

# 2020/21

14th Edition

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RESEARCH  
→  
**gradireland**

In association with

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

# Ireland's 100

LEADING GRADUATE  
EMPLOYERS

Digital editions here



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# Hello and welcome

This is the 14th edition of our annual Ireland's 100 Leading Graduate Employers publication, one of our most eagerly anticipated pieces of research related to graduate recruitment each year. Ireland's 100 is a must-read for those either studying or starting their career and for those working within the graduate recruitment market in Ireland. Our informed data and commentary, together with our other piece of partner research (the gradireland *Graduate Salary and Graduate Recruitment Trends Survey*), provides a concise and timely overview of the Irish graduate recruitment landscape.

The research in this publication was conducted in conjunction with our partner research agency, trendence, and it reveals who Ireland's most sought-after graduate employers are. The lists, on pages 4–9 show how these companies fare in comparison to the previous year's results. This year, the list is once again headed by Google, ahead of Apple in second place and KPMG in third. Others in this year's top ten include Boston Scientific (4th), Pfizer (5th), Amazon (6th), Microsoft (7th), Johnson & Johnson (8th), Deloitte (9th) and Jameson-Irish Distillers which is a new arrival in this year's top ten, climbing from 13th to 10th.

In addition to our list of the top 100 graduate employers, turn to page 10 to see the list of companies who are just 'bubbling under' the top 100, on page 10.

As well as asking students which companies they wanted to work for, the survey also canvassed their opinions on a range of issues designed to reflect their concerns, ambitions and aspirations. Starting salaries for graduates continue to rise in line with increasing job opportunities, but it is interesting to see the views of students in light of this, and our data reveals interesting results in terms of how they view their career path and the recruitment process, particularly during this challenging time.

We hope you find the 2020/21 edition of Ireland's 100 Leading Graduate Employers an informative and engaging read and, along with our companion salary survey research, that they both serve as useful reference sources during the busy year ahead. If you have any comments or queries, please get in touch at [contact@gradireland.com](mailto:contact@gradireland.com).

All the best,

*Ruairí Kavanagh, editor*

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# About the survey

## Participants



- male 42%
- other/prefer not to say 1%
- female 57%

## Students surveyed

15,014

**F**or Ireland's 100 Leading Graduate Employers 2020/2021, the views of 15,014 students were compiled, our largest ever student survey, from 30 institutions in Northern Ireland and the Republic of Ireland. Amongst other questions, the survey asks students which company they would be most likely to apply to upon graduation. 250 graduate employers from across all sectors are represented in the survey, which is the single largest survey of student and graduate viewpoints in Ireland.

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

The survey is also heavily promoted at campus fairs, in newsletters, via college websites and online at gradireland.com and via the research coordinators Trendence.

### How it works

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



### Skills, internships and salaries

Read about what employers are offering, and expecting, from graduates on pages 16–19 and find out what salaries are on offer, as revealed by our companion research; the gradireland *Graduate Salary & Graduate Recruitment Trends Survey*.

This ensures that respondents are making realistic choices in their own preferred sector of work.

### Optimism grows amongst graduates

With continuing economic growth and an ever increasing range of options across multiple sectors dictating recent surveys, this year's students are facing considerable challenges with the continuing impact of the Covid-19 pandemic. Of the students we surveyed, 64% were studying a Bachelor level degree, 4% were involved in postgraduate study, with two per cent studying at PhD level, all broadly similar figures to last year. 12% of those surveyed had already graduated. 71% of students believe that their degree equipped them with the skills necessary for the labour market. Students from strong job sectors such as engineering, banking, accountancy, consulting and technology were the most optimistic when it came to landing a job after college.

### Mobility and job offers

When it comes to how long they plan to stay in their first job, two years was the most popular choice amongst the students surveyed, at 47%, similar to 46% in last year's research. 60% planned to stay at least between three and five years in their first job, with 11% favouring more than five years. 16% planned to stay less than one year in their first place of employment.

With graduates more aware of the opportunities available to them, we asked them if they were of a mindset to start the application process for graduate careers earlier in their university journey. 25% (down sharply from 77% last year) left it until final year, but 61% did start their application process before this, with 38% doing it in second- or third-year and, interestingly, 23% of first-year students choosing to start making enquiries regarding graduate programmes in their first year at third-level. This is a sign of the growing importance of early engagement amongst not just employers, but also students.

### Entrepreneurship

There is a strong entrepreneurial streak amongst the class of 2019/20, with 22%, identical to last year, saying that they were considering setting up their own business either during or straight after their studies.

# Challenges for graduates and employers in a changed world

Graduates are facing an exceptionally difficult transition from third level to the world of work, as the economic impact of the Covid-19 pandemic continues to hit hard.

By Ruairí Kavanagh, gradireland editor

**E**or students and graduates, many have lost jobs, had internships or graduate programmes or jobs deferred or, in some cases, cancelled.

In a recent *Irish Times* article, the views of academics and careers service professionals were sought in terms of what advice they would have for graduates. So how can graduates best position themselves for the challenges ahead. “Regardless of what year you are graduating from a university, you always have to find your own angle, your own unique story to tell,” Dr Yseult Freeney, Associate Dean for Teaching and Learning at DCU, said in the article.

“Students can say so much about how they were resilient and agile in how they met these new demands, particularly as they were approaching their finals which was a significant milestone in their lives,” she added.

The demands facing graduates come after a period in which the graduate recruitment market was enjoying its most stable and successful period since the financial crisis of a decade ago. Both our *Ireland's 100 Leading Graduate Employers* survey and our *Graduate Salary and Graduate Recruitment Trends* survey were completed pre-pandemic and painted a far more optimistic vista for graduates then may currently be the case. According to our research, graduate starting salaries continue to rise, nearing 32k per year, while an increasing number of graduate recruiters are experiencing challenges when it comes to recruiting the right graduates.

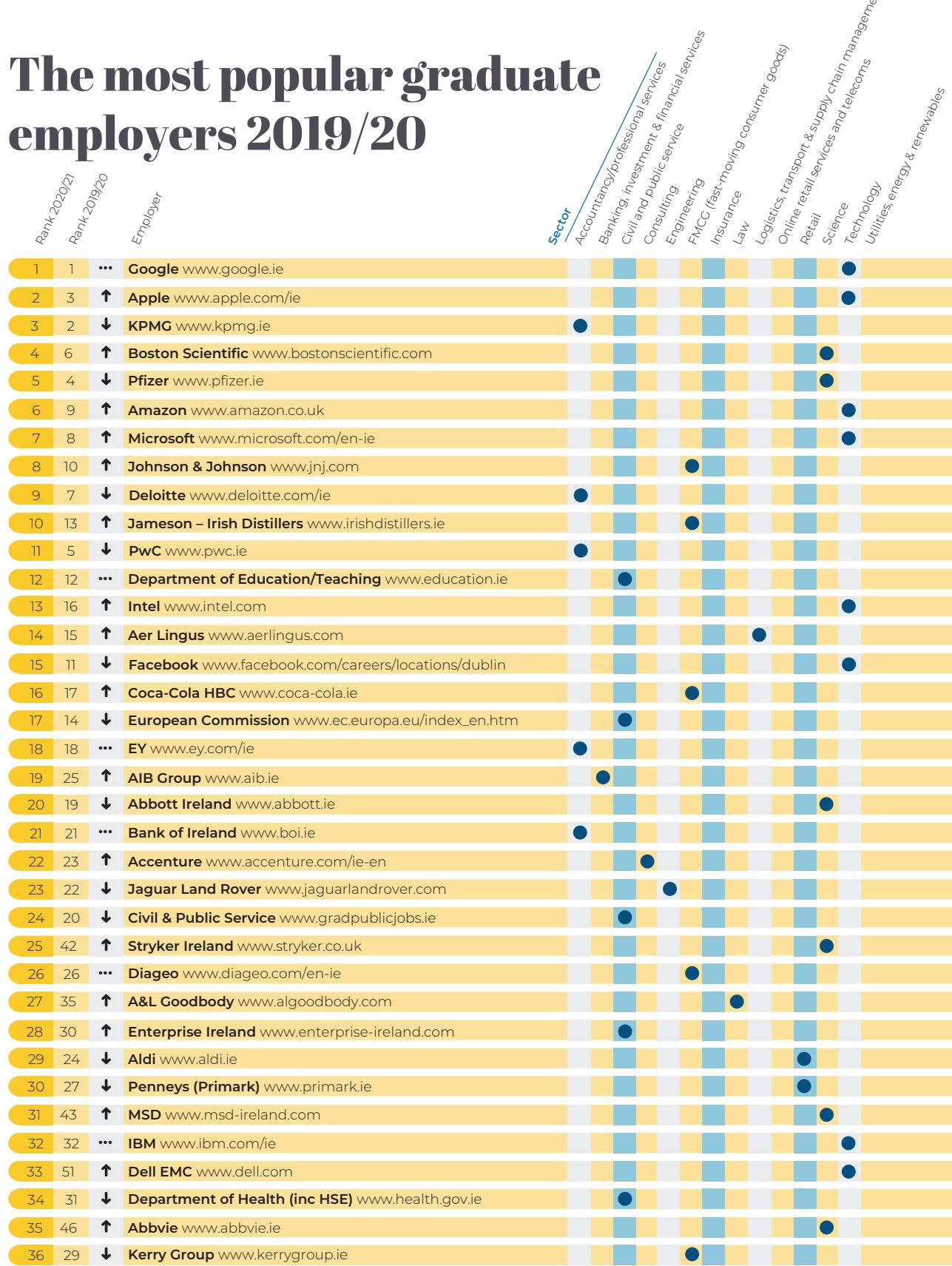
While the amount of roles for graduates and students may be contracting in many sectors, it is by no means all doom and gloom, with some

sectors continuing at pace when it comes to recruitment, particularly in sectors such as tech and professional services. The main challenge for both graduate hires now is how to fit into a remote working world, which has likely changed irrevocably from what went before. “Being left to their own devices when they don’t have full confidence or when they haven’t mastered whatever their role is going to be. That can be particularly challenging for them,” added Dr Freeney.

But it’s a two-way problem, the dynamic of mutual learning that occurs between more experienced members of an organisation and new hires is disrupted when the working environment is entirely, or almost entirely, digital. More experienced personnel may not be as comfortable with remote communications and interactions, and it can be hard to make the connection with younger personnel. They also do not always have the same levels of digital comfort that today’s students and graduates have and this can challenge the forming of partnerships in terms of what they can each learn from each other.

Through challenges there is opportunity however, and graduates and graduate recruiters who successfully navigate these times of extreme uncertainty are best positioned to avail of any opportunities that may arise. “How we respond to change is a skill,” according to Dr Freeney. “Building resilience, managing our stress around that, and also being open to learning and acknowledging that we don’t always respond in the right way; or we don’t always get it perfectly right, that’s absolutely fine and that’s really critical in terms of working in any organisation where organisational change is relentless.”

# The most popular graduate employers 2019/20



Principal locations

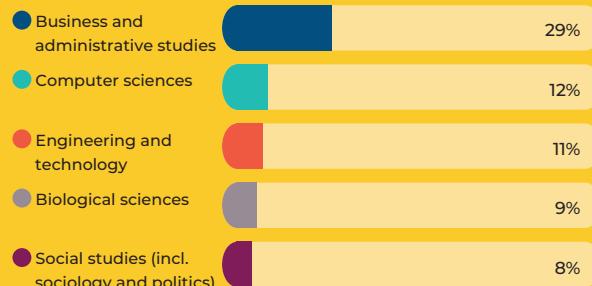
- Dublin
- Cork
- Belfast, Cork, Dublin, Galway
- Cork, Galway, Tipperary
- Cork, Dublin, Kildare
- Cork, Dublin
- Belfast, Dublin
- Cork, Dublin, Limerick
- Cork, Dublin, Limerick
- Dublin, Midleton Co. Cork
- Cork, Dublin, Galway, Kilkenny, Limerick, Waterford, Wexford
- Dublin, Westmeath, Offaly
- Dublin, Kildare, Limerick (Shannon)
- Belfast, Cork, Dublin, Shannon, Waterford
- Dublin
- Dublin
- Dublin
- Belfast, Cork, Dublin, Limerick, Waterford
- Belfast, Dublin
- Cavan, Clonmel, Cork, Donegal, Dublin, Longford, Sligo, Mayo
- Dublin (head office), plus various through ROI
- Belfast, Dublin
- Pan UK/Ireland engineering graduate programme is based in the English Midlands
- Dublin
- Cork, Limerick
- Belfast, Dublin
- Belfast, Dublin
- Throughout ROI
- Throughout Ireland
- Throughout Ireland
- Dublin
- Belfast, Cork, Dublin, Galway
- Dublin
- Dublin
- Dublin, Sligo
- Kerry, Naas



#### Research conducted by

# trendence RESEARCH

#### Respondents by area of study (Top 5 only)

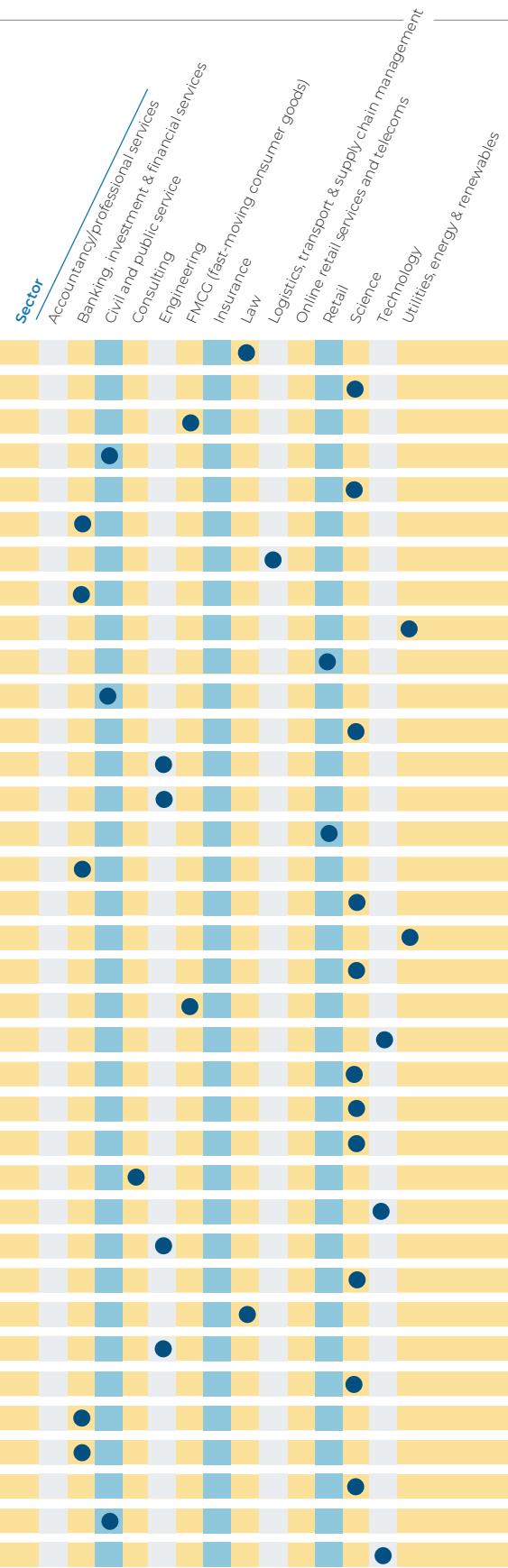


#### Internships continue to deliver

Internships are a firmly fixed part of the graduate recruitment lifecycle and are an integral part of a student's successful start to their careers. According to the gradireland *Graduate Salary & Graduate Recruitment Trends Survey*, 76% of employers believe that completing an internship or work placement is the most effective way of addressing any skills deficits. In the same report, 98% of employers surveyed said they paid students or graduates on internships, with the average of pay, for 46% of employers, between €1,400 and €1,800 per month. In this year's edition of Ireland's 100 leading graduate employers, 39% of students said they had completed an internship.

Rank 2020/21  
 Rank 2019/20

Employer



37	41	↑	<b>Arthur Cox</b>	www.arthurcox.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
38	34	↓	<b>Medtronic</b>	www.medtronic.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
39	50	↑	<b>Glanbia</b>	www.glanbia.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
40	33	↓	<b>Local Government</b>	www.gradpublicjobs.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
41	28	↓	<b>GSK</b>	www.gsk.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
42	41	↓	<b>Central Bank</b>	centralbank.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
43	56	↑	<b>Ryanair</b>	www.ryanair.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
44	57	↑	<b>Bank of America</b>	www.bankofamerica.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
45	39	↓	<b>Electricity Supply Board</b>	www.esb.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
46	36	↓	<b>Lidl Ireland</b>	www.lidl.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
47	33	↑	<b>An Garda Síochána</b>	www.publicjobs.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
48	47	↓	<b>LinkedIn</b>	www.linkedin.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
49	62	↑	<b>Arup</b>	www.arup.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
50	64	↑	<b>Jacobs Engineering</b>	www.jacobs.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
51	48	↓	<b>Musgrave Group</b>	www.musgravegroup.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
52	54	↑	<b>Grant Thornton</b>	www.grantthornton.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
53	37	↓	<b>BioMarin International</b>	www.bmrn.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
54	60	↑	<b>Bord na Mona</b>	www.bordnamona.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
55	53	↓	<b>Novartis</b>	www.novartis.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
56	49	↓	<b>Unilever</b>	www.unilever.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
57	45	↓	<b>Workday</b>	www.workday.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
58	58	...	<b>Bristol-Myers Squibb</b>	www.bms.com/ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
59	44	↓	<b>Coillte</b>	www.coillte.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
60	45	↓	<b>Procter &amp; Gamble (P&amp;G)</b>	www.pg.co.uk	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
61	72	↑	<b>Core Media</b>	www.onecore.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
62	-	new	<b>General Motors</b>	www.gm.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
63	81	↑	<b>Analog Devices</b>	www.analog.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
64	38	↓	<b>Allergan Pharmaceuticals</b>	www.allergan.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
65	59	↓	<b>Matheson</b>	www.matheson.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
66	82	↑	<b>John Paul Construction</b>	www.johnpaul.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
67	74	↑	<b>Sanofi</b>	www.sanofi.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
68	69	↑	<b>Citi</b>	www.citigroup.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
69	77	↑	<b>Davy</b>	www.davy.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
70	63	↓	<b>Merck Sharp &amp; Dohme</b>	www.merck.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
71	67	↓	<b>ibec's Global Graduates</b>	www.ibec.ie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
72	61	↓	<b>SAP</b>	www.sap.com	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■

Principal locations

Belfast, Dublin
Dublin, Galway
Cork, Dublin, Kilkenny, Waterford
Throughout Ireland
Cork, Dublin, Waterford, Sligo
Dublin
Dublin
Belfast, Dublin
Cork, Dublin
Throughout Ireland
Throughout Ireland
Dublin
Cavan, Dublin, Dundalk
Dublin
Throughout Ireland
Dublin
Cork
Kildare
Dublin
Cork, Dublin
Dublin
Dublin
Wicklow
Dublin, Kildare, Tipperary
Dublin
Dublin, Limerick
Limerick
Dublin, Mayo
Dublin
Cork, Dublin, Galway
Dublin
Dublin
Dublin
Dublin
Placements around the world
Dublin, Galway

### Confident and globally minded

This survey was carried out before the onset of the Covid-19 pandemic and reveals the confident mindset of Irish students and graduates. Almost 84% of students surveyed believed they would find a suitable job in Ireland. 16%, very similar to recent years, were seeking to start their careers abroad.

### What's important to students

The Ireland's 100 leading graduate employers survey incorporates the views of students across various leading employment sectors. 71% of students believe that their degree equips them with sufficient skills to successfully start their careers. In last year's survey, career mobility remains very important to today's students. When it comes to how long they plan to stay in their first job, one to two years was the most popular choice amongst the students surveyed, at 47%. 25% planned to stay at least between three and five years in their first job, with 25% favouring up to five years. 17% planned to stay less than one year in their first place of employment. In terms of how students view the application process, 27% said that the recorded video interview was the stage at which they were most likely to drop out from the process.

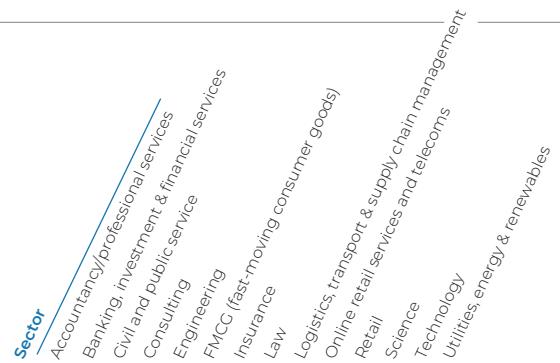
### The top 100 is only part of the story

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

GTI Ireland and The Association of Higher Education Careers Services, the publishers of Ireland's 100 leading graduate employers, wish to thank the students and graduates who took part in the survey, the careers services throughout Ireland who encouraged students to take part and the graduate employers who, every year, recruit and train Ireland's finest talent. We'd especially like to thank Trendence UK and Ireland for carrying out the survey on our behalf. This is the largest survey of its kind in Ireland and we look forward to growing it further in 2021 with the help of everyone who contributed so much to this year's success.

Voting has started for the 2021 survey so if you are a current student or recent graduate, go to [trendence.co.uk/graduatesstudyireland](http://trendence.co.uk/graduatesstudyireland) and cast your vote.

Rank 2020/21  
Rank 2019/20  
Employer



73	-	new	<b>Amgen Technology Ireland</b>	www.amgen.com	Yellow	Light Blue									
74	71	↓	<b>Paypal</b>	www.paypal.com	Yellow	Dark Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
75	80	↑	<b>McCann FitzGerald</b>	www.mccannfitzgerald.ie	Yellow	Light Blue									
76	79	↑	<b>Dublin Airport Authority</b>	www.daa.ie	Yellow	Light Blue									
77	73	↓	<b>Ericsson</b>	www.ericsson.ie	Yellow	Light Blue									
78	102	↑	<b>Bombardier</b>	www.bombardier.com	Yellow	Light Blue	Light Blue	Dark Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
79	85	↑	<b>Vodafone</b>	www.vodafone.ie	Yellow	Light Blue									
80	70	↓	<b>Deutsche Bank</b>	www.db.com/ireland	Yellow	Dark Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
81	66	↓	<b>Smyths Toys</b>	www.smythstoys.com	Yellow	Light Blue									
82	83	↑	<b>An Post</b>	www.anpost.com	Yellow	Light Blue	Dark Blue								
83	84	↑	<b>Kingspan</b>	www.kingspan.com	Yellow	Light Blue	Light Blue	Light Blue	Dark Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
84	106	↑	<b>HP</b>	www.hp.com/ie	Yellow	Light Blue	Dark Blue								
85	93	↑	<b>Salesforce</b>	www.salesforce.com/eu	Yellow	Light Blue	Dark Blue								
86	103	↑	<b>Three</b>	www.three.ie	Yellow	Light Blue	Dark Blue								
87	68	↓	<b>Barclays</b>	www.barclays.ie	Yellow	Dark Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
88	130	↑	<b>Northern Trust</b>	www.northerentrust.com	Yellow	Dark Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
89	97	↑	<b>PM Group</b>	www.pmgroup-global.com	Yellow	Light Blue	Dark Blue								
90	-	new	<b>BD</b>	www.bd.com	Yellow	Light Blue	Dark Blue								
91	88	↓	<b>Avolon</b>	www.avolon.aero	Yellow	Light Blue	Light Blue	Light Blue	Dark Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
92	75	↓	<b>Oracle</b>	www.oracle.com/ie	Yellow	Light Blue	Dark Blue								
93	90	↓	<b>Virgin Media</b>	www.virginmedia.ie	Yellow	Light Blue	Dark Blue								
94	105	↑	<b>Vhi Healthcare</b>	www.vhi.ie	Yellow	Light Blue									
95	94	↓	<b>VMWare</b>	www.vmware.com	Yellow	Light Blue	Dark Blue								
96	119	↑	<b>Mason Hayes &amp; Curran</b>	www.mhc.ie	Yellow	Light Blue									
97	65	↓	<b>Department of Defence</b>	www.defence.ie	Yellow	Dark Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
98	91	↓	<b>AIG</b>	www.aig.ie	Yellow	Light Blue									
99	92	↓	<b>Allianz</b>	www.allianz.ie	Yellow	Light Blue									
100	128	↑	<b>Laya Healthcare</b>	www.layahealthcare.ie	Yellow	Light Blue									



Vote for your favourite employer at  
**trendence.co.uk/graduatesstudyireland**  
as soon as possible. Voting closes January 2021.

Principal locations

Dublin
Dublin
Dublin
Dublin
Athlone, Dublin
Belfast
Athlone, Dublin
Dublin
Dublin
Dublin, Cork, Galway
Limerick
Dublin
Athlone, Dublin
Dublin
Dublin
Dublin
Cork, Dublin
Dublin
Dublin
Dublin
Dublin
Dublin
Kilkenny
Athlone, Dublin
Dublin
Dublin
Dublin
Cork

**Vote online and win a cash prize!**

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

Take the survey to help us compile Ireland's leading graduate employers for 2021 and you could be in with a chance to win great prizes.

**This year's 'movers & shakers'**

While those in the top slots of this year's list represent achievement, there are also companies who have made significant leaps forward in terms of their popularity amongst students and graduates and some who have just broken into our leading employers list.

- Google's brand recognition and the scale of the company has assured it another year as the most sought-after graduate job destination. Apple are in second position, swapping rankings with KPMG in third, and remains the highest ranked of the 'Big 4' professional services firms. Deloitte are in ninth place, PwC in 11th and EY are in 18th.
- The Department of Education and Teaching is the highest ranked public service body in the list, remaining in 12th position like last year. Teaching is consistently popular amongst students and graduates, as well as a popular conversion course for those wishing to change career direction into teaching.
- Others in this year's top ten include Boston Scientific (4th), Pfizer (5th), Amazon (6th), Microsoft (7th), Johnson & Johnson (8th), Deloitte (9th) and Jameson-Irish Distillers which is a new arrival in this year's top ten, climbing from 13th to 10th.
- The highest new entrant is General Motors in 62nd position. Other new entrants into the top 100 this year include Amgen in 73rd, Bombardier in 78th, HP in 84th, Three Ireland in 86th, Northern Trust in 88th, BD in 90th, VHI in 94th, Mason Hayes & Curran in 96th and Laya Healthcare in 100th position.

**How to apply for jobs with listed organisations**

This list of Ireland's 100 most popular employers has been generated from a huge student vote and therefore is a solid indicator of which organisations are most favoured by students and graduates in 2019.

In order to research the specific opportunities afforded to students and graduates throughout the year with the organisations listed, you should refer to the employer profiles on pages 35–64 of this publication; visit the employer profiles listed on [gradireland.com](http://gradireland.com); and visit the company careers websites referenced in the tables on pages 4–9. Not all employers listed here will be actively recruiting throughout the year so it is important to do your research first.

# 'Bubbling under' – the next 75 most popular graduate employers

			Rank 2020/21	Rank 2019/20	Employer			Rank 2020/21	Rank 2019/20	Employer
101	87	↓	SIG			139	146	↑	Aon	
102	101	↓	Zurich			140	145	↑	BDO	
103	110	↑	Aecom			141	142	↑	Maples Group	
104	78	↓	Mars			142	152	↑	Eversheds Sutherland	
105	—	new	Merit Medical			143	124	↓	Aerogen	
106	100	↓	Tesco Ireland			144	155	↑	Arista Networks	
107	104	↓	Eirgrid			145	122	↓	BNY Mellon	
108	89	↓	Dairygold			146	126	↓	Optum	
109	107	↓	eir			147	118	↓	Fexco	
110	98	↓	William Fry			148	141	↓	Co-Innovate Programme	
111	112	↑	Designer Group			149	147	↓	DCC	
112	120	↑	BAE Systems			150	165	↑	eShopWorld	
113	—	new	Astellas			151	—	new	For Purpose	
114	123	↑	Dropbox			152	156	↑	Guidewire	
115	95	↓	Paddy Power Betfair			153	149	↓	Qualtrics	
116	86	↓	Cardinal Health			154	—	new	US Bank	
117	115	↓	Fidelity International			155	151	↓	ABP Food Group	
118	99	↓	IDA			156	168	↑	Dawn Meats	
119	111	↓	Mercury			157	179	↑	CarTrawler	
120	135	↑	Colgate Palmolive			158	—	new	Citrix	
121	117	↓	Goodbody			159	158	↓	Ervia	
122	150	↑	Permanent TSB			160	133	↓	RBK	
123	108	↓	State Street			161	162	↑	BearingPoint	
124	148	↑	BT Ireland			162	193	↑	BWG Foods	
125	113	↓	Enterprise Rent-A-Car			163	161	↓	Citco	
126	129	↑	Liberty Insurance			164	139	↓	HedgeServ	
127	138	↑	Mazars			165	186	↑	Ipsen	
128	131	↑	Ornua			166	184	↑	Openet	
129	114	↓	SSE			167	160	↓	Arrotek Medical	
130	127	↓	Xilinx			168	—	new	Baker Tilly	
131	121	↓	Alkermes			169	—	new	Turner & Townsend	
132	—	new	FBD Insurance			170	—	new	Banach Technology	
133	116	↓	Fidelity Investments			171	171	...	ByrneWallace	
134	109	↓	First Derivatives			172	167	↓	Crowe Horwath	
135	125	↓	SMBC Aviation Capital			173	177	↑	Kepak	
136	143	↑	Tata Consultancy Services			174	154	↓	Dawn Farms	
137	134	↓	KBC Bank			175	132	↓	IFAC	
138	136	↓	Pramerica							

**WORKING LIFE:**  
**Employers must nurture talent of class of 2020 In a post-coronavirus world, a strong commitment to training and development is vital for any employer that wants to attract quality graduates**



**Keavy Ryan** is a partner at **A&L Goodbody's** Dublin office, specialising in mergers and acquisitions. She is also responsible for the law firm's trainee solicitor programme.

Take a moment to consider the class of 2020. After years of hard work from secondary school right through to the final year of third level, they will graduate into a world of uncertainty.

Over the past few months, they have faced down immense challenges and changes, and have risen to the occasion. The next step in their career is an important one, and employers have a significant role to play in nurturing their talent. As the co-partner (alongside Ronan Lyons) responsible for A&L Goodbody's trainee solicitor and intern programmes, I've overseen the recruitment of some of the best young minds in Europe. We've learned that if you want to attract the best graduates, you must commit to foster their talent and ensure that they become the best they can be. We regularly assess our programmes to ensure that we get the best from our graduates while in turn giving them the best graduate experience they can get. So what are they looking for from their employers? A relentless commitment to training and development is a given for any employer that wants to attract top graduates. For us, the best mix has been to provide structured education with on-the-job training, where our trainees observe and shadow senior leaders within the business. We have noticed an increased emphasis on the importance of feedback. Regular formal and informal feedback sessions that encourage two-way dialogue and advice for development are a must when it comes to upskilling graduates. This generation of digital natives can add immense value to any firm or company if they are placed in the

right learning environment. We've seen benefits from being the first firm in Ireland to offer a rotation with our client technology team. Trainees see first-hand how we collaborate with our clients using technology to improve the services we offer.

#### Societal shift

Some of the key changes we have seen emerge in graduates reflect the wider societal shift we have all gone through in recent years. Graduates want to work for organisations that are genuinely committed to diversity and inclusion. Like many firms, we have programmes to increase our diversity across gender, sexual orientation, nationality, social background and disability. But as the saying goes, diversity is being invited to the party, inclusion is being asked to dance. We want all our employees to be able to bring their best, most authentic selves to work. It's important for young people to have role models in the organisation they work for. You have to see it to be it, and that's why diversity and inclusion are guiding principles for us at all levels. Having the opportunity to work in more diverse areas, perhaps in some instances even outside of their academic qualification, is something graduates will look for in their employer, as it is rare that a graduate will know exactly in what area they would ultimately like to specialise. Graduates want to be part of an organisation that is doing cutting-edge work that will allow them to be challenged and stretched. The era of graduates' days being filled with administrative work is, thankfully, over.

#### Huge draw

The opportunity to work on global projects is also a very popular attraction for graduates. This was something that attracted me to A&L Goodbody when I applied for a traineeship almost 20 years ago. It is still a huge draw for trainees. In a post-Covid-19 world, the opportunity to go on long-term international secondments during your career is a very attractive prospect, whether that is to company offices and headquarters in London or the US or to a client in countries such as Germany or China. Graduates also want to work for companies who give back and make a difference. Corporate culture will be a decisive factor for anyone considering graduate programmes. Candidates frequently say the opportunity to participate in our pro-bono rotation, again a first in Ireland, has significantly influenced their decision to train with us. Who we are as a company sometimes means as much to graduates as what we do, and that's a great thing to see. Even at the best of times, however, graduates will favour an employer who aims to retain their trainees on qualification. When choosing jobs, a high number of graduates focus on job security, and I think this will be increasingly important to all in the current market. So what advice would I give to the class of 2020? It might sound clichéd, but in one word I think it comes down to resilience. Be flexible and adaptable, but also be very clear on what values you are not willing to negotiate on. Find an employer who will challenge you, but who will also value and respect you, and then take every opportunity you get to learn, grow and add value.

## WORKING LIFE: 'Gradual embrace of more diverse and inclusive workplaces'



Mary Connaughton is the director of **The Chartered Institute of Personnel and Development** in Ireland.

But survey of HR professionals by CIPD shows there has only been a small improvement in tackling the gender pay gap. Workplaces around the country have undergone immense change over the past few months, much of which would have been unimaginable coming into 2020.

Just eight months ago, the agenda for employers was very different. While the sudden shift to remote working caused by the response to Covid-19 continues to dominate, research carried out by the Chartered Institute of Personnel and Development in Ireland (CIPD) in late 2019 unveiled some interesting findings on HR concerns and priorities that are likely to come to the fore again in the months ahead.

The annual survey shows the progress made last year in improving diversity and inclusion and addressing the gender pay gap in Irish workplaces.

Close to half (49 per cent) of the respondents said they were aiming to create inclusive cultures, and it was encouraging to see that 18 per cent had appointed a diversity officer.

Given world events in this area this year, promoting diversity and inclusion in the workplace is now, perhaps, more important than ever before.

Just over 500 HR professionals took part in the research, which we carried

out in conjunction with the Kemmy Business School at the University of Limerick.

On the gender pay gap (GPG) front, our research showed a small improvement in 2019. Thirty-three per cent of the organisations we surveyed said they were calculating their GPG, compared with 30 per cent in 2019.

Despite this, 50 per cent of our respondents said that there was no such pay gap in their organisation. This is a perennial issue in the responses to our surveys and shows that the level of understanding of the realities around Ireland's gender pay gap still needs improvement.

This is partly down to the fact that there's no legal requirement for employers to take action in this area, and proposed legislation on this issue is more than a year overdue at this stage.

We are keenly aware of the many pressures facing the government as we go into the closing months of 2020. However, we are appealing to the coalition to ensure that the Gender Pay Gap Bill be included in the agenda for the upcoming Oireachtas term.

Another interesting finding in our annual study on HR practices was that, before remote working was forced upon so many workplaces, it was

already growing in popularity among workers.

Yet, just 38 per cent of workplaces had incorporated remote working into their attraction and retention strategy. Forty-eight per cent of our respondents said they had insufficient information and communications technology to cope with remote working.

Forty-seven per cent said it wasn't suitable for their sector and 68 per cent said the change in operational demands made it unattractive. Sixty-nine per cent identified a lack of visible support for the idea from senior leaders.

Eight months on, organisations are still undergoing changes to protect workers and customers and to try to ensure the survival of their businesses. As it turned out, remote working was the only way forward for some in the first half of 2020. By and large, productivity standards were maintained.

A more recent CIPD Ireland survey carried out in June showed that just 14 per cent of workplaces are now against the idea of remote working.

However, as organisations recognise the demand for remote working and gain "lived experience" of it, more work will be needed to translate this demand into a long-term reality.

## RISING STARS: 'You don't need to have a coding background to work in technology consulting'



**Anas Ibrahim** is a Technology Consulting Analyst II: Salesforce Developer at **Deloitte: Digital**. He has a BSc in Biomedical Engineering from UCD (2016) and an ME in Biomedical Engineering from UCD (2018).

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

I am a Salesforce Developer in Deloitte Digital. Salesforce, as you may know, is a large CRM platform that can be encapsulated by many definitions, but it is a technology that enables clients to manage their data more efficiently. As a developer, my role involves customising the client's Salesforce organisation to meet their needs through custom code and configuration. Every functionality that is developed needs to be tested and subsequently deployed. My role heavily revolves around delivering these requirements through the available suite of solutions provided.

### What do you enjoy about the role?

Being a developer in Deloitte Ireland's Consulting business brings different work aspects together. I love that I get a variety of responsibilities with every project. Some projects present more client-facing duties and others present more requirement-gathering duties, in addition to working as a developer. I find myself always developing new skills and learning about the various areas of project implementation. No matter what role you are in, there will always be variety when you are in consulting, as I've experienced in Deloitte.

### What was the route you took to landing the job, what was the application process?

Consulting is a career path that I always wanted to pursue, particularly in technology, and given Deloitte's global reputation, it was the ideal choice. During my final year I applied, completing the short online assessment which was followed by two internal interviews. These interviews were the opportunities for me to demonstrate how my ideals aligned with Deloitte's, both professionally and personally. Shortly after, I received a call confirming my place on the graduate program. The responsive and informative approach from the firm allowed me to secure the job early, which in turn gave me more time and motivation to focus on my final year commitments and exams.

### What are the skills you most regularly use in your role?

Collaboration is at the centre of everything. I have worked on multiple projects that involved teams of professionals from different locations, backgrounds and cultures. Every team is unique and I have learned the importance of having a collaborative mentality. This is the foundation of Deloitte's working culture and I am

grateful for all the people I worked with and continue to learn from.

Communication is the other skill that is vital, it is at the core of everything. In a fast-paced industry, I have learnt that being able to communicate effectively is the key to productivity. Whether internally or to clients, being clear and concise in your communication leads to clear and concise responses.

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

As someone who did not come from a computer science background, I have directed my career to becoming a developer in an exciting technology with a forward-thinking company. There is a huge misconception that you must be from a coding background to pursue a career in technology consulting and I would really like to highlight that this is not the case in Deloitte, and indeed in many other companies. In fact, Deloitte has invested in my technical competency and training to becoming a developer. If you want to have a career in technology consulting, what you really need is genuine interest and a willingness to learn, and to be fortunate to work for an employer that invests and believes in you.

## RISING STARS: 'Winning this award means so much at this surreal time'

### Tell us about your current role, what it is you do, and how you landed the job?

I joined the KPMG Risk Consulting graduate programme in September 2017 after winning the KPMG Case Consulting competition in my final year of college. Over the last three

years I have gained extensive experience working with clients across a range of industries including aircraft leasing, retail, technology and banking. In Risk Consulting we assess the various business risks that companies face, advise our clients on industry best practice and find suitable solutions tailored to each client's needs.

I really enjoy the variety of work that my role offers, and how each project brings new opportunities to learn. Working with industry-leading data privacy and protection teams across KPMG's Dublin and US offices has given me the chance to gain expertise in this area. This, in turn has given me the opportunity to work with some of Ireland's most successful organisations advising on data protection and privacy issues.

### You are currently studying for the chartered accountant exams, how difficult was it to return to study and what advice would you have for other graduates facing the same challenges?

The mix of work and study was of course a little daunting at the beginning, however, we get so much support from the business school at KPMG and from colleagues who have recently qualified, that graduates are given every opportunity to pass the exams first

**Aisling Byrne** is this year's **winner** of the gradireland Graduate Employee of the Year, a unique winner as this year's awards were sadly cancelled due to the pandemic. She talks to gradireland about the unique nature of winning the award, what she has learned in her career so far and what advice she would have for students and graduates.

Aisling is a **Risk Consulting Associate** with **KPMG**. She has a **Bachelor of Commerce** from **UCD** (2017).

time. I would absolutely recommend to anyone considering pursuing an Associate Chartered Accountant (ACA) qualification to go for it.

I recently sat the Final Admitting Examination (FAEs), the final set of exams to achieving the ACA qualification. Due to COVID-19, all of the ACA exams were held online for the first time. This came with its own set of challenges, not least of which was ensuring family members were all logged off the Wi-Fi for the duration of the exams. They were all as happy as I was to see the exams come to an end!

### What career directions did you consider while in college and why was KPMG the firm that you chose to start your career?

While studying Commerce at UCD, I was involved in many case study competitions and the Student-Managed Fund and I really liked the presentation and problem-solving aspects of these activities. I decided to try banking first and secured a summer internship with an Investment Bank in London between my penultimate and final year of college.

Drawing on the experience I gained from the internship, I realised that what really interested me is working directly with clients to help create innovative solutions for the challenges they face. I then



considered various consulting roles, and I can honestly say that Risk Consulting has afforded me all the opportunities I was looking for in a graduate programme. I think one of Risk Consulting's greatest differentiators and one of the key reasons that I found Consulting at KPMG so attractive, is the fact that when I qualify, I will have over three years of excellent work experience and a professional qualification.

**What was the selection process for the graduate programme and what tips would you have for students who might be considering a similar route?**

The selection process comprised of a business case study and a number of interviews with senior management. The whole process was made very comfortable by the grad team at KPMG and I found that everyone was so encouraging at each step of the process. A good tip for preparing for the application process is to research the firm well and to know exactly what attracts you to the role. Preparing answers with relevant examples for a sample of possible interview questions in advance is also beneficial, as this will help you to feel calmer on the day.

However, I think the most important piece of advice I could give to students applying for grad programmes this year would be – relax and be yourself! Most people applying for the grad programme will have a similar level of qualification and experience, so I believe it's really important to let your personality shine through in the application and the interviews.

**What is the best part of the job and what is a particular challenge you have overcome?**

One of my favourite aspects of working at KPMG is the opportunity

we have to give back to those in the community. We have an award-winning Corporate Citizenship programme with hundreds of different initiatives that employees can volunteer to take part in. Some of the inspiring initiatives which I have been involved in over the last two years include our Time to Read programme and Doodle Den. Both programmes encourage the importance of reading at a young age and help to address the literacy needs in local primary schools.

Balancing work, study and my other commitments to the firm is definitely one of the greatest challenges I have overcome since starting on the grad programme. This year I had the fantastic experience of completing a secondment with one of the tech giants in Ireland. During this time, I was also a facilitator of KPMG's Ideation Competition (KIC), an annual Case Competition in which university students across the globe solve real business challenges by utilising data and analytics. Putting my best into both of these two opportunities, alongside studying for my FAEs, proved to be a challenging balancing act. However, with the support and guidance of my senior colleagues and by utilising the skills I had built up over my first two years of the grad programme, I succeeded in ensuring the client was satisfied with the deliverables and that the competition was a success.

**How does it feel to be named the gradireland Graduate Employee of the Year and how surprised are you?**

It feels incredible! I received the news that I had won the award while I was on study leave and I didn't actually believe it was true until I saw my name listed on the

gradireland website with the winners in the other categories. I was absolutely thrilled, and I was delighted to be able to share some good news with my family and friends at this very surreal time.

Due to the COVID-19 restrictions, the awards ceremony could not take place as normal this year. However, the excitement around my house from family and the messages of congratulations I received from friends and colleagues was like our own virtual celebration. I am so proud to receive the award. It is as much a recognition of my work as that of the exceptional team in Risk Consulting.

**If you could talk to yourself as a student again, what skills would you advise to develop so you are best placed to start your career?**

I believe that good communication skills are among the most important skills to develop to succeed in any career, in particular for a career in consulting. This includes not only oral and written communication skills, but also your ability to listen and ask relevant questions. Put yourself outside of your comfort zone during college – the skills you learn will really pay off.

While I was in college, I continuously worked on developing these skills by volunteering for presentations in group assignments and through my work with the drama society in UCD. Since joining the grad programme, I have continued to develop my communication and presentation skills through various channels, such as the acting course I completed in the evenings this year, with Ireland's National Academy of Dramatic Arts 'The Lir' and also presenting at KPMG Presentation Evenings for the graduate intake of 2020.

# Caution grows, yet graduate recruitment market remains healthy

The 2020 gradireland *Graduate Salary & Graduate Recruitment Trends Survey* gauges the temperature of the graduate recruitment market in terms of what employers are paying, what skills are in demand, what recruitment methods are most common and much more.

**T**he gradireland *Graduate Salary & Graduate Recruitment Trends Survey* 2020 was published earlier this year and is based upon a survey of over 70 graduate employers, ranging in size from multinational corporations to small-to-medium sized enterprises. The survey was carried out between December 2019 and March 2020 and was conducted by our research partners, Trendence UK and Ireland.

In addition to asking about salaries, the survey also obtained the views of employers in relation to 'employability' skills, that unique mix of achievement and experience that today's graduate recruiter is looking for. It also surveyed the graduate recruitment landscape in terms of the challenges that lie ahead for employers as economic growth continues, placing demands upon recruiters and HR teams to source the right talent in a time of greatly increased competition. The data collected in this year's survey was collated before the onset of the Covid-19 pandemic.

**Graduate recruitment levels remain strong**  
Business confidence remains high and employers have considerable optimism about the future in terms of graduate hires, with 74%, similar to last year's 73%, recruiting more graduates due to an increase in business. There is also an increased strategic focus on graduate recruitment with 30% saying that they had

developed new graduate programmes to harness the next generation of talent.

The average number of graduates recruited into companies during the 2019/20 recruitment cycle was 38, down from 50 last year. This decrease is likely an indicator of growing caution amongst businesses of the economic environment, even before the onset of the pandemic. Employers surveyed expect this average to remain similar for the 2020/21 recruitment cycle. 21% of employers surveyed planned to recruit fewer graduates in the forthcoming recruitment cycle, up from 10% last year.

## The challenges facing employers

43% of employers said that they were expecting challenges when it came to filling their graduate vacancies. This year, we introduced a new choice, uncertain, for employers who may be making their first foray into the graduate market. 14% said they fell into this category, almost identical to last year. Like previous years, there was a wide range of factors which employers cited when asked what these challenges were or were likely to be in the next recruitment cycle. Employers surveyed for this year's report could choose multiple factors in their responses. 37% (up from 32% last year) said that the main competition for graduate talent would come from competitor organisations within their sector, while 19% said that they would face a challenge for top talent from employers outside their sector of business, down from 26% last year. 17% of graduate employers reported that

their recruitment challenges centred on the lack of relevant qualifications amongst graduates. A further 10% said that they were finding that graduate salaries were not competitive enough while 3% cited that it was a lack of foreign language skills that was proving challenging for them in the recruitment cycle.

### **Skills requirements**

When asked to identify the skills that graduate recruits need to succeed in the workplace, employers surveyed were able to select multiple responses in their answers, enabling us to create a ranked list of skills for work that students and graduates can seek to build. For the fifth year running, communication skills (50%) were cited as one of the most common soft skills deficits that employers were encountering in graduate recruits, in a multiple-choice question where respondents could provide three answers.

This was followed by what employers feel is a deficit in terms of graduates managing their own learning, at 48%. 25% cited a lack of work ethic as being an issue amongst some graduate recruits. 31% of employers identified a lack of initiative in terms of independent working as being a major shortfall.

Other soft skill areas identified by a significant percentage of employers as areas of concern included leadership (27%), adaptability (31%) and problem solving (33%). Students who can develop these skills and demonstrate how they have used them (eg during work placements or college life) will be at a clear advantage during the hiring process compared to peers lacking in these important skills. In terms of hard skills, writing skills (38%) was one of the most common areas identified by employers, alongside a deficit in administration and personal organisation (39%) and project management skills (39%). Data analytics skills were highlighted by 22% of employers as a hard skill that graduate recruits could improve upon. In terms of addressing skills deficits, 72% of employers surveyed felt that completing an internship or work placement was by far the most effective method by which students could improve their skills for work, similar to last year's 76%.

### **Application and interview methods**

80% of employers surveyed are now using online application forms as their primary method of soliciting applications. Respondents could cite all the methods they use, so the traditional CV is still

identified as being very important by many employers, with 47% using them as an application method. Social media application methods, such as LinkedIn, have grown sizeably in popularity, used by 20% of employers, an identical figure to last year.

In terms of interview processes, 64% of graduate recruiters use competence-based interviews, similar to 71% last year, with 45% using Assessment Centres (35% last year) and 44% using panel interviews in their selection process. Telephone interviews were used by 30% of employers and 38% used technical interviews, so there is a wide range of methods being used extensively. Employers could select from more than one option in answering this question.

Employers were also asked what attraction factors they thought were most important in the minds of students considering applying to their programmes. Down from 87% last year, 78% said career development was the most important attraction factor. 37% responded that perception of their employer brand was an important factor (59% last year). 30% cited starting salary (down from 35% last year), with 49% saying work/life balance (32% last year) and 34% identifying perks and benefits, similar to 35% last year. 16% said that job security was the primary attraction factor. Interestingly, one of the major factors was identified as company culture, which was cited by 72% of employers surveyed. Employers could select from more than one option in answering this question.

### **Internships remain vital**

This year's gradireland Graduate Salary & Graduate Recruitment Trends Survey captures the value of internships for students and graduate employers alike. 82% of employers surveyed offer student and graduate internship programmes, down from 88% last year. 98% of employers offering these programmes pay their interns, identical to last year. Of these, 46% pay their interns between €1,400 and €1,800 per month. 16% pay between €1,800 and €2,000 and 16% of graduate employers pay their interns more than €2,000 per month. No employers surveyed paid their interns less than €1,000 per month, a figure that stood at 9% in last year's survey. In findings that highlight internships as a highly effective route for students to get on to graduate programmes, organisations surveyed recruited an average of 28% of their graduate intake from those who has previously interned with them.

# Graduate salaries continue to grow

Starting salaries for graduates continue to rise, with the average continuing to rise above €30,000 as confidence in graduate recruitment continues, despite the challenges of the pandemic.

**W**ith starting salaries remaining one of the obvious defining factors when it comes to graduates making a career decision, employers face a challenge in terms of providing an attractive salary package for hires while also considering the correct strategic choices for their business.

With business confidence remaining high, there have been steady increases in terms of salaries over recent years, despite the levels of variance between different sectors remaining considerable. Each year, the gradireland *Graduate Salary & Graduate Recruitment Trends Survey* measures salary by sector of work as well as in terms of variation between work experience and graduate development. In the 2020 survey, like in previous years, employers were asked to cite what the actual starting salary was that was paid to graduates by their organisation during the 2019 and 2020 recruitment cycle.

This year's results show that the average graduate starting salary continues to grow above the €30k mark, standing at €31,938, up from €30,409 last year and €29,060 in 2018. Again, this is an average when calculated across all sectors. Other data for this year's survey shows that 63% of graduates will earn between €20,000 and €30,000 as a starting salary, up from 46% last year. No employers surveyed were offering starting salaries below this range. 29% will earn between €30,000 and €34,000, similarly to last year's 26%, while 31% will earn in excess of this figure, up on last year's 26% in this category.

## Graduate expectations

In this year's survey, employers are increasingly concerned with what graduates expect when it comes to starting salaries. In last year's research, 50% of employers felt that Irish graduates had realistic expectations when in terms of starting salaries. This year, only 48% of employers felt that graduates were realistic in terms of what they could earn, with a further 18% uncertain about the challenges they would expect in this context when recruiting graduates. 34% said that graduates have unrealistic expectations in terms of what they could realistically expect as a starting salary.

## Sectoral salaries

Although there is consistent growth across a wide variety of job sectors, different areas reflect the diversity of what employers are offering across their graduate roles. The most sought-after disciplines for graduate employers this year were technology (41% of graduate roles) and engineering (29% of graduate roles). Graduates in these areas are being offered salaries of €32,665 and €31,954 respectively. Sectors breaking the €30,000 barrier in terms of starting salary were Retail and Sales at €33,925 (25% of graduate roles) Law at €33,156, construction (€30,250) and logistics (€31,780) and banking and financial services at €30,329. These increases are indicative of both the competitive nature of graduate recruitment and also the transformative effect which well remunerated graduate programmes can have. An example of this would be retail, in which several ambitious and highly paid graduate programmes have largely transformed graduates' perception of the sector, making it the most highly paid amongst employers participating in our survey.

### Starting salary bands in the last four years

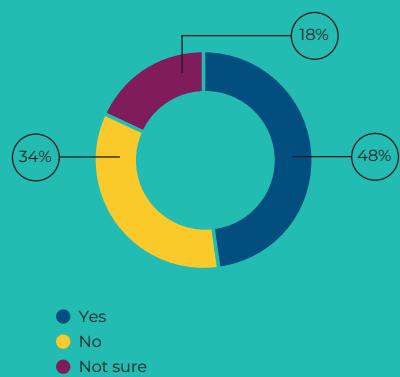
Average graduate salary this year = €31,938



### Average number of graduates hired per career area and starting salaries per sector

Career Area	Mean salary 2020	Average number of graduates hired (per career area)
Banking, investment banking, financial services	€30,329	29
Engineering	€31,954	27
Food & drink industry, leisure and tourism	€26,500	15
IT and technology	€32,665	15
Accountancy and financial management	€26,757	14
Retail and sales	€33,925	11
Law	€33,156	9
Research and development	€29,000	5
Digital media, marketing	€28,957	3
Construction, built environment and property	€30,250	3
Logistics and transport	€31,780	3
Recruitment & HR	€29,447	2

Do you think that Irish graduates have realistic expectations in terms of pay and conditions?



# The most popular graduate employers by sector



## In this section

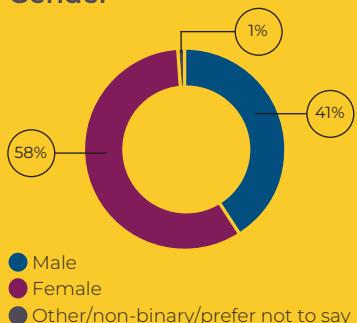
Many students know that they want to build their careers in a particular sector. Over the next 15 pages we profile the most popular recruiters by sector alongside insights from students and graduates who expressed an interest in these careers during our research. Company information is correct to the best of our knowledge at the time of going to press.

- 21 Accountancy/professional services
- 22 Banking, investment and financial services
- 23 Civil and public service
- 24 Consulting
- 25 Engineering
- 26 Fast-moving consumer goods
- 27 Insurance
- 28 Law
- 29 Logistics, transport and supply chain management
- 30 Online retail services and telecoms
- 31 Retail
- 32 Science
- 33 Technology
- 34 Utilities, energy and renewables

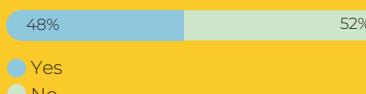
# Accountancy/professional services

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

**Gender**



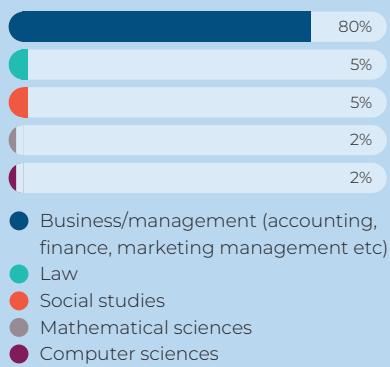
**Have you been an intern?**



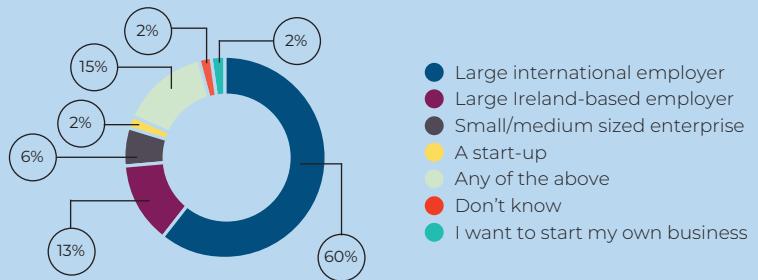
**Top employers**

Rank	2020	2019	Employer
1	1	1	KPMG
2	3	2	Deloitte
3	2	3	PwC
4	4	4	EY
5	5	5	Grant Thornton
6	8	6	Mazars
7	9	7	BDO
8	7	8	RBK

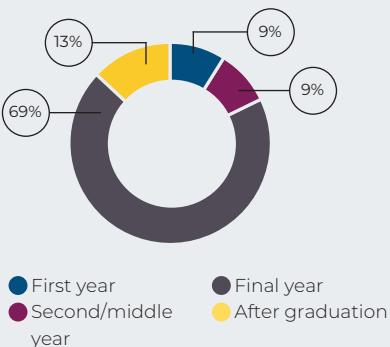
**Top five subjects of study**



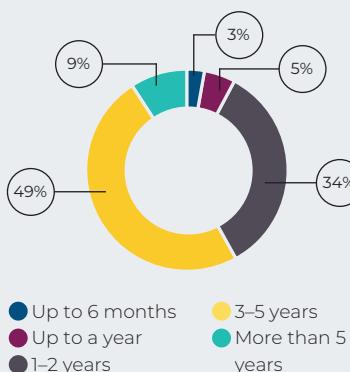
**What size organisation do you intend to work in for your first graduate position?**



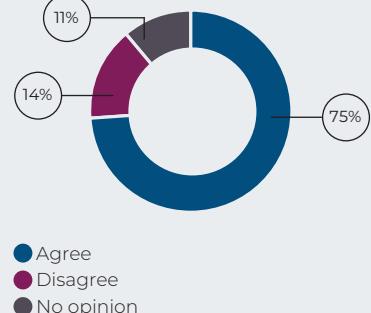
**When do you start applying for graduate careers?**



**Duration of first job**



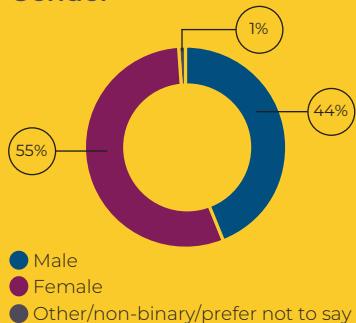
**My course provides me with the skills necessary for the employer market**



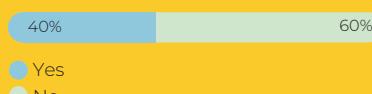
# Banking, investment and financial services

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

**Gender**



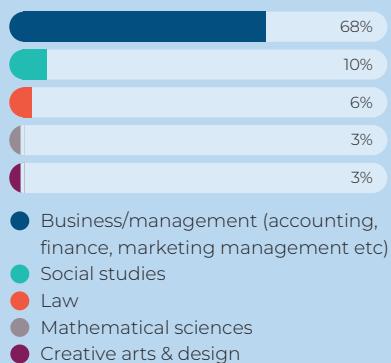
**Have you been an intern?**



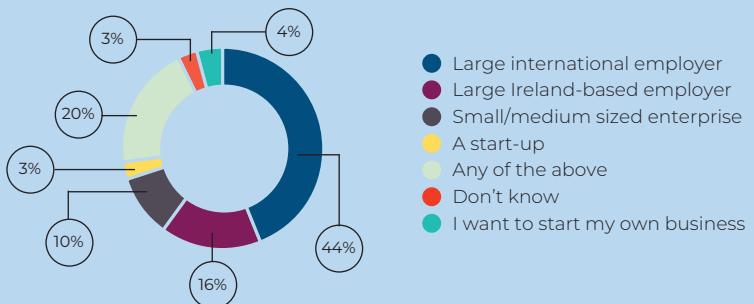
**Top employers**

		2020	2019
1	2	AIB	
2	1	Bank of Ireland	
3	3	Central Bank	
4	4	Bank of America	
5	6	Citi	
6	8	Davy	
7	7	Deutsche Bank	
8	9	An Post	
9	5	Barclays	
10	17	Northern Trust	

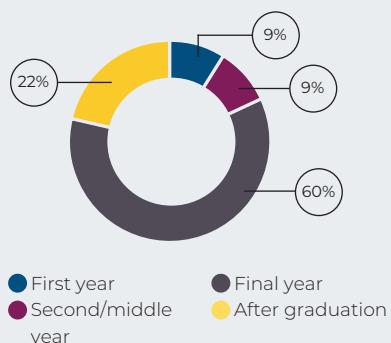
**Top five subjects of study**



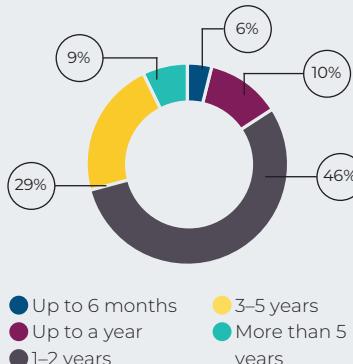
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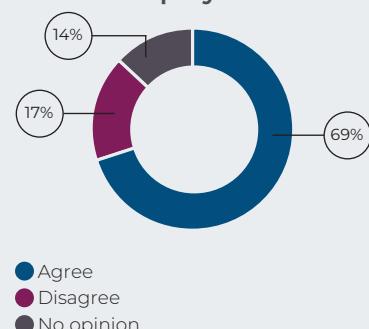
**When do you start applying for graduate careers?**



**Duration of first job**



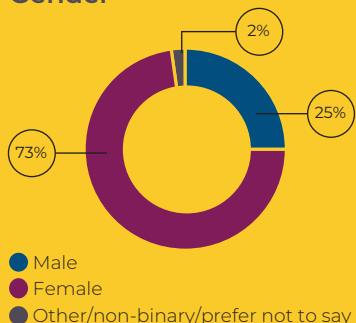
**My course provides me with the skills necessary for the employer market**



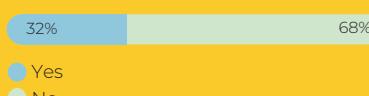
# Civil and public service

After several years with very low recruitment levels, the public sector is again a popular choice for many graduates. Stability and a defined career path are some of the primary attractions of working in the public sector. Teaching and foreign affairs are traditionally the most popular elements and this is reflected again in this year's results.

**Gender**



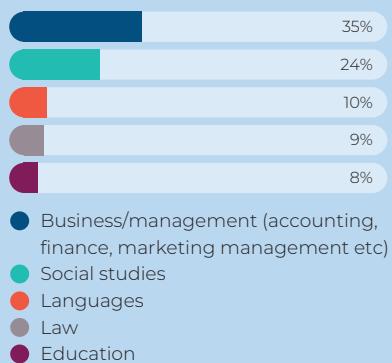
**Have you been an intern?**



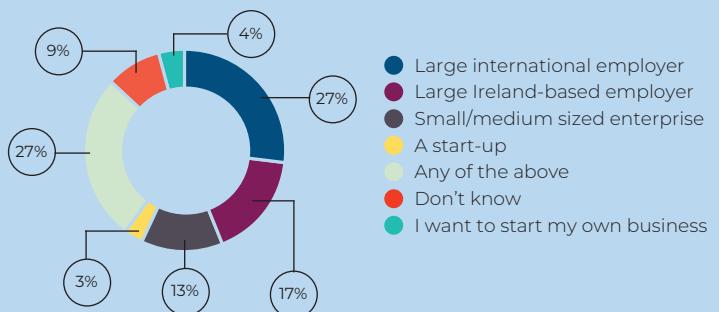
**Top employers**

	2020	2019	
1	1	1	Department of Education (Teaching)
2	2	2	European Commission
3	3	3	Civil Service
4	4	4	Enterprise Ireland
5	5	5	Department of Health (inc HSE)
6	6	6	Local Government
7	7	7	An Garda Síochána
8	9	8	Ibec Global Graduates
9	8	8	The Defence Forces
10	10	10	IDA

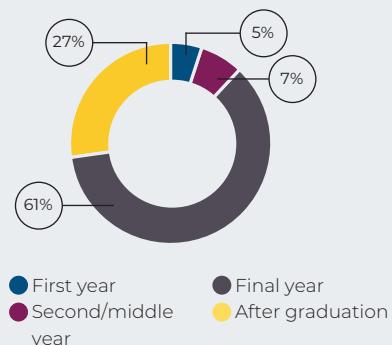
**Top five subjects of study**



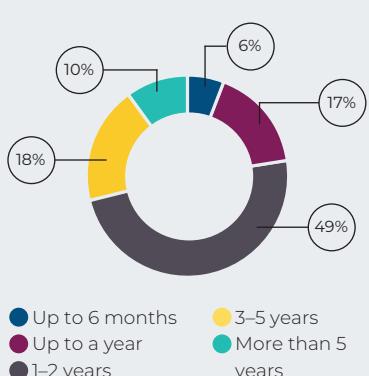
**What size organisation do you intend to work in for your first graduate position?**



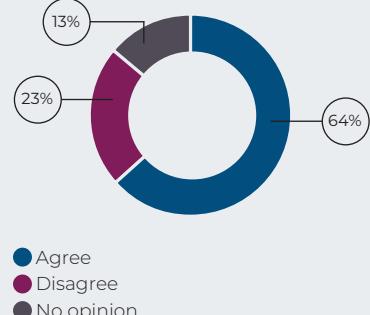
**When do you start applying for graduate careers?**



**Duration of first job**



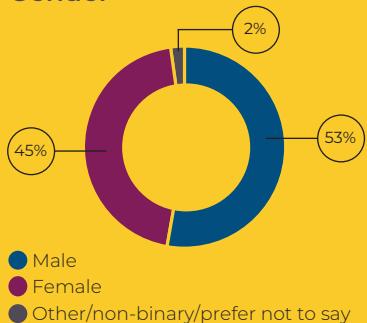
**My course provides me with the skills necessary for the employer market**



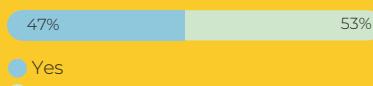
# Consulting

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

**Gender**



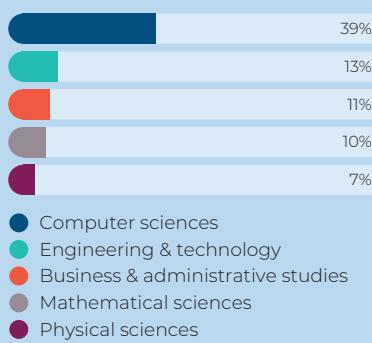
**Have you been an intern?**



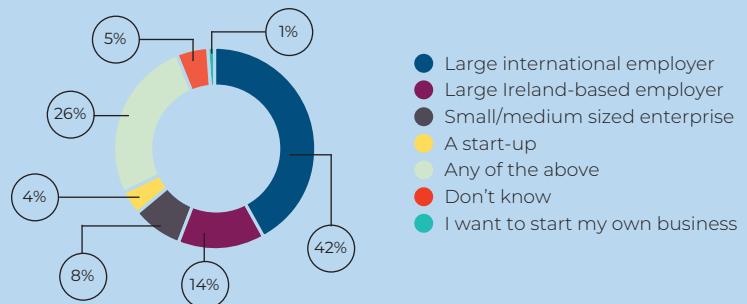
**Top employers**

	2020	2019	
1	1	Accenture	
2	2	First Derivatives	
3	3	GLG	
4	4	FDM	

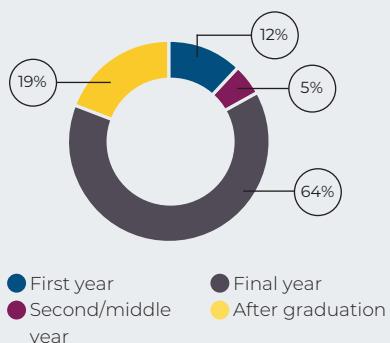
**Top five subjects of study**



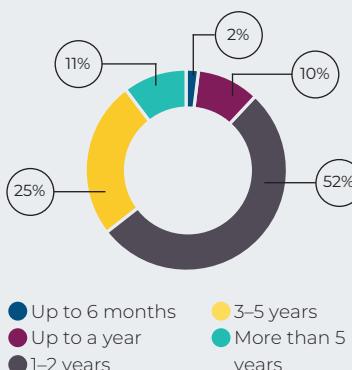
**What size organisation do you intend to work in for your first graduate position?**



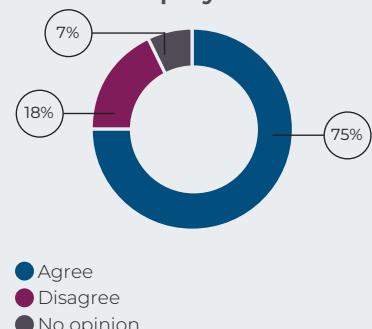
**When do you start applying for graduate careers?**



**Duration of first job**



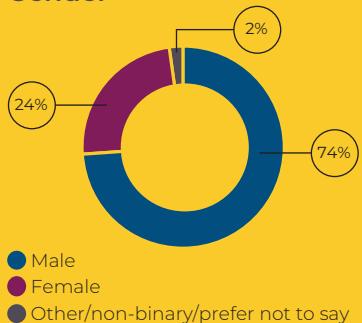
**My course provides me with the skills necessary for the employer market**



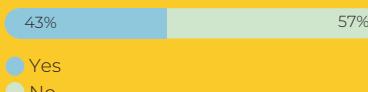
# Engineering

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

## Gender



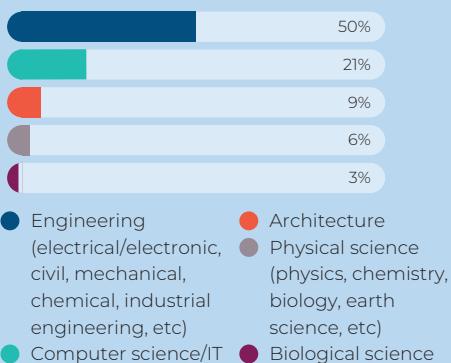
## Have you been an intern?



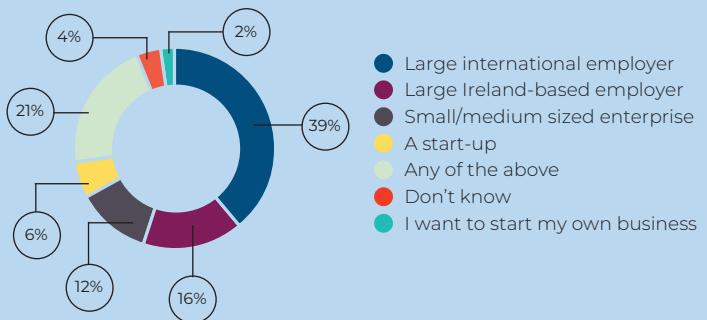
## Top employers

	2020	2019	
1	1	1	Intel
2	2	2	Jaguar Land Rover
3	3	3	Arup
4	4	4	Jacobs Engineering
5	new	General Motors	General Motors
6	5	Analog Devices	Analog Devices
7	6	John Paul Construction	John Paul Construction
8	9	Bombardier	Bombardier
9	7	Kingspan	Kingspan
10	8	PM Group	PM Group

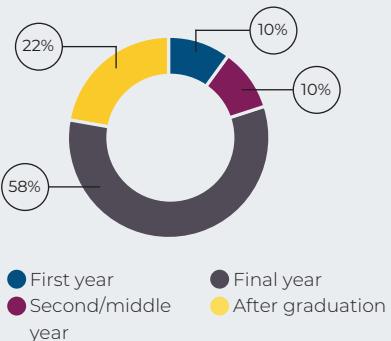
## Top five subjects of study



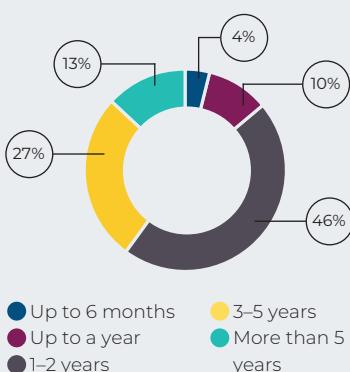
## What size organisation do you intend to work in for your first graduate position?



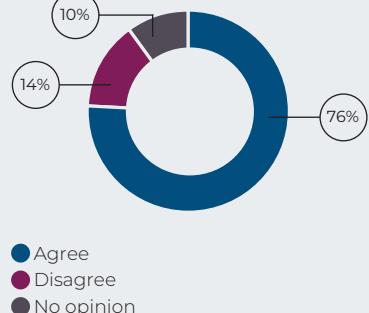
## When do you start applying for graduate careers?



## Duration of first job



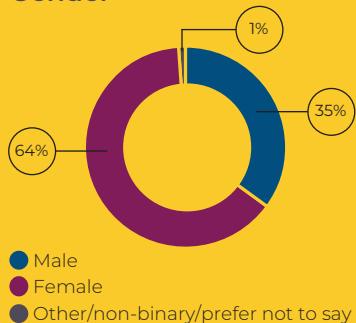
## My course provides me with the skills necessary for the employer market



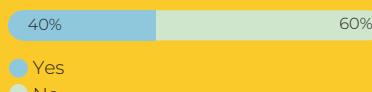
# Fast-moving consumer goods

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

**Gender**



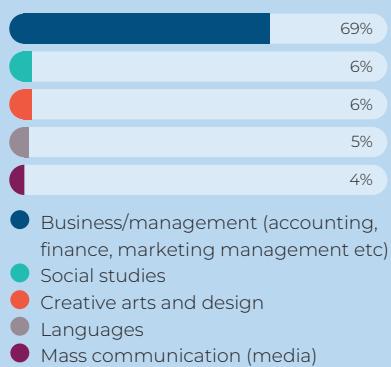
**Have you been an intern?**



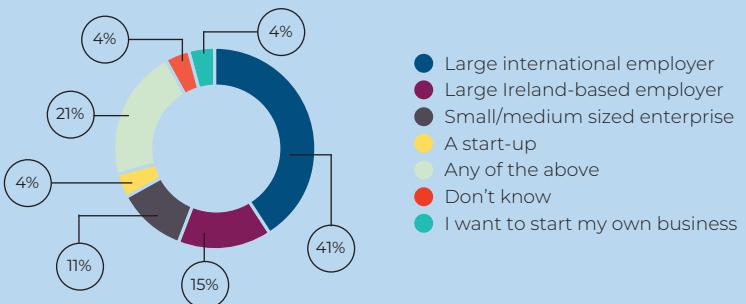
**Top employers**

		2020	2019	
1	1	Jameson – Irish Distillers		
2	2	Coca-Cola HBC		
3	3	Diageo		
4	4	Kerry Group		
5	7	Glanbia		
6	6	Unilever		
7	5	Procter & Gamble (P&G)		
8	8	Core Media		
9	9	Mars		
10	10	Dairygold		

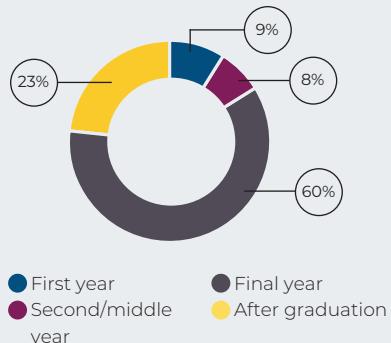
**Top five subjects of study**



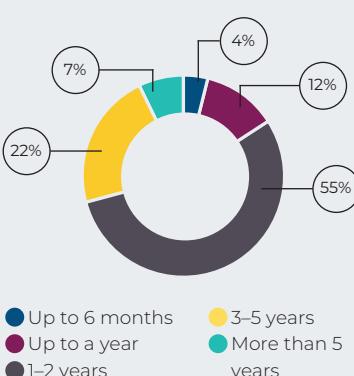
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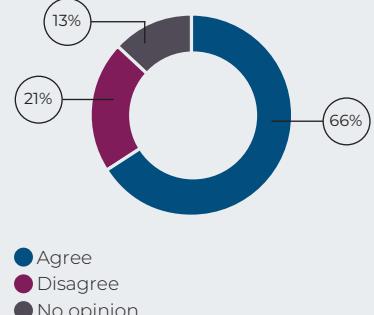
**When do you start applying for graduate careers?**



**Duration of first job**



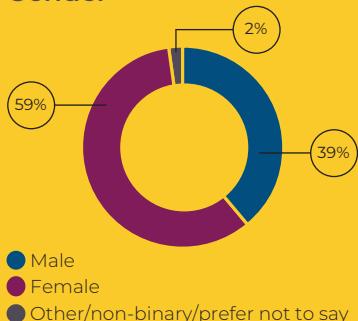
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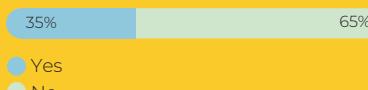
# Insurance

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

**Gender**



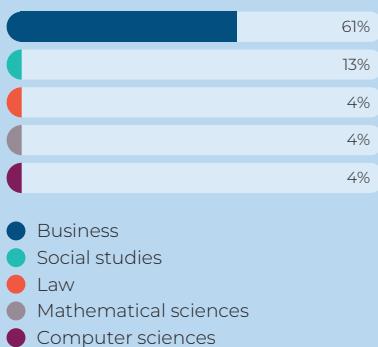
**Have you been an intern?**



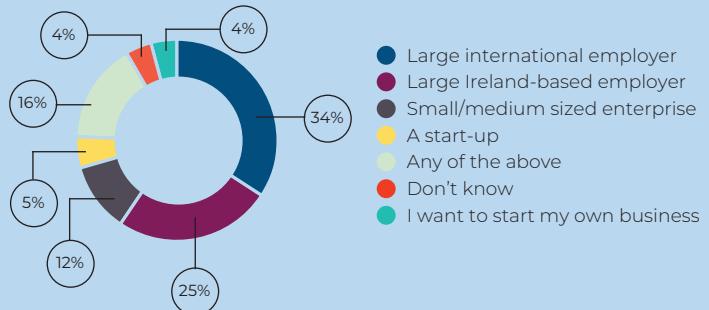
**Top employers**

	2020	2019	
1	3	Vhi Healthcare	
2	1	AIG	
3	2	Allianz	
4	4	Laya Healthcare	
5		new Zurich	
6	5	Liberty Insurance	
7		new FBD Insurances	
8	6	Aon	

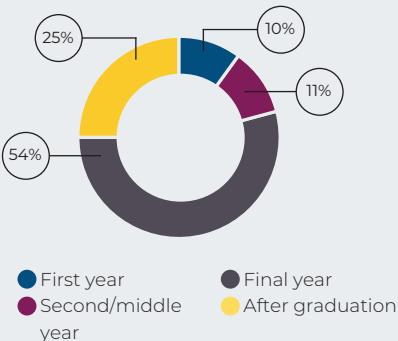
**Top five subjects of study**



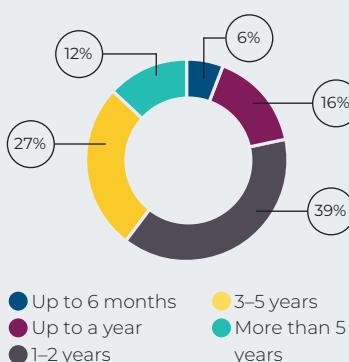
**What size organisation do you intend to work in for your first graduate position?**



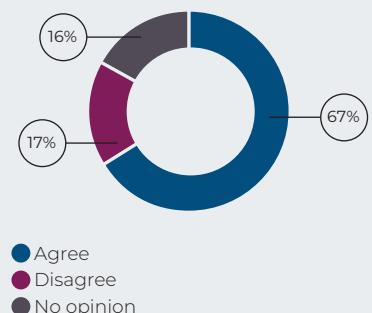
**When do you start applying for graduate careers?**



**Duration of first job**



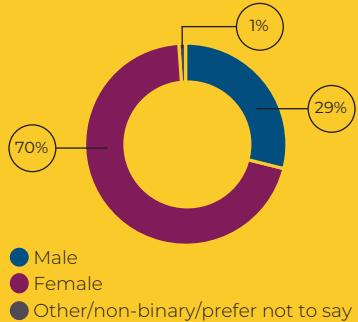
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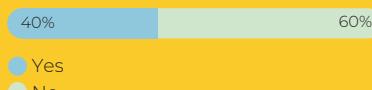
# Law

Law continues to offer graduates a challenging career path in a competitive and complex environment. Legal careers remain popular amongst female undergraduates, with 70 per cent of those interested in this sector being women.

**Gender**



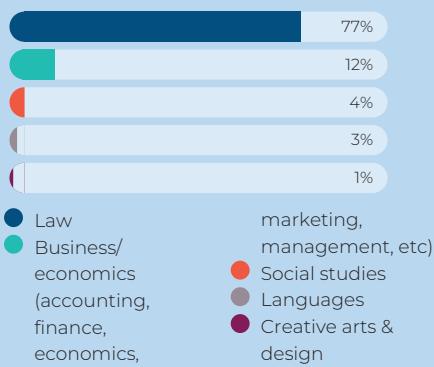
**Have you been an intern?**



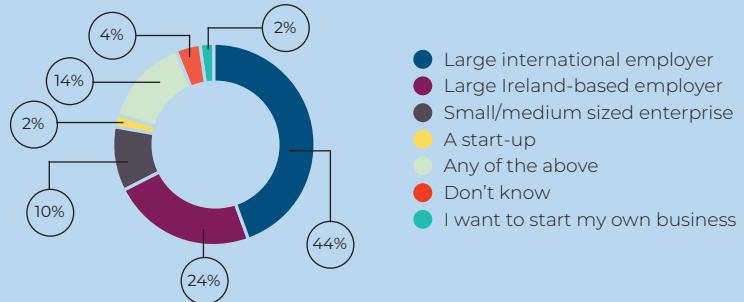
**Top employers**

		2020	2019	
1	1	A&L Goodbody		
2	2	Arthur Cox		
3	3	Matheson		
4	4	McCann FitzGerald		
5	7	Mason Hayes & Curran		
6	5	William Fry		
7	8	Maples Group		
8	9	Eversheds Sutherland		
9	10	ByrneWallace		
10		new Dillon Eustace		

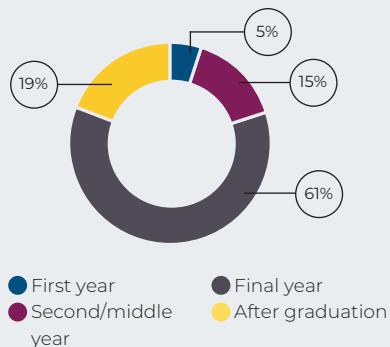
**Top five subjects of study**



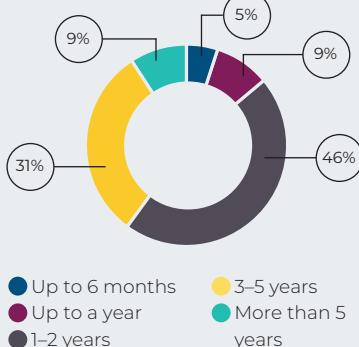
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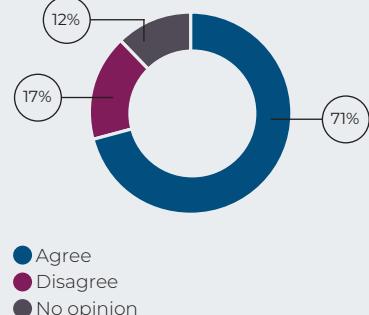
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**Duration of first job**



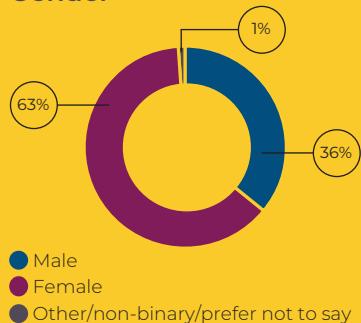
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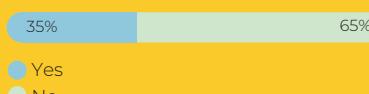
# Logistics, transport and supply chain management

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

**Gender**



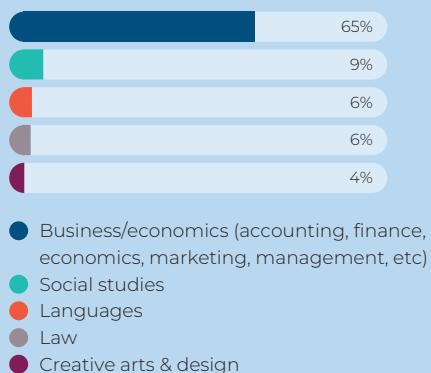
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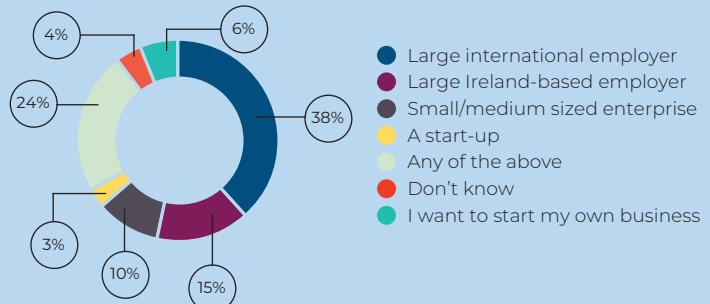
**Top employers**

	2020	2019	
1	1	1	Aer Lingus
2	2	2	Ryanair
3	3	3	daa
4	4	4	Avolon
5	5	5	Enterprise Rent-A-Car
6	6	6	SMBC Aviation Capital
7	7	7	DCC

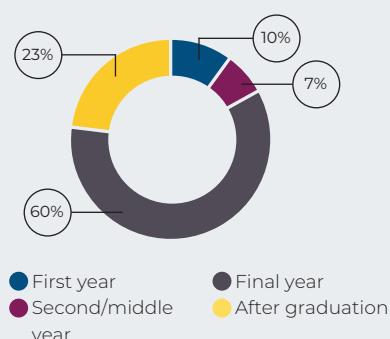
**Top five subjects of study**



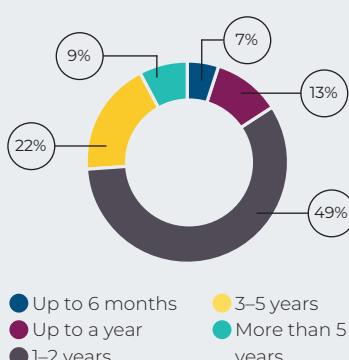
**What size organisation do you intend to work in for your first graduate position?**



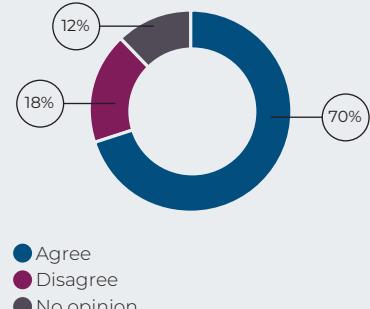
**When do you start applying for graduate careers?**



**Duration of first job**



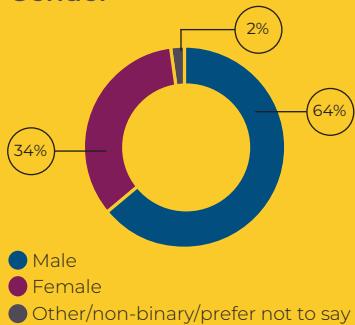
**My course provides me with the skills necessary for the employer market**



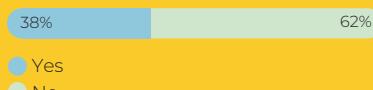
# Online retail services and telecoms

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

**Gender**



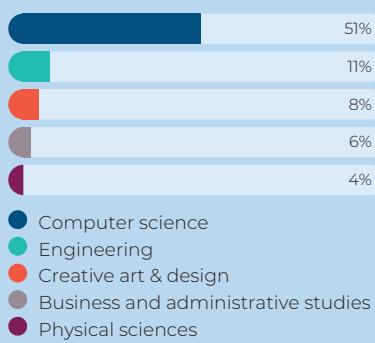
**Have you been an intern?**



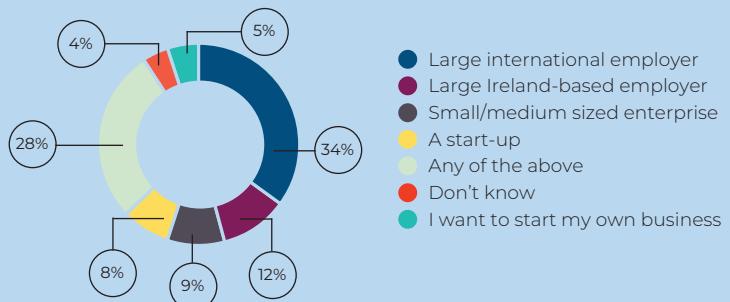
**Top employers**

	2020	2019	Rank	Employer
1	1	1	Amazon	
2	2	2	Paypal	
3	3	3	Vodafone	
4	6	4	Three	
5	4	5	Virgin Media	
6	7	6	eir	
7	5	7	Paddy Power Betfair	
8	8	8	BT Ireland	
9	10	9	Openet	
10	new	Distilled SCH		

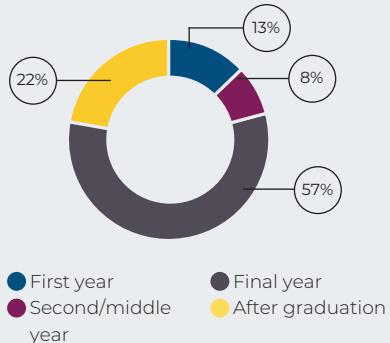
**Top five subjects of study**



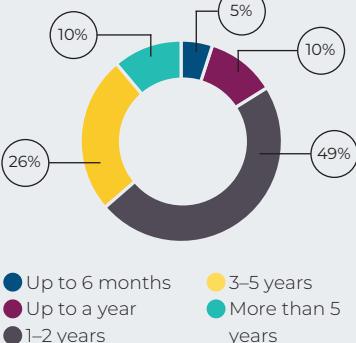
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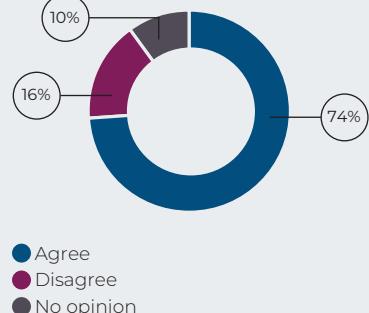
**When do you start applying for graduate careers?**



**Duration of first job**



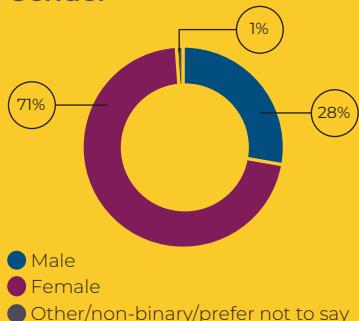
**My course provides me with the skills necessary for the employer market**



# Retail

A career in retail offers a diverse and rewarding range of options for graduates. Some of the fastest growing companies in this year's Top 100 are in this sector.

## Gender



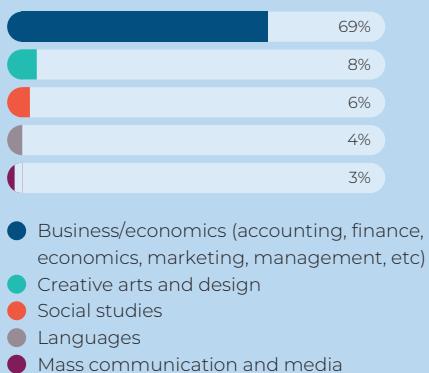
## Have you been an intern?



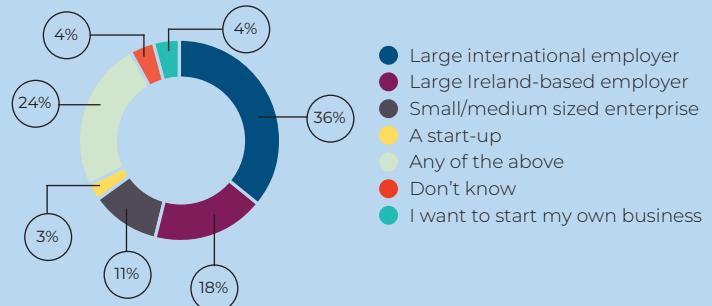
## Top employers

	2020	2019	
1	1	1	Aldi
2	2	2	Penneys (Primark)
3	3	3	Lidl
4	4	4	Musgrave Group
5	5	5	Smyths Toys
6	6	6	Tesco Ireland
7	8	8	BWG Foods

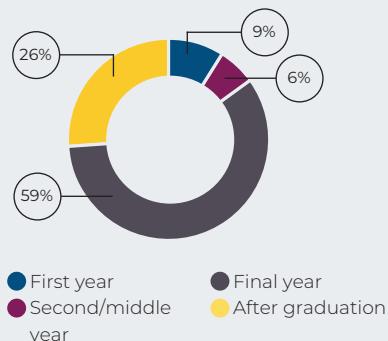
## Top five subjects of study



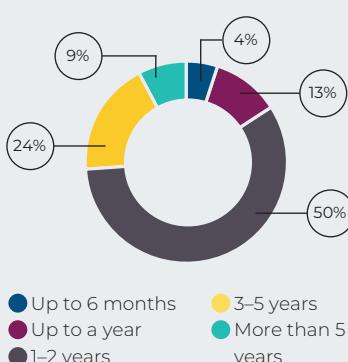
## What size organisation do you intend to work in for your first graduate position?



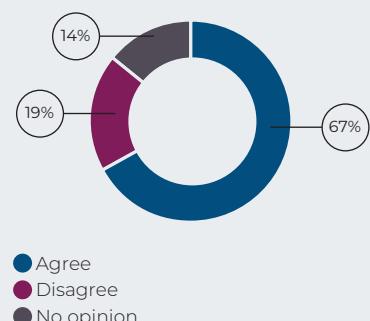
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## Duration of first job



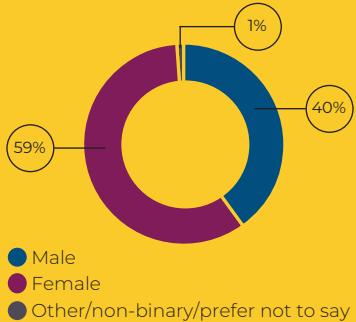
## My course provides me with the skills necessary for the employer market



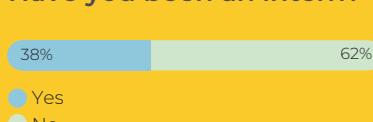
# Science

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

**Gender**



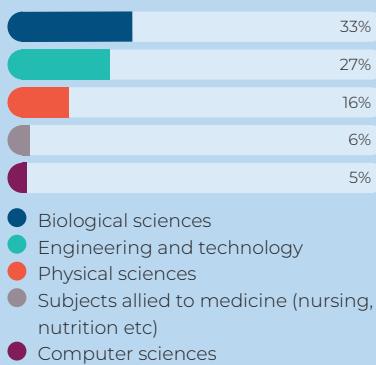
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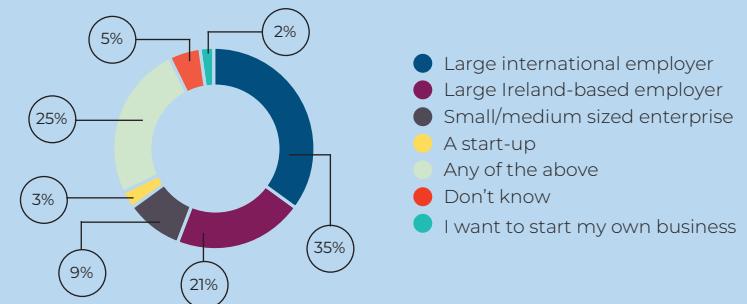
**Top employers**

	2020	2019	
1	2	2	Boston Scientific
2	1	1	Pfizer
3	3	3	Johnson & Johnson
4	4	4	Abbott
5	9	9	Stryker
6	10	10	MSD
7	11	11	AbbVie
8	6	6	Medtronic
9	5	5	GSK
10	7	7	BioMarin

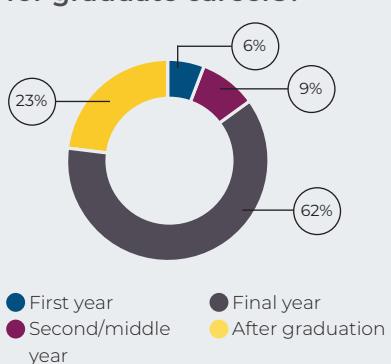
**Top five subjects of study**



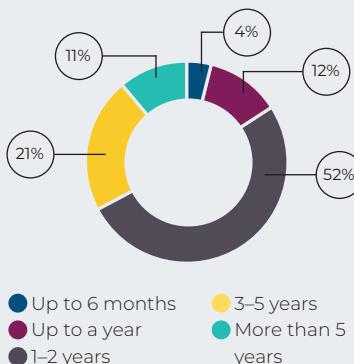
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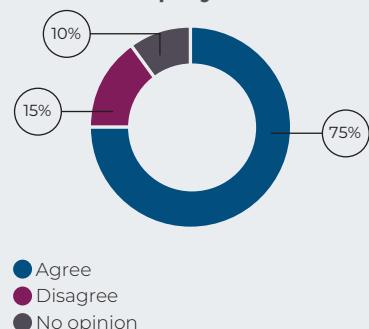
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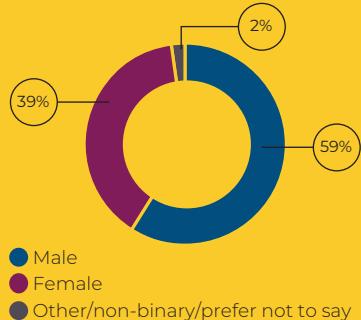
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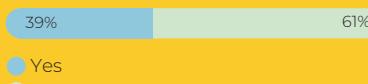
# Technology

This sector continues to enjoy healthy growth across Ireland, yet concern remains that the island of Ireland isn't producing enough tech graduates with the right skills to meet the demands of the industry.

## Gender



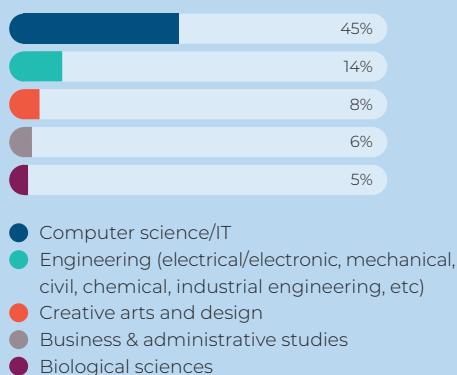
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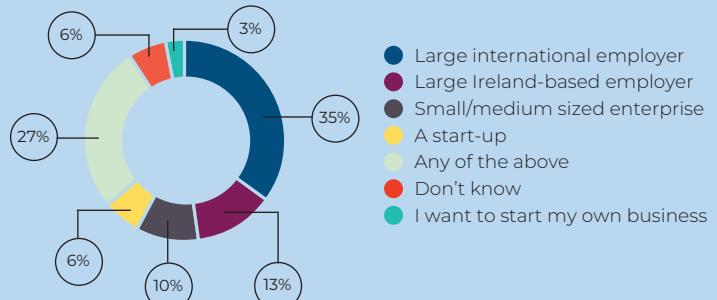
## Top employers

	2020	2019	
1	1	1	Google
2	2	2	Apple
3	3	3	Microsoft
4	4	4	Facebook
5	5	5	IBM
6	8	8	Dell
7	7	7	LinkedIn
8	6	6	Workday
9	9	9	SAP
10	10	10	Ericsson

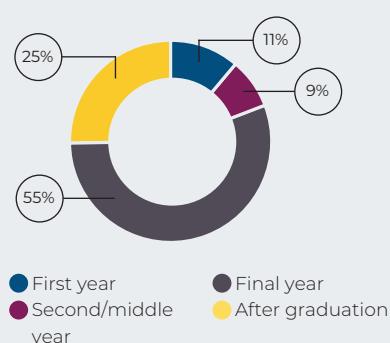
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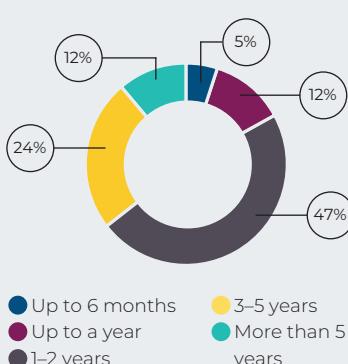
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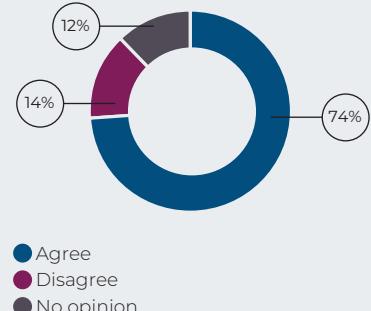
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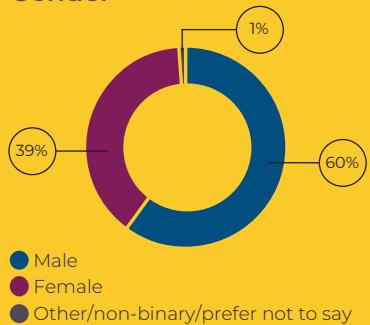
## My course provides me with the skills necessary for the employer market



# Utilities, energy and renewables

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

**Gender**



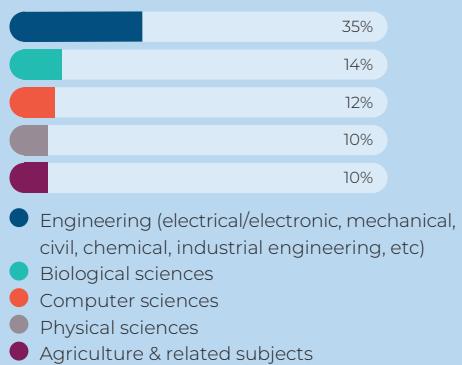
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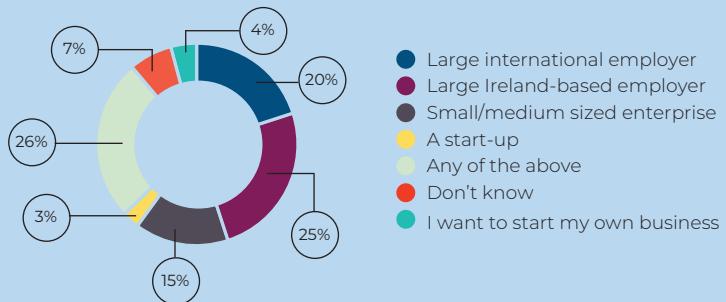
**Top employers**

	2020	2019	
1	1	1	ESB
2	3	2	Bord na Mona
3	2	2	Coillte
4	5	5	Eirgrid
5	6	6	SSE
6	8	8	Ervia

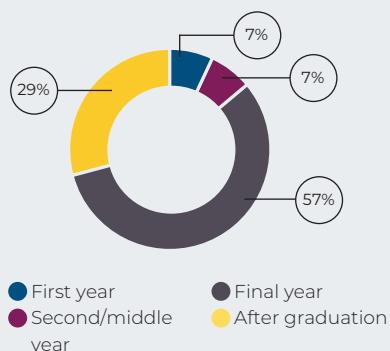
**Top five subjects of study**



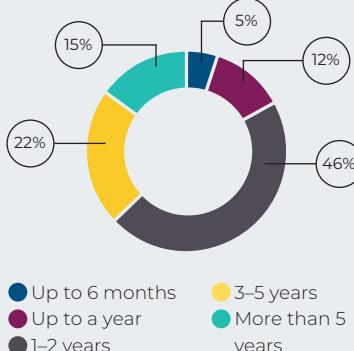
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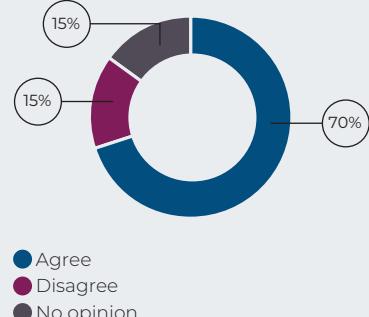
**When do you start applying for graduate careers?**



**Duration of first job**



**My course provides me with the skills necessary for the employer market**



# A-Z of recruiters



Vote for your favourite employer at  
**[trendence.co.uk/graduatesstudyireland](https://trendence.co.uk/graduatesstudyireland)**  
as soon as possible. Voting closes January 2021.

## **Vote online and win a cash prize!**

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

Take the survey to help us compile Ireland's leading graduate employers for 2021 and you could be in with a chance to win great prizes.

# A&L Goodbody

RANKING IN  
THE TOP 100

27

IFLR1000 2020 –  
Tier 1 ranking in  
all 11 practice areas.



LAW

1

## More about us

A&L Goodbody is internationally recognised as Ireland's leading law firm. We have an extensive and top class client list, representing household names, financial institutions and international blue chip corporations.

As a full service 'all-island' law firm, we have offices in Dublin and Belfast. We also have international offices in London, New York, San Francisco and Palo Alto. Our work environment reflects an atmosphere of achievement and excellence.

First class information technology systems and an award winning Knowledge Centre support your development as a trainee solicitor and allow you to thrive.

We have a collaborative culture here at ALG. We find innovative and commercial legal solutions as a team, and share knowledge throughout all levels of the firm.

## What are our graduate opportunities?

Our Trainee Solicitor Programme offers the best possible start to your career as a lawyer. As your traineeship progresses, we work with you to develop your own personal career path. As a trainee solicitor in ALG you can expect to receive excellent training in the practical application of the law from the moment you begin your career with us. We invest in your on-going development as a lawyer and as a trusted business adviser, because we know how important it is to reach your full potential.

## How do we select our Trainee Solicitors?

We have an online application process.

Application forms can be completed via our website at [www.algoodbody.com/careers/trainees-interns](http://www.algoodbody.com/careers/trainees-interns).

Applicants must submit their application form and complete an on-line assessment.

This year trainee recruitment will be via our Summer Intern Programme 2021. Application process opens on 2 November 2020. All of our summer interns are interviewed for traineeship once they've completed internship.

All applicants must be either year two degree students, postgraduate or have successfully obtained a third level degree qualification. Although a primary degree is a pre-requisite, we don't just look for people who are academically high achievers or limit applicants to those who have studied law. We accept degrees from all disciplines.

## Contact

Clodagh Collier, Graduate Talent Manager

Tel +353 (0)1 649 2273

[gradrecruitment@algoodbody.com](mailto:gradrecruitment@algoodbody.com)

## Type of employer

Corporate Law Firm

**Number of employees:** 100–1,000

**Number of graduate vacancies:** 45

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



## Orla Hubbard

University: University College Cork  
Joined: 2018  
Position: Trainee solicitor  
Location: Dublin

I completed a BCL (Law and Irish) in UCC and then did the LLM (International and European Comparative Law) in Trinity College Dublin, graduating in 2014. After college I worked in the Irish Refugee Council and the Department of Foreign Affairs, before spending two years as a Judicial Assistant in the Appeals Court. I did a summer internship in ALG in 2017 and I had the chance to really immerse myself in the firm and get a sense of what life in a corporate law firm was like. I felt that the inclusive culture of the firm was really close to my own values so I applied for the Trainee Solicitor Programme and was delighted to be accepted. For some extra experience, I worked as a paralegal in the firm before starting my solicitor training in April 2018.

During my first rotation I have had lots of practical, hands-on experience. I've been given a lot of responsibility such as drafting documents and interacting with clients. I've been really lucky to work closely with some of the world's top multinationals so early in my training. A trainee solicitor's first rotation is always a steep learning curve but my team have really supported me.

There is a real open-door policy and trainee solicitors are included in all aspects of a transaction. I chose to train with ALG because they offer the best and most comprehensive training programme. For example, we had an intensive kick-start induction programme during our first week. ALG places an emphasis on practical on-the-job training as well as relevant and interesting workshops and seminars.

There is a great social side to life at ALG, yoga classes, team nights out, a Summer BBQ, and lots more! I am also a member of the LGBT Ally Group and I helped to organise a week of events celebrating Pride this year. Diversity is really valued and encouraged here in ALG and the friendly, team-based environment makes my training really enjoyable.

### Core skills required

- Intellectual Ability
- Judgement
- Commercial Awareness
- Ability to build relationships
- Motivation & Initiative
- Resilience
- Effective Communication
- Commitment to a career in Corporate law

[www.algoodbody.com/careers/trainees-interns](http://www.algoodbody.com/careers/trainees-interns)





RANKING IN  
THE TOP 100

20

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

SCIENCE

4

#### Contact

Abbott

AbbottNews @AbbottGlobal

abbott-



#### Type of employer

Global healthcare leader

#### More About Us

At Abbott we create quality health products as if they're for our own families, with integrity in everything we do. We drive change through access to healthcare, community engagement, science education and shared impact.

Abbott has been operating in Ireland since 1946. Abbott serves the market in Ireland with a diverse range of healthcare products including diagnostics, medical devices and nutritional products. In Ireland, Abbott employs over 4,000 people across nine sites. We have six manufacturing facilities located in Clonmel, Cooch Hill, Donegal, Longford and Sligo. Abbott has commercial, support operations and financial support services in Dublin and Galway.

To learn more about Abbott in Ireland and to explore opportunities visit <https://www.ie.abbott/> and our global website at [www.abbott.com](http://www.abbott.com)

Connect with us on Twitter at @AbbottNew, and @AbbottGlobal, on LinkedIn at [www.linkedin.com/company/abbott-/](https://www.linkedin.com/company/abbott-/) and on Facebook at [www.facebook.com/Abbott](https://www.facebook.com/Abbott)

#### What are our graduate opportunities?

Abbott believes in contributing to graduates' and postgraduates' professional development by providing them early career opportunities. Each year Abbott recruits graduates and postgraduates from a broad range of disciplines including engineering, quality systems, science, food science, medical technologies and finance. In 2020/2021 graduates will have the opportunity to be considered for Abbott's Professional Development Program(PDP), as well as a range of internship and graduate roles.

Selection and recruitment for our graduate roles and internships are ongoing throughout the year in line with business requirements. Selection and recruitment for our PDP program will commence in October/November 2020. The program is structured to ensure that PDP participants develop a good understanding of Abbott as a company, along with strong management, technical and interpersonal skills through exposure to a broad range of experiences. Abbott's PDP spans three years which includes three twelve-month rotational assignments across a number of our sites in Ireland and overseas.

To learn more about available graduate roles and internships, please visit our career site: [jobs.abbott.com](http://jobs.abbott.com)

**Number of employees:** <10,000

**Number of graduate vacancies:**

4-6 PDP vacancies, 10-20 Graduate hires

**Locations:** Republic of Ireland, Great Britain, rest of world

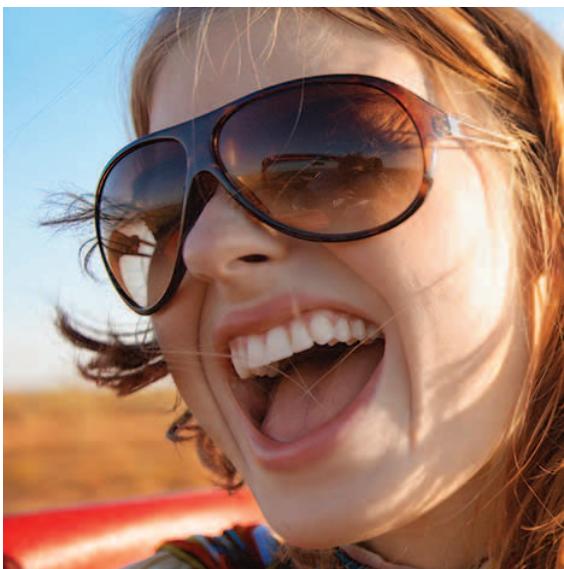
## How can you participate

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

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

## Core requirements

- Teamwork skills
- Initiative
- Communications skills
- Detail orientation
- Ability to work under pressure
- Leadership potential (such as meeting deadlines, motivation, organisational skills, problem solving skills)
- Creativity



### Sean Black

studied **biomedical engineering** at **Ulster**. He joined in July 2018 and is an Operational Excellence Specialist (PDP).

My previous rotations include:

1. Supply Chain Planner – Abbott's Diagnostics business, Sligo
2. Quality Assurance Projects Team Lead – Abbott's Nutrition business, Cootehill

The PDP has given me the opportunity to gain key business insights, build a global professional network and develop diverse skillsets, providing me with a solid foundation to start my career. I was provided with a mentor to guide me along the way, encouraging me to exercise new skills in a professional environment. The opportunity to gain leadership and people management experience through the supervisory rotation at this early stage in my career has been invaluable and has helped me with my career development.



### Natalia Banasik

studies **biotechnology** at **DCU**. She joined in July 2017 and is a Business Excellence Engineer.

My previous location included:

1. Quality Assurance, Abbott's Established Pharmaceutical business, Dublin
2. Incoming Quality Assurance, Abbott's Diagnostics business, Longford
3. Quality Assurance Laboratory Project Manager, Abbott's Nutrition business, Cootehill

My career at Abbott started as a Quality Assurance Intern with Abbott's Established Pharmaceutical business. After my final year at DCU I came back to Abbott to participate in the Professional Development Program (PDP). The PDP taught me how to adapt to various situations and helped me gain knowledge and understanding of different parts of the business by moving through several locations within Ireland. This graduate program gave me the opportunity to complete many training courses that I can apply to my future career. Throughout my PDP journey, I had the opportunity to meet the leadership team and network with many inspirational employees at Abbott. It offered me a lifetime experience that I would not usually have access to until much later in my career.

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

#### Closing dates:

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





RANKING IN  
THE TOP 100

29

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



RETAIL

1

## Contact

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

- [AldiIreland](#)
- [aldi\\_irland](#)
- [aldi-ireland](#)

## Type of employer

Discount retailer

## 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 Ireland's fastest growing supermarkets and one of the world's most successful retailers. We have a vast network of over 140 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 – to be the best, you need to learn from the best!

"Aldi are looking for that rare breed of graduate. Someone who combines intelligence and fresh ideas with a determined, 'roll your sleeves up' attitude. You'll have the chance to run a multi-million euro business after 12 months, and you'll constantly adapt to new challenges and pressures with breathtaking pace. You'll get paid well. But the real 'Aldi types' do it for more than that. They love helping to build a business that's growing every day."

Giles Hurley (CEO)

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
- Finance and Administration
- Logistics
- Trading
- Property
- Health and Safety
- Buying

**Number of employees:** 1,000–10,000

**Number of graduate vacancies:** ongoing recruitment

**Locations:** Republic of Ireland

**Closing date:** 30 November 2020



It's fast-paced, rewarding  
**and so much more  
than I imagined.**

### Graduate Area Manager Programme

- €61,000 starting salary rising to €102,850 • Pension • Healthcare • BMW 3 series

The Area Manager programme is fast paced. Not many employers would ask you to run a €multi-million business after 15 weeks. But we trust you've got what it takes – confidence, humility and determination. And we trust that you want more, just like us. It's how you'll get the best out of yourself, and your teams. But you'll have plenty of support along the way. With helpful colleagues and your own mentor, you'll quickly learn everything there is to know and become a great leader. So with ongoing development from day one, a career with Aldi really can take you anywhere.

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



**ALDI MEANS MORE**

#TeamAldi

“ You get the freedom to make your own decisions.”

“ I've learnt so much more than I ever expected.”

“ The culture, structure and ambition is so appealing.”

“ I love having a real impact on the business.”

“ The support is phenomenal.”

“ Every day really has been amazing.”



Achieve amazing with Aldi

# Voted the most popular Graduate Recruiter in Retail 2019.

Graduate Area Manager Programme

“ I actually get to influence real business decisions.”

“ It was a great chance to learn more about myself.”

“ I know how to get the right results, in the right way.”

“ I was leading a team after only 16 weeks' training.”

“ You couldn't ask for better support. Or a better year.”

“ It's incredibly challenging, but so rewarding.”

Apply now. Closing date for applications is November 30th 2020.

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

“ The amount of responsibility exceeded my expectations.”

“ Aldi gave me the chance to lead in my own way.”

“ It shapes you as a professional.”

“ Aldi have given me so many chances to progress.”

“ You're not just another cog in the system.”

“ My career at Aldi's been life changing.”

“ I'm leading my teams to succeed.”

“ It shapes you as a professional.”



## 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 to forge your Aldi career. It gives graduates a 'wider lens' to make critical business decisions later on in their journey. Throughout their career, high performing graduates can be presented with incredible opportunities to roll out high profile projects, move into other departments or even go on international secondment.

Aldi is built on attitude. It's about never giving up; always striving for smarter, simpler ways of doing things. Aldi are a business of integrity; we're fair to our partners and suppliers, and everything we do is for the benefit of our customers and our people.

## CR (Corporate Responsibility)

Aldi is about more than retail. CR forms a huge part of who we are as an organisation. We are proud of our partnerships with the Irish Cancer Society, Food Cloud, Community Grants Schemes and Foróige to name but a few. This allows us and our amazing people to make a real difference to the communities that support us.

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

## Core skills required

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



**Rachael O'Connor**

is an **Area Manager** and has graduated from UCC with **BComm in International and German studies (2018)**

Rachael joined Aldi in 2018, following the completion of her degree in Commerce with German in UCC. Rachael explains that it was the Careers Services in UCC that spoke to her about the graduate programme, and following that, she reached out to the Aldi Area Manager team in Cork to get their insights about what the role was like before applying. Since successfully earning a place on the programme, Rachael has never looked back.

'There hasn't been a dull moment since I joined Aldi as part of the Aldi Graduate Area Manager programme. The thing that attracted me to the role the most was the level of responsibility that Aldi gives to graduates and the variety in the role on a day to day basis. Working with people is something that I've always been passionate about and this role gave me the perfect opportunity to do that.'

It's also essential to make time for yourself and your wellbeing, whilst also managing your time at work effectively. Aldi really support you in achieving that balance through a really comprehensive training programme that gives graduates the skills to be the best they can in the role and also take that important time away from work. One of the benefits of the Area Manager role is that there is a lot of freedom around the days you work, where you create your own schedule. Outside of Aldi, basketball and football are a huge part of my life and I've played with my local club since I was five years old. The flexibility of the Area Manager role allows me to work my training and matches around my time off. Rachael also makes time to give back, where she helps with event planning for Breakthrough Cancer Research.

'One piece of advice I would give graduates who are exploring their career prospects is to give yourself plenty of time to research the different options available. Don't let others influence you and be confident in your own decisions, because you'll be most successful in a career that you are really interested in'.

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



RANKING IN  
THE TOP 100

21

"Put yourself at the centre of the action in the company voted Ireland's Number 1 Graduate Employer in Banking/Financial Services."



Bank of Ireland Begin

BANKING, INVESTMENT &amp; FINANCIAL SERVICES

2

### Contact

Graduate Programme Manager  
Group Resourcing  
Burlington Plaza 2, Dublin 4.

Graduate@boi.com

### Type of employer

Financial Services

### More about us

Bank of Ireland is one of the largest financial services companies in Ireland. For over 200 years Bank of Ireland has been an integral part of the communities we serve right across Ireland. Bank of Ireland is on a journey of innovation driven by our people and our customers. Securing a place on Bank of Ireland's Graduate Programme means you'll be in the thick of the action – working as part of a tightly-knit team on projects that make a real difference.

### What are our graduate opportunities?

Whether you're coming from Business, IT, Arts, Engineering or Science, we have a programme for you.

The Bank of Ireland Graduate Programme offers roles with real responsibilities. Our specifically designed rotational programmes give you an exceptional opportunity to grow personally and professionally, while developing the business skills needed for you to play an integral role in the team. The programmes combine work experience, mentorship, class study and professional qualifications that will equip you with the knowledge and expertise to fully realise your talent and potential. We offer opportunities to students who have achieved, or are expected to achieve a minimum 2:1 Honours Degree or any Masters from all disciplines.

### How do we select?

Graduates from all disciplines are invited to apply online at [www.boigraduate.com](http://www.boigraduate.com). The candidates who meet the entry criteria will then be asked to complete online testing and a short video interview. If candidates are successful at passing this stage, they will then be invited to attend an assessment centre. Assessment centre is the final stage of our selection process.

We base our selection criteria on a number of core competencies which are used to determine capability, fit and credentials in line with BOI's model of potential.

### Our Graduate Programmes

- Accounting and Finance
- Bank of Ireland UK
- Corporate & Treasury
- Corporate Banking UK
- Customer Solutions
- Data & Analytics
- IT
- New Ireland Actuarial
- People Services
- Risk

[www.boigraduate.com](http://www.boigraduate.com)

### Type of employer

Financial Services

**Number of employees:** >10,000

**Number of graduate vacancies:** TBC

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

# Bank of Ireland Graduate Programme

[boigraduate.com](http://boigraduate.com)



Bank of Ireland   
Begin



Energy for  
generations

RANKING IN  
THE TOP 100

45

"ESB Graduate  
Development  
Programme – Your  
Brighter Future  
Awaits"



Energy for  
generations

WORK WITH  
US TO BUILD A  
BRIGHTER FUTURE

Join the ESB Graduate  
Development Programme

[esb.ie/careers/graduates](http://esb.ie/careers/graduates)

YOUR  
BRIGHTER  
FUTURE

ENERGY, UTILITIES AND ENGINEERING

1

#### Contact

- [graduates@esb.ie](mailto:graduates@esb.ie)
- [ESBCareers](#)
- [ESBGroup](#)
- [Company/ESB](#)
- [ESBvideo](#)
- [theESBgroup](#)

#### Type of employer

Energy, utilities, engineering

#### More about us

ESB is Ireland's foremost energy company. We have been supplying power to industry, communities and individuals for over 90 years. Our mission is to bring sustainable and competitive energy solutions to all customers and communities we serve by leading the transition to reliable, affordable, low-carbon energy.

ESB has a highly trained and committed workforce of more than 7,000 people operating across our diverse and innovative business units. We value each member of our team and we are very proud of our culture of collaboration, innovation and teamwork.

We pride ourselves on our commitment to creating and promoting a positive and inclusive work environment that fosters collaboration and creativity, where all employees feel that their contribution is recognised and valued.

To find out more and apply, visit [esb.ie/careers/graduates](http://esb.ie/careers/graduates)

#### What are our graduate opportunities?

ESB has a number of Engineering (Mechanical, Electrical, Civil, Quantity Surveying) and Business (IT, Commercial, Finance, HR, Marketing) Graduate Programmes that launch graduates 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 built our Graduate Development Programmes based on the following pillars:

- Structured rotations
- Challenging assignments
- A supportive graduate network
- Competitive salary and benefits package
- Robust learning and developing
- 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

#### How do we select?

- Visit our careers page at [esb.ie/careers/graduates](http://esb.ie/careers/graduates)
- Fill in the application form and attach your CV
- Complete the online assessments that will be e-mailed to you
- Successful candidates will be invited to interview in December 2020

#### Core skills required

- Communication skills
- Initiative
- Organisational skills
- Problem solving skills
- Teamwork skills

**Number of employees:** 7,000+

**Number of graduate vacancies:** 50+

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

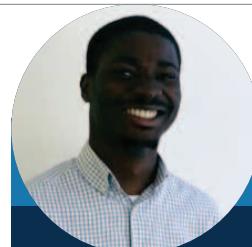
**Closing date:** 2 November 2020

**Sinead Nolan****Year started** 2018**Position** Engineering Graduate

I studied Mechanical Engineering in UCD before I joined the ESB Graduate Development Programme. My first placement was based in Engineering & Major Projects in the airport office. I was in the Generation Engineering department and I was involved with the new Flexible Generation portfolio of Aeroderivative Gas Turbines and Battery Storage plant. It was a really interesting project to be a part of as we were implementing a core part of ESB's strategy for how the business would operate going forward in the rapidly evolving energy industry. During my time in Generation Engineering I was given the opportunity to rotate to a power station in Malta where ESBI have the O&M contract. This has been the highlight of my experience so far. I was stationed overseas in Malta for six months and thoroughly enjoyed it. It was a fantastic experience and learnt so much about the Combined Cycle Gas Turbine (CCGT) plant. The Maltese team were always happy to help if I had any questions and were keen for me to learn. I am now in my second rotation working in Generation & Trading where I am stationed in Turlough Hill pumped storage station. The team in Turlough Hill look after the three hydro stations on the River Liffey and I am really enjoying learning more about hydro technology and station operations. I have really enjoyed the ESB Graduate Programme so far. There is a lot of variety in the work and everywhere I have gone I have found friendly people who are always happy to help.

**Niamh O'Connor****Year started** 2018**Position** Marketing Graduate

The highlight of the programme so far for me was an activation I worked on in partnership with the RTÉ Late Late Toy Show before Christmas. This was a project I led from start to finish, from briefing our agencies, holding weekly calls with all parties to ensure progression, sourcing contents for our giveaway hampers on the live show, and leading the development of a reactive social media and content plan to amplify the impact of our on-air promotion on the Toy Show. It was very exciting to be involved in something that I've watched every year since I was a child! So far I have had the opportunity to work on two brands within the one Marketing programme, Electric Ireland and ESB, both with nuances in terms of brand image and personality. It has been a great opportunity for me as somebody highly interested in marketing and branding. I've been able to apply what I learned in my first rotation to my second rotation, meaning I'm building on what I'm learning year on year. I'm regularly out and about at meetings, which means that every day is different and exciting. As a graduate in ESB, there are also lots of support mechanisms around me. I have a mentor who I regularly meet to discuss my work and any advice I might need in a confidential environment, and I have regular and open communication with my manager who is always happy to take questions and provide support. The people in ESB are very kind, and there is always somebody to help if you have a query or problem.

**George Dosumu****Year started** 2018**Position** IT Graduate

I have had a fantastic 2.5 years so far. During my first rotation on the Cloud Desk I worked on the team responsible for managing the organisation's cloud estate. The cloud team provided me with great knowledge of the wider business. My main role was managing and monitoring cloud resources. I was involved in the administration and management of multiple resources such as the API management solutions for the ESB UK business. This gave me an understanding of ESB's expansion into the GB market. My second rotation was on the Cybersecurity 2020 project, a project setup to increase the security maturity and posture of ESB. I worked on multiple domains such as the Convergence of OT/IT Security, Enhancing Vulnerability Management and Overseeing the Cybersecurity of Third Parties. This rotation provided me an opportunity to work in project delivery and I had the opportunity to get involved in multiple power station and substation security reviews/visits. I'm currently on my final rotation on the Threat and Vulnerability Management team where I'm responsible for performing and scheduling scans to identify vulnerabilities within the IT/OT estate. I'm happy and proud to be a member of an organisation where you get support and encouragement to achieve your goals.

[esb.ie/careers/graduates](http://esb.ie/careers/graduates)


RANKING IN  
THE TOP 100

18

"The EY Graduate Programme is your career incubator. Quite simply, it's the perfect foundation to develop your natural talents, naturally."



ACCOUNTANCY/PROFESSIONAL SERVICES

4

**Contact**

The Student Recruitment Team  
EY, Harcourt Centre, Harcourt St, Dublin 2  
✉ studentrecruitment@ie.ey.com

**Type of employer**

Professional Services Organisation

**Everybody has a natural talent. At EY, we want to help you develop yours, naturally.**

If you've got a keen eye for photography, then you probably have an eye for investigation. If you've got a talent for computer games, then you probably have a talent for problem-solving. Even if you just like playing sport, you might be a leader in waiting.

The analytical brains, the inquisitive minds, the networking personalities, they're the kind of people who thrive in the EY Graduate Programme and they're the kinds of people we need to help us solve new problems, in new ways.

We think the future you'll live in will be full of things we haven't even thought of yet. If we're going to think in a new way, we need people that think in a new way and that means hiring people who think differently, act differently and work differently.

You'll join a firm that offers world-class coaching and career development. While there will be a certain focus on building your technical skillset, we also want you to gain the skills needed to manage your workload and create a healthy work/life balance.

The EY Graduate Programme is your career incubator, you'll become one of the most employable young people in Europe. Quite simply, it's the perfect foundation to develop your natural talents, naturally.

**Whatever your talent, apply it at EY.****What are our graduate opportunities?**

We're looking to take your natural talent and develop it across one of our five graduate programmes

- **Assurance (Audit)** – become a Chartered Accountant, providing solutions to help our clients make informed decisions that increase stakeholder confidence
- **Consulting** – become an experienced Consultant, 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
- **Tax** – become a qualified Chartered Tax Advisor, predicting how tax will evolve and advising our clients on how best to react to those changes
- **Strategy & Transactions (Corporate Finance)** – become a Chartered Accountant, advising clients on when and how to buy, sell or merge companies in order to improve growth, competitiveness and profitability
- **IT, Data Analytics & Cyber** – become an expert in your field, test-driving market-leading analytical software, taking part in knowledge-sharing sessions, working on client proposals, identifying gaps in the market and pitching exciting new solutions

**How do we select?**

Once you've found a Graduate Programme you think is best suited for your natural talents, all you have to do is fill out a short application form and attach your CV. We then review every application. So, whilst it may take some time, we will get back to you. If we like what we see, we will invite you to interview with us. If that goes well, we'll be in touch to offer you a contract and start your EY journey.

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

**Number of employees:** +2,500

**Number of graduate vacancies:** +270

**Number of internships:** +200

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



Building a better  
working world



# Problem Solver

## EY Graduate Programme 2021

Natural Talent, Developed Naturally.

Whatever your talent, talk to us...  
Visit [ey.com/en\\_ie/careers](http://ey.com/en_ie/careers) to apply



best student marketing campaign



best innovation on campus



best graduate training and development programme  
- specialist/professional training programmes



best internship programme  
>50 intake

RANKING IN  
THE TOP 100

39

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

Siobhán Talbot,  
Group Managing Director

FMCG

5

#### Contact

Glanbia Pure Ambition Team

T: +353 (0)86 174 6633

[graduates@glanbia.ie](mailto:graduates@glanbia.ie)

#### More about us

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

#### A career with purpose

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

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

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

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

#### What are our graduate opportunities

See our website for 2021 opportunities.

#### How do we select?

- Online Application Form
- Interviews



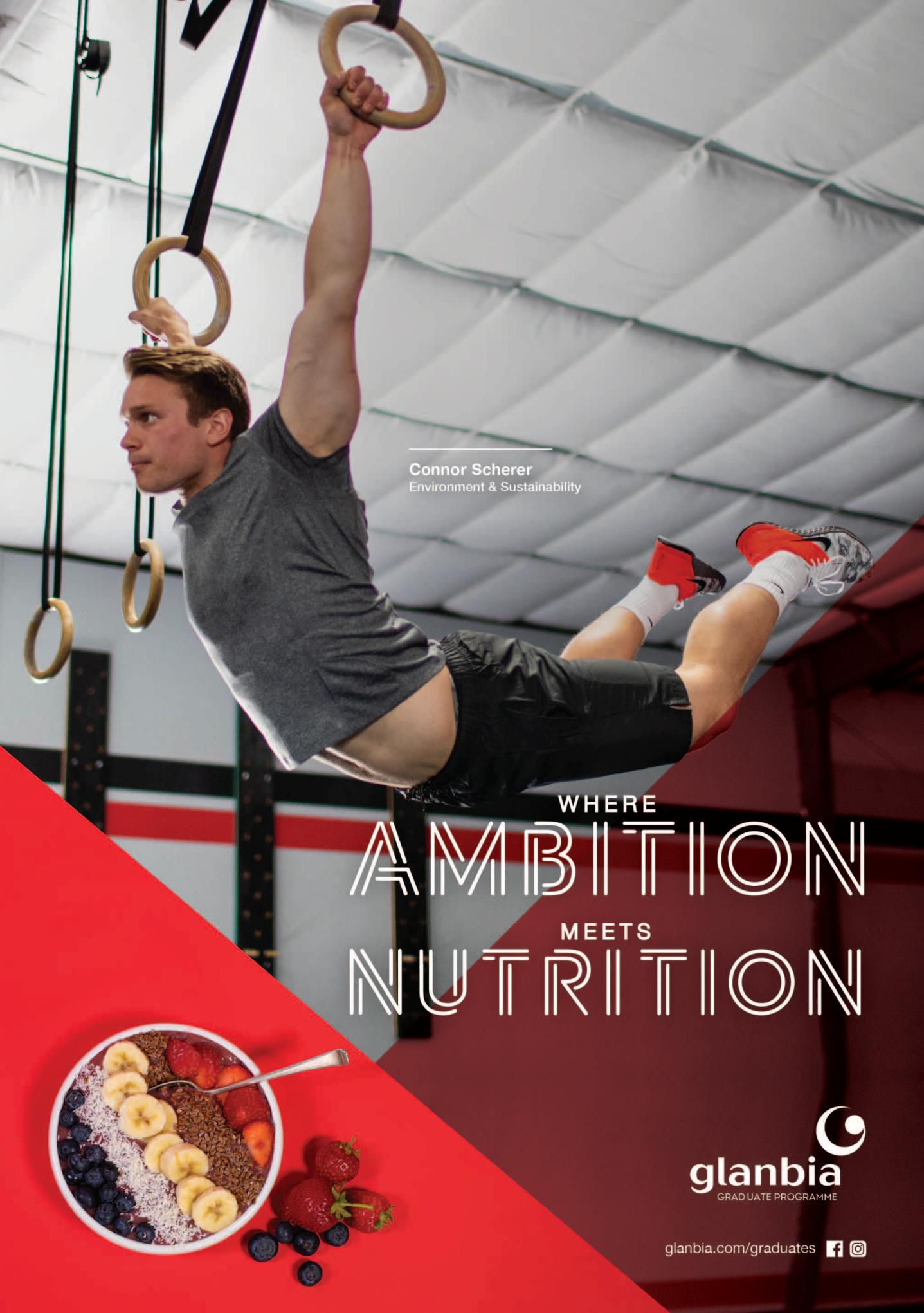
[gланбия.com/graduates](http://gланбия.com/graduates)

#### Type of employer

Global Nutrition Group

**Number of employees:** 1,00–10,000

**Locations:** Republic of Ireland, Northern Ireland, rest of world



A man in a grey t-shirt and black shorts is performing a ring row exercise on wooden rings suspended from a ceiling in a gym. He is hanging from the rings with his arms extended upwards, pulling his body towards his chest. The background shows a white tent-like structure and gym equipment.

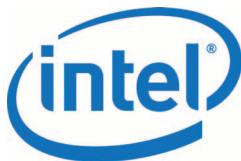
Connor Scherer  
Environment & Sustainability

WHERE  
**AMBITION**  
MEETS  
**NUTRITION**



**glanbia**  
GRADUATE PROGRAMME

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



RANKING IN  
THE TOP 100

13

"While working at Intel, you will constantly be kept on your toes with every day bringing a new and exciting challenge."



ENGINEERING, SCIENCE AND TECHNOLOGY

1

#### Contact

- Intel Ireland Limited,  
Collinstown Industrial Park, Leixlip,  
Co.Kildare, W23 CX68
- @IntellIreland
- @Intel\_IRL
- @IntellIreland
- @IntellIreland

#### Type of employer

Engineering, science and technology

#### More about us

Yes, we're extremely good at making chips, but that's only the tip of the Intel iceberg. Most importantly, we're interested in making the future better for everyone on the planet. From drones to wearables to gaming and sports, we're helping innovators and creators push science and creativity forward to benefit the world.

At Intel, both the work we do and the people we work with are driven by a passion for improvement through innovation and business. We're always looking for likeminded partners, from hardware and software engineers to manufacturing and marketing pioneers. Above all else, we value the ability to rethink, to push, to persevere.

Our Leixlip campus is home to a semiconductor wafer fabrication facility which produces 14nm process technology on 300mm wafers – the latest generation silicon microprocessors that are at the heart of a variety of platforms and technology advancements essential to the way we learn, live and work today.

Beyond our fabrication facility, Movidius, an Intel company, is rethinking the future of computer vision and artificial intelligence (AI). By delivering low-power, high-performance SoC platforms for accelerating perceptual computing, Movidius is pushing the boundaries of a new era of computing enabling ground-breaking levels of intelligence for drones, robots, cameras, virtual and augmented reality.

Intel Shannon has grown into a core European R&D site for Intel's Communications and Intelligent Systems businesses. These businesses are quickly evolving from fixed function and isolated embedded applications towards radical new categories incorporating intelligent systems and software defined infrastructure (SDI).

#### What are our graduate opportunities?

We're offering a variety of graduate opportunities across Engineering, IT, Science and support functions. If you have (or are currently working towards) an apprenticeship, Higher Certificate, Ordinary Degree, Bachelors, Masters or PhD in one of the following or related disciplines (plus an unquenchable desire to innovate), we may have the perfect graduate role for you.

- Process engineering
- Design engineering
- Electrical/electronic engineering
- Manufacturing engineering
- Mechanical engineering
- Industrial automation
- Software development
- Human resources
- Recruitment and training
- Manufacturing and processing
- Science, research and development

**Number of employees:** 1,000 – 10,000

**Number of graduate vacancies:** Varies

**Locations:** Republic of Ireland, Great Britain, rest of the world

## How do we select?

Interested in joining us? Simply visit our jobs page to fill out an application: [intel.ie/graduates](http://intel.ie/graduates). Please remember to include details of your final year project (if applicable). Your CV will then be reviewed by a member of the recruitment team and you will be contacted if you are suitable for the role.

## Our application process break-down

Apply – Screening – Telephone/Face-to-Face Interview – Welcome to Intel!

### Core skills required

- Attention to detail
- Creativity
- Organisational skills
- Problem solving skills
- Teamwork skills



## Emma Jane Ryan

is a **manufacturing technician** based in **Leixlip**. She graduated in **2018** from **Dundalk IT**.



I suppose I've always really liked maths and making stuff. That's why I chose to study mechanical engineering at school. When I applied for a job with Intel, I didn't know exactly what to expect, but I remember it felt like a really friendly environment. When you start here, everything is new to you. Everything you've studied so far starts to come into focus. I think it's cool that I learn something new every day. It's also great that Intel is open to hearing from us. We have an improvement tracker, where we can log new ideas or suggestions for improvements. I love that we are able to make a difference, even in such a big company.

## Christopher Hobbs

is a **process engineer** based in **Leixlip**. He graduated in **2019** from **Trinity College Dublin**.



I'm passionate about problem solving. I loved studying for my PhD because, yes, I'm interested in science – but postgraduate programmes are really focused on the soft skills. In my role at Intel, I use these particular skills every day. It's extremely satisfying to know that when you solve a problem on the job, you're actually making a difference. Here, your work is recognised and customers will directly experience the improvement. I feel lucky to be part of a team that's bringing great science to the real world – and enjoying ourselves while we do so.

[intel.ie/graduates](http://intel.ie/graduates)

# JAMESON® GRADUATE PROGRAMME

RANKING IN  
THE TOP 100

10

"At Irish Distillers we are looking for candidates who are creative, innovative, self-starters with an entrepreneurial mindset. We call this 'Serious Character'.

Sinéad D'Arcy Head of Jameson International Graduate Programme

FMCG

1

## Contact

[www.jamesongraduateprogramme.com](http://www.jamesongraduateprogramme.com)  
 [jamesongradprog](https://www.instagram.com/jamesongradprog)  
 [jamesongradprog](https://www.facebook.com/jamesongradprog)  
 [jamesongraduateprogramme](https://www.youtube.com/jamesongraduateprogramme)  
 [jamesongradprog](https://twitter.com/jamesongradprog)

## Type of employer

Business, Marketing, Languages, FMCG, Food Science, Environmental Science, Process, Chemical or Mechanical Engineering

## More about us

Irish Distillers is Ireland's largest wine and spirits company, with over 600 employees across four locations in Ireland. Our success is led by our flagship brand, Jameson, which is experiencing phenomenal international growth and considered one of the world's most dynamic spirit brands. Irish Distillers produce, distribute and market Jameson globally, through our sister Pernod Ricard companies. Irish Distillers has invested almost €400 million since 2012 in our Midleton Distillery, Dungourney maturation site and bottling facility in Dublin to facilitate the global growth of Irish whiskey. With Jameson achieving sales of 8 million cases in 2019, there has never been a more exciting time to join the team.

## What are our graduate opportunities?

Jameson offer two unique graduate programmes; the Jameson International Graduate Programme and the Jameson Engineering Graduate Programme.

**Jameson International Graduate Programme** is a programme for those who want to kickstart their career in marketing working for the world's #1 Irish Whiskey brand. From Bangkok to Belfast, Panama to Paris, you'll become part of a global family of 60 Brand Ambassadors. The programme offers you 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 Graduate Programme has provided the launch pad for many successful long-term careers within Irish Distillers and our sister Pernod Ricard companies globally.

**Jameson Engineering Graduate Programme** offers bright and ambitious engineers the opportunity to begin an exciting career with the world's leading producer of Irish whiskey. Successful graduates will complete a two-year structured programme at Midleton Distillery, Cork or our Bottling Operations plant, Dublin where the world's best-selling Irish whiskeys are created and bottled before being exported around the globe. The programme offers defined rotations, structured learning, project work and real responsibilities working alongside our Production Management teams.

## How do we select?

Applications are accepted online through [jamesongraduateprogramme.com](http://jamesongraduateprogramme.com). Applications differ for both programmes, check out below and our website for full details.

**Jameson International Graduate Programme** includes an online written application & the submission of a supporting 2-minute application video where you have the opportunity to

**Number of employees:** 100 – 1,000

**Number of graduate vacancies:**

Jameson International Graduate Programme: 10-15

Jameson Engineering Graduate Programme: 2

**Locations:** Republic of Ireland, rest of world

showcase that 'Serious Character; and tell us why you have what it takes to work for Jameson. Our selection process includes two rounds of Assessment Centres. To apply for this programme, a full-clean drivers' licence is a must!

**Jameson Engineering Graduate Programme** includes an online application, a short online interview followed by assessment centre in November 2020. Applications open in early September 2020. A level 8 or 9 in Process & Chemical, Mechanical, Mechatronics, Automation, Design or Manufacturing Engineering is required.

#### Core skills required

- Communication Skills
- Problem Solving
- Creativity
- Entrepreneurial Mindset
- Attention to Detail



**Thomas O'Brien**

is a **Jameson International Brand Ambassador in Bangkok, Thailand**. He is a **UCD Commerce** graduate.

I am currently based in the amazing city of Bangkok. Arriving in Bangkok to begin my role as Jameson Brand Ambassador marked my first trip anywhere in Asia & from the minute the plane landed, I've had an incredible experience embracing a completely new culture. The city & my role are fast paced. Settling into Bangkok was made all the easier through the incredible people I've met while representing the Jameson brand.

In my role, I am constantly challenged & pushed outside my comfort zone from learning to speak Thai, to engaging & collaborating with influencers. My main highlight so far has been working on our Jameson owned music festival – JamFest. With 3 stages, 27 artists & a craft marketplace, 4,000 people were brought together & immersed in all things Jameson.

I'm proud to represent a brand I love & I get to share that with everyone I meet. The Jameson International Graduate Programme has taken me to unforgettable places & the growth I've experienced both professionally & personally is truly remarkable.



**Katherine Condon**

is a **Distiller at Midleton Distillery** in Cork. She is a **UCC Graduate of Process & Chemical Engineering**.

Coming from a process engineering background, Midleton Distillery fulfilled all my expectations with hi-tech equipment, huge pot stills, pumps and pipes. What most impressed me was the supportive, passionate and down-to-earth teams I worked with across production at Irish Distillers. During my time on the graduate programme I worked on improving fermentation yields, trials in the lab and commissioning new equipment. Today I oversee the quality of all pot still and grain distillates to ensure the correct balance of flavours in my new position as Distiller. I am incredibly excited about the future of Irish whiskey and the role I can play in it.

[www.jamesongraduateprogramme.com](http://www.jamesongraduateprogramme.com)

#### Closing dates:

Jameson International Graduate Programme:  
Mid February 2021

Jameson Engineering Graduate Programme:  
1pm Thursday 29 October 2020



**KERRY**RANKING IN  
THE TOP 300**36**

"Help the future  
taste great."



FMCG

**4****More about us**

We are the global leader in taste and nutrition – we partner with our customers to co-create food, beverage and pharma products that enrich lives while bettering our planet.

**What are our graduate opportunities?**

With roles in a wide range of functions including operations, research and development and supply chain to engineering, sales, finance and IT, there are so many ways to build on your skills and meet your career ambitions.

If you're an ambitious team player, have a global outlook and are looking for meaningful challenges from early on, then a place on our graduate programme could be right for you.

**What are our internship opportunities?**

Internships in our Accounting & Finance, ICT, Commercial and RDA functions.

Internships are 6 months minimum in duration and must be completed as part of a University degree placement.

**How do we select?**

For graduate roles we have an 4 stage process - online application form, psychometric testing, video interview and then assessment centre.

For internships, we advertise our opportunities through placement officers in Universities. Students then apply directly through the placement officer.

**Core skills required**

- Commercial awareness
- Communication skills
- Initiative
- Leadership potential
- Motivation

**Contact**Web: [www.kerrygrads.com](http://www.kerrygrads.com)Email: [kerrygraduates@gtisolutions.co.uk](mailto:kerrygraduates@gtisolutions.co.uk)

Tel: +44 (0) 207 654 7201

[www.kerrygrads.com](http://www.kerrygrads.com)**Type of employer**

Business, Technology, Food Science

**Number of employees:** 26,000**Number of graduate vacancies:** 55**Number of internships:** 35**Locations:** Ireland, UK, France, Italy, Netherlands

**KERRY**

## Help the future taste great

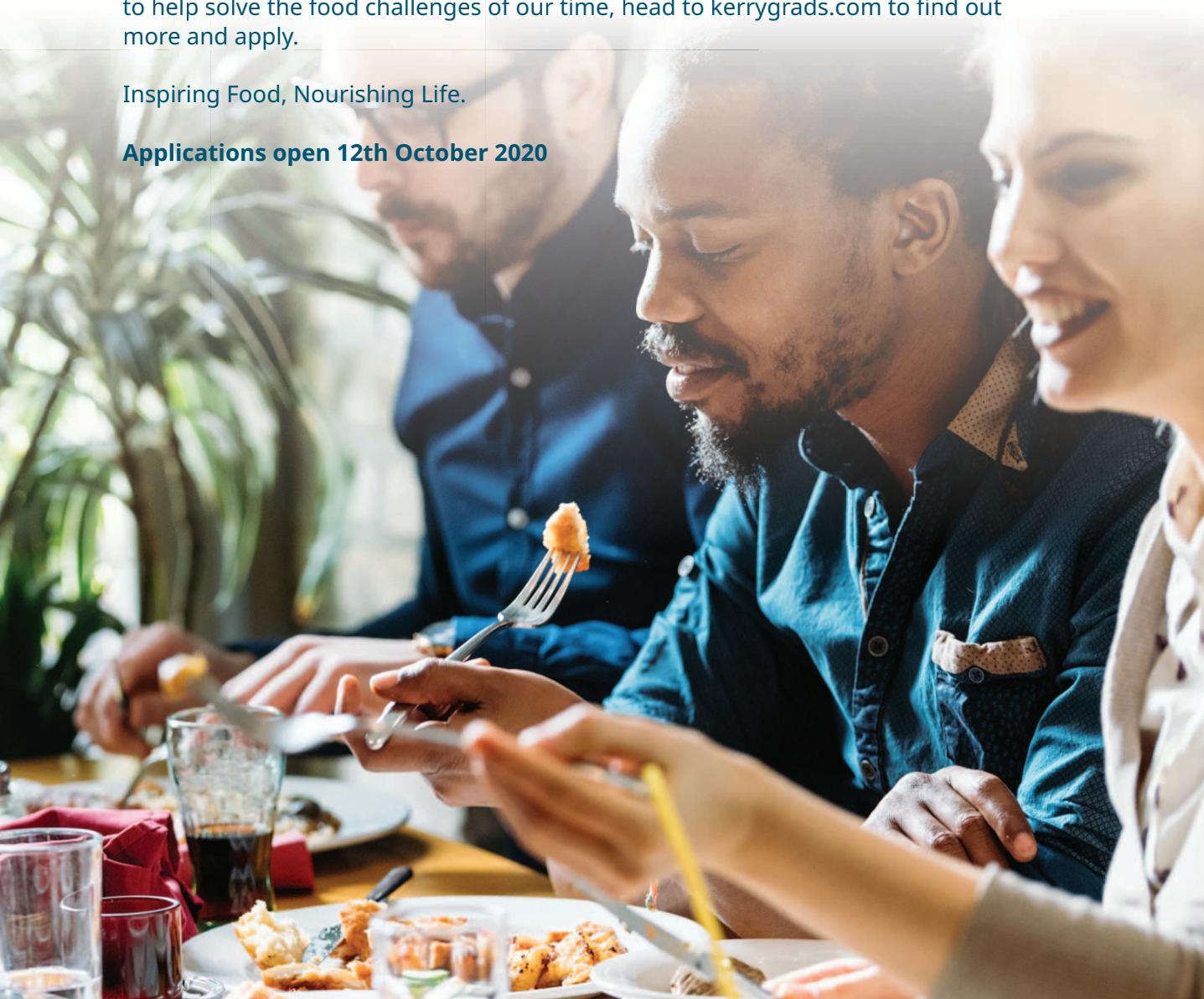
At Kerry we're obsessed with food and with an ambition to provide 1 billion people access to more sustainable nutrition, this isn't a 'typical' graduate programme. But then, you're not a typical graduate.

If you're looking for responsibility and exposure to meaningful projects around the world, and if you have an open and flexible approach, then a career at Kerry could be right for you. There are roles ranging from operations, research and development and supply chain to engineering, sales, finance and IT.

The world wants more nutritious, tastier, sustainably produced food. If you want to help solve the food challenges of our time, head to [kerrygrads.com](http://kerrygrads.com) to find out more and apply.

Inspiring Food, Nourishing Life.

**Applications open 12th October 2020**





RANKING IN  
THE TOP 100

46

"Support and coaching to take you from high-potential to high-performance."



RETAIL

3

#### Contact

- [lidlireland](#)
- [lidlireland](#)
- [lidl-ireland](#)

#### Type of employer

Grocery retailer

#### The Lidl Essential Graduate Programme

Mastering logistics. Facing crises. Helping to feed the nation. Working for Lidl is challenging, but it's rewarding in every sense – with unrivalled career development, serious opportunities for personal growth and a unique programme which is tailored to you. You will learn essential skills for one of Ireland's essential businesses.

From the moment you join, we'll start nurturing and developing you into a future business leader. Together we can make extraordinary careers happen. The City & Guilds Accredited Lidl Graduate Programme gives you responsibility from day one. Of course, we'll give you the best professional development in the business, but we think people learn best when they're doing a real job. We'll trust you with real projects and opportunities, confident that you'll deliver real results.

#### Dozens of Career Paths, one essential programme

There are over ten different streams, covering a variety of disciplines:

- HR
- Marketing
- Accounting
- IT
- Supply Chain
- Sales
- Logistics
- Facilities
- Audit
- eCommerce
- Property/Construction
- Procurement

#### Essential Skills

Your training plan will be bespoke to you, depending on your current skills and career path. Broadly, you can expect the following:

- One-to-one mentoring with a director in the business.
- Training Programmes and opportunities to learn about your management style and how to work better with others.
- Competency Assessment Day to build a Personal Development Plan.
- Additional training available from our extensive in-house training catalogue.
- Masterclasses with renowned experts.

**Number of employees:** 1,000–10,000

**Number of graduate vacancies:** unlimited

**Number of internships:** unlimited

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



# DOZENS OF CAREER PATHS. ONE ESSENTIAL PROGRAMME.

Applications for the Lidl Essential Graduate Programme are now open. Learn essential skills for a career in an essential business and experience an 18-month programme tailor made for you – with unrivalled guidance, training, salary and benefits.

For more information visit [jobs.lidl.ie](http://jobs.lidl.ie)



# **Mastering logistics. Helping to feed the nation.**

## **Essential career development.**

Our essential 18-month Graduate Management Development Programme offers you serious opportunities for personal growth and prepares you for a career in one of Europe's essential businesses.

### **This programme offers you**

€36,400 salary per annum

20 days annual leave

Private employee medical insurance

Director and graduate mentorship

### **What you'll need**

Expected or attained 2.1 Honours Level 8 degree

Full driver's license required

Flexibility to travel or relocate within Ireland

## **Are you ready? We'll give you the essentials to get there**

We've developed and perfected top-class training programmes that teach you everything you need to know about working for Lidl.

You'll be supported by trainers at every level of the business. Our experts are there to guide you with hands on experience and formal training sessions, tailored to match to your new role. Develop your problem solving and business management skills, and graduate with a full understanding of all the essentials.

We're looking for graduates with a drive for developing their personal and career goals.

If that's you, apply to come join our programme.

**Applications close 31st October 2020**

A photograph showing several young professionals in a classroom or office setting. In the foreground, a woman with long blonde hair, wearing a dark green dress, is smiling and looking towards the right. Next to her, a man with dark hair and a beard, wearing a dark suit jacket over a light blue shirt, is looking down at his work. In the background, other people are visible, some looking at papers and others looking towards the front of the room. A whiteboard is partially visible on the left. On the wall in the background, there is a quote: "Tell me and I forget, show me and I remember, involve me and I understand." The overall atmosphere is professional and focused.

**2021 LIDL  
GRADUATE  
PROGRAMME**

The Lidl logo, which consists of the word "LIDL" in a bold, sans-serif font inside a yellow circle with a red outline.

## Essential Mentors

We know that as a graduate joining the business you won't have all the answers and that's OK with us. Throughout your training you will be supported by professionals at every level of the business. As well as helping you learn about our business, our best people will help you expand and develop your problem solving and business management skills.

## Essential Benefits

You will be rewarded with an excellent starting salary, benefits package and plenty of opportunities to progress quickly. More importantly, at Lidl our team is our priority and we have invested in an extensive health and wellness programme designed to encourage the best work life experience for you.

## Your Profile

We're looking for a 2:1 degree, flexibility, self-motivation, strong interpersonal skills, work experience and a Full Driving License is mandatory. In return, we guarantee real responsibility from the get go. Your graduate career will be as fascinating as it will be rewarding.

A standard recruitment process would consist of:

- Digital Application
- Interview in Head Office.

## Essential Qualifications

- Works well in a fast-paced environment
- Demonstrates leadership competencies
- Excellent communicator
- Interest in retail
- Shows initiative
- Ability to work under pressure



## Will Power

is an **Accounts and Finance Project Manager** and has a **BA in Accounting** from Athlone IT. Joined in Sept 2018.

### How did you discover the Lidl graduate programme?

"During my final year in college, I researched a number of graduate programmes online and through attending graduate careers fairs. Along the way Lidl really grabbed my attention."

### You said you researched a number of graduate programmes but what made Lidl stand out?

"The variety of experience being offered across all areas of the business was something I hadn't really seen when researching other programmes. I wasn't just going to be sitting at a desk reading about how the business worked, I was going to be out and about living it and experiencing it, 'hands on' by leading, delivering and rolling out real-world projects which add value to the business. That type of challenge really appealed to me, so I decided to apply."

### What for you is a standout aspect of the programme?

"The exposure to all aspects of the business you gain from day one of the programme is something I found really beneficial. Because of it, I now have a strong network of people that I can rely on from all over the business, from Store Managers to Regional Directors, the list is endless!"

### What did a typical day on the programme look like for you?

"Not to sound cliché, but there really isn't a typical day in Lidl. While I did have my core responsibilities and targets to achieve, I also got continuous exposure to other aspects of the business through specific training, workshops, projects, departments open days and graduate fundraising events. Retail is such a fast paced and diverse sector, and here at Lidl there are always new challenges and opportunities arising for me to tackle. On the Graduate Programme I was given an opportunity to project manage a team across several departments. Not only did the project have huge cost savings but it also gave me added management responsibility. Having the ability to put my own stamp on things so early in the programme was essential in improving my confidence not to mention the support along the way from my Director mentor and grad buddy."

### What advice would you give to someone who is looking to apply to the programme?

"If you are looking for a job that will give you responsibility, push you out of your comfort zone and allow you to gain a huge amount of personal and professional development then you should definitely apply for the Lidl Graduate Programme."

RANKING IN  
THE TOP 100

3

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

*Paul Vance, Head of Resourcing,  
KPMG Ireland*



ACCOUNTANCY/PROFESSIONAL SERVICES

1

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KPMGCareersIRL  
 KPMGCareersIRL  
 KPMG\_Ireland

### More about us

Here at KPMG, we put a bit extra into what we do, something a bit more extraordinary. That's why we look for graduates from all disciplines to join us. The world of professional services is ever-changing, fast-paced and dynamic. Our exceptional people work on cutting-edge client projects to become business leaders of tomorrow. If you're looking to maximise your potential in a job with a difference, we want to hear from you.

How KPMG can add extraordinary to your career:

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

### What are our graduate opportunities?

We are looking to hire talented and ambitious graduates to join our Audit, Tax, Deal Advisory and Consulting practices.

Our training programme maps out your career path. Do your IT skills or leadership ability need a little fine-tuning? Want to learn the impact of a powerful presentation to clients? The KPMG Business School will teach you this and more. Our team invest €5.5M annually to ensure you're on track to gain your ACA qualification. And after just four years, you'll have the opportunity to move into management. What's not to like?

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

If so, we want you on board! We are hiring 350 graduates so...

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

### Core skills required

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

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

### Type of employer

Professional services

**Number of employees:** 1,000 – 10,000

**Number of graduate vacancies:** 350

**Closing date:** Wednesday 14 October 2020

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

## GRADUATE CAREERS 2020/21

# CREATE YOUR OWN

### What's important to you?

Being in a role I'm passionate about and maximising my potential.

### How would you describe your experience at KPMG?

Insightful and a real hands-on experience – it's allowed me to interact with colleagues and clients all over the world.

### Describe your experience at KPMG in 3-5 words.

Dynamic, ever-changing and diverse.

---

**Aisling Byrne**

Associate, Risk & Regulatory Consulting

**#CreateYourOwn**

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

**Your Partner For What's Next**





RANKING IN  
THE TOP 100

11

## #MyGraduateLife



ACCOUNTANCY/PROFESSIONAL SERVICES

3

### Contact

PwC Ireland Graduate recruitment team

Tel: +353 (0)1 792 8550

[ie\\_ireland.graduate@pwc.com](mailto:ie_ireland.graduate@pwc.com)

[pwcirl\\_careers](#)

[pwcirelandcareers](#)

[pwcireland](#)

[pwc-ireland](#)

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### Type of employer

Assurance, Tax and Consulting

### PwC Ireland: #mygraduatelife

Your graduate life is about more than just a place on a graduate programme. You want to build on your unique strengths and find your place in the world. At PwC, you'll have the opportunity to make a lasting difference to the world's biggest businesses. As well as industry-leading coaching, you'll get our total support as you work for a professional accreditation. We want you to think beyond what success means to you.

### What are our graduate opportunities?

We have graduate positions available in our Assurance, Risk Assurance and Tax departments in 2021. We choose the best people from a wide range of backgrounds and degree disciplines. You are eligible to apply if you are in line to achieve a minimum of a 2:1 degree.

Join the firm recognised as gradireland's Best Graduate Specialist/Professional Training and Development Programme 2019, and find out why we're number one.

### #MyGraduateLife

#### Why should I choose PwC?

##### It's a place to grow and make a difference

Our graduate programme is the ideal launchpad for your career. Your progress is our priority. From your first day, you'll be working with clients, sharing your unique perspective and making a difference. We offer continuous learning opportunities to accelerate your personal and professional growth. You will build strong relationships and have the chance to learn from the best. You can gain a professional qualification or take up an international secondment. We reward your progress with salary and grade progression.

##### It's full of opportunities for people like you

Here, no two career paths are the same. One thing that defines them all is choice. You'll get the opportunity to work in a variety of areas. You can build on your own unique strengths, or choose to stretch yourself in a completely new field. If you want to improve your skills, if there's a team you want to work on – all you have to do is ask. We want your individual talent to shine wherever you decide you can add the most value. Being yourself and lending your individuality to the mix is what will lead you – and us – to success.

**Number of employees:** 1,000–10,000

**Number of graduate vacancies:** Over 350

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

### It's more than a place to work

A graduate place with us is more than a good career move. We'll be honest; we expect you to work hard and meet your deadlines. During busy times, you might have to put in some extra hours. In turn, we allow you to build up your overtime and use it to take time off. But we care about you, not just the job you do. Your life shouldn't be on hold from Monday to Friday – flexibility is key to our approach. You'll start alongside over 350 other graduates and learn from each other as much as you'll learn from us.

### Core skills required

- Ability to work under pressure
- Attention to detail
- Commercial awareness
- Leadership potential
- Meeting deadlines
- Organisational skills
- Problem-solving skills
- Teamworking skills
- Communication skills
- Creativity
- Initiative
- Motivation



**Tommy Leahy**

studied **Business and Economics** at **Trinity**

I work in the Risk assurance services division as a senior associate.

In Risk assurance, we assess business' operations and processes. This covers a wide variety of risks, like cyber, fraud and financial. We test and assess the company and give them a report on our findings. It gives shareholders, investors and customers peace of mind to know that the business is functioning properly. It's essential for companies to know they are able to deal with the potential risks that they face. We get to work with a wide variety of clients, like banks, start-ups and charities. No two days are the same.

What can be challenging is when you start to work with a new client. You might only know the company name. You have to get up to speed with what they do and how they work quickly. Learning from my peers helped me to overcome this. It's great having someone who's been a graduate too to guide you and give you great tips and advice. In time, though, it's great to see how you and your team can bring value to them and their business.

In terms of training and development, I've learned so much. The great thing about PwC is that they put so much time into developing you professionally and as a person. The best thing about working here are the opportunities that you get. It's a worldwide institution, and you're getting a great qualification. I get to do a job that I know will benefit my clients and I enjoy coming to work everyday. I kind of treat it as fourth level education because you're still studying, but it's good fun as well. You'll work hard and play hard.

PwC's culture and working environment is so accepting. Everyone is welcome here, no matter what your background is. We're not all just business students from the same places; there's people from all walks of life here. I didn't expect to make the amount of friends that I've made, and that all my colleagues are so friendly and supportive.

I'd encourage anyone who's considering applying for the PwC graduate programme to just do it. There is lots of variety, no two days are the same. You get exposure to some of the world's biggest blue chip companies. You always work as part of a team, doing interesting and challenging work. You're given a wealth of different areas to try out. PwC is a fantastic place to work, and a really good place to start your career.

[pwc.ie/mygraduatelife](http://pwc.ie/mygraduatelife)



RANKING IN  
THE TOP 100

81

"At Smyths Toys,  
your success is in  
your hands. You  
own it."

RETAIL

5

#### Contact

- [personnel@smythstoys.com](mailto:personnel@smythstoys.com)
- [SmythsToysIRE](#)
- [smythstoys](#)
- [smyths-toys](#)

#### Type of employer

Retail

#### More about us

We're totally Irish owned. This gives graduates the opportunity to get first-hand experience in the running of an international toy retail business with the heart of its operations in Ireland. At Smyths Toys we have exciting expansion ambitions. In recent years we acquired Toys R Us in Germany, Austria, and Switzerland, adding a further 90 stores across central Europe. This brings our total number of stores across Ireland, the UK and Europe to over 200. There has never been a better or more exciting time to join our company.

At Smyths Toys, we execute a multi-million euro annual buying portfolio, use cutting-edge IT systems and employ over 5,000 people at peak trading times. We have over 150 employees at our Galway Headquarters who work collectively across a relatively flat organisational structure to help drive our business success. Graduates will work around senior, experienced people, up to and including our Managing Directors. We offer a friendly and informal work environment.

As we are now Europe's leading toy retailer, a career with Smyths Toys offers you the unique opportunity to learn new skills, develop your potential and be part of building one of the largest and fastest growing retailers in the UK and Ireland.

Ensuring that we sell high quality products at competitive prices requires hard work, initiative and risk taking. Our success depends on all departments, stores and operations working together to achieve results. With opportunities for graduates in Retail Management, Buying, Marketing, Finance, IT, Supply Chain and more, we can be part of your success. We'd like you to be part of ours!

#### How do we select?

All of our vacancies are advertised on our website, [www.smythstoys.com/careers](http://www.smythstoys.com/careers). All you need to do is apply online, attaching an up to date CV. All applications are reviewed, and suitable candidates will be invited to participate in our selection process. Depending on the role, candidates may be required to attend an assessment centre or an initial interview with the HR Department. A second interview takes place for selected candidates with the Head of Department, which gives candidates a good opportunity to gain more insight into their area of interest. Following this stage, successful candidates will be contacted with job offers.

#### What are our Graduate Opportunities?

Our Graduate Programmes concentrate on three key areas:

- **Professional Store Management**

Our Store Managers and their teams are at the frontline of our business and revenue generation. If you have the drive to maximise sales and profit while delivering exemplary standards, this is the path for you. Your role will be to inspire, lead and motivate staff, ensuring your team delivers exceptional customer service.

**Number of employees:** 1,000–10,000

**Number of graduate vacancies:** Varies

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

### • Buying & Merchandising

Our team of Buyers select the products we sell in our Stores and drive the success of our business. As part of the Buying Team, you will be involved in each step of the product life cycle. In this role, you'll learn to analyse and react to sales performance to make the best decisions for our business.

### • Marketing

Our Marketing Department is responsible for the promotion of our Company and products. You will be heavily involved in developing our catalogue, which forms an integral part of Smyths Toys' Marketing Campaign. Responsibilities such as organising the promotion of new store openings and dealing with the press make this an excellent opportunity to develop your public relations and marketing skills.

Graduates can also apply for vacancies that arise throughout the business.

### **Core requirements**

- Commercial awareness
- Common sense approach
- Attention to detail
- Ability to work under pressure and to tight deadlines
- Excellent communication skills
- Strong problem-solving ability
- Initiative
- Team mentality



**Colm Hegarty**

studied at GMIT. He joined in June 2011 and is a **Store Manager** in Galway.

When I started as a part-time Sales Assistant during college, I never thought I'd be a Store Manager 7 years later! Running the Store is my responsibility. I have the freedom to manage the way I want to. For example, I can add demos and theatre to particular areas to see if that will drive sales. I can bring ideas to life. I feel I have ownership of the overall store direction. In terms of career, I feel I own it here. You can go from sales floor to Duty Manager and onwards here. If you want it, there's a clear path and support to help you get there. To work in Smyths Toys, you need to work hard, be reliable and loyal. It's an intense environment. You'll have the opportunity to put your own stamp on things. To hit your sales goals, you must have the team behind you. You need to look after them. You need to motivate them. If you're interested and take it seriously, people will notice, and you'll do really well here.



**Mairead Guihen**

studied at NUIG. She joined in September 2013 and is a **Buyer** in the Head Office.

I joined Smyths Toys 6 years ago on the first Graduate Programme. I'm now a Senior Buyer for the Fashion and Dolls Department. The decisions that I make come through in sales. I need to buy the right amount of product, I decide on the design and colours, I negotiate the price. The growth the Company has achieved over the last number of years is really impressive. This presents lots of opportunities for people working here. One of the things I love most about the role is passing a child on the street who's playing with a toy I sourced and bought. You will be trained in the concepts of buying and merchandising. You won't be bored here – it's fast-paced. Every month is different. You need to have self-belief. You need to be confident. You need to go with it. You need to be a decision maker. You must be hard-working. It's a fun place to work. There's a huge sense of achievement and satisfaction.

[www.smythstoys.com](http://www.smythstoys.com)

### **Closing dates:**

Depends on position

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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. GTI Ireland, 14–16 Lord Edward Street, Dublin D02 YC63 +353 (0)1 645 1500 groupgti.com We would like to thank all third-level careers services in Ireland and Northern Ireland and our publishing partners AHECS for their help with this publication.

### EDITORIAL AND PUBLISHING

Editor Ruairí Kavanagh  
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### ADVERTISING

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Printer Printer Stephens & George Print Group, Goat Mill Road, Dowlais, Merthyr Tydfil CF48 3TD ISBN 978-1-912625-98-7 ISSN 1755-7194

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GRADUATE CAREERS 2021

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