



gradireland

CAREERS ADVICE AND
JOBS FOR ALL SECTORS

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2025

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EY



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Welcome to the gradireland directory 2025, the official careers and further study directory for students in Ireland, both North and South. Inside, you'll find all you need for your step-by-step guide to land a job or pursue further study.

1. Easy to navigate

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

2. Decide your future

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

3. Find jobs

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

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

4. Further your study

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

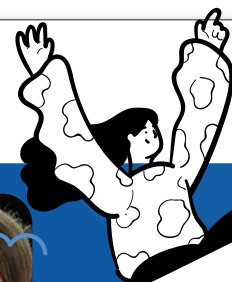
5. Stay informed

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

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



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

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Your ultimate graduate careers hub

**Ready to launch your career?
We've got you covered.**

Head to our site for career advice,
internships, jobs, networking
opportunities, courses and more!

gradireland.com





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Get career ready and boost your
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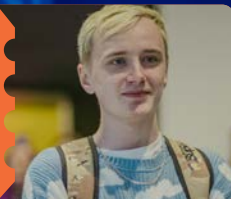
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IFC = inside front cover

IBC = inside back cover

OBC = outside back cover

Prepare for the next step with gradireland

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



GradSims

We have recently launched GradSims on the gradireland platform. GradSims are free interactive courses designed to give you insights into a job role and organisation to help you figure out the right fit for you. When completing a GradSim, you'll hear first-hand from a graduate in the role and get the chance to complete a task that mirrors the work you'd be doing at that organisation.

Employers

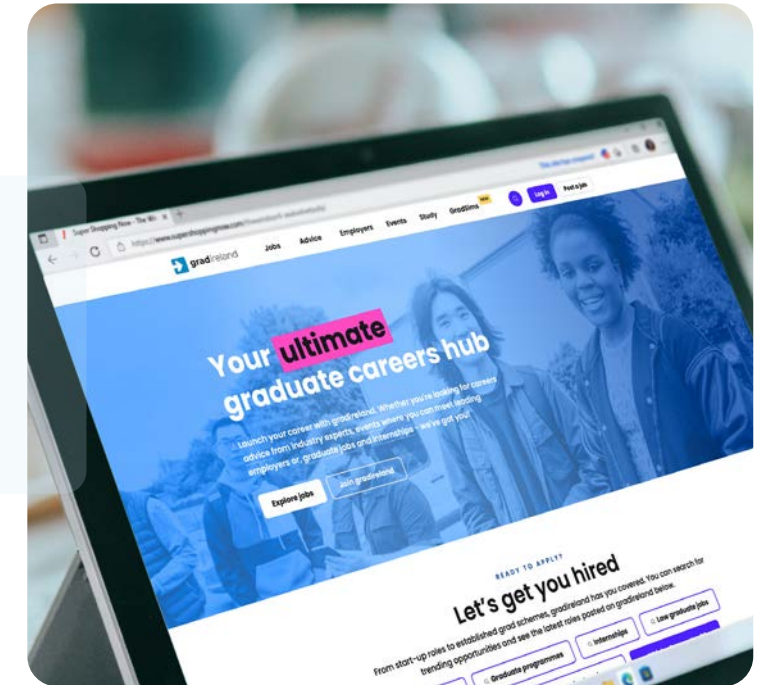
Head over to gradireland.com/organisations to find out more about what employers are looking for in graduate recruits, and more importantly, what working life is like within these organisations. This will help you decide what employers could be a right fit for you. You can follow organisations to receive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

Job search

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

Further study

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



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

Your gradireland.com

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

Where to start

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

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

Events

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

Let's get you hired!



gradireland

Discover jobs and internships

Search for and apply to roles that are the right fit for your career – from working with startups to industry leaders, there's plenty on offer.

Build a personalised feed

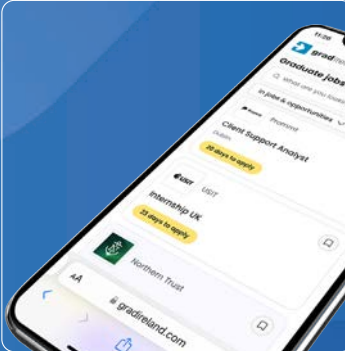
Create an account to get the latest jobs, internships, career advice, courses, and events, tailored to your needs.

Connect with top employers

Get direct messages from employers looking for people with your skills and experience.

Get real career insights with GradSims

Do interactive courses designed to give you a taste of what it's like to work with leading graduate employers.



Get career advice

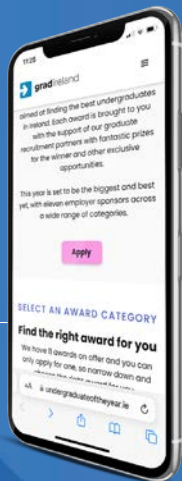
Discover career paths and top tips to help you apply with confidence and land that role.

Network with top employers

Boost your skills and knowledge, get expert advice, and show off your abilities at Ireland's biggest graduate career events.

Enter our awards and competitions

Be in with a chance of winning internships and other unique experiences.



gradireland.com

What job would suit me?

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



IN THIS SECTION

- 12 8 tips to help you start your career
- 14 Your career options
- 16 Your careers service
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8 tips to help you start your career

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

1. Show employers that you're worth the job

The graduate unemployment statistics may be reassuring; however, competition remains stiff for the best jobs. Our most recent employer data shows that over a quarter of companies felt that they have experienced challenges in terms of attracting the graduates they need, rather than the graduates they can get in the past year. So don't fall into the trap of thinking that demand will outstrip supply. Employers are more demanding than ever of their graduates, so show them you have what it takes.

2. Be realistic about your progress

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



3. Know what type of jobs suit your personality

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

4. Understand the importance of internships and work experience

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

5. All experience is good experience

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

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

A lot of graduates get hung up on the sector (e.g. finance) rather than the role (e.g. account manager), not realising that most organisations need similar teams of people – people to develop business,



conduct research, analyse data, write software, etc. Another common misconception is that you will be pigeonholed by your degree. As long as you can demonstrate transferable skills, future employers are more likely to take notice. In fact, there is a far broader range of jobs available to you with your degree than you think and that is true for almost all sectors.

7. Get to know people and network

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

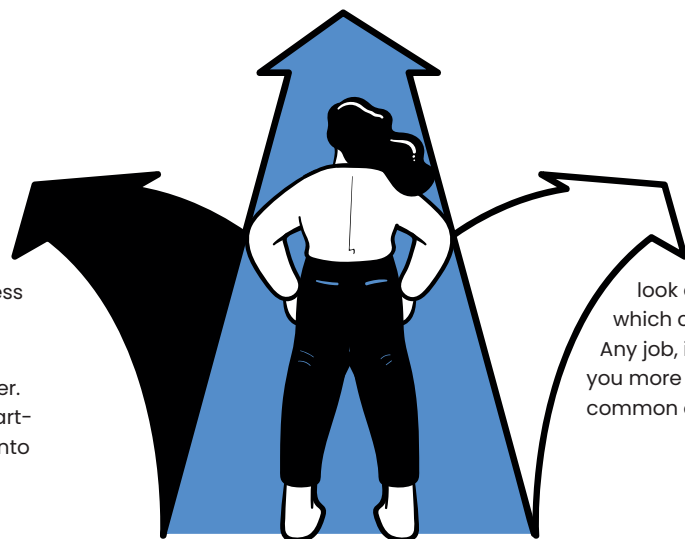
8. Recognise the skills you gain from experience

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

Your career options

It can be easy to feel left out when everyone around you seems to know what their next step is. Graduate programmes run by major employers can often seem like the only show in town, so prominent are their branding and awareness campaigns. But the truth is that not all graduates start their career on one of these programmes; in fact, it is the minority who do.

The majority, of which you may be one, find a different route to start their career. You could start as an intern, and then earn a full-time position, or you could work part-time or temporarily in a position not strictly related to your degree, but then segue into



your chosen area after gaining experience. There is no right way or wrong way. There is only the way that is right for you and your career. It's good to look at the roads less followed too, such as smaller employers and organisations, which can allow you to develop quickly in terms of experience and responsibility. Any job, internship or placement will add to your transferable skills locker and make you more attractive to any future employer. Let's have a look at how some of the most common options for graduates are structured.

A graduate job

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

It would suit you if...

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

Graduate training scheme or graduate programme

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

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

It would suit you if...

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

Temporary/part-time job

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

It would suit you if...

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

Working in a small business

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

It would suit you if...

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

Self-employment

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

It would suit you if...

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

Public sector

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

It would suit you if...

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

Your careers service

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

SETU Carlow Campus

www.setu.ie/current-students/student-support-services/careers-development-centre

Munster Technological University – Cork

www.mycit.ie/careers

- MTU Annual Careers Fair, 03/10/24

University College Cork

www.ucc.ie/careers

- Graduate Recruitment Festival, 2–3/10/24, Devere Hall, Main Campus

Dublin City University

www.dcu.ie/careers

- Science, Technology and Engineering, 09/10/24
- Business, Accounting, Finance and Law Fair, 12/10/24

Trinity College Dublin

www.tcd.ie/careers

- Business, Finance and Consultancy Fair, 24/09/24
- Computing and Technology, 01/10/24
- Law, 03/10/24
- Engineering and Environment, 10/10/24



University College Dublin

www.ucd.ie/careers

- Science, Engineering & Technology Fair, 30/09/24
- Business, Finance & Management Recruitment Fair, 01/10/24
- Law Recruitment Fair, 02/10/24

UCD Michael Smurfit School of Business

www.smurfitschool.ie/ucdsmurfitcareersnetwork/

- Spring & Internship Fair, 25/02/25, Smurfit Business School

Dún Laoghaire Institute of Art Design & Technology

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

Dundalk Institute of Technology

www.dkit.ie/careers

- Annual Careers Fair, 08/10/24

University of Galway

www.universityofgalway.ie/careers

- Graduate Jobs Fair, 26/09/24

ATU Galway Campus

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

- Careers Fair, Business, Accounting and IT, 08/10/24, Cafe Foyer
- STEM, 15/10/24, Cafe Foyer
- Agriculture, 16/10/24, ATU Mountbellew

ATU Donegal Letterkenny

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

University of Limerick

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

- UL Autumn Careers Fair, 26/09/24
- Autumn Law Careers Fair, 03/10/24

Maynooth University

www.maynoothuniversity.ie/careers

National College of Art and Design

www.ncad.ie

National College of Ireland

www.ncirl.ie/careers

Dublin Business School

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

Open University

www.open.ac.uk/careers

Queen's University Belfast

www.qub.ac.uk/careers

- Autumn Careers Fair, 15/10/24 and 16/10/24, Queen's campus

Technological University of the Shannon

tus.ie/careers-employability/midlands

tus.ie/careers-employability/midwest/student

Atlantic Technological University Sligo

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

TU Dublin

www.tudublin.ie

- Business Fair, 1/10/24, Aungier St. Campus
- IT/Computing, Science, Mathematics, Electrical/Electronic Engineering Careers Fair, 10/10/2024, Grangegorman Campus
- Social Care/Early Childhood Careers Fair, 10/10/2024, Grangegorman Campus
- Built Environment & Engineering Fair, 15/10/24 and 16/10/24, Bolton St. Campus
- Engineering Careers Fair (incl. manufacturing / automation / mechatronics / robotics / transport), 17/10/24, Bolton St. Campus, Student Common Area

Munster Technological University – Cork

www.cit.ie/careers

- MTU Cork Career Fair, 03/10/24

Munster Technological University – Kerry

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

Ulster University

For information about the careers fair, please visit: www.ulster.ac.uk/employability/advice

SETU Waterford Campus

www.setu.ie/current-students/student-support-services/careers-development-centre

gradireland runs a number of major graduate careers fairs and related events during the course of the academic year. For more on our upcoming events, and those run by our partner AHECS (www.ahecs.ie) institutions, visit gradireland.com/events.



AHECS

Your careers service is a member of the Association of Higher Education Careers Services, the professional association for careers advisory and placement professionals in higher education in Ireland, North and South. Its mission is to lead, support and facilitate collaboration among higher education careers services throughout Ireland and be the recognised authority on graduate career development, learning and employability. Look out for tips from AHECS members throughout this directory.

WHAT JOB WOULD SUIT ME?

THE CHECKLIST

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

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

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

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

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

Find out what you can do with your degree.

Meet a careers adviser for an initial discussion.

Let's see what's out there!

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

IN THIS SECTION

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Graduate recruitment trends

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



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

A recent survey by Cibyl, gradireland's research partners, gathered data on the views of Irish students and graduates. It found that on average, students are expecting to earn just over €40,000 a year in their first graduate job. 46% of respondents expect €25,000-€35,000, while just under a quarter of respondents (24%) expect to earn over €40,000. The most popular roles among students were those relating to engineering. Roles relating to data, design, research and healthcare were also very popular. When asked about what support they expected from employers, training, mentorship and relocation support were the most popular answers. The results of the survey also indicate that students value having a good work-life balance, career progression and interesting work highly, while they give relatively little value to job prestige.

Trends in recruitment

The graduate employment landscape

While graduate hiring was slower this year than last year, the labour market is still performing strongly. The unemployment rate currently stands at 4.3% and might drop further according to the Economic and Social Research Institute. Our recent research showed employers are struggling to find the right talent, especially in sectors such as accounting, finance and engineering. There is also a high demand for talent within healthcare and construction.

Technology and AI in recruitment

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

While advancements in technology will continue to shape the recruitment landscape, change takes time and the automation of tasks within recruitment won't

happen overnight. Even as new technology develops, early adopters will be few with many opting for more tried and tested options and others simply not having the budget.

Soft skills

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

When applying for jobs, think about the skills you have gained from previous work, volunteer activities or life experiences.

The future of remote work

Since the sudden move to working remotely in 2020, hybrid work has become part of the working landscape for many, but not all, sectors. In some sectors, there has been a drive from employers to return to the office, while others have embraced a hybrid model that seems set to stay for the foreseeable future.

Whether or not the hybrid model will apply to you is something to consider for graduates who live outside of cities and will have to face lengthy commutes or paying very high rents closer to their workplace. Ireland has one of the highest levels of availability of remote and hybrid jobs in Europe. However, the number of jobs that allow for hybrid or remote work varies by industry.

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

Standing out from the competition



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

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

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

The personal touch

Feeling like you're submitting your materials, futilely, into the virtual void is always frustrating – especially when you put so much time and effort into them.

And, when you know that scores of other people are following that exact same process, it's easy to feel like you're in a long line just waiting for a recruiter to draw your number.

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

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

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

Read your application, then read it again

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

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

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

Extra effort brings rewards

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

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

Screen your social media

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



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

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

Follow up and be polite

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

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

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

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

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

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

LET'S SEE WHAT'S OUT THERE!

Landing the job that's right for you

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

Timing is everything

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

Take time and take stock

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

Brace yourself for rejection

Except in very rare cases, rejection is a common fact of life in the jobs market, even during economically buoyant times. You will get things wrong before you get them right and you will likely hear 'no' before you hear 'yes'. Cultivate your ability to be resilient when



this happens, and if you do get rejected for a job, try to take something educational from it that you can use in the next interview or application. That could be preparing for difficult interview questions or thinking about how you can better articulate your skills and how you have demonstrated them.

Remember what's important

An interviewer is interested in three main things when they make a judgement on you. They are your experience, your ability and your personality. When you're putting together your CV or application, scrutinise the first lines that you write about yourself because they are obviously the first thing an employer will read about you. Make sure they are positive and something that will be easy to remember. Emphasise what you can offer and the

sort of role you would like to fulfil and grow into. Reflect these messages in all your communication with a potential employer, and also on your social media profiles, as there is a very distinct chance that the organisation to which you are applying will examine your social media presence.

Research, research, research

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

Get interview feedback

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

Identify and study your target employers

People will need examples of the kind of organisations you're interested in to help you. This matters even more if you're trying to make a career change; you'll be a much more credible candidate if you've researched the sector in depth and can say something about the main players. It's also smart to identify employers in your locality. Build up a list of six or so target organisations and spend time every week learning more about them, trying to get closer to them through mutual connections, exploring job boards and generally doing everything you can to pitch yourself as a potential employee. ●



How to benefit from careers fairs

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

Before the fair: plan

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

On the day: network

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

After the fair

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

LET'S SEE WHAT'S OUT THERE!

The proactive job hunt

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

One of the biggest challenges for HR departments when it comes to advertising jobs is dealing with

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

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

Get involved and be active

Build your network online by joint industry-related groups and associations. But you'll need to do more than just join these

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

Ask questions

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

Speculative applications

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

Now that we mentioned speculative applications, this doesn't mean firing off generic applications to dozens of companies. The good news is

that speculative applications are common and accepted, but they need to be well-researched and addressed to the right person. It's ok to follow up with one phone call too but know the limits – 'no thank you' means just that!

Get your foot in the door

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

Mentoring

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

Volunteering work

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

Being smart with social on your job search

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

Manage your online profile

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

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

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

LinkedIn

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

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

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

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

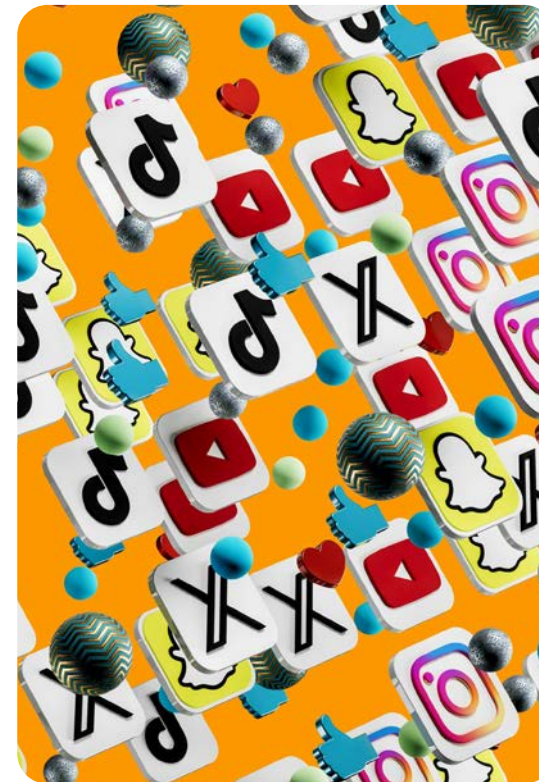
Instagram

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

You can use this account to follow employers and influential people in your industry.

TikTok

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



Social networking do's and don'ts

Do

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

Don't

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

X (formerly Twitter)

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

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

Blogs

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

Find opportunities

Follow organisations and individuals in the industry you want to work in, to keep up with the latest trends. LinkedIn is a great tool for researching employers. Following an employer on LinkedIn will give you useful updates on recruitment activity within the company.

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

Network

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

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

Making your internship count

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

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

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

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

1. Communication

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

2. Interpersonal skills

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

3. Collaboration and teamwork

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

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

4. Time management

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

5. Flexibility

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

6. Critical thinking

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

7. Research and analysis

If you've completed any research papers or projects for your coursework (and you likely have), you already have experience with research and analysis. Don't be shy during

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

8. Initiative

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

9. Learning lessons and accepting correction

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

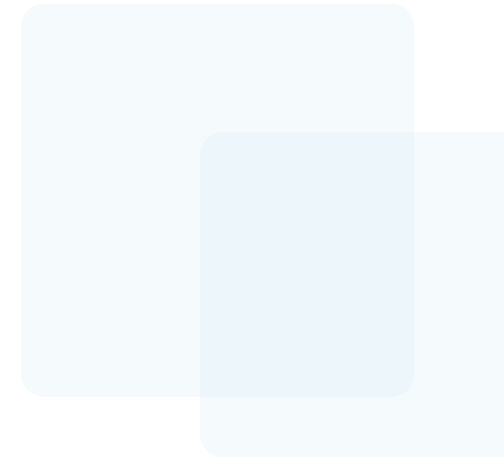
10. Technical skills

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

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

How to ace the internship interview

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



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

How to act professionally

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

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

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

What to expect from your interview

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

Interview questions

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

Questions usually include:

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

What to ask in an internship interview

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

- What do the interviewers like about their jobs and the company

Our tips for interview success

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

LET'S SEE WHAT'S OUT THERE!

THE CHECKLIST



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

Start your CV. Keep adding to it.

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

Attend campus visits, careers fairs and postgraduate study fairs.

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

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

How to get hired: applications

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

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The skills you need in a new world of work

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

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

Communication and personality

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

Being flexible and adaptable

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

Personal attributes and skills sought by graduate employers

Self-motivation

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

Commercial awareness

An understanding of workplace culture.

Intellect

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

Self-regulatory skills

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

Self-assured

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

Willingness to learn

The ability to learn and continue learning throughout life.



Student Development and Employability

Leadership

Employers hire graduates to develop their pipeline for future leadership positions. While it may seem early in your career to be considering leadership, rest assured that it is being considered by your managers and employers. However, leadership takes many forms, and you can demonstrate it in your daily work, even at graduate level. For example, at third level, you can lead on running a project or hitting a deadline, motivating those around you and striving to succeed.

Confidence

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

Seizing the initiative

You've probably been in situations in college, where you could see a solution to a particular assignment or project that perhaps others couldn't or hadn't considered yet. Initiative is the ability to step into a gap and move something forward. True

Top tip

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

initiative is for the benefit of you and those around you, and doesn't symbolise progress at someone else's expense. It means that instead of waiting for something to happen, you ask the questions and show that you are willing to learn and seize an opportunity.

Resilience

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

Hard skills in demand

- IT skills
- Project management
- Technical writing
- Analytical skills
- Reporting on data
- Financial skills
- Fluency in a foreign language
- Commercial acumen and awareness

Soft skills in demand

- Communication
- Empathy
- Leadership
- Attention to detail
- Resourcefulness
- Initiative and adaptability
- Resilience

What are transferable skills?

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

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

What makes an effective job search



Searching for a new job is almost a full-time job, as it takes hard work, time and commitment to succeed. So, the last thing you want to do is to send out hundreds of CVs and wait for a reply that may never come. It's important that you are organised and know how to go about your search.

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

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

2. Think about what you are looking for

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

3. Know your strengths (and weaknesses)

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

4. Do your research

Find out what opportunities are out there in the fields that you're interested in. Take a look

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

5. Put the hours in

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

6. Set realistic goals

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

7. Hone your interview techniques

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

Succeeding at interviews

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

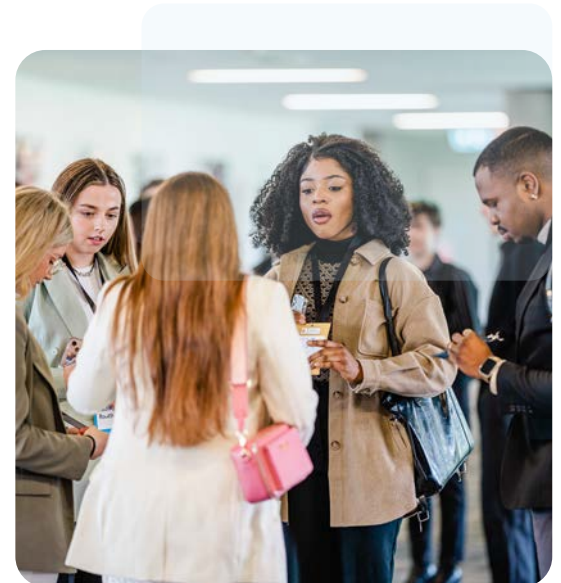
A lack of research, thought and preparation in an application speaks volumes to employers and is the quickest way to kill your chances of securing the interview. The quality of your application is the first impression you will make on a potential employer, and a well thought-out and researched application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

Clarity and honesty

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

Sell your benefits

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



profits in your summer job. All experience like this is worthwhile and will show you to be a well-rounded, and conscientious candidate.

Follow up on your applications

You've put a lot of work into your applications so don't be afraid to follow up. If you don't hear anything back after two weeks, it's ok to follow up with HR via email. However, it is important not to overdo it so keep a record of when you contacted them. Sometimes it is just not meant to be. However, done in the right way, following up can show that you use your initiative and can contact businesses in a professional way – all of which enhances your employability for recruiters. ●

How to fill out your application form

How you fill out an application form will determine your first impression on a prospective employer. A correctly submitted application will get you off to a good start while an incorrectly submitted form will jeopardise your chances from the off. Here's our advice on how to ensure your application sets you on the right path.

The point of filling out an application form is to get you an interview, so focus on the end goal when submitting your form. A handful of positions may receive hundreds of applications, so you need to give yourself the best chance to

stand out in such a competitive market. You want to ensure your application makes it to the interview pile rather than the rejected pile.

Before you begin filling out your form you should think about the impression you want to make on an employer. Think about how your experience and skills fit the job in question. Employers want to see that have you given some consideration to your application, and they can easily spot a form that has been submitted without much thought. Any open-ended questions or requests for personal statements should be seen as an opportunity to discuss your skills and promote your strengths. Make sure to stay within any word limits set by the company. We suggest typing your statement into a Word document and checking for any errors before you copy it into the application form.

Knock-out questions

Employers will often add certain questions that are specifically designed to immediately eliminate candidates. You might be asked if you have a 2.1 degree or higher, so if you don't have one you will be immediately eliminated. Be sure to read such questions carefully and answer honestly.

Further tips

You should be aware that employers will often run background checks based on the information you provide in your application. If you provide incorrect information, they have the right to withdraw any offers

they might have made at that point. Be as accurate as possible when filling your form and contact employers immediately if you notice any errors. Online applications can be rejected due to poor grammar and spelling. Keep an eye on your punctuation, perform a spell check and stick to a formal tone.

Employers may check your social media so turn on privacy settings or ensure you have no inappropriate content that might harm your application.

A typical application form will ask for:

- Name, address and contact details – be careful when adding such details as a missing or incorrect digit in your phone number could disqualify you immediately.
- Education and qualifications – some employers will require full details of all your modules so ensure you have this information at hand.
- Employment history – you should include dates of employment, job titles and responsibilities.
- Details of relevant skills – you can expect four or more questions in this section regarding your experience and the skills you developed. Take time and care in answering such questions as they are considered very important by employers in determining your suitability for the job. We recommend the STAR approach: provide details of the Situation, the Tasks you were required to complete, what Action you took and the end Results.
- Career choice – an employer will want to know why you wish to work at their company. This section gives you the chance to show that you've done your research.
- Referees – you will usually be asked to provide contact details of two referees. One academic and one work-related referee are most suitable. Be sure to ask for permission before you add any referees. ●

Sources: UCD careers services guide, UCD Career Development Centre

6 tips for an effective cover letter

What you include and what you omit from your cover letter can make all the difference when applying for a graduate job.

Even with most applications now taking place exclusively online, you will usually be asked to provide a note or statement to accompany your application. This is essentially a cover letter. A good cover letter can help an applicant get noticed. A bad cover letter can make even a promising candidate appear to lack creativity. Employers are tired of seeing variations of the same cover letter, often a lazy retread of information already covered in a CV. Many recruiters will take the view that if you can't construct an original cover letter you are unlikely to bring creativity and initiative to the job.

To help you write a cover letter that gets noticed, here are six tips. ●

1. Avoid summarising your CV

Many applicants make the mistake of using a cover letter to summarise their CV in paragraph form. Your cover letter is part of your application, so you should use it to demonstrate your personality, creativity and your interest and curiosity regarding the field of work for which you're applying. Do some research into the company and the wider industry and add some insights and observations into your cover letter. For example, if you're applying for a tech job you could write about how a recent technological development piqued your interest, how it personally affected you, and how eager you are to be a part of this evolving sector. Use your initiative to give an employer a feel for your expertise, interests and personality.

2. Keep it brief

Less. Is. More. Your cover letter should be no longer than three paragraphs and preferably half a page. Avoid rambling statements and keep it snappy, engaging and interesting.

3. Know your contact

In some cases, you may not be aware of whom your cover letter should be addressed to. Avoid the bland and generic 'Dear recruiter' or 'To whom it may concern', as this could be viewed as a sign that you haven't done your research. You can often find the name of your recruiter in your correspondence or through a search on LinkedIn. Don't be afraid to ask the organisation if you're unsure, as this shows initiative.

4. Send it as a PDF

If your application is being sent as an email attachment, you should convert it to a PDF before sending. Not every recipient may be able to open Word files, but any browser can open a PDF. If the recipient needs to convert your file to read your application, they may simply skip to the next applicant. Conversions can also introduce grammar errors that may not be your fault.

5. Avoid the following phrase:

'My name is ____, and I am applying for the position of ____.' The recipient is already aware of this information, and it will make you appear inexperienced. More practical tips can be found at the career advice section of gradireland.com.

6. Close strongly

End your cover letter by explaining how your skills, experience and enthusiasm will be an asset to your new job. The key is to be yourself, and you can do this in just a couple of sentences.

Building your CV: the essentials

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

Your personal details

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

Your personal profile

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

Education and qualifications

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

Employment history/work experience

Begin with the most recent position you held. Employers are interested in any work experience, whether immediately relevant to the position or not, so remember to include all voluntary, part-time or

holiday work that you have done. Give examples of ambition and achievements; show yourself as a results-oriented individual. Any experience you have had in clubs, societies and voluntary organisations is also very relevant. Be careful with your choice of language and don't overuse the same word too often. Positive verbs and words such as 'delivered', 'managed' and 'succeeded' are important.

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



Tip

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

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

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

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

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

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

Source: Trinity College Dublin Careers Advisory Service

Find out more!

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

Marketing		
<ul style="list-style-type: none"> • Won the Tower Records Summer Staff Award for highest volume of sales whilst working as a Sales Assistant in the classical section of Tower Records. • Enthusiastic member of the Trinity College Europe Society and have encouraged and persuaded many members through my own personal networks and also during Freshers' Week. 		
Organisational		
<ul style="list-style-type: none"> • Organised a variety of local and College clubs, eg Trinity College Innovation Society. • Elected Secretary of the Trinity College Europe Society, which involved considerable planning to arrange debates, training the team for competitions and organising events and social functions. 		
Creative		
<ul style="list-style-type: none"> • Designed model aeroplanes over a number of years. Winner of the 2013 Dublin Model Aeroplane Design Award. • Designed the logo for the student newspaper Trinity Tales, which was selected from a field of 60 other designs. 		
Leadership		
<ul style="list-style-type: none"> • As Captain of the hockey team, motivated and encouraged people to make the best efforts. • Led a group of disabled pupils on a holiday to France, the first time the Cheshire Home had attempted such an event. 		
Employment history and experience		
Hewlett-Packard Tower Records First Active	Production operative Sales assistant Commercial Loans Clerk	Summer 2020 Summer 2019 Summer 2018
Additional information and skills		
<ul style="list-style-type: none"> • Full clean driving licence. • Proficient at MS Office applications and internet use. • Good written and spoken French. 		
Interests and activities		
Active in a number of the societies, particularly the Filmmakers and College Choral Society, as well as with Suas Educational Development. Play hockey and active member of Trinity College Europe Society. Enjoy reading, theatre and modern jazz.		
References		
Dr JP Jones, Lecturer, Department of Hispanic Studies, Trinity College, Dublin 2 Email: jjones@tcd.ie Tel: 896 0000		
Mr PW McComarck, Operations Manager, Hewlett-Packard, Liffey Park Campus, Co Kildare Email: pwmcc@hp.ie Tel: 412 0205		

Jane Anne Smith jasmith@tcd.ie

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

Education

2019 – present **Bachelor of Arts in European Studies**
Trinity College Dublin
Developed a good standard of language fluency and ability to analyse and develop argumentation. Presented ideas and adhered to strict deadlines

Relevant subjects French, Spanish, European History, Politics, Sociology

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

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

2013 – 2019 **Cadbury College, Ballyknock, Co Roscommon**
Leaving Certificate
Higher Level English (A1), Irish (B2), History (B2), French (B3)
Geography (C1), Biology (C2)
Ordinary Level Maths (B1)

Employment history and experience

Hewlett-Packard **Production operative** **Summer**
Achievements and
Skills Gained

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

Tower Records

Achievements and Skills Gained

First Active

Achievements and Skills Gained

Sales assistant

Summer 2020

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

Commercial Loans Clerk

Summer 2019

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

Interests and achievements

Trinity College
EUROPA Society

Secretary

2020 – present

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

Trinity College
Hockey Club

Secretary

2019 – 2021

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

School

Hockey Captain

2015 – 2016

Additional information and skills

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

Referees

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

Combination-style CV's

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

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

Source: Trinity College Dublin Careers Advisory Service



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Choose a GradSim, and then virtually meet a graduate doing the job. They'll take you through their career story and share valuable insights into the role.

Do a real-life task

Complete a task that mirrors the work you'd be doing in the role to help you decide whether it's the right career path for you.

Build on what you've learned

Get a curated list of further resources and priority access to roles.



Start for free at
gradireland.com/gradsims

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

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

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

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

The European Union has also taken note of these advancements. It has drafted rules to regulate AI through the AI Act. The bill identifies different classes of AI systems with levels of risk ranging from limited to unacceptable. Unacceptable applications include using biometric data in a public setting to automatically identify people and manipulating the behaviour of people. Applications of AI in categories such education and employment will be highly regulated. They will be required to be more transparent and use accurate data. Violations



of these laws will result in fines of up to 6% of a company's annual global revenue. Targeting the applications of AI means the legislation remains relevant regardless of how the technology evolves.

Using AI in projects and assignments

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

Furthermore, with the development of sophisticated AI applications that can write your assignments come AI detectors. These detectors are easy to find, easy-to-use, and, in many cases, free. A quick search reveals multiple examples of such programs. Your work can be simply pasted into these programs to reveal what percentage of it was produced by Artificial Intelligence. Much like how colleges have been using plagiarism detectors, the use of these detectors could easily become standard practice.

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



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

Using AI for your CV and cover letter

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

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

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

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

AI in recruitment

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

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

Your rights in the workplace

The most important thing in any job, whatever the company, is that you are healthy and happy in the workplace. Your rights in the workplace are enshrined in law. They cover elements such as human rights, sexual and ethnic diversity, disabilities, and more. A growing number of companies are working hard to make their workplaces as welcoming and open-minded as possible, which is great news for graduates.

Workplace rights

The days of a 'job for life' are, for the most part, behind us now, with the work landscape more dynamic, and in some ways more volatile, than in decades past. In some sectors, working arrangements can be precarious and uncertain, and often short-lived due to the demand by so many to get into sectors such as academia and media, for example. This is a factor contributing to declining trade union membership, as people can be reluctant to join if they think they won't be around for long, and if membership could impede their chance of a more stable working relationship. Unions aren't popular with everyone, but over the years they have secured vital rights such as minimum wages, maternity and employment protection protocols. As a worker, you have a constitutional right to join a trade union, but there is no obligation upon an employer to recognise or engage with the union, and they are unable to talk to staff in the workplace, which has made recruitment more difficult for unions. But if you are interested, remember you have that right, even as a graduate. For many, they view joining trade unions as a political act rather than a working right one, which is also fine, but make sure you join for the right reasons and not to agitate unnecessarily, as you won't be helping either the employer or the trade union. Your workplace rights are enshrined in legislation. These are the Terms of Employment Acts (1994–2014), the Employments Act 2018 and the General Data Protection Regulation (GDPR) Act of 2018. You can view all these documents in the Employment section at www.citizensinformation.ie.

Workplace Relations Commission

The Workplace Relations Commission was established to:

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

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

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

Discrimination

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

Graduates with disabilities

Ann Heelan is executive director of the Association for Higher Education Access and Disability (AHEAD). She points out that fewer than 33% of working-age people with disabilities are employed. Visually impaired and blind people have difficulty getting through the Leaving Cert, while deaf and hearing-impaired students also struggle, and these problems are exacerbated by the complexities of third-level study and entering the workplace.

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



Gender discrimination

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

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

Sexuality and gender identity and expression

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

Working rights for international students

Are you an international student interested in working in Ireland? You could be able to stay and work here after graduation. Let's look at what this entails.

There are two factors to consider for international students wishing to live and work in Ireland. These are:

1. Where are you from?
The rules for students and graduates from within the European Economic Area and Switzerland differ to those from elsewhere (i.e. non-EU students).

2. Where are you studying or working?
The rules differ for the Republic of Ireland and Northern Ireland (which is part of the UK).

Are you from the EEA?

The European Economic Area consists of all the EU nations along with Iceland, Lichtenstein and Norway. Swiss nationals share the same rights as EEA nationals.

If you are from any of these countries, you are entitled to work within the Republic of Ireland without restriction. This allows you to take up an internship while at college and to work after graduation. To live and work in Northern Ireland, EU citizens will require a visa (excluding Irish citizens).

Are you a non-EU student?

If you are from a country outside the EEA or Switzerland, you are considered a non-EU student. While studying in Ireland you are allowed to work up to 20 hours a week in term time and 40 hours a week during the holidays.

For more information

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



If you are attending college in the UK (including Northern Ireland), you can work up to 10 hours during term or full-time during the holidays.

Working after graduation

After receiving exam results, non-EU graduates can apply for a study visa extension for up to six months in the Republic of Ireland and up to 12 months in the UK. This allows you to acquire work experience.

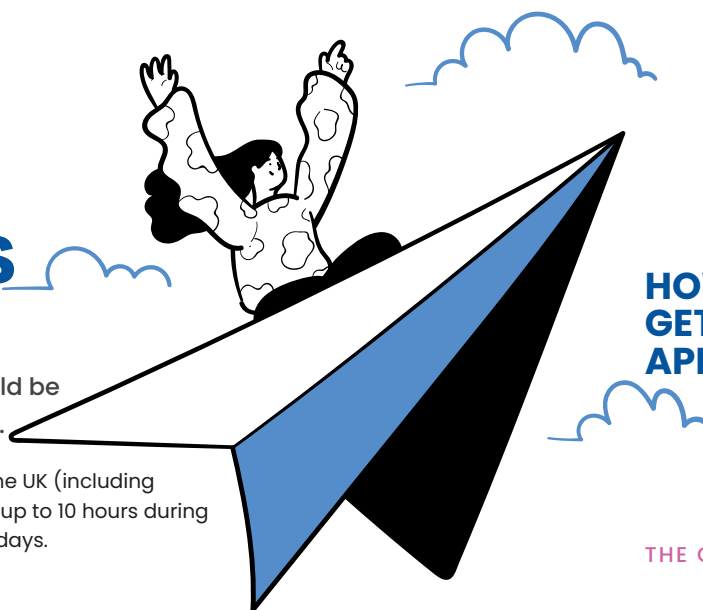
After this extension you can only be employed in specific areas with skills shortages. Such sectors include financial services, healthcare and information technology.

A 'Critical Skills Employment Permit' is required to stay in Ireland long-term. The permit is issued on two conditions:

- if the job pays over €60,000 a year
- If the job is on the restricted list of occupations and pays over €30,000 a year

The Third Level Graduate Scheme 2017 Revision states that anyone who qualifies will be granted an extension to their current student permission, with an immigration Stamp 1G, for a period of up to 24 months depending on their level of study, and subject to renewal after 12 months (for students graduating from May 2017 only). To gain entry to the graduate programme you must apply within six months of receiving confirmation of your award and while your current student permission remains valid. Details can be found on the government website enterprise.gov.ie or on the Citizens Information website citizensinformation.ie.

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



HOW TO GET HIRED: APPLICATIONS

THE CHECKLIST

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

Draft a basic CV and covering letter.

Research the employers you are interested in.

Read the news in your chosen career sector.

Attend a CV workshop at your careers service.

Apply for graduate programmes and other vacancies.

How to land the job: interviews and assessment centres

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

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Dealing with the interview challenge

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

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

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

Confidence and dealing with surprises

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

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

Four ways to prepare for an interview

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

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

Different interviews, different challenges

Screening interviews

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

Automated video interviews

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

Second interviews

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

Tips for second interviews

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

Panel interviews

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

Tips for panel interviews

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

Technical interviews

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

Tips for technical interviews

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

Psychometric tests

To help find the best candidate for the job employers use psychometric tests. Aptitude and ability tests show necessary skills to perform the job – or the potential to learn new skills. Personality tests find out whether your character suits the position.

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

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

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

What to expect from psychometric tests

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

Types of psychometric test

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

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

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

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

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

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

Tip: how to find free psychometric tests

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

Tips for dealing with psychometric tests

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

Hybrid work: how to be effective

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

Instead of a gradual shift to this new style of working, it has become a seismic one. For recruiters and HR departments this has meant a fundamental change in how the whole process works, placing extra pressure, but also extra opportunities, on both applicant and interviewer.

So how can you best position yourself as a graduate hire who can survive and thrive in the remote working world?

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



What concerns employers about remote workers

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

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

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

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

Prepare for remote interviews and assessments

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



Show off your remote technology skills

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

Emphasise how focused you are and can be trusted to deliver

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

Demonstrate your remote collaborative skills

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

Answering those tricky interview questions

In an interview it's common for you to come up against some unexpected questions. In such a case you'll be required to quickly think on your feet to provide a response, but your answer should be considered and accurate. Here we look at some of the trickiest questions you might face, and how to best answer them while also responding with relevant questions of your own.

What's your greatest weakness?

This question tends to be asked by less experienced interviewers, however, longtime interviewers often deploy it to see how an interviewee responds to such an obvious query. Your response should be spun in a positive manner while remaining honest. A simple three-step format to answer this question is to (1) detail your weakness, (2) explain what you have done to tackle it, and (3) how you have turned that weakness into a strength.

This question provides an opportunity to create a positive impression of how well you confront and overcome challenges. Avoid an answer that comes across as insincere, such as 'I work too hard'. It displays a lack of creativity and may cause the interviewer to question your honesty.

What's your greatest strength?

The best way to prepare for this question is to familiarise yourself with the requirements of the position for which you're being interviewed. Look at your experience, in your career, education, volunteering and hobbies, to find a personal strength that you could apply to your new job. Have an anecdote on hand regarding how you previously used that strength, one that illustrates how this strength would fit in with your desired position.

Tell me something about yourself

This is a favourite question of interviewers, who usually ask it near the beginning of the interview as a means of getting a feel for the candidate. What you choose to reveal about yourself can speak volumes



to an interviewer. You should tell the interviewer about your current position in life, what you aspire to in your career and how this job can help you achieve your goals. Avoid focusing on personal issues like your relationships, health or irrelevant hobbies. It should be noted that questions regarding age, gender, nationality and religion can only be asked under specific circumstances of which the candidate has been made aware.

Where do you see yourself in five years?

This is a question to which there is no standard answer. How you respond will depend on the specific company and job, but the interviewer will expect an answer that displays ambition. Your answer



should portray you as someone who will look to build lasting work relationships, and who will give their all regardless of where they happen to be in five years' time. You should position yourself as someone seeking to become an integral part of the company who will take on new projects and opportunities as they arise.

What do you know about our company?

An interviewer will want to know that you are dedicated enough to have taken the time to research their organisation and are familiar with what they do, their core values and mission statement. Don't make the mistake of saying you don't know much about the company but are willing to learn. This displays a lack of initiative, something no interviewer wants to see in a candidate.

What made you leave your last job?

If you're currently employed, this question allows you to state that you are seeking a more challenging role or career advancement, or a switch to a more rewarding line of work. Your motivation should come across as positive and you should never mock your current or former employer.

If you quit or were fired from your last job you should give a lot of consideration to how you will answer this question. Even if you feel you were treated unfairly, you should refrain from badmouthing your previous employer as doing so may cause your prospective new employer to think you will be speaking about them in the same way in the future.

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

You should look for positive experiences in a prior job or education, preferably one that ties in with the role for which you're being interviewed. While some interviewers will be content to simply hear about such experiences, others will expect you to speak about your attitude and how you work as a team player in solving problems, or how you adopted responsibilities that weren't necessarily part of the job.

Your answer should portray you as someone who is cooperative, determined, resourceful and pleasant to work with. If you mention a particular talent, try not to come off as too boastful. You don't need to mention all of these points, and you should add your own where possible, but they will help you construct a good answer.

Can you handle stressful situations?

All jobs come with some element of stress and most require an ability to multi-task. There is no right or wrong way to answer this question, but your response should create a positive impression of someone willing and able to meet unexpected challenges. Give examples of how you make situations less stressful, like making lists to manage your time efficiently during busy periods or taking a walk to clear your head. Having a good answer prepared will make the interview itself a less stressful experience.

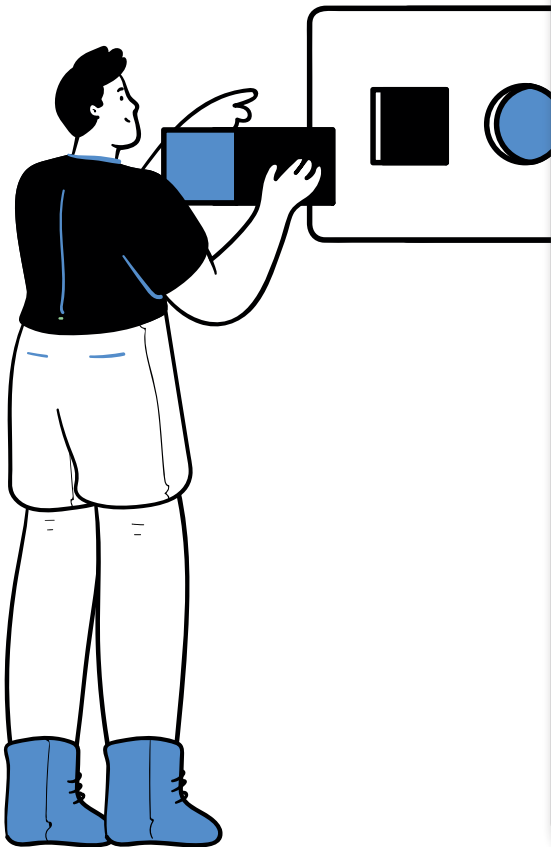
Do you have any questions for us?

This is the most common question interviewers use to close out an interview. It's like the question of 'What do you know about our company' in that the interviewer will expect you to have done your research regarding the company. Any questions you ask should show that you understand the company and your specific job. You can enquire about the details of an average day on the job or what challenges the company expects to face in the future, or you can focus on something specific that came up in your research. You can also ask what happens next after the interview and what timeframes you're dealing with.

A first interview generally isn't the time to ask about salary or benefits, unless raised by the interviewer. Where possible you should know such details ahead of the interview. If this is your only interview or you haven't been able to find salary details, you can bring it up but unless an offer is made you should avoid negotiating your salary at this point. ●

Top 10 tips for interviews

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



1. Be prepared

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

2. Phone off

This is very important to be professional.

3. Use practised examples

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

4. Eye contact

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

5. Know the business

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

6. Know the role

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

7. Body language

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

8. Listen

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

9. Smile

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

10. Conclude

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

Assessment centres: what are they all about?

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

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

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

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

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

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

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

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

Siobhain Scanlon, Early Careers Manager, Musgrave

Tips

• Good idea

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

• Bad idea

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

Group exercises

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

Case study

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

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

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

Presentations

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

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

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

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

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

Group case study

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

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

Discussion group

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

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

Leaderless task

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

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

Individual exercises

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

In-tray exercise

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

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

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

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

You've done the interview: what's next?

Even if you feel you did well, the wait that follows an interview can seem interminable. The answer you receive from an employer, whether it's a yes or a no, will leave you with several decisions to make. At the end of an interview, it's acceptable to ask the interviewer(s) when you can expect to hear from them regarding the next step. Regardless of how you feel the interview went, you should thank them for their time and perhaps even send a follow-up email thanking them once again for the opportunity to be interviewed. Politeness is always appreciated. While you await a response you should continue searching for other jobs and make notes on what you feel were the positive and negative aspects of your interview. ●

If they say 'yes'

Congratulations. You've managed to make yourself stand out from the competition and made such a good impression on the employer that they want you to become a part of their company. But there are still decisions to be made. Do you really want the job? If you do, and it's the best offer you've received, you should confirm in writing that you accept the position. You may need to buy yourself time if you are still waiting to hear about another job offer. Get in touch with the employer and explain your situation (while avoiding mentioning the name of the other employer) and that you need to make a decision. An employer will be understanding if you are honest, for a short period at least. Accepting a job in writing and then rejecting it because you received a better offer could put you in breach of contract. It could also damage any contacts you may have made during your job search. If your decision is based solely on salary, you need to be careful. Most graduate jobs offer a standard salary, of which you will have been made aware, so you will need to be very diplomatic if you wish to debate this. Doing so could have negative consequences. When considering salary, take a look at the overall package: annual leave, benefits, bonuses or any other perks, and most importantly, career and personal progression opportunities.

If they say 'no'

With so much competition for jobs there will inevitably be a lot of candidates left disappointed after an interview. Remember you're just beginning your career path and while rejection is disappointing it shouldn't be confused with failure. As the sporting phrase goes, 'You either win or you learn'. You can learn from a rejection by assessing your CV and reflecting on how you approached the application and interview process. Consider which parts of the process you feel went well and which you need to improve upon. Put your experience in perspective and remember that simply getting called to interview means you were a high-ranking candidate. Don't be afraid to ask for feedback from the employer. Most will be happy to provide it and you can use their perspective to your benefit going forward. If an employer notes a particular skill that you lacked, act on improving this area. Feedback like this can give you a sense of purpose to move forward. Dust yourself down and start over. Job hunting requires resilience and tenacity, and remote interviews and assessments can also be challenging. You should be realistic, and a little philosophical. Maybe the job just wasn't for you. If you're determined to continue seeking a job in the same sector, don't make the mistake of blindly applying with the same CV or qualifications. Be sure to apply for jobs that suit not only your skills, but your personality and ambitions.

HOW TO LAND THE JOB: INTERVIEWS AND ASSESSMENT CENTRES

THE CHECKLIST

Update your research on the organisation.

Review your application form.

Think about the questions you might be asked.

Think of some questions you can ask the interviewers.

Check the location and how to get there.

Check your interview outfit.

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

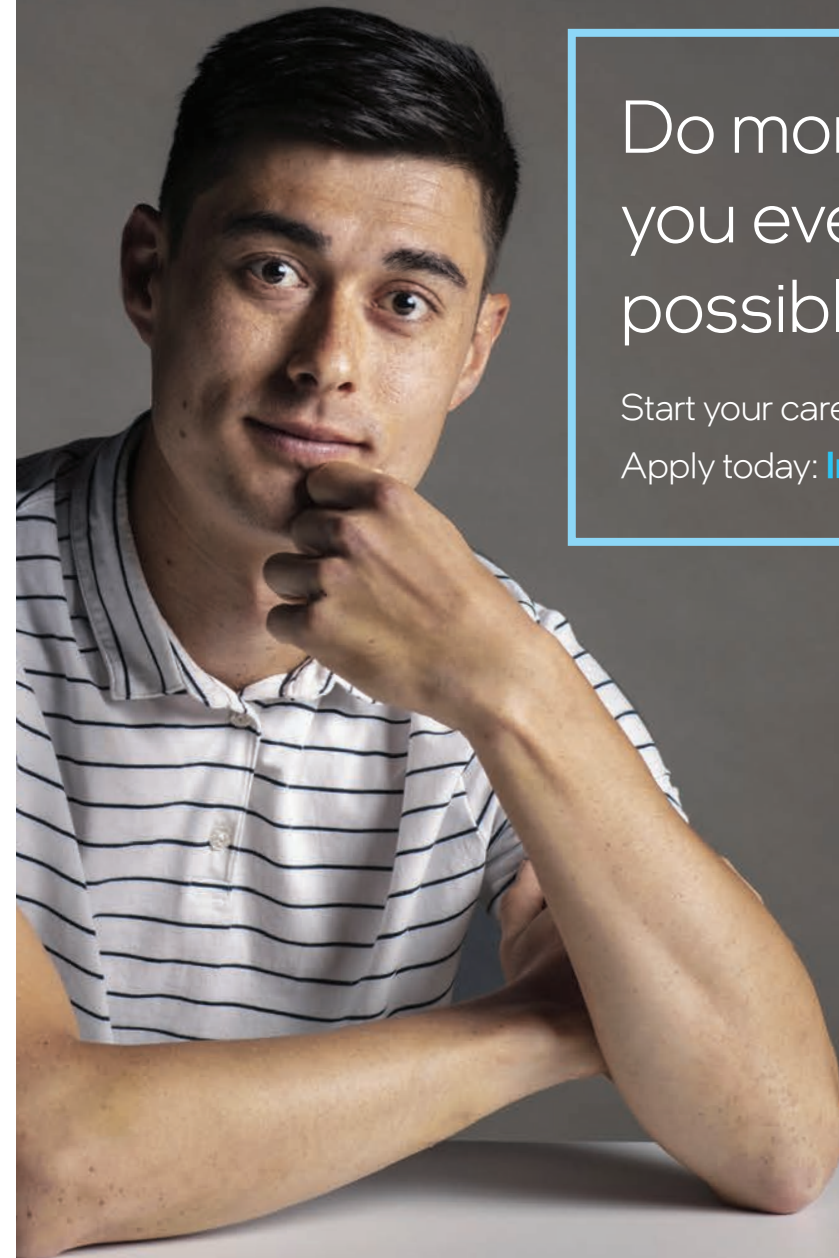
Read the papers for business news, particularly
around the sector you are interviewing for.

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Working life

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

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How to settle in at your first job

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

Introduce yourself and be friendly

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

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

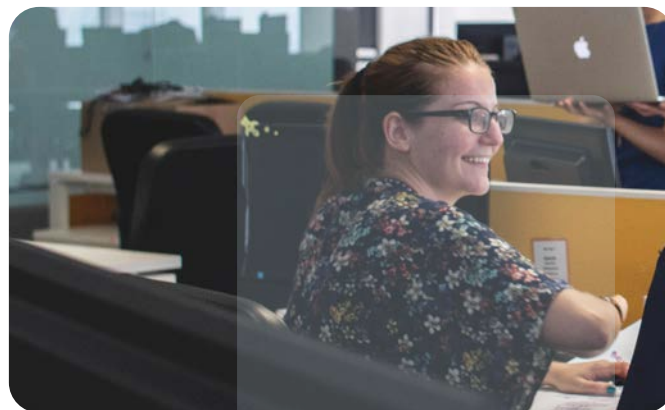
Here are some ways to ease into your introductions

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

and writing down a quick note about them when you part. Don't get overwhelmed by needing to remember everyone's name, though. If you forget someone's name, honesty is the best policy: 'I'm sorry, I've been taking in a lot of new information over the last few days. Could you remind me of your name?'

Professional qualifications

Many graduates starting work will have the opportunity to train for professional qualifications. This could be through distance learning or day-release, and will involve assessment and exams accredited by a professional body. The business and finance sector is particularly noted for new graduates

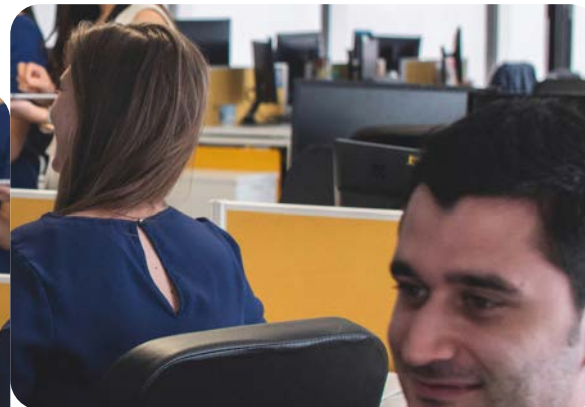


following specific professional exams, for example, in accountancy, taxation, banking, marketing or human resources. Other more technical careers, such as engineering or surveying, also give the chance to study for a professional qualification. Professional qualifications allow access to your relevant professional body and the range of resources and contacts it offers for further career development.

Ask questions, make them sensible

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

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



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

Make friends

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

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

Discover your new workplace

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

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

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

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

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



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WORKING LIFE



Deepak Venkatasuresh

Deepak completed a Masters in Information & Network Security at University of Limerick. He now works as a Data Forensics Analyst at Deloitte, the largest professional services network by revenue and number of employees in the world.

What are your main tasks and activities in a normal week as a Data Forensics Analyst at Deloitte?

At Deloitte my job is quite diverse, so we don't have the same thing going on every day. As such, there wouldn't be one typical day that I could use as an example to represent the entire week. One day we could be out at a client's site collecting devices and imaging them forensically. In some instances, we might have to do our work at the client's site while other times we would bring the devices back to the lab at Deloitte, where we would perform our imaging. Some days I would be investigating those devices while other days we would have to perform some data analytics work based on the data we collected from the client's site. The work is varied so no two days are the same.

What advice would you give to a new graduate?

My advice to a new graduate would firstly be to reassure them that they won't really need much technological knowledge as Data Forensic Analyst is the type of role where you can learn a lot on the job. You just need to be inquisitive and willing to ask questions and learn from the answers you receive. Maybe reach out to

other people on LinkedIn who are already in the same professional role that you're hoping to pursue. They will be able to use their knowledge and experience to provide you with insights on what path you should take, and they can answer any questions you might have regarding the career you wish to follow.

What do you love most about your job?

I would say the part I love most about working at Deloitte is that I really like my team. I have great colleagues who are always helpful, and I enjoy the teamwork element of my role. The other best part of working at Deloitte is that we have our own data forensics lab. It's set up separately from the rest of the site so it's a confined place and very few people have access to it. It feels great to have access to our own separate lab. The investigative part is a really interesting aspect of my role. I really love applying my investigative and analytical skills to my work. ●

"Reach out to other people on LinkedIn who are already in the same professional role that you're hoping to pursue."

You can watch Deepak's full interview on the gradireland YouTube channel.





Dianne McGloin

Dianne has a background in Civil Law from the University of Galway and is now a Legal Graduate with Three Ireland.

What are the main tasks/activities you perform in a regular week at Three Ireland?

Typically for me there will be a lot of project meetings for me to attend over the course of my working week. These would involve receiving updates from different teams on what has been achieved and what's left to do. Having been brought up to date on where we currently stand, we would then confer on our next steps. I will answer a lot of legal queries or provide a risk analysis on different projects or initiatives. A lot of teams will be developing new ideas in order for the business to stay current and fresh, which is vital as the telecoms industry is a really fast paced environment and one that is constantly evolving. I'll conduct a lot of research because there have been a lot of legislative changes with which I need to keep up to date. I will then inform the business on what those changes are and any of our obligations that might arise from those changes.

What advice would you give to a new graduate?

Come to the role with a learning mindset. There are a hundred different acronyms or business terms for you to learn and understand, and for you to forget and then learn all over again.

You'll meet people who are intelligent and innovative, many of whom have been working in this industry for decades, and they really want to help you to learn and succeed. So, take those opportunities and develop those skills that you've started to hone in college. Just go for it.

What do you love about your job?

I feel like you should learn something from every job. With Three Ireland it's the people and the environment that are so important. You'll meet some really intelligent and gifted people whom you just want to learn from, and who want to help you learn. We have a lot of afterwork activities too, which are great. You could have tennis lessons one day and then go to an escape room the following day. It's a really nice way to meet the people you work with, and it allows you to socialise with your colleagues in a more casual and relaxed setting. All in all, I'm just really proud to say that I work for Three Ireland. ●

You can watch Dianne's full interview on the gradireland YouTube channel.



"You'll meet people who are intelligent and innovative, and they really want you to learn and succeed."



Eve Howlin

Talent Acquisition Specialist at daa, a global airports and travel retail group with operations in 15 countries around the world. daa operates both Dublin and Cork airports in Ireland and has significant overseas businesses through its ARI and daa international subsidiaries.

What are the main tasks/activities involved in your job in a typical week?

A typical day for me as a Talent Acquisition Specialist for daa would involve me partnering with managers in the business to fill their open roles. For the last few months I've been partnering with airport operations – that would include everyone from the people who work on the airfield to those employed at the fire station, along with the safety officers – to help them find the right candidates for their open roles. My position requires me to be a point of contact for those successful candidates throughout the process before they embark on their first day in the company.

What advice would you give to a new graduate?

I think that if you're looking for a career in human resources, recruitment is quite a good place to start because there are lots of entry level roles on offer. I think it's a good way to learn the business and familiarise yourself with how all the various different roles work together. Something else I would advise would be to consider a generous graduate programme with rotations, because while all your rotations may not be in HR there are definitely transferrable

skills that you can use throughout your career in HR. I guess my main piece of advice would be to keep an open mind regarding your choice of programme.

What do you love most about your job?

I think what I love most about working in the airport is how it's essentially like a miniature city and how there is always something going on in the airport. Maybe a famous person has arrived and attracted attention, or there is some sort of incident that needs to be dealt with. An airport is a really exciting place to work. There are also lots of great people working alongside me in the airport. I've made some great friends and we have a really great graduate group. I would say that my favourite part of the job is getting to work with all my great colleagues in ensuring everything runs smoothly for the airport. ●

You can watch Eve's full interview on the gradireland YouTube channel.





Sarah Murphy

Sarah is a Graduate Quality Engineer at pharmaceutical industry company Johnson & Johnson.

“There is a large emphasis placed upon progressing your development and growth in Johnson & Johnson.”

What does a typical day look like for you?

I start each day by walking into the office in the morning and immediately changing into my safety shoes and lab coat. I then must prepare for the daily morning meeting, which provides a synopsis of the events of the previous 24 hours. I present the details of any such events to the senior operations, manufacturing, process and automation department directors and managers. Then our quality team goes for breakfast and a little tea break; it's all very casual. The rest of my day is mostly spent making reports and focusing on the products we have in our sites for release for that week. My team and I try to make sure all our tasks get over the line and that we rectify any raised events to get the products out to the customer as quickly as we can.

What advice would you give to a student or graduate pursuing this career?

My main piece of advice would be to ask as many questions as you can, especially once you get into the role. Everyone knows that you're learning and that you're trying your best. It's completely different to college life and any part-time jobs that you might have had. Everyone just wants

to help you and wants you to do well. I would also advise you to get involved as much as you can in volunteering. I recently volunteered with Limerick Animal Welfare where we spent the day with dogs, and it was the best day ever. Johnson & Johnson's Employee Resource Group (ERG) puts a massive emphasis on the importance of giving back to the community. The ERG I'm part of sees our committee work with people who are early in their Johnson & Johnson career. It's nice to be able to network with people who have similar professional and personal goals.

What do you love most about your job?

Obviously, the volunteering is a massive plus with all the people you meet. The team I've been working with for the last 15 months are amazing. They make working in such a fast-paced environment so much more enjoyable and easier. I've met two of my best friends in Johnson & Johnson, which is definitely a huge bonus. There is also a large emphasis placed upon progressing your development and growth in Johnson & Johnson. The CPD modules we learned in our first 12 months of our graduate programme have definitely stood well to me in my career so far. ●

You can watch Sarah's full interview on the gradireland YouTube channel.



Sean Cassidy

Sean is a Supply Team Lead for wholesale group Musgrave.

What does a typical day look like for you?

I lead one of our replenishment teams responsible for managing the inventory levels in our depots and ensuring that we have the right kind of stock available for our customers. A typical day consists of working with my team of planners and managing the stock holding levels and working with our supply base to make sure the right amount of stock is coming in to meet demand. There are many different activities on a day-to-day basis, such as root-causing any availability issues that we might have and putting fixes in place; managing waste and making sure that we're not holding too much stock in the business and adding additional costs; and planning for future demand, whether that be promotional or seasonal, and making sure that we align our ordering. I also get the chance to work with a number of different teams across the business, both internally with a wider supply chain network and externally with suppliers to ensure we're bringing the highest level of availability to our customers. I really enjoy getting the opportunity to work on more strategic projects and the continuous improvement opportunities.

What advice would you have for a student or graduate looking to pursue this career?

Be aware of your strengths and try to find something unique that you bring to the teams that you're going to be part of. Graduates bring a fresh perspective into the business and bringing different skills to the table will enable you to make a real impact. It is also important to be aware of things you don't know. Don't be afraid to ask questions. During my time in the graduate programme, I found everyone in Musgrave to be extremely helpful and supportive in lending their time to me by answering questions and walking through processes that I might not have understood. That really furthered my understanding of both the supply chain and the business.

What do you love most about your job?

I really enjoy the speed and variety of the role. It might be a cliché, but no two days are the same. I really enjoy the challenge that the different scenarios I'm faced with presents me on a daily basis. I also really enjoy the people aspect. I get to work with a lot of different teams on a daily basis and the people make Musgrave a great place to work.

You can watch Sean's full interview on the gradireland YouTube channel.



Musgrave's emphasis on learning development is really important to me. It allowed me to work through a master's programme part-time in conjunction with my job. Now in my role as a people manager it gives me a chance to give back to people and be part of their development journey and help them achieve all they want from their careers. ●

“Musgrave's emphasis on learning development is really important to me.”



Aoife Kelleher

is a Sustainability and Marketing Graduate with Kerry. She talks to gradireland about this exciting start to her career, and her pride at being named the gradireland Graduate Employee of the Year.

Can you tell us about your studies and what your aspirations were in college?

I attended University College Cork, where I studied Food Marketing & Entrepreneurship. I was attuned to the food industry from a young age as my dad worked with one of Ireland's leading food retail and wholesalers. As a child I would follow along to store openings and food expos. My love for food and seeing the passion of those working in the industry is what I believe set the stage for my career path.

In my third year of college, I carried out a placement with Bord Bia. I worked with the Origin Green Brand Team, supporting small to medium companies with the responsible communications of their sustainability commitments and their Origin Green membership status. My time at Bord Bia allowed me to delve into the world of sustainability for the first time and recognize the need for urgent transformation of our food system, as well as the growing opportunities to work in this space.

Drawn by its iconic Irish heritage and global footprint, Kerry was always on my list as a place I would love to work after graduating. Delving deeper into who Kerry was and hearing from others about the immense talent and thought leadership through their sustainable nutrition ambition, I felt there was no better place for me to start my career.

Tell us about your current job and what it involves.

I joined Kerry in September 2022 as part of the Kerry Graduate programme. As a Sustainability & Marketing Graduate I have a split role between our Global Sustainability team and Foodservice Europe Marketing team, a diverse role where I work with both internal stakeholders and customers to support the responsible communication of our sustainable nutrition impact.

Kerry is primarily a B2B business and within our foodservice division we work with some of the biggest foodservice brands in the world. My role would involve supporting our commercial teams working

'I felt there was no better place to start my career than with Kerry.'

with our distribution partners in Mainland Europe to accelerate growth of our foodservice brands. That could involve growing our market penetration with new partners, activating our brand campaigns to drive brand awareness and volume growth, supporting customer engagements or cultivating insights to inspire end-users.

Our sustainability team act as guardians of our Beyond the Horizon strategy, which lays out Kerry's ambition to reach two billion people with sustainable nutrition solutions by 2030. A highlight of this side of my role was working on a global capability building project. The goal being to ensure everyone at Kerry has the knowledge and confidence to effectively communicate our sustainability strategy and commitments with key stakeholders and work with our customers to help them on their sustainability journey.

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

I love that no day is the same and the breadth of experience my role has given me. I have found over time that both aspects of my role complement each other well to give me a more holistic understanding of our customers' needs and the strategic vision of Kerry.

Initially, surrounded by so many subject matter experts, I was apprehensive that my lack of formal education in Sustainability would put me on the back foot. I quickly learned that many of my colleagues who I looked up to had started, like me, with a passion to learn more about this area and had picked up the knowledge or retrained during their career. Through the constant support from my team, I got over my 'imposter syndrome' and was able to identify where I added value. This was by providing my experience as a marketer to

ensure, whether our audience was internal or external, that we spoke their language and effectively communicated the "so what" for them to bring them along on our collective sustainable nutrition journey.

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

Like many graduate programmes, entry to apply for the Kerry graduate programme opened in October, so I applied during my final year in college. Completion of the application form was followed by taking a 30-minute online assessment, with a situational judgement test and a personality questionnaire.

The next stage of the process is to record a video interview and if successful you are then invited to a virtual assessment day in February, or in my case called for an interview with the hiring manager.

'It feels amazing to have been recognised for this award'



As it happens, the role I ended up securing was not advertised, as it did not currently exist in Kerry. Naturally, with my background in marketing, I applied for a marketing graduate position. My Marketing Director recognised my passion for sustainability in my interview and had the bright idea to reach out to our sustainability team to form what became my dual role.

I think this is a real testament to the type of company Kerry is – teams constantly collaborating and working cross-functionally to identify opportunities, but above all having a people first mentality to career development opportunities and always being open to “squiggly” career paths.

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

I think the importance of soft skills should not be underestimated, especially in an early careers’ role, as with the right attitude you can learn the rest through experience on the job. Kerry is a big company, so sometimes you need to be a self-starter, not being afraid to put your hand up for opportunities or reach out to colleagues who



you wish to learn from. Being a team player, reliable and a good communicator are all invaluable skills you need in any role here.

Above all else you need to be curious. Particularly in the area of sustainability, where the landscape is constantly evolving and with new legislation and more companies setting sustainability commitments. With a can-do attitude and willingness to learn, Kerry provided the rest in terms of experiences and amazing mentors to learn from in order to succeed in my role.

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

If you are passionate about Sustainability and interested in working in a role that gives you an opportunity to contribute

towards positive change in your respective industry, my one piece of advice would be to not let a lack of degree or experience in sustainability hold you back.

A lot of the current roles in this space did not exist 10 years ago, with people in this space coming from diverse backgrounds, meaning everyone is learning and on a journey.

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

It feels amazing to have been recognised by gradireland as their Graduate Employee of the Year. I am very thankful to the judges for selecting me amongst a group of extremely impressive candidates, and to my family, friends & colleagues at Kerry for their constant support. ●

I think the importance of soft skills should not be underestimated, especially in an early careers’ role, as with the right attitude you can learn the rest through experience on the job.

Postgraduate study: next steps

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

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Postgraduate study: what to consider

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

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

Hone your career choices

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

In the private sector, postgraduate qualifications are equally valuable. An MBA, for example, may advance your career in business in ways that nothing else can.

The benefits of a postgraduate qualification on your prospects depend on your chosen career. Postgraduates may begin on a higher starting salary and advance more quickly for some lines of work, but for other careers work experience is valued over postgraduate study. Talk to a careers advisor before making the decision as they will be able to provide you with valuable, sector-specific insights.

Change your career

Studying for a postgraduate qualification is an ideal way to enter a new career. Postgraduate diplomas and certificates offer valuable practical



training that can help you to convert to a new field of employment, one that can differ significantly from what you studied at undergraduate level.

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

A passion for academia

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

Postgrad study gives you the chance to really specialise in your field and advance your knowledge.

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

Boost your prospects

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

PROS

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

CONS

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

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

Funding for postgraduate study

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

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

Further study options

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

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

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

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

Preparing for your postgraduate challenge

Preparing for a postgraduate degree can be highly rewarding, but you may find it a little overwhelming at first. To make your preparations easier to manage, we advise drawing up two separate 'to-do' lists: one for academic preparation and one for practical preparation. This will allow you to focus on those key areas that require improvement and should make the process less daunting.

Academic preparation

Prepare for your chosen subject

The period between completing your undergraduate studies and embarking on a postgraduate degree should be taken advantage of to prepare yourself for the latter. Find out when exactly your course begins and if there might be any delays. Look into any modules you will be taking, or hope to take, and get to know their most important components. As modules are usually updated and refined annually, your module handbooks may not be initially available. If this is the case, you can contact your course directors or lecturers for information and advice on what you should be reading as part of your preparation.

Consider your dissertation

Most postgraduate courses will require a dissertation. While it may not be an immediate priority, there is no harm in giving thought to your dissertation before you begin your studies. You'll likely be working on your dissertation over the full length of your postgraduate degree, so it's important to choose a topic that will hold your interest and one you feel you can tackle to a high standard. The many hours of reading involved will pass more smoothly if it's a subject in which you're interested. You will also find it easier to write about a topic that maintains your interest. The time before beginning your studies can be used to prepare your reading materials and analyse data.

'Look at the research interests of your possible supervisors,' is the advice given by University



College Dublin, who also suggest reviewing 'any previous dissertations available from your school'. (libguides.ucd.ie/academicintegrity/writingdissertationstheses)

Ensure you've chosen the right topic

Your chosen topic will usually be one you studied at undergraduate level or a subject in which you've long been interested, but are you certain it's a path you wish to continue following? Studying for a Master's or PhD requires a considerable financial and personal commitment, so it's important that you're dedicated to your chosen topic.

Organise your tools and materials

Before you begin your studies, you should make sure you have all the necessary tools. If your laptop is causing any issues, you should have it repaired or replaced, and make sure you have access to a reliable internet connection. Acquire enough stationery to see you through a semester or a full year so your work won't be unnecessarily interrupted by any trips to replenish supplies.

Prepare folders for each module

Before you start to amass revision notes you should have specific folders ready in which to file them. The more folders you use for sub-categories, the easier it will be to locate the specific notes you need at any given time. Download, install and familiarise yourself with any referencing software you might need. If you're unsure which software packages are right for you, ask your careers service for guidance.

Build a network

A problem shared is a problem halved, as the saying goes. Find others who are preparing for the same or similar courses and compare and share ideas and discuss any issues they might also be facing. If your course has its own social media network, it will allow you to engage with both fellow students and lecturers. Search mainstream social networks like X (formerly Twitter) or Facebook for others in your chosen subject and join any relevant groups. With remote studying more common than ever, most of your networking may consist of establishing online connections which may even prove useful beyond your degree as you embark on your professional career. ●



Your idea of a subject may prove different to the reality when you begin your course, leading to doubts over whether you've made the right choice. If you find yourself harbouring such doubts early in your studies, you should waste no time in correcting your path. Evaluate your options and look into other courses you might find more suitable. Your college or university will be able to provide help in the form of guidance counsellors or Student Wellbeing teams who will listen to your doubts and suggest the best course of action.

Practical preparation

Prepare a tidy workspace

Preparing and maintaining a neat and tidy workspace will allow you to work more efficiently, as you won't be wasting time dealing with an unruly mess. Not having to sort through piles of paper or clear away previously used materials will allow you to immediately get stuck into a new piece of work. A tidy workspace also allows for better focus. The world-renowned professional organiser Marie Kondo maintains that 'Clutter overwhelms the brain and compromises the ability to take initiative; a calm and clean area will enhance both productivity and joy,' and suggests you should 'identify the items that are crucial to getting your work done and designate a spot for them.'

If you will be studying remotely you should find an area that provides the least amount of distraction or interruption, like a converted attic or shed. Ensure that those around you are aware of your need for calm as you conduct your studies.





Dr Rebecca Power

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

Why did you choose to pursue postgraduate study?

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

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

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

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

What questions should students ask themselves when considering postgraduate study?

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

How does the workload differ in postgrad?

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

Tell us about your career today?

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

Change your career path with a conversion course

You may find your career path is headed in a different direction from that of your undergraduate degree. This shouldn't be a cause for alarm as it's a common situation and there are several conversion courses available to help your transition.

Students should always pursue a field in which they're interested as the best way to keep motivated is to be passionate about your subject of study. However, the areas you were most passionate about when you embarked on your course may be different to those at the end of four years of study. Exposure to new ideas, the personal growth of leaving your teens and entering your twenties, and new developments in the jobs market may cause you to opt for a postgraduate degree programme with little or no relation to your undergraduate subject. You shouldn't feel you made the wrong choice with your undergraduate programme, as even if you choose to pursue a different path you will have acquired vital skills that you will likely find transferrable.

One-year conversion courses

Most conversion programmes are one-year taught courses. Many subjects are offered, including arts and humanities, business, finance and IT. A conversion course can be taken as a precursor to a postgraduate degree or as a standalone qualification; employers consider both highly valuable.

IT conversion

The information technology (IT) sector offers a consistently high level of employment, making it attractive for graduates seeking a change of career path. IT conversion programmes are usually one-year courses designed to provide a solid basis of computer sciences at both a theoretical and practical level. Cross-departmental programmes are offered by many institutions, such as University College Cork's Higher Diploma in Applied Computing

Technology, the MSc in Computer Science at University College Dublin, and the National University of Ireland, Maynooth's Higher Diploma in Science (software development). UCD's taught master's programme in Computer Science by negotiated learning is a flexible programme that offers students the chance to work towards a highly customised degree focused on their prior experience and individual targets.

IT is a diverse sector, offering students the chance to pursue such areas as artificial intelligence, cloud computing, cognitive science, data science, forensics and security, and software engineering. Postgraduate conversion courses can accelerate your route to a master's, such as Technological University Dublin's MSc in Computer Science (Data Analytics) or the Interactive Media MSc at UCC.

Switch to teaching

Those wishing to apply for postgraduate teaching programmes can do so at pacapply.com, a central application centre that facilitates applications for the Professional Master's of Education (PME), a recently established two-year programme whose first graduates entered the workforce in September 2016. A PME qualification is necessary for anyone wishing to work in post primary school teaching in the Republic of Ireland while a Postgraduate Certificate in Education (PGCE) is required to teach in Northern Ireland. Postgrads in teaching are open to graduates of most subjects but your primary degree must meet the entry requirements of your chosen teaching subject. Visit teachingcouncil.ie for more information. Graduates of non-teaching courses can take DCU Institute of Education's Professional Master of Education conversion courses in either Primary Teaching or Post Primary Education.

Convert to psychology

A first qualification in psychology is required for graduate degrees and training in psychology. This will give you graduate membership (GM) and the graduate basis for registration (GBR) in the relevant professional organisation. GBR is required for entry to postgraduate training in applied areas of professional psychology.

A two-year psychology conversion course is offered by Trinity College Dublin. Accredited by the Psychological Society of Ireland (PSI), this course is ideal for those who wish to pursue a career in such areas as clinical psychology, counselling psychology, educational psychology and occupational psychology. A degree in any discipline with at least an upper second-class honours is a prerequisite for application. Students can proceed to postgraduate education, including higher degrees by research, and specialise in an area of professional psychology.

Pursuing social work

TCD offers a level-nine postgraduate diploma in Social Policy and Practice, ideal for graduates seeking a master's programme in social work, social studies and social policy, but who lack an undergraduate social science qualification in such fields. The course is delivered online and allows students to enhance their understanding of the role that social policies play in developing functioning and just societies. It can function as a conversion course for those lacking relevant undergraduate qualifications, with a second year leading to an MSc in Social Policy and Practice available to eligible candidates who complete the postgraduate diploma. The online nature of the course makes it particularly appealing for students outside Ireland who wish to study at Ireland's top university while maintaining their current living and work arrangements. The course provides students with weekly online access to learning materials that must be studied to complete activities set weekly by the course lecturer. The ability to engage with fellow students and lecturers is provided through an online tutorial accessible at the end of every week.

Convert to law

The website qualifax.ie lists over 100 postgraduate programmes in law, many of which are open to graduates of non-law related subjects. While a postgraduate degree in law will obviously enhance your expertise and specialisation in a particular area of law, it is also highly valued in other sectors. Graduates with a qualification in law or business, or in a related academic area such as economics, can

apply for the MSc in International Law and Business run by UCD. The course provides a grounding in the fields of law and business, familiarising students with their place in the environment of international business. Students take two modules at the Sutherland School of Law with the option to take a further two modules at the UCD Michael Smurfit Graduate Business School. Completion of the programme can lead to career opportunities with international law firms and multinational professional service firms or with multinationals seeking in-house legal advisers. The examinations of the professional body: the legal practice course (LPC) or the bar professional training course must be taken by anyone wishing for a career as a barrister or solicitor. Students lacking accredited undergraduate degrees in law can fast-track themselves onto such courses by completing a graduate diploma in law.

Business conversion

Graduates of business and other disciplines seeking to improve and develop managerial and leadership skills should pursue a Master of Business Administration (MBA). Such courses are either one-year full time or two-year part time. A non-business background is valued by many professional service firms when hiring graduates for their unique perspectives on the challenges of the business world. The UCD Michael Smurfit Business School offers an MSc in Aviation Finance, which is tailored to develop an understanding of the workings of the global aviation market. The course aims to help students develop creative and analytical approaches to problem-solving in the field of aviation finance. Reflecting Ireland's position as a world leader in aviation financing, it is the only MSc Aviation Finance degree in Europe. The course caters to graduates from multiple disciplines including business, economics, engineering, finance and science who wish to pursue a career in aviation finance and leasing.

Switch to medicine

UCC, UCD, the University of Limerick and the Royal College of Surgeons in Ireland all provide four-year medical degrees for graduates of any discipline via their graduate entry medical schools. UCD also offers the degree in veterinary medicine. Such degrees are not the same as postgrad programmes, with the award equivalent to that of an undergraduate medical student. A 2.1 honours bachelor's degree and a sufficient result in the GAMSAT (Graduate Australian Medical Schools Admissions Test) is required of all applicants.●

POSTGRADUATE STUDY: NEXT STEPS

Find the postgrad format that's right for you

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

Taught postgraduate programmes

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

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

Research programmes

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

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

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

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

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

Benefits of a research career

The Irish Research Council offers a variety of supports to help make a career in research rewarding, interesting and invigorating. With so many well qualified researchers applying on an annual basis, the selection process is highly competitive. But for those who make it through, there are unique rewards to a career in research.

Research expands your knowledge base

The benefits of research are widespread and varied, and you'll come to understand them through collaborating and communicating with other researchers. Along with increasing your knowledge base, research can expand your horizons. The problems and hypotheses you encounter will cause you to question your methods and assumptions and force you to develop new strategies. Connecting with others in your field will broaden your mind and expose you to new ideas. The rewards of a career in research are all-encompassing, improving your adaptability, inquisitiveness and teamwork skills. You'll see first-hand how the research of certain areas can constantly change and evolve, and how your own research must always be up-to-date with recent developments and current practices.

Research presents challenges

The variety of recent breakthroughs in Irish research is testament to both the skill of researchers and the complex nature of the various fields of science. All good researchers are strongly detail-oriented, have the ability to solve complex problems, and are resourceful and determined in their work. The Irish Research Council takes such attributes into account when deciding which projects deserve funding. Any successful proposals for funding must demonstrate a high level of quality and should meaningfully contribute to current knowledge.

Research contributes to society

The findings of your research can benefit society in a variety of ways, both in Ireland and internationally. Your results could contribute to tackling cultural, health and social issues, or might lead to scientific and technological developments that could benefit the world.

Researching is fun

While research requires hard work performed to high standards, it's a highly rewarding profession. If you're committed to your area of research, it can be a lot of fun, and you can channel that enthusiasm into your work. Research provides the opportunity to implement new ideas and methods, to use state of the art technology, and to meet people who share your interests with whom you can have engaging debates and discussions.



Research is a diverse field

Research encompasses such diverse areas as engineering; natural, life and social sciences; and the arts and humanities. Your research could see you analysing statistics or exploring the impact of technology on specific demographic groups. It could be more esoteric in nature, like questioning established philosophical thinking. Practically all fields of research will involve an interdisciplinary element that calls upon a varied skillset. Being a researcher is something to be proud of and it's a line of work that gains you the respect of others, especially if you produce notable results. Working to understand society's needs and improve people's lives is uniquely satisfying.

For more information on applying for funding from the Irish Research Council or gaining a place on one of their postgraduate programmes, visit [Research.ie](https://www.research.ie).

Recent achievements in Irish research

The Irish Research Council annually recognises excellence in Irish researching. Among the 2023 awards were:

- Carel le Roux, Professor of Chemical Pathology at UCD, winner of the Researcher of the Year Award 2023. Professor le Roux is a leading clinical scientist who was recognised for his significant research into how 'the gut talks to the brain'. ([research.ie/2023/11/21/gut-brain-connection-expert-professor-carel-le-roux-named-irish-research-council-researcher-of-the-year](https://www.research.ie/2023/11/21/gut-brain-connection-expert-professor-carel-le-roux-named-irish-research-council-researcher-of-the-year)) His investigations have focused on how the gut communicates with the brain via hormones and neurons to influence hunger levels, and the effects of diet, medication and exercise. With obesity rates rising globally, such studies are increasingly vital to tackling this international issue.
- The Impact Award 2023 was presented to Anna Davies, Professor of Geography, Environment and Society at Trinity College Dublin (TCD). Professor Davies was rewarded for her acclaimed research towards creating a more sustainable society. Among her achievements are the development of an interactive platform for 'Share City', a project that connects over 4,000 food sharing initiatives in over 100 cities. She is also the co-designer of Ireland's online Climate Smart Transition Year module, including its iAdapt computer game, which puts players in the role of Mayor of Dublin as they tackle a simulated flooding scenario. ●

Choosing a research programme

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

The area

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

The institution

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

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

The research topic

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



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

What will it cost?

You will need to budget for:

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

Selecting a supervisor

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

The supervisory process is a complex pedagogical relationship. The role of your supervisor is to facilitate your academic development and will change over time as you grow in expertise and confidence. Your relationship is more likely to succeed if you are clear about what you expect from your supervisor, so it is important to clarify mutual expectations that are both reasonable and realistic early in the relationship. Each supervisory relationship involves individual personalities and different contexts. You and your supervisor need to agree on meetings, feedback, research direction and thesis content. Expectations will continue to evolve throughout your studies. The relationship you develop with your supervisor will be unique, so there is no 'right' or 'wrong' supervision experience. They should, however, assist you in



crafting your work and help you to plan, providing input and ideas based on their experience. You are not there to assist a supervisor with their own work: your supervisor is there to guide you in producing your best thesis. You should also ensure that your supervisor does not take over or show an overbearing interest in your work. Agreeing aims and schedules at the beginning of the relationship and maintaining regular, well-planned meetings can help avoid these pitfalls.

Finding a suitable supervisor

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

How can you ensure you are compatible?

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

Entry requirements and deadlines for postgraduate courses

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



What are the typical entry requirements?

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

What's the normal application process for postgraduate courses?

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

(v2.pac.ie), which also processes applications for the Professional Master's in Education (previously known as the Professional Diploma in Education), the Higher Diploma in Midwifery and the Master's in Public Health Nursing, and others. As well as completing an application form, you may also be asked to write a personal statement and to provide supplementary information such as academic transcripts or written references. Take care to clarify the requirements of any application, as well as the closing dates. Some courses interview candidates as part of their selection procedure for careers requiring an advanced degree of interpersonal skill, such as teaching or social work.

What about research students?

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

What about international students?

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

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

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

When do the deadlines close for most courses?

The closing dates for postgraduate courses are usually in the second semester of the academic year. There are some exceptions, such as teaching, which used to close in the first semester, but that changed during the pandemic. So, applications for that open in Autumn 2024. Keep an eye on v2.pac.ie for deadlines. Courses with lengthy selection processes (such as social work, clinical psychology, dietetics and the therapies) will usually have earlier deadlines as well. Generally speaking, there is often some degree of flexibility regarding late applications, but don't bank on it. If you have missed a deadline, it is always worth contacting the course co-ordinator to enquire. They just might be able to accommodate you.

Dealing with the dreaded personal statement

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

Questions to expect at postgrad interviews

Postgraduate interviews are used by admissions tutors to assess if you are genuinely dedicated to studying at Masters or PhD level. While such interviews aren't usually as formal as job interviews, they still require a degree of preparation. Often conducted remotely rather than in-person, postgraduate interviews nonetheless require the same level of performance. To help you prepare, here are some of the questions you can expect to be asked at a postgraduate interview, along with suggested answers.

Can you tell me about yourself?

The purpose of this question is often to give you a chance to highlight attributes and strengths that you may have left off your CV, personal statement or initial postgraduate application. You should use this opportunity to elaborate on your education and work experience, and to emphasise your achievements and qualifications.

Avoid lengthy answers and stay focused on relevant details. Keep mention of your social life to a minimum. Discussion of personal hobbies should highlight your achievements, e.g. in volunteering.

Your answer to this question can allow you to set the tone of the interview. It provides the chance to explain any part of your application that stands out to the interviewer. If you're applying for a subject different to your undergraduate degree, you can use this question to explain your change of direction.

What are your strengths and weaknesses?

Demonstrate your problem-solving abilities by providing examples of how you overcame adversity and dealt with challenges. The interviewer will expect specific details of any skills you highlight, so be prepared with anecdotes on how you worked successfully with others as a member of a club, society or sports team. Any examples of your leadership skills should be mentioned but ensure you can provide details to back up such claims.

Discussing your weaknesses can make you feel uncomfortable, but this can be avoided if you're prepared. Avoid mentioning any weaknesses that can't be corrected; instead focus on those which you are working hard to overcome, like improving your time management skills to meet deadlines. Mention of anything that will hinder your application should be avoided but be honest about your weaknesses – nobody's perfect!

How do you see your career developing?

If you're asked this question by university admissions staff, it's because they wish to determine if you have given clear thought to your future plans and how your postgraduate qualification will prove relevant to your progress.

The interviewer will want to see that you have a sensible and logical career trajectory in mind, one that makes sense with your chosen qualification. Be realistic about your ambitions and demonstrate an awareness of the current job market and knowledge of the industry within which you wish to pursue a career. If your ambition is to start your own business, you should demonstrate why your postgraduate qualification will help you achieve this goal.

What questions do you have for us?

Your answer here provides the opportunity to show you have done your research and are a serious candidate, so you will need to be prepared. Avoid asking any questions that have been answered on the institution's website or any promotional literature. The questions you ask should be focused and engaging, for example "What is the most valuable skill I will attain on the programme?"

You might find that any questions you initially had were answered in the course of the interview. In this case you can reply with "I had some questions, but you've already answered them," or you can call on some prepared follow-up questions. ●

Timetable for success

PENULTIMATE YEAR

AUTUMN

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

SPRING

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

TIP

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

FINAL YEAR

AUTUMN

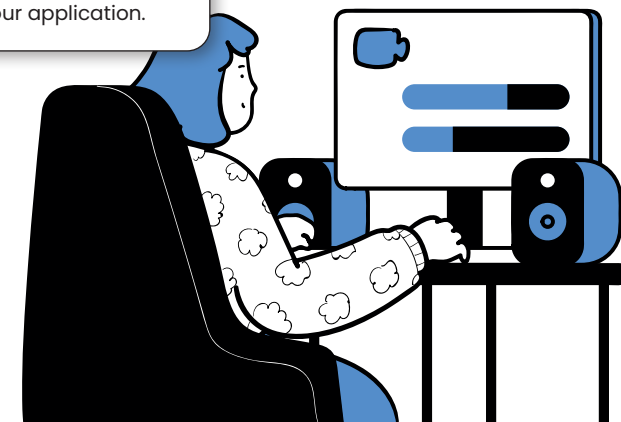
- Clarify the postgraduate options that match your interests and career goals. Seek the help of academic staff members, careers advisers and others whose guidance you trust.
- Gather information on programme entry requirements, funding and closing dates. Apply for places and funding as soon as possible.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

SPRING

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

SUMMER

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



How to fund your studies

Choosing to pursue postgraduate study can raise some worrying financial concerns. If you've made sacrifices to fund your undergraduate studies, the prospect of having to continue to do so for several more years can be daunting. Thankfully support exists to help ease your burden in the form of various funding programmes. By planning and giving yourself enough time, you can take advantage of these resources.



Fees

Familiarise yourself with the fees for the institution at which you wish to pursue your studies. If your desired institution is beyond your budget, the Springboard and ICT Skills initiatives offer alternative upskilling and reskilling opportunities. Details can be found at springboardcourses.ie.

Springboard+

A variety of free and subsidised courses at certificate, degree and master's level are available through the government's Springboard+ initiative. Qualifications can be attained in fields known for high employment levels, such as construction, information technology, engineering, green skills and manufacturing. 248 courses are available for 2024-25, most of which are flexible and part-time. 'Before I even finished

the (Springboard) course I was offered a job in the area I was studying in, and now I tick many boxes for employers,' says Jack Moloney, a graduate from the Postgraduate Diploma in Financial Analytics Springboard+ programme. To find your course visit springboardcourses.ie.

Human Capital Initiative

Free and discounted full-time courses in areas such as ICT and data analytics, construction, engineering and manufacturing and construction are available through the Human Capital Initiative (HCI) Pillar 1. Several courses focused on green skills and climate change are also offered. HCI courses are at graduate and postgraduate diploma level. Springboard+ is co-funded by the Government of Ireland via the National Training Fund and the European Union.

Human Capital Initiative Pillar 1 is funded by the National Training Fund. More information can be found at springboardcourses.ie.

Accommodation and maintenance

You might cover your fees through an award, but it's unlikely this will also cover your full living costs. To calculate such costs, you can use the cost-of-living tables that can be found on student union or university websites. NUI Galway estimates a monthly expenditure of between €1,500 and €1,700, encompassing housing, food, study materials, recreation activities and transportation. Studying in the capital will prove more costly, with University College Dublin estimating living costs between €11,500 and €13,500 for a nine-month academic year with campus accommodation. Shared on-campus accommodation in Dublin ranges from €600 to over €1,300 per month, while the numerous student living buildings around the capital can be prohibitively expensive. While your chosen institution may not be able to cover your living costs, they will be able to provide you with assistance in the form of advice and information. Rent will prove to be your largest financial outlay if you choose to pursue a postgraduate course, and you should be aware that the emergency legislation introduced to restrict rents during the pandemic is no longer applicable. If you find yourself in the unfortunate position of struggling to pay your rent, you should discuss the issue with your landlord or seek assistance from the Residential Tenancies Board at rtb.ie.

Help from your institution

Scholarships and bursaries are awarded to postgraduate students by many institutions. To find out what supports are available you should visit the websites of the universities in which you're interested. Certain courses may have specific funding available.

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

Financial aid may be available to students suffering economic hardship. Postgraduate funding for research degrees is offered by some Irish institutions on a competitive basis. Funding can also be awarded to research teams through individual departments.

North-South Postgraduate Scholarship Scheme

This scheme allows exceptional students from the Republic of Ireland and Northern Ireland to pursue their postgraduate studies and experience life on the other side of the border. Universities Ireland awards four €25,000 scholarships to students who have been accepted to undertake a recognised master's degree or are entering the first year of a PhD programme at a university in the island of Ireland that is not in the same jurisdiction as the university where they previously studied. Read the Guidance for Applicants carefully as the eligibility rules are strict. The 2023 scholarships saw two students from the Republic take up courses at Queen's University Belfast, while two students from Northern Ireland took courses at University College Cork and University College Dublin. More information can be found at universitiesireland.ie.

Government aid

While state support is available for postgraduate students, it can be difficult to access and is dependent on a student's income.

A Postgraduate Fee Contribution of €4,000 is available to students who pass a student grant means test. Postgraduate students who meet an income threshold are eligible for a maintenance grant. Students who qualify for the Postgraduate Fee Contribution are not eligible for a maintenance grant, however, those who are eligible for the Postgraduate Fee Grant (Special rate) qualify for the special rate of maintenance grant. The details are often updated so check studentfinance.ie and susie.ie for current information. Postgraduate students may avail of the student grant scheme, which provides financial assistance towards the cost of tuition fees for approved postgraduate courses in Ireland and Northern Ireland. The scheme does not offer assistance for courses elsewhere in the EU.

The Student Grant Scheme gives applicants two options:

1. A flat rate fee contribution of €4,000 for those who pass the student grant means test.
2. All your tuition fees paid and the cost of essential field trips (up to €6,270), if you meet the qualifying conditions for the special rate of grant for disadvantaged students.

Eligibility for a postgraduate maintenance grant requires qualification for the special rate of grant for disadvantaged students. Only disadvantaged students can avail of a maintenance grant. For more information visit citizensinformation.ie.

While no mandatory support is offered for students in Northern Ireland, assistance may be available via your institution through the Access to Learning Fund and the Additional Fee Support Scheme.

Northern Ireland students who incur extra costs directly related to a disability can apply for the Disabled Students Allowance (DSA). This is currently the only standard student support package available for postgraduate students from the Student Loans Company.

More details of available funding in Northern Ireland can be found on the Department for Employment and Learning website (nidirect.gov.uk) and Student Finance NI (studentfinancenai.co.uk).

Can your employer help?

Employers in such fields as business, science and technology can sometimes avail of funding for a research topic of interest. Research teams, rather than individuals, would usually apply for this funding at department level. Students can engage their employers regarding the possibility of having part-time studies paid for through a personal arrangement. If you're currently employed and considering a postgraduate course related to your career, enquire if your employer would be willing to cover some costs. Be sure to highlight the benefits of such studies to your employer. Support from employers is often required for more expensive taught postgraduate programmes, such as MBAs and professional courses.

Other paths to assistance

Additional support may be sought from financial institutions, many of which can provide designated student loans. To avoid acquiring unsustainable debt, you should only seek assistance from established and reputable institutions. A part-time job may be required to fund your studies, but you should be wary



of making any work commitments that will disrupt your studies, which will require more of your time at postgraduate level than undergraduate. Part-time work within your institution, such as exam marking or tutorial work, will prove less disruptive than external employment.

Funding postgraduate research positions

Check the postgraduate study/research section of institutions' websites for advertised funded postgraduate research positions. Such positions are usually funded as part of a larger project.

Two awards are available in Northern Ireland: Studentships and Co-Operative Awards in Science and Technology (CAST) (for research projects at Northern Ireland universities with an industry partner). Details can be found on the postgraduate section of nidirect.gov.uk.

Irish research

The aim of the Irish Research Council (www.research.ie) is to foster a thriving research ecosystem in Ireland. The focus of the Council is on early-stage research careers across science and humanities and promoting opportunities in interdisciplinary research. The Council's mandate is to:

- Provide funding for exceptional research within and across all disciplines and to enhance Ireland's worldwide reputation as a research and learning centre.
- Support the education and skills development of exceptional early-stage researchers and promote independent research and thought, while providing support for diverse career paths through a range of opportunities.
- Enhance Ireland's knowledge pool and improve the expertise available for tackling the nation's immediate and future challenges, whether cultural, economic or societal.

Those considering a research postgrad in the Republic of Ireland should visit research.ie.

UK research

Seven UK research councils fall under the umbrella of UK Research and Innovation (www.ukri.org). The individual councils are:

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

Your prospective academic department can assist you in applying for one of the research councils.

Applying for funding

Applying for funding is as competitive a process as applying for a course, and both processes may overlap in some cases. The same guidance for completing course applications applies to funding applications. Be sure to attend any briefings held by funding bodies at your college, or any sessions organised by your careers service. If possible, have your application checked by an academic mentor.

Student Universal Support Ireland (SUSI) is Ireland's national awarding authority for all higher and further education grants. They offer an eligibility reckoner at their website (susi.ie), which will give you an idea of what funding, if any, you are entitled to from SUSI. Use of the reckoner is not equal to applying for a grant, nor is it an assessment by SUSI of your eligibility. Your eligibility for a grant can only be determined by your formal application to SUSI, which you can make through their on-line application system.

Timing is key

Don't get caught out by deadlines. For example, if you wish to apply to a North American university you will need to do so early in the previous year. Competitive awards are announced at the beginning of the academic year, with deadlines from November onwards.

Eligibility requirements

The competition for funding means you will need to have good academic results and be the right fit for your chosen programme. A result of at least a 2.1 from your academic course is expected by most funding bodies.

Complete forms correctly

Read any forms carefully and be sure to follow all directions correctly. Be sure to provide any required information. Give evidence of your positive history with the subject. Convince the body that you are motivated and have a clear sense of direction. Show your interest in the department and institution. Include details of any relevant extra-curricular activities such as academic references, academic transcripts, a statement of purpose or a reference from your bank manager or guarantor. Most importantly, don't miss the deadline! ●

POSTGRAD STUDY: NEXT STEPS

THE CHECKLIST

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

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

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

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

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

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

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

Check university and department websites for details of grants.

Research funding bodies and check deadlines.

Studying abroad

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

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Studying abroad?

Some key questions to consider



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

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

Finance

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

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

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

Languages

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

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

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

Finding your network

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

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

Travel

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

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

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

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

Extracurricular considerations

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

College/university links

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



FURTHER INFORMATION

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

Funding your studies abroad

If you plan to study in Great Britain, Europe or further afield, various sources of funding are available.

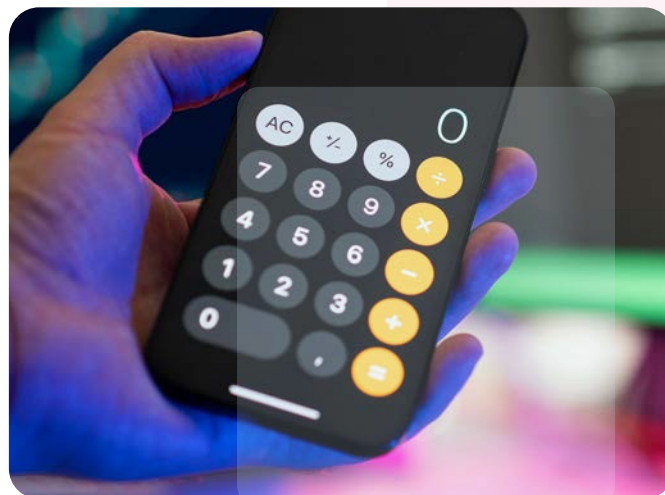
Certain universities offer funding, chiefly for research, on a competitive basis. Access to 'fees only' awards are offered to EU nationals by research councils on the same competitive basis as 'home-based' students. As in Ireland, universities abroad may offer internal awards. Cambridge University's Robert Gardiner Memorial Scholarships are specifically offered to Irish university students. These scholarships apply to both undergraduate and postgraduate study, but preference is given to applicants applying for research degrees. Those applying for master's degrees with the aim of progressing to research are also given consideration. Eligibility applies to all students at universities in the Republic and Northern Ireland. The scholarships are usually for an initial one-year period with the possibility of renewal for a further two years. More information can be found at Scholarship Search UK (www.postgraduatesearch.com/funding). Students in Northern Ireland can apply for a career development loan should they wish to study in England, Scotland or Wales. The Student Awards Agency for Scotland offers information on studying in Scotland at www.saas.gov.uk.

Claim tax relief on your tuition fees

Tax relief can be claimed on third-level fees for postgraduate courses in universities or publicly funded colleges in any EU member states, even institutions that provide remote learning within the state. You can also claim tax relief for postgraduate courses in universities or publicly funded colleges in non-EU countries.

Studying in Europe

Some European nations offer low university fees. Countries like Germany, the Netherlands, Sweden



and Finland seek to attract foreign students through scholarships and English-language courses. The European Universities Central Application Support Service (EUNICAS www.eunicas.ie) offers Irish and EU students the chance to apply to up to eight English-speaking degree programmes in universities across the continent. EUNICAS provides in-depth information on programmes across Europe, along with:

- Independent guidance on selecting the right programme
- Expert advice and support on applying to your chosen programme
- Advice on all aspects of your application, including how to write personal statements and prepare for entrance tests
- Frequent updates on new programmes and changes to existing courses
- Help with organising university visits
- Alerts on any late vacancies and extended deadlines.



More helpful international links

The European Commission is a good source of information on studying in Europe. Their website also provides details of admissions and costs and answers several questions you may have regarding studying and training in Europe (european-union.europa.eu/live-work-study/studying-and-training-eu_en)

The European Youth Portal (europa.eu/youth) provides information for young people on studying in both EU and non-EU European countries. It also offers information on travelling, volunteering and working as a young person in Europe.

An international guide to studying abroad is provided by UNESCO (unesco.org), whose website features a searchable database of higher education programmes and scholarships offered by international organisations and institutions across many countries. You will also find details of admission specifications, deadlines for applications, financial assistance, study and living costs, and other information on courses, including contact details.

At study.eu you can find an array of information on study opportunities and services for EU students, along with relevant details for specific countries. The website allows you to search for courses by country and language through its international programme finder.

International funding

Since 2009 the Naughton Fellowship (naughton.nd.edu) has allowed Irish students to experience international education and research in the field of STEM. The programme connects undergraduate, masters and postgraduate students with leading STEM faculties. The funded exchange programme involves the University of Notre Dame in the US and some of Ireland's top institutions: Dublin City University, National University of Ireland, Galway, Trinity College Dublin, University College Cork and University College Dublin. Scholarships are awarded to 36 students annually, including one from each county in the Irish Republic, which allows them to study at Notre Dame. 'It opens up doors you didn't know existed', says fellowship recipient Niall McCormick, a graduate of Electrical and Electronic Engineering at NUIG. (www.thenaughtonfoundation.com/scholars-video)

The Fulbright Commission's Fulbright Ireland Awards (fulbright.ie) offer Irish students and scholars the opportunity to take postgraduate courses and research positions at qualifying colleges and academic institutions in the U.S. While the student grant only covers one year, it allows students to remain in the U.S. for the entire duration of their master's or PhD programmes. Northern Ireland students can apply for the Fulbright UK Awards (fulbright.org.uk), which are advertised in late summer with deadlines in early autumn. The funding packages offered by some U.S. universities also provide the opportunity to engage in on-campus work. ●



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A-Z of employers

Look through opportunities
at these employers

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IFC = inside front cover
IBC = inside back cover
OBC = outside back cover



Type of work

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

Benefits

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

Number of vacancies

5–9 vacancies, 40–50 graduate hires

Degrees sought

Engineering and manufacturing • medical • science • quality systems • supply chain • finance

Internships

Yes • 6–12 months

Locations

Republic of Ireland

Contact

f Abbott

X AbbottNews

in abbott-

Ireland's
100

Apply

Online at www.abbott.ie
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About Abbott

Abbott is a global healthcare leader that is dedicated to helping people live more fully, through everything we do. Our portfolio of life-changing technologies spans the spectrum of healthcare, with leading businesses and products in diagnostics, medical devices, nutrition, and branded generic medicines.

Abbott in Ireland

Abbott has been operating in Ireland since 1946 and serves the Irish market with a diverse range of healthcare products, including diagnostics, diabetes care, medical devices, and nutritional products. In Ireland, Abbott employs over 5,500 people across ten sites located in Dublin, Donegal, Tipperary, Cavan, Galway, Kilkenny, Longford, and Sligo.

Our healthcare products manufactured in Ireland are now exported to more than 130 countries globally.

In 2022 we announced a major expansion of our Irish manufacturing operations, specifically to meet the demands for the diabetes care FreeStyle Libre technology. This project, involves a new site in Kilkenny and an expansion in Donegal.

Across Ireland, Abbott colleagues are creating the future of healthcare through life-changing technologies and products that make you healthier and stronger, quickly identify when you have a medical need, and treat conditions to help you get back to doing what you love.

Abbott continues to push the boundaries of healthcare innovation and we remain dedicated to creating a healthier future for all. Our strong presence in Ireland will continue to make us a stronger company and support our goal of helping people live fuller lives.

Graduate Opportunities

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

Our PDP (Professional Development Programs) are available in Operations, Finance, and IT. The 2 to 3-year leadership acceleration rotational programs offer a once-in-a-lifetime opportunity to develop both professionally and personally.

Successful candidates for our Operations PDP spend 2 years working across our business in Ireland, followed by a 1-year international assignment.

Our Finance and IT PDPs spend 1 year working across our business in Ireland with the final year as an international assignment.

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

MEET ABBOTT GRADUATES

Megan Hannon

studied Pharmacology
at University of Galway.

My previous rotations include

1. Technical Services Engineer, ADC Donegal
2. Packing Front Line Lead, Abbott Nutrition, Cavan

Graduating from college and entering the workforce for the first time can be daunting, but Abbott's PDP Program has made entering the workforce a seamless transition process for me. It has allowed me to enter the workforce with a clear trajectory over a three year period with fantastic opportunities available to me post Program. When I complete the Program I will have a well rounded portfolio in areas of technical quality, business excellence and people management. I encourage you to check out the PDP Program to see if it is a good fit for you.

Ronan Cunningham

studied Biomedical Engineering
at University of Ulster.

My previous rotations include:

- Project Engineer, Core Dx Longford
- Operations Supervisor, AV Clonmel

I'm excited to have this unique opportunity to build my career over the course of a three-year rotation. So far, I have experienced a range of activities from hands on machinery work to writing technical documentation giving me exposure to the entire operations process of the products our sites manufacture. I encourage you to check out the PDP Program to see if it is a good fit for you.

Bring your passion, ideas and purpose to life in a company that can truly help you achieve your full potential.



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gradireland Undergraduate of the Year



MARCH 2025

gradireland Live!



COMING 2025

gradireland National Coding Challenge



Register for free at
gradireland.com/events



Type of work • Technology & Data
• Finance & Treasury • AIB UK • Risk • Retail • Capital Markets • Legal • Audit • Sustainability • Operational Excellence

Salary • Competitive

Benefits • Competitive Salary • Agile & Remote Working Opportunities • Good Work-life Balance • Rotations across different teams • Networking Opportunities with Senior Business Stakeholders • Accelerated Learning • Structured Learning & Development Programme • Support for Further Education • Mentor System • 21 Days Annual Leave • 2 Additional Volunteer Days Leave

Degrees sought • All disciplines

Work experience • No experience required

Duration • Varies

Locations • Republic of Ireland • Northern Ireland • Great Britain

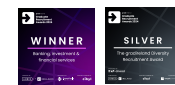
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Ireland's 100



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Closing date see website



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

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

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

So who are we looking for?

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

We look for diversity of talent across all disciplines.

What do our grads have in common?

Enthusiasm, growth mindset and focus.

What does an AIB Graduate Programme offer you?

We have designed our graduate programme like this:

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

Hear from one of our Grads below

Ellana Price

AIB Operational Excellence Graduate

The programme was initially daunting for me, coming from an Arts background with no prior experience in finance or business. However, AIB provided me the support necessary to succeed. Regular interactions with senior leaders who generously shared their knowledge and advice, a rotation-based structure that allowed me to work across multiple departments to enhance my knowledge. Additionally, I had the opportunity to engage in extracurricular activities that aligned with my personal passions, such as sustainability, LGBTQ+ issues, wellbeing and even podcasting. These activities enriched my experience, providing a sense of accomplishment and helping me feel integral to the organisation. The supportive and inclusive workplace culture at AIB encouraged my growth and made me feel truly valued.

BORD BIA

IRISH FOOD BOARD

Type of Learning Assignments •

Food, Drink and Horticulture Industry • Management, Global Business Development and Administration • Digital Marketing, Advertising and PR • Talent • Customer Relationship Management • Human Resources, Recruitment and Training • Research, Analysis, Library and Information Services • Coordinating Sustainability Programmes.

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

Number of vacancies • 30+

Degrees sought • all disciplines

Contacts

✉ bordbia@ucd.ie

Socials

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Bord Bia

Business facts

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

Applications for our next intake open in September 2024

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

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

The Programme Structure

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

Don't worry – it's completely manageable, here's how:

You will complete 8 modules in total over the 24-month programme. These modules will be delivered in blocks throughout the programme with a blend of in-person and online learning.

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

What are we looking for?

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

Above that, we want graduates that have a passion for the Irish Food and Drink Industry. We're working for and with producers that have that passion, so you should too.

We also want graduates that are resilient, motivated, hardworking, and team players.

What's in it for you

- Receive a fully funded scholarship Master's in Global Business Practice from UCD Michael Smurfit Graduate Business School
- Immerse yourself in real world industry experience and intensive mentorship from Bord Bia
- Receive a competitive monthly bursary as part of your graduate programme
- Gain vast experience in business, marketing and communications
- Gain experience in an internationally focused semi-state organisation.

BORD BIA
IRISH FOOD BOARD

TALENT ACADEMY

INTERNATIONAL GRADUATE

LEAVE your MARK

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

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 UCD Michael Smurfit Graduate Business School

Discover your future career with GradSims

Get a taste of what it's like to work with leading graduate employers.

Get to know the role and employer

Choose a GradSim, and then virtually meet a graduate doing the job. They'll take you through their career story and share valuable insights into the role.

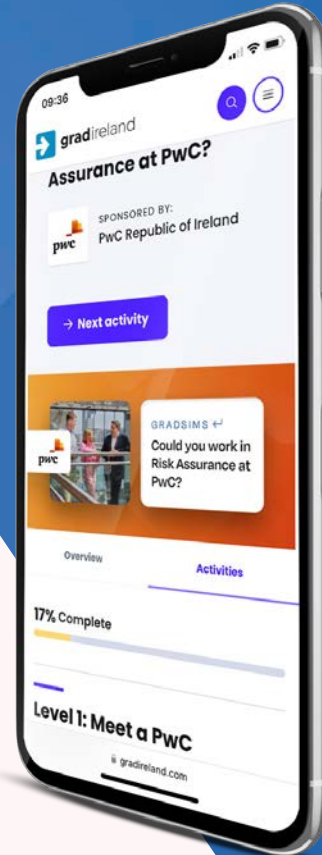
Do a real-life task

Complete a task that mirrors the work you'd be doing in the role to help you decide whether it's the right career path for you.

Build on what you've learned

Get a curated list of further resources and priority access to roles.

Start for free at
gradireland.com/gradsims



Banc Ceannais na hÉireann
Central Bank of Ireland
Eurosistem

For the public good

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

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

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

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

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

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

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

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

Salary • €37,208

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

Number of vacancies • 15

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

Location • Republic of Ireland

Work experience • Summer • All year • Placements

Contact

Aobh Kavanagh, tel +353 (01) 2245046

✉ Aobh.kavanagh@centralbank.ie

@ centralbankofireland

centralbank_ie

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Apply

Online at www.centralbank.ie/graduates

Closing date: 10.10.24



Type of work • accountancy and financial management • hospitality, leisure and tourism • human resources, recruitment and training • management, business, administration • marketing • sales and customer services

Salary • Graduate programmes commence at the following rates:
Dublin - €29,000
Regional Ireland - €28,000
London - £27,000
Regional UK - £25,000

Benefits • Discounted hotel rooms • 50% food discount in our hotels • Employee assistance programme • gym subsidy • pension scheme with company contributions • share options • 20 days' holiday plus service related annual leave after one year of service (up to max of 25 days) • other benefits are local to the hotel

Number of vacancies • 40 places available on our Graduate Programme 2025, 10 Places available in our Internship Programme 2025

Degrees sought • accountancy and financial management • hospitality, leisure and tourism • human resources, recruitment and training • management, business, administration • marketing • sales and customer services

Contacts
✉ graduate@dalatahotelgroup.com

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Online at
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Closing date: 31/1/25



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Business facts

Dalata Hotel Group is Ireland's largest hotel group. We operate the Clayton and Maldron brands. We're excited to be rapidly growing in the UK and have recently expanded into Continental Europe.

We have a large portfolio of wonderful hotels in over 17 cities, making Dalata Hotel Group your ideal choice for your next role in hospitality.

At Dalata, our ambition is to be as welcoming and rewarding to our staff as we are to our guests.

Dalata's difference is a special blend of hospitality that we want to share with the world. We call it the heart of hospitality. It's our difference.

- We develop and grow our talent
- We take care of people like nobody else in our industry
- We put people first through inclusion, diversity, and innovation
- We have a decentralised model that empowers, at scale.

Dalata is a different way, a better way! It's what pushes us to grow and how we got to be leaders in delivering excellence in customer service. Hospitality is about people and Dalata knows this best. It's the people that deliver the difference that Dalata brings. We do this every day with our signature brand of service called the heart of hospitality.

Our graduate offering is one of our most successful programmes, where we have great examples of career growth after the graduate programme.

We have an intake of 40-50 graduates each year in various stream like Sales, Marketing, Finance (ACA & Hotel Finance), Hotel Operations, Events, Human Resources, Acquisitions and Development and Revenue across our hotels and corporate offices.

An excellent track record

Our graduate programme has been very successful over the last eight years. We have seen many managers start their Dalata journey through the programme.

We have over 5,000 employees and we are on a very exciting journey, expanding to new locations and hotels, which makes Dalata the ideal place for you to begin your career in hospitality.

What's it like to be on the programme?

This well-structured programme will offer the successful graduates an opportunity to build on their recent qualifications and gain excellent, relevant experience to assist their career progression.

The programme is a blend of on-the-job training to support your educational learning with real work experience in your chosen field, training workshops and social events to ensure you can get to know your graduate colleagues. To validate your learning, we also assign structured project work that will allow you to investigate a business case and much, much more...

At the end of the programme, we expect the graduates to be ready for a management position in one of our hotels.

What we expect from you

The ideal candidate will have successfully completed a third level degree but will also be a highly energetic and motivated person who is looking to join a very exciting hotel group. We expect graduate managers to be flexible on location, have a strong passion for this industry and for personal development.

Bring *Your* Difference Dalata Graduate Programme *2025*



With over 5,500 employees we are on a very exciting journey, expanding to new locations and hotels, making Dalata the ideal place for you to begin your career in hospitality.

Applications Now *Open*

www.dalatahotelgroup.com/careers/dalata-graduate-programme/



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- + SALES & COMMERCIAL
- + STRATEGIC PROCUREMENT
- + NEW PRODUCT DEVELOPMENT



**SEE OUR
VACANCIES
AND APPLY**



DAWN MEATS

Deloitte.

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

Salary • competitive with a comprehensive benefits package

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

Number of vacancies 350+ annually

Degrees sought • all disciplines

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

Number of placements • 200+ annually

Locations • Republic of Ireland • Northern Ireland

Contact

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

✉ gradrecruitmentie@deloitte.ie

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Who We Are

Deloitte is the largest Professional Services organisations in the world and a leading provider of audit and assurance, consulting, financial advisory, risk advisory, tax and related services. We have a vibrant global community of 312,000 unique individuals across 150 countries with over 3,000 exceptional based in Ireland.

Future Leaders Academy – An Exceptional Graduate Experience

As the leading choice for Ireland's graduates and winner of gradireland's most popular Graduate Recruiter in Accountancy/Professional Services for 5 years in a row, Deloitte's Future Leaders Academy develops the next generation of leaders, builds world-class capabilities, and consistently delivers an exceptional growth experience for graduates. The programme is designed to encourage graduates to be curious, share their individual perspectives, find new ways to face complex challenges, and discover their personal purpose. It sets the foundations for a career that inspires and energises and allows for continuous growth both professionally and personally.

The Graduate Journey to Lifelong Learning

Deloitte's graduate journey is meticulously designed to support professional qualification every step of the way. In year one, graduates focus on onboarding, integration, and building connections, gaining a deep understanding of the business and their role. Year two is about applying and testing new skills and expanding their capabilities. By year three, graduates delve deeper into their chosen industry, developing specialised expertise. Year four emphasizes leadership, where they reflect on their progress and learn to lead inclusively and purposefully. Finally, in year five, our Future Leaders confidently step into the roles they've diligently prepared for, ready to make a significant impact.

Your Growth is our Growth

Your expertise drives is our capability. Through our graduate programme, we empower future leaders by providing opportunities and support that enable leadership at every level. You'll gain valuable professional qualifications while developing essential soft and hard skills to advance your career. Whether you're working on diverse, high-impact projects with top clients or connecting with brilliant minds globally, growth and development are around every corner.

The Professional Experience

We provide internships, co-op placements, and graduate opportunities, boasting one of the highest pass rates in Ireland for professional exams due to our unwavering support for our students. In addition to financial assistance, our in-house exam support encompasses introductory sessions, tutorials, exam preparation workshops, an exam helpline, and generous study leave allowances.

Social Impact

Beyond business, our commitment lies in societal transformation and environmental sustainability. Through innovative partnerships with governments, non-profits, and civil society, we create solutions for a better future. We also encourage our people to make a difference through active participation in volunteering programs.

Joining Deloitte is more than a career move; it's a leap onto the global stage. Collaborate with leading companies in Ireland and worldwide, shaping your future with purpose, innovation, and growth. If you're ready for this journey, we're ready to welcome you.

Deloitte.

AUDIT PARTNER GRADUATE ADVOCATE

Deborah Hunter



FUTURE LEADERS ACADEMY

An exceptional graduate experience



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

Salary • competitive

Benefits • competitive

Number of vacancies • 50+

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

Duration • 2.5 years

Locations • Republic of Ireland • Northern Ireland

Contact

✉ graduates@esb.ie

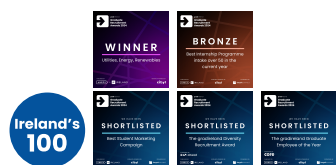
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Who we are

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

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

Why ESB

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

ESB Graduate Programme

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

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

MEET ESB GRADUATES

Powell Makaripe

Engineering Graduate 2023

Tell us about yourself and what you studied in college

My name is Powell Makaripe and I studied Electrical and Electronic Engineering at the University of Johannesburg

What does a typical day look like to you

My main job is a graduate engineer in the Renewable Operations department of ESB's Generation and Trading looking after wind turbine blade maintenance. I make sure that the wind turbine blades in all our wind farms are in good shape. I start my day by checking my emails and planning my time for the day. When we get reports on the condition of the wind turbine blades, I go through them and the time it takes me to do that depends on how big the wind farm is. Then I collect relevant information, and this helps us know which blades need to be fixed. It's a varied role that requires technical skills and ensures clean energy continues to flow.

Tell us about the programme

ESB is a unique employer in the renewable energy sector for various reasons. We use the latest technology, such as battery storage and advanced wind turbines, which makes the work engaging and promotes skill development. ESB's graduate programme fosters both personal and professional development. As graduate electrical engineer, I have participated in several projects, and this has provided me with a comprehensive understanding of how the business works. This work environment is ideal for graduates. ESB gives the essential support one needs to succeed in their career.

What are the challenges you face as part of your role?

As a graduate of electrical engineering in Renewable Operations, I work with both the latest technology and the changing and growing renewable energy sector. The biggest challenge I face is working with new technologies. As ESB's Renewable operations is growing, we anticipate using more technologies to help us provide clean energy to our customers. As someone who is keen to learn new things, I look forward to being exposed to these new technologies. It's an ongoing learning process, but definitely gratifying to be part of the renewable energy movement.

What have you learned about ESB Net Zero 2040 since you have started the graduate programme?

The company's Renewable Operations department is working on expanding renewable energy sources and enhancing efficiency throughout operations. This means constructing both onshore and offshore wind farms, solar farms and using technology.

Grainne Brennan

IT Graduate 2023

Tell us about yourself and what you studied in college

My name is Grainne Brennan and I studied Economics and Information & Communication Studies in UCD.

What does a typical day look like to you

My first rotation has been with the Change and Experience Team in Methods & Resourcing department of IT. I work a mix of days working from home and in head office. Typically, in a day I will spend some time in meetings with my core team and cross functional project teams. I also then have time to carry out any work independently and work collaboratively with MS Office on any tasks. From time-to-time I work on my graduate project and development courses to broaden my skills.

Tell us about the programme

I chose ESB's graduate programme for a few reasons. The structured rotations give an opportunity to work in areas of IT that interest me and to try out something new. There are lots of learning opportunities with courses in the Irish Management Institute (IMI) and graduate innovation projects/days to get involved in. There is also an opportunity to meet other grads working in your area and starting in the company at the same time. ESB has a good people culture and staff are friendly and there is a strong focus on continuous improvement and learning, both personally and with projects.

What are the challenges you face as part of your role?

With the scale of ESB it can be challenging to understand the vastly different work being done across the business units and the complexities of such a large organisation. When working in projects you need to gain some understanding of the needs of the business unit for the project to deliver it successfully.

What have you learned about ESB Net Zero 2040 since you have started the graduate programme?

It's an important and ambitious goal and it gives great purpose to the work being done day to day. ESB is demonstrating strong leadership in taking positive action to address the impact we have on the climate. Net Zero is an integral part of every project across the company. I have taken part in the Sustainability Navigator programme which has increased my knowledge on sustainability and provides me and the other participants with an opportunity to share the learnings back to our teams.



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

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

Benefits • Generous, fully paid exam fees & study leave for all ACA & AITI graduates • Exam & performance bonus schemes • Recognition awards • A flexible, h

ybrid working environment • Free gym membership • Free WebDoctor access • 24/7 Employee Assistance Programme & wellbeing support • Pension contribution • Discounted health insurance • Ability to buy 5 extra holidays per year • Referral programmes • Travel pass • Bike to work scheme • Obtain a free Tech MBA or Masters in Sustainability or Masters in Business Analytics while working with EY through Hult International Business School

Number of vacancies

300+ Graduates • +200 Interns

Degrees sought

all disciplines

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

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

Contact

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Online at eyirelandcareers.ey.com

Closing dates: EY Graduate Programme 23rd October 2024, EY Summer Internship programme open in January 2025



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Your story starts now!

EY Ireland is committed to building a better working world, where every team member, from new graduates to experienced partners, contributes to sustainable and inclusive economic growth. We invest in our people and innovation, collaborating with a diverse range of partners to create lasting value and drive positive societal change.

At EY, we encourage teams and individuals to thrive from day one, valuing collaboration and diverse perspectives. Whether your background is in sports, the arts, or technology, your unique insights are welcome here.

We support lifelong learning with flexible work arrangements, paid study leave, and continuous career advancement opportunities. Our fields include Assurance, Tax, Consulting, Strategy and Transactions, and emerging areas like AI, Sustainability, and Cybersecurity.

Join our graduate programmes or explore our internships to see where a career with EY can take you.

Finance graduates excel at EY, where we improve finance and accounting processes with technology to meet the digital age's demands. We offer professional training, exam support, and study leave for internationally recognized qualifications like ACA, ACCA, AITI, or CIMA.

Your future starts with EY's flexible learning, positive culture, and career progression opportunities. Learn about our programmes and envision your path with us.

Assurance at EY involves understanding clients' business and financial risks. Our graduate programme supports you in becoming a chartered accountant with ACA exams training.

Tax at EY is dynamic, serving diverse clients and industries. Join our Tax graduate programme for hands-on work and the chance to pursue ACA and AITI qualifications or explore our Tax Technology Transformation programme.

Strategy & Transactions advises on capital transactions to improve growth and profitability. Our graduate programme guides you toward ACA qualification with coaching and career development.

Consulting at EY offers expert advice across industries. Join our Business or People Consulting graduate programmes for real-world experience and talent development.

In Technology Consulting, we transform businesses with people, technology, and innovation. Help clients reduce their carbon footprint and embrace AI in healthcare.

Data Analytics at EY addresses fraud, compliance, and dispute services. Join us to use the latest tools and technologies to solve complex data challenges. EY provides comprehensive learning and development for all employees, including online courses, classroom learning, and the 'EY Badges' initiative for skills development.

Choose your graduate programme at EY and bring your fresh perspectives to a collaborative culture. Apply now and start building a better working world.

Seize the opportunity to join one of our acclaimed graduate programmes commencing in September 2025 or learn more about our forthcoming internship offerings.



2024 GRADUATE APPLICATIONS NOW OPEN

YOUR STORY STARTS NOW



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Type of work • Audit & Assurance
• Consulting • Corporate Finance •
Corporate Governance • Financial
Advisory • Internal Audit • Outsourcing •
Tax • Transaction Services

Salary • Competitive

Benefits • 21 days annual leave
(increasing with service & promotion)
• Buy/sell annual leave • Paid study &
exam leave • Laya employee assistance
programme • Corporate discount
scheme • Over 5,500 L&D courses •
Financial support for membership
subscriptions, professional courses
and exams • Bike to Work & TaxSaver
schemes • Enhanced family leave •
Subsidised sports & social clubs

Number of vacancies • 80+

Degrees sought • All disciplines

Work experience • Summer Internships
12 wks – Placements 6-12 mths

Location • Dublin • Galway • Limerick
• Cork

Contact

For more information contact

✉ gradrecruitment@mazars.ie

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Closing date 16 October 2024

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*We're building the next generation of business leaders.
People like you. Gen You.*

Join a thriving professional community

At Forvis Mazars, endless possibilities await you on your journey towards a rewarding and fulfilling career. As a top-10 global network and one of the leading professional services firms in Ireland, we're not just a firm; we're a community where innovation, collaboration and personal growth thrive. We take pride in fostering a dynamic and inclusive work environment that supports and inspires you every step of the way.

A graduate programme tailored to you

Our graduate programme is all about recognising your unique strengths and experiences. We provide personalised support, mentorship and resources tailored to your individual aspirations, empowering you to reach your full potential.

Empowering you to lead and innovate

We prioritise people over processes, encouraging you to take the lead, innovate and unleash your entrepreneurial spirit. If you're looking for a career where you can make a real impact, Forvis Mazars is the place to be.

About Forvis Mazars

Forvis Mazars is a leading international audit, tax, advisory and consulting firm. We operate as a united global partnership, working seamlessly across borders to deliver cutting-edge services in audit, assurance, tax, consulting, financial advisory, corporate finance and financial outsourcing.

With over 800 professionals across offices in Dublin, Galway, Limerick and Cork, our Irish team is part of a global network of 40,000+ professionals, in 100+ countries and territories, helping major international corporations, SMEs, financial institutions and public bodies achieve their goals.

Explore our graduate programme

Our graduate programme offers both graduates and postgraduates the chance to become specialists in their chosen fields. Our associates embark on various academic paths during their training contract, including:

- Audit & Assurance: ACA, ACCA, ICSA
- Taxation: ACA, ACCA, AITI
- IT & Security Audit: CISA, CISM, CISSP, QICA
- Financial Advisory: ACCA
- Corporate Finance: CFA
- Consulting: CIMA, CIPD, Prince 2

Investing in your future

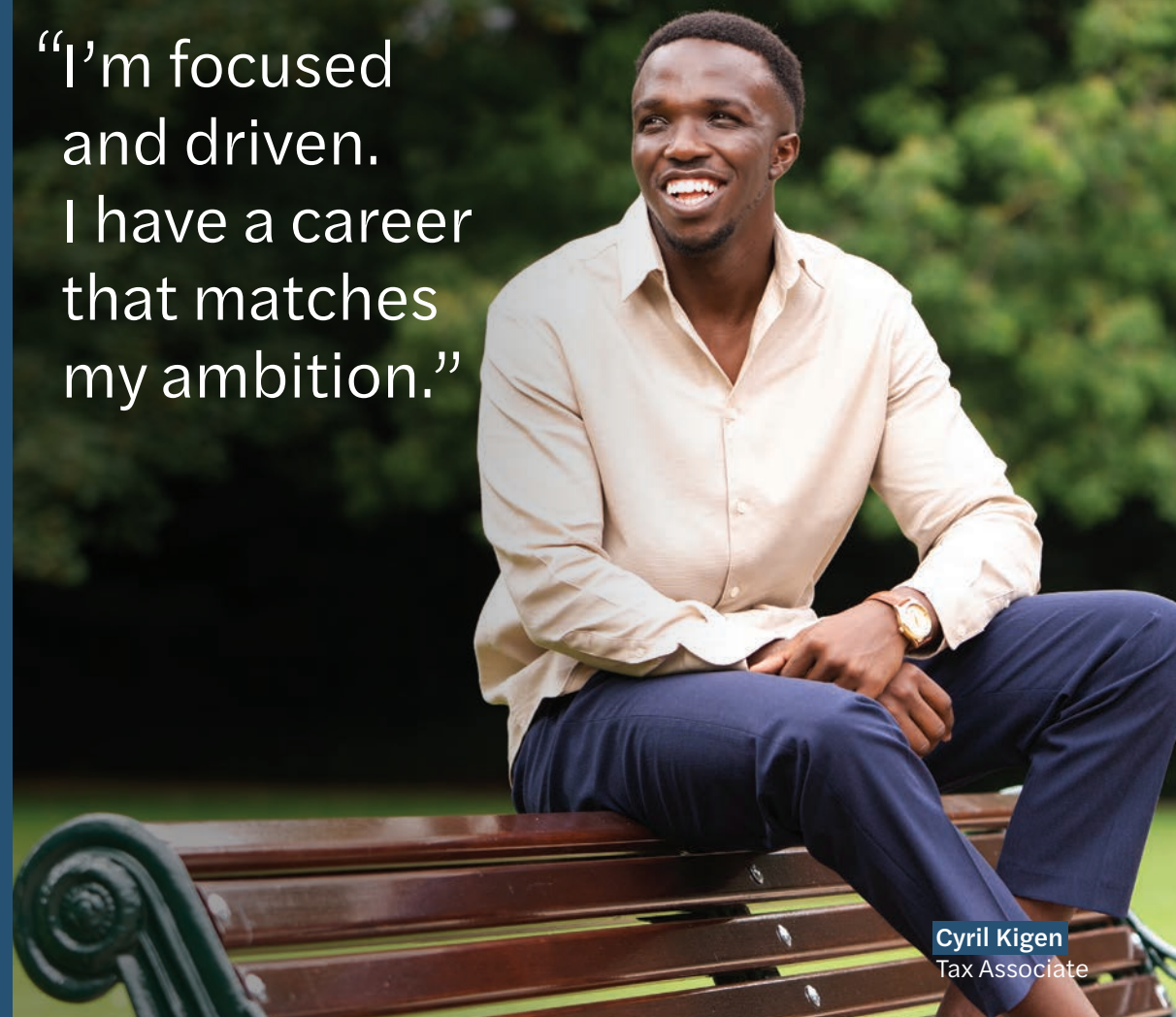
Our forward-thinking people strategy includes a variety of personal and career development initiatives to support your journey from graduate to business leader. Graduates benefit from tailored educational and exam support and access to the Forvis Mazars PQE Academy, ensuring that newly qualified staff are equipped to future-proof their careers.

Be part of something bigger

At Forvis Mazars, we believe in the power of our people and their diverse talents to make a difference in the business world. If you're an ambitious graduate eager to launch your career, Forvis Mazars offers a world of opportunities to ignite your potential, shape your future and leave a lasting impact. Join us as we embark on this exciting adventure together.

Forvis Mazars, the smart choice for your career.

“I'm focused
and driven.
I have a career
that matches
my ambition.”



Cyril Kigen
Tax Associate

At Forvis Mazars, we nurture your growth from the very start. Our commitment to continuous learning inspires innovation, leadership and the courage to challenge the status quo.

We're building the next generation of business leaders.
People like you. **Gen You.**

Join the Forvis Mazars Graduate Programme.
The smart choice for your career.

Apply today.

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**forvis
mazars**

Glanbia Early Careers

Type of work

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

Number of vacancies • see our website for all opportunities

Degrees sought • various, see opportunity listings online for details

Locations • Republic of Ireland & US

Contact

Glanbia Pure Ambition Team
+353 (0)86 0786860

✉ EarlyCareers@Glanbia.com

in company/glanbia

@ glanbia_early_careers

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CV & letter • EAF • email • Online at
www.glanbia.com/graduates

Closing date
See website for details



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Glanbia offers 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.

Develop Your Career

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

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

We are delighted to offer a gradireland multi-award winning academy with the aim of unlocking the full potential of our people. These awards recognise our commitment to investing in our emerging leaders and creating a world-class experience that delivers on our business growth ambitions. Now, we want to invest in you!

Connect and Grow Together

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

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

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



Glanbia

Early Careers





Type of work • Option to gain experience in: Asset Management, Private Equity, Wealth Management and Investment Banking.

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

Duration • full time • 23 months • starting in September 2025

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

Contact
Goodbody HR Department,
9-12 Dawson Street
Dublin 2, D02 YX99
+353 (01) 667 0400

✉ careers@goodbody.ie
@goodbody.ie
in @Goodbody

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

Try before you apply
Goodbody offers a 'Graduate Simulation' through the gradireland website. Register today to find out what it's like to work on our Wealth Management team.

Apply

Online at www.goodbody.ie/graduateprogramme
Closing date 2 December 2024



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Goodbody is a great place to work

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

Who we are

Goodbody has an unparalleled legacy in Ireland's financial services sector. We have 150 years of experience working closely with clients and 400+ employees working across our offices in Dublin, London, Cork and Galway.

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

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

Reasons to consider the Goodbody Graduate Programme

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

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

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

The qualities you'll need

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

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

Learn more

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

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

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

Jack Barber

Project Management Officer

"The Goodbody Graduate Programme provided fascinating insights into multiple aspects and functions of the entire organisation. As a member of the Graduate Programme, I felt incorporated into the company as a 'regular employee' and no two days were the same."



At Goodbody, we're focused on helping you grow, develop and build a career



Goodbody welcomes applicants from varied backgrounds, and offers an inclusive working environment to our graduates.

Find out more on our website and download our Graduate Programme brochure.

Dublin | London | Cork | Galway | www.goodbody.ie/graduateprogramme

This is a marketing communication.

Goodbody Stockbrokers UC, trading as Goodbody, is regulated by the Central Bank of Ireland and Goodbody Stockbrokers UC is authorised and regulated in the United Kingdom by the Financial Conduct Authority. Goodbody is a member of Euronext Dublin and the London Stock Exchange. Goodbody is a member of the group of companies headed by AIB Group plc. Goodbody Securities Inc. is regulated by the SEC and a member firm of FINRA and SIPC.



Type of work • Accountancy and financial management • Banking, insurance and financial services • Management consulting • Management, business, administration

Benefits • 20 days' holiday • Graduation day leave • Compressed working week (3pm Friday finish – summer & bank holidays) • Professional subscription • Exam leave • Study leave • Professional Education team • Grant Thornton Learning • Comprehensive induction • Shout Out recognition award • BeWell Programme • Onsite gym (Dublin) and more...

Degrees sought • All disciplines

Work experience • Summer internships and Co-Op Placements • 8 weeks to 12 months

Locations • Republic of Ireland • Northern Ireland • Isle of Man • Gibraltar • Bermuda

Contact

✉ graduate@ie.gt.com
nigraduate@ie.gt.com

in (ROI) @grant-thornton-ireland

in (NI) @grant-thornton-ni-llp

f @Grant Thornton Ireland

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grantthornton.bm

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Real Opportunities with Grant Thornton

Who we are:

Grant Thornton is a global provider of professional services, spanning more than 145 countries with a team of 68,000 professionals working to build sustainable, scalable solutions to address real-world problems. In Ireland, our team comprises of nearly 3,000 professionals providing a full range of Audit, Tax and Advisory services to clients of all sizes and industries.

Our 'Real Opportunities' Graduate Programme

Our Graduate Programme provides a **real opportunity** for career development. When you join Grant Thornton, you get:

- A real opportunity to grow and succeed as part of a team
- A real opportunity to work with and learn from the best in the business
- A real opportunity to make a difference and excel by bringing fresh ideas
- A real opportunity to lead a new era of professional services.

It will challenge your thinking and accelerate your growth, putting you at the heart of client projects. You'll gain first-hand experience in problem-solving, collaborating with industry leaders and working with multi-disciplinary, global teams to address complex challenges.

We have graduate opportunities across our three service lines

- Audit
- Tax
- Advisory

Why Grant Thornton?

Professional services firms don't produce goods; we produce solutions and ideas. When organisations encounter a problem requiring external advice or expertise, they call Grant Thornton. As a member of our team, you'll be building the future—not a product. You'll work alongside some of the world's most respected subject-matter experts as they develop best-in-class solutions for today's most pressing challenges.

Candidates are attracted to Grant Thornton for many reasons, but our people are at the top of the list. Our employees aren't just the cogs in a machine; they're the heartbeat of our company, and their enthusiasm fuels our success. You'll experience a culture of camaraderie and mutual support and be part of an inclusive, diverse team that values everyone's contributions. We believe an open, respectful environment encourages bold ideas that benefit our colleagues, clients and communities.

We empower growth, giving our people the autonomy and support to generate impact. We offer personalised learning paths, training and development, supportive mentorships and more. You'll have the opportunity to build connections worldwide, working with clients in multiple geographies, collaborating with our international network and tapping into global pools of knowledge.

Who we're looking for:

We're looking for graduates from various disciplines, including business, computer science and STEM. If you're on track to get a minimum 2.1 and have strong IT skills, we want to hear from you. You provide the ambition; we'll provide the real opportunity and experience.

Find out what **really** counts in your career by applying to our Graduate Programme.



OPPORTUNITIES

Find out what a career in professional services is **really** like

APPLY NOW TO OUR GRAD PROGRAMME



GUIDEWIRE BASECAMP

Graduate and Intern Program

Type of work • IT consulting • software development • product development, configuration & integration • technical support

Benefits • 26 days annual leave • Guidewire Product Certifications • 80 hours of learning & development time per year for DS graduates • 3 paid days volunteering • company bonus • wellness benefit • private healthcare • life assurance • long term illness assurance • pension scheme with company contributions • free commuter bus • free snacks and drinks • games areas • sports & social • travel to work scheme • bike to work scheme • work from anywhere program

Degrees sought • computing/IT • software development • engineering • business integrated systems • business computing

Work experience • undergraduate internships

Duration • 6 months, 3 months

Locations • Republic of Ireland • rest of world

Contact

Gary Hartigan, Guidewire Software Ireland, No. 1 Stemple Exchange, Blanchardstown Corporate Park, Ballycoolin, Dublin 15, D15 K66D, Ireland +353 (0)1 907 2000

ghartigan@guidewire.com

@InsideGuidewire

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Apply

Online at careers.guidewire.com/jobs

Closing date
Internships: 31.10.24
Graduates: ongoing

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Ranked 11th place as one of Ireland's Best Place to Work 2024. At Guidewire, we combine digital, core, analytics, and AI to deliver our platform as a cloud service. We serve more than 540+ insurers in 40 countries.

Guidewire is a leading software publisher in the P&C industry. We were established in 2001 in San Francisco, California and opened our Dublin office in 2011 with 3 employees. Our 3,300+ employees are focused on serving only P&C insurance, with a commitment that puts customer success above all else working across multiple technical teams, including product development, professional services, and customer & cloud operations. We provide the software that drives an industry worth over \$2 trillion dollars a year and work with some of the largest property and casualty insurance companies in the world.

Guidewire Basecamp Program

Guidewire Basecamp is the program that all our interns and graduates become a part of when they walk through our doors. We give interns and graduates the tools to leap further and find their own way, so they can confidently Navigate What's Next in their career. This year we are seeking top IT/Computer Science interns and graduates with strong core software development skills to train them into expert Guidewire Consultants, Platform Support and Software Engineers. We do this via a comprehensive and structured set of training modules, mentorship, rotations and on the job experience. Graduates also receive a dedicated career coach who will guide you to maximise your potential and encourage you best on how to make an impact.

Training & Development

Within each stream, you will develop your communication and technical skills as you take on exciting project work—designing, building, and supporting solutions for Guidewire customers. You will complete 11-week product training before starting your first project. We believe in ongoing education and encourage every employee to continually build up skills and allow for dedicated time for things like Java and Agile certifications.

The Guidewire Basecamp Program won the Sustainability in Early Talent award in 2024 at the gradireland Awards!

A Place for you to Belong and Thrive

Our teams are lean, empowered, and collaborative. We work together as professional equals. You'll work alongside intelligent colleagues who've checked their egos at the door. We value ideas, not titles.

Guidewire Basecamp Internships

We provide interns with the opportunity to get hands on work experience at a software company through our Guidewire Basecamp Program. We offer 6-month software developer internships to Computer Science students on rotational program across our product development and delivery services teams. Our interns work on real projects using agile methodologies that allows them to develop important skills they will use once they graduate. We also offer 3-month summer internships to business and IT students as part of the Business Technology team.

Kiowa Daly

Software Consultant 2, GSC

I joined Guidewire's grad program in June 2020 as a Software Consultant, straight after finishing my Computer Science Degree in UCD. What makes Guidewire special is the trust they give to their employees and the fast growth you achieve in your career. Exposure to customers and international colleagues expanded my network and allowed me to learn from the best!



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

—James Lunt, Consultant Developer Intern



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

—Omoyza Icha, Associate UX Designer



Type of work • 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

Benefits • Bonus • 25 days annual leave
• Flexication (program which allows
you to buy, sell and save holidays each
year) • Gym membership • Training
and development • Pension scheme
with contributions • Private healthcare
• Share options • Canteen • Relaxation
and games

Degrees sought • All engineering and
science degrees

Work experience • Graduate
Engineering programmes • Internships

Locations • Republic of Ireland • Rest
of world

Contact

Intel Ireland Limited,
Collinstown Industrial Park,
Leixlip, Co.Kildare, W23 CX68

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f @IntellIreland
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Apply

Apply

Online at intel.ie/graduates

Closing date Ongoing



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Who are we?

Ask anybody about Intel and the first thing that comes to mind is chips. We're extremely good at them – but really that's only the tip of the iceberg. What we're interested in is making the future better, more amazing for everyone on the planet. So we're constantly rethinking what that future might hold.

From drones to wearables, makers to gamers and cutting-edge technology to sports, we're helping innovators and creators push science and creativity forward for the benefit of everyone.

This is not some idle boast. At Intel, both the work we do and the people we do it with are driven by a passion for improvement through both innovation and business. We're continually rethinking, looking for new, innovative ideas that can disrupt, transform and change the world.

Technology Leadership

The Intel Leixlip campus has seen the largest private investment in the history of the Irish state, €30 billion, which has enabled it to become one of only a handful of locations on the planet to produce Intel's leading process technologies. The Irish Fab operations have consistently played a central role within Intel's global manufacturing network. Intel Ireland has led numerous process technology startups since the early 1990's and was the location of the first 300mm wafer fab outside the US. Most recently, Fab 24 has been a key location for production of Intel's 14nm silicon microprocessors, whilst also preparing to support Intel's foundry customers.

Investing in Fab 34

Ireland is part of Intel's global manufacturing investment plans. Construction activity began in early 2019 on Fab 34, a multi-year, 2 fab module project. Intel has invested €17 billion in this new fab development which doubles the manufacturing capacity available in Ireland, enabling the production of Intel 4, the company's most advanced process technology and the first process node to incorporate EUV lithography. The Fab 34 project creates an additional 1,600 full time, hi-tech roles at Intel Ireland.

Designing for the future

Beyond our fabrication facility, VPU IP Movidius, an Intel company, is rethinking the future of computer vision and artificial intelligence. By delivering low-power, high-performance System on a Chip platforms for accelerating perceptual computing, VPU IP 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's Research and Development (R&D) campus is a Centre of Excellence, for network transformation and cloud computing that is transforming our connected world. Intel Shannon are committed to creating positive and tangible impacts across technologies, networks, and people.

Since it opened its doors in 2000, its innovative and vibrant R&D site has grown to almost 300 employees and is home to award winning multidisciplinary teams. Intel believes in a dynamic and diverse work culture. Its employees work alongside people from across the globe who are passionate about technology and have the opportunities to enrich the world.

MEET INTEL EMPLOYEES

Megan

is a Manufacturing Technician based in Leixlip. She graduated in 2018 from Technological University Dublin.



When I first graduated with a degree in Physics Technology, I went out looking for a job but soon decided that instead of going straight into a career, I would keep on studying. I chose Biological Pharma, thinking maybe I should switch industries. While I was studying, I had a few friends who worked at Intel. They all loved their jobs so much, they convinced me to apply. From there, everything happened very quickly. I interviewed, was offered the job, and here I am!

The most rewarding thing about this job is watching my own progression. We get regular reports that highlight the milestones we've reached. I'm so motivated by these personal goals!

Bernadette

is a Engineering Manager based in Leixlip. She graduated in 2011 from Queens University Belfast.



I was graduating from Queen's University, after completing my masters in Chemical Engineering, when I was presented with the opportunity to join Intel on an 11-month graduate contract. Within a couple of months, Intel offered me a full-time position. It was a no-brainer. As an engineer, I seek out problems and enjoy creating solutions. I'm most satisfied when my solutions are implemented and positively impact the efficiency of the factory.

I developed a system that automated adjustments to my tool, saving me 1.5 hours every day. I was able to test this and it was approved and is now used in the factory. There's nothing better than seeing your original concept actually come to life! I absolutely love what I do at Intel.

Chris

is an 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.





Type of work • accountancy and financial management • engineering • human resources • information technology • manufacturing and processing • science • research and development • supply chain • project Management • customer care • procurement

Salary Competitive salary (€39,200 in Ireland) which is reviewed annually in line with the organisation's performance and pay planning review cycle

Benefits • pension scheme with generous company contributions • 25 days' holidays • a permanent contract • opportunities to re-locate abroad • healthcare allowance [ROI employees only] • annual volunteer day • Performance recognition scheme

Number of vacancies 40

Degrees sought • various, see programme listings online for details

Locations • Republic of Ireland • Northern Ireland • Great Britain • Netherlands • Germany • Spain • Italy • France • Denmark • Poland • Rest of the World

Contact

📧 kerrygraduates.europe@kerry.com



Apply

To find out more about our opportunities and apply on-line check out our website www.kerry.com/careers/graduates



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About Kerry

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

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

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

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

What are our graduate opportunities?

We are recruiting 40 graduates for our 2025 intake across a wide range of programmes; from working at the heart of our business in our manufacturing sites to supporting our global business services: Engineering, Finance, Information Technology, Manufacturing, Research, Development and Application, Supply Chain, Project Management, Human Resources, Marketing, Food, Safety & Quality, Environment, Health & Safety and Procurement.

What's on offer?

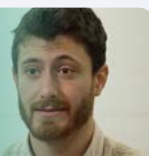
- A competitive starting salary (€39,200 in Ireland, other EU countries will vary)
- A structured 2-year rotational programme, giving you visibility across the breadth of our business
- Buddy, mentor and leadership support
- A leadership development programme to build the skills our future leaders will need to succeed
- Challenging, meaningful and varied work experience
- Career development support
- A strong graduate community to share your experience with
- A permanent role with a market leading salary.

Have you got what it takes?

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

Jesus Gomez

is Project Management Graduate at Kerry.



Joining the Kerry Graduate Programme has been transformative, marked by key learnings and personal growth. Moving from Spain to Charleville, Co. Cork, and later to Dublin, taught me adaptability and resilience. The programme provided a comprehensive foundation in different areas from food safety, operations to project management, enhancing my skills and confidence. A highlight of the programme is the final year entrepreneurial project, which fostered creative and strategic thinking. This experience broadened my career horizons, transitioning from food safety to managing global projects. The supportive community, mentorship program and dynamic environments enriched my journey, preparing me for future challenges. This programme is an opportunity you don't want to miss!

Nourish your future



Together we are a force for change

KERRY



Type of work • accountancy and financial management • construction, civil engineering and QS • engineering • environment and natural resources • human resources, recruitment and training • law, legal services and patents • management, business, administration • manufacturing and processing • marketing, advertising and PR • media and publishing • retail, sales and customer services • science, research and development

Salary • €34,000 pa

Benefits • life assurance • pension scheme with company contributions • 22 days' holiday

Number of vacancies • approx 40

Degrees sought • all disciplines

Locations • Republic of Ireland • Northern Ireland • Great Britain • Europe • North America • LATAM • APAC

Type of application for employment • online

Contact

Mary McConville
graduate@kingspan.com

Facebook: @KingspanGraduate

Instagram: @Kingspan_global

Who are we?

Kingspan is the global leader in advanced insulation and building envelope solutions. Our mission is to accelerate a net zero emissions future built environment with the wellbeing of people and planet at its heart.

Across five operating divisions, our products and services make buildings more thermally efficient, enhance wellbeing and harness natural resources for renewable energy and sustainable water management.

Our Business

Today Kingspan is a €8.1bn revenue Group which has grown to be the leader in high performance insulation and building envelopes. We are rapidly expanding our geographic footprint into emerging economies and sectors such as urbanisation and renovation: sectors which will drive the built environment of the future.

Kingspan Group operates five business divisions:

- Insulated Panels
- Insulation
- Light, Air + Water
- Data + Flooring technology
- Roofing + Waterproofing

While we retain our heritage and culture as a family business, globalisation remains at the heart of our ongoing evolution. The Group has over 22,000 employees globally and 212 manufacturing facilities across over 80 countries. Our largest presence is in Europe, with a sizeable presence in North America and a footprint throughout the rest of the world.

We are continually expanding our manufacturing footprint with acquisitions all over the world, as we continue to evolve into a truly global business. Working at Kingspan is an opportunity to be part of a global community, potentially working and living all over the world. We're an innovative, fast-paced global business, with teams driven by improving building performance, construction methods and ultimately people's lives.

People Passionate

What has been achieved would not be possible without the people that work hard to drive the company forward. We strive to create a safe and fulfilling workplace where our people and customers are valued, and local communities supported. As we have grown largely by acquisition, we are culturally diverse and strive to nurture equality and diversity across our business.

We place a high value on the people, relationships and communities at the heart of our business. For this reason, talent is at the heart of future planning at Kingspan.

Apply

Online at www.kingspan.com/group/careers/graduates

Closing date
29 November 2024



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Planet Passionate

39% of all carbon emissions come from buildings. At Kingspan, we want to play our part in helping tackle climate change. We believe advanced materials, building systems and digital technologies are key to addressing these issues.

Our sustainability programme, Planet Passionate, is at the heart of everything we do. Launched in 2020, Planet Passionate is a wide-ranging and ambitious programme with a 2030 horizon, aiming to drive decarbonisation and circularity in our business and products.

At Kingspan, we want to see you achieve your goals and ambitions. On joining the business, you will be given the opportunity to take part in our highly regarded Development Programme "Yours to Shape" alongside your day job, providing you with fundamental skills for developing a career at Kingspan.

The Programme consists of five modules covering such topics as

- Self-Awareness and Leadership Skills
- Innovation and Idea Generation
- Key Business Activities
- Communication & Influencing Skills

Culminating in a group project that is presented to Senior Management.

Sam Fairbrother

works in Kingspan's
Insulated Panels Division



My role in Kingspan involves the design, development, commissioning, and management of new factories and upgrading existing factories for Kingspan Insulated Panels Division. What this means is that as part of my job I get to be involved in every step of different projects whether it's from early design stages with suppliers for a green field site or getting stuck into the commissioning work and signing off for the final handover to a local team, all while managing different aspects of the project such as contractors and health and safety.

To anyone thinking of applying to Kingspan, I would definitely say go for it and to just be their genuine self. I found through my time working here that Kingspan is like its own small community and people really care for each other, so being genuine goes a long way.

Kingspan

GO BEYOND THE LIMITS

MORE THAN A GRADUATE PROGRAMME WITH OPPORTUNITIES IN:

- ENGINEERING
- MATERIALS SCIENCE
- SUSTAINABILITY
- FINANCE
- SALES + MARKETING

PLANET PASSIONATE

SCAN QR CODE TO FIND OUT MORE



Type of work • Dairy Processing
Co-Operative

Degrees sought • Food Science
• Nutrition • Agriculture • Engineering
• Business • Finance • IT

Locations • Republic of Ireland, Northern
Ireland, UK and other global locations

Type of application for employment
• Applications will open September
2024. To view our programme and
apply, visit [www.lakelanddairies.com/
join-our-team/graduate-programme](http://www.lakelanddairies.com/join-our-team/graduate-programme)

Contact
✉ graduates@lakelanddairies.com

About us

Lakeland Dairies Co-operative Society Limited is the second largest dairy processor on the island of Ireland. With the most modern dairy manufacturing facilities on a cross-border basis, Lakeland Dairies supplies to a global customer base including some of the world's most foremost 'blue-chip' companies, across the dairy food ingredients, food service and consumer food channels, on a domestic Ireland, UK, European and global basis.

Internationally, we export some 240 different products to over 100 countries worldwide.

Why Lakeland Dairies?

We are fuelled by ambition to be the dairy co-operative of choice for customers, providing the highest quality dairy nutrition and to be your employer of choice to grow your career.

When you become a member of the Lakeland Dairies team you are joining an organisation of highly committed, performance focussed, ambitious, innovative, sustainable focussed people who take pride in the contribution they are making.

Our Graduate Programme

Our graduate programme has an excellent track record of successfully nurturing talent, injecting new perspectives and innovative thinking into our organisation.

It is a fantastic opportunity for you to build your career and shape your future with us, whilst contributing to the growth of one of Ireland's most successful and forward-looking dairy co-operatives.

We're looking for graduates in:

- Food Science
- Nutrition
- Agriculture
- Business
- Finance
- IT
- Engineering

What we Offer

- Our two-year rotational Graduate Programme is structured with planned job rotations enabling you to develop a breadth of vital skills and experience to accelerate your development and growth
- One-to-One mentoring from experienced professionals in the business
- An accredited professional diploma
- Competitive salary package with excellent benefits
- Exposure to senior leadership
- Structured connection and team building events.

Lauren Keady

Graduate

My experience on the Lakeland Dairies' Graduate Programme has been incredible. I get to work on a range of projects from a technical and commercial perspective with different R&D teams. Working across two sites has allowed me to collaborate with a variety of team members and expand my expertise working on projects. I have also participated in graduate fairs and attended the Food Ingredients Europe conference in Frankfurt. My upcoming rotations will allow me to test out new responsibilities in various teams within the business, which I am very excited for.

Shane Igoe

Graduate

The Graduate Programme has been an excellent bridge between college and the professional world, providing a smooth and supportive transition into the workforce. I've had the chance to immerse myself in various areas of the business, gaining practical experience across diverse sectors. A combination of hands-on learning, mentorship, and a supportive working environment has not only enhanced my technical skills but also significantly boosted my confidence and personal development.



A CAREER FOR A BETTER FUTURE



YOUR FUTURE OUR FOCUS

TURN YOUR PASSION INTO A PROFESSION WITH LAKELAND DAIRIES GRADUATE PROGRAMME

www.lakelanddairies.com/join-our-team/graduate-programme

FOLLOW US:





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

Salary €31,000 starting salary with performance increases after 12 months

Benefits • bonus (discretionary) • pension scheme with company contributions • 23 days' holiday • Hybrid working • subsidised cafeterias • employee assistance programme: free, independent and confidential advice on mental health, wellbeing, financial or legal issues • employee discount in Musgrave marketplace • Income Protection • Bike to work scheme • Free parking • Digital doctor • Home office equipment

Number of vacancies Typically 10–15 per year dependent on business requirements

Degrees sought • all disciplines

Work experience placements

Duration 6–12 months

Number of placements 40–50 dependent on business needs

Locations • Republic of Ireland • Northern Ireland

Contact

✉ Earlycareers@musgrave.ie
 f @Musgrave Early Careers
 x @Musgraveplc
 @Musgrave.earlycareers
 @Musgrave
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Apply

Application timelines are available on www.musgravegraduates.com



Search gradireland

Growing Good Business

Musgrave is Ireland's leading food retail, wholesale and foodservice company. Together with our retail partners, we support more than 41,000 jobs, in more than 1,400 stores and offices, with combined total retail sales of €6.3 billion.

We are proud to be one of Europe's most successful family-owned businesses with a 148-year heritage in food and brand innovation. Every day we feed one in three people in Ireland through 15 market leading food and beverage brands that include SuperValu, Centra, Donnybrook Fair, Frank and Honest and Musgrave MarketPlace.

We have a simple, inspiring purpose that clearly defines what we do and why we do it – Growing Good Business. This means creating a sustainable, profitable business that benefits our shareholders, our people, partners, local communities and the wider local economy. This is underpinned by our values that are about long-term stable relationships, working hard, not being greedy, achievement and honesty.

Every role in Musgrave is a chance to define what Growing Good Business means and our fast-moving world gives us plenty of exciting challenges to rise to and for our early careers colleagues to grow and play a role in building our communities.

Customised Development

We offer award-winning, flexible development that you can customise to your needs. This is offered through Musgrave Institute through in-person, hybrid, online and virtual options. You will work alongside experts in your chosen field to learn, grow and progress in your career.

Invested in you

We hire early careers talent to develop critical skills in our business including buying, finance, innovation, marketing, and supply chain. We'll develop you in these roles through experiential learning on the job with our business leaders, through formal development, coaching and mentoring, as well as giving you real responsibility from the start. We don't expect you to know how to do the job, we'll develop you once you demonstrate your ambition to succeed in a fast-paced business environment and bring your passion and drive to improve our communities.

Opportunities

Our business is fast-paced and everchanging, so our opportunities vary each year depending on business needs. Check out musgraveearlycareers.com for details on our current opportunities or to register for future opportunities.

Musgrave. Bring your good.



MEET MUSGRAVE GRADUATES



Claire McAlinney

Trading Manager
 Master's of Science in Food Science and Food Security, Queen's University Belfast

I come from a farming background and completed a five-year Master's of Science in Food Science and Food Security at Queen's University Belfast before joining the Musgrave Buying/Trading Graduate Programme in 2017. While in university, I had a part time job in my local SuperValu which developed my keen interest in the food and retail sector. I really enjoyed working in the busy retail outlet and recognised the benefits a Musgrave brand has on a local community, so I applied for the Programme.

You're given real responsibility with excellent support from management and other graduates. I gained experience across different sectors across Cork and Belfast, including retail and wholesale, which empowered me to develop strong working relationships with colleagues. Regular meetings with my manager helped highlight successes and identify skills which were a development focus. I was appointed to Assistant Trading Manager 2019 and within 5 months, I was promoted to a Trading Manager role. I am now the Trading Manager for Spirits and Beer in Musgrave NI which include Musgrave Retail Partners, Musgrave MarketPlace and Drinks Inc.

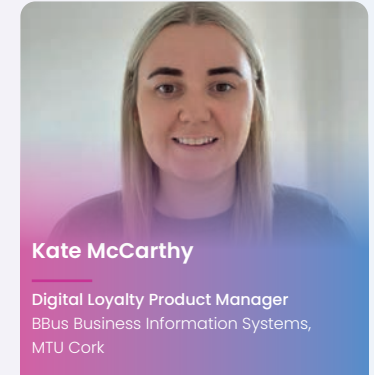
If you're interested in the food and retail sector, apply for the Musgrave Graduate Programme, it will provide you with a wide range of opportunities to apply and develop your skillset within a progressive business environment.



Saumyajit Dutta

IT Business Analyst
 Bachelor of Technology in Computer Science & Engineering, Rajasthan Technical University MSc in Computing Science, UCC

During my time as an IT Graduate at Musgrave I've undertaken a large number of projects. I started in research into IT loyalty assets, basically leveraging store data to improve sales. I moved on to building applications for tablets and phones, and I was also part of a redesign of our online app for the SuperValu Real Rewards programme, which was a great project to be involved with, and the programme has been nationally recognised as Retail Food Loyalty Programme of the Year. More recently I've been working on automation projects. It's all so varied and I've gained so much knowledge and experience in a range of areas. On the Graduate Programme they are really happy to let you work on projects that interest you and that further your skills. I have managers and mentors that support me – they want me to succeed and they are helping me to do that. I have felt from the very beginning that I have been able to work on high level projects and give my own inputs into projects. At Musgrave they encourage us to share our ideas, they listen to you and support you to put a plan together to put your ideas into action. At every stage I've felt I'm part of a team, where my ideas are valued.



Kate McCarthy

Digital Loyalty Product Manager
 BBus Business Information Systems, MTU Cork

I worked in my local SuperValu throughout school and college. I really enjoyed working in retail and felt I knew a lot about the business. I studied Business Information Systems, a blend of business and technology subjects. When I finished college, I wasn't ready to go into a regular job. Musgrave allowed me to build on my degree and knowledge of retail, as well as offering further development and learning on the job. Even though you're just out of college you're treated like everyone else on your team. You're given the responsibility of leading your projects which are meaningful and often high profile across the business.

During my time as a graduate, I got to work across all of our retail brands where I met and learned from many people across the business. Post-Programme I was promoted to Associate Product Manager and have since been promoted to Digital Loyalty Product Manager, working on our retail brands with a focus on SuperValu Real Rewards.

Musgrave have continued to support my development journey post-Programme and I recently completed a postgraduate degree in Product Management in TU Dublin.

Get involved in as much as you can, if you see a project you're interested in, ask to get involved.



Type of work • engineering • human resources, recruitment and training • IT and telecoms • languages and culture • management, business, administration • marketing, advertising and PR • retail, sales and customer services • science, research and development • social, community and youth • teaching and education

Salary • Interns: €29,000 (full time)
Grads: €40,000 to €45,000 on base

Benefits • bonus (discretionary) • golden hello • life assurance • pension scheme with company contributions • private healthcare • share options • paid time off • volunteer time off • wellbeing days

Number of vacancies • 100

Degrees sought • all disciplines

Work experience • yes • all year

Duration • 6–12 months

Number of placements • 20–25

Locations • Republic of Ireland • Great Britain • Rest of world

Contact

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About NetApp

NetApp is the intelligent data infrastructure company. We create silo-free infrastructure, then harness observability and AI to enable best data management actions everywhere – so customers can achieve their dynamic priorities.

Life at NetApp

We're forward-thinking technology people with heart, and we support a healthy work-life balance. Our volunteer time off program is the best in class, offering employees 40 hours of paid time off per year to volunteer with their favourite organisations. We provide comprehensive benefit plans for you and your family and financial savings programs to help you plan for your future.

NetApp Emerging Talent Program

The Global NetApp Emerging Talent Program enables new full-time hires with 0–3 years of experience to develop a growth mindset, sharpen their skills, and foster meaningful relationships, helping to build successful, long-term careers with NetApp.

Global S³ Academy

The Sales, Support, and Services Academy (S³) Academy is a 2-year global professional development program for Early in Career talent. The S³ Academy focuses on helping participants reach their full potential by immersing them in the software, systems, and technologies shaping the world.

Global Intern Program

The NetApp Global Intern Program provides real-world career experience and helps develop a strong talent pipeline. Interns gain access to the resources, mentoring, and feedback they need to grow – all while building meaningful relationships across the company.

Apply

Online at careers.netapp.com

Closing date

See website for details

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we see opportunity.
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Type of work • Finance • Audit • Legal & Secretariat • Operations • Risk • Technology • Human Resources • Retail Banking

Salary Competitive

Benefits • Defined Contribution Pension • Life Assurance • Sick Pay & Income Protection Benefit • Staff Banking Services • Enhanced Annual Leave • Smart Working Opportunities • Paid Study Leave • Paid Professional Subscriptions • Professional Training Support • Volunteering Leave • Holiday Savings Fund • Cycle to Work Scheme • Free Health Screening • Employee Assistance Programme • Regular Wellness Initiatives

Degrees sought • advertising, marketing, PR, media, publishing • arts, humanities, social science • business, management, administration • education • finance, financial services • human resources, recruitment, training • information technology • languages and culture • law, legal services, law enforcement, patents • natural resources and environment • retailing, sales, customer service • science and mathematics • social, community, youth • transport and logistics

Work experience We offer internships/ placements/ graduate programme/ Trainee Accountant/ Tax Trainee (3 to 42 months depending on roles) – please see website for details.

Location Republic of Ireland

Contact

PTSB, Head Office,
56–59 St Stephen's Green, Dublin 2

grads@ptsb.ie

Apply

CV • online www.ptsb.ie/careers

Closing date: please see job advertisement for details.



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PTSB has a long banking history, stemming over 200 years, making us one of Ireland's longest serving financial services institutions.

Our ambition: To become Ireland's best personal and business bank through exceptional customer experiences.

Why Choose PTSB?

At PTSB, we are Altogether More Human. We bring the best of technology and our people together to solve real customer needs and deliver a better banking experience.

Customer & Colleague focused. Inclusive. Caring. We manage risk and comply with regulations, where everyone works to meet our goals and are proud of the part they play. While culture is always evolving, our values and heart of our purpose remain the same.

Living our values and managing risk builds trust. We nurture an accountable and supportive workplace where everyone is encouraged to contribute meaningfully, as we become Ireland's best personal and business bank through exceptional customer experiences. We promise to create a supportive and inclusive environment where everyone is welcome and respected. When you are your authentic self, your colleagues have better experiences working with you. This leads to exceptional customer experiences.

We are Open. We are Inclusive. We build Trust. We are One PTSB.



Grow With Us

At PTSB, every colleague has an important role to play in evolving our culture – What you do and how you do it makes a difference here. We are creating a workplace where you feel welcomed, supported, valued, heard, respected and recognised as your authentic self.

- **38%** of Senior Leadership Positions are filled by Women
- **89%** of employees feel comfortable to be themselves at work regardless of background or life experiences
- Winner of the CIPD Award 2023 for Inclusion & Diversity
- Winner of the CIPD Award 2022 for Best Flexible & Hybrid Workplace
- Awarded the Investors in Diversity Gold Accreditation. This accreditation recognises the significant focus and commitment we have made in ensuring that EDI is embedded across the organisation.



About our Graduate Talent Programme

The Graduate Talent Programme is designed to ensure all graduates develop professionally and personally through exposure and insight to different departments within PTSB, to encourage them to develop and enhance multiple skills. The number of rotations varies from programme to programme – rotations are supported by a 2-tier support network consisting of a Line Manager and an assigned buddy together with collective structured peer group development in a supportive community environment.

We are excited to offer a number of streams in our Graduate Talent Programme.

- Technology and Innovation
- Group Finance – Data and Analytics
- Group Risk Data Analytics and Modelling
- Group Risk Banking
- Retail Banking

- Customer & People
- Governance Secretariat
- Group Internal Audit
- Group Operations

Additionally, a best in class learning and career development platform is available and educational training/ assistance will be provided.

WHAT OUR GRADUATES SAY...

Alex Reynolds

2019 Graduate at Group Risk Banking,
now Financial Risk Manager in PTSB

The people are great here in PTSB. It's a friendly and open environment, where people can be themselves. In relation to my job, within the Financial Risk team, I enjoy the variety of work the team is involved in. I like to be challenged and consistently learn new subject matter. If you are willing to put yourself out there, take initiative and work hard there are plenty of opportunities here to progress your career. After 18 months of the Graduate Programme I became a Senior Analyst on the Financial Risk team. I am now a Risk Manager on the same team.

Chloe Mazhandu

2022 Graduate at Group Technology

Working in a STEM career as a woman, I've discovered the importance of building my network and finding and creating spaces for myself. A few months into joining the bank, I had the opportunity of joining the banks Better Balance Mentoring Programme. This programme was organised by the banks Employee Resource Group that's dedicated to Gender Balance and incorporates the banks DEI Strategy. Having a mentor was instrumental as a woman who'd freshly graduated entering the corporate world. It was an opportunity for personal growth as it helped me deal with imposter syndrome, self-confidence, and career planning and conflict resolution.

Alice Larkin

2019 Graduate at Group Risk Banking,
now HR Risk & Governance Specialist in PTSB

I enjoy working for PTSB because from my own experience I think we have a very positive work culture. I've found that if you work hard here, get involved in projects and initiatives when you get the chance, and show some enthusiasm, PTSB is a place where you can move around to different areas of the business and get a lot of experience early on your career.

I also love the diversity of tasks that my job involves – that level of diversity provides an opportunity to meet with new people and learn new things every day. The job is also unusual in that it requires experience in two very distinct areas – HR and Risk. My background is in Risk, so I get to bring that risk 'expertise' to the table, but I also get to learn about risk and compliance specifically in the context of HR, and I also get to learn about HR and its processes in general.

My role means that I don't just get to be really good at one thing – it gives me the chance to have a broader learning experience and expand my knowledge and skillset.

Ivor Blake

2022 Graduate at Group Finance –
Data and Analytics

I would advise students interested in an internship or Graduate Talent Programme to be proactive and make the most out of the experience. Express the interests you have to your manager and engage with the facilities provided to expand your knowledge and skillset. Another way to get the best out of this experience is to step out of your comfort zone. Don't be afraid to put yourself forward to be involved in tasks and projects. In my experience stepping out of my comfort zone has provided me with the most rewarding experiences I've had so far with PTSB.



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Type of work • Audit & Assurance •
Accounting Solutions • Tax Compliance
& Tax Consultancy • Corporate Finance
• Restructuring & Insolvency

Salary • Competitive

Benefits • Programme Benefits (First
Class, Comprehensive Training; Broad
and Practical Experience working
with a Large Client Base; Exam,
Study Support and Paid Study Leave;
Buddy and Mentoring Programme;
Professional Subscriptions Paid; Career
Development Opportunities upon
Completion of Training; Option to
Transfer across Offices; An Open Door
Policy) • Rewards (3pm Early Finish
Fridays (July, August); 4.30pm Finish on
Fridays before Bank Holiday Weekends;
Time off in Lieu (TOIL); Employee &
Client Referral Bonus; 21 days Annual
Leave Rising with Service/Seniority;
Graduation Day Leave; Bike-to-Work
and Tax-Saver Travel Scheme; Wedding
Leave and Wedding Gratuity) • Health
and Wellbeing (Zevro Health Wellness
Programme; Employee Assistance
Programme; Funded Sport and Social
Events; Flexible Working)

Number of hires • 30+

Degrees sought • All Disciplines •
Accounting & Finance • Taxation &
Law • Mathematics • Economics &
Finance, Financial Services • Business,
Management

Work experience • 4 – 6 Week Summer
Internship Placements • 6 Months – 1
Year College Placement Internships

Locations • Republic of Ireland
(Sandyford, Dublin • Athlone •
Roscommon)

Contact

Claire Keane
Tel (090) 64 80 600

Apply

Online at [www.rbk.ie/careers/
graduate-recruitment](http://www.rbk.ie/careers/graduate-recruitment)
www.rbk.ie/careers/internships

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Business Facts

For over 60 years, RBK has provided accounting, audit and taxation services to domestic and overseas businesses in Ireland. We have grown from a relatively small, regional practice to Ireland's leading independently branded Accountancy Firm, with offices in Dublin, Athlone and Roscommon. With over 250 employees, we believe that our graduates have the potential to become RBK's future leaders.

We provide you with a supportive and collaborative working environment allowing you to thrive professionally and personally. Our aim is to empower you, to shape your career and contribute to future business success in RBK. You are guaranteed practical, hands on training that will assist in achieving in your professional examinations and developing a prosperous and rewarding career.

We offer support every step of the way, providing first hand client experience, mentoring and buddy programmes and access to our senior leadership so you learn from the best! We value our people and champion a healthy work/life balance along with offering career development opportunities both within, and upon completion of training.

As a People First Firm, we work as One United Thriving Team, living our Values by:

- **Putting People First** and consistently treat everyone fairly, with respect integrity and trust
- **Making A Positive Difference** by giving back to our clients and communities
- **Being In It Together** to achieve a clear end goal by collaborating and having each other's back
- **Keeping it Clear And Concise** to avoid confusion and bring clarity, purpose and prioritisation for everyone
- **Stepping In & Owning It With Excellence** by taking responsibility for achieving better outcomes and results.

Matthew O'Rourke

is an Audit Assistant Manager at RBK.



In 2019, I joined RBK's Graduate Programme after completing my Accounting and Finance degree in NUI Maynooth. I previously completed an internship at RBK from September 2017 to May 2018, where I was made feel very welcome and part of the team which made it an easy decision to return for my graduate contract! Five years later I've completed my training contract, passed my exams, and recently became a member of Chartered Accountants Ireland.

While working in audit, I've gained plenty of exposure to various clients in a wide range of industries which I have found interesting to learn how companies operate across any different industries. During my training contract everyone has been very supportive in helping me through exams and in my work. There is a strong social culture within the Firm which is a massive part in what makes working in RBK such an enjoyable place to work. I actively participated with the Communication & Connect Committee and the Social Club where we have organised events & initiatives with the focus on work life balance and create the best working environment!

Looking ahead, I see a clear route for progression in my career and I feel supported as I look to move further on within the Firm. For those considering an accounting career, RBK is an excellent starting point.



Type of work • accountancy and financial management • agriculture, animal and plant resources • engineering • environment and natural resources • human resources, recruitment and training • IT and telecoms • logistics and transport • management consulting • management, business, administration • manufacturing and processing • marketing, advertising and PR • media and publishing • retail, sales and customer services • science, research and development

Salary • €32,000 year 1 increasing to €35,000 year 2

Benefits • car/allowance • gym membership • life assurance • overtime • pension scheme with company contributions • days' holiday

Number of vacancies • 20

Degrees sought • all disciplines • advertising, marketing, PR, media, publishing • agriculture, aquaculture, horticulture, food science • building and planning • business, management, administration • engineering and manufacturing • finance, financial services • human resources, recruitment, training • information technology • natural resources and environment • retailing, sales, customer service • science and mathematics • transport and logistics

Placements • 45, 6–8 months, all year

Locations • Republic of Ireland

Type of application for employment • CV • online

Contact

Paddy Hickey, pahickey@tirlan.ie

Tirlán Tirlán (@tirlan_) @tirlanfarmlife

Apply

Online at www.tirlan.com/careers/tirlan-graduate-programme

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Business facts

Tirlán is a world-class food and nutrition business, with a diverse portfolio of quality ingredients, leading consumer and agri brands. Some of our brands include Avonmore, Kilmeaden, Gain Animal Nutrition, Truly Grass Fed, Wexford Creamery CountryLife and Millac. The farmer-owned co-operative has a first-class track record of success in the global market.

Rooted in our rich heritage of family farming and embedded in our communities, Tirlán has evolved to bring the passion of our farmers and their high-quality ingredients to the international marketplace. Using modern-day technology and applying the best processes to our milk pool of three billion litres and our outstanding grains portfolio, we now export innovative products and tailored ingredients solutions to be enjoyed in more than 80 countries. We nurture a talented team of over 2,100 people to manage our network of 11 processing plants, 52 Farmlife and CountryLife retail branches and online trading platforms, dedicated to serving our communities and customers. Our 'Living Proof' sustainability strategy is a bold commitment to developing better, fairer practices that benefit everyone. At the heart of Tirlán is our people, our years of history and experience, and the love we hold for our community and our land.

At Tirlán, our purpose, vision and values guide all that we do.

- Our purpose is to nourish the world, while safeguarding our environment for future generations. We believe we can only thrive when we work together toward this shared purpose— it's what sets us apart.
- Our vision of the future is one which celebrates the purest nutrition. We are deeply connected to the land we farm, and through our farming families and our employees, we strive to work in harmony with nature.
- Our values guide our daily decision making and help us to bring our purpose to life. They form the unifying principles we wish to see throughout our work in the world, gathering our people around a common goal. Our values are celebrate individuality, adapt to grow, empower and go and collaborate for success.

The experience of generations of farming families and decades of innovation in food processing helps us deliver to a global community.

Unearth your future.

Tirlán | Graduate Programme



I really enjoy working with people and the continuous opportunities each day to learn and grow."

Tirlán | Graduate Programme



Type of work • construction, civil engineering and QS • engineering • environment and natural resources • human resources, recruitment and training • IT and telecoms • management, business, administration • marketing, advertising and PR • public sector and civil service • science, research and development • fleet management

Benefits • Competitive salary, hybrid working, bespoke graduate development program, onsite gym, wellbeing program, educational assistance, Sports and Social

Number of vacancies • 50

Degrees sought • all disciplines

Work experience • Summer Internships and Work Placements

Locations • Dublin, Cork

Contact

✉ careers@water.ie
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 tv @officialirishwater



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Online at
water.ie/about/graduates-hub/
 Closing date: 8.11.24

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About Uisce Éireann

As Ireland's national water utility, we make sure you have top-notch drinking water and that wastewater is treated right. We're all about a sustainable Ireland, protecting water for the planet and everyone on it. From coast to coast, our job is to ensure we deliver the highest quality drinking water to your taps every day and ensure that wastewater is properly treated and safely returned to the environment. Our vision is a sustainable Ireland where water is respected and protected, for the planet and all the lives it supports.

Every day we rise to the challenge of delivering transformative water services that enables communities to thrive. **We Live Water.**

At Uisce Éireann, we've got some big plans for the next five years. We are growing to an organisation of over 4,000 people and are delivering an unprecedented €1.2 billion programme of capital investment in Ireland's water infrastructure. This is where you come in! We're on the lookout for ambitious and talented graduates like you to join our team. Ready to dive into your career and help us revolutionise the water services industry in Ireland?

Our Graduate Talent Programme

We offer a number of programme specialisms, each with rotations across different teams to give you a breadth of experience and accelerate your career development. For 2025 we are looking for talented graduates to join us on this 2-year programme across the following specialist streams:

- Engineering
- Science
- Quantity Surveying
- Supply Chain and Procurement
- Project and Change Management
- Technology and Cyber Security
- Business and Management
- Fleet Management

Through our Uisce University, you'll go through a structured learning programme with a mix of formal training and masterclasses from experts across the business. No matter which specialism you choose you'll get to visit our water treatment plants and see the whole water journey from cloud to glass and drain to sea. You'll get to work on group projects with other grads, tackling key challenges for our organisation and the communities we serve.

Ready to start your career with a splash?

Visit our graduate's hub at water.ie/about/graduates-hub/ for full details on how to apply and our recruitment process. Applications for our 2025 Programme close on November 8th.



We live Water. Start your Career with a Splash.





Institutions and course providers

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Evening Degrees

Postgraduate Programmes

Professional Diplomas

About the institution DkIT offers a wide range of both taught and research postgraduate study options from Master's to PhD level. Postgraduate study is challenging but the rewards are plentiful and include advanced academic achievement, increased career opportunities and significant personal development.

Main subject areas/programmes offered Agriculture, Animal Welfare, Business Studies, Building Surveying, Computing, Construction, Data Science, Food Technology, Learning & Teaching, Mechanical Engineering, Midwifery, Music Technology, MBS in Entrepreneurship & Marketing, Nursing, Renewable Energy

Contact

042 9370230

✉ admissions@dkit.ie

📍 Dundalk Institute of Technology

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Watch our
video: MBS in
Entrepreneurship
and Marketing



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DkIT's Award Winning MBS

Dundalk Institute of Technology (DkIT) offer a wide array of award-winning and industry renowned Postgraduates and Masters Programmes throughout its four Schools. One such course is its Master of Business Studies (MBS) which won at the Irish Education Awards 2023. Programme Director, Colin Cooney and module leader, Dr Maeve McArdle, collected the Best International Collaboration Award. This marks the fourth award for this course since 2018, showcasing the programme's continued success and impact.

This award recognises the ongoing collaborative activities between DkIT's MBS programme and the Business Masters programmes at Heilbronn University Graduate School in Germany. These activities include collaborative teaching delivery and one of the programme's unique offerings is the International Residential Experience, which takes place in Söllerhaus, Austria during the first semester as part of the Business Strategy module. Collaborating with Heilbronn University Graduate School allows DkIT students to gain exposure to international business practices, expanding their horizons and skillsets.

This fantastic MBS course offered by DkIT emphasises industry engagement, where students work with local, national, and international organisations on live projects. The second-semester module, 'Applied Strategic Management', is entirely based on industry engagement, allowing students to apply their theoretical academic knowledge practically.

GoPlugable, an innovative initiative led by a student from last year's Master of Business Studies (MBS) programme at DkIT, was awarded the Local Enterprise Office High Achieving Merit Award at the 2023 Student Entrepreneur Awards. This prestigious recognition underscores DkIT's students' innovative spirit and commitment to sustainability in the electric vehicle (EV) charging sector.

The MBS programme also encourages research, with students presenting their research papers at conferences, publishing in peer-reviewed journals, and even writing books. Many graduates have continued their studies at PhD level.

Check out all of DkIT's award winning and Industry recognised Masters and Postgraduate Courses at www.DkIT.ie



(L-R) Dr Maeve McArdle, DkIT, Celestine Rowland, Galway Cultural Institute, Colin Cooney, DkIT



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About the Institution:

Maynooth University is an internationally recognised institution located 25 kilometres outside of Dublin, Ireland. It is a place of lively contrasts—a modern institution, dynamic, rapidly-growing, research-led and engaged, yet grounded in historic academic strengths and scholarly traditions.

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Taught Masters Programmes at Maynooth University are designed to foster and deepen our students' knowledge and skills in a specific subject area at postgraduate level. Our programmes offer students the opportunity to specialise in an area of interest closely aligned to their undergraduate degree or current career path, or to expand their skills and knowledge to develop their career path in a new direction.

Our Taught Masters Programmes typically consist of core and optional taught modules, the development of student research skills, and the completion of a minor thesis or practical project. This combination provides our students with a thorough grounding in the specialism of their masters programme, while developing key research, writing and communication skills that are transferable to a wide range of careers within and beyond their chosen specialism.

Maynooth University offers a wide range of taught master's qualifications including Master of Arts, Master of Science, Master of Social Science, LLM, Master of Education and Professional Master of Education. These programmes are designed to cater to the varied interests and aspirations of our students, ensuring a well-rounded and fulfilling academic journey.

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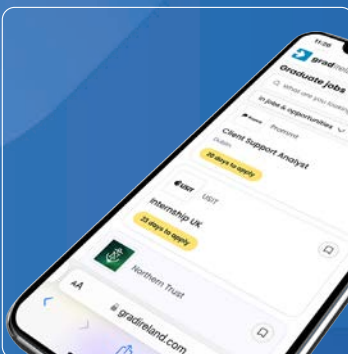
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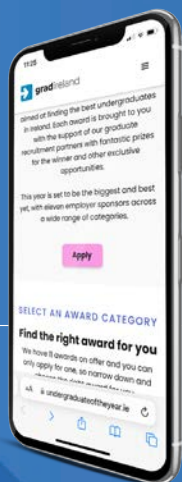
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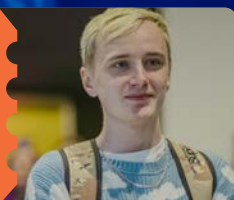
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