cases, rejection is a common fact of life in the jobs market, even during economically buoyant times. You will get things wrong before you get them right and you will likely hear 'no' before you hear 'yes'. Cultivate your ability to be resilient when this happens, and if you do get rejected for a job, try to take something educational from it that you can use in the next interview or application. That could be



preparing for difficult interview questions or thinking about how you can better articulate your skills and how you have demonstrated them.

Remember what's important

An interviewer is interested in three main things when they make a judgement on you. They are your experience, your ability and your personality. When you're putting together your CV or application, scrutinise the first lines that you write about yourself because they are obviously the first thing an employer will read about you. Make sure they are positive and something that will be easy to remember. Emphasise what you can offer and the sort of role you would like to fulfil and grow into. Reflect these messages in all your communication with a potential employer, and also on your social media profiles, as there is a very distinct chance that the organisation to which you are applying will examine your social media presence.

Research, research, research

Few things can copper-fasten the almost instant demise of your application than sending out a host of generic applications to a wide range of companies. You would be far better off to take time and gather information relevant to the company to whom you're applying and consider how you can make your application stand out. You may think your CV is fine, but is fine good enough? Get someone else, a professional contact preferably, to read it and give you their honest feedback on how your CV demonstrates your skills. Remember, you need to research each role and tailor your CV for it. Does your CV clearly convey that you can do this job?

Get interview feedback

Many jobseekers waste real job interviews as practice sessions. Interviews are hard enough to get; don't waste them by making basic errors. Find someone who has interviewing experience and who will give you honest feedback on first impressions, how you link your experience to the job on offer and how well you handle tricky questions. Practice short, upbeat answers to tricky questions about gaps in your CV or why you're jobseeking right now. Don't ignore vital job-related topics or the dull but obvious questions, such as 'tell us about your strengths and weaknesses'.

Identify and study your target employers

People will need examples of the kind of organisations you're interested in to help you. This matters even more if you're trying to make a career change; you'll be a much more credible candidate if you've researched the sector in depth and can say something about the main players.

It's also smart to identify employers in your locality. Build up a list of six or so target organisations and spend time every week learning more about them, trying to get closer to them through mutual connections, exploring job boards and generally doing everything you can to pitch yourself as a potential employee. ●



How to benefit from careers fairs

Most fairs consist of company stands manned by representatives of the organisation, often from the HR department, who briefly talk one-to-one with students interested in working for them. At the registration desk you will be asked to sign in and will be given a free programme, which will help you find the companies you are interested in.

Before the fair: plan

Find out which companies are coming and research the ones you are interested in – this will allow you to ask intelligent questions on the day. Know why you want to work for each company and be able to express your skills, accomplishments and goals in a clear, concise manner. Update your CV and bring along plenty of copies.

On the day: network

Make sure you get the name and position of the person you meet. Make a note of your discussion afterwards. Don't expect to be offered a job at the fair, but try to interest them in inviting you to an interview at a later date. (And if you expect companies to make contact with you, make sure you have a serious message on your voicemail.) Leave your interview suit at home – employers don't expect students to dress formally at a careers fair – but 'smart casual' will impress prospective employers.

After the fair

Follow-up is important, but often neglected. Obtain business cards and send emails to employers that interested you and thank the person that you met for their time. Manners and networking skills should never be underestimated. Then, include another CV and restate your interest in the company. Don't be shy!

Other ways to find a job

For a variety of reasons, many companies do not always advertise the positions they have available. Here are some tips for penetrating the 'hidden' jobs market and getting ahead of the competition when it comes to graduate jobs.

One of the biggest challenges for HR departments when it comes to advertising jobs is dealing with the sheer number of applications they are likely to get. Of course, it depends on the medium for advertising. [gradireland.com](https://www.gradireland.com) has a proven track record of delivering relevant candidates to our clients. But companies have a lot of options these days, including social media and free jobs boards when it comes to posting employment opportunities. In addition to dealing with the sheer number of applications that postings on free sites can generate, the overwhelming majority of these applications are not relevant to the position, leaving recruiters wasting time screening most of the applicants.

Of course, social media means that companies can approach potential candidates directly without having to advertise the position; platforms like LinkedIn make it straightforward to screen candidates. In fact, social media can be the key when it comes to penetrating the hidden jobs market. Here are some straightforward tips:

Get involved and be active

Build your network online by joint industry-related groups and associations. But you'll need to do more than just join these groups: you'll need to be an active participant and establish yourself as a source of information. Share articles that highlight your areas of interest and also your skills with those in the group. If they have an opening in a related area, when the time comes, they may get in contact with you. Of course, you don't have to limit this activity to the virtual world: local business groups and chambers of commerce can be great ways of making personal contacts and connections.

Ask questions

Nobody minds answering a polite question, so try to talk to people working within the industry that you're interested in. They could give you a heads up on future job opportunities, or perhaps even put you in contact with a potential employer.

Speculative applications

If you're targeting a particular employer, make sure you check their site for any job opportunities that they might not yet have advertised externally. Companies also use internal referral systems, so don't need to advertise. That's why a speculative, well-written and well-timed application can yield results.

Now that we mentioned speculative applications, this doesn't mean firing off generic applications to dozens of companies. The good news is that speculative applications are common and accepted, but they need to be well-researched and addressed to the right person. It's ok to follow up with one phone call too, but know the limits – 'no thank you' means just that!

Get your foot in the door

With so many companies now offering internship programmes, there are more chances than ever of being able to get your foot in the door. Read our article on 'internships and your career' on pages 30 and 31 to see how you can make the most of these opportunities. But some sectors are still tough to break into, so consider asking to help out in the office for a day or two a week or perhaps see if they can refer you to someone else in the industry that may have an opening. Again, nobody minds polite enquiries, but make sure you don't exceed this, as it's sure to lead to closing doors rather than opening them.

Mentoring

Make contact with someone from your target industry from whom you can get advice and any tips on what jobs could be areas of opportunity within the sector. Remember to be grateful and considerate when asking other people for their time.

Volunteering work

This shows initiative, forward thinking and a 'can-do' attitude. It can be a great way of breaking into your chosen career area, particularly if it's an area where there's a lot of competition. ●

How to use **social media** when looking for a job

Social media can be a real help when embarking on your job hunt or career planning. Having a social media presence can support your networking activities and can also help you to identify job opportunities. Remember, though, that while social media networks can help you find a job, they won't do it on their own. You need to be strategic and proactive in how you use them.

Manage your online profile

Networking for career progression is a 'slow burn' so the real value of social networking is not about 'getting a job' – at least not straight away. It's about creating your public, and professional, image – what some career experts call your 'personal brand'.

Your 'digital footprint' is likely to be spread across several different places on the web (try Googling yourself and see what you find). You need to ensure that your social presence matches the professional image you want employers to see. Be clear about who you are, what you can offer and what you want, then make sure that message gets across in the different social media that you use.

In social media, the boundaries between personal and professional can be blurred, so you need to decide how much you will reveal. If necessary, have separate accounts for professional and personal use. Don't let your digital footprint work against you.

LinkedIn

As a way of being headhunted, LinkedIn is probably more useful for experienced hires than for graduates. However, it's a great way to get an online CV that showcases your experience and skills.

Complete your profile as fully as possible, then put the link on your email footer, on your social media profiles and even on your 'real' CV. Update your profile regularly with examples of activities that could enhance your employability. Look at people in jobs you'd like to do, for ideas on how best to present yourself.

Many companies post jobs on LinkedIn, so it is very useful for finding and applying to jobs.

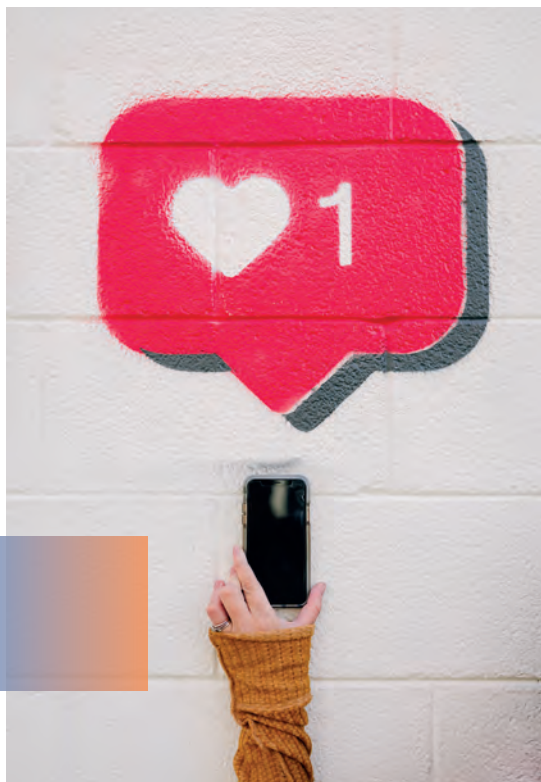
Be clear about who you are, what you can offer and what you want, then make sure that message gets across in the different social media that you use.

Instagram

Instagram has the potential to be tricky. If you're using Instagram to interact with potential employers, ensure they only see things that fit your professional image or keep your account private. It would also be a good idea to have a separate, professional Instagram account that you use for this purpose. You can use this account to follow employers and influential people in your industry.

TikTok

Like with Instagram, you should be conscious of what you post on TikTok and the impression it gives of you. You can use TikTok to view employer content and get a feel for company culture. You can also use TikTok to build a professional profile, network with others in your industry and interact with employers.



X (formerly Twitter)

Make your X bio as specific as possible – this will help people decide whether to follow you. Add a professional-looking photograph, preferably the same as you use for LinkedIn. State that you are looking for a job.

Using key words in your posts will help the relevant people find them more easily. Be aware that anyone can see any of your activity on X. That means anything you liked, posted or reposted for as long as you have had the account.

Blogs

Blogs are a great way to showcase your expertise, particularly if you're looking for work in the media or tech. Post regularly; manage comments and respond appropriately. Spell check before you post.

Find opportunities

Follow organisations and individuals in the industry you want to work in, to keep up with the latest trends.

LinkedIn is a great tool for researching employers. Following an employer on LinkedIn will give you useful updates on recruitment activity within the company.

Some would say that other social media accounts are probably best kept mainly for personal use. However, graduate recruiters are increasingly using social media to publicise their graduate programmes, so look for the ones you are interested in.

Network

The great thing about social media platforms is that they let you communicate with people you might not meet in real life. Create your own networks by making contact with people who work at companies you're interested in.

Building networks is a long-term process but it is worth investing the time. Interact with people: learn from them, and show what you can contribute. Join LinkedIn groups or specialist forums and share knowledge. Have conversations with like-minded people and build virtual relationships – in fact, this is often easier online than in person. Make sure people know you are looking for work, but don't push it. Develop relationships before you ask for help. ●

Social networking do's and don'ts

Do...

- use a variety of social media.
- use your real name – you want people to find you.
- check your privacy settings.
- be interesting and helpful: share information, insights and resources.
- update regularly.
- network – it's social media, so be social!
- be generous: share information, thanks and praise.

Don't...

- spam people.
- only talk about your job hunt; make sure you are interesting.
- expect an immediate job offer.
- forget that potential recruiters can and do Google you too!
- just be online – remember to meet people in the real world as well.

10 tips for excelling in your internship

According to gradireland data, over 82% of employers are offering work experience and internships and an average of 27% of graduates recruited come from those who have previously interned with the company. As such a prevalent part of the graduate recruitment landscape, internships and work placements represent a great opportunity for you to develop your skills in a workplace environment.

Internships provide invaluable professional experience and allow you to test the theories, competencies and concepts you've been introduced to throughout your time in college – not to mention they increase your chances of being offered a full-time job, as again according to gradireland research, most employers told us that doing an internship or placement was the best way for students and graduates to address skills deficits.

No matter what your degree or preferred industry, employers look for a core set of skills and traits when considering applicants for both internships and entry-level jobs. Your prospective supervisor is interested in more than just your academic achievements, so whether you're hoping to be a summer intern, planning on honing your time-management skills as an intern during the academic year, or applying for your first job after studies, it's worth your while to draw attention to the transferable skills you've picked up from college activities, volunteering or part-time work.

We've put together ten key areas that employers will be looking for their interns to develop in.



1. Communication

Communication occurs in a variety of ways, but future employers are primarily interested in your ability to write and speak professionally. You have the opportunity to demonstrate your written skills in your CV and cover letter, and your verbal skills as you supply insightful answers to the common interview questions you'll likely be asked. During your interview, you might mention your experience giving oral presentations (which perhaps was required in some of your classes or college presentations). The ability to communicate effectively – to translate ideas and convey information – is key in any field, whether it's with your manager, colleagues, or clients, and employers.

2. Interpersonal

The ability to communicate effectively is often related to your ability to relate well to others, or 'people skills'. This is what makes you someone who your colleagues enjoy working with. Depending on the industry, you may be interacting with clients, contractors and suppliers as well as your co-workers and managers. It's important to be able to build and maintain relationships and be the kind of person team members want in the office with them every day. Interpersonal skills are also important because employers seek individuals who can identify the wants and needs of others and who can recognise and acknowledge the value of differing perspectives and the necessity to accept change when needed..

3. Collaboration and team work

As an intern, you'll likely collaborate with other interns and company employees. Your ability to communicate and relate well to others is certainly important for collaboration, as is the

capacity to work with others toward a common goal. As part of a team, you have to understand your own strengths and weaknesses so you know how you can best contribute, as well as be aware of how you can bring out the best in others.

4. Time management

If you've managed to successfully take on a full course load during your studies and meet assignment deadlines, to some extent, you've already demonstrated time management skills. But as an intern, you're not going to have a lecturer or facilitator to tell you when your deadlines are. It's up to you to organise your time and produce results. Employers want to know that you can prioritise responsibilities and recognise when it's appropriate to multitask or focus on one particular project at a time.

5. Flexibility

Today's work culture – whether you're hoping to intern for a startup or well-established organisation – often requires even the most senior-level executives to fulfil multiple roles and tasks. As an intern, one day you might find yourself supporting the sales team and the next day performing customer service. While you may have an interest in a particular aspect of an industry, a willingness to become familiar with the different parts of an organisation is definitely viewed as an asset (and also increases your exposure within the company).

6. Critical thinking

Critical thinking refers to your ability to analyse and evaluate a situation or issue and make an informed judgment or decision. The tendency to think critically can be demonstrated by a willingness to ask questions in order to understand an issue from all possible angles, and to pose creative solutions to challenges. It's something many of your professors have likely emphasised and it is highly valued by employers.

7. Research and analysis

If you've completed any research papers or projects for your coursework (and you likely have), you already have experience with research and analysis. Don't be shy during your interview for an internship; make it a point

to bring up the research you performed for your psychology thesis, for example, and the conclusions you came to. As a new member of the organisation, you'll be hit with a lot of new information, and your ability to process that information is a key indicator as to your ability to fulfil whatever role you're assigned.

8. Initiative

You've applied for an internship to gain knowledge of an industry and professional experience, but that doesn't mean you don't have anything to offer. During your interview, highlight instances where you've taken it upon yourself to contribute or positively effect change. Your potential employer will appreciate the chance to bring someone on board who doesn't have to wait to receive direction for every task, and who's willing to assist others with their work.

9. Learning lessons and accepting correction

While taking initiative is important, so is the ability to receive feedback. For example, if you're asked about a time you made a mistake, you can mention the feedback you received regarding the error and how you responded to it. Your interviewer will want to know that you're willing and able to address any weaknesses.

10. Technical skills

You certainly won't be expected to be an expert in whatever platform the company you're applying to uses, particularly if you're hoping to intern for a company within a highly specialised industry. But you should know your way around a computer, and your ability to navigate basic productivity software will likely be assumed by your employer.

Be sure to research your particular industry and familiarise yourself with other skills or character traits that may be desirable in your field. Of course, it's not just you who needs to do things right in the course of your internship. Your employer needs to also. Thankfully, in the vast majority of cases, the days of the unpaid internship are gone, with 98% of employers paying their interns according to the *gradireland graduate salary & graduate recruitment trends survey*. ●

Your internship interview: how to stand out

If you have an interview coming up for an internship or a work placement, we're here to help you prepare for what to expect and what is expected of you. In most cases, getting an internship involves an interview. In some cases, it may involve multiple interview stages and an assessment centre. This is especially true for employers who like to fast-track successful interns into graduate jobs.

What to expect from your interview

You may have one or multiple interviews. HR team members and your potential managers are likely to be present at one or both. It isn't uncommon for interviewers to take notes. This helps them remember your answers so don't let it worry you. Most interviews have a structured format set by the interviewer, and they typically give you a chance to ask questions at the end.

Interview questions

Interviewers are likely to have a list of questions such as 'Why do you want to work with our company?' that they ask every candidate. They might then add follow-up questions based on your answers or ask you questions about your application. You may be asked to give more detail or clarify a response. Interviewers do this to make sure that you are providing the best and most relevant information. Questions usually include:

- Questions about why you are interested in the industry, field, employer or role
- Questions about your competencies
- Technical questions
- Hypothetical questions such as 'What would you do in this scenario?'





What to ask in an internship interview

Asking at least one question in an interview shows your interest to the interviewer. Some good questions to ask include:

- What do the interviewers like about their jobs and the company
- What have past interns gone on to do career-wise
- How the employer is engaging with an issue affecting the industry, such as sustainability and ethical supply chains

How to act professionally

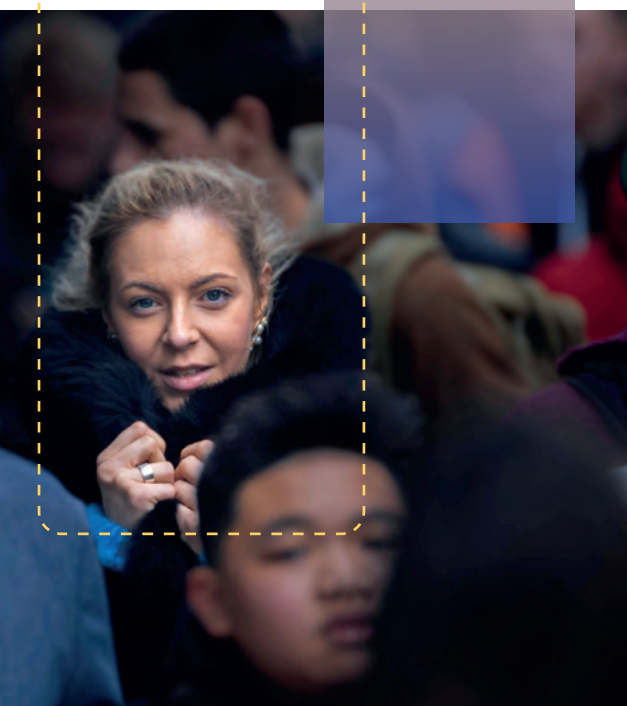
Employers want to know that you can fit into the company and behave appropriately, especially if you are likely to interact with external people such as clients or suppliers during the internship.

A little polite small talk when you meet your interviewers is good. Talk about safe topics such as the weather or your journey there if the interview is in person. Wish your interviewers a good day or evening at the end of the interview.

If your interview is in person, wear business attire, unless you're sure it is inappropriate for the organisation or industry. Being dressed more formally than the employees in the office is not a problem and it shows that you are taking the interview seriously.

Our tips for interview success

- Research the employer beforehand and learn about the industry and the role.
- If your interview is in person, plan your journey and allow for extra time in case of unexpected delays. You don't want to get there in a rush.
- Try on your interview outfit in advance so that you have time to make any necessary repairs or buy anything you've forgotten.
- If your interview is online, make sure that the device you plan on using is plugged in and functioning properly. Also check what will show up in the background of your video call.
- Don't talk about your interview on social media.
- Give full answers to the questions you're asked but don't ramble.
- Be punctual. ●



LET'S SEE WHAT'S OUT THERE!

THE CHECKLIST

Identify the employability skills you have developed through work and study.

Start your CV. Keep adding to it.

Find a part-time job, volunteer work or summer work that is relevant to your chosen career.

Attend campus visits, careers fairs and postgraduate study fairs.

Find out which employers are recruiting and keep an eye on closing dates for jobs and post-graduate courses.

Use social media platforms such as LinkedIn to enhance your job search.



How to get hired: applications

So you've found what you want to do, now let's focus on putting together the best application and knowing what you should, and should not, expect in the workplace.

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Get the **skills you need** for the working world

A high percentage of graduate roles are now hybrid. These skills will be vital in your career, whether you're working at home or in the office.

For graduates, figuring out what your potential new employer 'wants' in terms of skills for a job can be daunting. However, rest assured that a core set of skills will always be in demand by employers, including both hard (technical) skills and soft (interpersonal or personal attributes). Let's have a look at what is most commonly in demand for graduate jobs.

Communication and personality

Ok, so your personality itself isn't a skill but how you communicate it is. A major part of making a good impression on an employer comes down to your personality and how you communicate that in an interview. Being able to communicate naturally and personably, both to your manager or supervisor or to other members of your team make you a good person to work with and likely an effective communicator with other aspects of the business and with external stakeholder and clients. What identifies a good communicator? Someone who can deliver messages, and sometimes complex information, while remaining calm and professional.

Being flexible and adaptable

Focus and discipline are key in graduate roles. You need to apply yourself to your work in order to grow, develop and learn. However, adaptability is the ability to react to situations in a swift and calm manner. During the early stages of your career, employers will want to see how diverse your skill set is and, as a result, you may need to step out of your comfort zone and 'stretch' your skills to reach a new target or objective. Being versatile is highly valued, but never be afraid to ask for information or direction.

Leadership

Employers hire graduates to develop their pipeline for future leadership positions. While it may seem early in your career to be considering leadership,

Personal attributes and skills sought by graduate employers

Self-motivation

Being a 'self-starter', resilient, persistent and determined.

Commercial awareness

An understanding of workplace culture.

Intellect

The ability to analyse, critique and synthesise information in order to solve a problem.

Self-regulatory skills

Self-discipline, time-management, the ability to deal with stress, to plan and prioritise your workload and to 'juggle' several tasks at once.

Self-assured

Self-confidence, self-awareness, self-belief and self-direction.

Willingness to learn

The ability to learn and continue learning throughout life.

rest assured that it is being considered by your managers and employers. However, leadership takes many forms, and you can demonstrate it in your daily work, even at graduate level. Like at third-level, you can lead on running a project or hitting a deadline, motivating those around you and striving to succeed.

Confidence

Not cockiness, confidence. Confidence can mean the self-awareness to be humble and ask for direction or the adaptability to recognise that you have the ability to lead in a certain situation. Particularly as a result of the pandemic, you have spent a lot of time working and studying independently, honing skills you may not have been aware that you were developing. You're likely far more prepared than you think to let the best of your abilities shine. Assured confidence is always valued, no matter what the job.

Seizing the initiative

You've probably been in situations at third-level, where you could see a solution to a particular assignment or project that perhaps others couldn't, or hadn't considered yet. Initiative is the ability to step into a gap and move something forward. True initiative is for the benefit of you and those around you, and doesn't symbolise progress at someone else's expense. It means that instead of waiting for something to happen, you ask the questions and show that you are willing to learn and seize an opportunity.

Resilience

To use a phrase from a famous Irish international player, you win or you learn. You will learn most from your mistakes, and those around you will learn a lot about how you deal with those mistakes and move forward, demonstrating resilience. ●

Tip

If you really want the job, spend some time doing follow-up research before you apply. Find out as much background information as you can: read their website and annual report; use a search engine to find out what others are saying about them. What kind of organisation is this? Who does it do business with? Who are its competitors? And what difference can you make to the company? The candidates that tick the most boxes will be the ones who are shortlisted. Go on to LinkedIn, find some people who are working in that company. What skills do they have – and can you match your skills to theirs?



Hard skills in demand

- IT skills
- Technical graphics
- Technical writing
- Analytical skills
- Reporting on data
- Financial skills
- Coding and debugging
- Commercial acumen and awareness

Soft skills in demand

- Communication
- Empathy
- Leadership
- Emotional intelligence (a combination of communication and empathy)
- Resourcefulness
- Initiative and adaptability
- Resilience

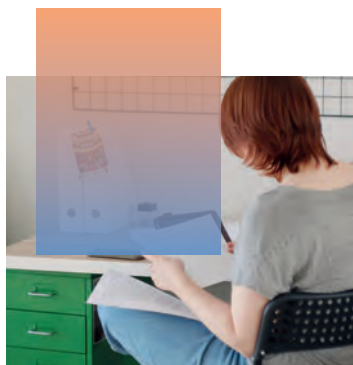
What are transferable skills?

These are skills that, like hard and soft skills, will be highly valued in any graduate position.

- Reliability
- Team management
- Writing and verbal communication
- Project management
- Language skills
- Time management
- Problem solving
- Creativity

Steps to an effective job search

Searching for a new job is almost a full-time job, as it takes hard work, time and commitment to succeed. So the last thing you want to do is to send out hundreds of CVs and wait for a reply that may never come: it's important that you are organised and know how to go about your search. In today's fiercely competitive market, you need to have a strategic plan for your job search before you actually begin the search, from where to look, to identifying the specific kind of roles you want to apply for. Here are seven steps that you should follow when planning your job search.



1. Ask yourself why you are looking for a particular job?

Are you looking for a new job because you hate your current field of work, or you just want to get your career started in any way you can? Or is it because you have become so good at your job that you no longer feel challenged in the role you are currently in and need to step up and find something more stimulating?

2. Think about what you are looking for

Figure out what you want to do AND what you don't want to do. Even though you may feel quite strongly about wanting to work in a particular sector, it's still very important for you to take your time to do some planning before launching into your job hunt. At the very least, you should know which fields or industries you are interested in, and what types of positions you are suitable for.

3. Know your strengths (and weaknesses)

Now that you have a rough idea of what you're looking for, do you have what it takes to work in those particular fields or positions? What are you good at? Don't wait until the job interview to figure these out. You'll have to highlight them in your CV or application or you may not even be invited for an interview.

4. Do your research

Find out what opportunities are out there in the fields that you're interested in. Take a look at the job boards, or even company websites of businesses you are interested in. Some job openings are not advertised, so if you know people who are already working in those fields, talk to them. Even though they may not have a job to offer you, they may be able to point you in the right direction or spread the word that you are actively looking for a job. This type of networking has proven to be very helpful throughout the job search process.

5. Put the hours in

Don't 'find time' for job searching, make time! Set aside a couple of hours a day for job searching and make sure it is your sole focus for that time. Make it your 'job'.

6. Set realistic goals

Your ultimate goal is to land a job, but before you get there, you've got work to do. Set weekly goals for yourself, based on the number of applications to send out, the number of company websites to check out, etc. It will help you to stay motivated and give you a feeling of achievement each time you meet a goal.

7. Hone your interview techniques

Even though you haven't been granted an interview yet, you should be prepared. List out some of the common interview questions and practice, practice, and practice! This way, when you are invited for an interview, you feel confident and ready to impress! ●

How to land the interview

If you've spotted a job that you want to apply for, you need to start thinking about your application. There will be plenty of people who are hoping to land the same job, and many may have better on-paper skills and experience than you. But that doesn't mean that you can't get ahead of them in the race to get called for the interview.

A lack of research, thought and preparation in an application speaks volumes to employers and is the quickest way to kill your chances of securing the interview. The quality of your application is the first impression you will make on a potential employer, and a well thought-out and researched application can help you to make the right one.

Clarity and honesty

Ensure that your application is to the point and that you make it easy for an employer to see why you're the right fit for the position. Make their job as easy as possible. It is also crucial that, when talking about your experience, you don't fabricate or embellish. You will be found out. Your application should be respectful, and dishonesty doesn't convey that. Instead think about relevant skills that you have and focus on them.

Sell your benefits

Every job vacancy is also a problem that a recruiter needs to solve, so explain why you are the person to solve that problem. Your CV should tell a story; a story of your education, skills and potential adding up in just the right amount. While confidence is essential to a successful application and interview, you need to find the balance. Be yourself and think of yourself in the job and what you would do there. Put yourself in the shoes of the recruiter and think about what they might be looking for in a potential candidate. Give them examples of when you have delivered results in previous jobs or in university life. Perhaps you solved a problem for your university society or increased profits in your summer job. All experience like this is worthwhile will show you to be a well-rounded, and conscientious candidate.



Follow up on your applications

You've put a lot of work into your applications so don't be afraid to follow up. After you send your application, drop an email to the HR department letting them know that you have submitted an application and you look forward to hearing from them. If you don't hear anything back, it's ok to contact them again via phone or email. However, it is important not to overdo it so keep a record of when you contacted them. Sometimes it is just not meant to be. However, done in the right way, following up can show that you use your initiative and can contact businesses in a professional way. All of which enhances your employability for recruiters. ●

The key to a successful application form

A properly submitted application form will get you off on the right foot in the selection process; a poorly completed one will ensure you fall at the first hurdle. Follow our advice to stay in the race.

The purpose of filling out an application form is to get an interview. Keeping this at the forefront of your mind when completing an application will help you focus on the end goal. Employers may receive hundreds of applications for only a handful of positions. The graduate job market is fierce, so you want to give yourself the best chance of success. How then, do you get your application form into the 'must interview' pile as opposed to the far bigger 'reject' pile? Firstly, you don't just start filling out the form without any forethought. You need to prepare and show the employer that you put a lot of consideration into your application. Employers can easily spot a lazy application so give yourself the best chance and think about how you and your skills are a good fit for this job. It is also appropriate for you to recognise areas that you may be weak in, or lacking experience in, but provide examples of skills you have that can assist you in overcoming this. Open-ended questions and personal statements are great opportunities to promote both your skills and yourself to a company. Keep an eye on the word count and follow any word limits set out by the company. Type your statement into a Word document so you can check it for errors before pasting it into the field on the application form. Don't forget to save a copy of your application form once it has been completed as it is likely that you will need to refer to it again if you are called to the next stage of the recruitment process.

Knock-out questions

Online applications often contain questions that are designed to eliminate certain candidates.

For example, do they have a 2:1 degree or higher? If you do not have this and the job requires it, you will be automatically eliminated from the selection process. So read these carefully.

More tips

It is important to remember that employers often do background checks on everything you put on your application form once an offer is made. They also have the right to withdraw offers if certain information is not accurate. Always ensure that you fill in the application form as accurately as possible and inform employers as soon as possible if you notice an error. Many online applications are rejected on the grounds of poor grammar and spelling. Use your commas and apostrophes well; do a spell check and avoid having an overly informal tone. You should also ensure your social media has the privacy settings turned on or that the content on display is appropriate for employer viewing.

A typical application form will ask for:

- Name, address and contact details – be sure to add these carefully: a missed or incorrect digit in your telephone number could result in you falling at the first hurdle!
- Details of your education and qualifications – some employers require a full breakdown of all your modules so ensure you have this information when applying.
- Details of your employment history – this may include dates of employment, job title, and responsibilities.
- Specific questions relating to skills relating to the job – this section could include four or more questions about your experiences and the skills you have developed. These questions are central to the recruitment process and so require some time and care in answering. You can use the STAR approach here. To use this you describe the Situation, the Tasks you needed to complete, the Action you took and the Results.
- Career choice – employers want to know why you are applying to their company. This section gives you the opportunity to show employers that you've done your homework. Think about why this company is the right choice for you.
- Referees – usually you will be asked to supply contact details of two referees. One academic and one workrelated reference will be suitable. Don't forget to get their permission before you use their names. ●

Sources: UCD careers services guide, UCD Career Development Centre

Six tips for a cover letter that works

What you should, and should not, include in your cover letter for your graduate job. It can make all the difference.

Although a majority of applications now take place exclusively online, almost all applications will have a part where you enter a note, or statement to accompany your application. This, in effect, is the cover letter. At best, a cover letter can help a jobseeker stand out from the pack. At worst, it can make a promising candidate seem like an uncreative cut-and-paster. Sadly, the vast majority of cover letters read essentially the same: Retreads of CV's that ramble on while repeating the obvious. Would you read one of these to the end if it were put in front of you? Probably not, and neither will most recruiters.

Here are these six top tips for writing a cover letter somebody will actually want to read. ●



1. Don't try and summarise your CV

A lot of people write cover letters as if they were paragraph-form CV's. Fact is, your cover letter or note will be attached to the rest of your application, so use your cover letter to show personality, curiosity, and an interest in the field you are applying to work in. Also, search around for the history of your field or company and sprinkle some observations or insights into your cover letter (or even use one as a lead). If you're applying for a job in tech, you could talk about how interesting it was to see a particular technology develop, how it has impacted you, and how thrilled you would be to be a part of this transformation. The same could apply for any sector. Use your initiative to show expertise, genuine interest and your own personality.

2. Keep it short

Less. Is. More. Three paragraphs, tops. Half a page, tops. Skip lengthy statements and keep it snappy, engaging and interesting.

3. Know your contact

Sometimes, you don't know exactly who you should be addressing your letter to. Avoid the generic and bland 'Dear Recruiter' or 'To Whom It May Concern'. If you absolutely don't know who you should be addressing, then you haven't done your research. You will likely easily find the name of the recruiter via your correspondence or via LinkedIn. If you can't, don't be afraid to ask the organisation. It shows initiative.

4. Send it as a PDF

If you have to attach your application to an email, use a PDF. Not every recipient can read .docx files, but virtually everybody can open a PDF file without any conversion. File conversions are bad for two huge reasons. First, they are just as likely to not bother and move onto the next applicant. And, second, conversions can introduce formatting errors.

5. Avoid the following phrase

'My name is ____, and I am applying for the position of ____'. They already know this, and you'll sound inexperienced. Visit the career advice section of gradireland.com for more practical tips.

6. Close strongly

Finish off by briefly explaining how your experience and enthusiasm will help you at the job. That's key, be yourself. And it can be done in one to two sentences.

Building your CV:

the essentials

Although many applications are now via online application form, a good CV remains at the heart of applying for a job. There are different formats you can follow and remember that you will need to tailor your application for each specific job you apply for. So what do you need to include?

Your personal details

For your personal details, take up the minimum of space. For instance you could put your email address and mobile number in the header and your address and the URL to your LinkedIn profile in the footer. Your name should be prominent; you want the recruiter to remember it. There is no need to include previously common items such as 'date of birth' or 'marital status'.

Your personal profile

This isn't a 'must have' but it is increasingly common. It identifies in a concise way what your career objectives are and why you are the right fit for the job on offer. Explain why you're interested in working in this sector and why this job presents the right opportunity.

Education and qualifications

In the standard chronological CV, make sure you list your most recent qualifications first. Remember to give the full title of your degree (eg, Bachelor of Business Studies, not BBS) and if you have submitted a thesis or project as part of your degree, give its title and its purpose. List the length of your degree and also show your overall grades and the subjects you studied. If you wish you can include your Leaving Cert (or A Level) results but do not include your Junior Cert (GCSE) grades.



Employment history/work experience

Begin with the most recent position you held. Employers are interested in any work experience, whether immediately relevant to the position or not, so remember to include all voluntary, part-time or holiday work that you have done. Give examples of ambition and achievements; show yourself as a results-oriented individual. Any experience you have had in clubs, societies and voluntary organisations is also very relevant. Be careful with your choice of language and don't overuse the same word too often. Positive verbs and words such as 'delivered', 'managed' and 'succeeded' are important.

The chronological style CV would incorporate most or all of these elements, and it's the CV that most people are familiar with, but it's not the only CV format. Over the next two pages, see what skills-based CVs and combination-style CVs look like and if you think they might be a match for your skills. Remember to discuss this with your careers adviser.

Tip

- Assume your CV will be scanned in 30 seconds. Remember, first impressions last!
- Don't copy CV templates that you find online or in careers publications: it's really obvious and won't do you any favours with employers.

Jane Anne Smith	jasmith@tcd.ie
Term	31 St Anne's Grove, Blackrock, Co Dublin
Home	Ballybeg House, Ballyknock, Co Roscommon
Phone	085 728 569 (mobile)
LinkedIn profile	ie.linkedin.com/in/jhanesmith
Education	
2019 – present	Bachelor of Arts in European Studies Trinity College Dublin
	Developed a good standard of language fluency and ability to analyse and develop argumentation. Presented ideas and adhered to strict deadlines
Results	Finals in June 2024 3rd year 2.1 2nd year 2.1 1st year 2.1
Project	'The Spanish Catholic Church during the dictatorship of Francisco Franco – Collaboration to Opposition. Conducted extensive research in both Madrid and Alcalá de Henares and interpreted and analysed primary Spanish sources.
2013 – 2019	Cadbury College, Ballyknock, Co Roscommon
Leaving Certificate Higher Level	English (A1) Irish (B2) History (B2), French (B3) Geography (C1) Biology (C2)
Ordinary Level	Maths (B1)
Key skills	
Working with people	
<ul style="list-style-type: none"> Organised a variety of events to support Suas Educational Development, as part of an organising committee of six TCD students. Involved in 'Support Cheshire Homes' scheme throughout school, working with groups of disabled people and building up friendly relationships with them. 	

Find out more!

Visit our dedicated CV hub on gradireland.com to find more resources, information and CV templates.

Choosing the right CV for you: skills-based CV's

This is useful at graduate level where you may not have a lot of work experience.

Arrange your key skills under headings such as 'Communication Skills' and 'Teamwork'.

A skills-based CV can be used to categorise your education and experience according to relevant skills. The example above shows how different parts of the candidate's degree are emphasised to make it more focused towards a career in purchasing. Bullet points are used in this style of CV to highlight achievements along with clear descriptions. The look and feel of the CV is clear and concise with the focus on being active and effective.

Source: Trinity College Dublin Careers Advisory Service

Marketing

- Won the Tower Records Summer Staff Award for highest volume of sales whilst working as a Sales Assistant in the classical section of Tower Records.
- Enthusiastic member of the Trinity College Europe Society and have encouraged and persuaded many members through my own personal networks and also during Freshers' Week.

Organisational

- Organised a variety of local and College clubs, eg Trinity College Innovation Society.
- Elected Secretary of the Trinity College Europe Society, which involved considerable planning to arrange debates, training the team for competitions and organising events and social functions.

Creative

- Designed model aeroplanes over a number of years. Winner of the 2013 Dublin Model Aeroplane Design Award.
- Designed the logo for the student newspaper Trinity Tales, which was selected from a field of 60 other designs.

Leadership

- As Captain of the hockey team, motivated and encouraged people to make the best efforts.
- Led a group of disabled pupils on a holiday to France, the first time the Cheshire Home had attempted such an event.

Employment history and experience

Hewlett-Packard	Production operative	Summer 2020
Tower Records	Sales assistant	Summer 2019
First Active	Commercial Loans Clerk	Summer 2018

Additional information and skills

- Full clean driving licence.
- Proficient at MS Office applications and internet use.
- Good written and spoken French.

Interests and activities

Active in a number of the societies, particularly the Filmmakers and College Choral Society, as well as with Suas Educational Development. Play hockey and modern jazz.

References

Dr JP Jones, Lecturer, Department of Hispanic Studies, Trinity College, Dublin 2
Email: jjones@tcd.ie Tel: 896 0000

Mr PW McComarck, Operations Manager, Hewlett-Packard,
Liffey Park Campus, Co Kildare
Email: pwmcc@hp.ie Tel: 412 0205

Jane Anne Smith jasmith@tcd.ie

Term 31 St Anne's Grove, Blackrock, Co Dublin
 Home Ballybeg House, Ballyknock, Co Roscommon
 Phone 085 728 569 (mobile)
 LinkedIn profile ie.linkedin.com/in/jhanesmith

Education

2019 – present

Bachelor of Arts in European Studies **Trinity College Dublin**

Developed a good standard of language fluency and ability to analyse and develop argumentation. Presented ideas and adhered to strict deadlines

Relevant subjects

French, Spanish, European History, Politics, Sociology

Results

Expected result 2.1 3rd year 2.1
 2nd year 2.1 1st year 2.1

Project

'The Spanish Catholic Church during the dictatorship of Francisco Franco – Collaboration to Opposition. Conducted extensive research in both Madrid and Alcalá de Henares and interpreted and analysed primary Spanish sources.

2013 – 2019

Cadbury College, Ballyknock, Co Roscommon

Leaving Certificate

English (A1), Irish (B2), History (B2), French (B3)
 Geography (C1), Biology (C2)

Higher Level

Ordinary Level

Maths (B1)

Employment history and experience

Hewlett-Packard **Achievements and**

Skills Gained

Production operative

Summer

- Worked to production targets and to deadlines.
- Completed an analysis of rejected product for the Quality Control Manager, which resulted in a 10% improvement in quality levels.
- Developed oral communication skills in the company including supervisors and senior management.

Tower Records **Achievements and** **Skills Gained**

First Active **Achievements and** **Skills Gained**

Sales assistant

Summer 2020

- Customer service
- Operated computerised stock control system
- Accurate input data
- Assisted the Store Manager in re-ordering goods and ensuring on-time delivery.

Commercial Loans Clerk

Summer 2019

- Accurate completion of various clerical duties
- Developed excellent customer service and telephone skills
- Worked as part of a team
- Gained overview of Financial Services Sector.

Interests and achievements

Trinity College **EUROPA Society**

Secretary

2020 – present

- Organised debates within and between universities
- Liaised, secured, promoted events at which high-profile international speakers presented
- Many social functions were organised, where up to 200 people attended. All events were within budget.

Trinity College **Hockey Club**

Secretary

2019 – 2021

- Scheduled and organised the annual training sessions
- managed and organised 4 intervarsity competitions and many successful social functions.

School

Hockey Captain

2015 – 2016

Additional information and skills

Full clean driving licence.
 Proficient at MS Office applications and internet use.
 Good written and spoken French.

Referees

Dr JP Jones, Lecturer, Department of Hispanic Studies, Trinity College, Dublin 2
 Email: jjones@tcd.ie Tel: 896 0000
 Mr PW McComarck, Operations Manager, Hewlett-Packard, Liffey Park Campus, Co Kildare
 Email: pwmcc@hp.ie Tel: 412 0205

Combination-style CV's

A combination-style CV integrates your skills into your experience and activities and shows the relevance of those skills. It is all about showing how effective you are in putting your skills into practice.

Using this format, you match skills to each particular job/work experience you have done and only subjects relevant to the job you are applying for are listed. CV's are more appealing to the recruiter when your skills are described in terms of when you put them to use. Listing results in terms of figures or statistics can also show what you have achieved and how effective a person you are. ●

Source: Trinity College Dublin Careers Advisory Service

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Artificial intelligence and your job hunt – the do's and don'ts

With the seemingly relentless rise of AI (Artificial Intelligence), ChatGPT and other related platforms have been at the centre of many debates and discussions this year. Let's take a look at upcoming AI regulation and the impact of AI on education and recruitment.

Needless to say, AI has captured the imagination of many with its ability to answer questions, generate content, mimic human voices and create surreal imagery. But with its many practical and fun applications come concerning ones. It has the ability to spread convincing disinformation by creating fake images, videos and voice recordings quicker and better than ever before.

Educators have expressed their concerns about AI as well. What is the point of assigning projects if students will simply paste their prompt into ChatGPT and turn in what it produces? How can we accurately and fairly assess student capabilities in light of the wide use of ChatGPT?

The European Union has also taken note of these advancements. It has drafted rules to regulate AI through the AI Act. The bill identifies different classes of AI systems with levels of risk ranging from limited to unacceptable. Unacceptable applications include using biometric data in a public setting to automatically identify people and manipulating the behaviour of people. Applications of AI in categories such education and employment will be highly regulated. They will be required to be more transparent and use accurate data. Violations of these laws will result in fines of up to 6% of a company's annual global revenue. Targeting the applications of AI means the legislation remains relevant regardless of how the technology evolves.



Using AI in projects and assignments

It might be tempting to simply paste assignment questions into ChatGPT and submit its response as your work, but obviously we would strongly advise against it. Bear in mind that if anyone else decides to do the same, you will end up submitting the exact same work.

Furthermore, with the development of sophisticated AI applications that can write your assignments come AI detectors. These detectors are easy to find, easy-to-use, and, in many cases, free. A quick search reveals multiple examples of such programs. Your work can be simply pasted into these programs to reveal what percentage of it was produced by

Artificial Intelligence. Much like how colleges have been using plagiarism detectors, the use of these detectors could easily become standard practise.

There are ways to use AI to help you with your work without having it do the job for you. You can ask AI systems such as ChatGPT questions when you are stuck, you can use it to suggest improvements on your work, check your spelling and grammar or debug your code. However, do not use its suggestions uncritically! ChatGPT isn't some form of all-knowing genius. It is simply repurposing the information it has been fed and can make mistakes in its outputs. The same way Google Translate doesn't always understand the languages it's translating to and from, ChatGPT doesn't often actually understand the questions it's answering or the conversations it's having.

Also keep in mind that while you might be able to rely on ChatGPT to help you in college, this might not be the case once you start working. ChatGPT does not have knowledge of any proprietary systems that your employer might use. You need to be able to solve problems relating to your job yourself and develop the skills that you will need for your career



Using AI for your CV and cover letter

Another fast-growing application of AI amongst graduates is its use in CVs and cover letters. Apart from ChatGPT, there are specially designed AI systems that will design a CV for you and write cover letters. As with its other applications, using AI for your CV can have its downfalls.

According to Catherine Staunton, head of career services at DKIT, 'AI tools such as ChatGPT can be a useful tool to use as a reference point for writing CVs, cover letters or applications but should not be relied on for completing the full document. Whilst it is true that these tools can provide valuable industry insights and useful key words, competencies and structure, an impactful CV will require your own input to inject your experiences, achievements and personality.'

AI systems will use a template to create your CV and cover letter so they might not be as unique as you think. Cover letters written by AI may be bland and generic and will certainly lack your personal touch which may be what would have stood out to a recruiter. If you are using AI to help you with your CV and cover letter, be sure to thoroughly proofread the outputs and alter them to better suit who you are and the job you are applying to before submitting them.

According to Angela Collins, head of career services at SETU, 'Students could use ChatGPT as a starting point but should then personalise what the bot gives them'. That way, hiring managers 'can see that this is somebody that's taken time to think about who they are and the organisation they're applying to'.

AI in recruitment

HR departments are also increasingly using AI to screen CVs. This has its downfalls as AI may replicate the biases of the data it has been fed. It may also overlook some of the information on your CV as it is parsing it rather than actually reading it. However, there are things you can do to help your application get past AI screening tools and in front of a human being.

1. Tailor your CV to a job. Emphasise your most relevant experience and skills.
2. Use key words from the job description, but don't go overboard. Keep in mind that a human recruiter will read your CV and cover letter before you get an interview so keep readability in mind.
3. Use clean and simple formatting with clear headings. This helps the AI extract the information it is looking for when parsing your CV. ●

Your rights in the workplace

The most important thing in any job, whatever the company, is that you are healthy and happy in the workplace. No matter how hard you work, you can't work well if you are not content in the place you are at work and the work you are doing. Your rights in the workplace are enshrined in law. They cover elements such as human rights, sexual and ethnic diversity, disabilities, and more. A growing number of companies are working hard to make their workplaces as welcoming and open-minded as possible, which is great news for graduates. So, let's take a look at some of your rights in the workplace.

Workplace rights

The days of a 'job for life' are, for the most part, behind us now, with the work landscape more dynamic, and in some ways more volatile, than in decades past. In some sectors, working arrangements can be precarious and uncertain, and often short-lived due to the demand by so many to get into sectors such as academia and media, for example. This is a factor contributing to declining trade union membership, as people can be reluctant to join if they think they won't be around for long, and if membership could impede their chance of a more stable working relationship. Unions aren't popular with everyone, but over the years they have secured vital rights such as minimum wages, maternity and employment protection protocols. As a worker, you have a constitutional right to join a trade union, but there is no obligation upon an employer to recognise or engage with the union, and they are unable to talk to staff in the workplace, which has made recruitment more difficult for unions. But if you are interested, remember you have that right, even as a graduate. For many, they view joining trade

unions as a political act rather than a working right one, which is also fine, but make sure you join for the right reasons and not to agitate unnecessarily, as you won't be helping either the employer or the trade union. Your workplace rights are enshrined in legislation. These are the Terms of Employment Acts (1994–2014), the Employments Act 2018 and the General Data Protection Regulation (GDPR) Act of 2018. You can view all these documents in the Employment section of www.citizensinformation.ie.

Workplace Relations Commission

The Workplace Relations Commission was established to:

- Promote good workplace relations
- Provide guidance in relation to compliance with codes of practice
- Monitor workplace relations
- Promote compliance with employment equality and equal status legislation
- Inform the public about employment legislation

According to their most recent report, the commission conducted nearly 6,000 inspections last year. The commission helped recover €1.4 million in unpaid wages in 2022. They handled almost 60,000 calls to their information line.

The overall objective of the Workplace Relations Commission (WRC) is to deliver a world-class workplace relations service and employment rights framework for employers and employees. Find out more: www.workplacerelations.ie.

Discrimination

Yes, it still happens, both discreetly and overtly. The Irish Human Rights & Equality Commission (www.ihrec.ie) operates a phone service (+353 1 858 3000) for people concerned that their rights may have been breached in relation to gender, civil status, family status, sexual orientation, religion, race, disability or ethnicity. In 2021 the commission dealt with 1,811 public concerns about discrimination. The top public concern under the Employment Equality Acts focused on discrimination in employment and job seeking on the grounds of disability (34%).

Graduates with disabilities

Ann Heelan is executive director of the Association for Higher Education Access and Disability (AHEAD). She points out that fewer than 33% of working-age people with disabilities are employed. Visually impaired and blind people have difficulty getting through the Leaving Cert, while deaf and hearing-impaired

students also struggle, and these problems are exacerbated by the complexities of third-level study and entering the workplace.

‘People can have stereotypical attitudes and unconscious biases about disability. If a student with a disability does make it through college, they are less likely to go on to a postgrad which puts them at a greater disadvantage. If a student applies for a job, they may have gaps on their CV because their disability may have prevented them from getting work experience, or they may have a 2.2 degree because of the impact of their disability. But these are students who spent their whole lives solving problems which most other employees never have to experience, and may be good for the employer, but sometimes the employer has rigid requirements in the job application and this can put people off applying.’ AHEAD now runs the Willing Able Mentoring (WAM) programme, which matches graduates with disabilities to employers and supports and advises the employer on how they can accommodate employees, whether that’s a special chair, a more flexible working day or access to an interpreter. It is funded by the Department of Social Protection and provides six to nine months of fully paid internships in both the public and private sectors. The programme has placed over 400 students with disabilities with employers, including major names such as the public and civil service, Bank of Ireland, ESB, Bank of America, Dell and Salesforce.

Gender discrimination

‘Women are surprised when they enter the workplace and discover that there is more discrimination than they expected’, says Orla O’Connor, director of the National Women’s Council (www.nwci.ie). ‘There is a perception that the pay gap happens later on, when women start having children. Actually, it happens within three or four years of entering the workplace. Focusing on what individual women should do to tackle this is misguided; organisations and employers, particularly those at senior levels, need to lead change.’ According to Ivana Bacik TD, despite all the progress, there is still a long way to go to ensure gender equality in terms of pay. It has been estimated that despite changes in gender equality generally and progressive change for women’s rights in Ireland over the past 11 years, the gender pay gap has narrowed only four percentage points.

At current rates, the National Women’s Council estimates it will take up to 170 years before it fully closes. ‘We cannot wait that long, and the government should take the opportunity to now proceed with legislation. It would have been fitting and timely to have addressed the gender pay gap.’ The government is currently in the process of formulating a gender pay-gap law to cover all firms that employ more than 50 staff. The law currently applies to firms with over 150 employees, and should now cover smaller employers too, but it has been criticised for not covering all employers. Areas where women can feel pressure in their career include when they enter the workplace, when they go for promotion or when they are pregnant, with the latter adding particular pressure on women both before they leave to have a baby and when they return to the workplace.

Sexuality and gender identity and expression

Like in other areas, there has been progress in terms of employment equality for LGBTQ+ people, but a lot of work remains to be done. Larger companies and elements of the public service have made their environments more open and supportive for LGBTQ+ employees, but in smaller organisations that may not be the case, and bullying and prejudice continue in places. Rights may not be the same as equality, but it is positive that LGBTQ+ people have equal access to forums like the Workplace Relations Commission and dedicated support groups such as www.lgbt.ie. It is positive that companies are moving from tolerance to a more inclusive environment where diversity is used as a strength for the organisation. ●



Job-hunting for international students



Do you see your future in Ireland? If so, you may be able to stay here and work after you graduate. Let's see what's involved.

If you have come to study in Ireland from overseas, you may have the right to stay and work here. This depends on two things:

1. Where are you from?

There are different rules for students and graduates from countries in the European Economic Area and Switzerland and those who come from other countries (also known as non-EU students).

2. Where are you studying or working?

There are different rules for Northern Ireland (which is in the UK) and the Republic of Ireland.

Are you from the EEA?

The European Economic Area (EEA) includes all of the EU plus Iceland, Liechtenstein and Norway. Swiss nationals have the same rights as EEA nationals.

If you are from one of these countries, you are generally entitled to study and work without restriction in the Republic of Ireland. This means you have a right to take up an internship while you are at college, and a right to work after you graduate. EU citizens require a visa to live and work in Northern Ireland (with the exception of Irish citizens).

Are you a non-EU student?

If you are not from a country in the EEA/Switzerland, you are known as a non-EU student. If you are at college in Ireland you are entitled to work up to 20 hours a week in term time, and 40 hours a week in holiday times.

If you are at a UK college (this includes Northern Ireland) you can work up to ten hours a week in term time or full-time during holidays.

Getting work after graduation

If you are a non-EU graduate, you can apply for an extension to your study visa for up to six months (up to 12 months in the UK) after you get your exam results, so you can get work experience.

After this, you will only be able to get employment in specific areas where there are skills shortages. These include information technology, healthcare and financial services.

To stay in Ireland long term, you will need to get a 'Critical Skills Employment Permit'. These are issued on two conditions:

- if the job pays over €64,000 a year
- if the job is in a restricted list of occupations, pays over €32,000 a year and is for at least two years.

Under the terms of the Third Level Graduate Scheme 2017 Revision, a person who qualifies will be granted an extension to their current student permission, with an immigration Stamp 1G, for a period of up to 24 months depending on their level of study, and subject to renewal after 12 months (for students graduating from May 2017 only). Entry to the graduate programme is available to persons only if they apply within six months of confirmation of their award and while their current student permission is still valid. You can find details on the government website enterprise.gov.ie or on the Citizens Information website citizensinformation.ie.

The equivalent to a 'Critical Skills Employment Permit' in the UK is the Tier 1 (post-study work) category, which allows international graduates to stay to look for work. Students wishing to pursue UK study should contact the Home Office ukba.homeoffice.gov.uk.

For more information

gradireland recorded a panel discussion on this subject for the gradireland virtual Graduate Careers Fair, with up-to-date information on this rapidly changing area. Watch on our YouTube channel:



HOW TO GET HIRED: APPLICATIONS

THE CHECKLIST

Compile your 'all-about-me' master document and keep it updated.

Draft a basic CV and covering letter.

Research the employers you are interested in.

Read the news in your chosen career sector.

Attend a CV workshop at your careers service.

Apply for graduate programmes and other vacancies.



How to land the job: interviews and assessment centres

Interview and assessment centres can be daunting, but we'll help you prepare to succeed.

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Dealing with the interview challenge

While most interviews traditionally started with the shaking of hands and a 'how are you?', today they frequently commence with everyone asking, 'can you hear me?' No matter whether your interview is remote or in person, there are still plenty of tips and advice you can use to make sure you give yourself the best chance to succeed.

Every interview is daunting, whether it is strange faces in a room or strange faces on a video call. They are designed to put you out of your comfort zone. But try and relax, the reason that you are meeting the recruiter or recruitment team is that your application and initial screening interview has impressed them. So, you have already done a lot right. Now it's all about how you present yourself, your skills, and your capabilities.

'Be yourself' is advice you will commonly hear, but that just does not mean showing up for a chat. It means being a well-prepared, well-researched version of yourself.

Confidence and dealing with surprises

Almost every interview situation will conjure up a surprise at some point. Think about possible questions that could be asked, and then try and identify any weaknesses in your answer. Will your answer generate more questions? Be succinct when you are answering questions, you want the interviewer to be confident that you know what you are talking about. An answer that is too short can create uncertainty for the interviewer, and answer that goes on and on can make you seem uncertain and can generate more questions that you might not be prepared for.

Four ways to prepare for an interview

- **Thinking about the company:** review the research you did when you applied for the job; check their website and others for up-to-date news; re-read the job advertisement; think about the questions you might want to ask them.
- **Thinking about yourself:** review your application; think about the skills you can offer and some examples to back this up; prepare some answers to commonly asked questions. Imagine yourself in the job: this will help you to be convincing about your 'fit' for the role.
- **Practicing:** rehearse answering interview questions; get a friend or careers adviser to play the role of the interviewer; try out some calming and confidence techniques.
- **Practical:** check the location and how to get there; check that your interview suit is clean.

Listening is at the heart of providing good answers. If you are going to give a comprehensive answer to a question, make sure you listen closely to the question being asked. Don't seem like you're ready to start answering before the interviewer has finished their question. Listen thoroughly, take a deep breath or a sip of water and then begin your answer.

While the onus is on the candidate to impress in the interview, the recruiter will also want to present a good image of their organisation. In the best scenarios, an interview will evolve into a two-way conversation. Be respectful at all times but be engaging and observant and have a voice of your own. Whatever happens in the interview process, you will either succeed or you will learn from your experience. Over the next few pages, we will guide you through some of the situations, questions and scenarios that you might experience. ●

Different interviews, different challenges

The interview today is less of an event and much more of a process. It's highly unlikely to consist of just one interview, more likely a series of screening interviews, followed by first and second interviews. Let's see what some of the different interview formats are.

Screening interviews

Some graduate recruiters do their initial screening through telephone interviews, but according to gradireland research, this has been replaced in large by a video interview. You should prepare for these as seriously as for a face-to-face interview. Remember in some cases the entire recruitment process could be done virtually. The video interview can be used as either a screening interview or as part of the first or second interview phase. As a screening interview, it's used to determine initially if you might be a potential fit. Relax, try and chat naturally and make sure you're in a quiet, well-lit location.

Automated video interviews

These are increasingly popular amongst large graduate recruiters, but quite unpopular with graduates and students. In fact, the automated video interview is the stage most likely to see a candidate cancel their application. The reason for this is the format, in which you will provide video answers to a screen showing a series of questions. The format may seem highly impersonal, but there is no reason for this to be as daunting as it sounds. There are plenty of practice sites to hone your responses.

Second interviews

Second interviews are likely to be more detailed than the first interview. Second-stage selection can last from a couple of hours to over a day, and may also involve assessment centres. There may be some tests either before or after the formal interview.

Tips for second interviews

- These will go into more depth than the first interview, so be prepared.
- Try to treat this as a business meeting, not an interrogation.
- You will create a good impression if you ask questions as well.

Panel interviews

In a panel interview, there will be two or more people asking the questions: probably a mixture of personnel specialists, technical and line managers. Panel interviews are often easier than the one-to-one interviews, and can be fairer as they don't depend on one person's opinion. In some panel interviews, each panel member may ask questions around a particular theme (generally their own area of interest/expertise).

Tips for panel interviews

- Give your attention to whoever is speaking at the time.
- When answering a question, give most of the answer to the person who asked the question with brief glances to the others.
- Don't be thrown if one of the interviewers starts scribbling notes or looks bored. Panel members who are not from the HR department may not be experienced interviewers.

Technical interviews

A technical interview is designed to test your specialist knowledge. If you are applying for a technical job, an interviewer might show you a device and ask you to explain how it works, or show you a wiring diagram or a line of computer code and expect a swift analysis to identify any flaws.

Tips for technical interviews

- Many final-year students forget what they studied in previous years. If you have listed your course details on your application form, you'll need to be able to talk convincingly about any aspect, for example, second-year projects.
- If you have project work or vacation experience that is particularly relevant, produce a short digest of the information and take it with you to the interview. You can use it to illustrate your answers or you can leave it with the interviewer when you finish. ●

Psychometric tests

Employers use psychometric tests to help them find the best person for the job. Aptitude and ability tests show whether a candidate has the necessary skills to perform the job – or the potential to learn new skills. Personality tests find out whether a candidate's character suits the position.

These tests can be seen as fairer than other selection methods, firstly because the results are quantifiable and also because you are measured against an objective standard, so you're not competing directly against the other applicants.

Psychometric tests can be used at different stages of the selection process:

- As a first step, to narrow the field when there are large numbers of applicants. This could be as part of an online application. If you do well in the tests, you'll be invited to an interview.
- Alongside a first interview, so the company can decide whether to put you through to the next stage of selection.
- At a later stage, possibly with a second interview or as part of an assessment centre.

What to expect from psychometric tests

Most tests involve multiple-choice answers and provide a numerical score. A higher score is not always 'better' – tests often measure multiple skills. In skills tests, the results compare your ability levels to those of other people; in personality tests they reveal how much of a certain characteristic you possess. Psychometric tests are put together by experts to make sure that they are accurate. They are backed up by evidence that shows how well they work, so don't worry about the tests being unfair.

Types of psychometric test

There are two main kinds of psychometric test: skills tests and personality tests.

Skills tests measure how well you do something, and can be split into ability and aptitude tests. These are often confused, since they're quite similar and many tests measure both.

Ability tests include numerical, verbal and logical reasoning, problem-solving skills, and the ability to identify mistakes accurately. Aptitude tests are more specific, and examine your potential to learn to do a new task rather than testing the skills you already have.

Personality tests assess your motivation, attitude and preferred way of going about things. This helps employers to see whether you match the characteristics needed for a particular job. Personality tests are usually untimed. There are no right or wrong answers, so don't try to guess which answers the employer wants: there are built-in checks to guard against this. Answer truthfully, but don't overthink your answers as your initial response will be the most accurate representation of yourself.

With timed tests, the key is to strike a balance between speed and accuracy. Don't go so fast that you start making mistakes but don't be so careful over each answer that you don't finish. Practice, and you'll find the speed that works best for you.

Some tests are designed to see how well you cope with pressure: often the time limit is so tight that most people are not expected to complete the test. Just answer as many questions as you can.

Tip: how to find free psychometric tests

- Your careers service: they will have books and access to online tests.
- Your invitation to the testing process: this may include some practice questions.
- You can also do practice tests online, with these tests covering numerical reasoning, verbal reasoning, inductive logical thinking and deductive logical thinking.

Tips for dealing with psychometric tests

- Find out in advance what tests you'll be doing, and do some practice questions.
- Listen carefully to instructions, and ask questions if you're unsure about anything.
- If you think you've done badly at a test, don't worry – it's not the only thing you're being assessed on and there are other ways to let your strengths shine through.
- Get feedback on your strengths and the areas you could work on. ●

Hybrid work:

how to be effective



Hybrid work has proven popular, and it is a strong possibility that your first graduate role will be a hybrid one. It is therefore important that you are well prepared in order to be effective.

Instead of a gradual shift to this new style of working, it has become a seismic one. For recruiters and HR departments this has meant a fundamental change in how the whole process works, placing extra pressure, but also extra opportunities, on both applicant and interviewer. So how can you best position yourself as a graduate hire who can survive and thrive in the remote working world?

More and more companies are making remote working regular, if not permanent, for part or all of their workforce. Hybrid working allows for the benefits of both. According to US research, 73% of those who worked remotely during the pandemic have returned to their office at least one day per week. In the same piece of research, from VelocityGlobal, 83% of employers say the shift to remote working has been successful for their organisations.

What concerns employers about remote workers

But working remotely comes with some challenges. For one, remote workers operate without direct oversight from supervisors and managers or in-person interaction with co-workers. Employers are also aware that there can be a lot of distractions when working from home or elsewhere. Yet, in a survey published in May, research and advisory services firm Valoir found an average reduction in productivity among remote workers of only 1%.

Other concerns focus on soft skills in a remote environment. For example, without in-person supervision, can a graduate employee be counted on to self-motivate, manage their time efficiently in order to meet deadlines and communicate and interact well with team members and co-workers? In a survey of the remote working community, 20% of more than 3,500 remote workers polled around the world said their biggest struggle was communication and collaboration with others. An equal proportion struggled most with loneliness. Another 12% said distractions were their top issue, and 7% said that staying motivated was their greatest challenge.

How to showcase your skills for remote working as a graduate recruit

Today's employers want to be assured that new remote hires can be counted on to be motivated, productive, good communicators and collaborators. You can improve your chances of being hired by highlighting these soft skills.

Prepare for remote interviews and assessments

You'll most likely be interviewed for your new job via a video call. Even though it's not in-person, you should still look your best and dress appropriately. In addition, make sure the space that's visible to your interviewer(s) is orderly, quiet and professional-looking. This matters to employers, especially if your prospective job will involve talking to customers and suppliers. You may not be in work, but you need to appear to be ready to be at work, no matter where you are. If you are doing a virtual assessment centre, remember that you are being assessed on how you work with others, rather than just showcasing your own skills and attributes. This can be hard, so remember to listen and don't try to fill any dead air in a conversation all the time. Try and read the room despite the challenges of doing it remotely.

Show off your remote technology skills

A video interview is a great time to promote your remote-working technical and communication skills. Familiarise yourself with the features of Microsoft Teams, Zoom and other platforms before the actual appointment so that your call will go more smoothly. For example, you may be asked to share your screen and present documents with the interviewer or view and speak to several interviewers at once via a grid view of participants. Make sure you have practiced this beforehand. Before and after the interview, when communicating with recruiters or hiring managers, make sure your emails and text messages are clear and your grammar is very good. This is more important now than ever.

Emphasise how focused you are and can be trusted to deliver

Remote working means no in-person supervision, which amounts to quite a level of trust on the part of an employer, particularly at graduate level. Trust, both ways, is vital if remote working is to be a success. Tell your interviewers about how you motivate yourself to start new projects. Are you good at creating and staying aligned with a schedule and deadline reminders? Be prepared to talk about how you prioritise when working on multiple projects and deadlines. Cite examples of these work habits and soft skills that you learned and utilised at any internships or previous positions. Because distractions are a top concern for remote workers, talk about how you can easily limit interruptions in your home or shared workspace.

Demonstrate your remote collaborative skills

Since you'll be a remote worker in your new job, you won't be interacting with colleagues and managers on-site. Still, your prospective employer will want to hear your tactics for reaching out to and collaborating with team members for assistance. Talk about how you used technology as part of university projects or other work – for example chat, instant messaging, Slack, Google Docs, etc – to collaborate, clarify issues or confer with others. If you can emphasise how you work effectively, no matter what the location, and have examples, it will add considerably to your applications. ●



The interview: **tricky questions** and clever answers

Every interview will present a challenge, that moment when you have to think on your feet in order to react to a question you didn't expect. Of course, some of these questions are well known to be common in interview situations, but you will still need to come up with accurate and composed responses. So, let's look at how you can handle some of these difficult questions and, of course, how you can ask a sensible question or two of your own.

What's your greatest weakness?

This question is often used by people new to interviewing, but since it can show how a person handles the obvious, even longtime job interview pros may ask it. The best response is one that is sincere, but winds up positive, using the basic format of (1) your weakness; (2) how you have worked on it; and (3) how you have learned to turn it into a strength.

It can vary from that, but mainly you want to leave a good impression of how well you face and then overcome issues. What you don't want to do is play the old worn-out 'I work way too hard' weakness card. You might get away with it, but it shows no creativity and possibly leaves a taste of someone who thinks they are outsmarting the interviewer – or trying to.

What's your greatest strength?

There are many good ways to answer this question, but when you prepare think ahead of time about what the new job requires (carefully review the job description) and what you've done in the past (good to look at your resume). Think of a strength of yours that fits nicely with the job you want. And make sure to have a quick story as an example of how you successfully used that skill/strength in a prior job.

Tell me something about yourself

One of my favorite questions to ask a job candidate. I usually use it at the beginning of an interview to get a feel for the candidate – and to see what they choose to tell me about themselves. Tell the interviewers about where you are now in your life, what aspirations you have and how this job can help. Don't focus on overly personal things like marriage status, health issues, unrelated hobbies. Remember that questions about gender, nationality, religion, and age can only be asked under very specific circumstances that you are made aware of.

Where do you see yourself five years from now?

This is one of those questions with no one-size-fits-all answer. Depends on the type of company and job. Some interviewers look for strong signs of ambition. A good answer paints a picture of you as a person who will look to build solid working relationships and do their best wherever they are and whatever challenges they are given. Someone looking to become an essential part of the company and take on new projects and opportunities as they arise.

What do you know about our company?

Organisations like to know that you took the time to research them and learn about what they do, and perhaps something about their values and stated mission, if they have one. The last thing you want to do is show up and say that you don't know much, but are very willing to learn. That tells them you'll have the same passive attitude as an employee.

Why did you leave your last job?

If you're still in a job, then your answer can say something about looking for a more challenging job, or realizing that what you really want to do is what this new job offers, or you're looking for advancement, etc. The main thing is to make it positive and NOT knock your current (or former) employer.

If you were fired or quit your last job, it's especially important to think about your answer ahead of time. You don't want to badmouth the last employer, because it makes the interviewer think that one day, you'll be saying this about them, even if you assure them it's not true.

What do you think your former colleagues or fellow students would say about you?

You're going to want to look for some things that not only were positive experiences in some prior job, but that point to the new job as well. Some interviewers will be happy with just the experiences, but many will also be looking for words about your attitude and how you helped solve problems or how you took on responsibilities that weren't necessarily part of the job.

Really think about things that show how cooperative, resourceful, determined, talented (without sounding too boastful), and pleasant to work with you are. You don't have to hit all these points – and I urge you to come up with some of your own – but this should at least give you a good idea where to go with your answer.

Are you able to handle stressful situations?

Every job has its stresses and most require multi-tasking. Do you like to make lists to better manage your time during busy periods at work? Do you manage stress with a walk around the block? There isn't a right or wrong answer to this question, but having an answer prepared will help you through one stressful situation: the job interview.

Do you have any questions you'd like to ask us?

If you don't already know this, most interviewers end the interview by asking what you'd like to know about them or any other questions you might have. So, come prepared with some questions that show you understand the company and job. You can ask things like what an average day on the job might be like or what challenges they see for the department over the coming year or something specific that you got from your research. Also, it's ok to ask what the next step is after the interview and what possible timeframes might be.

As a rule, a first interview is usually not a good time to ask about salary or benefits, unless they raise the issue – or unless you're sure this is your only interview and the salary wasn't stated anywhere you could see it. At the very least, don't try to negotiate salary at this point unless an offer is made. ●



Top 10 tips for interviews

Whether your interview is virtual or real-life, many of the same tips for success apply.

1. Be prepared

If it's a physical interview, be early. If it's virtual, log on early and ensure all your tech is working!

2. Phone off

This is very important to be professional.

3. Use practised examples

Don't try to come up with examples on the spot; come prepared with a number of stories that show off your skills.

4. Eye contact

This is vital in terms of articulating confidence and attention. If the interview is face-to-face, a firm handshake while making eye contact is also a great start.

5. Know the business

Do as much research on the organisation beforehand; even if they don't quiz you on it, it'll give you confidence.

6. Know the role

Show that you understand what they are looking for and highlight things you have done or are interested in that match up.

7. Body language

Be confident and open in your posture – no crossed arms or slouched shoulders!

8. Listen

Make sure to listen to the question in order to stay on track with your answer. It's fine to clarify exactly what they meant if you're not sure.

9. Smile

As soon as you enter the building, give people a warm smile.

10. Conclude

Through asking a question or summarising your enthusiasm, make sure to conclude the interview confidently and leave the interviewers aware of how keen you are for the job!

Assessment centres: what are they all about?

You're put into a room with a group of other people, given tasks to do and observed to see whether you go through to the next stage. But remember, there will be more than one winner at an assessment centre.

The very mention of the words 'assessment centre' can conjure up images in people's minds of graduates doing battle against each other with the sole survivor rewarded with a contract. This perception is far removed from the ordered, participative nature of assessment centres.

In actuality, assessment centres are not really competitions. Or if they are, what you are competing against is the criteria set by the company that is hiring. But competing against the other graduates? Not so much.

'You are not there to undermine or get one over on the other applicants,' an undergraduate recruiter for Jaguar Land Rover, said recently. 'If everyone is great, they will all be offered positions. Similarly, if nobody meets our criteria, nobody will be offered a position.'

Assessment centres can last from a few hours to a few days, and often combine group, individual and written exercises, panel interviews, social events and case studies with aptitude, psychometric and personality tests. They provide a greater opportunity for the graduate to showcase their competencies than if they were in a straight interview.

Companies that hire through these centres (usually large companies) often do so because it is one of the most efficient ways to recruit a large number of people in a short period of time. And some of them will run as many assessment centres as they need until they find enough people who meet their criteria.

As the competencies of any group can vary wildly, it makes sense not to have a set number of people rewarded with positions at each centre. As two of the competencies they most want to gather from you are how well you can work with others and how capable you are at building effective relationships, being overly competitive or antagonistic towards the rest of your group would probably not be a good idea.

Assessment centres represent a great place to demonstrate your teamwork, initiative and all-round potential to employers. Make sure employers can see you demonstrating your working methodology and don't dwell on any mistakes. Participation, at whatever level you can, is key as we can only assess what we see on the day.

Siobhain Scanlon, Early Careers Manager,
Musgrave

Tips

• Good idea

The best way to approach these centres is to practice presenting in front of people beforehand and to do some relaxation exercises. Once you get to the centre, you should act naturally and listen carefully.

• Bad idea

The worst way to approach an assessment centre is to treat it like a competition and hype yourself up too much beforehand. Such an approach may not only lead to you making mistakes, but could lead the other graduates to resent working with you.

Group exercises

These are designed to assess how you communicate and your ability to accommodate the needs, views and skills of others in order to achieve a goal. Listen carefully to the instructions and focus on helping the group to complete the task.

Case study

They are looking for: analysis, problem solving, business acumen.

This may be either a group or an individual exercise. You will be given a business scenario and asked to imagine you are giving advice to a client or colleague on the basis of the evidence. You may have to make a presentation explaining your findings.

You can practice for these by carrying out some basic research. Find out the kind of real-life business decisions that the company has to make. Read the business pages of newspapers to get a feel for current issues. See if your careers service runs workshops on preparing for case study exercises.

Presentations

They are looking for: communication skills, confidence, thinking quickly on your feet.

You will be asked to prepare this in advance: you will be told the subject and length of the presentation and the visual aids available (for example, flipcharts, presentation software or a laptop).

Plan the content: if you have a free choice, choose a subject you know or understand well. Break your presentation into three memorable points and give it a good structure – starting with an introduction and ending, with a summary and an invitation for questions. Visual aids must be visual: don't include too much text.

Think about your delivery: less experienced presenters tend to speed up as they talk, so be aware of this and pause if necessary to get back on track. Vary the tone of your voice; minimise your movements; engage with everyone present by looking at each person from time to time.

Get plenty of practice: practice out loud, so that you are comfortable speaking from memory with brief prompts on screen or on index cards. Get used to the timing and speaking at a measured pace. A final dress rehearsal the day before will help your confidence. ●

Group case study

The group is asked to deal with a scenario based on a real-life business situation, and to present its findings.

Show recruiters you can work together. They won't be looking for the 'right' conclusion but the steps you took to reach it.

Discussion group

The group is given a topic, often a recent news story, to discuss.

Listen to other group members as well as speaking up. Prepare by reading a quality newspaper in the weeks before the assessment centre.

Leaderless task

Each member of the group is given an individual briefing document. As a group you must come up with a decision acceptable to everyone within a time limit.

No-one in the group is the designated leader, so you'll need to work together to find a solution. Recruiters will be interested in whether you're comfortable working with differing views and able to broker a compromise.

Individual exercises

These are designed to mirror tasks you would be doing on the job.

In-tray exercise

They are looking for: decision making, time management, how you work under pressure.

You will be presented with a series of letters or emails varying in degrees of importance and given about 30 to 60 minutes to tackle it.

Quickly read through everything. Identify requests needing immediate action; those you can delegate; and those you can delay. Be prepared to justify your priorities and actions to the assessors. Pace yourself; work quickly and accurately.

Find out more about assessment centres from your Careers Service and take free practice tests online in areas such as verbal, numerical and inductive reasoning.

What happens after the interview?

The wait after the interview can seem interminable, especially if you feel it went well. The employers' decision, whether yes or no, will, of course, create several decisions for you to make.

If they say 'yes'

Well done, it's quite an achievement: you have stood out from the competition and impressed the employer to the extent that they want to add you to their organisation. But remember, amidst the euphoria, you still have decisions to make. Are you sure you want the job? If you have no better offers on the table, then confirm in writing that you are happy to take the position. If you have a job offer but are waiting to hear about another job, try to buy yourself some time. Contact the employer and explain the situation (don't mention the name of the second employer, of course) and explain that you have a decision to make. Once you are honest about it an employer will be understanding, for a short period of time, about the situation. It's important you do this. If you accept one job in writing and then reject it after getting another offer, you could be in breach of contract. You also could damage valuable contacts that you may have built up during your job search. If your acceptance or rejection of the job is dependent on salary, then tread very carefully. Most graduate jobs have a standard salary, which you will have been made aware of, so if you wish to debate this you'll need to be very diplomatic and be aware that there can be negative consequences. When considering the salary for any position, you need to look at the whole package on offer, benefits, annual leave and any other perks or bonuses, and, most importantly career and personal progression paths.

If they say 'no'

The very nature of any job selection process obviously means that there will be those left disappointed. However, you're only starting out on your career path, and while disappointment is regrettable, you should not confuse rejection with failure. There's a sporting phrase which says 'you either win or you learn.' You can learn from the experience by reflecting on your CV and application and the interview phase itself. What were you comfortable with, and what did you feel you could have performed better at? You need to put such experiences in perspective and remember that even by getting the interview you were judged to be a high-potential candidate. Ask for feedback. Many employers will be happy to provide some feedback and you can use this to benefit your future applications and interviews. If an employer highlights a skill or attribute that you were lacking, act on it! Such feedback can provide you with a sense of purpose to move forward. Dust yourself down and start again. You need both tenacity and resilience to succeed in a job hunt. Doing interviews and assessments remotely is also extremely challenging. This means being realistic too, and even philosophical; perhaps the job wasn't for you in the first place. Whatever you do, don't make the mistake of applying blindly within the same sector with the same CV or qualifications. Make sure you're applying for jobs that suit not only your skills, but also you.

HOW TO LAND THE JOB: INTERVIEWS AND ASSESSMENT CENTRES

THE CHECKLIST

Update your research on the organisation.

Review your application form.

Think about the questions you might be asked.

Think of some questions you can ask the interviewers.

Check the location and how to get there.

Check your interview outfit.

If asked to make a presentation,
practice until you feel confident.

Read the papers for business news, particularly
around the sector you are interviewing for.



Working life

So you've landed the job, well done!
Follow our tips to get off to the
start so you can keep learning and
developing your career.

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How to settle in at your first job

There's a lot of uncertainty that comes with a new job. You'll encounter new people, a new environment and a new set of responsibilities. We've put together a few tips to guide you through your first milestones in your career. Success during the early stages of a job is about balance – you want to make great first impressions, but you shouldn't put too much pressure on yourself to get everything right. The goal is to learn about your new workplace and find your place within it.

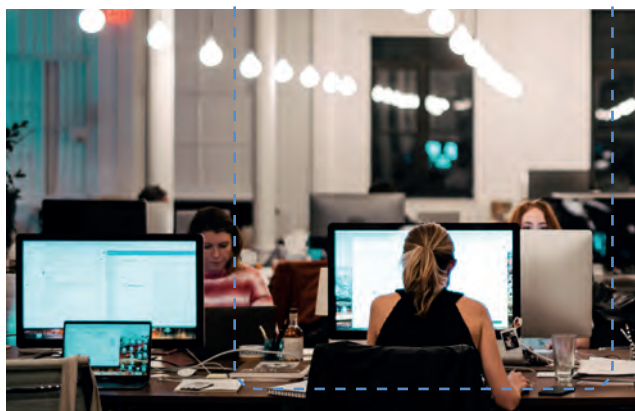
Introduce yourself and be friendly

One of the major sources of anxiety in new situations can come, in part, from not feeling confident in how to introduce yourself. It's a natural feeling – when you're new, you don't necessarily want to call attention to yourself. But in the first days of a new job, you also want your enthusiasm to shine through. So, find the timing that feels right and give a quick introduction to the people you don't know yet.

If meeting new people is particularly important to you, you can enlist the help of others. Mention to your manager that introducing yourself is a priority for you and ask for a list of people you should get to know. In meetings, you could ask the organiser to give you some time at the beginning or end to introduce yourself.

Here are some ways to ease into your introductions

- Prepare your introduction; put simply, who you are and what your role is.
- Pay attention to your surroundings and other people. Don't interrupt a meeting to introduce yourself or speak too loudly in communal spaces. As you're introducing yourself, take note of how the other person is reacting. If they seem distracted, keep it short. If they seem receptive, you may want to get to know this person better. You can make a great first impression by making someone else feel heard.
- Do your best to remember names. You can do this by saying the person's name back to them and writing down a quick note about them when you part. Don't get overwhelmed by needing to remember everyone's name, though. If you forget



someone's name, honesty is the best policy: 'I'm sorry, I've been taking in a lot of new information over the last few days. Could you remind me of your name?'

Professional qualifications

Many graduates starting work will have the opportunity to train for professional qualifications. This could be through distance learning or day-release, and will involve assessment and exams accredited by a professional body. The business and finance sector is particularly noted for new graduates following specific professional exams, for example, in accountancy, taxation, banking, marketing or human resources. Other more technical careers, such as engineering or surveying, also give the chance to study for a professional qualification. Professional qualifications allow access to your relevant professional body and the range of resources and contacts it offers for further career development.



Ask questions, make them sensible

Research has consistently shown that new employees perform better when they ask more questions. By asking your leaders and peers for new information, you'll get up to speed quickly. But in your first week, you want to find the right time to ask questions. Here are some guidelines for how and when to ask:

- Think about what you want to know. In some cases, you may need permission, while at other times you may need advice or validation. If you are specific, you'll be better able to ask and less likely to waste time.
- Prioritise the information you need. For example, if you can't get your computer or access badge to work, that's something you need help with immediately. If you're not clear on the quarterly goals for your team, you can probably wait to talk with your manager about that over the coming weeks.
- Write down your questions so you don't forget. You can raise these questions during a one-on-one meeting with your manager. You should learn your manager's preferences: do they want to be asked

questions via email or in-person? If you have a lot of questions for one person or group, consider setting up a meeting rather than stopping by their desk or office. In the meeting invite, you can list out the questions you have. This gives them time to prepare responses.

Make friends

Once you've made some introductions and have a sense of who you'll be working with, ask a new colleague to lunch or coffee. It could be the person sitting next to you or another newcomer who started at the same time. Developing a trusted relationship will make you feel more comfortable as you're getting to know this new workplace. In fact, research has shown that having social ties at work can make work more productive and more enjoyable.

During this first week, you may not find your best friend or develop a deep relationship with anyone. But seeking out someone you can relate to even in the short term will provide some needed stability.

Discover your new workplace

Locate the bathrooms, the coffee and water, the stairs and elevators, where you can eat lunch and take breaks, and seek out any other amenities this workplace offers. If you haven't been given a tour, consider asking a colleague for one.

In the early stages of your job, you may also want to experiment with your commute: finding the right times to leave home and testing different routes or transportation methods. Identifying and establishing the routines early on will give you peace of mind.

Most likely, your job was open and you were hired because there is a lot of work to be done. So, your main priority should be to soak up information, but consider challenging yourself to add value in ways big or small. Here are some ideas of where to start:

- Ask your manager what one of their biggest burdens is. Once you know the answer, spend your first week thinking about how to lessen that burden. Don't force it or step on anyone's toes, but if there's something you can do, do it.
- Think back to your interviews. Was there a specific need that came up? Consider writing up a short proposal for how you would take on that challenge.

Nobody wants to work with a busy body, but they don't want to work alongside someone who sits silently at their desk all day either. The reality is you will spend more time with your colleagues than you will with almost anyone else, so focus on making it enjoyable and productive for you and for them. ●



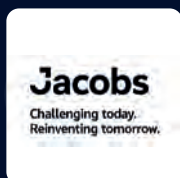
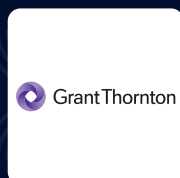
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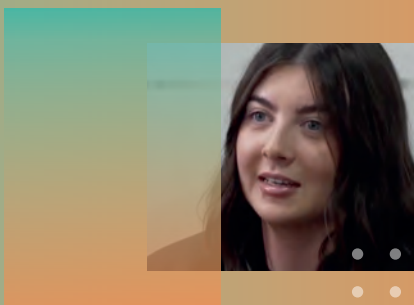
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NIAMH HANAFEY

is an ICT business analyst at Kerry Group. She talks about her day-to-day work and gives advice to students interested in a career in the same sector.



What tasks do you do in your job in a normal week?

I'm on the Salesforce team. The main part of my job is understanding the business context and working with key stakeholders to implement solutions that make the system more efficient for them. I work mainly with customer service and sales. I understand their role and act as a translator between the business and the developers. I gather their requirements and then I come back to the development team. Other parts of my job will involve testing in our sandboxes to ensure that the solutions aren't going to break anything else. We have a recorded history of all the past changes that we've made.

What skills do you need to be successful at your job?

I think one of the most important skills you need to be successful in my role is efficient communication because we're working with these key stakeholders, and we

need to be able to build strong relationships with them.

My role also involves an eye for detail. So, we need to be able to see where changes are needed in our system so that the user experience can be improved.

What do you love about your job?

The thing I love most about my job is the opportunity to build global relationships with teams across the world. I love to travel, and being able to do that within my role suits me. I also love to go from start to finish on a project and see how the changes improve our user experience, which in turn improves the customer experience.

How did you get into your job?

I studied law and business in Maynooth, and when I was in college, I figured out that law wasn't suited to me as I wanted to do something with an international view. I fell in love with the business side of things. I loved anything to do with information systems, strategic growth and international business. Seeing the Global Technology Innovation Centre developing really spurred my interest to go into the food industry.

I also really enjoy the sustainability goals that Kerry have. I feel like they really align with my own personal values.

What skill should first-year students develop if they are considering a career in this sector?

I feel a first-year student should learn how business information systems work within a global organization and understand how cross-functioning teams can use them.

Another skill that I feel like first-year students should learn is teamwork. During your college career we do a lot of teamwork, and we don't realise how beneficial it is to take it into your professional career.

How do you feel about working from home?

I had a lot of experience with the hybrid model from college because I did a good bit of my degree at home. Working in Kerry within the hybrid policy, I use the days that I'm in the office to connect with people on a personal level and the days I'm working from home to get all my work done and work on personal development. ●

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



JACK RICE

is a facilities manager at Lidl Ireland. He talks about his varied work activities, and how his studies helped kickstart his career.



What are your main tasks in a typical week?

There's no typical day at Lidl. Every day is different, and your role can change from day-to-day. Some of the usual tasks a facilities manager would do is site surveys, compliance checks on stores and warehouses, tendering project costs and hold meetings with different departments to collaborate on new projects. I would also coordinate the servicing and repair of any equipment.

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

The main skills you need to be successful at Lidl are good communication skills, to be able to troubleshoot an issue, to be able to work off your own initiative and good time management.

How did you get into your job?

I studied sustainable systems engineering in TUD Tallaght, and then I went on to study energy environmental engineering, also at TUD. I worked for an energy efficiency company as a health and safety officer, and then I moved over to the facilities side of things and I'm very happy where I am now.

What I love most about the grad program at Lidl was the amount of responsibility and trust they're willing to give you so early.

What advice would you give to a new graduate?

I would definitely advise them to work on their project management skills. It's vital in the grad programme to be able to keep the focus of the group on the project's main objectives, as well as managing other people's expectations on the project.

How do you feel about hybrid work?

It's great to have the flexibility to be able to work from home, but there's never any issues really because everybody's just a phone call away. It was also

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



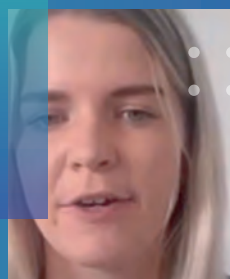
great to get into our new office and collaborate with different departments and meet with different employees on the social aspect of things.

What do you love about your job?

What I love most about the grad programme at Lidl was the amount of responsibility and trust they're willing to give you so early. What I really love about my new role is the diverse projects I'm given, so one day you'd be working on electric car chargers and the next you've been working with the canteen staff on the Christmas lunch menu. ●

EIMEAR CROWLEY

is an assistant trading manager at Musgrave. She talks about how she got into her job and gives advice to college students looking to work in the same field.



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



What does a typical day look like for you?

A typical day as an assistant trading manager for spirits and tobacco is varied. It's a very fast-paced environment but some of the typical jobs that I would do include planning promotions, where I look at an upcoming promotional cycle and see what key occasions we have during that time. For example, Father's Day. I work in collaboration with my suppliers to decide what products we want to put on promotion for those cycles.

Then I work with the promotional team, the marketing team and the sales team internally to ensure that we have a strong execution plan for those promotions.

What skills bring you success in your role?

I think the main skills that you need are interpersonal skills. It is important to be able to build long-term stable relationships.

I have strong relationships with all the internal teams, from marketing to supply chain, and also with our suppliers because we need to work very closely with everyone to ensure everything runs smoothly. This goes hand-in-hand with

our communication skills. It is really important that there's clear communication across all teams.

Analytical skills are also important to my role. So, looking at our sales data thoroughly to determine what's driving sales.

What was your career break?

I studied business at Cork Institute of Technology (now Munster Technological University) for four years. I was always really interested in business, and I was familiar with Musgrave. I remember looking at the job description for trading and thinking 'okay this is something that seems like it would suit me'. So, I applied, and I went through the application process, and I was lucky enough to get a role on the programme. So, I spent my first year of the graduate programme on the group sourcing team, which involves tendering the own brand for all the different categories across the wholesale and retail divisions of the Musgrave business. In my second year, I rotated to the fruit retail team which involved working with our suppliers to ensure that we had fresh produce all the time to prevent any supply chain issues. Last year, I moved into assistant trading manager for tobacco, so

quite different to my previous two roles, but it is a really interesting industry, and I'm really enjoying it so far.

What advice would you have for students?

Communication is a skill that is important in nearly every job. You will work alongside a team, so utilising any teamwork or collaborative skills is welcomed.

What do you love about your job?

What I love most about my job is that every day is different. It challenges me in a good way because I'm constantly learning and developing my own skills. I find the industry interesting, and I enjoy working with my suppliers and listening to them about their products and trying to come up with new ideas and to see them executed then in-store or on social media has been brilliant.

How do you feel about working from home?

It was a bit of an adjustment. I kind of missed the social side and seeing my colleagues in-person, but my close teams were great. We still had great fun and luckily, we've moved to a hybrid model, so we're going into the office a couple days a week, which is great. ●

YASH PANDEY

is a network engineer at Three Ireland. He talks about the skills that make him successful in his role and what he loves about his job.



What are your main tasks in a typical week?

As a network engineer, I do a lot of things, but I'll talk about one of my technical tasks and one of my non-technical tasks. So, one of my non-technical tasks involves scrum meetings. Every morning we have this scrum meeting in which we go through our Kanban board to go through all the tasks that we have on our hands. One of my technical tasks involves reviewing and implementing any changes required to low-level designs or high-level designs.

What skills do you need to be successful in this role?

I feel the skills that I need most are self-confidence and willingness to learn new things. Those are the two most important skills that I use in my day-to-day work. When it comes to technical skills, I've learned a lot of technical stuff in university, which of course helped me, but this job was something new for me so I'm learning new technical skills every day.

What do you love about your job?

What I love most about my job is that I get a sense of belonging. I always get the freedom to go

I feel the skills that I need most are self-confidence and willingness to learn new things.

above and beyond and get recognised for the work I do.

How did you get into your job?

I completed my bachelor's degree at Trinity College and then a master's degree in computer science. Throughout my time in university, I was always fascinated by the network side of things and, fortunately enough, I found myself a perfect role at Three Ireland as a network engineer graduate.

The selection process was a three-stage process. First stage was an aptitude test, and then second stage was a video interview one-on-one, and then the third stage was an assessment centre.

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



What skill should students develop if they are considering a career in this sector?

Students get exposure to technical skills throughout their time at university, but what I feel is one of the most important skills is effective communication because it helps you a lot, not just in university, but throughout your life in various jobs.

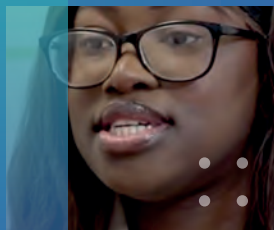
How do you feel about hybrid work?

I think personally I didn't feel the need to adjust to a hybrid working environment because I was comfortable with it from the get-go. My productivity does not depend on the environment. ●

INNY EKEOLU

is an apprentice solicitor at Deloitte and graduated with a Law degree from DCU. She talks about her experience working as a trainee solicitor.

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



What are the main tasks you do in a day?

A typical workday at Deloitte Ireland as a trainee solicitor would be a lot of research and 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, and I also ask to be included on a lot of other projects, but mainly it would be research. 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. 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 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.

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, even if it scares you. 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. It will pay off in the end.

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 do you feel about hybrid work?

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 very important not only for yourself but to be productive at work as well.

What do you love about your job?

It would be the fact 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. It's always interesting and it's just really a good use of my law degree. ●

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.



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 onsite 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. 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, 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.

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.



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

Find out more about careers at Portwest at gradireland.com



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 than 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! ●

Portwest has provided more opportunities than I ever could have imagined, and I will forever be grateful to them.



About Portwest

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.



gradireland

Postgraduate study: next steps

Perhaps you've decided that your academic journey is not yet over and a postgraduate qualification will prepare you better for what you want to do. Find out all you need to know here.



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Postgraduate study:

what to consider

So, should you be considering further study? You're close to finishing your undergraduate studies, and the next big decision in your life is about what to do with it. Starting a career, taking some time out to travel or exploring your postgraduate options are the most common routes to choose from.

While further study is of considerable benefit, opening up exciting new career possibilities, postgraduate studies may not be for everyone. If you are in either of the above situations, however, you should seriously consider further study and its benefits. Let's take a look at what it offers and what you should be considering to make an informed decision.

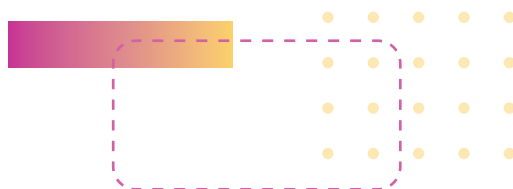
Hone your career choices

A postgrad course can further your skills and knowledge in your chosen field. Employers value that experience and often entrust postgraduate-qualified applicants with greater responsibilities. In fact, in some fields a postgraduate qualification is the only way into certain stages of a career, especially so in academia.

In the private sector, postgraduate qualifications are equally valuable. An MBA, for example, may advance your career in business in ways that nothing else can. The benefits of a postgraduate qualification on your prospects depend on your chosen career. Postgraduates may begin on a higher starting salary and advance more quickly for some lines of work, but for other careers work experience is valued over postgraduate study. Talk to a careers advisor before making the decision as they will be able to provide you with valuable, sector-specific insights.

Change your career

Studying for a postgraduate qualification is an ideal way to enter a new career. Postgraduate diplomas and certificates offer valuable practical training that can help you to convert to a new field of employment, one that can differ significantly from what you studied at undergraduate level.



A Post Graduate Certificate in Education (PGCE), for example, is the most common way into primary and secondary school teaching. Advantageously, more and more postgraduate courses are being taught part-time or as e-learning courses, which means you don't have to give up everything in order to study.

A passion for academia

If you're coming to the end of your undergraduate studies but you still have the desire to learn and carry out research, a postgraduate course can satisfy your intellectual curiosity.

Postgrad study gives you the chance to really specialise in your field and advance your knowledge. If you enjoy your subject of study then perhaps you have the motivation to move on to a higher degree. Of course, you don't want to enter postgraduate study just to avoid looking for a job, but continuing on to further education if job opportunities are limited in your chosen area is a viable option.

Boost your prospects

A postgraduate qualification is an excellent way to enhance your prospects. Not only does a postgraduate qualification help you to stand out from the crowd, but it also shows your commitment and dedication. Research degrees demonstrate your ability to think independently and work towards a goal, while taught courses highlight your ability to learn new skills and ideas.

A postgraduate qualification is by no means a surefire way into your dream job, but it sends out a positive message to recruiters, and it does improve your prospects.

Funding for postgraduate study

One of the biggest drawbacks to postgraduate study is the expense. Tuition fees can be expensive and a serious impediment to pursuing postgraduate study. Beyond that, there are your usual expenses for accommodation and living costs. All told, you're going to need quite considerable resources or arrangements for even a one-year course. That's where funding comes in. Funding is designed to ease the financial burden of postgraduate study. There are many options for funding from public bodies, charities and institutions. If you are thinking about taking a professional qualification, then your employer may be willing to assist you financially.

There is intense competition for funding, so it is by no means guaranteed. We have extensive information on funding on pages 94–97.

Further study options

Postgraduate study falls under three general types: taught, research and professional. Taught courses include master's programmes, such as Master of Arts, Master of Business Administration, and Master of Science. These courses usually take 12 months of intensive full-time study. Alternatively, there are part-time or e-learning options that take two years of study.

Research courses are more subject-intensive than taught courses, and allow you greater independence academically. Research courses usually lead to PhD (Doctor of Philosophy) or MPhil (Master of Philosophy) status. The Irish Research Council is the primary source of funding for students wishing to pursue this route. Visit www.research.ie for more options.

Typically, PhD research is carried out over three years, while an ensuing fourth year is spent writing up a thesis. Home students may be able to secure funding for research courses from government grants and other sources, although international students generally have to fund themselves, which can be costly (again see our funding section).

Professional qualifications are postgraduate courses that facilitate development or entrance into a particular profession. These courses are recognised by official bodies within a particular industry. Your employer may be willing to assist you financially for related professional postgraduate study. ●



PROS

- Studying, learning and researching can be highly enjoyable and satisfying.
- Over your lifetime your pay may increase more quickly. However, starting salaries of postgraduates versus undergraduates are not significantly different (given similar work experience).
- Entry into some sectors may be easier; some jobs require a postgraduate qualification i.e. teaching, academia and law.
- Your increased specialist knowledge compared to undergraduates could help when applying for the same job.
- Gain transferable skills including project management, research, organisation, networking and team work.
- Convert to a new subject/professional area.

CONS

- Postgraduate courses receive less funding than undergraduate courses. Many postgraduate students have a part time job.
- Does your desired job role require a postgraduate qualification? Many roles will only ask for an undergraduate degree. Sometimes a role will require work experience over a further qualification. Research into your sector's requirements before committing to postgraduate study.
- Quite often, postgraduate salaries and roles are similar to undergraduates (sector dependent).

Some tips for your postgraduate challenge

Deciding to further your learning with a postgraduate degree can be both rewarding and daunting in equal amounts, but once you start, it's important to get the most out of it. Split your 'to-do' list into two sections; academic preparation and practical preparation. Seeing this division means being able to focus on key areas of improvement, and most importantly, that you don't overwhelm yourself in the process.

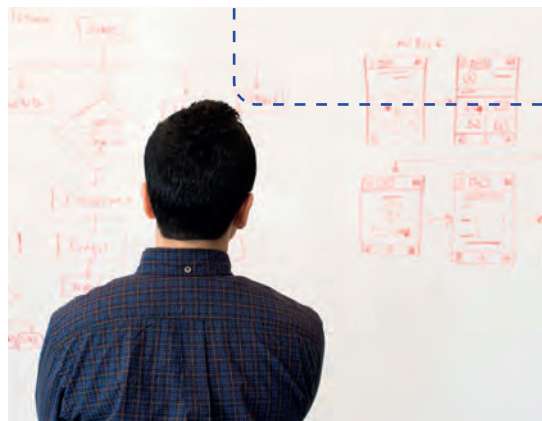
Academic preparation

Prepare yourself for the subject

In between your undergraduate and postgraduate studies, there is often a period of time that could be used to your advantage, such as the period of uncertainty caused by the pandemic. Find out what is happening with your course and when it will be starting, and that there are not delays. Then spend some time looking into the modules you will be taking, or the ones that you are hoping to take, and start familiarising yourself with some of the key components. If the module handbooks aren't available yet, as this is often the case when modules are tweaked each year, get in touch with the lecturers/course directors to find out more information and to get some added reading in.

Think about your dissertation

Even though it might seem like a far-off thought, it never hurts to start thinking about your dissertation, as they are part of almost all postgraduate courses. As your dissertation typically stretches over the entire length of your post-graduate degree, you have to find a topic that will strike the perfect balance between interest and quality. You will find it a lot easier to read about something you are interested in,



especially for the best part of a year, and if that topic also gives you a lot to write about then even better. Giving yourself additional time to prepare readings or to analyse data is always a good thing, so use it to your advantage.

Be absolutely sure you want to study this topic

This could have been something you studied at undergraduate level, or something that has always fascinated you, but it is important to be absolutely certain you want to carry on with it. A Master's degree



or PhD is a massive commitment, both financially and personally, so ensuring this path is the right one for you is vital.

You might also start your postgraduate studies and realise that this course is not for you. If that's the case, you should speak to someone as soon as possible to consider other options and other courses. At universities and colleges there are sources of help available to you, for example the Student Wellbeing Team, who can talk you through any issues or doubts you are having.

Practical preparation

Clean space = clean mind

Getting rid of any non-essential items in your workspace will definitely limit the amount of 'anxious-tidying,' also known as procrastination, you can get up to. The age-old saying 'clean house, clean mind' really applies here, and you will find it far easier to get stuck into some research when you don't have to worry about piles of paper everywhere or empty glasses all over your desk. Plus, if you are going to be studying remotely for the first semester, or more, you really need to be able to have a space that you can focus in. Be creative. Is there an old shed that you can convert or an attic space? Not everyone will have such space but try and find a place where you can concentrate and make sure that those who live around you know you need a space to study and focus.

Organise things to make your life easier

There are several things you can get before embarking on your postgraduate course that will make the transition as seamless as possible. Even though it's quite basic, remember to stock up on all the stationery you will need, and make sure you have a laptop and internet connection that's fit for purpose.

Organise a folder for each module ahead of time

When it comes to exams, revision notes will be right where you need them. If you haven't already, download some referencing software to help with your essays. Your careers service will be able to suggest some suitable options.

Get in touch

Having other people to talk to who are going through the same experience as you is invaluable. Many of the courses have social media networks, where students and lecturers alike can communicate in a more informal platform. More generally, X (formerly Twitter) is an excellent resource for creating meaningful connections with other people in your field. There are many groups or users out there that can really assist your research, give you an idea of upcoming conferences, or just lend a supportive ear. As you will likely be investing a significant amount of your postgraduate course studying remotely, it is more important than ever that you take any opportunities to engage and communicate with others. ●



DR REBECCA POWER

completed a PhD in Nutrition for Cognitive Health (Level 10) at South East Technological University in 2019.



Why did you choose to pursue postgraduate study?

I believed that pursuing a postgraduate degree would be a significant step that could have a profound impact on my career and personal growth. My Honours Degree in Health Promotion (which I undertook in WIT) really sparked my interest in health, health-related research, and working with people. I was interested in undertaking a PhD because I wanted to delve deeper and gain specialised knowledge about how our lifestyle habits can optimising our health and wellbeing. Given that I have a curious mind and enjoy challenging myself, I felt that undertaking a PhD would provide a stimulating environment to explore complex ideas and an opportunity to contribute to the advancement of knowledge in this field.

What did your course entail, and what were some of the challenges that you faced?

Part of my PhD research investigated the impact of nutritional supplementation on cognitive function in cognitively healthy older adults and individuals with mild cognitive impairment in 2 parallel randomised controlled trials. While a postgraduate degree can be rewarding, it also brings challenges. The demanding PhD workload includes juggling research, administrative tasks, training courses, teaching (if applicable), and personal

commitments, and can lead to a strained work-life balance. Research can be isolating, with long hours in labs or libraries. Projects can hit roadblocks and you may encounter unexpected difficulties or fail to yield the desired results, leading to frustration and the need to revise research plans. This in turn can lead to self-doubt and imposter syndrome. While these challenges are real, they can often be overcome with support systems and a proactive approach to problem-solving.

What questions should students ask themselves when considering postgraduate study?

I think it's important to consider how the postgraduate degree aligns with your long-term career goals. Will it provide the specialised skills needed to excel in your area of interest? Is there a demand for professionals with advanced degrees in your field? Account for third-level fees, living expenses and potential loss of income while studying. The location and reputation of the program also matters. It is worth seeking advice from professionals in your field (eg., career support services) or those who have pursued a postgraduate degree in your institution of interest. If considering changing careers or pivoting to a different industry, a postgraduate degree can provide you with the knowledge and credibility needed to make that transition.

How does the workload differ in postgrad?

Postgraduate programmes are more specialised, research-intensive, and typically require you to delve much deeper into specific subjects and to think critically. Postgraduate students are expected to take on more responsibility and work more independently in comparison to undergraduates e.g., conducting experiments, collecting and analysing data, contributing to academic literature. While postgraduate study can be full- or part-time, the programme is often quite demanding and requires a lot of dedication, effort and time. Therefore, it's important to have a genuine interest in your area of study, and to ensure that you take care of your physical and mental health while pursuing your studies.

Tell us about your career today?

I continued as a Postdoctoral Researcher after my PhD. In 2022, I pursued a Marie Skłodowska-Curie Action Individual Global Fellowship at the University of Illinois Urbana-Champaign to explore the impact of nutrition on brain function using methodologies and technologies from the fields of nutritional epidemiology and cognitive neuroscience. Currently, I serve as the Senior Project Officer for the Career Network in EU-CONEXUS, focusing on improving student learning and employability through training, practical experiences, and mentorship. ●

Change career paths with conversion courses

If you find that your career path may lie in a different direction to the path you studied for your undergraduate degree, don't panic. It's normal for some people to change path and there are a host of conversion courses out there to help you.

It's always the best choice for any student to pursue something that they are passionate about. Nothing gets you successfully through the rigours of a four-year degree programme, where your own self-motivation is crucial, than your passion for its content. But, as you move into the final year of your degree, your own personal development over those years, as you grow into your early twenties, alongside the opportunities in areas that interest and excite you in the labour market, may lead you to consider a postgraduate degree programme either entirely or marginally unrelated to your undergraduate studies.

- This is a totally normal aspect of career development and should not in any way call into question the validity of your undergraduate course choice.
- Choosing to convert disciplines prior to seeking to enter the labour market is a perfectly rational decision.

One-year taught courses

Conversion programmes are typically one-year taught courses and are available in most subject areas, with many in business subjects (such as human resources and marketing), arts and humanities, IT and finance. Conversion courses can be taken as the first step towards a postgraduate degree or standalone qualifications and are highly valued by employers. If you feel you didn't reach your full potential at undergraduate level, a conversion course can offer a chance to redress the balance.

Convert to IT

Given the high rate of graduate employment in the area, it's not surprising many graduates consider a conversion programme in information technology. Courses typically last for one year and offer a solid grounding in the theory and practice of computer science. Many colleges offer cross-departmental programmes such as the Higher Diploma in Applied Computing Technology at University College Cork, the MSc in Computer Science at UCD and the Higher Diploma in Science (software development) at the National University of Ireland, Maynooth. Students who wish to move into IT in a particular subsector of the industry may wish to explore the UCD taught master's programme in Computer Science by negotiated learning. This flexible programme helps students to customise their learning to their individual student needs and their prior learning experiences.

As well as data science, cloud computing, software engineering, forensics and security, artificial intelligence and cognitive science, students can choose a range of tailored modules to aid their specialisation such as app design, data mining, recommender systems or computer graphics. A postgraduate conversion course in IT can fast-track you on to a master's, such as UCC's MSc in Interactive Media or an MSc Computer Science or Data Analytics at Technological University Dublin.

Convert to teaching

www.pac.ie is a central application centre for postgrad teaching programmes. It processes applications for the recently introduced two-year Professional Master's of Education (PME), which saw its first graduates enter the teaching force in September 2016. To teach in Northern Ireland you need a Postgraduate Certificate in Education (PGCE). Graduates of many disciplines can do a teaching postgrad, but check your primary degree meets the entry requirements for your proposed teaching subjects (see teachingcouncil.ie). DCU Institute of Education offers the Professional Master of Education, a conversion course for non-teaching graduates wishing to teach at primary or post-primary level.

Convert to psychology

For graduate degrees and training in psychology, you need a first qualification in psychology which grants you graduate membership (GM) and the graduate basis for registration (GBR) in the relevant professional organisation. GBR is a pre-requisite for entry to postgraduate training in applied areas of professional psychology.

Trinity College Dublin offers a two-year Higher Diploma in Psychology for people who wish to pursue a professional career in psychology (e.g. in counselling psychology, clinical psychology, educational psychology, occupational psychology or other related areas). The course is open for those with a degree in any discipline with at least an upper second-class honours. It allows students to go on to do postgraduate training and to specialise in an area of professional psychology.

Convert to social work

The level-nine postgraduate diploma in Social Policy and Practice at Trinity College Dublin has particular appeal to graduates who wish to pursue a master's programme in social work, social studies and social policy but who do not have an undergraduate social science qualification in these fields. This fully online postgraduate diploma can act as a conversion course for such graduates and enhance their application for specialised programme such as a master's in social work. The programme will also appeal to applicants from outside Ireland, in particular North America, who wish to study in Ireland's leading university with expertise in Irish, EU and global social policy, without disrupting their current living and work arrangements. The place of study is flexible as online delivery allows students to engage in learning activities at home or in the workplace, and there is no requirement to attend at the Trinity campus in Dublin. Students will have access to weekly materials using a virtual learning environment and the opportunity to engage with other students and lecturers using discussion boards.

Convert to law

There are more than 100 postgraduate programmes in law on the Qualifax.ie website, many open to non-law graduates. A postgraduate law degree increases your expertise and specialisation in a particular area of law but is also widely respected in other sectors. The MSc in International Law and Business is for graduates with an education background in law or business, or in a related academic area such as economics, and is run jointly by the UCD Sutherland School of Law and the UCD Michael Smurfit Graduate School of Business. The programme lays the theoretical foundations in the areas of law and business and places them in the real-life context of the international business environment, and can lead to careers with international law firms and multinational professional service firms through to multinationals requiring in-house legal advisers.

For a career as a solicitor or barrister you must take the examinations of the professional body: the legal practice course (LPC) or the bar professional training course. A graduate diploma in law is the fast-track route on to these courses and is ideal for students without accredited undergraduate degrees in law.

Convert to business

A master of business administration (MBA) is aimed at graduates of business and other disciplines who wish to enhance and develop managerial and leadership skills. They can be full-time for a year or part-time over two years. Many of the large professional service firms are hiring graduates from non-business backgrounds, as they bring a different perspective to business challenges and situations. Now in its sixth year, the UCD Michael Smurfit Business School MSc in Aviation Finance has a specific focus on the practical features of global aviation markets. It is a one-year full-time or two-year part-time programme suitable for graduates from a wide variety of disciplines including business, economics, finance, engineering and science who want to pursue a career in the highly dynamic international sector of aviation finance and leasing. Each year, UCD Michael Smurfit Graduate Business School offers a range of scholarships to both domestic and international students. They are awarded to exceptional students who will be ambassadors for the school during their studies and after graduation.

Convert to medicine

The graduate entry medical schools at the University of Limerick, UCC, University College Dublin and the Royal College of Surgeons in Ireland all offer four-year medical degrees for graduates of any discipline. The degree is not strictly a postgrad programme as the award is the same as that of an undergraduate medical student. Applicants need a 2.1 honours bachelor's degree and a sufficiently high mark in the GAMSAT (Graduate Australian Medical Schools Admissions Test).

Other conversion courses

If none of the above fields are of interest to you, don't worry, this is not a comprehensive list of conversion courses. Many of Ireland's higher educational institutions offer a range of interesting conversion courses. These include UCC's Higher Diploma in Economic Science, TU Dublin's Msc in Event Management and the University of Galway's MA in Journalism, to name a few. ●

Find the postgrad format that's right for you

Before deciding which postgraduate route to take, ask yourself whether a taught or research course would suit you. You will need to think about what motivates you most and what subject area you are most interested in.

Taught postgraduate programmes

Taught postgraduate programmes usually result in a Master of Science (MSc) or Master of Arts (MA). Sometimes you can take a limited part of a master's degree course, which can be credited as a postgraduate diploma. In a taught postgraduate programme, you are specialising in a particular area, and you are in a group, learning in a way that is similar in many aspects to undergraduate education – with other students in lecture halls, seminars and tutorial groups, but you do learn at a higher level. This culminates in a thesis or dissertation. You develop new transferable skills, particularly communications and teamwork, but also research and critical thinking. Taught master's programmes are usually 12 months full-time (or 24 months part-time) in duration and are similar to bachelor's degrees in that they are delivered and assessed through a series of taught modules, and may include independent research in the specialised subject area. A taught master's may include continuous assessment, examinations, and the final assessment for a master's degree is often based on the submission of a dissertation, usually between 10,000–20,000 words.

Entry requirements and application deadlines for taught master's vary from college to college, but it is strongly recommended that you aim for a 2.1 degree (although a 2.2 may be acceptable) and research your postgraduate study opportunities early in your final year to ensure you do not miss any important deadlines.

Research programmes

If you prefer the idea of intensive research, and a more independent approach to working towards your master's degree, without the constraints of attending timetabled lectures, then you may prefer to study for a research degree, commonly known as a Master's

of Philosophy (MPhil). The research MPhil takes 18–36 months full-time and 36–48 months part-time and is achieved through the critical investigation and evaluation of an approved topic. You will also need to demonstrate an understanding of research methods appropriate to the chosen field.

The starting point is a research proposal and you will work under supervision (usually by a senior academic) and carry out extensive research, using detailed research methods. You will analyse your results and publish findings. Research degrees are usually assessed entirely by a piece of individual research and an oral examination (a 'viva'). In a research masters, classes are rare. Some universities, including have brought in some structured element to a research master's programme, and although this is the general direction of national policy, the bulk of learning takes place alone and is self-directed.

Again, you should aim for a 2.1 degree (a 2.2 may be acceptable, depending on the college). Closing dates vary from early in the academic year to right through the summer months, depending on funding. Regularly check the various institution websites for research master's on offer, and if you have a research proposal, make contact with a suitable department in the college where you would like to carry out your research. Also, keep an eye on deadlines and any application criteria via the Postgraduate Applications Centre (PAC) site, www.pac.ie.

When it comes to taught and research postgraduate study, one is not superior to another in any way: it's all about what suits you as an individual, what you need to learn, and how best you learn. The reassuring news is that there's such a range of postgraduate options available to today's graduates, and most students are able to find the choice that suits them. Make an appointment with your careers service today, which should always be your first port of call. ●

The unique rewards of a **career in research**

The supports available from the Irish Research Council mean that a career in research is rewarding, stimulating and engaging. Many highly qualified researchers apply each year, which means that the application and selection process is highly competitive, but why couldn't you be one of them? Here are some of the reasons why people choose a career in research.

A career in research broadens your mind

The research community is collaborative by nature, and by meeting and communicating with other researchers, you can gain a better understanding of the holistic benefits of research. In one sense, doing research expands your vision as well as your content-based knowledge. You are constantly confronted with problems and hypotheses that challenge you to question your assumptions and to produce new outputs. At the same time, the collaborative nature of research broadens your mind by connecting you to like-minded people who contribute to the growth of your specific research in unforeseen ways. In this sense, the benefits of a career in research have a holistic element, involving adaptation, curiosity and teamwork skills. You will also gain an understanding of how research in particular areas can change and adapt, helping you to make sure your own research remains current and viable.

A career in research is challenging

The scope of recent Irish research breakthroughs reveals both the brilliance of researchers and the complexity of natural and human sciences, which do not give up their secrets easily. To become a good researcher, you need strong attention to detail, excellent complex problem-solving skills, resourcefulness and tenacity to validate your work. This is why the Irish Research Council funds projects based on the quality of the proposal and how it will contribute to knowledge.

A career in research can make a difference

The results of your research could have benefits across many areas of society, from addressing social, cultural and health issues to scientific and technological breakthroughs that could have benefits internationally.

A career in research can be fun

The work is hard and the standards are rigorous, but most researchers agree that their work is rewarding, so you will enjoy what you do, and hopefully you will even find a way to express that through your work. Research allows you to try out new ideas, experiment with cutting-edge technology, meet interesting people and take part in engaging discussions.



A career in research is diverse

It includes natural and life sciences, engineering, as well as fields such as Arts, Humanities, and Social Sciences. Research may range from statistical analysis to demographic investigations, such as the impact of technology on social inclusion or exclusions. Or, it may involve fine-grained analyses of philosophical or historical relevance. Yet other research projects may question how language and communication develop and influence our lives. Common to all fields, however, is the interdisciplinary character of research projects, which fosters collaborations across different disciplines. A career in research is valued. Being able to say you're a researcher is rewarding in its own regard, particularly if you're doing the right work to back it up. Being part of a broad network of people working towards better understanding and enhancing people's lives is something to be proud of. Read about how you can apply for funding from the Irish Research Council or for a place on one of their postgraduate programmes, and much more at gradireland.com/careers-advice/postgraduate-study/how-enterprise-research-programmes-work-irish and www.research.ie.

Achievements in Irish Research

Each year, the Irish Research Council recognises excellence in Irish research, and some of the notable achievements for 2022 included:

- Modern European history expert and professor of modern history, Professor Robert Gerwarth, who won the Irish Research Council Researcher of the Year Award 2022. He is an expert on 20th century European history with an emphasis on the history of political violence and armed conflict. He has published widely in the field. One of the main objectives of his work is to connect different national experiences in European countries. In light of the current geopolitical climate, his expertise in 'war studies' is crucial.
- Professor Judith Harford was awarded the Researcher of the Year: Impact Award. Her research focuses on gender and social class in relation to education. Her work has helped expose inequalities and raise awareness of gender and social class issues at a national level. Judith has served on several working group and committees of the Department of Education and the Teaching Council of Ireland. Her projects include a study into the under-representation of women in senior positions in higher education, which led to a symposium on gender equality in higher education. ●



Choosing a research programme

Think about what you need, both academically and personally, when choosing the right research programme for you.

The area

In terms of your research area, the more flexible you can be with the topic you are selecting, the more likely you are to be offered a place. The first step is to find out where the research that interests you is conducted. This may seem daunting, but a short literature search in your chosen field will help you to identify individuals who are working in relevant sectors. Many institutions will have a database of individuals organised by area of expertise which will be indispensable to the search process.

The institution

Certain institutions may be well-known for a particular area of research, so completing your studies at that institution could raise your profile and credibility. While research opportunities may be similar in a number of institutions, it is worthwhile to consider the expertise and reputation of the staff members – do they have an international profile, has their work been widely published, and has it been well received?

Although there are countless advantages to remaining at the same institution where you studied your undergraduate degree, such as familiarity with the staff and the campus and staying within your comfort zone, there is also a lot to be said for choosing a different institution for your postgraduate studies. This will allow you to expand your network of contacts even further and to gain from the experience of working with different experts in your field.

The research topic

Will completing the research fit into your career plan? Make sure to choose your topic very carefully before



opting to become specialised in a particular area. In some colleges you can propose your own topic, but often an academic member of staff will have set proposals, so make sure that you are happy with these.

What will it cost?

You will need to budget for:

- **Fees:** These will vary a lot, both between institutions and within each institution depending on your subject area. Master's degrees would start at about €4,000 to over €7,000. Fees for PhDs are similar to masters, but likely to be more if your research is based on experimentation. You can expect slightly lower fees as you move beyond year two of study. Non-EU students can expect to pay around twice the fees asked for from EU students.
- **Maintenance:** As with all postgraduate programmes you will need to think about maintenance costs (see page 94).
- **Travel:** If you are doing research in science or social sciences, you will find that attending conferences is an important part of developing your academic profile. These could be at home or abroad so you will need to factor in these costs. ●

Selecting a supervisor

It's crucial to find someone you can work with and trust to guide you through your thesis.

The supervisory process is a complex pedagogical relationship. The role of your supervisor is to facilitate your academic development and will change over time as you grow in expertise and confidence. Your relationship is more likely to succeed if you are clear about what you expect from your supervisor, so it is important to clarify mutual expectations that are both reasonable and realistic early in the relationship.

Each supervisory relationship involves individual personalities and different contexts. You and your supervisor need to agree on meetings, feedback, research direction and thesis content. Expectations will continue to evolve throughout your studies. The relationship you develop with your supervisor will be unique, so there is no 'right' or 'wrong' supervision experience. They should, however, assist you in crafting your work and help you to plan, providing input and ideas based on their experience. You are not there to assist a supervisor with their own work: your supervisor is there to guide you in producing your best thesis. You should also ensure that your supervisor does not take over or show an overbearing

interest in your work. Agreeing aims and schedules at the beginning of the relationship and maintaining regular, well-planned meetings can help avoid these pitfalls.

Finding a suitable supervisor

First you need to locate an institution that you feel best supports your area of research, and then find a supervisor in that area. Explore the research activities of potential supervisors, taking time to read their published work to find out if you are comfortable with their methodology. Where possible, meet with potential supervisors to discuss your interests, and prepare a list of questions to maximise the effectiveness of any meetings.

How can you ensure you are compatible?

- Make appointments to meet. Talk to several staff members before making a choice. Ensure that the supervisor's area of expertise can contribute to your project.
- Make sure that the supervisor is available. Are they accepting new students? Are they able to devote the time required to help you? How many other graduate students have they taken on for the same period? Are they prepared to commit to regularly meeting with you?
- As far as you can, try to ensure that the supervisor's style, personality and standards are a close fit with, or complementary to, your own. Since research can be solitary, you need someone who will stimulate you, who will be interested enough to produce new insights and challenge you to think in a different way. Supplement your own initial impressions with feedback from current students, lecturers etc.
- Ensure that the supervisor has a proven track record. How many theses have they supervised? Did they complete their studies on time? Were their alumni satisfied with the supervision received? Did the supervisor guide them in a customised way; were they available when needed; were they sufficiently interested in their students' research; were they open, supportive, reliable, trustworthy, clear in the relationships and friendly; were they constructively critical? How many students have graduated recently, and where are they now working? ●



Entry requirements and deadlines for postgraduate courses

Most, but not all, postgraduate applications are now centralised through the Postgraduate Applications Centre (PAC). But you should always check with each individual institution in relation to criteria and closing dates, and departments will have specific entry requirements for each postgraduate course.



What are the typical entry requirements?

An honours undergraduate degree (2.2 or above) is the typical academic requirement for entry into most taught postgraduate programmes. Some courses require a 2.1, and this will increase your chances of gaining entry into the more popular courses. You will need at least a 2.1 for a postgraduate research qualification, particularly if you wish to obtain funding. Postgraduate certificates and higher diplomas in Ireland usually do not require an honours degree and can serve as a stepping stone to a postgraduate diploma or master's qualification later on, depending on the discipline. Academic results are not the only decisive factor: relevant work experience, personal qualities and interview performance are some of the other measures that may be used, and can often compensate for below-average academic results.

What's the normal application process for postgraduate courses?

Before applying for any course, you should research it thoroughly to ensure it matches your interests and career objectives, and that you're eligible to apply. Contact the relevant course co-ordinator with any questions or concerns. Then, go ahead and submit a written application. Almost all, if not all, applications are now processed online through the Postgraduate Applications Centre, now also known as Processing Applications in the Cloud (v2.pac.ie), which also processes applications for the Professional Master's in Education (previously

Academic results are not the only decisive factor: relevant work experience, personal qualities and interview performance are some of the other measures that may be used, and can often compensate for below-average academic results.

known as the Professional Diploma in Education), the Higher Diploma in Midwifery and the Master's in Public Health Nursing, and others. As well as completing an application form, you may also be asked to write a personal statement and to provide supplementary information such as academic transcripts or written references. Take care to clarify the requirements of any application, as well as the closing dates. Some courses interview candidates as part of their selection procedure for careers requiring an advanced degree of interpersonal skill, such as teaching or social work.

What about research students?

The first step towards applying for a postgraduate research programme is to consult with your prospective supervisor or the head of your chosen academic department. You should prepare for this meeting by generating an outline proposal to form the basis of your discussion. Your proposal must be supported by the department before it can be forwarded to the relevant academic bodies for consideration. The department will also be able to advise you on funding opportunities. More information is also available on www.research.ie. The timetable for applications will vary between colleges, so familiarise yourself with the relevant closing dates as soon as possible.

What about international students?

If you are an international student considering postgraduate study in Ireland, you should start planning at a very early stage – really in the first semester of your final year. There are likely to be a number of additional steps in the application process

and other factors to consider. Will you need to extend your visa? Do you satisfy the eligibility criteria for your chosen programme? What international scholarships are available? The sooner you pin down the answers to these questions, the better. Non-EU applicants usually pay higher fees for taught programmes. However, they are eligible for funding through many postgraduate research programmes, particularly in the areas of science, engineering and technology. You can find more useful information via the Irish Association for International Students, www.internationalstudents.ie.

When do the deadlines close for most courses?

The closing dates for postgraduate courses are usually in the second semester of the academic year. There are some exceptions, such as teaching, which used to close in the first semester, but that changed during the pandemic. So, applications for that open in October 2023. Keep an eye on pac.ie for deadlines. Courses with lengthy selection processes (such as social work, clinical psychology, dietetics and the therapies) will usually have earlier deadlines as well. Generally speaking, there is often some degree of flexibility regarding late applications, but don't bank on it. If you have missed a deadline, it is always worth contacting the course co-ordinator to enquire. They just might be able to accommodate you.

Dealing with the dreaded personal statement

You may be asked to write a personal statement (or 'statement of purpose') in support of your application, particularly if you are applying for business courses such as MBAs. Although it's often regarded as a chore, the personal statement is a great opportunity to convey a sense of who you are and your motivation for applying, so make the most of it. If your statement is fresh, lively and different, you'll be putting yourself ahead of the crowd. Pay attention to presentation. Read and re-read your statement very carefully, and spell- and grammar-check it. Get your final draft checked by friends, academics or a careers adviser. Some courses also interview candidates as part of their selection process, especially for careers that demand high levels of interpersonal skill, such as teaching or social work. Remember, top-notch qualifications are obviously important but they're not the only factors: relevant work experience, personal qualities and interview performance are also key considerations, and can sometimes compensate for less-than-perfect academic credentials. ●

Postgrad

interview questions

Admissions tutors use postgraduate interviews to establish whether you are committed to studying at Masters or PhD level. These interviews are generally less formal than job interviews, but you still need to prepare for them and perform well, especially as you will likely be doing them remotely. These are some of the most common postgraduate interview questions, and what some of your best answers can be.



In terms of weakness, these can seem awkward, but it doesn't need to be. Focus on a weakness that you are currently working hard to overcome, such as how you have improved your time management in order to meet deadlines. Obviously, do not say anything that will work against your application, but never say that you don't have any weaknesses – there is nobody fortunate enough to be in that position.

Can you tell me about yourself?

This question gives you the opportunity to emphasise things that perhaps you didn't articulate strongly in your CV, or initial postgraduate application, and personal statement. Discuss your education and work experience, highlighting your achievements and qualifications.

Avoid talking for too long, and don't go into detail about your social life. Focus on achievements, volunteering and results.

Ultimately, this question allows you to set the agenda and explain anything that might stand out to the interviewer about your application – for example, if you are choosing a subject that's quite different from your undergraduate degree.

What are your strengths and weaknesses?

Anything that highlights how you've overcome a challenge is useful, as this shows what type of problem-solver you are. However, you must have concrete, practical examples of every skill that you mention, for example, ways in which you assisted team members to perform effectively in a club, society or sports team or a time when you have persuaded others. Demonstrate the skill of leadership and give details to show the depth of your commitment.

How do you see your career developing?

When university admissions staff ask this question, they are trying to see if you have logically thought through your future plans and how the postgraduate qualification fits in with these.

If there is a massive disconnect, it doesn't reflect well, so your career trajectory must look like a sensible, relevant choice. Do not make up a fantastical or unrealistic job – it should demonstrate that you have knowledge of the prospective industries and the job market. For example, many students want to start their own businesses, and this is fine, but you need to explain how a postgraduate qualification can help you achieve this.

What questions do you have for us?

You need to do your homework here and show that you are a serious candidate that has carried out some research. Avoid asking anything that's already explained on the institution's website, and try to produce some interesting and focused questions, such as: 'What would alumni say was the most valuable thing about the programme?' You shouldn't say that you have no questions. If your questions were answered during the interview, say something along the lines of 'I had a couple of questions, but you have already answered them'. However, you should have some follow-ups in reserve. ●

Timetable for success

PENULTIMATE YEAR

AUTUMN

- Begin researching your options and plan a timetable for action. Ask yourself: what are the benefits of a postgraduate course for me? Taught or research? Funding possibilities? Full-time, part-time or distance learning? Which institutions?
- Organise relevant work experience – particularly if you are interested in the more popular courses.

SPRING

- Apply for summer work relevant to your chosen programme. Talk with members of staff in your chosen institution: they may be able to suggest institutions and areas of study worth investigation.
- Budding researchers: Organise summer research experience. Talk to current research students. Identify academics with whom you'd like to pursue postgraduate research and send a speculative application.



TIP

Be prepared to respond quickly when you spot an opportunity, and anticipate interviews at short notice.

FINAL YEAR

AUTUMN

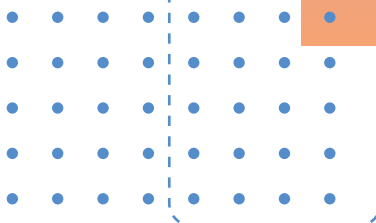
- Clarify the postgraduate options that match your interests and career goals. Seek the help of academic staff members, careers advisers and others whose guidance you trust.
- Gather information on programme entry requirements, funding and closing dates. Apply for places and funding as soon as possible. Now is the last chance to meet closing dates for some scholarships and courses.
- Budding researchers: Send speculative applications to selected academics. Arrange to visit your target department to meet the potential supervisor. Research potential funding opportunities..

SPRING

- You may receive conditional offers depending on your final exam results – so prioritise your academic work. Course providers might call you for interview, so be prepared.
- Budding researchers: Research Council funding is often advertised at this time of year. Keep an eye on the relevant websites/publications and be ready to submit your application.

SUMMER

- Still no offer? Keep trying. Phone course co-ordinators to see if places have become available – some people may have turned down their offer.
- Missed the deadline for a course? Contact the co-ordinator to see if they accept late applications.



Funding your postgraduate study

Funding is a major concern for many considering postgraduate study. Having just endured the financial constraints of undergraduate study, the costs of postgraduate study can be daunting. However, there are supports in place and with good planning, and factoring in the necessary time, there are funding programmes that you may be able to take advantage of to help ease the financial burden.



Fees

Your first step should be to check tuition the fees for the institution you are interested in. Alternative upskilling and reskilling opportunities are also available via the Springboard and ICT Skills initiatives. See springboardcourses.ie for further information.

Springboard+

Springboard+ is a government initiative offering free and heavily subsidised courses at certificate, degree, and masters level leading to qualifications in areas where there are good employment opportunities, such as ICT, engineering, green skills, manufacturing and construction. There are over 300 courses available for 2023/4, the majority of which are flexible and part-time. Find out more at www.springboardcourses.ie.

Human Capital Initiative

The Human Capital Initiative (HCI) Pillar 1 offers free and discounted full-time courses in areas such as technology, data, engineering, manufacturing and construction. Several courses are also available that address green skills and climate change. Courses are at graduate and postgraduate diploma level. Springboard+ is co-funded by the Government of Ireland, via the National Training Fund, and the European Union. Human Capital Initiative Pillar 1 is funded by the National Training Fund. More information on this is also available via www.springboardcourses.ie.

Maintenance and accommodation

You will also need to factor in your living costs: while awards cover fees, they are unlikely to support living costs in full. You can often find cost of living tables on university or student union websites. For example, NUI Galway estimates costs of around €4,950 to €9,900 for a bedroom in shared accommodation for a nine month academic year. TU Dublin estimates the cost of living for students in Dublin to be around €1,478 per month, though this seems to be a conservative estimate, with UCD estimating monthly costs to be between €1,405 and €2,565 per month. On-campus accommodation in the capital ranges (for shared spaces) from over €650 to over €1,300, and more for the student living buildings that have proliferated in the cities. There is an increasing amount of these apartment complexes, but prices for them can be prohibitively high. Most institutions provide assistance, in terms of information only, regarding costs of living. Students should also be aware that the emergency legislation introduced on 27 March 2020 to restrict rises in rent due to the pandemic has now lapsed. Rent will be the biggest expense of postgraduate study. If you have problems paying your rent, you should engage as soon as possible with your landlord or the Residential Tenancies Board at www.rtb.ie.

Help from your university

Many universities offer scholarships and bursaries to postgraduate students, so check the universities' websites for details. Some funding may be attached to a particular course or given to students undergoing financial hardship. Several Irish institutions offer postgraduate funding for research degrees, on a competitive basis. You should also check individual departments, which may, for example, have funding awarded to research teams.

Some funding may be attached to a particular course or given to students undergoing financial hardship.



North-South Postgraduate Scholarship Scheme

The aim of this scheme is to encourage outstanding students from the Republic of Ireland and Northern Ireland to cross the border to undertake postgraduate study and experience life in the other Irish jurisdiction. Universities Ireland offer at least four scholarships, each worth €15,000, to students who have been accepted to undertake a recognised Master's Degree or are entering the first year of a PhD programme at a university in the island of Ireland that is not in the same jurisdiction as the university where they have previously studied. Strict eligibility rules apply – please read the Guidance for Applicants carefully. The dates for applications normally appear before the start of each academic year and close the following May. Further details are available from universitiesireland.ie and on the postgraduate section of www.nidirect.gov.uk.

Help from the government

State support for postgraduate students exists but can be difficult to access, depending on the level of a student's reckonable income.

Postgraduate students who are eligible for the Postgraduate Fee Contribution of €4,000 are not eligible to receive the maintenance grant. However, students who are eligible for the Postgraduate Fee Grant (Special rate) are also entitled to the special rate of maintenance grant. See www.studentfinance.ie and www.susi.ie for exact details, which do change. Postgraduates may get financial assistance under the student grant Scheme with the cost of tuition fees for approved postgraduate courses in Ireland and Northern Ireland. There is no assistance under the scheme for courses elsewhere in the EU.

You can qualify for assistance under the Student Grant Scheme in two ways. You may either:

1. Get a new flat rate fee contribution of €4,000 (2023/24 academic year), if you pass the fee contribution means test.
2. Get all your tuition fees paid and essential field trips (up to €6,270), if you meet the qualifying conditions for the special rate of grant for disadvantaged students.

You must qualify for the special rate of grant for disadvantaged students to get a postgraduate maintenance grant. No maintenance grant is paid to other postgraduate students. Excellent general information on this is available at www.citizensinformation.ie.

There is no mandatory support for postgraduate study in Northern Ireland but you may be able to apply for help through your college or university under the Access to Learning Fund and the Additional Fee Support Scheme.

For students in Northern Ireland, the Disabled Students Allowance (DSA) could pay for extra costs incurred as a direct result of a disability. Other than the Disabled Students' Allowance, there is currently no standard student support package available for postgraduate students from the Student Loans Company.

You can find an overview of and guidance on available funding in Northern Ireland on the Department for Employment and Learning website (www.nidirect.gov.uk) and Student Finance NI (www.studentfinancenl.co.uk).

Help from your employer

In technological, scientific and, sometimes, business areas, funding may occasionally be available for a research topic of interest to employers. This funding is normally applied for at department level and through research teams rather than by individuals. Some students may make personal arrangements to have part-time study fees paid for by their employers. If you're in work and thinking about a postgraduate course related to your current career, consider asking your employer whether they would contribute to the costs – highlighting the benefits to them. Some of the more expensive taught postgraduate programmes, such as MBAs and professional courses, are more likely to be undertaken with employer support.

Other help

You may need to approach financial institutions for additional support – some may have designated study loans. Only consult reputable, established lenders, or you run the risk of running into unsustainable debt. You may consider working part-time to fund your studies – research students, in particular, may be offered tutorial work, exam marking etc. But do be aware that it is less easy to absorb part-time work into the demands of a taught postgraduate course than it may have been on undergraduate courses.



Funding postgraduate research positions

Most institutions advertise funded postgraduate research positions on the postgraduate study/ research section of their website. These are normally funded as part of a larger project. In Northern Ireland there are two types of awards available. Studentships and Co-Operative Awards in Science and Technology (CAST) (for research projects at Northern Ireland universities with an industry partner).

Details are available on the postgraduate section of www.nidirect.gov.uk.

Irish research

The Irish Research Council (www.research.ie) aims to support a healthy research ecosystem in Ireland. The Research Council is focused on early-stage research careers across science and humanities, as well as the promotion of increased opportunities in interdisciplinary research. The Council was established and mandated to:

- Fund excellent research within, and between, all disciplines, and in doing so, to enhance Ireland's international reputation as a centre for research and learning.
- Support the education and skills development of excellent early-stage researchers and cultivate independent researchers and thinkers, whilst offering a range of opportunities which support diverse career paths.
- Enrich the pool of knowledge and expertise available for addressing Ireland's current and future challenges, whether societal, cultural or economic.

You should also visit research.ie if you are considering a research postgrad in the Republic of Ireland.

UK research

UK Research and Innovation (www.ukri.org) is the umbrella body for the seven Research Councils in the UK. The individual research Councils are:

- The Arts and Humanities Research Council www.ahrc.ac.uk
- Economic and Social Research Council www.esrc.ac.uk
- Engineering and Physical Sciences Research Council www.epsrc.ac.uk
- Natural Environment Research Council www.nerc.ac.uk
- Medical Research Council www.mrc.ac.uk
- Biotechnology and Biological Sciences Research Council www.bbsrc.ac.uk
- Science and Technology Facilities Council www.stfc.ac.uk

You should approach your prospective academic department to discuss applying to one of the Research Councils.

How to successfully apply for funding

Competition for funding is rising. Applying for funding is similar to applying for a course and, in some cases, applications for academic places and for funding may overlap. So, the usual rules for completing applications apply. For the best chances, attend briefings at your college from funding bodies, attend any sessions offered by your careers service, and have your application checked by an academic mentor if possible. Student Universal Support Ireland (SUSI) is Ireland's national awarding authority for all higher and further education grants. You can visit SUSI's eligibility reckoner via www.susi.ie. This will give you an estimate as to if and what funding you will be entitled to from SUSI.

The eligibility reckoner provides an approximate indication of your possible eligibility for grant funding. Your use of the eligibility reckoner is not an application for a student grant and it is not an assessment by SUSI of your eligibility for a grant. Your actual eligibility for a student grant can only be determined on the basis of your formal application to SUSI made through the on-line application system and on the formal assessment of your application by SUSI.

Timing it right

If you want to study at a North American university, this means early on in the previous year (usually at the same time that you apply for your university place). Competitive awards are announced at the start of the academic year, with deadlines from November onwards.

Meeting the eligibility requirements

There is usually stiff competition for funding. You should have good academic results and be a good fit for the programme. Funding bodies expect the best possible results throughout your academic course, normally at least a 2.1.

Complete the forms carefully

Read forms and directions carefully, and make sure you give the information required. Give evidence of your track record in the subject and motivation and a sense of direction; emphasise your interest in the department and university. Provide information about extra-curricular activities. This might include academic transcripts, academic references, a 'statement of purpose', or a statement from your bank manager or guarantor. And of course, meet the deadline! ●

POSTGRAD STUDY: NEXT STEPS

THE CHECKLIST

Prepare yourself for the jump to postgraduate level by talking to existing postgrads.

Carefully research the range of study modes available to find the one that best suits your circumstances.

Investigate the reputation and location of higher education institutions as early as you can to help you make an informed decision.

Be certain of the entry requirements and application process for your chosen course.

Have a variety of practice answers prepared in advance of any interviews.

Draw up a timetable of preparatory activities for your penultimate and final year.

Work out how much your study programme is likely to cost.

Check university and department websites for details of grants.

Research funding bodies and check deadlines.



gradireland

Studying abroad

Studying abroad can be a refreshing, enriching and beneficial experience, but it also poses its fair of challenges, so be prepared.

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Studying abroad?

Some key questions to consider

Taking your postgraduate study overseas will open you up to a whole new range of experiences, allowing you to see the world while furthering your studies and career prospects. Many students find studying abroad appealing; it enhances employability, develops language skills and offers the chance to travel.

Before you start making reservations and commitments, take a look at the financial, cultural and practical aspects you need to take into consideration.

Finance

Loans may be the bane of a student's life, but they help facilitate the opportunity to attend university. When looking to study abroad it pays (literally) to look into the various finance options available; loans, grants, and scholarships are all options, and the availability of these, will differ based on your home country and the area you're looking at as a potential study location.

It should be simple enough to find out the options open to you based on minority status, family background, reciprocal agreements and subject of study. If you are interested in studying overseas, maybe check with the institution in terms of what they have in terms of student supports.

Languages

Although relocating to a new country is a great way to learn a new language, if you're multilingual, it's worth considering countries where you can already speak the language. Immersive learning works wonders, but at the same time, this is an important period of your life and forcing yourself into a situation with no native language skills has the potential to harm your stay in the country and your academic performance.

Be sure to check the language that each course is being delivered in, but most universities with an international focus will offer English-led tuition. Also, be aware that some institutions have language requirements. In Switzerland, for example, unless you can speak one of their home languages you will be unable to study at a postgraduate level.

Aside from simply speaking the language, there's also the possible necessity to pick up new writing styles and norms that differ from your mother tongue.

Finding your network

Moving somewhere new can be daunting, however, having people around who you share something in common with can make the whole transition easier. Countries with a high population of international students, such as Hong Kong or Switzerland, will have societies for foreign students. Be sure to check out what support universities offer international students and the number of societies and clubs for international students.

Alternatively, countries where expats congregate, such as Spain or Australia, could also be an option to look for universities in the areas where there is already a social network of people outside campus to join.



Travel

A significant reason why a lot of students head abroad is the chance to see the world. For anyone who dreams of globetrotting during their studies, it's best to stick to regions with plenty of visitor-friendly countries.

Think of continental Europe, where many countries are so close to each other, and for European students, there is the additional benefit of the Schengen Area allowing free movement across a number of states. While Ireland is not part of the Schengen region, its students do have freedom of movement throughout the Schengen area.

Other hotspots include East Asia and South America, which both present a remarkable selection of nations with their own unique cultures to explore. Taking your degree overseas will open you up to a whole new range of experiences, allowing you to see the world while furthering your studies and career prospects. Many students find studying abroad appealing; it enhances employability, develops language skills and offers the chance to travel.

There are lots of aspects of international travel, residency, and tuition to take into account before settling on a location.

Extracurricular considerations

If you are part of a society at home, have a hobby that you are passionate about, or a sport you play regularly, it is always worth checking if you will still be able to do these things when you head abroad. It may sound trivial to some, yet having a common bond with strangers can be vital to creating new relationships, especially where language barriers come into play. Looking ahead at your possible options and checking out their society prospectus will help provide guidance on whether or not your own interests would be well-catered for.

College/university links

Look inwards to begin with. If you're already studying in your home country and decide to spend a year abroad, take the time to explore any links your current university has with partner campuses around the world. These can provide additional support and safety nets when it comes to the organisation and fulfilment of your decision. ●

Go to gradireland.com/careers-advice/postgraduate-study for more tips on choosing a research programme.



FURTHER INFORMATION

- www.learnabroad.ie/services
A free independent service for those looking to study abroad.
- www.eunicas.ie
Repository of advice on studying in Europe, with details on universities, applications processes and fees etc.
- Researchers in Motion (euraxess.ec.europa.eu)
European Commission website on mobility for researchers and funding for fellowship programmes.
- Study in Europe (www.ec.europa.eu/education/study-in-europe)
Information on 32 European countries, their universities and what it takes to live and study in them.
- Fulbright Commission (www.fulbright.ie)
Information on the Fulbright Ireland awards for Irish students to study in the US.
- www.postgradasia.com
Information from gradireland's sister sites in the Far East on studying in Malaysia and Singapore.
- targetjobs.co.uk
Search thousands of UK postgraduate courses and get information on institutions.
- British Council (www.study-uk.britishcouncil.org)
The British Council will consider funding a wide range of postgraduate courses/research (non-UK residents would be eligible for fees-only support).

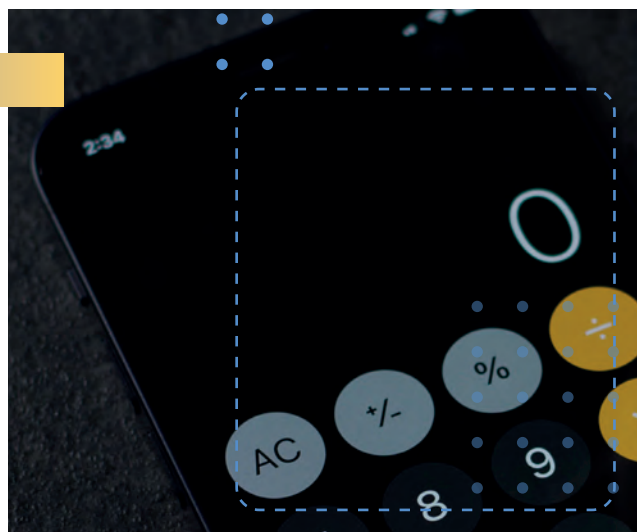
Funding for study broad

There are several potential sources of funding for postgraduate study in Great Britain, Europe, and beyond.

Funding is offered by some universities (on a competitive basis and mainly for research) and by research councils, which offer access to 'fees only' awards to EU nationals on the same competitive basis as 'home' students. As with Irish universities, there may be internal university awards available. The Robert Gardiner Memorial Scholarships from Cambridge University are offered specifically to students of Irish universities. These scholarships are available for undergraduate or postgraduate study but preference is given to applicants wishing to study for a research degree, or who are applying for a master's degree with a view to progressing to research at a later date. Students of any university in the Republic or Northern Ireland are eligible. The scholarships are normally for one year in the first instance but may be renewed for two further years. Find more information at Scholarship Search UK (www.postgraduatesearch.com/funding). Students in Northern Ireland wanting to pursue study in England, Scotland and Wales can apply for a career development loan. Information on studying in Scotland is available from the Student Awards Agency for Scotland (www.saas.gov.uk).

Tax relief on tuition fees

You can claim tax relief on third-level fees for postgraduate courses in a university or publicly funded college in another EU member state, including colleges that provide distance education in the state. Tax relief is also available for postgraduate courses in a university or publicly funded third-level college in non-EU countries.



Studying in Europe

Fees for universities in some European countries are low and, in some, (for example, Germany, Netherlands, Sweden and Finland) there is a drive to attract students from elsewhere through English-speaking courses and scholarships for foreign students. EUNICAS (www.eunicas.ie) is the European Universities Central Application Support Service. It enables Irish (and other EU) students to apply to up to eight degree programmes, taught through English, in universities across Europe. In addition to accessing comprehensive and independent information on programmes in Europe, you can access:

- independent advice on choosing your programme
- expert support and reassurance in applying to your chosen programmes
- guidance on all elements of your application package, including letters of motivation (personal statements) and entrance tests



- regular updates on new programmes and developments
- assistance in organising university visits
- alerts on extended deadlines and late vacancies

Other useful international links

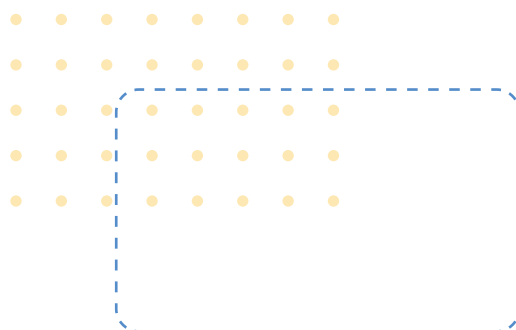
- The European Commission provides information about studying in Europe, with information on admission, fees and other areas of interest while studying in Europe (european-union.europa.eu/live-work-study/studying-and-training-eu_en)
- The European Youth Portal is a source of information for young people about studying in Europe both in the European Union and in non-EU countries. It has information on a wide range of other topics for young people including working, travelling, and volunteering in Europe. Find out more at europa.eu/youth.
- UNESCO (www.unesco.org) produces an international guide to studying abroad. It includes a searchable online database of higher-education study opportunities and the scholarships offered by higher education institutions and international

organisations in many countries. It also has contact details and information on admission requirements, application deadlines, financial aid, fees, living expenses and other relevant information for all courses.

- Platforms such as www.study.eu are a source of information on courses, student services and practical country information worldwide. You can use the international programme finder to search for a course in the country and language of your choice.

International funding

The Naughton Fellowship program allows students with a background in, or aptitude for, STEM fields to experience international research and educational opportunities through a funded exchange programme involving the University of Notre Dame in the US and some of Ireland's leading research universities: Dublin City University, National University of Ireland, Galway, Trinity College Dublin, University College Cork, and University College Dublin. Irish undergraduates, master's students, and PhD candidates can go to Notre Dame on the fellowship, while Notre Dame undergraduates, master's students, and PhD candidates can travel to Ireland to study and research. See naughton.nd.edu for more information. The Fulbright Commission offers awards for studying in the US (see www.fulbright.ie and www.fulbright.org.uk). Fulbright Ireland Awards are for Irish students and scholars to undertake postgraduate study and research at recognised colleges and academic institutions in the United States. The student grant is only available for one year, but students may remain in the US for the full duration of master's and PhD programmes. Fulbright UK awards are advertised in late summer, with early autumn deadlines. Students at US universities may also find on-campus work available as part of the funding package offered by their university. ●





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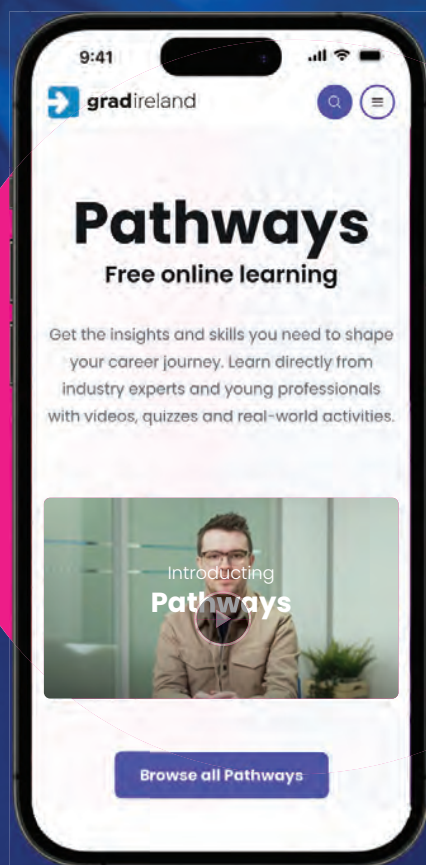
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A–Z of employers

Look through opportunities at these employers.

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Type of work • Engineering • Science • Medical Technologies • Manufacturing • Quality systems • Supply chain • Finance • Technical transfer • Statistics • Medical

Benefits • Flexible Benefits • Maternity Leave • Healthcare • Pension • Career Breaks • Employee Resource Groups • Learning & Development Support

Number of vacancies • 6 PDP vacancies, 40–50 graduate hires

Degrees sought • engineering and manufacturing • medical • science • quality systems • supply chain • finance

Internships • Yes • 6–12 months

Locations • Republic of Ireland

Contact

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About Abbott

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.

Abbott in Ireland

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 to 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.

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.

**FIND YOUR
PURPOSE
WITH US**

MEET ABBOTT GRADUATES

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.

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.

The people of Abbott come to work each day with relentless energy, enthusiasm and a promise to enhance the health and well-being of millions of people. They push the boundaries to help manage and treat some of life's greatest health challenges.

Connect with us at www.abbott.ie

on LinkedIn at www.linkedin.com/company/abbott-/
on Facebook at www.facebook.com/Abbott and on
Twitter @AbbottNews and @AbbottGlobal



Check out how we are creating the future of healthcare.



Type of work • Retail

Salary • €67,925 rising in stages to €111,300

Benefits • 12 months mentored training programme • Fully expensed electric car • International Secondment opportunities • Permanent contract • 5 weeks (plus bank holidays) • Pension Scheme with company contributions • Private Healthcare

Number of graduate vacancies

• ongoing

Degrees sought • 2.1 in any discipline

Placements • yes

Locations • Republic of Ireland (flexibility required)

Contact

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

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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.

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



Everyday
Amazing.

GRADUATES OF TODAY. LEADERS OF TOMORROW.

GRADUATE AREA MANAGER PROGRAMME

Why join our Graduate Area Manager programme? Well, the responsibility and exposure, the training...and yes, the salary and the car. But top of your list should be the opportunity to get involved, give more, and get even more back. At Aldi, you'll progress at pace (just like our tills) and after just 15 weeks you'll be handed the keys to a store. And it doesn't stop there - with our support, you'll be ready to do so much more!

aldirecruitment.ie/graduates

Scan the QR code to discover more...

ALDI MEANS MORE



MORE REWARDS

Earn a market leading salary of **€67,925** rising to **€111,300**



MORE BENEFITS

A fully expensed **electric car**, five weeks' holiday, healthcare **and more**



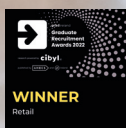
MORE DEVELOPMENT

Learn through our **12 month training plan** and dedicated mentors



MORE RESPONSIBILITY

Manage, coach and lead a **team of over 50 colleagues**





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 for more information about this exciting opportunity.

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



Everyday Amazing.



MEET ALDI GRADUATES

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."

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 skillsets 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."

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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.

Type of work • insurance

Salary • competitive

Benefits • life assurance • overtime • pension scheme with company contributions • private healthcare • share options • days' holiday

Number of vacancies • 10

Degrees sought • all disciplines

Number of placements • 10, all year

Locations • Republic of Ireland

Contact

careers@allianz.ie

teamallianz

Allianz Ireland

Allianz Ireland

@AllianzIreland

Ireland's 100

WINNER

WINNER

Our next graduate intake will be in 2024

Supporting your ambitions, your dreams, and your challenges, the Allianz Graduate Programme is a three year programme consisting of rotations across multiple business areas within Allianz Ireland. Additionally, within the three-year placement, our graduates are afforded a unique international rotation within one of our global companies.

Our programme:

We have two graduate pathways on offer as you kick-start your career. Both the General Insurance and Data and Analytics Graduate pathways will offer key insights into life at Allianz Ireland, and prepare you to become a key member of our community.

GENERAL INSURANCE GRADUATE

You will gain experience in our customer-centric business operations.

The programme offers the graduate exposure to areas from sales and market management to organisational development along with experience in a customer facing role.

Requirements: Achieved or experienced 2:1 in Business, Law, Insurance, Finance or related disciplines.

DATA AND ANALYTICS GRADUATE

You will gain experience in our customer-centric and technical business operations.

The programme offers the graduate exposure to areas such as claims and data insights to actuarial and underwriting along with gaining experience in our customer centric operations.

Requirements: Achieved or experienced 2:1 in Engineering, Mathematics, Insurance, Actuarial Studies or related disciplines.

Training & Development

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. A successful career at Allianz can involve having a variety of positions in different functions, countries and divisions. Your opportunities are limitless.

Broaden your experience through:

- Regular performance and career conversations with your manager
- Career development programmes including soft skill and functional training
- Dedicated mentor and buddy programme

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.

Apply

EAF, online careers.allianz.com

Closing date:

30th October 2023

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Type of work • Accountancy & Finance • Treasury • Capital Markets • Consultancy • Technology • Data & Analytics • Risk • Finance Technical Analysts • AIB UK • Retail • Audit • Legal

Salary • Competitive

Benefits • 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

Degrees sought • All disciplines

Work experience • No experience required

Duration • Varies

Locations • Republic of Ireland • Northern Ireland • Great Britain

Contact

Grads@aib.ie

@aib



Apply

Online at jobs.aib.ie/grads

Closing date see website

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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:

- Structured rotations around different teams to give you a breadth of experience
- A formal learning & development programme
- Further education support for professional qualifications, including generous study leave
- Career planning and career coaching support to help you explore the multitude of opportunities at AIB
- A competitive Salary
- 21 Days annual leave
- 2 volunteer days per year

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!



Supporting
Grads
to shape **Our**
FUTURE

AIB
GRADUATE
PROGRAMME



BORD BIA

IRISH FOOD BOARD

Type of work • Food, Drink and Horticulture Industry • Management, Global Business Development and Administration • Digital Marketing, Advertising and PR • Customer Relationship Management • Human Resources, Recruitment and Training • Research, Analysis, Library and Information Services • Coordinating Sustainability Programmes • Public Sector and Civil Service.

Benefits • Fully funded Master's in Global Business Practice • Competitive monthly bursary • Annual leave • Study leave • International work experience • Extensive training in: Consumer Insights, Sustainability, Brand Marketing, Digital Innovation and Leadership • Continuous feedback, mentoring and coaching through regular Development Priority setting • Professional and Career Development • Membership of the Bord Bia Alumni network • Laptop • Paid business expenses • Student assistance programme.

Number of vacancies • 30+

Degrees sought • all disciplines

Contacts

✉ bordbia@ucd.ie

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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, Insight & Planning department, 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, 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 are 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 Michael Smurfit Graduate 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 and Drink 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.

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 competitive monthly bursary as part of your graduate programme
- Gain vast experience in business, marketing and communications.
- Work for an internationally focused semi state organisation.

Apply

Online at

www.bordbia.ie/gradprogramme

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career on the world stage?**

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In Partnership with



Smurfit Executive Development

UCD Michael Smurfit Graduate Business School



Type of work

- Corporate Governance
- Fund Governance
- Fund Oversight
- Fund Compliance
- Global Fund Distribution
- Fund Regulatory Reporting
- Fund Onboarding
- Fund Portfolio Management
- Risk & Valuations
- Risk Operations
- Capital & Financial Management
- Financial Reporting
- Anti Money Laundering (AML)
- Data Analytics
- Software Engineering

Number of vacancies

Please visit our careers section
www.carnegroup.com/careers

Type of application for employment

Online with CV

Locations

- Dublin
- Kilkenny
- Wexford

Contacts

Doireann Boylan

✉ Recruitment@carnegroup.com

Socials

- in [carne-group](#)
- ✉ [@carneglobal](#)
- 📷 [carne_group](#)

About Carne

Carne makes operations simpler for organisations right across the asset management industry. Expertise in the areas of risk and compliance, due diligence and oversight, distribution and governance come together on a single platform to radically alter the ease and effectiveness with which our clients are able to function.

A world of opportunities for graduates

We recruit from all disciplines. Bring a bright mind and the right attitude and we'll give you a career like no other in the financial sector. Our place at the centre of the asset management industry will give you more options, our size and the groundbreaking nature of the work will give you more opportunities, and the speed of our growth will mean accelerated growth for you too.

Start your career with Carne

All you need to start your career with us is a degree in any subject, a positive attitude and an appetite to learn. The rest we can teach you. We'll give you the tools and opportunities to make your mark, both with us and in the wider asset management industry. We're growing fast and have opportunities in a range of fields.

What is it like to work at Carne?

Job satisfaction: despite frequent attention from headhunters, we have one of the lowest churn rates in the industry.

Training and learning: we support our people to shape their careers around what they want to become.

Belonging: we're big on unity and togetherness. We're proud of the spirit we've built together.

Remuneration: we recognise how hard work and initiative are the reason behind our growth, and we reward it generously.

Force for good: we believe we have the power to make a positive impact on the world. There's more on inclusivity, employee wellbeing, charities and ESG on our website.

Carne is defined by the people that work here, people who are kind, always willing to help you learn and who lead by example.

Lucy Benndorf, Associate – Risk & Valuations

Carne is a place with so many opportunities for progression, growth in your career and creating lasting industry connections.

Keava Scanlon, Associate – Financial Reporting Oversight

In Carne, everyone feels supported in their personal and professional development, and it is truly one of the best work environments I have ever experienced.

Riten Dhawan, Senior Associate – Portfolio Management

Apply

Online at

www.carnegroup.com/careers/start-your-career/

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Make your mark

Every day we're breaking new ground. We have a vision for what's possible in the asset management industry that's nothing short of thrilling. We're growing at great speed, we're bursting with ideas, we do things right. There's never been a more exciting time to join Carne: we're looking for people to help us shape that future.

Scan the QR code to find out
about a career with Carne.
carnegroup.com





Banc Ceannais na hÉireann
Central Bank of Ireland
Eurosysteem

Type of work • banking, insurance and financial services • public sector and civil service

Salary • €35,220

Benefits • 24 days' annual leave • Up to 14 days' flexi-leave • Hybrid working with flexible working hours • Mentoring programme • Ongoing technical & professional development • Subsidised restaurants • On-site wellness facilities • Defined benefit pension scheme • Volunteering opportunities • Diverse employee-led networks • Learning centre & library • State-of-the-art Dockland campus • Fitness classes • Wide-ranging subsidised sport club & social events

Number of vacancies • 20

Degrees sought • arts, humanities, social science • business, management, administration • finance, financial services • information technology • law, legal services, law enforcement, patents • science and mathematics

Location • Republic of Ireland

Work experience • Summer • All year • Placements

Contact

Aobh Kavanagh, tel +353 (01) 2245046

✉ Aobh.kavanagh@centralbank.ie

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Be different. Make a difference

Central Bank of Ireland is a dynamic, multi-faceted organisation at the heart of Ireland's financial system. What exactly does the Central Bank do? Well, amongst other things, the Central Bank has responsibility for monetary policy, financial stability, economic policy, consumer protection and the prudential supervision of Irish financial services institutions. The organisation is currently going through a period of significant change, with a particular focus on our data capabilities as well as transforming the way we carry out our role.

Our three-year Graduate Programme will allow graduates to experience the unique work the Central Bank is involved in.

Graduates will participate in a number of rotations involving opportunities such as:

- Contributing to the development of policies, procedures and frameworks – such as how we regulate firms or how we run our organisation
- Working with complex data to identify and drive continuous improvement initiatives
- Providing solutions to complex problems that are unique to working at the Central Bank
- Developing and enhancing technical and soft skills across a range of areas such as stakeholder engagement, risk management and business strategy.

When you apply to our programme, you can choose a specific stream to specialise in:

Stream 1 – Data, Digital and Technology

Stream 2 – Supervision, Policy and Risk

Stream 3 – Actuarial

A career at Central Bank of Ireland is intellectually rewarding, and our first-class learning and development opportunities and extensive facilities provide real and tangible support in broadening your skills, developing your career and achieving your potential.

Our One Bank Curriculum is an academic programme, designed to meet the technical training needs of our people. It is fully accredited by the Institute of Bankers and University College Dublin and open to all of our people. New graduates will be automatically enrolled in our One Bank Curriculum course, giving them a real understanding of the work of the Central Bank.

We welcome applications from a diverse range of candidates. We are privileged to have people working with us from different backgrounds, experiences and perspectives, and we recognise the value this brings to our organisation. Over recent years, we have made Diversity and Inclusion an organisational priority and integrated it into our broader strategic framework.

Making a difference at the Central Bank isn't just about the work you do for the public good – it's also about getting involved in the local community and giving back to a host of worthy causes. We're passionate about Corporate Social Responsibility and we encourage our people to avail of volunteering opportunities such as the Early Learning Initiative and Junior Achievement.

Apply

Online at www.centralbank.ie/graduates

Closing date: 23.10.24



Type of work • accountancy and financial management • human resources, recruitment and training • IT and telecoms • logistics and transport • management, business, administration • marketing, advertising and PR • retail, sales and customer services

Salary • competitive, with bonus

Benefits • bonus (discretionary) • life assurance • health insurance • pension scheme with company contributions • 22 days' holiday plus bank holidays, and a half day on your birthday • free fruit, tea and coffee • free parking • social events and parties • christmas gift from the CMS catalogue

Number of vacancies • 40

Degrees sought • all disciplines

Work experience • All year

Duration • 1 year

Locations • Republic of Ireland • Great Britain

Contact

✉ careers@cmsdistribution.com

✕ CMSDistribution

in cms-distribution

Since CMS was founded in 1988, there has been continuous commitment to developing our People. As a technology business, innovation and growth are at the heart of what we do, and this includes our approach to investing in our people.

Our Graduate Programme is designed to fast track your career in an international, multi-million Euro technology business. It centres your personal and professional development as you build critical knowledge and gain experience, supported by your development mentor. We will provide you with the tools to pave your own career path, building up an excellent foundation of business knowledge.

Throughout your first 6 months, our scheme places you in a focussed role aligned to your skillset, while giving you opportunities to interact with other areas of the business, as well as the potential for domestic and international business travel. This gives you the opportunity to explore key areas of the business and embed our CMS culture & values before graduating from the programme and securing a permanent role in one of the many opportunities across our business.

We have a huge variety of streams spread across our amazing offices in Kiltimagh. In return for your fresh thinking and dedication to working by our company values, our programme will offer experience in the following areas:

- Sales and Business Development
- Marketing
- Vendor and Product Management
- Finance
- Supply Chain and Logistics
- Human Resources and Recruitment
- IT Support
- Project Management
- Cyber Security Solutions
- Customer Services
- ESG
- Senior Leadership

We offer a competitive salary and a host of great benefits, including 22 days holiday, paid sick leave, private health and dental insurance and the potential for hybrid working.

Personal development will be encouraged through allocated time spent with fellow graduates in study seminars, where your knowledge and ideas will come to life through presentations, assessments and journals. You will also have access to funded development, 1-2-1 coaching and face to face time with our Senior Leadership Team for round table discussion, and the opportunity to become accredited or certified for specialist skills and recognised qualifications in your chosen area of expertise.

Jayden

Senior Account Manager

CMS has offered me a new career as a recent graduate. It was a whole new industry to me but thanks to the amazing training and support from colleagues, I settled in and now understand it fully. I have since progressed to a Senior Account Manager and I'm excited to see what progression still lies ahead of me.

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CV & letter – EAF – email –
Online at
[www.cmsdistribution.com/
cms-graduate-programme](http://www.cmsdistribution.com/cms-graduate-programme)



Type of work • accountancy and financial management • banking, insurance, and financial services • engineering • fund management/ administration and investment banking • IT and telecoms • law, legal services, and patents • management consulting • management, business, administration • marketing, advertising, and PR

Salary • competitive with a comprehensive benefits package

Benefits • life assurance • pension scheme with company contributions • 21 days holiday (increasing with length of service) • The complete list is available on the website.

Number of vacancies 350+ annually

Degrees sought • all disciplines

Work experience • yes • summer, 9–12 weeks • all year • placements, up to 12 months

Number of placements • 200+ annually

Locations • Republic of Ireland • Northern Ireland

Contact

Graduate Recruitment Team
Earlsfort Terrace, Dublin D02 AY28
Tel: + 353 (0)1 417 8578

✉ gradrecruitment@deloitte.ie

✉ @deloitteLifeIrl

in Deloitte

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Business facts

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.

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.

Our People

Diversity is our strength, and we embrace it wholeheartedly. 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.

Your Growth is Our Growth

Your expertise is our capability, so we make sure it never stops growing. 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.

The Professional Experience

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.

Joining Deloitte isn't just a career move; it's a leap into a global stage, it builds your future as a professional and allows you to work with some of the biggest companies not only in Ireland but across the globe.

The Social Impact

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.

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CV & letter • email
• online at www.deloitte.ie

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opportunities and challenge yourself.

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www.deloitte.ie/students



Type of work • engineering – electrical, mechanical, civil, quantity surveying
• IT • commercial • finance • human resources

Salary • competitive

Benefits • competitive

Number of vacancies • 50+

Degrees sought • Engineering degrees (including Electrical, Mechanical, Civil and Quantity Surveying), Accountancy and Finance degrees, HR degrees, Business degrees, IT degrees, Marketing degrees

Duration • 2.5 years

Locations • Republic of Ireland • Northern Ireland

Contact

✉ graduates@esb.ie

📷 theESBgroup

in ESB

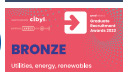
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Apply

Online at esb.ie/graduates

Closing date: 30.10.23

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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

MEET ESB GRADUATES

Sinead Reidy

Engineering Graduate 2020



Tell us about yourself and what you studied in college

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

What is the graduate programme like?

As part of the 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.

Explain what the work experience was like

The first team I was placed with was onshore wind in the renewable projects team where I assisted with planning documentation, route planning, site investigations and various other documentation.

I rotated to the civil works team at Ardnacrusha Generating Station and have been based in the station since. My work involves ongoing supervision and maintenance of Ardnacrusha Dam, as well as the associated infrastructure connected with the Shannon and Lee Schemes.

As part of my role, I assist with flood forecasting which is used to coordinate station operations. Safety on site and dam safety is very important. Therefore, I regularly check instrumentation readings that monitor the concrete dam and embankment. I have carried out bridge and building inspections on land and by boat, as well as penstock and draft tube inspections at Ardnacrusha, and the Lee stations (Inniscarra and Carrigadrohid Dams). To carry out these inspections, I was required to undertake working over water, confined spaces and working from height training.

What do you plan to work as after the programme and why?

I plan to move to the Hydro Team in the Civil Engineering division within Engineering and Major Projects at ESB where I will assist with the technical projects that will take place at our various Hydro locations including on the Erne, Liffey, Lee and Shannon Schemes, and Turlough Hill. I am really looking forward to learning more about the civil aspects of the various hydroelectric plants within ESB and transferring the knowledge that I have learned on site into my new design role.

Akshat Shrivastava

IT Graduate 2022



Tell us about yourself and what you studied in college

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.

What is the graduate programme like?

The ESB graduate program stands as an innovative and dynamic platform, specially curated to empower aspiring graduates, such as myself, to embark on a remarkable journey within the energy sector. Its well-structured framework offers a kaleidoscope of opportunities through rotational placements across diverse departments, unlocking unparalleled exposure to the intricate facets of ESB's operations. The program goes beyond conventional learning by fostering personal growth through bespoke mentorship and skill-enhancement sessions. By blending technical prowess with soft skills, this transformative experience readies us to be future leaders in the industry. Networking events and attentive program managers further ensure a nurturing environment, making the ESB graduate program an enriching and rewarding adventure.

Explain what the work experience was like

My work experience during the graduate program 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. With full financial and moral support, my pursuit of Microsoft Azure certifications has been encouraged, fostering my personal and professional development.

What do you plan to work as after the programme and why?

After the successful completion of the graduate program, my aspiration is to embark on a dynamic journey as a proficient Business Analyst or Data Analyst within ESB. With a solid educational background in Business Analytics, I possess the expertise to dissect intricate data sets, discern patterns, and offer insightful actions. By assuming these roles, I am committed to enhancing ESB's operational efficiency, elevating customer experiences, and uncovering avenues for progress and optimization. As the energy sector undergoes transformative changes, I am fervently eager to be a part of this metamorphosis, utilizing data-driven decision-making to steer the industry's future. Being a catalyst for ESB's continuous prosperity is a prospect that truly excites me.



Grad 
Programme

Type of work • assurance (Audit) • data analytics • tax • strategy & transactions (corporate finance • consulting • technology)

Salary • EY offers a competitive and wide-ranging package. When you work hard, it's important to know you're being paid fairly.

Benefits • Fully paid exam fees & study leave for all graduates pursuing a professional training contract • Exam & performance bonus schemes • Recognition awards • A flexible, hybrid working environment • Free gym membership • Free WebDoctor access • 24/7 Employee Assistance Programme & wellbeing support • Discounted health insurance • Ability to buy 5 extra holidays per year • Referral programmes • Travel pass • Bike to work scheme • Obtain a free Tech MBA or Masters in Sustainability or Masters in Business Analytics while working with EY through Hult International Business School

Number of vacancies
300+ Graduates • +200 Interns

Degrees sought • all disciplines

Work experience Summer Internship: 8 weeks • Work Placement: 3-12 months


Locations Dublin • Cork • Limerick • Waterford • Galway • Belfast

Contact

 studentrecruitment@ie.ey.com

 EYCareersIreland

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Online at ey.com/en_ie/careers

Closing date for graduate programme
5pm, 18 October 2023

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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.

We believe in lifelong learning with flexible working options, paid study leave, an enjoyable and positive work culture and continuous opportunities as your career progresses.

Where will EY take you?

We will empower you to excel at what you love and create your own career in one of our award-winning graduate programmes:

- **Assurance** – Assurance at EY is all about understanding the key business and financial risks facing our clients and the markets they operate in. You will be supported towards becoming a qualified chartered accountant through the ACA exams. We'll train you up and prepare you for a successful future. Whatever your ambitions, we're here to support you and get you ready for tomorrow's ever-changing landscape.
- **Tax** – Tax at EY is an exciting and ever-changing profession. We work with some of the largest, most established global organisations in the world – as well as small, locally run businesses. You will have the opportunity to pursue two professional qualifications, ACA and AIT, all while receiving world class training, exam support and experience. Alternatively, if are interested in the Tax Technology side of our business, you can also now apply to the EY Tax Technology Transformation graduate programme today.
- **Strategy & Transactions (Corporate Finance)** – Strategy and Transactions at EY is all about advising clients on when and how to buy, sell or merge companies to improve growth, competitiveness and profitability. You will be supported towards becoming a qualified chartered accountant through the ACA exams and receive world-class coaching and career development support as you pursue your professional qualifications.
- **Consulting** – Consulting at EY is all about providing expert knowledge to advise on a broad range of issues across a variety of industries for companies looking to grow, change or improve performance. If you are interested in pursuing CIMA, ACCA or other types of further education, the opportunities are endless through EY firm supported education and EY badges.
- **Technology Consulting** – In Technology Consulting, we're building a better working world by transforming businesses through the power of people, technology and innovation.
- **Data Analytics** – Our Data Analytics team tackles a range of projects ranging from corporate fraud investigation to big data analytics or simply designing and developing intelligent solutions to solve our clients' complex data challenges. By joining Data Analytics, you will use the latest data tools and technologies to solve our clients' most sensitive and difficult issues.

No matter which programme you join, EY invests in further education and learning opportunities in all areas of our business, with a comprehensive Learning and Development programme in place for all employees in the organisation.



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

Grad 
Programme


EY
Building a better
working world



Type of work

- Accounting
- Finance
- Information Technology
- IT Business Systems Analysis (Supply Chain, HR systems, Manufacturing/Operations)
- Software Development
- Programming
- IT E-Services
- Environmental, Social & Governance
- Risk & Insurance
- Procurement
- HR

Number of vacancies • see our website for 2024 opportunities

Degrees sought • various, see opportunity listings online for details

Locations • Republic of Ireland & US

Contact

Glanbia Pure Ambition Team
+353 (0)86 0786860

✉ graduates@glanbia.ie

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www.glanbia.com/graduates

Closing date
See website for details



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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.

Developing Emerging Leaders

At Glanbia your performance matters and you'll have plenty of opportunities to make an impact from day one. Hard work is recognised and rewarded. We value your ideas and encourage you to challenge us to find a better way.

Our Pure Ambition Graduate Programme is positioned strategically within the organisation with a long term view of developing our future leaders. You'll receive support to grow a rewarding career through on-the-job development, formal training, international projects or assignments, coaching and mentoring. In fact, many of our current leaders started their careers as graduates.

We're delighted to have won the gradireland Graduate Employer of the Year (intake up to 40) in 2022. We are also proud to have been awarded the title of gradireland Gold Award for the Best Graduate Training and Development Programme in Ireland in 2021. These awards recognise our commitment to investing in our emerging leaders and creating a world-class experience that delivers on our business growth ambitions. Now, we want to invest in you!

Connect and Grow Together

The Pure Ambition Graduate Programme is more than just work; it's a global community experience. You'll be in a unique position to connect, socialise and build relationships with a network of talented people at all levels of the organisation that will benefit you throughout your career.

Happy, healthy employees are those with a strong work-life balance and at Glanbia we continuously strive to deliver initiatives that improve the working environment. There are tons of opportunities to find a balance in a calendar packed with social activities, sporting events, wellness programmes and corporate responsibility initiatives.

If you want a career that's more than just a job, where you're empowered to make a difference and you share our passion for making the world a better place, then apply online today!

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

Clíodhna Manning
Finance Business
Analyst Associate

WHERE
AMBITION

MEETS
NUTRITION





Type of work • Option to gain experience in Corporate Advisory, Wealth Management, Asset Management and Research

Degrees sought • finance • economics • business • commerce • banking • maths • accounting • law • IT • other disciplines accepted

Duration • full time • 23 months • starting in September 2024

Locations • Dublin (graduates will have some flex time working from home, but will be expected to be in the office the majority of the time)

Contact

Goodbody HR Department,
2 Ballsbridge Park, Ballsbridge
Dublin, D04 YW83
+353 (01) 667 0400

✉ careers@goodbody.ie

📧 @goodbody.ie

📱 @Goodbody

Applications

Candidates should visit www.goodbody.ie/graduateprogramme or scan the QR code in this ad to visit the Graduate Programme landing page, which has all the details about this Programme.

Try before you apply

Goodbody offers three virtual work experience programmes in stock picking, wealth management and corporate advisory, accessible through www.forage.com or on our website.

Goodbody is a great place to work

Deciding on the right graduate programme and a potential future career path can be overwhelming, so we want to provide you with the information that you need to make an informed decision about applying to our Graduate Programme.

Who we are

Goodbody has an unparalleled legacy in Ireland's financial services sector. We have nearly 150 years of experience working closely with clients and 360+ employees working across our offices in Dublin, London, Cork and Galway.

We are a full service, investment-led business that offers Wealth Management, Asset Management and Investment Banking services. And, while we're proud of our legacy, we're equally as proud of our ability to adapt and innovate over time period.

Our culture is one of professionalism, excellence, customer-centricity and open engagement and communication amongst employees. We're deeply involved in giving back through our charities and community partnerships programme, which works closely with several social, environmental, health research and arts organisations.

Reasons to consider the Goodbody Graduate Programme

At Goodbody, we offer a compelling package to our graduates. All graduates receive ongoing training, a buddy to help them develop and the guidance of an experienced mentor throughout their time in the programme.

Graduates will receive continuous feedback as they work on projects that will make a real impact on the company.

Goodbody has educational supports in place to help enhance educational and professional designations. Additionally, we offer ongoing social events and networking opportunities, so you can build your network early on in your career and make connections that count.

The qualities you'll need

Success in the Goodbody Graduate Programme is based on your ability to be a team player, your passion for what we do and the contributions you make to the overall organisation. To excel you'll need to:

- Be client focused
- Have exceptional communication skills
- Be a team player
- Have a passion for financial services
- Be focused and driven

Learn more

If this programme sounds like it might be for you, we invite you to visit our Graduate Programme page on the Goodbody website at www.goodbody.ie/graduateprogramme.

All details as to how to apply can be found on our site, along with important dates.

And be sure to check out our two videos, that include testimonials from past graduates, on our YouTube channel.

Apply

Online at www.goodbody.ie/graduateprogramme

Closing date 1 December 2023

Search gradireland



Jack Barber

Project Management Officer



"The Goodbody Graduate Programme provided fascinating insights into multiple aspects and functions of the entire organisation. As a member of the Graduate Programme, I felt incorporated into the company as a 'regular employee' and no two days were the same."



At Goodbody, we're focused on helping you grow, develop and build a career



Goodbody welcomes applicants from varied backgrounds, and offers an inclusive working environment to our graduates.

Find out more on our website and download our Graduate Programme brochure.

Dublin | London | Cork | Galway | www.goodbody.ie/graduateprogramme

Goodbody Stockbrokers UC, trading as Goodbody, is regulated by the Central Bank of Ireland and Goodbody Stockbrokers UC is authorised and regulated in the United Kingdom by the Financial Conduct Authority. Goodbody is a member of Euronext Dublin and the London Stock Exchange. Goodbody is a member of the group of companies headed by AIB Group plc.



Type of work • accountancy and financial management • banking, insurance and financial services • fund management/administration and investment banking • management consulting • management, business, administration • IT and telecoms

Benefits • 20 days' holiday • graduation day leave • compressed working week (3pm Friday finish – summer & bank holidays) • paid overtime • professional subscription • exam leave • study leave • Professional Education team • Grant Thornton Learning • comprehensive induction • Shout Out recognition award • BeWell Programme • Onsite gym (Dublin) and more...

Number of vacancies • 300+

Degrees sought • All disciplines

Work experience • Summer internships and Co-Op Placements • 8 weeks to 12 months

Locations • Republic of Ireland • Northern Ireland • Isle of Man • Gibraltar • Bermuda

Contact

✉ graduaterecruitment@ie.gt.com
ngraduaterecruitment@ie.gt.com

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Real Opportunities with Grant Thornton

Who we are:

Grant Thornton is a global provider of professional services, spanning more than 145 countries with a team of 68,000 professionals working to build sustainable, scalable solutions to address real-world problems. In Ireland, our team comprises of nearly 3,000 professionals providing a full range of Audit, Tax and Advisory services to clients of all sizes and industries.

Our 'Real Opportunities' Graduate Programme

Our Graduate Programme provides a **real opportunity** for career development. When you join Grant Thornton, you get:

- A real opportunity to grow and succeed as part of a team.
- A real opportunity to work with and learn from the best in the business.
- A real opportunity to make a difference and excel by bringing fresh ideas.
- A real opportunity to lead a new era of professional services.

It will challenge your thinking and accelerate your growth, putting you at the heart of client projects. You'll gain first-hand experience in problem-solving, collaborating with industry leaders and working with multi-disciplinary, global teams to address complex challenges.

We offer four Graduate Programme areas:

- Audit & Assurance
- Advisory
- Financial Services Advisory
- Financial Accounting Advisory Services.

Why Grant Thornton?

Professional services firms don't produce goods; we produce solutions and ideas. When organisations encounter a problem requiring external advice or expertise, they call Grant Thornton. As a member of our team, you'll be building the future—not a product. You'll work alongside some of the world's most respected subject-matter experts as they develop best-in-class solutions for today's most pressing challenges.

Candidates are attracted to Grant Thornton for many reasons, but our people are at the top of the list. Our employees aren't just the cogs in a machine; they're the heartbeat of our company, and their enthusiasm fuels our success. You'll experience a culture of camaraderie and mutual support and be part of an inclusive, diverse team that values everyone's contributions. We believe an open, respectful environment encourages bold ideas that benefit our colleagues, clients and communities.

We empower growth, giving our people the autonomy and support to generate impact. We offer personalised learning paths, training and development, supportive mentorships and more. You'll have the opportunity to build connections worldwide, working with clients in multiple geographies, collaborating with our international network and tapping into global pools of knowledge.

Who we're looking for:

We're looking for graduates from various disciplines, including business, computer science and STEM. If you're on track to get a minimum 2.1 and have strong IT skills, we want to hear from you. You provide the ambition; we'll provide the real opportunity and experience.

Find out what *really* counts in your career by applying to our Graduate Programme.



OPPORTUNITIES

Find out what a career in professional services is really like

APPLY NOW TO OUR GRAD PROGRAMME



Grant Thornton

Audit | Tax | Advisory

GUIDEWIRE BASECAMP

Graduate and Intern Program

Type of work • IT consulting • software development • product development, configuration & integration • technical support

Benefits • 26 days annual leave • LTI (long term cash incentive) • Guidewire Product Certifications • 80 hours of learning & development time per year for DS graduates • 3 paid days volunteering • company bonus • flexible & remote working • wellness benefit • private healthcare • life assurance • long term illness assurance • pension scheme with company contributions • free commuter bus • free snacks and drinks • games areas • sports & social • travel to work scheme • bike to work scheme • work from anywhere program

Degrees sought • computing/IT • software development • engineering • business integrated systems • business computing

Work experience • undergraduate internships

Duration • 6 months, 3 months

Locations • Republic of Ireland • rest of world

Contact

Gary Hartigan, Guidewire Software Ireland, No. 1 Stemple Exchange, Blanchardstown Corporate Park, Ballycoolin, Dublin 15, D15 K66D, Ireland +353 (0)1 907 2000

✉ ghartigan@guidewire.com

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GuidewireGlassdoor



Ranked 8th place as one of Ireland's Best Place to Work 2023. At Guidewire, we combine digital, core, analytics, and AI to deliver our platform as a cloud service. We serve more than 500 insurers in 38 countries.

Guidewire is a leading software publisher in the P&C industry. We were established in 2001 in San Francisco, California and opened our Dublin office in 2011 with 3 employees. We have since grown to over 460 people in Ireland, working across multiple technical teams, including product development, delivery services, and customer & cloud operations. We provide the software that drives an industry worth over \$2 trillion dollars a year and work with some of the largest property and casualty insurance companies in the world.

Navigate what's next

Guidewire Basecamp is the program that all our interns and graduates become a part of when they walk through our doors. We give interns and graduates the tools to leap further and find their own way, so they can confidently Navigate What's Next in their career. This year we are seeking top IT/Computer Science interns and graduates with strong core software development skills to train them into expert Guidewire Consultants, First Responders and Software Engineers. We do this via a comprehensive and structured set of training modules, mentorship, rotations and on the job experience. Graduates also receive a dedicated career coach who will guide you to maximise your potential and encourage you best on how to make an impact.

Training & Development

Within each stream, you will develop your communication and technical skills as you take on exciting project work—designing, building, and supporting solutions for Guidewire customers. You will complete 11-week product training before starting your first project. We believe in ongoing education and encourage every employee to continually build up skills and allow for dedicated time for things like Java and Agile certifications.

Guidewire are proud to be shortlisted finalist for "Best Graduate Training & Development Programme", "Best internship Programme [intake up to 50]" at gradireland Graduate Recruitment Awards 2022.

A Place for you to Belong and Thrive

Our teams are lean, empowered, and collaborative. We work together as professional equals. You'll work alongside intelligent colleagues who've checked their egos at the door. We value ideas, not titles.

Guidewire Basecamp Internships

We provide interns with the opportunity to get hands on work experience at a software company through our Guidewire Basecamp Program. We offer 6-month software developer internships to Computer Science students on rotational program across our product development and Delivery Services teams. Our interns work on real projects using agile methodologies that allows them to develop important skills they will use once they graduate. We also offer 3-month summer internships to business and IT students as part of the Business Technology team.

Apply

Online at
careers.guidewire.com/jobs

Closing date
Internships: 31.10.23
Graduates: ongoing

Search gradireland



Kiowa Daly

Software Consultant 2, GSC



I Joined Guidewire's grad program in June 2020 as a Software Consultant, straight after finishing my Computer Science Degree in UCD. What makes guidewire special is the trust they give to their employees and the fast growth you achieve in your career. Exposure to customers and international colleagues expanded my network and allowed me to learn from the best!



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





Type of work • languages and culture • management, business, administration • marketing, sales, events, PR

Salary • Competitive

Benefits • Initial 12 month contract with opportunity to extend to a further 12–24 months • competitive salary • two return flights to Ireland per year (for business purposes) • mobile phone • laptop • company car (where applicable in market) • award winning training programme including training in Irish Whiskey Academy, Midleton

Number of vacancies 10–15

Degrees sought • Level 8 or 9 all disciplines • advertising, marketing, PR, media, publishing • business, management, administration • languages and culture

Work experience no

Locations • Republic of Ireland • rest of world

Contact

- 📧 jamesongradprog
- 📱 jamesongradprog
- 📧 jamesongraduateprogramme
- 🎧 The Jameson Graduate Podcast



Who are Irish Distillers?

Irish Distillers is Ireland's leading supplier of spirits and wines and producer of some of the world's most well-known and successful Irish whiskeys. Our success is led by our flagship brand, Jameson, a top 3 selling international whiskey brand and a Top 10 International spirits brand. Irish Distillers produce and market Jameson which is distributed globally through the Pernod Ricard network. Sustainable practice is embedded across our supply chain from Grain to Glass. In 2022, we announced a €50 million investment in Midleton Distillery to deliver a carbon neutral distilling operation by 2026. Our dedicated workforce of more than 800 people across six locations in Ireland is committed to supporting the continued success of our brands across more than 130 global markets. With Jameson achieving sales of over 10 million cases in 2022, there has never been a more exciting time to join the team.

What's the programme all about?

The Jameson International Brand Ambassador Programme gives you the opportunity to work for the world's #1 Irish Whiskey brand. From Bangkok to Bangalore, Tokyo to Paris, you'll become part of a global family of over 70 Brand Ambassadors. The programme offers an initial 13-month contract with the opportunity to gain international experience and excellent opportunities for career progression. Brand Ambassadors work in conjunction with local Pernod Ricard sales and marketing teams in the planning, development and implementation of the Jameson brand strategy in their respective markets. The Jameson International Brand Ambassador Programme has provided the launch pad for many successful long-term careers within Irish Distillers and Pernod Ricard affiliates globally.

Is It for You?

The role of Jameson Brand Ambassador is unique. Our Brand Ambassadors are creative, innovative, self-starters with an entrepreneurial spirit who are driven to succeed. At Irish Distillers we call this 'Serious Character'. If you have a passion for brand marketing and sales, for content creation and for spotting the latest trends then this programme is for you.

As this is an international programme speaking an international language such as French, Spanish, German, Italian, Portuguese, Mandarin or Japanese is a distinct advantage but not a requirement. The one key requirement is SERIOUS CHARACTER!

Applications open late September 2023

To find out more about the programme, and to submit your online application, visit jamesongraduateprogramme.com. Applications include a written application & the submission of a supporting 2-minute application video. To apply for the programme, a full-clean drivers' licence is a must.

Apply

Online at

jamesongraduateprogramme.com

Applications open: Late Sept 2023

Applications close:
1pm Wed 14 Feb 2024

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MEET JAMESON BRAND AMBASSADORS

Alice Lynch

is a Jameson Brand Ambassador based in Malaga, Spain. She studied International Modern languages (French and Spanish) from University College Dublin.



The year I spent living in Málaga as a Jameson Brand Ambassador was an unforgettable experience where I learnt so much and will carry these new skills with me as I continue to develop both professionally and personally. I feel very grateful to have lived in such culturally rich city where I immersed myself fully in the Spanish way of life.

I am so grateful for the lifelong friends I have made and connections I have built throughout the year. Our immersive induction programme set the foundations for an incredible first year on the programme. We were provided with the necessary skills to distil our own success in our roles. It was fantastic to connect with fellow Brand Ambassadors and keep a continued network of friendship from every corner of the world.

As a language student, I knew I always had a passion and love for Spanish and French. I wanted to develop my linguistic skills whilst also tapping into my strengths and figuring out which area of the business I could see myself having a career in. During my year here in Málaga, I worked with trade marketing, sales, and marketing. Thanks to this experience, I could now see myself progressing into a career as a Brand Manager. I love the brand planning aspect of the role, investigating consumer insights and implementing strategy.

Robin Healy

is a Jameson Brand Ambassador based in Taipei, Taiwan. He studied Commerce International with Chinese Studies from University College Dublin.



Imagine yourself landing in Taiwan as the first ever Jameson Brand Ambassador to be placed there. There's no existing framework for the role, so you have to decide how best to add value to Jameson's drive for growth, at the same time acclimatising to the local culture and ways of working and all through Mandarin Chinese. It's no easy task, but one that I personally really embraced & enjoyed. It required me to be independent, organised, outgoing, and above all flexible. With every day being different to the last, I had to be ready to put on multiple hats for the different aspects of the Brand Ambassador role.

The highlight of the job so far for me - while it might sound strange - has been leaving Taiwan to move to Japan for my second international placement on the programme. It was a bittersweet experience. I made friendships during my time in Taiwan that will last a lifetime, so of course it was heart-breaking to leave, but it made me realise that I had created something special. I had created a community of bartenders, musicians, bar owners, and young working professionals and I was a part of that. Oddly enough it took leaving Taiwan and receiving so many kind words to properly be able to reflect on my experience there. That community will always be there should I return to Taiwan in the future, but for now, it's on to the next challenge - Tokyo!





Type of work • accountancy and financial management • engineering • human resources • information technology • manufacturing and processing • science • research and development • supply chain • project Management • customer care • procurement

Salary Competitive salary (€37,500 in Ireland) which is reviewed annually in line with the organisation's performance and pay planning review cycle

Benefits • pension scheme with company contributions • 25 days' holidays • a permanent contract • opportunities to re-locate abroad • healthcare allowance [ROI employees only]

Number of vacancies 50

Degrees sought • various, see programme listings online for details

Locations • Republic of Ireland • Northern Ireland • Great Britain • Netherlands • Germany • Spain • Italy • France • Denmark • Poland • Rest of the World

Contact

kerrygraduates.europe@kerry.com

Ireland's
100

Apply

To find out more about our opportunities and apply on-line check out our website www.kerry.com/careers/graduates



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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's on offer?

- A competitive starting salary (€37,500 in Ireland, other EU countries will vary)
- 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

Have you got what it takes?

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.

Nourish your future



Together we are a
force for change

KERRY



Type of work • accountancy and financial management • construction, civil engineering and QS • engineering • environment and natural resources • human resources, recruitment and training • law, legal services and patents • management, business, administration • manufacturing and processing • marketing, advertising and PR • media and publishing • retail, sales and customer services • science, research and development

Salary • €34,000 pa

Benefits • life assurance • pension scheme with company contributions • 22 days' holiday

Number of vacancies • approx 40

Degrees sought • all disciplines

Locations • Republic of Ireland • Northern Ireland • Great Britain • Europe • North America • LATAM • APAC

Type of application for employment • online

Contact

Mary McConville
graduate@kingspan.com

 @KingspanGraduate

 @Kingspan_global

Who are we?

Kingspan is the global leader in advanced insulation and building envelope solutions. Our mission is to accelerate a net zero emissions future built environment with the wellbeing of people and planet at its heart.

Across six operating divisions, our products and services make buildings more thermally efficient, enhance wellbeing and harness natural resources for renewable energy and sustainable water management.

Our Business

Today Kingspan is a €8.3bn revenue Group which has grown to be the leader in high performance insulation and building envelopes. We are rapidly expanding our geographic footprint into emerging economies and sectors such as urbanisation and renovation: sectors which will drive the built environment of the future.

Kingspan Group operates five business divisions:

- Insulated Panels
- Insulation
- Light, Air + Water
- Data + Flooring technology
- Roofing + Waterproofing

While we retain our heritage and culture as a family business, globalisation remains at the heart of our ongoing evolution. The Group has 20,000+ employees employed across the world in 200+ manufacturing facilities across 70+ countries. Our largest presence is in Europe, with a sizeable presence in North America and a footprint throughout the rest of the world.

We are continually expanding our manufacturing footprint with acquisitions all over the world, as we continue to evolve into a truly global business. Working at Kingspan is an opportunity to be part of a global community, potentially working and living all over the world. We're an innovative, fast-paced global business, with teams driven by improving building performance, construction methods and ultimately people's lives.

People Passionate

What has been achieved would not be possible without the people that work hard to drive the company forward. We strive to create a safe and fulfilling workplace where our people and customers are valued, and local communities supported. As we have grown largely by acquisition, we are culturally diverse and strive to nurture equality and diversity across our business.

We place a high value on the people, relationships and communities at the heart of our business. For this reason, talent is at the heart of future planning at Kingspan.

Apply

Online at www.kingspan.com/group/careers/graduates

Closing date
31 December 2023

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Planet Passionate

39% of all carbon emissions come from buildings. At Kingspan, we want to play our part in helping tackle climate change. We believe advanced materials, building systems and digital technologies are key to addressing these issues.

Our sustainability programme, Planet Passionate, is at the heart of everything we do. Launched in 2020, Planet Passionate is a wide-ranging and ambitious programme with a 2030 horizon, aiming to drive decarbonisation and circularity in our business and products.

At Kingspan, we want to see you achieve your goals and ambitions. On joining the business, you will be given the opportunity to take part in our highly regarded Development Programme "Yours to Shape" alongside your day job, providing you with fundamental skills for developing a career at Kingspan.

The Programme consists of five modules covering such topics as

- Self-Awareness and Leadership Skills
- Innovation and Idea Generation
- Key Business Activities
- Communication & Influencing Skills

Culminating in a group project that is presented to Senior Management.

Nelu Mihali

is a Sales Technical Engineer
with Kingspan Water & Energy, Belgium

I am a Sales Technical Engineer for Kingspan Water and Energy. I support our customers in their projects by providing them with a technical solution to their wastewater treatment. In addition to a standard range, we also offer customised solutions for our customers, which is where I mainly work. The projects vary from small communities, restaurants, hospitals, large offices, camping sites etc. Our solutions are sold all over the world. It's exciting that my work is enabling wastewater to be treated in Europe, Africa, Reunion Island, St Bartholomew's, Guyana, Martinique and many other places.

My advice to graduates would be to take risks and have confidence in themselves. Our company gives you the opportunity to express your talent. If they take the chance, they will not regret it.





"To be part of Ireland's next generation of business leaders, you need to be part of the next generation graduate programme."

Type of work Audit & Assurance • Consulting • Corporate Finance • Corporate Governance • Financial Advisory • Internal Audit • Outsourcing • Tax • Transaction Services

Salary • Competitive

Benefits 21 days annual leave (increasing with service & promotion), option to buy additional leave – paid study and exam leave – 3pm finish on summer bank holiday Fridays – Laya EAP – financial support for membership subscriptions, professional courses and exams related to your career – Bike to Work and TaxSaver schemes – enhanced family leave – annual flu vaccine – subsidised sports & social clubs

Number of vacancies • 80+

Degrees sought • All disciplines

Work experience • Yes – Summer Internships 12 weeks – Placements 6–12 months

Location • Dublin • Galway • Limerick

Contact

For more information contact

✉ gradrecruitment@mazars.ie

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Our next-generation graduate training programme is designed around understanding and appreciating the distinct qualities and experiences of each employee and where possible by providing personalised support, mentoring, and resources tailored to individual needs and aspirations.

We take pride in cultivating a dynamic and inclusive work environment. We put people before processes, empowering you to lead, innovate and foster your entrepreneurial talents. If you are looking for a career where you can truly make an impact, Mazars is the right place for you.

Our firm

Mazars is a leading international audit, tax, advisory and consulting firm. Operating as a united global partnership, we work as one integrated team, leveraging expertise, scale and cultural understanding to deliver cutting edge services in audit, assurance, tax, consulting, financial advisory, corporate finance and financial outsourcing.

With over 600 staff across offices in Dublin, Galway and Limerick, the Irish firm draws on the expertise of more than 47,000 professionals in over 95 countries to assist major international corporates, SMEs, financial institutions and public bodies achieve their strategic and business goals.

Our graduate programme

Our graduate programme offers graduates and postgraduates the opportunity to work and train to become experts in their chosen field. Here are several academic paths that our trainees pursue during their training contract:

- Audit & assurance – ACA, ACCA, ICSA
- Taxation – ACA, ACCA, AITI
- IT audit – CISA, CISM, CISSP, QICA
- Financial advisory – ACCA
- Corporate finance – CFA
- Consulting – CIMA, CIPD, Prince 2

Investing in our people

As one of the fastest-growing audit and advisory firms in the world, we are committed to investing in our people's growth, development, and wellbeing. We understand that by nurturing and empowering our employees, we not only enhance their individual potential but also elevate the collective success of our firm.

Our innovative and future-focused people strategy encompasses a range of personal and career development initiatives to support your growth from a graduate to a business leader. Our graduates also have access to educational & exam support tailored to their needs and the Mazars PQE Academy to help newly qualified staff capitalise on their training and future-proof their careers.

Our graduates

At Mazars, we believe in the power of our people and their diverse talents, as we strive to make a difference in the business world. So, if you're an ambitious graduate eager to launch your career, Mazars offers a world of possibilities to ignite your potential, shape your future, and make a lasting impact.

Mazars, the smart choice for your career


Apply

Online at www.mazars.ie/careers

Closing date 18 October 2023

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A woman with long brown hair, wearing a bright pink sleeveless dress and black tights, is sitting and smiling. She is positioned in front of a large window with a black frame, which shows a blurred view of a building and greenery outside. The lighting is soft and natural, coming from the window.

“I’m using my
initiative as
well as my
qualifications.”

Ailish Doyle
Consulting

Qualifications are important but, on their own, they won't make you a leader. It takes vision and drive.

At Mazars, we're recruiting the next generation of business leaders. We provide the opportunity, the rest is up to you. **Gen you.**

Mazars, the smart choice for your career.

mazars

mazars.ie/careers



Type of work • accountancy and financial management • IT and telecoms • logistics and transport • management, business, administration • marketing, advertising and PR • retail, sales and customer services

Salary €31,000 starting salary with performance increases after 12 months

Benefits • bonus (discretionary) • pension scheme with company contributions • 23 days' holiday • Hybrid working • subsidised cafeterias • employee assistance programme: free, independent and confidential advice on mental health, wellbeing, financial or legal issues • employee discount in Musgrave marketplace • Income Protection • Bike to work scheme • Free parking • Digital doctor • Home office equipment

Number of vacancies Typically 12–18 per year dependent on business requirements

Degrees sought • all disciplines

Work experience placements

Duration 6–12 months

Number of placements 40–50 dependent on business needs

Locations • Republic of Ireland • Northern Ireland

Contact

✉ Earlycareers@musgrave.ie

📘 @Musgrave Early Careers

✉ @Musgraveplc

📧 @Musgrave.earlycareers

🌐 @Musgrave

📺 @Musgrave Early Careers

Growing Good Business

Musgrave is Ireland's leading food retail, wholesale and foodservice company. Together with our retail partners, we support more than 41,000 jobs, in more than 1,400 stores and offices, with combined total retail sales of €6.3 billion.

We are proud to be one of Europe's most successful family-owned businesses with a 145-year heritage in food and brand innovation. Every day we feed one in three people in Ireland through 11 market leading food and beverage brands that include SuperValu, Centra, Donnybrook Fair, Frank and Honest and Musgrave MarketPlace.

We have a simple, inspiring purpose that clearly defines what we do and why we do it – Growing Good Business. This means creating a sustainable, profitable business that benefits our shareholders, our people, partners, local communities and the wider local economy. This is underpinned by our values that are about long-term stable relationships, working hard, not being greedy, achievement and honesty.

Every role in Musgrave is a chance to define what Growing Good Business means and our fast-moving world gives us plenty of exciting challenges to rise to and for our early careers colleagues to grow and play a role in building our communities.

Award Winning Development

We invest in our early careers talent and offer award-winning development that you can customise to your needs. Our development programmes have won multiple awards nationally and we have twice been recognised as gradireland Graduate Employer of the Year up to 40 intake since 2018.

Invested in you

We hire early careers talent to develop critical skills in our business including buying, data science, finance, innovation, marketing, and supply chain. We'll develop you in these roles through experiential learning on the job with our business leaders, through formal development, coaching and mentoring, as well as giving you real responsibility from the start. We don't expect you to know how to do the job, we'll develop you once you demonstrate your ambition to succeed in a fast-paced business environment and bring your passion and drive to improve our communities.

Opportunities

Our business is fast-paced and everchanging, so our opportunities vary each year depending on business needs. Check out www.musgravegraduates.com for details on our current opportunities.

Musgrave. Bring your good.

Apply

Application timelines are available on www.musgravegraduates.com



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MEET MUSGRAVE GRADUATES

**Claire McAlinney****Trading Manager**

Master's of Science in Food Science and Food Security, Queen's University Belfast

I come from a farming background and completed a five-year Master's of Science in Food Science and Food Security at Queen's University Belfast before joining the Musgrave Buying/Trading Graduate Programme in 2017. While in university, I had a part time job in my local SuperValu which developed my keen interest in the food and retail sector. I really enjoyed working in the busy retail outlet and recognised the benefits a Musgrave brand has on a local community, so I applied for the Programme.

You're given real responsibility with excellent support from management and other graduates. I gained experience across different sectors across Cork and Belfast, including retail and wholesale, which empowered me to develop strong working relationships with colleagues. Regular meetings with my manager helped highlight successes and identify skills which were a development focus. I was appointed to Assistant Trading Manager 2019 and within 5 months, I was promoted to a Trading Manager role. I am now the Trading Manager for Spirits and Beer in Musgrave NI which include Musgrave Retail Partners, Musgrave MarketPlace and Drinks Inc.

If you're interested in the food and retail sector, apply for the Musgrave Graduate Programme, it will provide you with a wide range of opportunities to apply and develop your skillset within a progressive business environment.

**Saumyajit Dutta****IT Business Analyst**

Bachelor of Technology in Computer Science & Engineering, Rajasthan Technical University MSc in Computing Science, UCC

During my time as an IT Graduate at Musgrave I've undertaken a large number of projects. I started in research into IT loyalty assets, basically leveraging store data to improve sales. I moved on to building applications for tablets and phones, and I was also part of a redesign of our online app for the SuperValu Real Rewards programme, which was a great project to be involved with, and the programme has been nationally recognised as Retail Food Loyalty Programme of the Year. More recently I've been working on automation projects. It's all so varied and I've gained so much knowledge and experience in a range of areas. On the Graduate Programme they are really happy to let you work on projects that interest you and that further your skills. I have managers and mentors that support me – they want me to succeed and they are helping me to do that. I have felt from the very beginning that I have been able to work on high level projects and give my own inputs into projects. At Musgrave they encourage us to share our ideas, they listen to you and support you to put a plan together to put your ideas into action. At every stage I've felt I'm part of a team, where my ideas are valued.

**Kate McCarthy****Digital Loyalty Product Manager**

BBus Business Information Systems, MTU Cork

I worked in my local SuperValu throughout school and college. I really enjoyed working in retail and felt I knew a lot about the business. I studied Business Information Systems, a blend of business and technology subjects. When I finished college, I wasn't ready to go into a regular job. Musgrave allowed me to build on my degree and knowledge of retail, as well as offering further development and learning on the job.

Even though you're just out of college you're treated like everyone else on your team. You're given the responsibility of leading your projects which are meaningful and often high profile across the business.

During my time as a graduate, I got to work across all of our retail brands where I met and learned from many people across the business. Post-Programme I was promoted to Associate Product Manager and have since been promoted to Digital Loyalty Product Manager, working on our retail brands with a focus on SuperValu Real Rewards.

Musgrave have continued to support my development journey post-Programme and I recently completed a postgraduate degree in Product Management in TU Dublin.

Get involved in as much as you can, if you see a project you're interested in, ask to get involved.



Type of work • engineering • human resources, recruitment and training • IT and telecoms • languages and culture • management, business, administration • marketing, advertising and PR • retail, sales and customer services • science, research and development • social, community and youth • teaching and education

Salary • Interns: €25,000 (full time)
• Grads: €40,000 to €45,000 on base

Benefits • bonus (discretionary) • golden hello • life assurance • pension scheme with company contributions • private healthcare • share options • paid time off • volunteer time off • wellbeing days

Number of vacancies • 100

Degrees sought • all disciplines

Work experience • yes • all year

Duration • 6–12 months

Number of placements • 5–10

Locations • Republic of Ireland • Great Britain • Rest of world

Contact

@LifeAtNetApp @netapp

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your career**

**Join us in
the cloud**

Apply today



NetApp

Apply

Online at careers.netapp.com

Closing date

See website for details

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Business facts

We're shaping the future of the cloud – and you could be a part of it. NetApp is looking for new hires in our new International HQ in Cork, Ireland, to help us continue to redefine digital transformation.

About NetApp

NetApp is a global, cloud-led, data-centric software company that empowers organizations to lead with data in the age of accelerated digital transformation. We were founded on the belief that data is an asset to be leveraged for our customers' businesses; it's the heartbeat to innovation and positive progress. We believe our role and responsibility as an industry leader is to use our innovative abilities and core values to develop technology solutions that help solve ongoing global challenges to build a more sustainable world.

Life at NetApp

We're forward-thinking technology people with heart, and we expect a healthy work-life balance. Our volunteer time off program is the best in class, offering employees 40 hours of paid time off per year to volunteer with their favourite organizations. We provide comprehensive benefit plans for you and your family and financial savings programs to help you plan for your future.

Flexible working model: Built-in flexibility

If you're looking for flexibility in where, when and how you work, you've come to the right place. Our team has fully adopted a flexible working model created to help our people thrive – regardless of where they work.

NetApp Emerging Talent Program

Intended for new employees with 0–3 years of experience, the NetApp Emerging Talent (NET) Program is designed to help you grow your career, sharpen your skills, and foster meaningful relationships. When you join the NET Program, you join a diverse, global community where innovative ideas flourish.

Sales, Support, and Services Academy Program

Become the next generation of NetApp leaders, sales professionals, and technical pioneers! The Sales, Support, and Services Academy (S3) helps you fast-track your career through a two-year global professional development program. The S3 Academy kicks off with a robust 90-day training program in the United States before participants move to their full-time roles in the field.

Work experience placements

Through a 6–12 month NetApp work experience, current students can gain meaningful skills, learn and grow in your field, and engage with our global employee network across the company.

Global diversity, inclusion, and belonging

We believe diversity, inclusion, and belonging leads to more innovation and empowers employees. We're building an inclusive, multicultural workplace that celebrates the diverse voices of our employees and brings together people with different ideas, perspectives, and backgrounds to create a stronger and more creative work environment that delivers amazing results.



We're shaping the future of
the cloud - and you could be
part of it.

Visit careers.netapp.com





Type of work • Finance • Audit • Legal & Secretariat • Operations • Risk • Technology • Human Resources • Retail Banking

Salary Competitive

Benefits • Defined Contribution Pension • Life Assurance • Sick Pay & Income Protection Benefit • Staff Banking Services • Enhanced Annual Leave • Smart Working Opportunities • Paid Study Leave • Paid Professional Subscriptions • Professional Training Support • Volunteering Leave • Holiday Savings Fund • Cycle to Work Scheme • Free Health Screening • Employee Assistance Programme • Regular Wellness Initiatives

Degrees sought • advertising, marketing, PR, media, publishing • arts, humanities, social science • business, management, administration • education • finance, financial services • human resources, recruitment, training • information technology • languages and culture • law, legal services, law enforcement, patents • natural resources and environment • retailing, sales, customer service • science and mathematics • social, community, youth • transport and logistics

Work experience We offer internships/ placements/ graduate programme/ Trainee Accountant/ Tax Trainee (3 to 42 months depending on roles) – please see website for details.

Location Republic of Ireland

Contact

Permanent TSB, Head Office,
56–59 St Stephen's Green, Dublin 2

✉ grads@permanenttsb.ie

Apply

CV • online www.permanenttsb.ie

Closing date: please see job advertisement for details.

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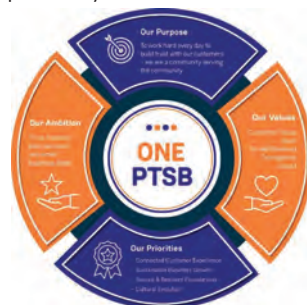
Business facts

At Permanent TSB, our colleagues support more than one million customers with some of the most important decisions of their lives. To do that, trust is fundamental. It's what we work hard to build every day, among ourselves and with our many customers.

Few businesses rely on their people as much as we do. That's why we make sure all our colleagues are empowered to achieve their highest potential. We embrace flexible working, are proud of our diverse and collaborative culture, and consider your professional growth our responsibility.

We are deeply rooted in our communities, with connections that date back more than 200 years. Our ambition is to serve them to the best of our ability by becoming Ireland's best personal and small business bank. If that sounds like a match, we'd love to welcome you to the team.

Our Culture Charter brings together the core elements which make up our culture, what we want our culture to be, as well the culture enablers which will support our journey.



Join the team and you'll have the opportunity to grow with us.

The Bank's ambition to be Ireland's best personal and small business bank is only possible if we create a diverse, inclusive and supportive environment where our colleagues feel engaged, valued and are given the support they need to be the best they can be.

- 85% of employees feel comfortable to be themselves at work regardless of background or life experiences
- 200 colleagues received an Institute Of Banking (IOB) accreditation, with more than 900 employees enrolled in banking education programming
- 1000 nominations to our Values In Practice Awards, Permanent TSB's colleague recognition programme



About our Graduate Talent Programme

The Graduate Talent Programme is designed to ensure all graduates develop professionally and personally through exposure and insight to different departments within permanent tsb, to encourage them to develop and enhance multiple skills. The number of rotations varies from programme to programme – rotations are supported by a 2-tier support network consisting of a Line Manager and an assigned buddy together with collective structured peer group development in a supportive community environment.

We are excited to offer a number of streams in our Graduate Talent Programme.

- Technology and Innovation
- Data and Analytics
- Group Risk Data Analytics and Modelling
- Group Risk Banking
- Retail Banking
- Corporate Development and Human Resources
- Governance Secretariat
- Group Internal Audit
- Group Finance

Additionally, a best in class learning and career development platform is available and educational training/assistance will be provided.



WHAT OUR GRADUATES SAY...

Deepanshu Jain

Graduate at CDO



The graduate programme at PTSB is simply one of the best in the industry, it provides you the unique opportunity to not only go through various rotations/teams but at the same time provides you with training tools and experience in each of the team to support the overall development of each individual. In the CDO team we were enrolled in the Data skills programs which helped a lot in honing the technical skills on all the graduates and at the same time we were also given a chance to attend the IMI Development program to help with the soft skills that are not only necessary for jobs but help with the developing one's personality as a whole.

Claudia Parravani

Graduate at Retail Banking



Colleagues from all levels have been so friendly and are always helpful when you need it. On the Permanent TSB graduate programme we have the opportunity to take part in many different educational courses with institutions such as IMI and IOB, that equip you for each of the different aspects of your rotations and enable you to prepare for career progression.



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Type of work • Audit & Assurance • Accounting Solutions • Tax Compliance & Tax Consultancy • Corporate Finance • Restructuring & Insolvency

Salary • Competitive

Benefits • Programme Benefits (First Class, Comprehensive Training; Broad and Practical Experience working with a Large Client Base; Exam, Study Support and Paid Study Leave; Buddy and Mentoring Programme; Professional Subscriptions Paid; Career Development Opportunities upon Completion of Training; Option to Transfer across Offices; An Open Door Policy) • Rewards (3pm Early Finish Fridays (July, August); 4.30pm Finish on Fridays before Bank Holiday Weekends; Time off in Lieu (TOIL); Employee & Client Referral Bonus; 21 days Annual Leave Rising with Service/Seniority; Graduation Day Leave; Bike-to-Work and Tax-Saver Travel Scheme; Wedding Leave and Wedding Gratuity) • Health and Wellbeing (Zeo Health Wellness Programme; Employee Assistance Programme; Funded Sport and Social Events; Flexible Working)

Number of hires • 30+

Degrees sought • All Disciplines • Accounting & Finance • Taxation & Law • Mathematics • Economics & Finance, Financial Services • Business, Management

Work experience • 4 – 6 Week Summer Internship Placements • 6 Months – 1 Year College Placement Internships

Locations • Republic of Ireland (Sandyford, Dublin • Athlone • Roscommon)

Contact

Claire Keane & Yasmin Biriach
Tel (090) 64 80 600

Business Facts

For over 60 years, RBK has provided accounting, audit and taxation services to domestic and overseas businesses in Ireland. We have grown from a relatively small, regional practice to Ireland's leading independently branded Accountancy Firm, with offices in Dublin, Athlone and Roscommon. With over 250 employees, we believe that our graduates have the potential to become RBK's future leaders.

We provide you with a supportive & collaborative working environment allowing you to thrive professionally and personally. Our aim is to empower you, to shape your career and contribute to future business success in RBK. You are guaranteed practical, hands on training that will assist in achieving in your Professional Examinations and developing a prosperous and rewarding career.

We offer support every step of the way, providing first hand client experience, mentoring and buddy programmes and access to our senior leadership so you learn from the best! We value our people and champion a healthy work/life balance along with offering career development opportunities both within, and upon completion of training.

As a People First Firm, we work as One United Thriving Team, living our Values by:

- **Putting People First** and consistently treat everyone fairly, with respect integrity and trust.
- **Making A Positive Difference** by giving back to our clients and communities.
- **Being In It Together** to achieve a clear end goal by collaborating and having each other's back.
- **Keeping it Clear And Concise** to avoid confusion and bring clarity, purpose and prioritisation for everyone.
- **Stepping In & Owning It With Excellence** by taking responsibility for achieving better outcomes and results.

Nessa Griffin

is an Assistant Manager at RBK.



I joined the RBK Graduate Programme in 2019 after completing an undergraduate Law Degree in UCD. As I did not have an accounting background, I was slightly apprehensive about beginning a career in Tax. However, 4 years on after recently qualifying as a Chartered Accountant with the Chartered Accountants Ireland and having been promoted to Assistant Manager Level in the Dublin Tax Team, I am extremely happy with my decision to begin my career in RBK.

My favourite thing about working in the Tax Department is the variety. As we manage a wide portfolio of clients, from many sectors and across multiple tax heads (Corporation Tax, Income Tax, VAT etc.), every day in the tax department is different. We are constantly challenged and have ample opportunity to learn and develop new skills. I find that the diversity within my role really helps me as I complete my Chartered Tax Adviser qualification with the Irish Tax Institute, a qualification which RBK have also supported.

RBK offers great support and direction in both your day-to-day role and with your professional qualifications. As a graduate there is a 'Buddy' system in place where you will be assigned a mentor, who will help you and provide guidance in the early stages of your career. In terms of your professional exams, in addition to covering course fees and study leave, RBK also offer revision classes prior to exams which graduates have found very beneficial. There is great opportunities for progression within the Firm. If you are interested in pursuing a career in accounting, I would certainly recommend applying for the RBK Graduate Programme.

Apply

Online at www.rbk.ie/careers/graduate-recruitment

www.rbk.ie/careers/internships



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Type of work • accountancy and financial management • agriculture, animal and plant resources • engineering • environment and natural resources • human resources, recruitment and training • IT and telecoms • logistics and transport • management consulting • management, business, administration • manufacturing and processing • marketing, advertising and PR • media and publishing • retail, sales and customer services • science, research and development

Salary • €32,000

Benefits • car/allowance • gym membership • life assurance • overtime • pension scheme with company contributions • days' holiday

Number of vacancies • 30

Degrees sought • all disciplines • advertising, marketing, PR, media, publishing • agriculture, aquaculture, horticulture, food science • building and planning • business, management, administration • engineering and manufacturing • finance, financial services • human resources, recruitment, training • information technology • natural resources and environment • retailing, sales, customer service • science and mathematics • transport and logistics

Placements • 45, 6–8 months, all year


Locations • Republic of Ireland

Type of application for employment • CV • online

Contact

Paddy Hickey, pahickey@tirlan.ie

 Tirlán

 Tirlán (@tirlan_)

 @tirlanfarmlife

Apply

Online at www.tirlan.com/careers/tirlan-graduate-programme

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Business facts

Tirlán is a world-class food and nutrition business, with a diverse portfolio of quality ingredients, leading consumer and agri brands. Some of our brands include Avonmore, Kilmeaden, Gain Animal Nutrition, Truly Grass Fed, Wexford Creamery CountryLife, Millac. The farmer-owned co-operative has a first-class track record of success in the global market.

Rooted in our rich heritage of family farming and embedded in our communities, Tirlán has evolved to bring the passion of our farmers and their high-quality ingredients to the international marketplace. Using modern-day technology and applying the best processes to our milk pool of three billion litres and our outstanding grains portfolio, we now export innovative products and tailored ingredients solutions to be enjoyed in more than 80 countries. We nurture a talented team of over 2,100 people to manage our network of 11 processing plants, 52 Farmlife and Countrylife retail branches and online trading platforms, dedicated to serving our communities and customers. Our 'Living Proof' sustainability strategy is a bold commitment to developing better, fairer practices that benefit everyone. At the heart of Tirlán is our people, our years of history and experience, and the love we hold for our community and our land.

At Tirlán, our purpose, vision and values guide all that we do.

- Our purpose is to nourish the world, while safeguarding our environment for future generations. We believe we can only thrive when we work together toward this shared purpose– it's what sets us apart.
- Our vision of the future is one which celebrates the purest nutrition. We are deeply connected to the land we farm, and through our farming families and our employees, we strive to work in harmony with nature.
- Our values guide our daily decision making and help us to bring our purpose to life. They form the unifying principles we wish to see throughout our work in the world, gathering our people around a common goal. Our values are celebrate individuality, adapt to grow, empower and go and collaborate for success.

The experience of generations of farming families and decades of innovation in food processing helps us deliver to a global community.





I really enjoy working with people
and the continuous opportunities
each day to learn and grow."



Tirlán

Graduate
Programme



Type of work • accountancy and financial management • construction, civil engineering and QS • engineering • environment and natural resources • finance • human resources, recruitment and training • IT and telecoms • management, business, administration • marketing, advertising and PR • public sector and civil service • science, research and development

Benefits • Competitive salary, hybrid working, bespoke graduate development program, onsite gym, wellbeing program, educational assistance, Sports and Social

Number of vacancies • 50

Degrees sought • all disciplines

Work experience • Summer Internships and Work Placements

Locations • Dublin, Cork

Contact

✉ careers@water.ie

f @IrishWater

✉ @IrishWater

in @irish_water

📺 @officialirishwater



Apply

Online at

water.ie/about/graduates-hub/

Closing date: 6.11.23

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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/ for full details on how to apply and our recruitment process. Applications for our 2024 programmes close on November 6th.



Uisce Éireann Graduate Programme

Grow with us





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We've got you!

gradireland.com



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Type of work

Insurance and financial services

Salary

Competitive

Number of vacancies

See our website for 2024 opportunities

Degrees sought

All disciplines

Location Global – with many opportunities in UK & Ireland

Type of application for employment

CV with Online Portal for all roles

How do we select?

Stage 1: Online application
Stage 2: Online Assessment
Stage 3: Virtual Interview
Stage 4: Offer and on-boarding

Closing date for employment

Graduate and Internship roles are going live in September and we advise candidates to submit their application as soon as possible. Graduate roles will start in September 2024 and internship roles will start in July 2024 for 8 weeks.

Contact

Early Careers Team
Graduates.uk@wtwco.com

@wtwcorporate

@WTW

@WTWcorporate

@WTW Careers



Apply

Online at careers.wtwco.com

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About WTW

At WTW, our purpose is to transform tomorrows. We provide data-driven, insight-led solutions in the areas of people, risk and capital to propel the world's leading businesses forward.

When you join an early careers program at WTW, you're empowered to develop your skills and make a difference by applying your unique perspective. We fuse our passion, intelligence and imagination to make real impact – confident that behind everyone one of us is all of us.

What it's like working at WTW?

Our core values that guide what we do every day are:

- **Client focus:** we are driven to help our clients succeed.
- **Teamwork:** when you get one of us, you get all of us. We help each other succeed.
- **Integrity:** we seek to earn trust every day through professionalism, doing what is right and telling the truth.
- **Respect:** we listen and learn from each other. We support and celebrate differences.
- **Excellence:** we strive to lead and sustain excellence. Most importantly, this means an unwavering commitment to professional development and personal growth for our people.

40% of our directors identify as female

54.5% of our executive leadership team identify as female

10% of our directors identify as LGBT+

10% of our directors identify as African American and Black

75% of our board committee chairs are diverse

Our **Workability Inclusion Network** enables colleagues to increase their understanding of disability, wellbeing and health-related matters at work. We also have the following colleague inclusion networks at WTW:

- **Gender Equity:** focuses on the career development and advancement of women and supports companywide efforts to achieve our Paradigm for Parity commitment.
- **LGBT+:** engages colleagues from across the diverse spectrums of sexual orientation and gender identity.
- **Multicultural:** embraces cultural diversity and educates on differences in race, ethnicity, religion, language and culture. In the US we also have a Black Colleague Connection for our Black and African American colleagues and their allies.
- **Young Professionals:** creates a community of connected, engaged, well-informed and career-confident young professionals.

About our Graduate Programme

Our graduate programs contribute to client assignments, network with senior leaders, and develop the skills and experience to build a successful career. We offer graduate opportunities in the following areas: Retirement, Investments and Insurance Consulting and Technology (ICT).

About our Internships/Placement Opportunities

At WTW, we offer students real-world business experience that is hard to find anywhere else. With offices all over the world, a breadth of business functions and supportive experts at every turn, there's so much to discover about us and yourself.



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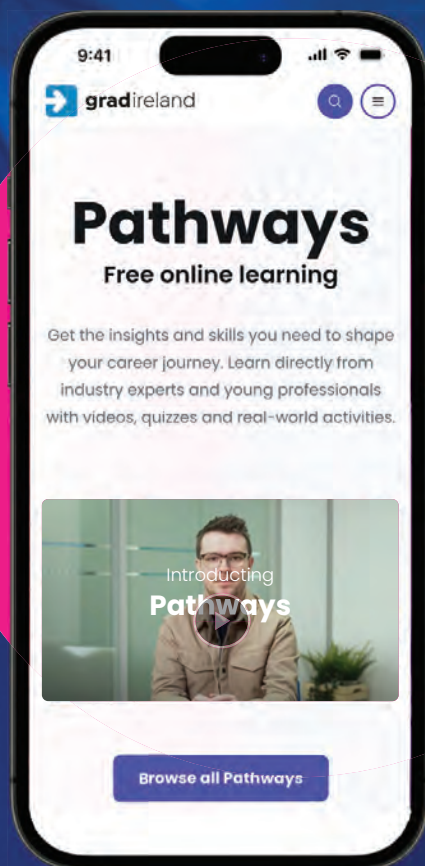
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Institutions and course providers

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About the institution DkIT offers a wide range of both taught and research postgraduate study options from Master's to PhD level. Postgraduate study is challenging but the rewards are plentiful and include advanced academic achievement, increased career opportunities and significant personal development.

Main subject areas/programmes offered Agriculture, Animal Welfare, Business Studies, Building Surveying, Computing, Construction, Data Science, Food Technology, Learning & Teaching, Mechanical Engineering, Midwifery, Music Technology, MBS in Entrepreneurship & Marketing, Nursing, Renewable Energy

Contact

042 9370230

✉ admissions@dkit.ie

f Dundalk Institute of Technology

@ dkit_ie

@DkIT_ie

in Dundalk Institute of Technology

Watch our
video: MBS in
Entrepreneurship
and Marketing



Apply

www.dkit.ie/postgraduate

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DkIT's Award Winning MBS

Dundalk Institute of Technology (DkIT) offer a wide array of award-winning and industry renowned Postgraduates and Masters Programmes throughout its four Schools. One such course is it's Master of Business Studies (MBS) which won at the Irish Education Awards 2023. Programme Director, Colin Cooney and module leader, Dr Maeve McArdle, collected the Best International Collaboration Award. This marks the fourth award for this course since 2018, showcasing the programme's continued success and impact.

This award recognises the ongoing collaborative activities between DkIT's MBS programme and the Business Masters programmes at Heilbronn University Graduate School in Germany. These activities include collaborative teaching delivery and one of the programme's unique offerings is the International Residential Experience, which takes place in Söllerhaus, Austria during the first semester as part of the Business Strategy module. Collaborating with Heilbronn University Graduate School allows DkIT students to gain exposure to international business practices, expanding their horizons and skillsets.

This fantastic MBS course offered by DkIT emphasises Industry Engagement, where students work with local, national, and international organisations on live projects. The second-semester module, 'Applied Strategic Management', is entirely based on industry engagement, allowing students to apply their theoretical academic knowledge practically.

GoPlugable, an innovative initiative led by a student from last year's Master of Business Studies (MBS) programme at DkIT, was awarded the Local Enterprise Office High Achieving Merit Award at the 2023 Student Entrepreneur Awards. This prestigious recognition underscores DkIT's students' innovative spirit and commitment to sustainability in the electric vehicle (EV) charging sector.

The MBS programme also encourages research, with students presenting their research papers at conferences, publishing in peer-reviewed journals, and even writing books. Many graduates have continued their studies at PhD level.

Check out all of DkIT's award winning and Industry recognised Masters and Postgraduate Courses at www.DkIT.ie



(L-R) Dr Maeve McArdle, DkIT, Celestine Rowland, Galway Cultural Institute, Colin Cooney, DkIT



Contact

Admissions Office, Mary Immaculate College, South Circular Road, Limerick, V94VN26
+353 (0)61 204 348

✉ admissions@mic.ul.ie
f @maryimmaculatecollegeireland
x @MICLimerick
in linkedin.com/school/mary-immaculate-college/



Apply

Online at www.mic.ie
Closing date 31 May 2024

**Please contact the Admissions Office as some programme application dates may differ

Be part of an innovative and creative learning environment, with excellent student supports and resources, and world-class **postgraduate programmes** in the Liberal Arts and Education offered at Diploma, Masters and Doctoral (PhD) levels, at Mary Immaculate College.

Digital Leadership in Education, Media Studies, History, STEM Education, Autism Studies, Christian Leadership in Education, Applied Linguistics, Sustainability and Global Citizenship in Education, Middle Leadership and Mentoring, and Literacy Education are just some of the programmes of study on offer. Full-time, part-time and distance learning options are available across both taught and research programmes.

According to Dr Julianne Stack, Graduate School Director at MIC: *"Grounded in decades of scholarship in Education and the Liberal Arts, postgraduate students at MIC experience responsive research supervision and mentoring, funding and career development support schemes, and a first-class 'community of practice'."*

MIC also offers funding supports of €800,000 per annum through a Departmental Assistantships Scheme and merit-based Research Masters and Doctoral Awards Scheme.

MIC systematically builds for student success by providing panel-based monitoring at review and progression points and a wide range of transferrable skills training such as academic writing, project management, research integrity and ethical conduct, distributed leadership, and presentation and conference skills. The postgraduate community at MIC continues to grow and diversify with students from Ireland, the UK and EU studying alongside students from Brazil, Nigeria, Tanzania, France, Zimbabwe, Saudi Arabia, Japan, and China.



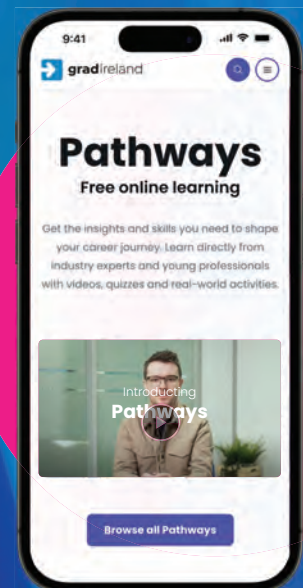
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Maynooth University

National University
of Ireland Maynooth



- 📍 Maynooth University
Maynooth, Co. Kildare
- ☎ +353 (0)1 708 6020
- 🌐 www.mu.ie/postgrad
- ✉ MU_PostGrad
- 🎵 postgraduate_maynooth
- 🌐 MU Graduate Studies
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- 📷 postgraduate_maynooth



Ranked #1

in Ireland for the latest Times
Higher Education (THE)
Best Young Universities
Ranking, 2023



91% Employed

91% of our graduates are
employed or in further study
within nine months of
graduation, according to the
Graduate Outcomes
Survey, 2022



110 Countries

represented within the
Student Population
Join the diverse and
growing postgraduate
population of over
2,500 students

"Maynooth University provides a huge range of postgraduate courses, which offer excellent qualifications to develop your career or broaden your horizons. So, whether your passion is for science, language, music, or anything in between, you will find your place at Maynooth University. What is more, by joining Maynooth University you are giving yourself a safe and welcoming environment in which to conduct your studies. The staff, including everyone from administrative staff to your lecturers, are always so supportive and available to help out. As well as all the benefits and opportunities Maynooth University provides, it is in an excellent location, in the heart of Maynooth town where you can find everything you need, while also being well connected by public transport."



Caitlin Byrne
MA Applied Linguistics
& Intercultural Studies
(MALIS)



Entry requirements

Undergraduate degree in healthcare (pharmacy or medicine) or in a biological, chemical or mathematical science (including computer science).

Enterprise collaboration

Our industry partners including *Congentica Ltd, Novartis Ireland, Aerogen, S3 Connected Health, Inflection Biosciences, Phion Therapeutics* and *Almac* help deliver this world class Masters programme collaboratively to address the evolving healthcare environment and programme to ensure students get the most relevant world class experience and exposure.

Masters structure

To offer maximum flexibility for our students, this Masters is offered on a one year full-time or 2-year part-time basis. Students are required to gain 90 ECTS credits based on taught modules and a research project. Each core block contains 3 modules. RCSI also offers entry Core Modules routes such as Postgraduate Diploma and Certificate.

Contact

RCSI School of Pharmacy and Biomolecular Sciences
Royal College of Surgeons in Ireland
123 St Stephen's Green, Dublin 2

✉ mtapm@rcsi.ie

Social

f [rcsi123](https://www.facebook.com/rcsi123)

@ [rcsi_irl](https://www.instagram.com/rcsi_irl)

✕ [RCSI_irl](https://www.x.com/rcsi_irl)

in [rcsi](https://www.linkedin.com/company/rcsi)

RCSI's MSc Technologies & Analytics in Precision Medicine

RCSI has reimagined university science post graduate education to develop the next generation of scientists capable of innovating and collaborating to deliver precision medicine in clinical settings

Precision Medicine is an exciting new discipline that involves optimising therapeutic benefits by personalising treatment for patients through genetic profiling and in parallel enhancing diagnosis across various disease types. As the life sciences sector embraces Precision Medicine, a key evolution in healthcare characterised by the fusion of the digital, biological and physical worlds, there is significant demand for certain specialised skills to enable and support future career pathways. To address this demand, RCSI's School of Pharmacy and Biomolecular Sciences has designed a new state-of-the-art Masters (MSc) programme in Technologies and Analytics in Precision Medicine. The programme has a core focus on Precision Medicine combined with Connected Health and Analytics.

What makes this Masters different?

- Develop advanced knowledge in the areas of Genetics/Genomics & Precision medicine
- Learn how to use programming language including R and Python to analysis Big Data
- Develop core skills in Innovation & Leadership
- Understand how cutting edge Connected Health technologies and data are improving health care

Your future career

We believe this Masters will equip students to become leaders in the health and bio-pharmaceutical industries of the future. Graduates of this programme will be in a position to apply for numerous roles across the bio-pharmaceutical industry as well as healthcare sectors including:

- Computational Biologists
- Bioinformatician / Bioinformatics scientist
- Start Up / Spin Out
- Research Team Management

In addition, this course will further enhance the student's academic profile and therefore make them highly competitive for PhD applications across both national and international research/universities.

FIND OUT MORE AT OUR WEBINAR ON 11TH OCTOBER @7PM
REGISTER TODAY @ WWW.RCSI.COM/MTAPM

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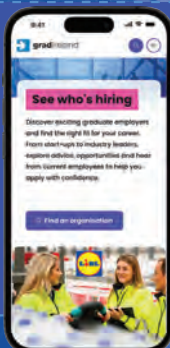
2 Get careers advice

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



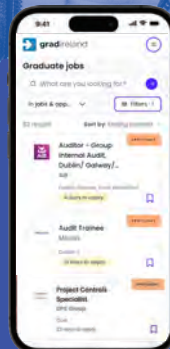
3 Follow employers

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 have 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

Universities in Ireland and Northern Ireland

American College Dublin

2 Merrion Square, Dublin 2

+353 (0)1 676 8939

www.amcd.ie

ATU Galway

Dublin Road, Galway

+353 (0)91 753 161

www.atu.ie

ATU Letterkenny

Port Road, Letterkenny, Donegal

+353 (0)74 918 6000

www.atu.ie

ATU Sligo

Ash Lane, Sligo

+353 (0)71 915 5222

www.atu.ie

CCT College Dublin

30–34 Westmoreland Street, Dublin 2

+353 (0)1 633 3444

www.cct.ie

Communications and

Management Institute

Cashel Business Centre, Dublin 12

+353 (0)1 492 7070

www.cmi-ireland.com

Dublin Business School

13/14 Aungier Street, Dublin 2

+353 (0)1 417 7500

www.dbs.ie

Dublin City University

Registry, DCU, Dublin 9

+353 (0)1 700 5338

www.dcu.ie/graduatestudies

Dundalk Institute of Technology

Dublin Road, Dundalk, Louth

+353 (0)42 937 0200

www.dkit.ie

Fitzwilliam Institute

Temple Road, Blackrock, Dublin

+353 (0)1 283 4579

www.fitzwilliaminstitute.ie

Griffith College

25 Wolfe Tone Street, Dublin 1

+353 (0)1 415 0450

www.griffith.ie

Hibernia College

Merrion Road, Dublin 4

+353 (0)1 661 0168

www.hiberniacollege.com

IBAT College

16–19 Wellington Quay, Dublin 2

+353 (0)1 807 5055

www.ibat.ie

Institute of Art, Design + Technology

Kill Avenue, Dún Laoghaire, Dublin

+353 (0)1 239 4400

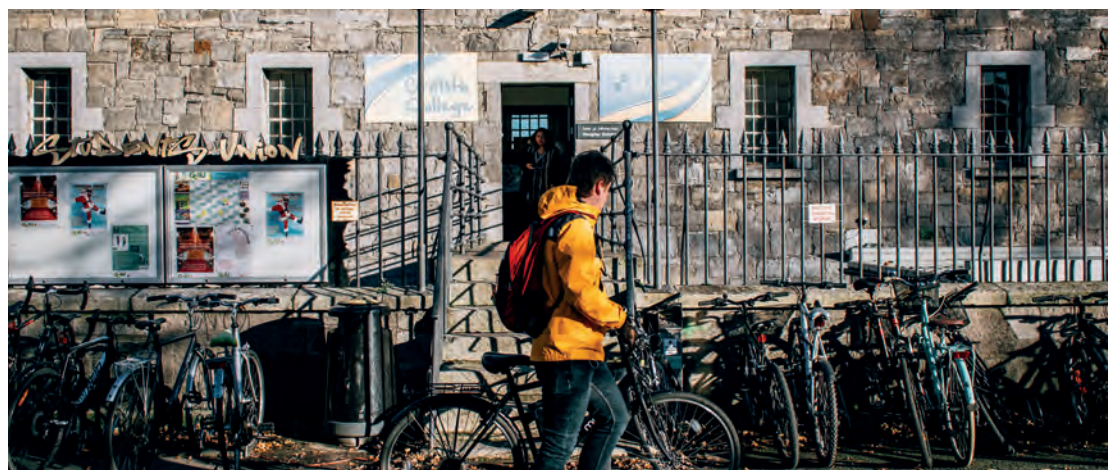
www.iadt.ie

Institute of Public Administration

Ballsbridge, Dublin 4

+353 (0)1 240 3600

www.ipa.ie



Irish College of Humanities and Applied Science

Castletroy, Limerick
+353 (0)61 216 288
www.ichas.ie

Irish Management Institute

IMI, Sandyford Road, Dublin 16
1800 22 33 88 +353 (0)1 207 8400
www.imi.ie

Mary Immaculate College

South Circular Road, Limerick
+353 (0)61 204 300
www.mic.ul.ie

Maynooth University

Admissions Office, Maynooth University, Kildare
+353 (0)1 708 3467
www.maynoothuniversity.ie/postgraduate

MTU Cork

Rossa Ave, Bishopstown, Cork
+353 (0)21 432 6100
www.mtu.ie

MTU Tralee

Clash, Tralee, Kerry
+353 (0)66 714 5600
www.mtu.ie

National College of Art and Design

100 Thomas Street, Dublin 8
+353 (0)1 636 4200
www.ncad.ie

National College of Ireland

Mayor Street, IFSC, Dublin 1
+353 (0)1 449 8500
www.ncirl.ie

NUI Galway

Postgraduate Admissions Office, NUI Galway
+353 (0)91 492 845
www.universityofgalway.ie/postgraduate-admissions

Open University in Ireland

2 Holles St, Dublin 2
+353 (0)1 678 5399
www.open.ac.uk/republic-of-ireland

PCI College

Old Naas Road, Clondalkin, Dublin 22
+353 (0)1 464 2268
www.pccollege.ie

Queen's University Belfast

Admissions and Access Service, Belfast BT71NN
+44 (0)28 9097 2585
www.qub.ac.uk/Study/PostgraduateStudy

Royal College of Surgeons in Ireland

123 St Stephen's Green, Dublin 2
+353 (0)1 402 2100
www.rcsi.com/dublin

SETU Carlow

Kilkenny Road, Carlow
+353 (0)59 917 5000
www.setu.ie

SETU Waterford

Cork Road, Waterford City
+353 (0)51 302 670
www.setu.ie

Technical University Dublin

Admissions Office, TU Dublin, Dublin 7
+353 (0)1 402 5332
www.tudublin.ie/study/postgraduate

Trinity College Dublin

Academic Registry, TCD, Dublin 2
+353 (0)1 896 1000
www.tcd.ie/study/postgraduate

Ulster University

Central Admissions, Ulster University Jordanstown, Antrim BT37 0QB
+44 (0)28 7012 3456
www.ulster.ac.uk/study/postgraduate

University College Cork

Graduate Studies Office, UCC, Cork
+353 (0)21 490 3000
www.ucc.ie/en/study/postgrad

University College Dublin

Graduate Admissions, UCD, Dublin 4
+353 (0)1 716 4043
www.ucd.ie/graduateadmissions

University of Limerick

Graduate & Professional Studies, UL, Limerick
+353 (0)61 234 377
www.ul.ie/gps

TUS Athlone

Dublin Road, Athlone, Westmeath
+353 (0)90 646 8000
www.tus.ie

TUS Moylish Campus

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#SeriousCharacter





Create Your Own

GRADUATE CAREERS 2024

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