





The ONLY jobs and courses directory you'll need

Welcome to the gradireland directory 2026, the official careers and further study directory for students in Ireland, both North and South. Inside, you'll find all you need for your step-by-step guide to land a job or pursue further study.

1. Easy to navigate

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

2. Decide your future

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

3. Find jobs

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

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

4. Further your study

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

5. Stay informed

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

@gradireland



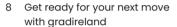






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The Association of Higher Education Careers
Services – AHECS is the representative association
for careers advisory and placement professionals

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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IFC = inside front cover
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Get ready for your next move with gradireland

gradireland provides all the guidance required to make the right decisions when it comes to your next step after graduation, whether it's an internship, a graduate job, or further study, you'll find the advice and answers you need with gradireland.



n partnership with the Association of Higher Education Careers Services (AHECS), over the last three decades, the gradireland partnership has worked hard to remain a relevant and timely source of advice to students and graduates as they navigate the challenges of third level and the working world. Through digital, print and events channels, we work to make sure you are getting the tools and information you need in order to make informed decisions about your future. As your thoughts turn toward the next step after graduation, rest assured that gradireland is with you every step of the way.

GradSims

Last year, gradireland launched GradSims. GradSims are free, interactive programs built to offer an inside look at a specific career and company, supporting you in identifying what suits you best. By completing a GradSim, you will hear directly from a recent graduate in the position and undertake a task like those you would experience with the employer, they provide incomparable insights into the work that you would actually be doing in a company that you're interested in and are great preparation for interviews, applications and internships.

Employers

Check out gradireland.com/organisations for details about the the opportunities available from a wide range of employers, the attributes employers seek from graduates and, even more importantly, life inside these firms. Exploring these resources will help determine which employers are a great match. Users can follow companies for opportunity alerts and use



graduate stories, #GradStories videos, GradSims and employer profiles to see what working life is like for graduates. The gradireland team and our employer partners constantly expand company profiles to provide all the key facts you need for your choices.

Job search

Naturally, gradireland.com and this issue aim to help readers make the strongest start on their careers.

Browse gradireland.com/search/jobs?search= to filter positions by company, sector, deadlines, jobs, or internships. Jobs can be saved to your dashboard, allowing easy access as applications are prepared.

Further study

Interest in postgrad study is on the rise, and gradireland.com/further-study offers you a directory to help pick the best programme for your ambitions. In collaboration with the national accredited course database, Qualifax, the platform gives a full-featured course finder for searching by area, level, school or by part- and full-time status. Profiles of institutions are available to find a university or college that meets individual needs, and advice is offered on funding and essential postgraduate options.

Your gradireland.com

Every student's job search is different, and no two visitors use gradireland.com in the same way. That's why our customised job and content feed shows relevant roles and guidance when most needed.

Completion of your gradireland profile is vital for tailored recommendations and job postings in your own news feed. Make sure you're logged in when using gradireland.com for the best user experience.

Where to start

Beginning a career can feel daunting, even for graduates. The website's degree-based career guidance tools expand all the time. Visit gradireland. com/careers-advice/career-ideas for tips, advice, tools, and inspiration to assist your next move. This includes resources on the best employers for various fields, as well as hundreds of job descriptions explaining duties so you can assess fit. From the directory pages or the site, users can find the detailed, clear help needed for making informed career decisions, discover what skills matter for employers, craft cover letters, avoid CV pitfalls and energise a job search using social media.

Events

Our team organises the leading career-related events in the country. From the annual Graduate Careers Fair in autumn to gradireland LIVE each spring, there's an event for every academic stage. Be sure to find the gradireland desk at campus fairs too! Fairs are a great way to connect with employers, course coordinators and other graduates. Go to gradireland.com/events to learn more and register for events coming up so you can be best prepared to make the most of the day.

Let's get you hired!



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

gradireland.com



What's your next step?

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

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WHAT'S YOUR NEXT STEP?

Ten tips to help start your career

ntering the professional world is always challenging no matter what sector you wish to work in and how confident you may, or may not, feel. Determining the right route can pose significant challenges; what once seemed definite can rapidly appear remote, whilst certainties sometimes dissolve into frustration and self-doubt, and even more questions. The following ten tips are designed to help you make the best-formed decisions.

New graduates, in particular, frequently become preoccupied with the skills they believe they lack, rather than recognising and emphasising their many strengths. Yet beginning your career journey need not be overwhelming: with the right attitude and knowledge—along with an awareness of the latest trends and statistics—success is within reach.

Demonstrate your worth to employers Despite stable graduate unemployment rates, competition for desirable positions remains strong in Ireland. In the second quarter of 2025, the overall national unemployment rate was 4.8%, having risen slightly from 4.6% a year prior, while youth unemployment for those under 25 increased to 13.2% in the same period. Employers often assert there is a shortage of truly 'employable' graduates, even as more individuals enter the workforce—an increase of 2.5% (73,500 people) in labour force participation over the year. Relying solely on market demand cannot be your strategy; employers' expectations are evolving. Present yourself not only as a capable applicant, but as somebody who will add genuine value from day one.



Be pragmatic about progress

A perfect job, and the perfect career trajectory, from the outset is exceptionally rare. Almost all roles

require time, perseverance, and continual learning before they align with your career aspirations. Data reveals that in early 2025, 74.7% of people aged 15-64 in Ireland were employed, a slight increase on the previous year. Yet no statistic reflects the individual's subjective journey. Set priorities: is your immediate aim personal development, relevant experience for future progression or simple day-to-day fulfilment? Recognising precisely what you seek will enable you to evaluate each opportunity in the best possible way.



Do something you're passionate about

Understanding yourself is vital when searching for a suitable career.

Thorough self-reflection, though challenging at times, pays dividends. Your academic field need not dictate your job search—focus instead on what excites you, what you're passionate about. Do you relish interacting with new people, excel at analysing data or thrive on solving complex problems? Students increasingly benefit from placements and part-time work, which doubled in uptake between 2022 and 2024, helping them discern their real preferences. Use these insights to chart a realistic career path that genuinely appeals to you.



Internships and work placements

In today's economic climate, internships and work placements are more vital than ever. As of 2024, employer reports

in Ireland show that over a quarter found attracting suitably skilled graduates to be a challenge. Early work experience is exceptionally valuable—it provides practical skills, helps build professional relationships and offers a low-risk means for both parties to assess suitability. Remember: most internships are unofficially extended job interviews; perform to your best ability throughout.



Embrace all experience

Many areas, such as retail and the charity sector, frequently offer entry points from which to build transferable

skills. Each experience—whether in start-ups or established corporations—contributes to your long-term career development. Document every role, however brief, as future employers increasingly look for varied backgrounds and adaptability.



Stay open-minded

Sectoral stereotypes can limit opportunities. For example, focusing exclusively on finance might lead you to

overlook roles in technology, data analysis or project management within the same organisation. Almost every sizable company requires staff for business development, analytical work and digital tasks. Irish employment data from 2025 demonstrates broad demand for skills across various sectors, even as job vacancies declined to 28,900 by late 2024, compared to their 2022 peak. Prove that your skills are flexible and applicable far beyond your degree, and you will substantially enhance your employability skills.



Network, network and network

Networking has never been more accessible or so important. At Irish universities and colleges, campus

recruitment events remain popular, make sure you visit the gradireland stand, while bodies such as Chartered Accountants Ireland and Engineers Ireland are examples of professional bodies which connect newcomers and graduates with established professionals. A varied network provides not only information about upcoming opportunities, but also introductions that can prove transformative. Approach each event with politeness and curiosity, always respecting others' time and privacy, but do not be timid. Some of the most rewarding career moves can originate from a chance connection.



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Value every skill

Do not underestimate the skills gained in entry-level or part-time jobs. For example, working in retail or at busy

corporate events nurtures organisation, teamwork, resilience and customer service—competencies that are in high demand across the Irish labour market. In Q1 2025, women held 41.8% of full-time jobs and 68% of part-time roles in Ireland, emphasising the value of all types of experience for all demographics. Carefully cataloguing and demonstrating these skills to prospective employers will highlight your readiness to meet workplace challenges confidently.



Upskilling and learning

Adaptability and eagerness to learn are prized traits in the current Irish employment landscape. With rapid

developments in technology, sustainability and data, employers prioritise candidates who demonstrate a commitment to acquiring new skills. Enrol in training programmes, pursue certifications in areas like digital tools, project management or environmental management, and leverage online resources such as professional webinars and workshops. Regular upskilling not only boosts employability but signals to employers that you are engaged in your own continuous development.



Digital platforms and defining your brand

The vast majority of Irish recruiters use digital resources to evaluate

candidates, making a strong online presence indispensable. Optimise your LinkedIn profile with a professional photo, relevant skills and a concise personal summary. Join professional groups, follow key companies and participate in sector-specific discussions to raise your visibility. Tailor every application and CV to match Irish conventions and the specific job description, avoid always using Al-based templates, or if you must use them, make sure they are tailored for the role at hand. Present a consistent brand across digital platforms—this puts you in front of more employers and makes you a more attractive candidate in an increasingly competitive market.

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Your career options

t can be easy to feel overlooked when it seems as though everyone around you has a clear idea of their next career move. Graduate programmes offered by major employers often appear to be the only viable path, so visible and well-promoted are their branding and awareness campaigns. However, the truth is that a minority of graduates actually begin their careers on these structured schemes.

Most graduates, perhaps including yourself, embark on different routes to start their professional journey. Some may begin as interns and then transition to full-time roles.

Others might find part-time or temporary jobs not directly related to their degree, before

A graduate job

This role means that, if you perform well and complete any probation phase, you become a permanent or contracted staff member and are brought on to begin work immediately.

Graduate positions used to usually offer pay at the lower range of the salary spectrum, but that range has increased significantly in recent years. Typically, a graduate stays in their initial job for about three years.

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 programmes

Graduate schemes or programmes remain a common route for individuals wishing to enter popular fields of work within bigger organisations. While it is not exclusively bigger companies that provide graduate schemes, these are most often linked with such employers.

Graduate schemes generally run for one to three years, giving graduates experience with different areas of the sector via planned 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, diliaent 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.

gradually moving into their chosen field after gaining valuable experience. There is no one correct way; your route should be the one that works best for you and your career.

A common starting point is a permanent or contracted position where you are hired to begin work immediately, often at the lower end of the salary scale. Fortunately, graduate salaries in Ireland have been rising in recent years. On average, a graduate spends around three years in their first job before moving on to the next phase of their career. According to the 2023 Higher Education Authority's Graduate Outcomes Survey, approximately 76.5% of undergraduate honours degree graduates were employed nine months after finishing their studies, illustrating the strong employment prospects for many Irish graduates despite some fluctuations in the job market.

SME employment

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 regional graduate programmes, 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 selfstarters. 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.

Working in public service

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, hybrid working 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. They offer a library of digital and print career resources and invaluable face-to-face personal advice. Most have their own dedicated websites, social channels and newsletters. They also organise careers fairs and campus visits from employers, and provide training to help you through the jobhunting 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, 2/10/25

University College Cork

www.ucc.ie/careers

 Graduate Recruitment Festival, 1-2/10/25, Devere Hall, Main Campus

Dublin City University

www.dcu.ie/careers

- Science, Technology and Engineering, 7/10/25
- Business, Accounting, Finance and Law Fair, 6/10/25

Trinity College Dublin

www.tcd.ie/careers

- Business, Finance and Consultancy Fair, 23/9/25
- Computing and Technology, 2/10/25
- Law, 30/9/25
- Engineering and Environment, 9/10/25



University College Dublin www.ucd.ie/careers

- Science, Engineering & Technology Fair, 29/09/25
- Business, Finance & Management Recruitment Fair, 30/09/25
- Law Recruitment Fair, 1/10/25

UCD Michael Smurfit School of Business

www.smurfitschool.ie/ ucdsmurfitcareersnetwork/

■ Spring & Internship Fair, 21/01/26, Smurfit Business School

Dún Laoghaire Institute of Art Design & Technology

www.iadt.ie/services/institutestudent-services/careersadvisory-service

Dundalk Institute of Technology

www.dkit.ie/careers

Annual Careers Fair, 7/10/25

University of Galway

www.universityofgalway.ie/careers

■ Graduate Jobs Fair, 27/9/26

ATU Galway Campus

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

- Careers Fair, Business, Accounting and IT, 07/10/25, Cafe Foyer
- STEM, 21/10/25, Cafe Foyer
- Agriculture, 08/10/25, ATU Mountbellew

ATU Donegal Letterkenny

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

University of Limerick

www.ul.ie/cecd/students/careerservices

- UL Autumn Careers Fair, 25/9/25
- Autumn Law Careers Fair, 2/10/25

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-studentservices/careers-hub

Open University

www.open.ac.uk/careers

Queen's University Belfast

www.qub.ac.uk/careers

 Autumn Careers Fair, 14/10/25 and 15/10/25, Queen's campus

Technological University of the Shannon

tus.ie/careers-employability/ midlands

tus.ie/careers-employability/ midwest/student

ATU Sligo

www.studenthub.atu.ie

■ Be Career Curious – Main Concourse, 24/09/25 and 8/10/25

TU Dublin

www.tudublin.ie

- Business Fair, 1/10/25, Aungier St. Campus
- IT/Computing, Science, Mathematics, Electrical/
 Electronic Engineering Careers
 Fair, 6/10/2025, Grangegorman
 Campus
- Social Care/Early Childhood Careers Fair, 9/10/25,
 Grangegorman Campus
- Built Environment & Engineering Fair, 14/10/25 and 15/10/25,
 Bolton St. Campus
- Engineering Careers Fair (incl. manufacturing / automation / mechatronics / robotics / transport), 16/10/25, Bolton St. Campus, Student Common Area

Munster Technological University – Cork

www.cit.ie/careers

■ MTU Cork Career Fair, 2/10/25

Munster Technological University – Kerry

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'S YOUR NEXT STEP?

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 (eg sports, clubs and societies, volunteering). Identify what you want out of a job.

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

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

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

Find out what you can do with your degree.

Meet a careers adviser for an initial discussion.

Let's see what's out there!

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

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LET'S SEE WHAT'S OUT THERE!

Graduate recruitment trends

Irish students and graduates in 2025 have evolving expectations about their future careers, salaries and workplace environments.

ccording to Cibyl, gradireland's research partners, the average anticipated starting salary for graduates is marginally above €40,000, with precise figures varying by sector and region. Around 46% of respondents expect a starting salary in the €25,000–€35,000 range, while nearly a quarter (24%) anticipate earning over €40,000 in their first graduate role. Reflecting the dynamism of Ireland's labour market, salaries in certain regions, particularly outside of major cities, may sit closer to the €22,000–€26,000 band, with higher wages in science and advanced sectors located mainly in Leinster.

Sectors and trends

Engineering remains the most popular field for graduates, followed closely by roles in data, design, research and healthcare. Survey data confirms students gravitate towards employers offering comprehensive support, especially training, mentorship and relocation assistance. A good worklife balance is considered highly important, alongside career progression opportunities and stimulating work, while job prestige is a relatively minor factor in graduate decision-making.

Despite a modest slowdown in graduate recruitment compared to the previous year, the Irish labour market continues to perform robustly. The unemployment rate stands at 4.3% and may decrease further, according to ESRI projections. Employers regularly cite difficulties finding suitably



skilled candidates, particularly in accounting, finance, engineering, healthcare and construction, indicating persistent demand for talent across these domains. The competitive landscape, combined with high vacancy rates, underlines Ireland's need for fresh graduates and skilled professionals in key sectors.

Technology and artificial intelligence are increasingly intertwined with recruitment processes. Sophisticated tools such as resume scanning, screening software and video interviews have become standard practice, although widespread automation of recruitment tasks remains gradual due to budgetary and behavioural factors. While AI tools are part of the hiring infrastructure, most organisations continue to balance digital solutions with more traditional approaches, contributing to a gradual pace of innovation in recruitment methodologies.

What employers want

Graduate candidates are reminded that while technical expertise is crucial, employers now place greater emphasis on soft skills during the selection process. Competencies such as communication, teamwork, creativity and time management are viewed as key determinants of workplace success. The ability to demonstrate these skills, whether through previous employment, voluntary work or life experiences, typically confers a significant advantage in a competitive job market.

Since the abrupt transition to remote work in 2020, hybrid working arrangements have become common across many Irish sectors. While some employers are reverting to office-based models, others have embraced hybrid frameworks that look set to endure, especially for roles not requiring fulltime on-site presence. Ireland boasts some of the highest levels of remote and hybrid job availability in Europe, although access varies by industry and region. Most people favour working from home at least one day per week, shaping future recruitment patterns and employer policies. Shifts in remote work will inevitably influence both economic and labour market outcomes, ensuring the hybrid model remains a core feature of Ireland's workplace landscape for the foreseeable future.

gradireland 2026

How you can make a successful start



nen 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

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?

Choosing a job

that's right for you



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

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.

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.

Be prepared 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

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

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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 oneto-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!

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.

The proactive job hunt

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

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 headsup 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 vield 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 wellresearched 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 iust 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.

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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.

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LET'S SEE WHAT'S OUT THERE!

Why social media matters as you launch your career

Either a minefield or a great asset, social media and your social media presence can be a great boost to your application. Still, you need to curate your social media accounts to support your application and your profile. But you don't need to share everything; privacy is always your decision.

Manage your online profile

Networking to progress your career takes time, so the true value of online networking is not about 'getting a job' – at least not initially. 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 numerous different places on the web (try Googling yourself and see what you find). It's important that your online presence matches the professional image you present to employers. Be clear about who you are, what you can offer and what you want, and ensure that message gets across in your various social media profiles.

The boundaries between personal and professional can be blurred in social media, so you need to decide how much you want to make public. It may be wise to operate separate accounts for your professional and personal use. Don't let your digital footprint tarnish your image.

LinkedIn

As a platform for being headhunted, LinkedIn is probably more useful for experienced hires than for graduates. However, it's an effective way to maintain an online CV that details your experience and skills.

Complete your profile as thoroughly as possible and add the profile link to your email footer, on your social media profiles and even on your 'real' CV. Keep your profile updated regularly with examples of activities that might enhance your employability. Check out the profiles of people employed in your desired role for ideas on how best to present yourself.

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

Instagram

Instagram can be one of the trickier social media platforms. If you're using Instagram to interact with potential employers, you'll want to make sure they only see posts that fit your professional image. It may be wise to keep your account private. You might also set up a separate Instagram account that you use solely for job hunting. Such an account should be used to follow employers and influential people in your industry.

Social networking do's and don'ts

Do

- use a variety of social media platforms.
- use your real name to ensure you can be found.
- check your privacy settings.
- be useful and help others by sharing knowledge, insights and resources.
- provide regular updates.
- network put the 'social' in social media.
- be courteous and mannerly in your interactions.

Don't

- spam other users.
- talk solely about your job hunting; be interesting and worth following.
- expect to receive a job offer immediately.
- forget that recruiters can and will Google you.
- spend all your time online get out in the real world and meet people.
- don't share fake or malicious content on any platform.



TikTok

As with Instagram, you need to exercise caution regarding what you post on TikTok and the message it sends to employers. You can use TikTok to view employer content and learn about company culture. You can also use TikTok to build a professional profile, network with others in your industry and interact with employers.

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Your X bio should be as specific as possible, as this will help people decide whether to follow you. For your profile image, use a professional-looking photograph, preferably the same one you use for LinkedIn. Make it clear that you are looking for a job.

Using the right keywords in your posts will make it easier for the relevant people to find them. Be aware that anything you post on X is public and can be seen by anyone. Along with your own content, be careful of what you repost from other accounts. You may want to go through your history and delete any posts that might create an unprofessional image.

Blogging

Although Al has sounded the death knell for many blogs, and probably no harm, good original writing remains a great addition to your application. Write on something you're passionate about, and if it's relevant to your career, even better!

Remember transferable skills such as writing and critical thinking always stand out to employers, even if you think they won't notice them.

Find opportunities

Follow organisations and individuals in your desired industry; this will help you to keep up with the latest trends. LinkedIn is a great tool for researching employers. Following an employer on LinkedIn will ensure you don't miss any updates on recruitment activity within the company.

You may feel it best to keep all your other social media accounts solely for personal use. However, it's now common for graduate recruiters to use social media to publicise their graduate programmes, so make sure you don't miss any updates you might be interested in.

Network

The advantage of using social media platforms is that they provide you with the opportunity to communicate with people you might not meet in real life. Use social media to establish your own networks by contacting people who work at the companies in which you're interested.

Building networks can be a lengthy process, but it is worth investing the time. When interacting with others, learn from them while displaying your own skills. Join LinkedIn groups or specialist forums and share your knowledge. Converse with like-minded people and build virtual relationships – you may find this easier online than in person. Make sure people know you are looking for work, but don't be pushy. Develop relationships before asking for help.

LET'S SEE WHAT'S OUT THERE!

Why internships are vital

According to gradireland data, over 80% of employers are offering work experience and internships, and a quarter 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 offer a perfect opportunity for you to develop your skills in a workplace environment.

nternships provide invaluable professional experience and allow you to put the theories, skills and concepts you've been introduced to throughout your time in college to work. They also increase your chances of being offered a full-time job. Most employers told gradireland that completing an internship or placement was the best way for students and graduates to correct skills deficits

Regardless of 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 improving your time management skills as an intern during the academic year or applying for your first job after completing your studies, it's worthwhile 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 attributes that employers expect their interns to develop.

1. Communication

There are various ways to communicate, but future employers are primarily interested in your ability to write and speak in a professional manner.

Your CV and cover letter offer you an opportunity to demonstrate your written skills. You can highlight your verbal skills by providing insightful answers to the common questions you'll likely be asked in an interview. 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

Your ability to relate well to others (your 'people skills') impacts your ability to communicate effectively. The better your people skills, the more your colleagues will enjoy working with you. Depending on the industry, you may find yourself interacting with clients, contractors and suppliers as well as your co-workers and managers. You will need to be able to build and maintain relationships and be the kind of person team members want to work alongside every day. Interpersonal skills are also important as employers seek individuals who can identify the wants and needs of others and who can understand and acknowledge the value of differing perspectives and the necessity to accept change when required.

3. Collaboration and teamwork

As an intern, you'll likely collaborate with both fellow interns and company employees. Your ability to communicate and relate well to others

is important for collaboration, as is the capacity to work with others toward a common goal. As part of a team, you must understand your own strengths and weaknesses so you know how you can contribute most effectively and bring out the best in others.

4. Time management

If you successfully took on a full course load during your studies and met assignment deadlines, you've already demonstrated time management skills to some extent. But as an intern, you won't have a lecturer or facilitator to inform you of your deadlines. You'll be expected to organise your time and produce results. Employers want to know that you can prioritise responsibilities and recognise whether to multitask or focus on one particular project at a time.

5. Flexibility

Modern 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, you might find yourself supporting the sales team one day and performing customer service duties the next. While you may have an interest in a particular aspect of an industry, a willingness to familiarise yourself with the different parts of an organisation will be viewed as an asset (and will increase 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. You can demonstrate your ability to think critically through a willingness to ask questions in order to understand an issue from all possible angles and to offer creative solutions to challenges. Many of your professors will likely have emphasised critical thinking, and it's a skill 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 internship interview; make sure to mention the

research you performed for your psychology thesis, for example, and the conclusions to which you came. As a new member of the organisation, you'll be hit with a lot of new information. Your ability to process that information will play a key role in letting your employer know you're able 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 already have something to offer. Use your interview to highlight instances where you've taken it upon yourself to contribute or positively effect change. Your potential employer will value being able to bring someone on board who doesn't have to wait to receive direction for every task and who is willing to assist others with their work.

9. Learning lessons and accepting correction

While it's important to take initiative, you should also be willing to receive feedback. For example, if you're asked about a time when you made a mistake, you can mention the feedback you received regarding said 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 won't be expected to be an expert in whatever platform the company to which you're applying uses, particularly if you're hoping to intern for a company within a highly specialised industry. You should, however, know your way around a computer. An ability to navigate basic productivity software will likely be expected by your employer.

Research your particular industry and familiarise yourself with any skills or character traits that may be desirable in your field. Of course, it's not just you who needs to do things right over the course of your internship – your employer needs to also meet expectations. Thankfully, in the vast majority of cases, the days of the unpaid internship are in the past, with nine out of ten employers paying their interns, according to the gradireland graduate salary & graduate recruitment trends survey.

What makes a winning internship interview?

If you have an interview scheduled for an internship or a work placement, we're here to help you prepare by letting you know what to expect and what is expected of you. To acquire an internship, you will most likely have to pass an interview. In some cases, you may even have to complete multiple interview stages along with an assessment centre. This is especially true for employers who like to fast-track successful interns into graduate jobs.





You may have one or multiple interviews. HR team members and your potential managers are likely to be present at one or all interviews. Your interviewers will likely take notes. This shouldn't worry you as it's simply to help them remember your answers. Your interviewer will probably have set a structured format for the interview, and they will usually give you a chance to ask questions at the end.

Interview questions

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

Questions usually include:

- Questions regarding your interest in the industry, field, employer or role
- Questions about your competencies
- Technical auestions
- Hypothetical questions such as 'How would you react in this situation?'

What to ask in an internship interview

Asking at least one question in an interview lets the interviewer know you're genuinely interested. Some good questions to ask include:

What do the interviewers like about their role and the company?

- How have past interns progressed in their careers?
- How is the employer engaging with an issue affecting the industry, such as sustainability and ethical supply chains?

How to act professionally

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

It's good to make some polite small talk when you meet your interviewers. Stick to safe topics like the weather or your journey there if the interview is in person. At the end of your interview, wish your interviewers a good day or evening.

If your interview is in person, dress business-like, unless you're sure it is inappropriate for the organisation or industry. Don't worry if you find you're dressed more formally than the employees in the office – it shows that you are taking the interview seriously.

Tips for a successful interview

- Research your employer prior to interview and learn about the industry and your role
- For in-person interviews you should plan your journey and leave time for any unexpected delays. You don't want to have to rush there at the last minute.
- Try on the outfit you plan to wear ahead of the interview in case any adjustments need to be made.
- For online interviews, makes sure your device is plugged in and working correctly. Ensure the background of any video calls looks professional.
- Don't discuss your interview on social media.
- Give complete answers but avoid rambling.
- 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: your application

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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Sharpen your skills in a changing world

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

or graduates, it can be daunting trying to figure out what your potential new employer 'wants' in terms of skills for a job. Regardless of the shifting work landscape, a core set of skills will always be in demand by employers, including both hard (technical) and soft skills (interpersonal or personal attributes). Here are the most commonly sought skills for graduate jobs.

Communication and personality

Your personality itself isn't a skill – it's all about how you communicate it. Your personality and how you communicate it will form a major part of making a good impression on an employer 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 stakeholders and clients.

A good communicator is someone who can deliver messages, and sometimes complex information, in a clear manner that is easy to understand while remaining calm and professional.

Flexibility and adaptability

Focus and discipline are key in graduate roles. To grow, develop and learn, you need to apply yourself to your work. Adaptability will enable you to react to situations in a swift and calm manner.

In the early stages of your career, employers will want to see evidence of your diverse skillset. You may need to step outside your comfort zone and expand your skills to reach a new target or objective. Versatility is highly valued but don't be afraid to ask for information or direction.

Personal attributes and skills sought by graduate employers

Self motivation

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

Commercial awareness

Understanding workplace culture.

Intellect

Being able to solve a problem through analysing, critiquing and synthesising information.

Self-regulatory skills

Self-discipline, time management, multi-tasking, planning and prioritising your workload, and the ability to handle stress.

Self-assuredness

A combination of selfawareness, self-belief, selfconfidence and self-direction.

Willingness to learn

Being able to learn continuously throughout your life and career.



Student Development and Employability

Leadership

Employers hire graduates they believe suitable for future leadership positions. You may not be giving much thought to leadership this early in your career, but rest assured that it is being considered by your managers and employers. Leadership takes many forms, and you can display your leadership skills in your daily work, even at graduate level. For example, at third level, you can take the lead on running a project or hitting a deadline, motivating those around you and striving for success.

Confidence

Confidence shouldn't be confused with cockiness.
Confidence can mean the self-awareness to
be humble and ask for direction or the ability to
recognise that you have what it takes to lead in a
certain situation. With so much of your studies spent
online, you have already spent a lot of time working
and studying independently, honing skills you may
not have been aware that you were developing.

You're probably more prepared than you might think to put the best of your abilities to work. Regardless of the job, assured confidence is always valued.

Taking initiative

During your studies you may have found yourself in situations where you envisioned a solution to a project or assignment that others hadn't considered yet. Initiative is the ability to see a solution and move forward to implement it. True initiative benefits both you and those around you; it doesn't mean making progress at someone else's expense. Rather than

Top tip

Before applying for a job, spend some time researching the role and company. Acquire as much background information as possible: read the company's website and its annual report; use a search engine to find out what people are saying about the company. What kind of organisation is it? Who does it do business with? Who are its competitors? And what difference can you make to the company? The candidates who are shortlisted will be those that tick the most boxes. Visit LinkedIn to find current employees of that company. What skills do they have? Can you match your skills to theirs?

waiting for something to happen, ask questions and demonstrate your willingness to learn. Seize every opportunity.

Resilience

As the phrase goes, you win or you learn. You will learn the biggest lessons from your mistakes, and those around you will learn a lot about how you deal with those mistakes and move forward, demonstrating resilience.

Originality

In a world of artificial intelligence and randomly generated mass content, originality, authenticity and the genuine touch are more important than ever. The ultimate transferable skill is being someone genuine who people will want to work with.

Hard skills in demand

- Analytical skills
- Commercial acumen and awareness
- Financial skills
- IT skills
- Language skills
- Project management
- Technical writing

Soft skills in demand

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

Transferable skills

Like hard and soft skills, transferable skills are highly valued in any organisation.

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

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Short cuts mean long delays



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!

APPLICATIONS

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.

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.

APPLICATIONS

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.

he 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 openended 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

APPLICATIONS

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.

ven 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.

APPLICATIONS

What makes a winning CV?

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 skillsbased 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.



- 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.

jasmith@tcd.je

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085 728 569 (mobile) Phone ie.linkedin.com/in/jhanesmith LinkedIn profile

Education

Project

Term

Home

Bachelor of Arts in European Studies 2022 - present

Trinity College Dublin

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

Finals in June 2025 3rd year 2.1 Results 2nd year 2.1 1st year 2.1

'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.

Cadbury College, Ballyknock, Co Roscommon 2016 - 2022

Leaving Certificate

English (A1) Higher Level

Irish (B2) History (B2), French (B3) Geography (C1)

Biology (C2) Maths (B1)

Ordinary Level

Key skills

Working with people

- 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 CVs

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**

Marketino

Won the Tower Records Summer Staff Award for highest volume of sales

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templates.

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gradireland.com to find more

resources, information and CV

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

Organisational

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

- Designed model aeroplanes over a number of years. Winner of the 2018
- Designed the logo for the student newspaper Trinity Tales, which was selected Leadership

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

Employment history and experience

Hewlett-Packard Production operative Tower Records Summer 2024 Sales assistant First Active Commercial Loans Clerk Summer 2023 Summer 2022

Additional information and skills

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

Interests and activities

Active in a number of the societies, particularly the Filmmakiners 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

Dr JP Jones, Lecturer, Department of Hispanic Studies, Trinity College, Dublin 2

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

jasmith@tcd.ie Jane Anne Smith

Term Home LinkedIn profile 31 St Anne's Grove, Blackrock, Co Dublin Ballybeg House, Ballyknock, Co Roscommon

085 728 569 (mobile) ie.linkedin.com/in/jhanesmith

Education

2022 - 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 French, Spanish, European History, Politics,

Relevant subjects

Sociology Expected result 2.1 3rd year 2.1

Results

Project

2nd year 2.1 1st year 2.1 '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.

Cadbury College, Ballyknock, Co Roscommon

2016 - 2022 Leaving Certificate

English (A1), Irish (B2), History (B2), French (B3)

Geography (C1), Biology (C2)

Ordinary Level

Higher Level

Maths (B1)

Employment history and experience

Hewlett-Packard Achievements and

Skills Gained

Production operative 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.

Combination-style CVs

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. CVs 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**

Tower Records Achievements and Skills Gained

Sales assistant

Summer 2023

- 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 2020 Achievements and Skills Gained

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

Interests and achievements

Trinity College **EUROPA Society**

First Active

Secretary

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

Trinity College Hockey Club

Secretary

2023 - 2024

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

School

Hockey Captain

2021 - 2022

Additional information and skills

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

Dr JP Jones, Lecturer, Department of Hispanic Studies, Trinity College, Dublin 2 Mr PW McComarck, Operations Manager, Hewlett-Packard, Liffey Park Campus,

Email: pwmcc@hp.ie Tel: 412 0205



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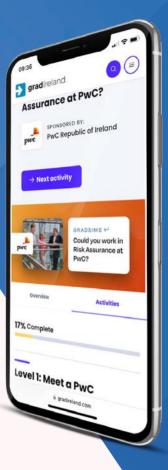
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Start for free at gradireland.com/gradsims APPLICATIONS

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

The growing popularity of AI (Artificial Intelligence)

has fuelled many recent debates and discussions.

Let's look at upcoming AI regulation and the impact of AI on education and recruitment.

I has captured the imaginations of many with its ability to provide answers to complex questions in seconds, generate content, mimic human voices and create almost photo-realistic imagery. But along with its many practical and entertaining applications, numerous concerns have been raised regarding its negative impact. Al platforms have been used to spread disinformation by creating fake images, videos and voice recordings that can appear convincing at first glance.

Educators are becoming increasingly concerned about AI. Assigned projects now see many students simply pasting their prompt into ChatGPT and turning in the results. How can educators accurately and fairly assess student capabilities, given the growing use of ChatGPT and similar platforms?

Keen to address such issues, the European Union has drafted rules to regulate AI through the AI Act. The bill breaks AI systems into differing classes 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 as education and employment will be highly regulated and required to be more transparent and use accurate data. Violations of these laws will result in fines.

ns.

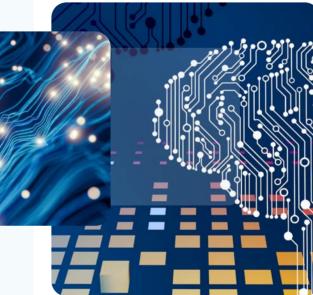
of up to €35 million or 7% of a company's annual global revenue, whichever is higher. Targeting the applications of AI ensures the legislation remains relevant regardless of how the technology evolves.

Using AI in projects and assignments

The temptation to simply paste assignment questions into ChatGPT and submit its response as your work is obviously something we strongly advise you resist. Be aware that if other students decide to do the same, you will all end up submitting the exact same work.

While sophisticated AI applications can write your assignments, they can now just as easily be exposed by AI detectors. These detectors are easy to find, easy-to-use, and, in many cases, free. A quick Google will reveal multiple examples of such programs. An educator can simply paste a student's work into these programs to reveal what percentage of it was produced by Artificial Intelligence. Just as colleges have been using plagiarism detectors, the use of AI detectors may well become standard practice.

It's possible to use AI as a tool of your work without having it do the work for you. You can ask AI systems such as ChatGPT questions when you are stuck; you can use AI to suggest improvements on your work, check your spelling and grammar or debug your code. Any AI suggestions should not be taken uncritically! ChatGPT simply repurposes the information it has been fed, and it can make mistakes in its outputs. Just as Google Translate doesn't always understand the languages it's translating to and from, ChatGPT doesn't often actually understand the questions it's asked or the conversations it's having.



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 won't be familiar with 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 through your own work.

Using AI for your CV and cover letter

Graduates are increasingly turning to AI to help create CVs and cover letters. Along with ChatGPT, there are specially designed AI systems that will design your CV and even compose cover letters. As with its other applications, using AI for your CV can have its problems.

According to Catherine Staunton, head of career services at Maynooth University, 'Al 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.'

Al systems use a template to create your CV and cover letter, so the results are far from unique. Cover letters written by Al can be bland and generic, lacking the personal touch that can stand out to a recruiter. If you use Al to help you with your CV and cover letter, be sure to thoroughly proofread the outputs and edit them to better suit your personality 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.'

Al in recruitment

HR departments are also increasingly using AI to screen CVs. This has its negatives 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 like a human. Here are three tips to help get your application past AI screening tools and in front of a human:

- Tailor your CV specifically to the job for which you're applying. Emphasise your most relevant experience and skills.
- Use keywords from the job description, but don't go overboard. If you get past AI screening a human recruiter will read your CV and cover letter before you get an interview, so make sure they're readable.
- Keep formatting clean and simple with clear headings. This helps the AI extract the information it is looking for when parsing your CV.

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Your workplace rights

Regardless of the job or the company, what's most important is that you are healthy and happy in your workplace. Your rights in the workplace are enshrined in law. They cover such elements as human rights, sexual and ethnic diversity, disabilities and more. An increasing number of companies are now intent on making sure their workplaces are as welcoming and open-minded as possible, which is great news for graduates.

Workplace rights

The idea of a 'job for life' is largely a thing of the past. The modern work landscape is more dynamic, but in some ways more volatile, than in decades past. In certain sectors, working arrangements can be precarious and uncertain, and often short-lived due to the demand by so many to work in sectors such as academia and media, for example. This factor has contributed to declining trade union membership, as people can be reluctant to join if they think they won't be in the job for long, or if membership could negatively impact their chance of a more stable working relationship.

Unions aren't popular with everyone, but over the years they have been instrumental in securing 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 your employer is under no obligation to recognise or engage with the union, and union reps are unable to talk to staff in the workplace, which has made their recruitment process more difficult. But if you are interested, remember that even as a graduate you have the right to join a union. Many 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. All these documents can be viewed in the Employment section at www.citizensinformation.ie.

Workplace Relations Commission

The Workplace Relations Commission was established to:

- Promote positive 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 over 5,000 inspections last year. The commission helped recover €2.16 million in unpaid wages in 2024. They handled almost 60,000 calls to their information line with over four million visits to their website.

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

Discrimination

Whether discreetly or overtly, discrimination unfortunately still occurs today.

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 2023 the commission dealt with 1,670 unique queries about discrimination. The top public concern under the Employment Equality Acts focused

on discrimination in employment and job seeking on the grounds of disability, accounting for almost half of all queries.

Graduates with disabilities

Ann Heelan, executive director of the Association for Higher Education Access and Disability (AHEAD), points out that fewer than 33% of working-age people with disabilities are employed. Visually impaired and blind people have difficulty completing the Leaving Cert, while deaf and hearing-impaired students also struggle. 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 best to accommodate employees, whether that's a special chair, more flexible working hours or access to an interpreter. AHEAD 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. Thanks to the programme, over 400 students



with disabilities have found placements with employers, including the public and civil service, and such major names as 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.'

Despite changes in gender equality generally and progressive change for women's rights in Ireland over the past decade, the gender pay gap currently stands at 9.6% in favour of men.

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.' Ireland's Gender Pay Gap Information Act 2021 mandates that all firms that employ more than 50 staff must report on their gender pay gap, however it has been criticised for not covering all employers. Areas where women can feel pressure in their career include their initial entry to the workplace, when they seek promotion or when they are pregnant, with the latter adding pressure on women both before they leave to have a baby and upon returning to the workplace.

Sexuality and gender identity and expression

As in other areas, progress has been made in terms of employment equality for LGBTQ+ people, but there is still work to be done. Larger companies and elements of the public service have worked to make their environments more open and supportive for LGBTQ+ employees, but that may not be the case in smaller organisations. Bullying and prejudice continue in places. Rights may not be the same as equality, but it's a positive step that LGBTQ+ people now have equal access to forums like the Workplace Relations Commission and dedicated support groups such as www.lgbt.ie. Companies are now moving from mere tolerance to a more inclusive environment where diversity is championed 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.

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

here are two factors to consider for

Area and Switzerland differ to those from elsewhere (ie 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.

HOW TO GET HIRED: YOUR APPLICATION

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.

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.

very 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.

How to land the job: interviews and assessment centres

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

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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 alances 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.

hese 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

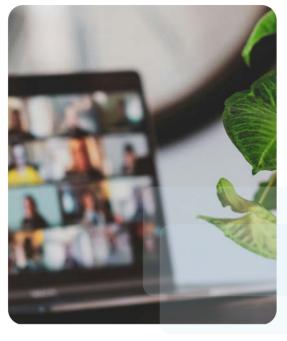
Hybrid work continues to be consistently popular and widespread, and there is a strong possibility that your first graduate role will be a hybrid one. You should be well prepared in order to perform this role effectively.

he shift to hybrid work, although now established, has been seismic.

Recruiters and HR departments have undergone a fundamental change to make this process work, placing extra pressure, but also extra opportunities, on both applicant and interviewer.

How can you best position yourself as a graduate hire who can survive and prosper in the remote working world?

A growing number of companies are making remote working regular, if not permanent, for part or all of their workforce. Hybrid working allows for the benefits of both. Research from VelocityGlobal found 83% of employers claimed the shift to remote working has proven beneficial for their organisations. A survey by Hays Ireland in 2025 found that 62% of Irish employers surveyed offered hybrid working to their employees.



Employer concerns about remote workers

Working remotely brings its own challenges. For one, remote workers operate without direct oversight from supervisors and managers or in-person interaction with co-workers. Employers are also wary of the distractions that can arise when working from home or elsewhere. However, a survey by Expleo found that 89% of business and IT leaders in Ireland reported that productivity had either improved or remained stable while working remotely.

Employers also have concerns regarding soft skills in a remote environment. For example, without in-person supervision, can a graduate employee be relied upon to self-motivate, manage their time efficiently 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 claimed their biggest problem was communication and collaboration with others. A similar percentage struggled most with loneliness. Another 12% said cited distractions as their top issue, while 7% confessed to struggling to stay motivated.

The modern employer wants assurance that new remote hires can be relied upon to be motivated, productive, good communicators and collaborators. Highlighting these soft skills can improve your chances of being hired.

How to showcase your remote working skills

as a araduate recruit

Preparing for remote interviews and assessments

Your interview for your new job will likely be conducted via a video call. Even though it's not in person, you should still look your best and dress in a professional manner.

You also need to ensure the space that's visible to your interviewer(s) is tidy, quiet and professional-looking. Employers take this seriously, especially if your prospective job will involve talking to customers and suppliers. You may not be working yet, but you need to appear to be ready to work, regardless of where you are. If you are doing a virtual assessment centre, remember that you are being assessed on how you collaborate with others, rather than merely highlighting your own skills and attributes. This can be difficult, so remember to listen and don't try to speak simply to fill in dead air. Attempt to read the room despite the challenges of doing it remotely.

A video interview offers you the opportunity to display your remote-working technical and communication skills. Spend time getting to know the features of Microsoft Teams, Zoom and other platforms before the actual appointment so that your call will go more smoothly. For example, the interviewer may ask you to share your screen and present documents or view and speak to several interviewers at once via a grid view of participants. Practice this beforehand. Before and after the interview, when communicating with recruiters or hiring managers, make sure your emails and text messages are clear and check your grammar and spelling. This is more important now than ever.

Showcase your remote technology skills

Show that you're focused and can be trusted to deliver

The lack of in-person supervision in remote working means a high level of trust is placed on workers by an employer, particularly at graduate level.

Trust between employer and employee is vital for remote working to be successful. Let your interviewers know the ways you motivate yourself to start new projects. Are you good at creating and staying on course with a schedule and deadline reminders? Speak about how you prioritise when working on multiple projects and deadlines. Provide examples of positive work habits and soft skills that you learned and utilised at any internships or previous positions. Distractions are a major concern for employers of remote workers, so talk about the measures you have taken to limit interruptions in your home or shared workspace.



Demonstrate your remote collaborative skills

As a remote worker in your new job, you won't be interacting with colleagues and managers on-site. Nevertheless, your prospective employer will want to know how you intend to reach out to and collaborate with team members for assistance.

Discuss how you implemented 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. Being able to provide examples of how you work effectively, no matter the location, will add considerably to your applications.

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'And is there anything you would like to ask us?'

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.

INTERVIEWS AND ASSESSMENT CENTRES

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 practiced 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!

Aceing assessment centres

Imagine being brought together with several other candidates, assigned various tasks and observed to see who performs best. It's important to remember, though, that at an assessment centre, success isn't limited to just one person—multiple candidates can succeed together. As in the workplace, collaboration is key.

or many, the term 'assessment centre' conjures images of high-stakes rivalry and elimination rounds, but the reality is far more collaborative. Rather than competing against each other, candidates are measured against company-defined criteria. Success isn't about outshining your peers, but about meeting the organisation's benchmarks for skills and behaviours. Employers emphasise that if every candidate excels, every candidate can be offered a role—and if none do, no offers are made.

'You are not there to undermine or get one over on the other applicants,' an undergraduate recruiter for Jaquar Land Rover said recently. 'If everyone is great,

'Assessment centres offer an excellent platform to showcase teamwork, initiative and overall potential directly to employers. Instead of focusing on any missteps, actively participate in all tasks and engage at every opportunity. Assessors can only evaluate what is visible on the day.'

Siobhain Scanlan, Early Careers Manager, Musgrave they will all be offered positions. Similarly, if nobody meets our criteria, nobody will be offered a position.'

Companies that recruit through these centres (typically large companies) consider it one of the most efficient ways to hire a large number of people in a short period of time. Some companies will run as many assessment centres as needed until they find enough people who tick all their boxes.

As the competencies of any group can vary widely, it makes sense not to have a set number of people rewarded with positions at each centre. Two of the main competencies they 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 won't help you.

Tips

Good idea

The best way to approach an assessment centre is to practice presenting in front of people beforehand, get there in plenty of time, eat and sleep well beforehand and relax! Once you arrive at the centre, act naturally and listen carefully. Everyone is in the same boat as you.

Bad idea

The worst way to approach an assessment centre is to treat it as a competition and become too overconfident about your chances of 'aceing' it. Such an approach may not only lead to mistakes, but could cause the other graduates to resent working with you and the employers to think twice about your application.

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Group exercises

The purpose of group exercises is to assess how you communicate and your ability to accommodate the needs, views and skills of others in order to achieve a collective goal. Listen carefully to the instructions and make helping the group complete the task your primary aim.

Case study

This assessment centre is looking for analysis, problem solving and business acumen.

This may be either a group or individual exercise. You will be given a business scenario and asked to imagine you are advising a client or colleague based on the evidence. A presentation explaining your findings may be required.

You can prepare by carrying out some basic research. Look into the kinds of real-life business decisions the company makes. Read the business pages of newspapers to keep abreast of current issues. See if your careers service runs workshops on preparing for case study exercises.

Presentations

They are looking for communication skills, confidence and quick thinking.

You will be expected to prepare this in advance: you will be informed of 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 are given a free choice, pick a subject you know or understand well. Break your presentation into three memorable points and structure it well – starting with an introduction and ending with a summary and an invitation for questions. Visual aids must be visual: avoid too much text.

Consider your delivery: less experienced presenters tend to speed up as they speak, so be aware of this and pause if needed to get back on track. The tone of your voice should vary; minimise your movements; engage with everyone present by making eye contact with each person from time to time.

Rehearse your presentation: practice out loud, so you are comfortable speaking from memory with brief prompts on screen or via index cards. Become accustomed to the time you have available and measure your speaking pace accordingly. One last dress rehearsal the day before will help your confidence.

Group case study

The group is tasked with tackling a scenario based on a real-life business situation and presenting its findings.

Demonstrate to recruiters that you can work as a team. They won't be looking for the 'right' conclusion but rather the steps you took to reach it.

Discussion group

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

Along with speaking up, listen to what other group members have to say. Keep up-to-date with the news by reading a respected newspaper in the weeks before the assessment centre.

Leaderless task

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

No one in the group is designated as leader; the point is to make you work together to find a solution

Recruiters want evidence that you're comfortable working with differing views and able to broker a compromise.

Individual exercises

These are designed to replicate the sorts of tasks you would face on the job.

In-tray exercise

This will test your decision making, time management and how you work under pressure.

You will be presented with a series of letters or emails and given about 30 to 60 minutes to determine which are most important.

Quickly read through everything. Identify requests requiring immediate action; those you can delegate; and those you can delay. Your assessors will expect you to be able to justify your priorities and actions. Pace yourself; work quickly but accurately.

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

INTERVIEWS AND ASSESSMENT CENTRES

After the interview

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.

A

t 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.

Working life

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

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WORKING LIFE

How to make a solid start

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 dayrelease, 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.



gradireland 2026

WORKING LIFE



Peter O'Leary

Peter works as an IT Digital and Commerce graduate for Musgrave. He talks about the value of community in the workplace.

What does your job with Musgrave involve?

My team works on multiple mobile applications and websites across various brands. These brands include SuperValu, Centra, Frank and Honest and many other household names. A day-to-day role for me would probably be working on high-level projects and software releases on these digital products. So on daily tasks, then that would probably look like software testing, error handling, communicating with our software development vendors, and just general business analysis. I also overlook our cookie integration tool called CookiePro. which is basically me adding cookies to our websites to make sure that we're GDPR compliant.

What advice would you have for graduates interested in this sector?

One thing I really love about

Musgrave is that it gives me the
opportunity to continue to learn,
and in particular, learn new skills
and technical skills within our

business. So one piece of advice I'd probably have for someone looking to go into this industry would probably be to research about what skills and what technical skills you'd like to learn if you were to do an IT digital graduate programme. You know, maybe it's software development, maybe it's UX, a new way of design, maybe it's data science or even project management. Whatever company you decide to do a graduate programme with, they'll be more than happy to help you progress and learn and grow within their business.

"I love the sense of community here."

What do you enjoy about the job?

I suppose the thing I love most about my job is the sense of community I get in Musgrave. When I finished college and I was going into the working world, I found it very daunting. So when I joined Musgrave, my team and my manager were just very welcoming to me. I get a great sense of belonging within the company, and that's thanks to my team and my manager as well. So I'd probably say the thing I love most about my role is just the sense of community in the business and it makes work a lot more enjoyable and networking way easier as well.

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



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





Nicholas Issakov

Nicholas is an R&D engineer for Tate under Kingspan Group. He talks about the value of enjoying your work.

What does a typical day look like for you?

A typical day for me is in the office, working with my team members, working on different design engineering projects together, coordinating with different departments and enjoying the work, which always helps. We regularly have team events, cultural or team building, which helps bond everyone closer together and I think we do better work as a result.

On Wednesdays after work, we play five-a-side football, so that's another great team building element. So, developing that as well, that interpersonal element, is also important as it complements the work. That's part of the day-to-day learning, learning new things, new aspects of my design engineering skills as a graduate. It's something I'm really enjoying.

WORKING LIFE

"The interpersonal element complements the work"

What advice would you have for students entering the workplace?

I would advise them to take the initiative, work hard but don't be afraid to make mistakes, that's how you learn. Seek out and take opportunities as they come. Don't be afraid if you don't know everything; that's okay. Don't be afraid to ask for help. Usually, everyone around you wants you to succeed and help you and help them with their projects and work as well.

What do you like best about your job?

The atmosphere, the people around me, everyone's so friendly, so kind and everyone's willing to help, so the atmosphere is great, and I really enjoy working with Tate and the Kingspan group.

'It's about being adaptive and

'It's about being adaptive and being willing to thrive'



Kirsten Lee

Kirsten works as a Digital Health Analyst at Deloitte, and she tells us about her job and why there's always something new to learn.

What does an average day look like for you and what does the job involve?

I work as a Digital Health Analyst at Deloitte. My day typically begins with a 30-minute stand-up meeting alongside our client, where we clarify objectives and set clear priorities for the day. This collaborative session is crucial not only for aligning on deliverables but also for maintaining open communication with the client, which ensures we remain agile in responding to their evolving needs.

A significant portion of my responsibilities centres on quality assurance and testing. I rigorously examine a variety of tickets related to the health technology system we are developing for the client. This involves validating functionality, diagnosing potential issues, and confirming that each component of the system operates precisely as intended. Quality assurance is both meticulous and rewarding;

it challenges me to think critically and spot discrepancies that could impact user experience or compliance standards.

What do you enjoy most about the job?

One of the most compelling aspects of my role is its dynamism. No two days are ever quite the same. The flow of work can shift rapidly in response to client feedback, new requirements or project milestones. Success in my position demands adaptability and a willingness to thrive in environments that can change in an instant. This variability keeps my work engaging and stimulates continuing professional growth.

I find particular satisfaction in the ever-changing nature of my job. Rigid routine does not exist in the job as there's always a new stream of new tasks, challenges and learning opportunities.

Working at Deloitte ensures there is always something intriguing to tackle, and I am constantly acquiring new skills and insights to enhance my experience. The dynamic workplace and the diversity of my daily tasks make this a truly exciting career path.

"It's about being adaptive and being willing to thrive."

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



WORKING LIFE



Rebecca **Sutherland**

Rebecca works as an Associate Risk Consultant with KPMG; she talks about the ever-changing range of projects available at global firms like KPMG.

Tell us a bit about what risk consulting involves?

In risk consulting, the days can be quite different day-to-day. It depends on what project you're on or what stage of the project you're at. Most recently, I was working on an Al-related project. So, dayto-day, I would be designing risk assessments and also reviewing

"There are always people around to help who have been through what you're going through."

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



policy frameworks. A lot of that would involve stakeholder meetings and workshops with clients. But again, every day is so different, you're always tackling something new.

What advice would you have for graduates interested in working in this area and what supports does **KPMG** provide?

I would say keep an open mind, stay curious and always be asking questions. And the role is so dynamic, and you're never going to know everything. So just always be asking questions. Remember, at firms like KPMG, you will also get assigned a buddy at the start of the grad programme Someone who is maybe a year or two above you and who's been through all the same things that you're going through. So, they're really helpful to have access to, to ask any questions or get some advice. In terms of exams, there's nothing to worry about because KPMG gives you plenty of time, often somewhere to study for the exams. They also have a really good business school, and they extra classes for you. So, you'll be well prepared by the time the exams come around.

What do you most like about your

I love how dynamic the job is. No one day is the same as the other, so there's always something different to do. We're always learning on the job, and we always get access to different experiences, which is great. Another benefit is the social aspect. KPMG provides loads of nights out and events, but what I love most is the clubs and societies. I'm part of the Tennis

Society, the Paddle Society, and also the Run Club. It's just a great way to meet new people whom you might not meet in the office and get to know everyone. It creates a great sense of community at KPMG.



Yukti Sharma

Yukti works on National Graduate Programme at Enterprise Ireland in the Digital Technologies Department.

Tell us a little bit about your role with Enterprise Ireland?

No two days are the same at Enterprise Ireland, it's an incredibly busy organisation. One day I might be working on client presentations, supporting a funding application, while the next I am analysing client-specific data to make strategic, industry-specific decisions. I also collaborate a lot with teams internally and client companies, so it's a combination of both learning and challenging myself, which I really enjoy.

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



WORKING LIFE



You can watch Chantal's full interview on the aradireland YouTube channel.



What advice would you have for other graduates who are interested in the programme?

I would say be open to every

opportunity that comes your way, even if it is outside your comfort zone. In a role like this, you get to work with a lot of parts of the business, such as investment funding and analytics and innovation policy, and every part has a different thing to contribute to the overall organisation. Your learning also helps build your network. So, I'd advise to talk to your colleagues, be part of your internal teams and groups, and ask as many questions as you can. Actually, one of the first things I was told in Enterprise Ireland that no question is a stupid question. Definitely, the impact knowing that I am part of helping Irish companies grow and succeed globally is really rewarding. Also, I love the learning environment over here. The team is incredibly supportive. Plus, being part of Graduate Network, I have met so many like-minded people which has made this experience a whole lot more enjoyable.

"Be open to every opportunity that comes your way."

Chantal Roelofsen

Chantal is a bakery graduate working in Research and Development at Kerry Group.

What does your job with Kerry Group involve?

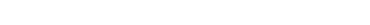
I work in Research, Development, and Application, and this is where we actually bring concepts to life. For us it's really important that we focus on sustainability and improve nutrition to maintain taste, and this is a very important factor for my job. Another benefit is that it makes my everyday life very diverse. So, one day I could be down in the bakery that we have in our facility, weighing out the ingredients, mixing, and baking bread, and then at the end of the day, I would have a series of meetings for customers or maybe internal projects. Then the next day I could be in the analytical lab doing some lab work on those breads that I make or the loaves of bread that I made the day before. And yeah, that makes actually every day a bit different, but still very entertaining.

"If you learn from your mistakes, you will always be moving forward."

What advice would you have for graduates interested in a role like

I'd say that people have to keep pushing themselves and make sure that they ask loads of questions, especially important when you're in research and development. It can often be a very trial and error process, so this can get frustrating, and you need patience. I'd say, keep pushing yourself to look for those answers that you need. Ask people from those specific areas that you need information from and make sure that you learn from your mistakes. This is actually the most important part of research and development, in my opinion, because if you learn from your mistakes, you will always be moving forward.

WORKING LIFE





Philip Kane

Philip is a Retail Banking graduate working in the Asset Finance division of PTSB. He talks about how working with different people with different skills is helping him develop his career.

What does your job involve, and what does a typical day look like for you?

On a typical day, I could be

brainstorming ideas, attending

meetings or discussing strategies with senior management from across different areas. One day, I might be out with relationship managers visiting business customers and understanding their insights. I've also spent time in our retail branch network, interacting directly with customers, helping resolve their queries, but also getting their perspective as well. On a typical day, I could be in meetings, sending emails, data analysis or going through marketing strategies. I also get to visit and talk with other areas of the bank. whether it's marketing, finance or credit risk. It's definitely a fastpaced and dynamic environment, but I think that's what makes the graduate programme so brilliant, because you get exposure to different areas that you wouldn't have got exposure to in a regular position.

Was this an area you always wanted to work in?

So I'd encourage any students or graduates to stay open-minded.
Asset finance wasn't an grea that

I was familiar with before joining the bank, but now it's now an area that I find fascinating, and I really enjoy working with the others in that team. And then lastly, I'd say never underestimate the advantages of building a network, whether it's with customers or colleagues. It's really a big part of being on the PTSB graduate programme.

What do you most like about your job?

What I love most about my job is definitely the people, whether it's working alongside colleagues from different departments or whether it's interacting with customers. Banks are very diverse organisations with people from all walks of life and with different skill sets, so it's a brilliant way of getting to interact with people and getting those insights, and to learn new skills. I'd also say that being on the graduate programme has opened up so many opportunities to me, whether it's taking part in an Irish Management Institute course or pursuing my QFA banking exams. PTSB also opens up other learning opportunities and development areas, so it's really brilliant to be involved in working on the graduate programme in the bank.

"Asset finance wasn't something I initially planned to do, be open minded!"

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





WORKING LIFE

'This award made me very proud.'

Jack Murphy, Data Analyst at Musgrave, talks to gradireland about what it means to be named gradireland Graduate Employee of the Year at the 2025 Graduate Recruitment Awards.

Tell us about your third-level background and how you landed your current role in Musgrave?

I obtained a BSc in Business
Information Systems and an
MSc in Data Science & Analytics,
both from UCC. I then joined the
Musgrave graduate programme
straight out of college within
the data science stream. I
primarily worked with our retail
media brand Elevate in my
first year and moved into more
central data science projects
in my second year. I am now
working permanently as a data
scientist with a focus on strategic
commercial projects.

Was this an area that you always wanted to work in?

I think I came to the realisation over time - I had no idea what a data scientist was going into college. I knew I wanted to blend business & software going into college, so I chose BIS as a result. During the degree, I enjoyed the data-related modules the most, (vs finance, information systems, cyber security etc). Through researching I realised I had a huge interest in machine learning and data science, so I pursued a master's to gain the necessary background in statistics and maths. The past few years have absolutely cemented my love for data science, so I'm delighted with how it's all panned out.

What is one of the major challenges you have faced in your role to date and how did you overcome it?

I think a key challenge is ensuring data science work translates to commercial value. It's easy to build something cool and insightful, but the bar is much higher for building something that impacts the revenue line. It requires working with stakeholders to deeply understand the problem and co-creating the solution around that. If you aren't driving action that makes or saves money for Musgrave, it's just fancy insight.

How did it feel to be nominated as graduate employee of the year, and how did it feel when your name appeared on screen in the Mansion House?

It was truly an honour. I think initially just complete shock, but then it made me feel immensely proud of the work our team is doing in Musgrave. As is the case with all individual awards, there is huge credit due to several of my colleagues too. I have learned so

"I've learned so much from so many people, I am very grateful." much from my team and the wider business, and I'm very thankful for the mentorship and guidance they have provided so far.

Additionally, I know some of the people who have won the award previously, Aoife Kelleher (Kerry Group) and Max Darby (Musgrave). I was delighted to be recognised in a similar light because I think so highly of them both.

What does an award like this mean in terms of the broader graduate programme at Musgrave, and what are some the elements that you believe made it appealing to the judges?

Musgrave has won numerous awards across categories over the years, which speaks to the strength of the programme overall. There is opportunity everywhere in Musgrave, and graduates are encouraged to pursue everything that makes them curious. Naturally, there is a strong blend of building technical skills and domain expertise, alongside developing leadership and communication skills. I think what sets it apart is the diversity of problems and experiences you will face, and the people you learn from along the way.

In terms of elements that appeal to judges, I would imagine how hands-on graduates are is certainly a factor. You are certainly given lots of responsibility early if

"We are always innovating because the support exists to get behind an idea someone has."

you show that you can handle it. Similarly, there is a huge focus on ensuring all work drives tangible, measurable commercial value – something that I assume appeals to judges.

Tell us a bit about the atmosphere and culture in Musgrave, and how does that help you in the course of your work?

Musgrave is all about people and has organically built a fantastic culture based on this. It's hard to articulate how willing people are to help each other and collaborate without being there. I suppose it's somewhat natural when you are building long term relationships with suppliers, retailers and customers – huge trust and honesty gets built up on both sides over time.

The culture impacts our work in many ways. We are always

innovating because the support exists to get behind an idea someone has. It makes for a vibrant office – fast-paced with a lot of creativity and teamwork required. The people aspect certainly helps with problem solving too, because we can work collectively and lean on experts across the whole business.

One thing I love about the culture is you can really get hands on experience from the start, across a very diverse range of teams and brands.

What advice would you have for other graduates on making an effective start in their career?

I think building up as many strong, genuine relationships as possible is key. Firstly, for guidance – there are many people who have travelled the same path before us and can help you find your way.

Brian O'Mahony, head of Roffey Park Europe with Jack Murphy, gradireland Graduate Employee of the Year.

I find it very helpful for goal-setting and getting advice on specific situations I have faced. Secondly is for growth – there is so much power in getting honest feedback and using it to keep learning and developing. Thirdly is for opportunity – there are so many people willing to open doors or put you in contact with somebody that can help you with a specific problem.

If you go back could give some advice to yourself when you were both in first year and in final year in college, what would it be?

It sounds cliché, but in first year I would say to make the most of college and enjoy it. You have more free time to get involved in sports / societies and socialise. This helps to build many of the key soft skills required later in life, but in a natural way. The technical mastery and late-night study will come later in your degree, so don't let it pass you by.

Final year I think would be to stay disciplined. It's a marathon, not a sprint. Sitting down and thinking about what you want to be in ten years can help too, because your first job can potentially be a path defining one. For example, thinking about whether you want to be a technical expert, managing a team / product or working for yourself in a decade. There isn't any rush but ideally you want a job which moves you closer in this direction.

Preparing for postgraduate study

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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Is further study for you?

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.

hile 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 postarad 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

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 ie teachina, 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 guite 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 quaranteed. We have extensive information on funding on pages 92-95.

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.



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.

Organise your tools and materials

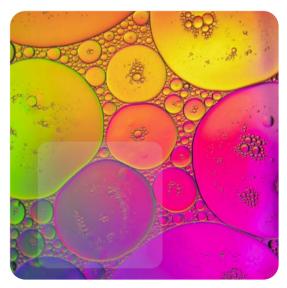
Before you begin your studies, you should make sure you have all the necessary tools. If your laptop is causing any issues, you should have it repaired or replaced, and make sure you have access to a reliable internet connection. Acquire enough stationery to see you through a semester or a full year 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.



Let's get you hired!



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.

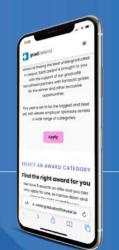
Get real career insights with GradSims

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

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.

tudents 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 vou 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.

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 postaraduate diploma. In a tauaht postaraduate 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 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.

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What does a career in research involve?

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.

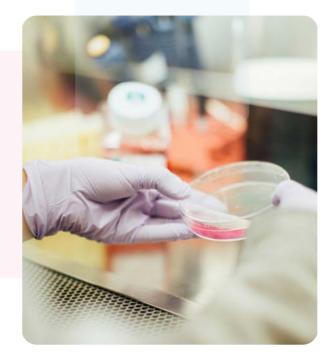
Research contributes to society

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 Reseach Council or gaining a place on one of their postgraduate programmes, visit Research.ie.

Recent achievements in Irish research

Dr Catalina Vallejo Giraldo's journey began in Medellín, Colombia, where her parents—her mother a bacteriologist and her father a pharmaceutical chemist—instilled in her a curiosity about the natural world and perseverance in scientific pursuits. Science was always prominent in Catalina's life, but Ireland only entered her plans when she joined the University of Galway in 2013 to pursue a PhD with Professor Manus Biggs at the CÚRAM Research Ireland Centre for Medical Devices. Her doctoral research focused on using electro-active materials to coat electrodes for brain stimulation, which deepened her passion for the intersection of engineering, science and medicine in improving brain health.

After a five-year period working in the UK, Catalina returned to Galway in 2022 as a Lecturer in Biomedical Engineering, where she launched her own laboratory at CÚRAM. Now holding a joint appointment at the University of Galway's School of Medicine and School of Engineering, Catalina investigates how physical forces and spatial variables affect brain cells, informing the development of advanced neuromaterials. Her TrapKill project, supported by a European Research Council grant, is an innovative system to trap and compress cancer cells left after brain tumour surgery, making them more responsive to subsequent therapies. The project benefits from collaborations in Belgium and France and is already showing promising early results.

Catalina credits Ireland's supportive research environment for helping to shape her ideas and professional growth, and she is optimistic that her research on neuromaterials will lead to improved treatments for brain illnesses.

In August 2025, the Global Talent Ireland initiative was launched by Global Talent Ireland to support the recruitment of both mid-career rising stars and established research leaders. The programme will fund research across all disciplines within Research Ireland's remit, with a focus on strategic areas of importance to Ireland, and provides the resources needed to establish or relocate world-class research teams in Ireland. More information at www.researchireland.ie.

PREPARING FOR POSTGRADUATE STUDY

Research your PhD options

When deciding on a research pathway, it is important to take into account both your academic ambitions and your personal circumstances.

The area

The more flexible you can be with the topic you select as your research area, the greater your chance of being offered a place. To begin, you need to find out where the research that interests you is conducted. This may seem daunting, but a quick browse of literature in your chosen field will help you to identify the individuals working in relevant sectors. Many institutions keep a database of individuals organised by area of expertise, and this can prove a great aid to your search process.

The institution

Some institutions are well-known for a specific area of research, so completing your studies at that institution could raise your profile and credibility. While numerous institutions may offer similar research opportunities, you should consider the expertise and reputation of the staff members – do they have an international profile, has their work been widely published and how well has it been received?

Staying at the same institution where you studied your undergraduate degree can offer several advantages, such as familiarity with the staff and the campus and staying within your comfort zone, but there is also a lot to be said for choosing a different institution for your postgraduate studies. Doing so allows you to broaden your network of contacts even further and to gain from the experience of working with different experts in your field.

The research topic

How will this research aid your career plan? Be very careful in choosing your topic before deciding to specialise in a specific area. Some colleges allow you to propose your own topic, but often an academic



member of staff will have set proposals, so make sure they fit your needs.

Expenses

You will need to budget for:

- Fees: These can vary significantly, both between institutions and within each institution depending on your subject area. Master's degrees n Ireland generally cost between €7,000 and €20,000 per year for EU/EEA students. Fees for PhDs are similar to those of masters, but can be more costly if your research requires experimentation. As you move beyond year two of study your fees should become slightly lower. Non-EU students should expect to pay around twice the fees expected of EU students.
- Maintenance: As with all postgraduate programmes you will need to consider maintenance costs (see page 92).
- Travel: If you are conducting research in science or social sciences, attending conferences forms an important part of developing your academic profile. These could be at home or abroad, so you will need to prepare for the costs of travel and accommodation. ●

Selecting a supervisor

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

he supervisory process is a complex relationship. Your supervisor's role is to facilitate your academic development, and it will evolve over time as your expertise and confidence grow. For your relationship to prove successful you need to be clear about what you expect from your supervisor. Both supervisor and student should clarify their mutual expectations early in the relationship while ensuring they are reasonable and realistic.

Each supervisory relationship involves unique personalities and varying contexts. You and your supervisor need to agree on meetings, feedback, research direction and thesis content. Expectations will evolve throughout your studies. You will develop a unique relationship with your supervisor, so there is no 'right' or 'wrong' supervision experience. Your supervisor should assist you in crafting your work



and help you to plan, drawing on their experience to provide input and ideas. Your role is not to assist a supervisor with their own work: your supervisor is there to assist you in producing your best thesis. Be wary of your supervisor attempting to take over or become overbearing in their interest in your work. Avoid these pitfalls by agreeing aims and schedules at the beginning of the relationship and maintaining regular, well-planned meetings.

Finding a suitable supervisor

Firstly, decide on an institution that you feel best supports your area of research and then find a supervisor in that area. Delve into the research activities of potential supervisors and read their published work to determine if you are comfortable with their methodology. If possible, arrange meetings with potential supervisors to discuss your interests. You should have a list of questions prepared to maximise any such meetings.

Ensuring compatibility

- Arrange meetings with potential supervisors. Speak with several staff members before making a decision. Be sure that the supervisor's area of expertise will assist your project.
- Make sure your preferred supervisor is available and accepting new students. Can they devote the time required to help you? How many other graduate students will they be supervising in the same period? Are they prepared to commit to regular meetings with you?
- Where possible, ensure that the supervisor's style, personality and standards closely align with or complement your own. Since research can be solitary, your supervisor should ideally be someone who will stimulate you, who will be interested enough to produce new insights and challenge you to think outside the box. Balance your own initial impressions with feedback from current students, lecturers etc.
- Select a supervisor with a proven track record. How many theses have they supervised? Did they complete their studies on time? How satisfied were their alumni with their supervision? Did the supervisor guide them in a focused manner; were they available when required; were they sufficiently interested in their students' research; were they open, supportive, reliable, trustworthy, clear in the relationships and friendly; were they critical in a constructive manner? How many of their students have graduated recently, and where are they now working?

PREPARING FOR POSTGRADUATE STUDY

Entry requirements and deadlines for postgraduate courses

Postgraduate applications are 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 of 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 grammarcheck 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-thanperfect academic credentials.

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How to prepare for postgrad interviews

ostgraduate 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, eg 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

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, parttime 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.

TII

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

AUTUMN

PENULTIMATE

- 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.



The costs of further study and what help is available

Pursuing postgraduate study doesn't come without its share of financial worries. The funding of your undergraduate studies likely required you to make sacrifices, so it can be daunting to consider having to continue to cut your cloth for several more years. You can be assured that support is available to help ease your burden in the form of a variety of funding programmes. Through smart preparation and giving yourself enough time, you can make the most of such resources.



Fees

Get to know the exact fees for the institution at which you intend pursuing your studies. If you simply can't afford your desired institution, alternative upskilling and reskilling opportunities are offered through the Springboard and ICT Skills initiatives. Visit springboardcourses.ie for details.

Springboard+

The government's Springboard+ initiative offers a variety of free and subsidised courses at certificate, degree and master's level. Qualifications are offered in fields with high employment levels, such as construction, information technology, engineering,

green skills and manufacturing. 249 courses, which are mostly flexible and part-time, are available for 2025-26. I embarked on taking this programme in an effort to find my dream job. The course was an eye opener to the niche technology and the teaching and learning methods were absolutely suited to my learning style,' says Abdu Salah, a graduate from the Masters of Science in Data Analytics Springboard+ programme. Find your course at springboardcourses.ie.

Human Capital Initiative

The Human Capital Initiative (HCI) Pillar I offers courses in such fields as ICT and data analytics, construction, engineering and manufacturing.

The courses are full-time and are either free or discounted.

Courses focusing on green skills and climate change are among those offered. HCl 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. Find more details at springboardcourses.ie.

Accommodation and maintenance

While your fees might be covered through an award, it's unlikely this will also take care of your full living costs. Cost-of-living tables are available on student union or university websites and can help give you an idea of your potential expenses. University of Galway advises students to budget between €1,000 and €1,500 to cover the costs of accommodation, food and other costs. Studying at a Dublin institution will prove more expensive. University College Dublin estimates living costs of almost €2,000 per month while Dublin Business School suggests the figure to be closer to €2,500. Costs for shared on-campus accommodation in Dublin begin at €800 per month for a shared twin room and €1,200 per month for a single room in a shared setting. The capital also offers many student living buildings, but these can be prohibitively expensive.

Your chosen institution may not be able to ease your living costs, but don't be afraid to seek assistance in the form of advice and information. If you choose to pursue a postgraduate course, the bulk of your financial outlay will go towards rent. Emergency legislation was introduced to restrict rents during the pandemic, but you should be aware that this no longer applies. If you find it a struggle to pay your rent, you should speak with your landlord or contact the Residential Tenancies Board at rtb.ie for assistance.

Assistance from your institution

Many institutions award scholarships and bursaries to postgraduate students. Visit the websites of the universities in which you're interested to discover the supports that are available. Some courses may offer specific funding.

Students suffering economic hardship may be able to avail of financial aid. Some Irish institutions offer postgraduate funding for research degrees, but this is determined on a competitive basis. Research teams can also be awarded funding through individual departments.

North-South Postgraduate Scholarship Scheme

This scheme provides exceptional students from the Republic of Ireland and Northern Ireland the opportunity to pursue their postgraduate studies and experience life on the other side of the border. Universities Ireland awards €25,000 scholarships to four 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 outside the jurisdiction of the university where they previously studied. The Guidance for Applicants should be carefully studied as strict rules of eligibility are in place. The 2024 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 of Galway and Trinity College Dublin. Find out more at universitiesireland.ie.

State support

Government aid is available for postgraduate students, but it can be difficult to access and is means-tested on a student's income.

A Postgraduate Fee Contribution of up to €4,000 is available for students who pass a student grant means test. Postgraduate students who meet an income threshold can avail of a maintenance grant, but this doesn't apply to students who qualify for the Postgraduate Fee Contribution. However, those who are eligible for the Postgraduate Fee Grant (Special rate) qualify for the special rate of maintenance grant. These grants are frequently updated so for current information visit studentfinance.ie and susi.ie; the latter offers a helpful eligibility indicator that takes you step by step through the process of determining which grants you might qualify for. Postgraduate students can avail of the student grant scheme, which offers financial help with the cost of tuition fees for approved postgraduate courses in Ireland and Northern Ireland. The scheme does not provide assistance for courses elsewhere in the EU.

The Student Grant Scheme offers applicants three options:

- A postgraduate fee contribution of up to €4,000 and a maintenance grant.
- A postgraduate fee contribution only of up to €4,000.
- 3. A postgraduate fee grant of up to €6,270 and a maintenance grant, if you pass a means test.

To be eligible for a postgraduate maintenance grant you must qualify for the special rate of grant for disadvantaged students. A maintenance grant is only awarded to disadvantaged students. For more information visit citizensinformation.ie.

Northern Ireland doesn't offer students any mandatory support, but you may be able to access assistance through your institution via the Access to Learning Fund and the Additional Fee Support Scheme.

Northern Ireland students faced with extra disabilityrelated costs can apply for the Disabled Students Allowance (DSA). As of now, this is the only standard student support package offered to postgraduate students from the Student Loans Company.

To find more information on available funding in Northern Ireland, visit the Department for Employment and Learning website (nidirect.gov.uk) and Student Finance NI (studentfinanceni.co.uk).

Can your employer help?

Employers in such areas as business, science and technology may be able to avail of funding for a research topic of interest. Research teams, rather than individuals, would usually apply for this funding at department level. Students should consult their employers regarding the possibility of having part-time studies paid for through a personal arrangement. If you're currently working and thinking of pursuing a postgraduate course related to your career, ask your employer if they are willing to assist with costs, making sure to emphasis how your employer will benefit from your studies. Financial assistance from employers is often necessary for more expensive taught postgraduate programmes, such as MBAs and professional courses.

Alternative assistance

Other means of support can be found via financial institutions, many of which offer designated student loans. To avoid racking up insurmountable debt, you should only seek assistance from established and reputable institutions. You may wish to work



part-time to fund your studies, but you should avoid making any work commitments that could negatively impact your studies, which will take up more of your time at postgraduate level than undergraduate. Find out if your institution offers part-time work, perhaps in the form of exam marking or tutorial work, as this would be less disruptive than working off-campus.

Funding postgraduate research positions

Consult the postgraduate study/research section of institutions' websites for advertised funded postgraduate research positions, which are often funded as part of a larger project.

Northern Ireland offers two awards: Studentships and Co-Operative Awards in Science and Technology (CAST). These are available for research projects at Northern Ireland universities with an industry partner). Visit the postgraduate section of nidirect.gov.uk to find out more.

Irish research

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

- Provide funding for exceptional research within and across all disciplines and to amplify Ireland's global 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 supporting diverse career paths via a range of opportunities.
- Deepen Ireland's knowledge pool and improve the expertise available for confronting the nation's immediate and future cultural, economic and societal challenges.

If you're thinking of pursuing a research postgrad in the Republic of Ireland, visit **research.ie**.

UK research

Nine 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)
- Innovate UK (ukri.org/councils/innovate-uk)
 Medical Research Council (mrc.ac.uk)
- Natural Environment Research Council (nerc.ac.uk)
- Research England (ukri.org/councils/researchengland)
- Science and Technology Facilities Council (stfc.ac.uk)

Help in applying for any of these research councils can be found through your prospective academic department.

Applying for funding

Applying for funding is as competitive as applying for a course, with the two processes sometimes overlapping. When completing funding applications, you should follow the same guidance for course applications. If funding bodies hold briefings at your college, or any sessions are held by your careers service, be sure to be in attendance. See if an academic mentor is willing to check your application.

Student Universal Support Ireland (SUSI) is Ireland's national awarding authority for all higher and further education grants. The eligibility indicator at their website (susi.ie) will help you discover what assistance, if any, you are entitled to from SUSI. You can use the reckoner without applying for a grant, and SUSI won't use it to assess your eligibility.

Your grant eligibility will only be determined by your formal application to SUSI, which you can complete via their online application system.

The importance of timing

Make sure you're aware of all deadlines. For example, applying to a North American university requires completing your application early in the previous year.

Competitive awards are announced at the beginning of each academic year, with deadlines beginning in November.

Eligibility requirements

With funding being so competitive, it's essential that you have good academic results and are the correct fit for your desired programme. Most funding bodies demand a result of no lower than a 2.1 from your academic course.

Complete forms correctly

All forms should be read carefully and any directions followed correctly. Make sure you haven't left out any required information. Provide evidence of your knowledge and experience of the subject. Your goal is to convince the body that you are well-motivated and possess a clear sense of direction.

Let the department and institution know that you're genuinely interested. Any relevant extra-curricular activities should be cited by including academic references, academic transcripts, a statement of purpose or a reference from your bank manager or guarantor. Above all, don't miss the deadline!

PREPARING FOR POSTGRADUATE STUDY

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

How to decide if studying abroad is for you

Studying overseas exposes you to a whole new range of experiences, allowing you to see the world while furthering your studies and career prospects. The idea of studying abroad appeals to many students; it boosts employability, develops language skills and offers travel opportunities.

efore you begin making reservations and commitments, look at the financial cultural and practical aspects you need to consider.

Finance

Nobody likes having to take out a loan, but they help to give you the opportunity to attend university. When looking to study abroad it literally pays to explore the various finance options available. Loans, grants and scholarships are all options, and their availability will differ based on your home country and the area you're looking at as a potential study location.

The options open to you are based on minority status, family background, reciprocal agreements and subject of study. If you are interested in studying overseas, consult with the institution to find out the student supports they offer.

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

Languages

Moving to a new country is a great way to learn a new language. If you're multilingual, consider the countries whose languages you already speak. Immersive learning can work wonders, but this is a crucial period of your life and forcing yourself into a situation with no native language skills can negatively affect both your stay in the country and your academic performance.

Most universities with an international focus will offer English-led tuition, but make sure you know which language each course is being delivered in. You should also know that certain institutions have language requirements. In Switzerland, for example, you will be unable to study at postgraduate level unless you can speak one of their home languages.

Aside from simply speaking the language, it may be necessary to absorb new writing styles and norms that differ from your mother tongue.

Finding your network

A move to a new country can be daunting but surrounding yourself with people you share something in common with can make the transition easier. Countries with a high population of international students, such as Hong Kong or Switzerland, will have societies for foreign students. Look into the supports universities offer international students and the number of societies and clubs available for international students.

Alternatively, countries where expats congregate, such as Canada 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

Many students decide to head abroad for a chance to see the world. If you're intent on globetrotting during your studies, you're advised to stick to regions with plenty of visitor-friendly countries.

Continental Europe, with so many countries so close to each other, makes for easy travelling opportunities. European students can avail of the additional benefit of the Schengen Area, which allows free movement across several states. While Ireland is not part of the Schengen region, its students have freedom of movement throughout the Schengen area.

Other popular spots include East Asia and South America, both of which offer a wide selection of nations with their own unique cultures to explore. Taking your degree overseas will expose you to a whole new range of experiences and allow you to see the world while furthering your studies and career prospects.

There are various aspects of international travel, residency and tuition to consider before deciding on a location.

Extracurricular considerations

If you are a member of a society at home, are passionate about a hobby, or enjoy playing a sport regularly, you should find out if you will be able to continue these activities in another country. Having shared interests with strangers can be vital to creating new relationships and breaking down language barriers. Explore your possible options and check out the institution's society prospectus; this will help provide guidance on whether your own interests can be accommodated.

College/university links

If you're already studying in your home country and plan to spend a year abroad, find out if your current university has any links with partner campuses around the world. These can provide additional support and safety nets when it comes to the organisation and fulfilment of your choice.



FURTHER INFORMATION

- learnabroad.ie/services
 A free independent service for those thinking of studying abroad.
- eunicas.ie Offers advice on studying in Europe and provides details on universities, the applications process, fees and more.
- Researchers in Motion (euraxess.ec.europa.eu) The European Commission's website on mobility for researchers and funding for fellowship programmes.
- Study in Europe (ec.europa.eu/education/study-in-europe) Provides information on 32 European nations, their universities, and what they require if you wish to study and learn in them.
- Fulbright Commision (fulbright.ie)
 The Fulbright Ireland Awards are given to Irish students wishing to study in the US.
- postgrad.com.sg
 Offers information on postgraduate studies in Singapore.
- targetjobs.co.uk (targetjobs.co.uk/careersadvice/postgraduate-study)
 Here you can search thousands of UK postgraduate courses and find information on institutions.
- British Council (study-uk.britishcouncil.org) The British Council offers funding for a wide range of postgraduate courses and research, though non-UK residents are only eligible for fees-only support.

STUDYING ABROAD

Funding your studies abroad

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

ertain 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

Independent guidance on selecting the right programme

on programmes across Europe, along with:

- 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.



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.

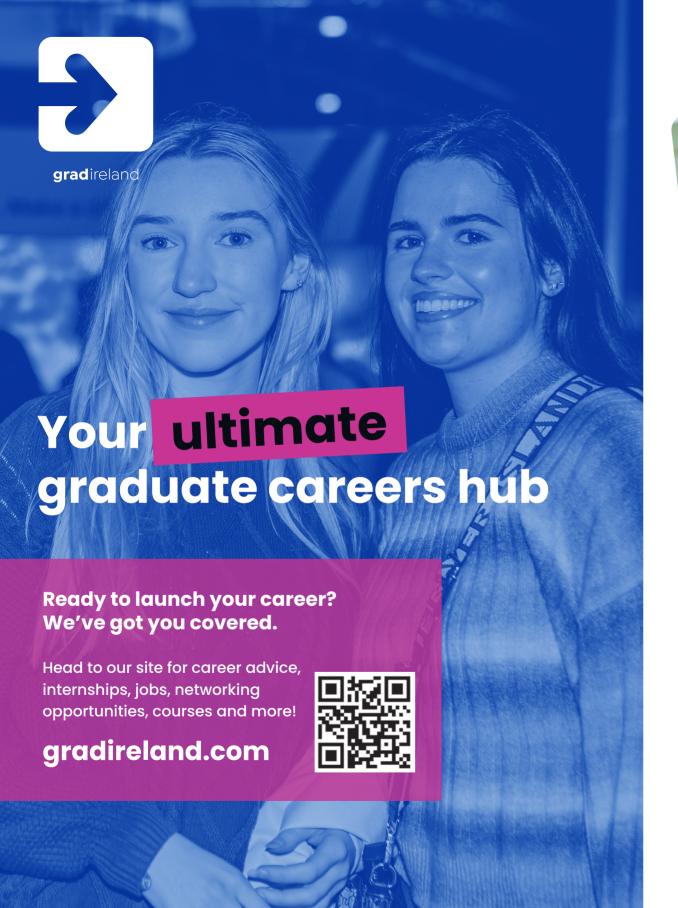
An international guide to studying abroad is provided by UNESCO (unesco.org), whose website features a searchable database of higher education programmes and scholarships offered by international organisations and institutions across many countries. You will also find details of admission specifications, 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.



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 oncampus work.





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





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MARCH 2026



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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

Contact

Grads@aib.ie















Apply

Online at **jobs.aib.ie/grads**Closing date see website

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

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

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

So who are we looking for?

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

We look for diversity of talent across all disciplines.

What do our grads have in common?

Enthusiasm, growth mindset and focus.

What does an AIB Graduate Programme offer you?

We have designed our graduate programme like this:

- Structured rotations around different teams to give you a wide range 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. These included 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.





Type of work

banking, insurance and financial services

Benefits

- · Competitive Salary · International Assignment • 22 annual leave days • Company, Birthday & Volunteer days
- State of the art avm Free lunch Hybrid working • Educational support & study leave • Strategic Business Rotations • Wellbeing initiatives
- · Comprehensive training and development • Mentorship Programme
- Home working allowance Excellent pension & health benefits • Staff affinity insurance rates • Sports & social club

Number of vacancies

10

Degrees sought

General Insurance (3rd level primary degree or postgraduate degree (2:1 or higher) in Business, Law, Insurance, Finance or related disciplines) Data Analytics (3rd level primary degree or postgraduate degree (2:1 or higher) in Data Science, Analytics, En-gineering, Mathematics, Actuarial Studies or related disciplines)

Placements

Yes - 10 · 3 years

Locations

Republic of Ireland

Contact



☐ Careers@allianz.ie





Online at careers.allianz.com/ie/en Closing date 31 October 2025





The Allianz Group is a global leader in insurance and asset management, operating in 70 countries with 156,000 employees and serving almost 128 million customers. In Ireland, we've protected customers since 1902, serving over 800,000 people and employing more than 700 staff. We're proud to be the country's #1 Property and Casualty insurer. We are also proud supporters of the GAA, the Olympic Federation of Ireland, Paralympics Ireland, Women's Aid, and the Camogie Association.

2026 Graduate Programme

Supporting your ambitions, your dreams, and your challenges, our threeyear programme gives you exposure to multiple business areas within Allianz Ireland, with opportunities to rotate internationally. We offer two pathways:

General Insurance Graduate: Gain broad experience in customer-focused insurance operations, sales, and transformation projects.

Data & Analytics Graduate: Develop skills in data science, analytics, and actuarial insights, working on projects that drive decision-making and innovation.

Why Allianz?

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

- Rotations across key business areas and an international assignment
- Structured training, career development and professional qualifications
- · Mentorship from senior leaders and dedicated graduate support
- A strong peer network with fellow graduates and colleagues across Allianz
- Flexibility through hybrid working and global mobility opportunities

Life at Allianz

At Allianz, you'll join an inclusive culture where performance and collaboration matter. We're recognised as a Great Place to Work and one of Ireland's Best Workplaces for Women. With hybrid working, global mobility, and a strong focus on diversity and growth, we'll support you to shape a successful career and a more secure future.

Anna Walsh



Participating in the Data and Analytics graduate programme at Allianz Ireland has been transformative for me personally and professionally. The programme offers exceptional opportunities to work on innovative projects and collaborate with passionate professionals. A highlight was working with the Data and Insights Team in Allianz Australia, which expanded my network and provided insights into global operations. I've learned new analytical techniques and contributed to impactful projects shaping the insurance industry's future. Cross-functional projects enhanced my understanding of data analytics across various business units. The support from the Allianz Ireland team has been crucial to my development, and I highly recommend the programme.

Allianz (II)

Graduate Programme

Join us, lets care for tomorrow

At Allianz we welcome those with integrity, leadership, positivity and importantly ambitions to be the best they can possibly be in their career. We are looking for graduates who want to blaze new trails, disrupt the insurance industry and shape a better tomorrow.







BORD BIA IRISH FOOD BOARD

Type of Learning Assignments •

Marketing, Sustainability, Consumer & Market Research, Human Resources, Public Relations, Communications, Talent, Events, Global Business Development etc.

Salary and additional information • Competitive monthly bursary & fully funded Master's with UCD Smurfit.

Benefits • Fully Funded MSc in Global Business Practice • Competitive Monthly Bursary • Hands-On Industry Experience • International Travel Opportunities • Continuous Professional Development Initiatives • Access to Growing Alumni Network

Number of vacancies • 39

Degrees sought • We welcome applications from all degree backgrounds. Minimum 2.1 (expected or attained) result required

Duration • 24 months

Locations • Dublin, UK, US, Dubai, China, France, Spain, Italy, Germany, Netherlands, Sweden, Singapore

Contacts

bordbia@ucd.ie

Socials

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www.bordbia.ie/about/talentacademy/international-gradprogramme

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Who are we

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, enabling the growth and sustainability of our producers. We do this with the support of our Global Business Development team which includes our 15 overseas offices, as well as our Dublin-based teams in Strategic Insight & Industry Capability, Client & Stakeholder Engagement (Meat, Dairy, Seafood, Alcohol, Horticulture and Prepared Consumer Foods), Origin Green, Marketing, CEO's Office, and Corporate Services.

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 from UCD Michael Smurfit Graduate Business School and extensive training in the areas of: Consumer Insights, Sustainability, Brand Marketing, Digital Innovation and Leadership. This is a 24-month programme and participants will begin in July 2027.

Industry experience

Graduates on the programme undertake a master's degree in Global Business Practice from UCD Michael Smurfit Graduate Business School whilst gaining hands-on industry experience based in Bord Bia's HQ in Dublin or one of our 15 overseas offices.

You will gain experience delivering on Bord Bia's mission to support Irish food, drink and horticulture companies to expand their operations internationally. This will be through delivering consumer insight research, coordinating trade shows, executing marketing campaigns, hosting capability workshops and more.

Rachel

_

Bord Bia's International Graduate Programme is truly one of a kind. Combining a Master's degree from a globally recognised business school with two years of hands-on industry experience, this programme so valuable.

During my placement on the Strategic Insight team, I focused on a diverse range of projects – from trend workshops and digital marketing campaigns to supporting start-ups and collaborating with iconic Irish food and drink brands. This variety expanded my skillset, gave me deep pride for Ireland's world-class food, drink and horticulture industry, and the confidence to launch my career in FMCG.

Let's get you hired!



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





Type of work • Renewable Energy, Commercial, Engineering, Project Management, Finance, Legal & Business Services.

Benefits • Health & Wellbeing programme, Corporate Volunteering leave, Diversity & Inclusion Initiatives, Corporate Social responsibility Initiatives, Study leave, Competitive annual leave, Hybrid working (2 days in the office), Professional & Career development, Paid business expenses, Employee Assistance programme, Concessionary days leave, Comprehensive Medical Screening

Number of vacancies • 8

Degrees sought • BSc/BEng in
Renewable Energy/Environmental
Science / Sustainability • BEng in Energy
Engineering / Mechanical Engineering /
Electrical Engineering/ Civil / Structural
Engineering • BSc in Environmental
Management/BA in Business
Management • BSc in Marketing /
International Business/ Supply Chain
& Logistics/ Economics • BSc in
Project Management/Construction
Management • BSc in Business or
Engineering (with project management
modules) • BSc in Finance/Accounting
& Finance/Economics

Contact

hroperations@bnm.ie

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Apply

Online at www.bnm.ie/careers/graduate-programme

Closing date 31.10.2025

Search gradireland



Who we are

At BnM, we are proud to be one of Ireland's leading renewable energy providers, delivering secure, homegrown energy at scale for businesses and communities across the country. Our goal is to support Ireland's journey to net zero by developing the infrastructure needed to power a sustainable future

Working in close partnership with our landbank, strategic collaborators, and local communities, we are delivering a 5GW pipeline of renewable energy projects. These include onshore and offshore wind, solar, biomass, and biogas - all focused on enabling industrial and economic growth while protecting the environment for future generations.

With more than 90 years of service to Irish communities, BnM continues to evolve to meet the challenges of the future. Alongside delivering energy, we support local development through community benefit funds, educational supports, public amenities, and innovation programmes that help new businesses grow in the green economy.

What are our graduate opportunities?

BnM is offering graduates a career opportunity to contribute towards our powering Ireland's Net Zero future. We're working to develop a new generation of ambitious, creative and future focussed professionals to progress their careers in areas aligned to BnM.

These areas include finance, engineering, project management and renewable energy.

BnM will support further educational development through the 70:20:10 learning model. This graduate opportunity is a 2- year programme which will begin in September 2026.





Our people are our greatest resource, and their energy our most valuable output.

We are people who change the world. We are BnM.

Visit: www.bnm.ie/careers/graduate-programme/







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



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

Salary • €38,590

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

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in central-bank-of-ireland

centralbankireland





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 firstclass 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.

Apply

Online at www.centralbank.ie/ graduates

Closing date: 10.10.25



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



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.

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Undergraduate of the Year Awards 2026

Be the next Undergraduate of the Year!

Win big prizes and exclusive opportunities



Application deadline 2 February 2026 Apply now at undergraduateoftheyear.ie **#UGOTY2026**

fast track



YOUR CAREER

Join our team at Dawn Meats, the supplier of choice to a range of leading supermarket and food service businesses



One of Europe's largest beef and lamb processors



11 sites across Ireland

€3bn

Annual turnover of €3 billion

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- + ENVIRONMENTAL
- + ENGINEERING
- + FINANCE
- + FOOD SAFETY & QUALITY
- + HEALTH & SAFETY
- + HUMAN RESOURCES
- + OPERATIONS & PRODUCTION
- + SALES & COMMERCIAL
- STRATEGIC PROCUREMENT
- **NEW PRODUCT DEVELOPMENT**



SEE OUR VACANCIES







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 300+ annually

Degrees sought • all diciplines

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

Number of placements • 150+ 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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CV & letter • email
• online at www.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 460,000 unique individuals across 150 countries with over 3,400 exceptional people 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 six 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 emphasises 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 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.

Together makes progress



FUTURE LEADERS ACADEMY

An exceptional graduate experience





Programmes • International Graduate Programme – Overseas Market Executive • National Graduate Programme - Client facing/non client facing roles

Salary • Y1 €34,764 Y2 €36,472 gross per annum

Degrees sought • Business Disciplines

- Business with language Commerce
- Economics, but will consider other courses

Duration • Two-year fixed term

Number of placements • Between 25 & 30

Locations • Dublin & Overseas

Contact

Serena Hackett

Tel: + 353 (0)1 727 2428

☐ Graduates@enterprise-ireland.com

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- f Enterprise Ireland
- @ @enterprise ireland
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Enterprise Ireland is the Irish government's enterprise development agency.

We invest in and support the development of Irish-owned companies on their journey to achieving greater scale and to become global leaders in their field. This provides a platform for strong economic growth, and creating and sustaining jobs in communities around the country. Our teams in Ireland and across our network of 42 international offices help Irish companies to develop high-growth strategies and to enter new markets with innovative and sustainable solutions.

Enterprise Ireland's National Graduate Programme (2026–2028)

- Two-year placement as a Development Executive at Dublin Headquarters
- Client-facing roles in sectors including, Consumer Food & Drinks, Fintech & Financial Services, Digital Technologies, Leadership, Talent & Skills, Consumer & International Education
- Non-client facing roles in departments such as Strategy & Policy, Marketing & Communications, Business Process Improvement & IT, Organisational Change & Development
- Opportunity to lead and manage your own projects from Day 1
- · Contribute to the vision of Irish enterprise as a powerhouse of economic growth and job creation

Enterprise Ireland's International Graduate Programme (2026-2028)

- Two-year placement as a Market Executive in overseas offices across The Americas, Europe, The Middle East, and Asia Pacific
- · Support Irish companies in accessing market opportunities and winning
- · Be part of a dynamic team contributing to client success in global markets
- · Help build Ireland's image as a source of world-class products and services

Are These Roles for You?

Enterprise Ireland seeks innovative, self-motivated, and enthusiastic individuals. Graduates will gain business development experience and enhanced interpersonal and client management skills. Fluency in a second language is an advantage for certain international locations.

Having just completed my first year on the Enterprise Ireland international graduate programme, I am genuinely excited to see what my next year has in store. So far, it has been an incredible opportunity to work directly with both impressive Irish founders, and key c-suite stakeholders in the market. Based in the London office, I support our portfolio of IT Services and Cybersecurity companies which was a brand-new industry for me. It's been both challenging and rewarding to immerse myself in a new sector and market, gain a deeper understanding of the market need and our clients' challenges, and play a part in helping them navigate these to achieve real success. As part of this journey, I've had unexpected conversations that not only broadened my perspective but also left me considering career paths and next steps I hadn't previously imagined - conversations that will no doubt shape whatever comes next.

Laura Roantree



"The Enterprise Ireland Graduate Programme presents unique opportunity; it's a chance to represent Ireland on the global stage and make a real impact for companies looking to scale in international markets." Gavin Foley



Molly Tuite

International Graduate Toronto



Before joining Enterprise Ireland, I studied Economics with a Business minor at Trinity College Dublin where I also spent a year abroad at the University of Florida. During my time in college, I worked with an Irish Edtech startup, Spellings For Me, which gave me firsthand experience working in the Irish startup ecosystem. It taught me the ins and outs of scaling a company across Ireland and navigating the early stages of export growth. It also opened my eyes to the incredible talent within Irish startups, as well as the challenges founders face particularly around entering international markets for the first time.

This inspired me to pursue a role at Enterprise Ireland, where I could help Irish companies overcome those challenges and succeed internationally. As a Market Executive, I act as a representative of the Irish business ecosystem abroad. The role is fast-paced, and no two days are the same. Our mission is to support collaboration and build meaningful, long-lasting partnerships between Canadian and Irish organisations.

Over the past year, I've had the chance to travel across Canada and to the U.S. for conferences and trade shows in the retail industry - building my network and deepening my understanding of the market, consumer trends, and the opportunities available for Irish companies looking to expand into the Canadian

I also collaborated with the wider Consumer Retail team on a multi-market inward buyer visit to Ireland, where we hosted a delegation of nine Canadian companies—alongside other international buyers—to attend a major consumer retail trade show in Dublin. The event showcased the best of Irish innovation while highlighting the rich heritage of Ireland's consumer retail sector. Another highlight from my first year was hosting a Market Study Visit to Toronto in April, where I brought 11 Irish client companies to meet key industry players and Canadian buyers, helping them take their first steps into the market and gain valuable insights into the Canadian retail landscape.

The application process for the graduate programme is long, reflecting the high level of interest and the programme's strong reputation. My advice to future applicants would be to show your potential, actively listen, engage and interact with others as a team player, and most importantly, demonstrate your passion for supporting Irish companies at home and abroad.

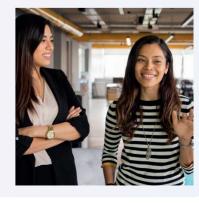
Yukti Sharma



Since joining the Enterprise Ireland's National Graduate Programme in 2024, I've found it to be an invaluable step in my career. Working in the Digital Technologies department, I've had the opportunity to work closely with both tech startups and SMEs, and the exposure and guidance I've received have been exceptional.

It's been incredibly fulfilling to support the Irish ecosystem and know that I'm making a difference. I've also had the chance to attend several national tech events like the Dublin Tech Summit and the National Cyber Security event. These opportunities have been fantastic for networking and deepening my knowledge of the industry.

The culture at Enterprise Ireland is incredibly welcoming, and I've made some fantastic friends here. The team is incredibly helpful, and I have been given countless opportunities to advance my skills through diverse projects and workshops designed specifically for graduates. The skills and experiences I've gained from working with innovative companies to understanding the broader tech landscape have been crucial for my professional development. I'm confident that the insights and connections I've made will be an invaluable asset throughout my career, providing a strong foundation for future roles.





Apply

Online at www.enterprise-ireland. com/en/careers-at-enterpriseireland/graduate-programme

Closing date: 31 October 2025 at noon

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Energy for generations

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

Salary • competitive

Benefits • pension plan with a competitive employer contribution • reduced rate on electricity with Electric Ireland • flexible and hybrid working work life balance – sports & social activities such as Tag Rugby, GAA, cricket & soccer • health and wellbeing supports • paid time off to attend conferring ceremony • volunteering time & charity contribution matching • employee referral scheme • wide variety of generous life and career leave • access to FSB insurance schemes • commuter saver schemes (including Cycle to work and Easi travel) • education leave & support • professional training & development • paid professional membership • 23 days annual leave and 2 company days • (benefits may vary with role)

Work experience • yes, 2 years

Locations • Republic of Ireland • Northern Ireland • UK

Contact

graduates@esb.ie

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SESB Careers











Apply

Online at www.esb.ie/graduates
Closing date: 19.10.2025

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Who we are

At ESB, we're not just powering homes and businesses, we're powering change. As Ireland's leading energy company since 1927, we've been at the heart of innovation, community, and sustainability. Today, we're on a mission to achieve Net Zero by 2040 through delivering clean and sustainable electricity.

This is your chance to be part of something bigger. We're investing in cutting-edge technology and in the next generation of talent, people like you. Whether you're passionate about sustainability, innovation, or making a real impact, ESB offers a platform to grow, challenge yourself, and help shape a cleaner, brighter energy future.

Why ESB

At ESB, being a graduate means becoming part of an engaging, supportive community that extends far beyond your day-to-day role. No matter which area of the business you join, we're committed to making your experience rewarding and inclusive.

Our graduates regularly take part in a wide range of sports and social events from sponsored runs and tag rugby to summer BBQs and our much-loved GAA tournament. These activities are a great way to connect with colleagues, build friendships, and enjoy life outside of work.

Giving back is deeply embedded in our culture. ESB allocates over €1 million annually to support organisations tackling critical issues such as suicide prevention, homelessness, and educational disadvantage. We also actively support local community groups and encourage staff to get involved in initiatives like the Time to Read and Time to Count programmes, helping young students in nearby schools.

Joining ESB as a graduate means joining a company that values community, connection, and contribution, inside and outside the workplace.

Accelerate Your Career with ESB's Graduate Development Programme

At ESB, our Graduate Development Programme is designed to set you on a fast-paced trajectory toward professional success. Joining us means more than just starting a job, it's the beginning of a dynamic career shaped by meaningful work, continuous learning, and a supportive network.

Our programme is built on key pillars that ensure a well-rounded and impactful experience:

- Structured Rotations: Gain broad exposure across different teams and functions, helping you discover your strengths and interests.
- Challenging Assignments: Work on real-world projects that stretch your capabilities and contribute to ESB's mission.
- Supportive Graduate Network: Connect with peers across the organisation, sharing experiences and building lasting relationships.
- Competitive Salary & Benefits: Enjoy a comprehensive package that reflects the value you bring to our team.
- Robust Learning & Development: Access tailored training, workshops, and resources to support your growth.
- Major Project Experience: Collaborate on high-impact initiatives that shape the future of energy and infrastructure.
- Cross-Business Exposure: Understand the breadth of ESB's operations through placements in diverse areas of the business.
- Dedicated Mentorship: Receive guidance and support from experienced professionals committed to your success.

Whether you're passionate about engineering, technology, sustainability, or business, our Graduate Programme offers the foundation to build a fulfilling and future-focused career.







Type of work • Core Audit - Assurance • Data Analytics • Tax & Law • Strategy & Transactions• 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 • Competitive salary • Paid study leave exceeds Professional Institutes' recommendations for ACA exams, along with exam and performance bonus schemes • 7-13 weeks study leave options depending on your exam level • 24/7 Employee Assistance Programme · Access to the EY Tech MBA and Masters programs • Option to buy 5 extra holidays annually • Free access to doctors via Webdoctor ie. • Discounted health insurance • Discretionary sick pay • Free gym membership • EY Badges offer digital learning certifications • Professional subscriptions are supported, with dedicated learning and development teams available • CSR volunteering days • Internal networks • Recognition awards for graduates • Carer's leave • Global mobility scheme • Travel Pass • Cycle for Work schemes, and monthly health webinars

Number of vacancies 400+ Graduates • +200 Interns

Degrees sought • all disciplines

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

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

Contact

studentrecruitment@ie.ey.com

@ @eyiecareers

EY_Ireland

in ernstandyoung



Apply

Online at ey.com/iecareers

Closing dates: See website

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Smart Move. Big Future Starts Here!

At EY, we offer more than just a graduate role. As Ireland's largest and fastest-growing professional services firm, we provide access to unique clients and opportunities.

Our promise is simple: we create a culture of support and flexibility to help you shape your future with confidence. This is your smart move towards a meaninaful career.

In a fast-paced world, continuous learning is essential. Our learning and development programmes equip you with the tech skills, leadership behaviours, and mindset to stand out today and remain relevant in the future. You will work with cutting-edge technology, tackle real-world challenges, and be part of a global organisation committed to shaping the future with confidence.

Our Graduate Programmes

We welcome graduates from all backgrounds who are on track to achieve a 2:1 or higher in their degree. Our programmes offer structured learning, mentoring, and real client experience from day one.

- Core Audit and Assurance Graduate Programmes
 Audits are fundamental to effective capital markets. At EY, Core Audit and
 Assurance involves providing clients with confidence in their financial
 statements, enabling them to meet regulatory requirements and attract
 investors. Our services enhance the credibility of financial information,
 fostering trust in the marketplace. You will collaborate with leaders across
 industries to deliver assessments that empower organisations to navigate
 risks and uphold standards.
- Consulting Graduate Programmes
 In Consulting, we transform businesses through people, technology, and innovation. We help clients realise long-term value through transformations that place humans at the centre and deploy technology at speed. Joining our Consulting team is an opportunity to think differently about solving complex problems and shape the future with confidence.

 As a new graduate, you will gain essential skills to advise organisations on navigating today's challenges and preparing for tomorrow's risks.
- Strategy & Transactions Programmes
 Our Strategy & Transactions programme focuses on advising clients
 on buying, selling, or merging companies to enhance growth. The team
 provides essential data, highlights risks, and guides clients through
 complex transactions. If you are curious and a team player, this may be the
 right fit for you.
- Tax & Law Graduate Programme
 Our Tax & Law programme trains to

Our Tax & Law programme trains trusted advisors who help clients navigate complex tax and regulatory changes. As a member of our Tax & Law team, you will help clients manage their assets effectively. If you have a hunger for knowledge and a talent for spotting trends, a career in Tax & Law could be for you.

Choose your graduate programme at EY and bring your fresh perspectives to our collaborative culture. Apply now to join our acclaimed graduate programmes starting in September 2026 or learn more about our upcoming internships.

ey.com/iecareers









forv/s mazars

Type of work • Audit & Assurance · Consulting · Corporate Finance · Corporate Governance • Financial Advisory • Internal Audit • Outsourcing • Tax • Transaction Services

Salary • Competitive

Benefits • 21 days annual leave (increasing with service & promotion), option to buy additional leave - paid study and exam leave - 3pm finish on summer bank holiday Fridays – access to Forvis Mazars Home - Laya Employee Assistance Programme – corporate discount scheme - learning & development with access to over 5,500 learning courses - financial support for membership subscriptions, professional courses and exams related to your career - Bike to Work and TaxSaver schemes - enhanced family leave (up to 100% paid - minimum service requirement) - annual flu vaccine subsidised sports & social clubs

Number of vacancies • 80+

Degrees sought • All disciplines

Work experience • Yes - Summer Internships 12 weeks - Placements 6-12 months

Location • Dublin • Galway • Limerick Cork

Contact

For more information contact

gradrecruitment@mazars.ie Follow us

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Online at forvismazars.com/ie/en/ join-us/graduate-programme

Closing date 15 October 2025

Search gradireland



Join the Forvis Mazars Graduate Programme. Join us to Grow. Belong. Impact

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

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 950 professionals across offices in Dublin, Galway, Limerick and Cork, our Irish team is part of a global network of more than 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 Audit (CISA, CISM, CISSP, QICA); Financial Advisory (ACCA); Corporate Finance (CFA); Consulting (CIMA, CIPD, Prince 2).

Investing in your future

As one of the world's fastest-growing audit and advisory firms, Forvis Mazars is committed to your growth, development and wellbeing. We believe that by investing in our people, we elevate your individual potential and the collective success of our firm.

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.

Grow. Belong. Impact.



At Forvis Mazars, success comes from working together. When you join us, you'll have the support you need to build your career and the friendships that last well beyond it.

If you're looking for a firm where you can grow, belong and have an impact, you're in the right place.

Join the Forvis Mazars Graduate Programme. Join us to Grow. Belong. Impact.



Apply today

Audit | Tax | Advisory forvismazars.com/ie/careers







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

- graduaterecruitment@ie.gt.com nigraduaterecruitment@ie.gt.com
- (ROI) @grant-thornton-ireland
- in (NI) @grant-thornton-ni-llp
- **f** @Grant Thornton Ireland
- (ROI) @GrantThorntonie
- (NI) @GrantThorntonni



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grantthornton.bm Search gradireland



Real Opportunities with Grant Thornton

Who we are:

Grant Thornton Advisors LLC and Grant Thornton Ireland (GT) have recently come together to form a powerful multinational, multidisciplinary platform that delivers premier advisory, tax, and independent audit services. With \$2.7 billion in revenues and nearly 60 offices across the U.S., Ireland, the UAE, and other territories, our combined platform brings enhanced solutions and capabilities supported by cutting-edge technologies and a team of nearly 13,000 quality-driven professionals.

Grant Thornton Ireland contributes nearly 3,000 people across 9 offices in Ireland, the Isle of Man, Gibraltar, and Bermuda, and is part of a global network of over 68,000 professionals spanning more than 149 countries. Together, we offer a truly global reach backed by deep local knowledge and national expertise.

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

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





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
- @ @InsldeGuidewire
- **f** bit.ly/GuidewireGlassdoor









Apply Online at careers.guidewire.com/jobs

Closing date
Internships: Oct 25
Graduates: ongoing

Search gradireland



Ranked 11th place as one of Ireland's Best Place to Work 2025. 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 Programme

Guidewire Basecamp is the programme 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 beingexpert 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 Programme 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.

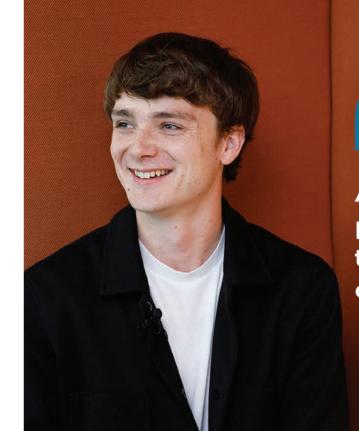
Guidewire Basecamp Internships

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 • Audit - Accounting -Corporate Finance - Tax

Salary • Competitive

Benefits • Competitive Salary • Paid Study & Exam Leave • Dedicated Mentor · Professional Subscriptions Paid · Client-Facing Experience in Audit, Tax, Advisory • Sustainability & Community Initiatives • Graduation Day Leave • Hybrid & Flexible Options • And best of all-vou don't need to leave your hometown to have a first-class career. You can live locally and think nationally.

Number of vacancies • 30+

Degrees sought • All disciplines Accounting & Finance • Business • Commerce • Fconomics

Grad programme duration • 3.5 years

Placements • Summer Internships and Placement Programme

Locations • Nationwide (Republic of Ireland)

Contact

Gillian Willis

acareers@ifac.ie

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@ @ifac_ireland

aifac_ireland





Apply

Online at ifac.ie

Go directly to IFAC





About ifac

At ifac, we believe that talent doesn't always live in cities. With over 30 offices nationwide, we are proud to be rooted in communities across Ireland, serving clients where they live, work and grow. Founded in 1975, we are a top 10 professional services firm with more than 600 team members supporting over 30,000 valued clients.

What makes us different? We are not your typical accountancy firm. We specialise in supporting SMEs, farmers, food producers and agribusinesses. But our true strength lies in how we grow talent - offering career-defining opportunities without having to leave your community. No matter where you are from, you will find real pathways, real clients, and real impact.

The Graduate Experience

Our Graduate Programme is designed to launch your career with confidence, curiosity and community. From your first day, you will be encouraged to step into meaningful work, gain client-facing experience and build relationships that matter. At ifac, you are not just learning how to do the job, you are learning how to lead in your community.

Never going it alone, our graduates have a dedicated Graduate Development Manager to guide them through the programme, as well as a mentor to support them day-to-day. With our graduate programme growing yearon-year, we have a national network of graduates who support each other through learning, exams and beyond.



At ifac, I'm trusted with real responsibility in a culture that encourages growth. It's a forward-thinking place where trainees are supported, not sidelined.



otherwise imagined.

Being part of a company that truly values diversity and inclusion has profoundly enriched my work experience. Collaborating with colleagues from a wide range of backgrounds has broadened my perspective and opened doors to incredible career opportunities I might not have





gradireland

Undergraduate of the Year Awards

Be the next Undergraduate of the Year!

Win big prizes and exclusive opportunities



Application deadline 2 February 2026 Apply now at undergraduateoftheyear.ie **#UGOTY2026**





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 • Company share save 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

At Kerry, our ambition to nourish the planet might sound bold, but for us, it's part of everyday life.

We're passionate about helping our customers create food and beverages that are delicious, authentic, nutritious, and sustainable. Every product we make plays a role in feeding millions safely and responsibly.

For those starting out in their careers, Kerry offers more than just a job; we offer the chance to shape your future while contributing to global nutrition. We believe in empowering curious, driven individuals to grow, innovate, and make a real impact.

You'll join a vibrant community of thinkers and doers, working across disciplines to tackle global food challenges with fresh ideas. At Kerry, your potential is limitless—and your journey starts here.

What are our graduate opportunities?

We are recruiting 40 graduates for our 2026 intake across a wide range of programmes including 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 breadth of experience across your function and the business.
- International scope, with many graduates relocating across Europe to gain diverse experience and exposure
- · 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

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!

Isabel Lordan

is a Marketing Graduate at Kerry



The Kerry graduate programme has been the most incredible learning experience for me. I have been given multiple opportunities to challenge myself and make a real impact in the business. I have had the chance to work with amazing people who make my work more fulfilling and as a graduate I have been given opportunities to work on exciting, meaningful projects that have enriched the experience.

The ability to rotate jobs is a big benefit of the programme. It allowed me to gain experience in a variety of marketing areas.

If I had one piece of advice for soon-to-be or recent graduates, it would 100% be to apply to this graduate programme!

KERRY

The future of SUSTAINABLE NUTRITION

Nourish your Future with a career at 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 • €35,500 (In Ireland, other countries will vary)

Benefits • life assurance • pension scheme with company contributions • 22 days' holiday

Number of vacancies • approx 40

 $\textbf{Degrees sought} \bullet \textbf{all disciplines}$

Locations • Republic of Ireland •
Northern Ireland • Great Britain • Europe
• North America • LATAM • APAC

Type of application for employment

online

Contact

Mary McConville graduate@kingspan.com

@KingspanGraduate

@Kingspan_global

Nho 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 €8.6 billion 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 273+ 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.

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.

What we offer

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.

We provide you with:

- A permanent position from Day 1
- A graduate development programme aimed at supporting you as you transition from university to the world of work and accelerating your career development
- The opportunity to live and work across the globe and in any of our 5 divisions
- · Competitive salary
- A dynamic, fast-paced work environment



My role involves designing non-structural heating aisle containment systems for data centres to optimise airflow and improve efficiency. Furthermore, collaborating closely with other engineers and project managers to ensure each design aligns with project requirements, site constraints, and client needs. A strong focus is placed on continuously improving system performance and design practicality across every project.

For anyone considering applying, I would say it's helpful to be open-minded, engaged, and ready to show your collaborative and technical skills. Take time to prepare for each stage of the process. Be genuine and be able to contribute during group discussions. It's also worth getting familiar with the company's work. Most importantly, be yourself and approach each stage with enthusiasm and willingness to grow and develop your skills.





Online at www.kingspan.com/group/careers/graduates

Closing date 29 November 2025

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Type of employer

• Dairy Processing Co-Operative

Type of work

- Food Science
- Nutrition
- Marketina
- Supply Chain and Logistics
- Engineering
- Operations

Degrees sought

- Food Science
- Nutrition
- Marketing
- Supply Chain and Logistics
- Engineering
- Operations

Locations

- Republic of Ireland
- Northern Ireland
- UK and other global locations

Application

To view our programme and apply, visit www.lakelanddairies.com/join-our-team/graduate-programme

Contact

graduates@lakelanddairies.com

@alakeland_dairies

f lakelanddairies

in lakeland-dairies

Who are we

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 broad customer base including some of the world's 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 destination of choice to grow your career.

When you become a member of the Lakeland Dairies team you are joining an organisation of highly committed, ambitious, innovative, performance and sustainability 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 businesses.

We're looking for graduates in: • Food Science • Nutrition • Marketing • Supply Chain and Logistics • Engineering

What we Offer

- Our two-year rotational Graduate Programme is structured with planned job rotations, tailored to maximise your development journey, enabling you to obtain vital skills 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
- · Events with senior leadership
- · Structured social events and team building.

Shane Igoe

Graduate

The Lakeland Dairies graduate program 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.



Online at www.lakelanddairies.com/ join-our-team/graduate-programme Closing date 4 January 2026.

Search gradireland











GRADUATE OPPORTUNITIES

Launch Your Career with Mannok which is part of the CIMSA and Sabanci Holding Group a worldwide multi-national corporation.

Are you ready to take the first step in your career and make a real impact? Join us as a graduate and contribute to the success of Mannok which is part of the world renowned Sabanci Group while developing your skills through structured training, mentoring, and hands-on experience.

We have high expectations, but your growth will be supported by an encouraging framework designed to help you thrive personally and professionally with an opportunity to work across the global in the many group companies.

Graduate Opportunities are available in:

- Health & Safety & Environmental
- Electrical Engineering
- Mechanical Engineering
- Finance / General Business

Requirements:

- Minimum 2:1 Honours degree (or equivalent) in the relevant discipline
- Strong motivation, enthusiasm, and willingness to learn
- Ability to work collaboratively and contribute to team success

As a graduate, you will work closely with an experienced mentor who will provide quidance, real business exposure, and help you build the knowledge and confidence needed to succeed in your chosen field.

This is an excellent opportunity to kickstart your career within a supportive, forwardthinking organisation with the opportunity to travel worldwide with exposure to new and innovative technologies and projects.

How to Apply:

Applications can be submitted in person, online, or by email. HR Department Mannok Build, 187 Ballyconnell Road Derrylin Co. Fermanagh



Tel: +44 (0)28 6774 8866



hr@mannokbuild.com



www.mannokbuild.com





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 €35,000 starting salary with performance increases after 12 months and bonus on programme completion

Benefits • bonus (discretionary) • pension scheme with company contributions • 23 days' holiday • Hybrid working – 3 days in the business • 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 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 requirements

Locations • Republic of Ireland • Northern Ireland

Contact

- Earlycareers@musgrave.ie
- **f** @Musgrave Early Careers
- @Musgraveplc
- @Musgrave.earlycareers
- (in @Musgrave
- @Musgrave Early Careers

Apply

Application timelines are available on www.musgraveearlycareers.com





Growing Good Business

Musgrave is Ireland's leading food retail, wholesale, and foodservice company. In partnership with our retailers, we support over 41,000 jobs across more than 1,400 stores and offices, with combined retail sales of €6.5 billion.

We're proud to be one of Europe's most successful family-owned businesses, with a 150-year legacy of food and brand innovation. Every day, we feed one in three people in Ireland through 18 market-leading brands including SuperValu, Centra, Donnybrook Fair, Frank and Honest, and Musgrave MarketPlace.

Our purpose – Growing Good Business – defines what we do and why we do it. It means building a sustainable, profitable business that creates value for our shareholders, people, partners, communities, and the wider economy. Our values guide us: Long-term Stable Relationships, Working Hard, Not Being Greedy, Achievement, and Honesty.

Every role at Musgrave is an opportunity to shape what Growing Good Business means. In our fast-paced environment, early careers talent can take on meaningful challenges, contribute to real impact, and grow while helping build vibrant communities.

Where Futures Are Created

At Musgrave, we believe in more than learning — we believe in transformation. The Musgrave Institute is designed to accelerate skills, fast-track talent, and unlock potential. It's where your abilities are not just recognised but nurtured through award-winning, flexible development tailored to your goals.

Invested in you

We recruit early careers talent into key areas such as buying, finance, innovation, technology, and supply chain. You'll learn on the job alongside business leaders, supported by formal training, coaching, and mentoring. From day one, you'll take on real responsibility. Bring your ambition and drive, and we'll help you grow into a future leader who makes a difference.

Opportunities

Our business is fast-paced and everchanging, so our opportunities vary each year depending on our needs. Visit musqraveearlycareers.com for details on our current role or to register for future openings.

Musgrave. Bring your good.



SuperValu Centra DONNYBROOK-FAIR DAYBREAK MACE Dialprix FRANK NO HONEST Elevate























MEET MUSGRAVE GRADUATES



Claire McAlinney

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.



IT Business Analyst

Technical University MSc in Computing

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.



Senior Digital Product Manager

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.



■ NetApp

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

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 • Varies per year

Degrees sought • all disciplines

Entry level + • yes • all year

Duration • 6-12 months

Number of placements • 20-25

Locations • Republic of Ireland • Great Britain • Rest of world

Contact



€ © @LifeAtNetApp



NetApp is the intelligent data infrastructure company. We create silofree 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 Early-in-Career programmes

NetApp Intern Programme

NetApp's Global Intern Program provides a transformational experience by allowing interns to refine their interests, passions, and career aspirations to establish a high-quality pipeline of talent for future full-time roles at NetApp.

· Hires are temporary employees that work for 2, 6 or 12 months based on country requirements

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 providing an initial 90-day training programme. The training immerses participants in the software, systems and cloud technologries that are helping shape the world today and tomorow.

· Roles include sales, professional services, solution engineers and technical support engineers

NetApp Emerging Talent (NET) Programme

The NetApp Emerging Talent Programme helps invest in the growth and development of entry-level talent, increasing their opportunity for impact and inspiring them to have longterm, successful careers with NetApp

- · Hires are permanent, full-time employees
- Sales, Support and Services (S3) is part of NET
- · Participants are included in the program for at least 2 full years after their start date

Online at careers.netapp.com

Closing date See website for details

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IN A WORLD FULL OF DISRUPTION, WE SEE OPPORTUNITY

JOIN US



Visit careers.netapp.com







Type of work • Finance • Audit • Operations • Risk • Technology • Human Resources • Retail Banking • Analytics

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 • Agriculture, Retailing, Sales, Customer Service • Science and Mathematics • Social, Community, Youth • Transport and Logistics

Work experience PTSB offer emerging talent work experience through our Internship Talent and Graduate Talent Programmes (2-24 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.

Search gradireland



Why choose PTSB?

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

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

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.



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 People Team of the Year, Chartered Institute of Personnel and Development (CIPD) Awards, 2025
- Winner Speaking Up & Psychological Safety, Irish Banking Culture Board (IBCB) Awards, 2025
- Winner Rising Star in the Workplace, Workplace Excellence Awards, 2025
- Winner Financial Services Loyalty Programme/Initiative of the Year, Irish Loyalty and CX Awards, 2025
- Winner Eimear McBride Diversity, Equity and Inclusion Award, IOB Future of Finance Awards, 2025

About our Graduate Talent Programme

PTSB Graduate Talent Programme is designed to ensure all graduates develop professionally and personally through exposure and insight to different departments within the bank, 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. • Group Technology • Group Finance – Data and Analytics • Group Risk Data Analytics and Modelling • Group Risk Banking • Retail Banking • Customer & People • Group Operations • Agri-Retail Banking

Additionally, a best in class learning and career development platform is available and educational training/assistance will be provided.





Start your graduate application here



WHAT OUR GRADUATES SAY...

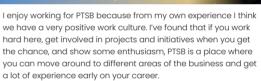
Alex Reynolds

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

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



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.

2022 Graduate at Group Finance -

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 and Assurance • Governance, Risk and Assurance • SME Accounting Solutions • Tax Compliance and Tax Consultancy • Corporate Finance • Restructuring & Insolvency

Salary • Competitive

Benefits • First Class, Comprehensive Training • Broad and Practical Experience working with a Large Client Base • Continuous Learning and Development Programme • Exposure to our Senior Leadership • Career Development Opportunities during, and upon Completion of Training • Comprehensive Professional Exam Revision Support • Highly Competitive Training Package • Exam, Study Support and Paid Study Leave • Professional Subscriptions Paid • Time off in lieu (TOIL) • Buddy and Mentoring Programme • Opportunities for Travel • Opportunities for Transfer to our other Offices or Departments • Employee Assistance Programme / Wellness Programmes • Flexible Working • Sports and Social Events • 21 days Annual Leave Rising with Service/Seniority • and many more

Number of vacancies • 40

Degrees sought • All Disciplines • Accounting & Finance • Taxation & Law • Mathematics • Economics & Finance, Financial Services • Business, Management

Placements • 20+ • Summer Internship (4-12 wks) · College Placement Internships (6 mths - 1 Yr)

Locations • Republic of Ireland (Sandyford • Athlone • Castlebar • Roscommon)

Contact

Tel (090) 64 80 600 cekeane@rbk.ie

Apply

Online at www.rbk.ie/careers/ graduate-recruitment

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For over 65 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, Roscommon and Castlebar. With over 300 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

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

- 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.

Sharon Donohoe

After completing a three-month internship with RBK in 2022, returning as a Trainee was an easy decision. Since joining I have worked as a member of the Corporate Finance Team in Athlone. I've thoroughly enjoyed the exposure, working with client from various industries and the variety of deals I've been able to work on over the last year, Because of the role's diversity, I've been able to expand my professional skills and knowledge. The Corporate Finance Team is like a tight-knit friend group. We work together on projects, meet weekly, and have regular bonding sessions.

The Firm wide Social Club allows Interns to Partners across the Firm to interact in a social setting. I would strongly recommend RBK to anyone looking to join a Graduate Programme that provides work diversity, client exposure, and personal development. Management has always been open to new ideas, encouraging personal contributions and making team members feel heard.

Your professional development is central to the Firm's value. As a workplace RBK has supported me completely in my career goals.







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 • 17

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 • 49, 6-8 months, all year

Locations • Republic of Ireland

Type of application for employment CV • online

Contact

Libby O'Grady, logrady@tirlan.ie





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 firstclass 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 modernday 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."



Graduate Programme





Type of work • construction, civil engineering and QS • engineering • environment and natural resources • IT and telecoms • management, business, administration • 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 • 15

Degrees sought • all disciplines

Work experience • Summer Internships, Work Placements & Graduates

Locations • Dublin Cork

Contact

- careers@water.ie
- ♠ alrishWater
- m @irish_water
- @officialirishwater



Visit our graduate's hub here for full details on each of the specialist streams.







Apply Online at water.ie/about/graduates-hub/

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Closing date: 19.10.25



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 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

At Uisce Éireann, we're investing in future leaders who will shape the journey of Ireland's water. Our Graduate Talent Programme is tailored to provide focused experience in two vital streams: Engineering and Business Operations.

Both streams are 2 years in duration and consist of 3 X 8-month rotations across our Infrastructure Delivery, Asset Management & Sustainability and Chief Operations Directorates. This will give you a unique opportunity to work across a diverse portfolio of projects and exposure to a variety of internal and external stakeholders. A number of permanent positions will be on offer at the end of the programme. Graduate positions can be based in our Cork or Dublin offices.

What makes this programme different?

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 each of the specialist streams, how to apply and our recruitment process. Applications for our 2026 Programme close on October 19th



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8 OCTOBER 2025



COMING 2026



MARCH 2026



FINAL - APRIL 2026

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- · Professional Doctorate in Educational and Child Psychology
- Professional Master of Education (Primary Teaching)
- · Master of Education (M Ed) with Specialisms (NEW)
- · M Ed in Literacy Education
- · M Ed in Leadership of Wellbeing in Education
- · M Ed in Educational Leadership & Management
- · M Ed in Education for Human Rights & Equality
- · Graduate Diploma/M Ed in Inclusive Special Education
- · Graduate Diploma/M Ed in Adult & Further Education
- · Graduate Certificate/Graduate Diploma/MA in Autism
- · Graduate Certificate/Graduate Diploma/M Ed in Digital Leadership in Education
- · Graduate Certificate/Graduate Diploma/M Ed in Middle Leadership & Mentoring
- · Graduate Certificate in Academic Practice

PhD & MA BY RESEARCH AND THESIS IN THE **FOLLOWING EDUCATION DEPARTMENTS**

Learning; Society & Religious Education; Language & Literacy Education; Arts Education & Physical Education; Reflective Pedagogy & Early Childhood Studies; Educational Psychology; Inclusive & Special Education; STEM Education

LIBERAL ARTS POSTGRADUATE PROGRAMMES

- · Structured PhD in Applied Linguistics
- · MA/M Sc in Environment, Society & Culture
- · MA in Climate, Justice & Sustainability
- · MA in Modern English Literature
- · Graduate Diploma/MA in Applied Linguistics
- · MA in History
- · MA in Local History (with UL)
- · MA in Media Studies
- · MA sa Ghaeilge (Ceannaireacht i dTeanga, Cultúr agus Pobal)
- · Certificate/MA in Christian Leadership in Education

PhD & MA BY RESEARCH AND THESIS IN THE **FOLLOWING LIBERAL ARTS DEPARTMENTS**

Business Studies; Drama & Theatre Studies; English Language & Literature; French Studies; Gaeilge; German Studies; Geography; History; Mathematics & Computer Studies; Media & Communication Studies; Music; Philosophy; Psychology; Theology & Religious Studies



mic.ie/postgraduate



About the Institution:

Maynooth University (MU) proudly stands in the top 90 of young universities globally in the Times Higher Education's Best Young University Rankings (2024). While we are a young institution, our academic heritage dates back over two centuries to 1795 with the formation of St Patrick's College. Our beautiful campus in the university town of Maynooth reflects this history and progress as a dynamic and rapidly growing modern institution. Our vision is clear: we are a university of excellence, opportunity, and impact.

Contact

+353 1 708 3467

 □ pastudies@mu.ie @mupostgraduate





MU is committed to offering you a postgraduate study experience like no

or professional direction, MU's conversion programmes provide the training,

knowledge and credentials needed to transition successfully. Beyond career

benefits, postgraduate study provides you with an opportunity to engage

with cutting-edge research, connect with industry leaders and like-minded

peers, and achieve personal growth. A postgraduate qualification from MU

is an investment in your future, equipping you with the skills and confidence

to thrive. The MU Postaraduate Recruitment and Admissions teams are here

to support you as you embark on your postgraduate journey. We hope that

you find this Postgraduate Guide informative and we look forward to warmly

Maynooth University's conversion programmes are designed to help students

business, accounting, law, IT or other disciplines, these programmes provide

the foundational knowledge and skills needed to excel. Combining expert

teaching with practical, industry-relevant content, we will empower you to

make a confident career pivot or expand your professional horizons.

from diverse academic backgrounds transition into new fields of study and career pathways. Whether you're looking to explore opportunities in

welcoming you to Maynooth University!

Conversion Programmes

other. Studying at postgraduate level offers you the opportunity to gain advanced, specialised knowledge that sets you apart in an increasingly competitive job market. It allows you to deepen your expertise, develop critical thinking and problem-solving skills and open doors to leadership roles or career advancement. If you are seeking a change in your academic

Social Policy

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Building on a successful inaugural year, our Master of Business Administration is open for applications for September 2026. The programme is suitable for graduates wishing to enhance their management skills, professionals looking to upskill for a career boost or entrepreneurs who want to take their business to the next level. With its focus on the practical application of learning and connections with industry, combined with research-informed insights into all core aspects of business and career development supports, the MBA at Maynooth University will open new and exciting career possibilities for you. Candidates with an undergraduate degree in any discipline are eligible to apply making this an accessible and exciting opportunity.



www.maynoothuniversity.ie/studymaynooth/postgraduate-studies

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New Programmes commencing September 2026

- · MSc in International Accounting with Management
- MSc Design for User Experience & Interaction (UX&I)
- MA TESOL and EMI

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MAIN SUBJECT AREAS

CONTACT

Postgraduate Admissions

General Postgraduate Inquiries

The Graduate School

Student Finance

FOR COURSE SPECIFIC ENOURIES

Arts, Humanities and Social Sciences

Engineering and Physical Sciences askeps@

Medicine, Health and Life Sciences







Colleges and Universities in Ireland and Northern Ireland

American College Dublin

2 Merrion Sauare, Dublin 2 +353 (0)1 676 8939 www.amcd.ie

ATU Galway

Dublin Road, Galway +353 (0)91 753 161 www.atu.ie

ATU Letterkenny

Port Road, Letterkenny, Donegal +353 (0)74 918 6000 www.atu.ie

ATU Sligo

Ash Lane, Sligo +353 (0)71 915 5222 www.atu.ie

CCT College Dublin

30-34 Westmoreland Street, Dublin 2 +353 (0)1 633 3444 www.cct.ie

Communications and Management Institute

Cashel Business Centre, Dublin 12 +353 (0)1 492 7070 www.cmi-ireland.com

Dublin Business School

13/14 Aungier Street, Dublin 2 +353 (0)1 417 7500 www.dbs.ie

Dublin City University

Registry, DCU, Dublin 9 +353 (0)1700 5338 www.dcu.ie/graduatestudies

Dundalk Institute of Technology

Dublin Road, Dundalk, Louth +353 (0)42 937 0200 www.dkit.ie

Fitzwilliam Institute

Temple Road, Blackrock, Dublin +353 (0)1 283 4579 www.fitzwilliaminstitute.ie

Griffith College

25 Wolfe Tone Street, Dublin 1 +353 (0)1 415 0450 www.ariffith.ie

Hibernia College

Merrion Road, Dublin 4 +353 (0)1 661 0168 www.hiberniacollege.com

IBAT College

16-19 Wellington Quay, Dublin 2 +353 (0)1 807 5055 www.ibat.ie

Institute of Art, Design + Technology

Kill Avenue, Dún Laoghaire, Dublin +353 (0)1 239 4400 www.iadt.ie

Institute of Public Administration

Ballsbridge, Dublin 4 +353 (0)1 240 3600 www.ipa.ie





Irish College of Humanities and Applied Science

Castletroy, Limerick +353 (0)61 216 288 www.ichas.ie

Irish Management Institute

IMI, Sandyford Road, Dublin 16 1800 22 33 88 +353 (0)1 207 8400 www.imi.ie

Mary Immaculate College

South Circular Road, Limerick +353 (0)61 204 300 www.mic.ul.ie

Maynooth University

Admissions Office, Maynooth University, Kildare +353 (0)1708 3467 www.maynoothuniversity.ie/ postgraduate

MTU Cork

Rossa Ave, Bishopstown, Cork +353 (0)21 432 6100 www.mtu.ie

MTU Tralee

Clash, Tralee, Kerry +353 (0)66 714 5600 www.mtu.ie

National College of Art and Design

100 Thomas Street, Dublin 8 +353 (0)1 636 4200 www.ncad.ie

National College of Ireland

Mayor Street, IFSC, Dublin 1 +353 (0)1 449 8500 www.ncirl.ie

NUI Galway

Galway +353 (0)91 492 845 www.universityofgalway.ie/postgradadmissions

Postgraduate Admissions Office, NUI

Open University in Ireland

2 Holles St, Dublin 2 +353 (0)1 678 5399 www.open.ac.uk/republic-of-ireland

PCI College

Old Naas Road, Clondalkin, Dublin 22 +353 (0)1 464 2268 www.pcicollege.ie

Queen's University Belfast

Admissions and Access Service, Belfast BT71NN +44 (0)28 9097 2585 www.qub.ac.uk/Study/ PostgraduateStudy

Royal College of Surgeons in Ireland

123 St Stephen's Green, Dublin 2 +353 (0)1 402 2100 www.rcsi.com/dublin

SETU Carlow

Kilkenny Road, Carlow +353 (0)59 917 5000 www.setu.ie

SETU Waterford

Cork Road, Waterford City +353 (0)51 302 670 www.setu.ie

Technical University Dublin

Admissions Office, TU Dublin, Dublin 7 +353 (0)1 402 5332 www.tudublin.ie/study/postgraduate

Trinity College Dublin

Academic Registry, TCD, Dublin 2 +353 (0)1 896 1000 www.tcd.ie/study/postgraduate

Ulster University

Central Admissions, Ulster University Jordanstown, Antrim BT37 0QB +44 (0)28 7012 3456 www.ulster.ac.uk/study/postgraduate

University College Cork

Graduate Studies Office, UCC, Cork +353 (0)21 490 3000 www.ucc.ie/en/study/postgrad

University College Dublin

Graduate Admissions, UCD, Dublin 4 +353 (0)1 716 4043 www.ucd.ie/graduateadmissions

University of Limerick

Graduate & Professional Studies, UL, Limerick +353 (0)61 234 377 www.ul.ie/gps

TUS Athlone

Dublin Road, Athlone, Westmeath +353 (0)90 646 8000 www.tus.ie

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TUS Moylish Campus, Moylish Park, Limerick +353 61 293000 www.tus.ie





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