

2025/26

19th Edition

cibyl

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

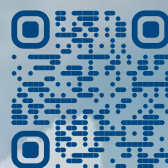
Ireland's
100
LEADING GRADUATE
EMPLOYERS



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Ireland's
100

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Hello and welcome

The annual student and graduate survey from gradireland is a must read for students, graduates and recruitment professionals. *Ireland's 100 Leading Graduate Employers* examines the ambitions, aspirations and challenges of those in Irish third-level institutions, both north and south. Our annual rankings show who students want to work for, and our survey cohort of just under 15,000 continues to make this the largest survey of its kind in Ireland.

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



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Ireland's
100

About the survey

For Ireland's 100 Leading Graduate Employers 2025, the views of 14,921 students and graduates were compiled from 30 institutions in Northern Ireland and the Republic of Ireland. Amongst other questions, the survey asks students which company they would be most likely to apply to upon graduation.

200 graduate employers from multiple sectors are represented in the survey, which is the single largest survey of student and graduate viewpoints in Ireland.

The survey is designed and independently conducted and administered by Cibyl, a leading graduate careers research firm.

Careers Services and Careers Development Centres throughout Ireland's third-level institutions are instrumental in driving the survey by encouraging student participation. Students are invited to take part via email, which contains a password-protected hyperlink to a survey questionnaire.

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

How it works

The survey is intended to provide a broad snapshot of the interests, aspirations and preferences of the student population on the island of Ireland. It is not a simple survey of who students would like to work for.

It gathers their viewpoints on other important issues such as work/life balance, ethical considerations, salary expectations, willingness to emigrate, and much more. The survey also asks students which sector they would like to work in before they choose their ideal employer. This ensures that

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

Future plans

When asked about their plans after they graduate, the majority of respondents indicated their intentions to go into full-time employment directly after completing their degree.

40%, the same figure as in the last two surveys, plan to find a full-time graduate job, while 19% were looking to enter a graduate programme, very similar to last year's figure.

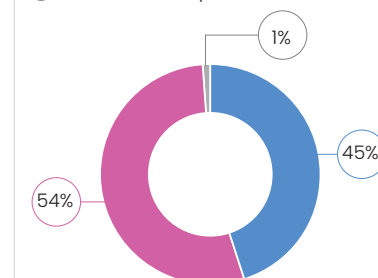
Like last year, postgraduate study is the plan for 16% of this year's graduates, while 8% said they planned to take a gap year and perhaps travel. 4% said they were planning to start their own business.

Uncertainty about job market

Amid rising global uncertainty, graduates are increasingly concerned about landing a job after graduating. 61% of graduates said that they thought it would be tough to get a job after third level, up from 56% last year. Optimism in this regard was down from 30% to 25%.

Gender

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



Research conducted by

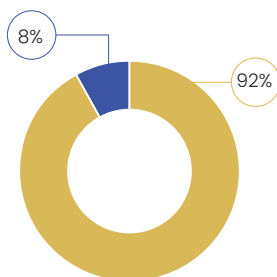


Stages of career planning

This year's Ireland's 100 Leading Graduate Employers survey shows a wide spread of stages at which students are when it comes to planning for their career. This indicates a disparity in terms of the amount of students engaging in career planning, although a significant amount are involved in career planning and researching employers. 29% of respondents said that they had not yet started applying for graduate jobs. 27% were researching employers or professions, while 18% said they were at application and assessment stages with 8% saying they had already received an offer. 14% said they were applying to internship schemes.

Education status

- At university 92%
- Graduated 8%



Mobility and preferences

We asked students if they would be seeking to relocate after graduation in order to start their graduate career. 45% said they would be willing to relocate anywhere in Ireland. 28% would prefer to work near their home, 11% near their place of study, and 16% said they would be seeking to start their graduate career abroad.

Making decisions

There are a massive range of challenges and options facing students and graduates when it comes to making their career choices. On a societal level however, there is quite a balance between those who feel that their career choices are dictated by their social background, with 41% agreeing with this statement, while 44% disagreed and 15% were unsure. Students remain optimistic when it comes to the skills that their degree provides them with 71% saying that they believed they were well equipped for the graduate jobs market. 16% disagreed, and 13% were uncertain.

The Top 100 is only part of the story

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

GTI and The Association of Higher Education Careers Services, the publishers of *Ireland's 100 Leading Graduate*

Employers, wish to thank the students and graduates who took part in the survey, the careers services throughout Ireland who encouraged students to take part and the graduate employers who, every year, recruit and train Ireland's finest talent. We'd especially like to thank Cibyl UK and Ireland for carrying out the survey on our behalf. This is the largest survey of its kind in Ireland, and we look forward to growing it further in 2026 with the help of everyone who contributed so much to this year's success.

2025 rankings and trends

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

- Google's exceptional market and brand dominance continues for a ninth successive year, remaining at number one position. Pfizer and Apple remain in second and third position, like last year. In terms of the public sector, the Department of Education (teaching) remains the most popular choice, rising from 9th to 7th in this year's data, reversing its drop in last year's survey from 5th to 9th.
- The top ten of the Ireland's 100 survey sees Microsoft remaining in 4th place, followed by Boston Scientific, who rose from 8th to 5th, with Johnson and Johnson and Deloitte remaining in the top ten at 6th and 8th respectively. PwC return to the top ten in 9th position, with the European Commission making a top 10 entry at the expense of KPMG, who are now in 11th, followed by Amazon in 12th.

- Outside the top ten, the Department of Health and the Department of Local Government rise to 15th and 17th respectively, with Intel, AIB, Tourism Ireland and Aer Lingus all landing in the top 20.
- The top 25 this year includes some new names in the shape of Meta and Ryanair, rising from 26th and 30th respectively, while also retaining Abbott, Medtronic and Coca Cola. The highest new entry in this year's survey, who leaped from 212 to 60th position. Other new names include Matheson and VHI Healthcare, Jones Engineering, William Fry, Mason Hayes & Curran, SSE Airtricity, BAM Ireland, Kingspan, Dalata Hotel Group, Laya Healthcare and Susquehanna.

How to apply for jobs with listed organisations

This list of Ireland's 100 most popular employers has been generated from a huge student vote and, therefore, is a solid indicator of which organisations are most favoured by students and graduates in 2025.

In order to research the specific opportunities afforded to students and graduates throughout the year with the organisations listed, you should refer to the employer profiles on pages 33–48 of this publication; visit the employer profiles listed on gradireland.com; and visit the company careers websites referenced in the tables on pages 6–9. Not all employers listed here will be actively recruiting throughout the year, so it is important to do your research first.



The most popular graduate employers 2025/26

2025 rank	2024 rank	Employer	Accountancy/professional services	Banking, investment & financial services	Civil and public services	Consulting	Engineering	FMCG (fast-moving consumer goods)	Insurance	Law	Logistics, transport & supply chain mgt	Online retail services and telecoms	Retail	Science	Technology	Utilities, energy & renewables
1	1	→ Google www.google.ie														
2	2	→ Pfizer www.pfizer.ie														
3	3	→ Apple www.apple.com/ie														
4	4	→ Microsoft www.microsoft.com/en-ie														
5	8	↑ Boston Scientific www.bostonscientific.com														
6	5	↓ Johnson & Johnson www.jnj.com														
7	9	↑ Department of Education (Teaching) www.education.ie														
8	6	↓ Deloitte www.deloitte.com/ie														
9	11	↑ PwC www.pwc.ie														
10	12	↑ European Commission www.ec.europa.eu														
11	7	↓ KPMG www.kpmg.ie														
12	10	↓ Amazon www.amazon.co.uk														
13	15	↑ EY www.ey.com/ie														
14	13	↓ Intel www.intel.com														
15	18	↑ Department of Health (inc HSE) www.health.gov.ie														
16	14	↓ Civil Service www.publicjobs.ie/en/graduate-opportunities														
17	29	↑ Local Government publicjobs.ie/en/graduate-opportunities														
18	16	↓ AIB www.aib.ie														
19	25	↑ Tourism Ireland www.tourismireland.com														
20	17	↓ Aer Lingus www.aerlingus.com														
21	21	→ Abbott www.abbott.ie														
22	26	↑ Meta www.metacareers.com/locations/dublin														
23	30	↑ Ryanair www.ryanair.com														
24	24	→ Medtronic www.medtronic.ie														
25	19	↓ Coca-Cola HBC www.coca-cola.ie														

2025 rank	2024 rank	Employer	Accountancy/professional services	Banking, investment & financial services	Civil and public services	Consulting	Engineering	FMCG (fast-moving consumer goods)	Insurance	Law	Logistics, transport & supply chain mgt	Online retail services and telecoms	Retail	Science	Technology	Utilities, energy & renewables
26	36	↑ TikTok www.careers.tiktok.com														
27	28	↑ Bank of Ireland www.boi.ie														
28	41	↑ MSD www.msd-ireland.com														
29	20	↓ 2K Games www.2k.com														
30	46	↑ Central Bank www.centralbank.ie														
31	39	↑ Enterprise Ireland www.enterprise-ireland.com														
32	22	↓ Irish Distillers – Jameson www.irishdistillers.ie														
33	34	↑ Jaguar Land Rover www.jaguarlandrover.com														
34	31	↓ IBM www.ibm.com/ie														
35	32	↓ Diageo www.diageo.com/en														
36	43	↑ ESB www.esb.ie														
37	47	↑ Uisce Éireann www.water.ie														
38	51	↑ An Garda Síochána www.garda.ie/en/careers														
39	42	↑ AMD www.amd.com														
40	48	↑ Bank of America www.bankofamerica.com														
41	49	↑ Arthur Cox www.arthurcox.com														
42	56	↑ Coillte www.coillte.ie														
43	35	↓ Penneys (Primark) www.primark.ie														
44	37	↓ A&L Goodbody www.algoodbody.com														
45	38	↓ AbbVie www.abbvie.ie														
46	57	↑ Bord na Móna www.bordnamona.ie														
47	27	↓ Accenture www.accenture.com/ie-en														
48	44	↓ GE Healthcare www.gehealthcare.co.uk														
49	59	↑ Arup www.arup.com														
50	50	→ Regeneron Ireland www.regeneron.ie														

2025 rank	2024 rank	Employer	Accountancy/professional services	Banking, investment & financial services	Civil and public services	Consulting	Engineering	FMCG (fast-moving consumer goods)	Insurance	Law	Logistics, transport & supply chain mgt	Online retail services and telecoms	Retail	Science	Technology	Utilities, energy & renewables
51	45	↓														
52	33	↓														
53	68	↑														
54	89	↑														
55	40	↓														
56	64	↑														
57	23	↓														
58	NEW	...														
59	61	↑														
60	101	↑														
61	72	↑														
62	76	↑														
63	74	↑														
64	96	↑														
65	54	↓														
66	63	↓														
67	81	↑														
68	52	↓														
69	86	↑														
70	82	↑														
71	91	↑														
72	75	↑														
73	79	↑														
74	125	↑														
75	77	↑														

2025 rank	2024 rank	Employer	Accountancy/professional services	Banking, investment & financial services	Civil and public services	Consulting	Engineering	FMCG (fast-moving consumer goods)	Insurance	Law	Logistics, transport & supply chain mgt	Online retail services and telecoms	Retail	Science	Technology	Utilities, energy & renewables
76	84	↑														
77	80	↑														
78	106	↑														
79	92	↑														
80	78	↓														
81	83	↑														
82	120	↑														
83	85	↑														
84	113	↑														
85	60	↓														
86	NEW	...														
87	98	↑														
88	58	↓														
89	140	↑														
90	124	↑														
91	67	↓														
92	105	↑														
93	65	↓														
94	88	↓														
95	107	↑														
96	118	↑														
97	73	↓														
98	127	↑														
99	87	↓														
100	66	↓														

VOTE for your favourite employer

Keep an eye on the gradireland social media channels to take the survey to help us compile Ireland's leading graduate employers for 2026, and you could be in with a chance to win great prizes.

Voting closes January 2026.

Research conducted by

cibyl

‘Bubbling under’ the next 75

2025 rank	2024 rank	Employer
101	71 ↓	Procter & Gamble (P&G)
102	110 ↑	Tesco Ireland
103	135 ↑	Wells Fargo
104	126 ↑	Fidelity International
105	55 ↓	Salesforce
106	114 ↑	Kirby Group Engineering
107	62 ↓	HP
108	112 ↑	Zurich
109	69 ↓	Musgrave Group
110	99 ↓	GSK
111	136 ↑	State Street
112	108 ↓	Hubspot
113	132 ↑	Astellas
114	95 ↓	PM Group
115	150 ↑	Three
116	138 ↑	H&MV Engineering
117	97 ↓	Forvis Mazars
118	130 ↑	PTSB
119	141 ↑	Tirlán
120	142 ↑	Vodafone
121	122 ↑	Horse Racing Ireland
122	NEW ...	Sysco
123	144 ↑	Designer Group
124	103 ↓	IDA
125	153 ↑	Glenveagh Properties
126	131 ↑	Virgin Media
127	104 ↓	Northern Trust
128	94 ↓	SIG
129	117 ↓	AIG
130	102 ↓	eir
131	100 ↓	Davy
132	109 ↓	Fidelity Investments
133	123 ↓	Dornan Engineering
134	129 ↓	Cognizant
135	93 ↓	Tata Consultancy Services
136	NEW ...	Trailfinders
137	119 ↓	Walls Construction
138	90 ↓	Glanbia

2025 rank	2024 rank	Employer
139	111 ↓	Goodbody
140	166 ↑	Flutter UK & Ireland
141	133 ↓	SMBC Aviation Capital
142	163 ↑	BDO
143	116 ↓	Aecom
144	172 ↑	Cairn Homes
145	145 →	Qualtrics
146	156 ↑	Eversheds Sutherland
147	165 ↑	DLA Piper
148	143 ↓	BNY Mellon
149	167 ↑	BT Ireland
150	148 ↓	Liberty Insurance
151	121 ↓	Applegreen
152	176 ↑	Kepak
153	152 ↓	Mercury
154	159 ↑	NetApp
155	186 ↑	BD
156	162 ↑	Arcadis
157	196 ↑	Dawn Meats
158	154 ↓	Turner & Townsend
159	189 ↑	Enterprise Mobility
160	183 ↑	Glanua
161	185 ↑	Guidewire
162	188 ↑	Fiserv
163	181 ↑	Keelings
164	151 ↓	Dairygold
165	147 ↓	VMWare
166	170 ↑	Citco Fund Services
167	169 ↑	ABP Food Group
168	137 ↓	Optum
169	155 ↓	IFAC
170	NEW ...	Portwest
171	134 ↓	RBK
172	177 ↑	FD Technologies
173	194 ↑	Evelyn Partners
174	209 ↑	Xeinadin
175	182 ↑	RSM



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2026 HR trends

The CIPD's annual HR Practices in Ireland report offers updated insights on the evolving role of the people profession in Ireland and the challenges faced by the sector. The report is conducted in conjunction with Kemmy Business School, University of Limerick. The major findings of the latest report are summarised here.

The 2025 report highlights the profession's challenges and how they are being faced, the key priorities and the impact of HR. It explores the growing influence and adoption of AI, the ongoing debate around hybrid working, and the issues of wellbeing, mental health, diversity and inclusion.

The people profession's impact, its strengths and challenges

The report indicates that HR professionals continue to be of significant value through their work in improving the employee experience, championing inclusion and provoking positive changes in the workplace. The survey's finding reflects a capability gap created by the rise of AI and a fluctuating response to advocating for a people-centred approach to technology. 2026 will be dominated by digital transformation and resourcing challenges. Priorities for the coming years are the development of talent and leadership

as organisations place more focus on cost management and digital transformation. The biggest constraint on HR contributing to businesses was budgetary. Reporting of the lack of time and availability of managers to carry out people management activities saw an encouraging decrease.



is increasingly being deployed to address challenges of recruitment and retention.

The most prevalent employee turnover rate saw a decrease to below 5% but a quarter of respondents reported an employee turnover increase. One in five organisations have turned to automation to address skills shortages.

Employees continue to relocate for career reasons. The work/life balance conflict and commuting challenges are ongoing factors in employees' decisions to leave, while almost a third of respondents cited workload/burnout as a driving factor.



Digital transformation and artificial intelligence

Among the main external drivers of change are automation, technology and AI. The report finds an acceleration of the digitalisation of work through such methods as automating HR processes, employee engagement platforms and learning management systems. Employee monitoring software and tools are used by over a third of respondents. The survey reports a low preparedness for the introduction and management

Resourcing faces ongoing challenges
While the economic environment remains in a state of uncertainty, skills shortages were reported by nine out of 10 respondents. Operational roles saw the greatest shortages, while leadership and influencing skills accounted for the top capability gap. Recruitment now faces challenges caused by the shortage of available housing and accommodation for employees. Flexible working

ACCELERATED USE OF HR DIGITALISATION



of AI. Most organisations have yet to train employees or provide clear guidance around AI. Two out of three expressed doubts regarding the ability of the leadership team to lead in a digitalised/AI world.

The hybrid working debate continues

Remote and flexible working continue to raise concerns, particularly around managers' ability to manage and the limits placed on informal learning. However, hybrid working has had a positive impact on productivity, mental health, and recruitment and retention. A quarter reported higher productivity from hybrid working, but a quarter reported lower productivity from remote working.

To strike a balance, a quarter have increased or plan to increase the proportion of mandated onsite hours, with a greater number centralising the decision process around the number of days they expect their employees to work onsite. There is no change in the pattern of mandated days onsite, with employees expected to work two days per week onsite by a third of organisations, while a similar number require three onsite days.



Mental health and wellbeing concerns persist

Over a third of respondents found wellbeing a greater challenge in the past year. A similar number noted an increase in absenteeism, with mental health one of the most cited factors. Contributing factors to mental health and wellbeing issues include lack of management support and workload issues. Bullying and harassment was cited by almost one in four.

Two-thirds of organisations reported an increased emphasis on mental health support and online wellbeing/health initiatives. Half of organisations surveyed encourage employees to disconnect from work technology outside of working hours.

The ongoing challenges of culture, inclusion and sustainability

Organisations continue to place increasing value on workplace culture. A positive impact on culture as a result of remote and flexible working was reported by three in five respondents. Most organisations have implemented approaches to championing diversity and inclusion through such methods as flexible working and recruitment and retention.

Disability was cited as the greatest challenge by almost a quarter, followed by age, gender and race. Despite the legal entitlement to domestic abuse leave, only 44% have



implemented policies on domestic abuse. A quarter report providing increased leave for parents.

The most concerning capability gap was found to be leadership and influencing skills. Organisations expressed concerns that future leaders may not be equipped to support the employee experience in a world of hybrid working.

As seen in the previous year's report, most organisations continue to lack a specific strategy on sustainable people practices. Encouragingly, many report an active engagement in sustainability supporting activities with a focus on employee voice and participation, diversity and inclusion, flexible working and wellbeing.

Read the full HR Practices in Ireland report from the CIPD site: www.cipd.org.

HOW HR TEAMS ADD VALUE



INCREASED USE OF INITIATIVES TO MAINTAIN WELLBEING





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 AI-related project. So, day-to-day, I would be designing risk assessments and also reviewing 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

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

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 give you plenty of time, often somewhere to study for the exams. They also have a really good business school, and they do extra classes for you. So, you'll be well prepared by the time the exams come around.

What do you most like about your job?

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. ●

You can watch Rebecca'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.

"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 being willing to thrive" ●



Kirsten Lee

Kirsten works as a Digital Health Analyst at Deloitte. 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.





Jack Murphy

Data Analyst with Musgrave, talks to gradireland about what it means to be named gradireland Graduate Employee of the Year.

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 and 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 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.

'I've learned so much from so many people, I am very grateful.'

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

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

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 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 & 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. 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 10 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. ●

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



Today's world of work

2025 and 2026 sees further rapid technological change across the workplace, evolving employee expectations and a strong focus on wellbeing, with hybrid work and AI integration leading trends. Key statistics show continued employment growth, rising real wages and high demand for upskilling, but mounting challenges in talent retention and shifting demographic patterns signal further transformation ahead.

Hybrid and flexible work models

The shift to hybrid work is now a permanent fixture in Ireland, with 62% of employers offering hybrid arrangements and 74% planning to maintain them in 2025, according to the consultancy HR Hire. Flexible hours and remote options are highly valued, with 68% of people stating that flexible or hybrid work is an important part of their wellbeing, with 35% saying they would leave a high-paying role for greater work flexibility. Organisations providing autonomy and adaptability are best placed to attract and retain top talent, as employees increasingly demand balance and control over their work environment.

Artificial intelligence and technological upskilling

AI adoption and automation continue to accelerate, reshaping roles across sectors. While 75% of knowledge workers globally now use AI tools regularly, Ireland lags behind with only 29% engaging with AI in their day-to-day work as of early 2025, according to Staffline recruitment. By 2030, the government aims for 90% of SMEs to achieve basic digital competence and 75% to utilise AI, cloud computing and big data. This creates urgent demand for upskilling and digital training programmes, catalysing a focus on lifelong learning and skills-based hiring over traditional qualifications.

Wellbeing, mental health and workplace culture

Workplace wellbeing is no longer a perk but a necessity. Employers are expanding support for mental

health, with counselling, mindfulness programmes and wellness initiatives becoming more widely available. The emphasis is shifting from superficial perks to structural change—redesigning job roles, improving management practices and fostering inclusive cultures. Employees expect environments that promote psychological safety, empathy and open communication, and Irish workplaces now report higher trust in leadership compared to European peers, according to Cregg Consulting.

Employment growth and wage trends

Ireland's employment growth remains robust: EY forecasts employment growth of 2.2% in 2025 and 2% in 2026, with the unemployment rate projected to edge up to 4.4% but staying low historically. ESRI projects a net increase of 66,000 new jobs in 2025, and a further 45,000 in 2026. Although cost of living concerns remain high, wages are also rising—average weekly earnings grew by 5.4% in 2024, with forecasts for 4.5% average growth in 2025. Most new opportunities will be in professional, construction and IT roles, with around 50% of workers expected to hold high-level qualifications by 2025.

DEI and demographics

Diversity and inclusion efforts are intensifying, as candidates and employees prioritise workplaces that champion equity and belonging. Organisations in Ireland are actively developing policies and programmes to recruit, support and celebrate diverse talent—critical drivers for

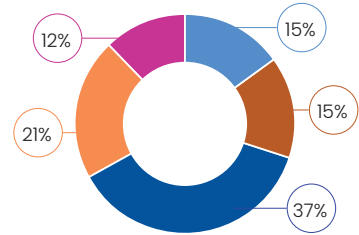


employer branding and long-term business success, according to the Irish Business and Employers Federation, IBEC. Ireland's working-age population is forecast to grow by about 2% from 2023 to 2025, but the labour supply will be older and better qualified due to education trends and delayed retirement. Labour market participation is expected to fall from 60% in 2013 to around 55% in 2025, reflecting European-wide patterns, according to EY. Businesses face challenges from both skills shortages and increased employee bargaining power in this tight labour market.

The future workplace in Ireland will be digital-first, inclusive and wellbeing-oriented, but continued investment in technology, skills and mental health support will be essential to maintain competitiveness. Organisations embracing these trends will benefit from higher employee engagement, reduced turnover and better business outcomes. ●

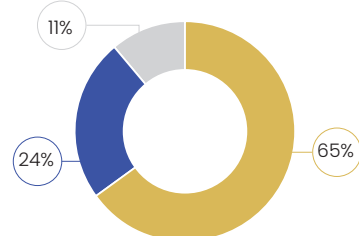
Starting salary in first graduate role?

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



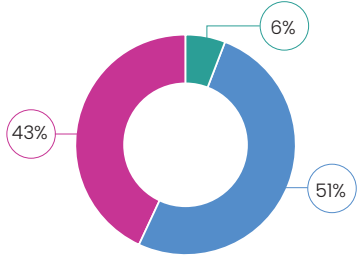
It will be tough to get a graduate job in the following year

- I agree
- I disagree
- No opinion



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

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



Top 10...

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

Finance	43%
Business/ Management	13%
Consultancy	8%
Marketing, advertising, PR	8%
Legal	7%
Technology	4%
HR/ Recruitment	4%
Product/ Project Management	2%
Other role	2%
Logistics	2%

...skills

Problem-solving	58%
Teamwork	57%
Communication	53%
Attention to detail	48%
Critical thinking	43%
Leadership	42%
Organisation	38%
Initiative/ Self-drive	37%
Resilience	33%
Creativity	25%

...liked assessment methods

In-person interview	95%
Live video interview	88%
Online application form	82%
Phone interview	81%
Skills or behavioural test	79%
In-person assessment centre	79%
Online job simulation	78%
Virtual assessment centre	74%
Combined tests	72%
Aptitude/ cognitive tests	66%

...expectations of employers

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

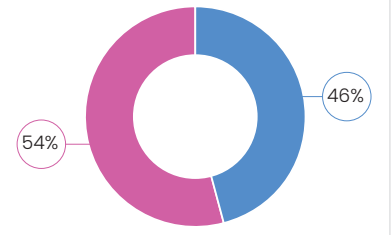
Multiple choice questions in this column.

Accountancy/ professional services

A career in accountancy and professional services is traditionally regarded as one of the securest routes for graduates, although AI is expected to have a particularly strong impact on many roles in this area.. Unsurprisingly, most students interested in this sector are business graduates, although there are pathways in this sector for students from all disciplines.

Gender

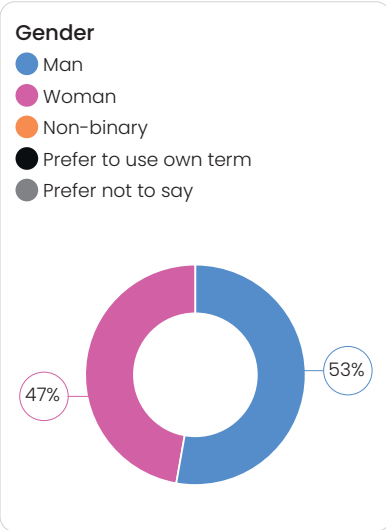
- Man
- Woman
- Non-binary
- Prefer to use own term
- Prefer not to say



2025	Employer	2024
1	Deloitte	1 →
2	PwC	3 ↑
3	KPMG	2 ↓
4	EY	4 →
5	Grant Thornton	5 →
6	Forvis Mazars	6 →
7	BDO	10 ↑
8	IFAC	8 →
9	RBK	7 ↓
10	Evelyn Partners	12 ↑

Banking, investment and financial services

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



2025	Employer	2024
1	AIB	1 →
2	Bank of Ireland	2 →
3	Central Bank	3 →
4	Bank of America	4 →
5	Deutsche Bank	7 ↑
6	Citi	5 ↓
7	Barclays	6 ↓
8	Susquehanna International Group	12 ↑
9	Wells Fargo	14 ↑
10	Fidelity International	11 ↑

Top 10...

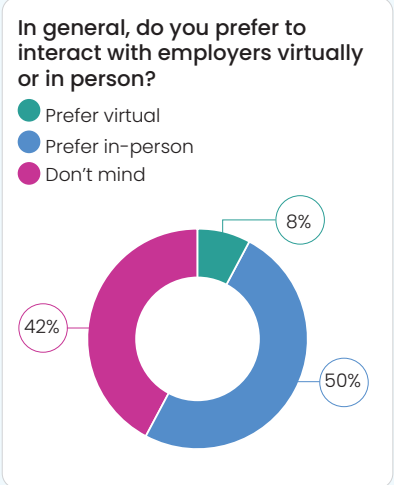
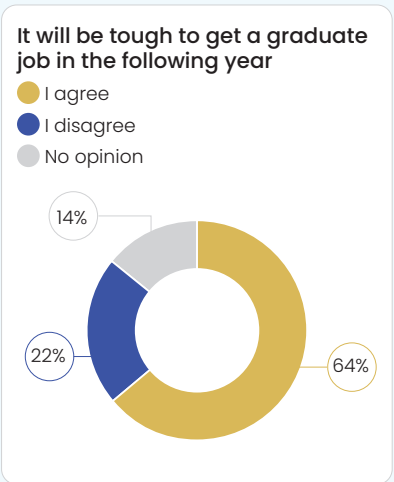
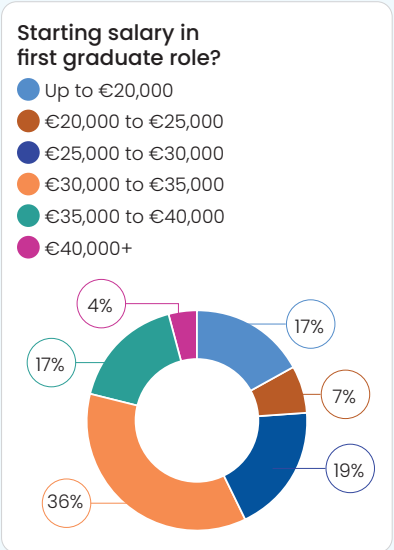
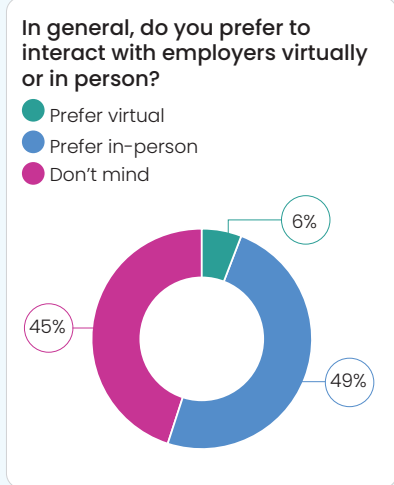
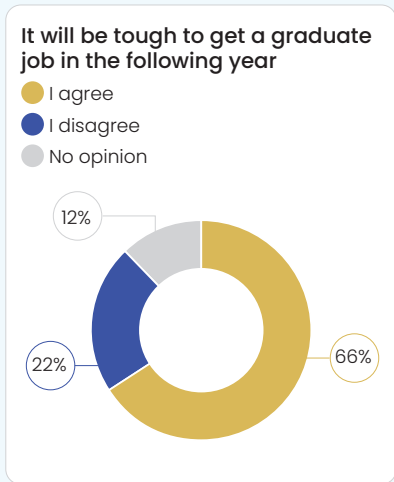
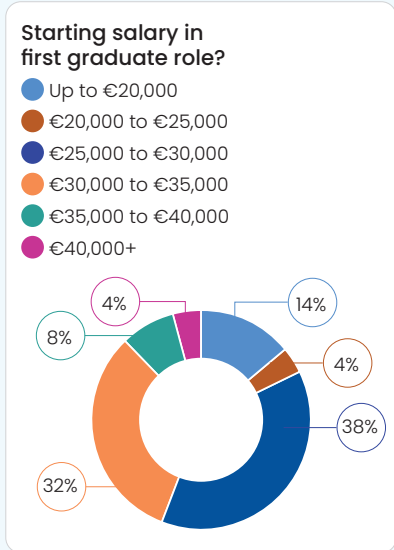
Role are you most interested in (irrespective of a company's main purpose)	
Finance	34%
Business/ Management	16%
Legal	7%
HR/ Recruitment	6%
Technology	5%
Marketing, advertising, PR	5%
Consultancy	5%
Teaching & education	4%
Product/ Project Management	4%
Design & Creative roles	3%

...skills	
Problem-solving	55%
Communication	52%
Teamwork	52%
Attention to detail	46%
Critical thinking	46%
Leadership	41%
Organisation	38%
Initiative/ Self-drive	35%
Resilience	32%
Creativity	28%

...liked assessment methods	
In-person interview	95%
Live video interview	87%
Online application form	81%
Phone interview	81%
Skills or behavioural test	80%
Online job simulation	76%
Virtual assessment centre	75%
Combined tests	74%
In-person assessment centre	74%
Aptitude/ cognitive tests	72%

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

Multiple choice questions in this column.



Top 10...

Role are you most interested in (irrespective of a company's main purpose)	
Teaching & education	19%
Healthcare/ social care	12%
Legal	10%
Design & Creative roles	8%
Marketing, advertising, PR	8%
Business/ Management	8%
Research	7%
Other role	5%
HR/ Recruitment	5%
Finance	4%

...skills	
Communication	60%
Problem-solving	51%
Teamwork	50%
Attention to detail	48%
Critical thinking	46%
Organisation	45%
Creativity	43%
Resilience	41%
Initiative/ Self-drive	40%
Leadership	36%

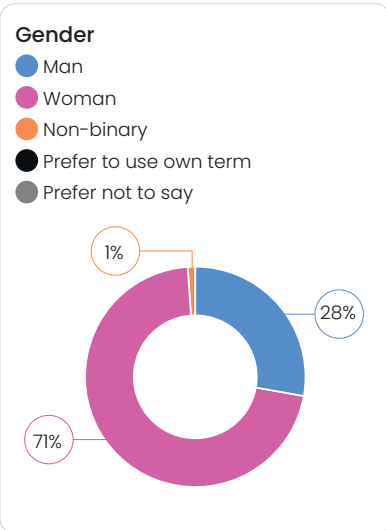
...liked assessment methods	
In-person interview	92%
Online application form	84%
Live video interview	83%
In-person assessment centre	78%
Phone interview	77%
Skills or behavioural test	76%
Combined tests	71%
Online job simulation	70%
Game-based assessment	67%
Aptitude/ cognitive tests	64%

...expectations of employers	
Good work-life balance	7%
Interesting work	7%
Friendly culture	7%
Job security	7%
Career progression	7%
Training & development	7%
ED&I	6%
Chance to make a difference	6%
Good benefits	6%
Flexible working	6%

Multiple choice questions in this column.

Civil and public service

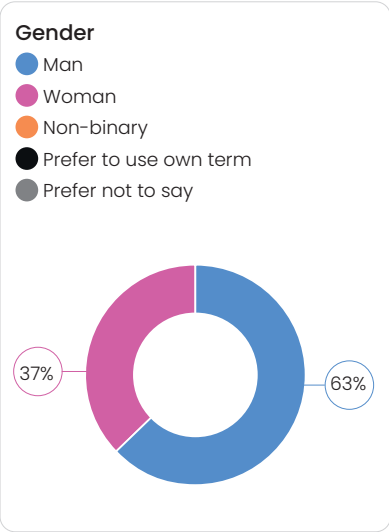
Stability and a defined career path are some of the primary attractions of working in the public sector. Teaching, foreign affairs and healthcare are traditionally the most popular areas, and this is reflected again in this year's results.



2025	Employer	2024
1	Department of Education (Teaching)	1 →
2	European Commission	2 →
3	Department of Health (incl. HSE)	4 ↑
4	Civil Service	3 ↓
5	Local Government	6 ↑
6	Tourism Ireland	5 ↓
7	Enterprise Ireland	7 →
8	An Garda Síochána	8 →
9	The Defence Forces	10 ↑
10	Horse Racing Ireland	12 ↑

Consulting

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



2025	Employer	2024
1	Accenture	1 →
2	Cognizant	2 →
3	FD Technologies	3 →
4	GLG	6 ↑
5	FDM	4 ↓

Top 10...

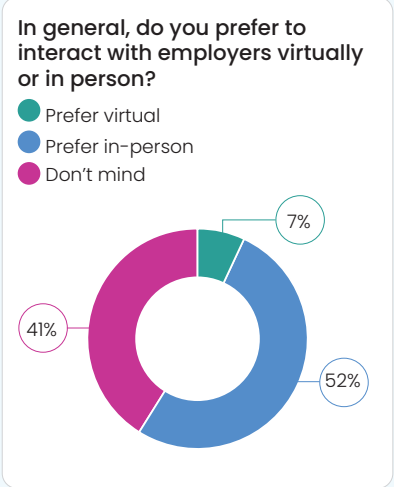
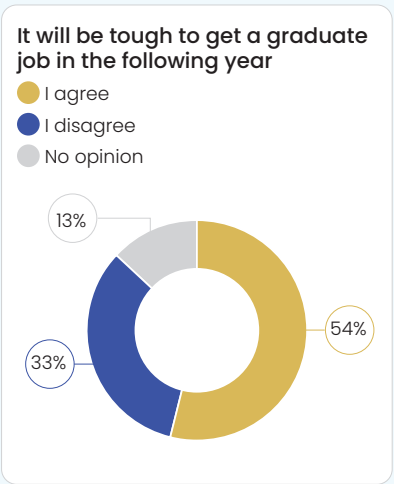
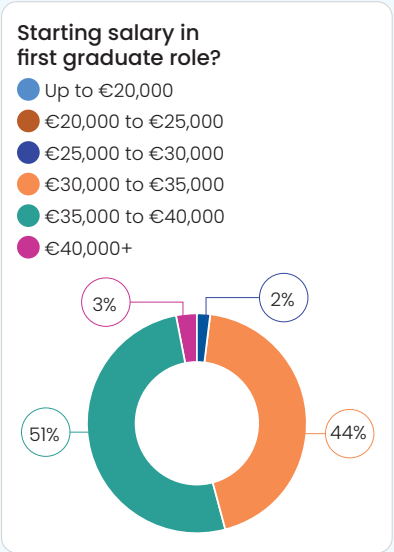
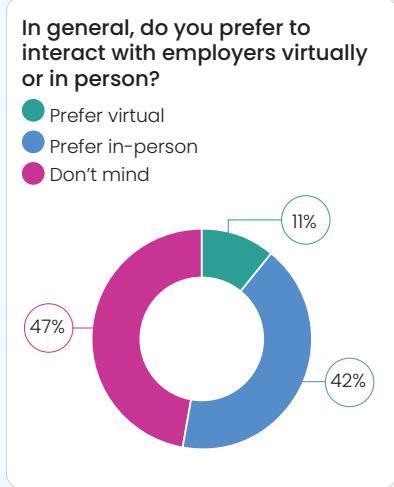
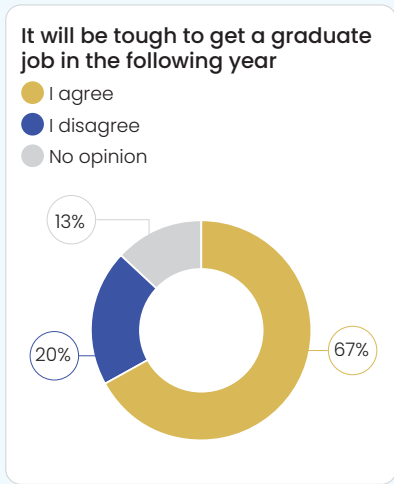
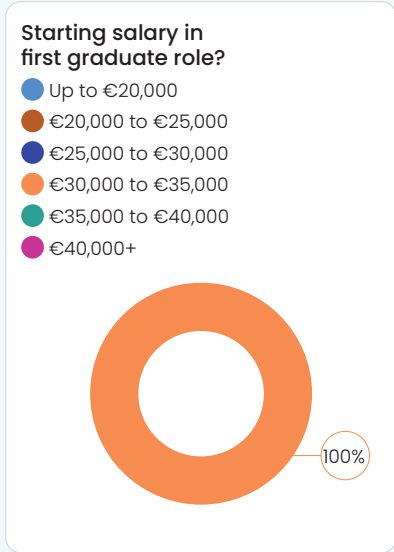
Role are you most interested in (irrespective of a company's main purpose)	
Technology	40%
Consultancy	11%
Engineering	10%
Design & Creative roles	7%
Research	7%
Business/ Management	6%
Healthcare/ social care	5%
Product/ Project Management	4%
Teaching & education	3%
Finance	2%

...skills	
Problem-solving	66%
Teamwork	58%
Critical thinking	45%
Attention to detail	43%
Communication	42%
Leadership	35%
Creativity	32%
Tech skills	32%
Initiative/ Self-drive	31%
Organisation	30%

...liked assessment methods	
In-person interview	96%
In-person assessment centre	89%
Online application form	83%
Live video interview	81%
Phone interview	80%
Skills or behavioural test	79%
Online job simulation	75%
Aptitude/ cognitive tests	74%
Combined tests	70%
Game-based assessment	69%

...expectations of employers	
Good work-life balance	7%
Career progression	7%
Job security	7%
Friendly culture	7%
Training & development	7%
Interesting work	7%
Good benefits	6%
Chance to make a difference	6%
Flexible working	6%
Innovation	6%

Multiple choice questions in this column.



Top 10...

Role are you most interested in (irrespective of a company's main purpose)	
Engineering	36%
Technology	15%
Design & Creative roles	10%
Research	7%
Product/ Project Management	4%
Healthcare/ social care	4%
Consultancy	4%
Sustainability & ESG	3%
Other role	3%
Finance	3%

...skills	
Problem-solving	69%
Critical thinking	51%
Teamwork	50%
Attention to detail	49%
Communication	40%
Creativity	37%
Initiative/ Self-drive	35%
Organisation	34%
Leadership	31%
Resilience	31%

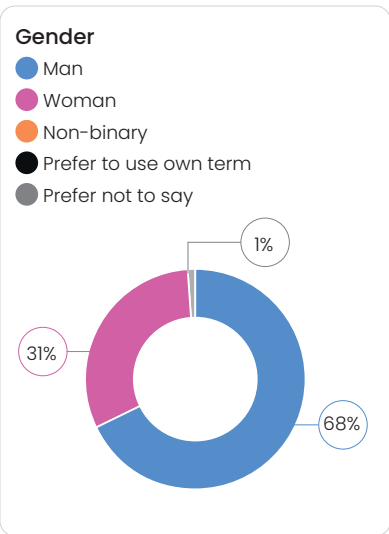
...liked assessment methods	
In-person interview	91%
Skills or behavioural test	83%
Live video interview	81%
In-person assessment centre	80%
Online application form	79%
Combined tests	76%
Aptitude/ cognitive tests	75%
Game-based assessment	73%
Phone interview	71%
Virtual assessment centre	67%

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

Multiple choice questions in this column.

Engineering

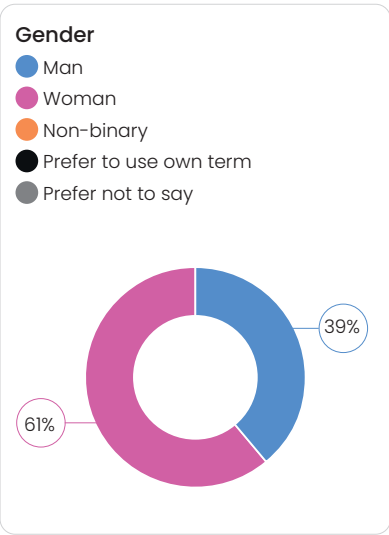
The engineering and IT sectors have continued to perform well, with a strong range of careers developing across a diverse industry sector. With the economy currently prospering, they continue to expand rapidly. Engineering remains one of the best paid sectors for graduate jobs.



2025	Employer	2024
1	Intel	1 →
2	Jaguar Land Rover	2 →
3	Arup	3 →
4	General Motors	4 →
5	Sisk	11 ↑
6	Analog Devices	7 ↑
7	John Paul Contruction	6 ↓
8	Jones Engineering Group	13 ↑
9	Jacobs Engineering	5 ↓
10	BAM Ireland	18 ↑

Fast-moving consumer goods

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



2025	Employer	2024
1	Coca-Cola HBC	1 →
2	Irish Distillers - Jameson	2 →
3	Diageo	3 →
4	Bord Bía	9 ↑
5	Pepsico	5 →
6	Unilever	8 ↑
7	Kerry Group	6 ↓
8	Procter & Gamble (P&G)	7 ↓
9	Tirlán	12 ↑
10	Sysco	NEW ***

Top 10...

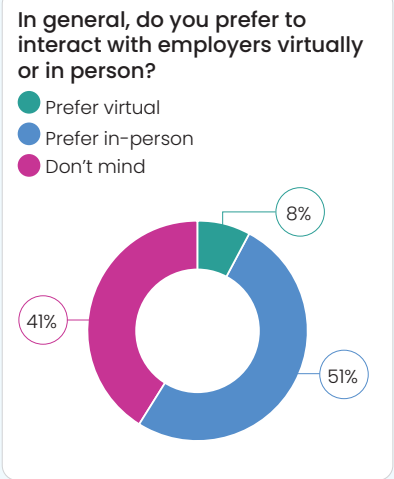
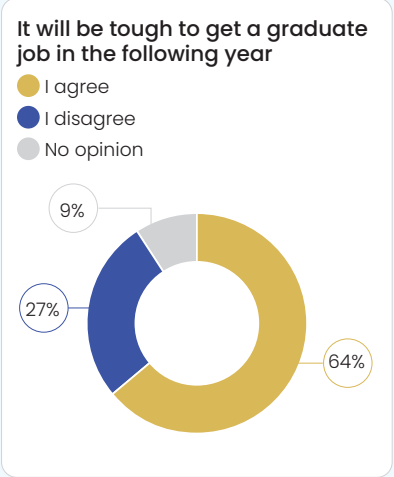
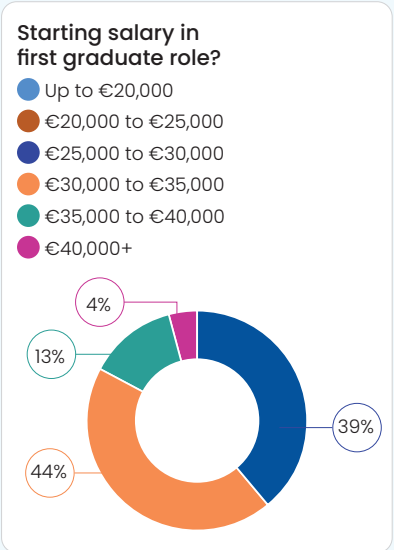
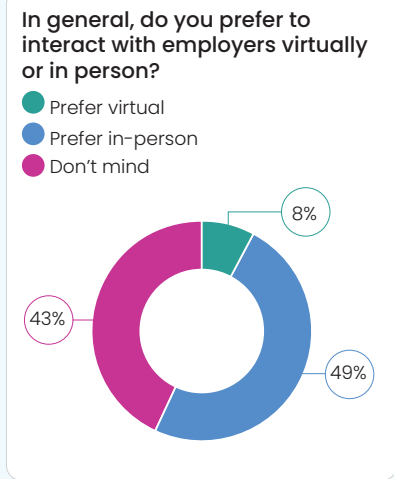
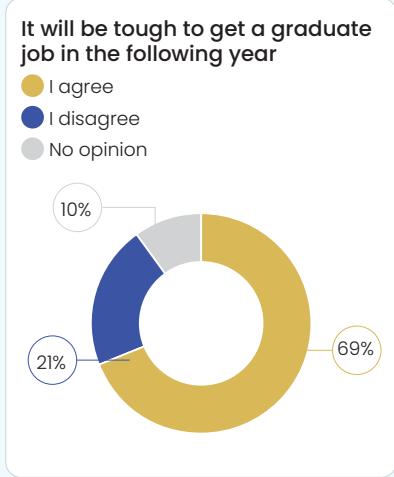
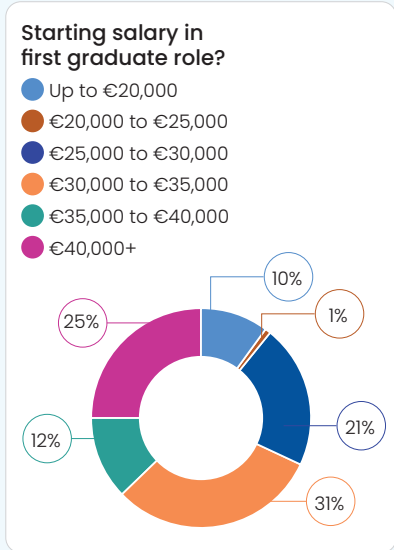
Role are you most interested in (irrespective of a company's main purpose)	
Marketing, advertising, PR	30%
Business/ Management	13%
Finance	9%
Design & Creative roles	7%
HR/ Recruitment	6%
Teaching & education	5%
Healthcare/ social care	3%
Legal	3%
Product/ Project Management	3%
Logistics	3%

...skills	
Communication	58%
Teamwork	57%
Problem-solving	49%
Attention to detail	46%
Organisation	41%
Creativity	41%
Leadership	39%
Critical thinking	39%
Initiative/ Self-drive	36%
Resilience	34%

...liked assessment methods	
In-person interview	94%
Live video interview	87%
Online application form	83%
Phone interview	76%
Combined tests	75%
Skills or behavioural test	75%
Online job simulation	73%
In-person assessment centre	70%
Virtual assessment centre	68%
Game-based assessment	63%

...expectations of employers	
Good work-life balance	7%
Career progression	7%
Friendly culture	7%
Interesting work	7%
Job security	7%
Training & development	7%
Flexible working	6%
ED&I	6%
Good benefits	6%
Chance to make a difference	6%

Multiple choice questions in this column.



Top 10...

Role are you most interested in (irrespective of a company's main purpose)	
Healthcare/ social care	21%
Finance	19%
Business/ Management	11%
Marketing, advertising, PR	9%
Technology	5%
HR/ Recruitment	4%
Teaching & education	4%
Consultancy	4%
Design & Creative roles	4%
Legal	3%

...skills	
Teamwork	59%
Problem-solving	56%
Communication	54%
Organisation	46%
Attention to detail	43%
Critical thinking	42%
Resilience	39%
Creativity	36%
Leadership	36%
Initiative/ Self-drive	34%

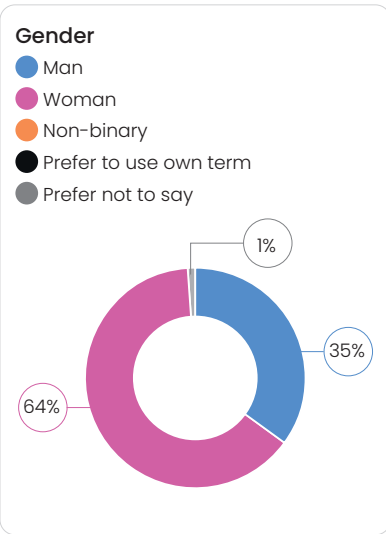
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Virtual assessment centre	71%
Online job simulation	69%
Combined tests	68%

...expectations of employers	
Good work-life balance	7%
Friendly culture	7%
Job security	7%
Career progression	7%
Training & development	7%
Interesting work	7%
Good benefits	6%
ED&I	6%
Flexible working	6%
Chance to make a difference	6%

Multiple choice questions in this column.

Insurance

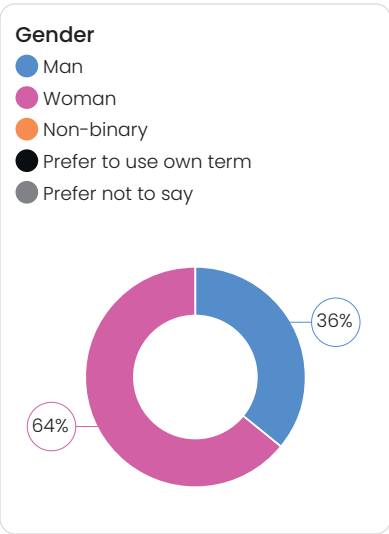
Ongoing changes in technology, demographics and consumer needs and expectations continue to transform the insurance industry, creating opportunities for graduates.



2025	Employer	2024
1	Allianz	1 →
2	Vhi Healthcare	5 ↑
3	Laya Healthcare	4 ↑
4	Zurich	2 ↓
5	AIG	3 ↓
6	Liberty Insurance	6 →
7	Aon	7 →
8	WTW	8 →

Law

Law continues to offer graduates a challenging career path in a competitive and complex environment. Legal careers remain popular amongst female undergraduates, with 64% of those interested in this sector being women.



2025	Employer	2024
1	Arthur Cox	2 ↑
2	A&L Goodbody	1 ↓
3	Matheson	4 ↑
4	McCann FitzGerald	3 ↓
5	William Fry	6 ↑
6	Mason Hayes & Curran	5 ↓
7	Eversheds Sutherland	7 →
8	DLA Piper	9 ↑
9	ByrneWallace	10 ↑
10	Maples Group	8 ↓

Top 10...

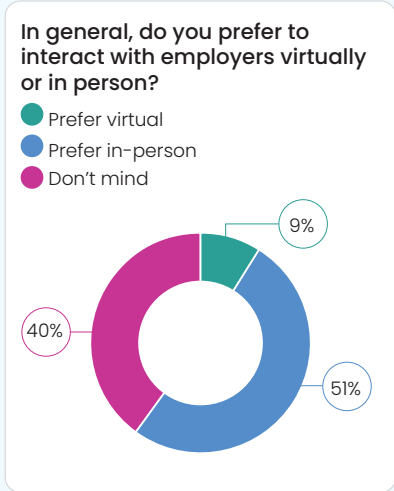
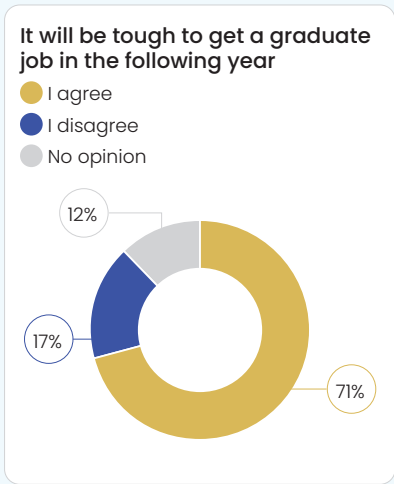
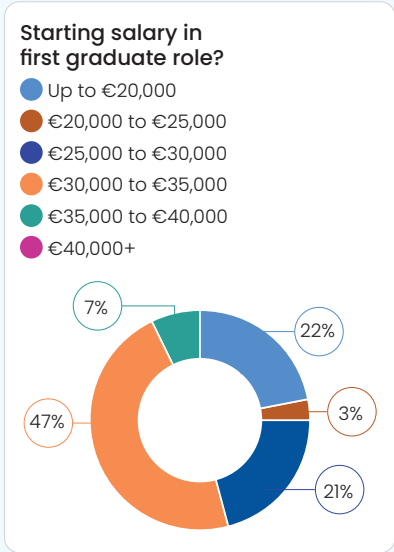
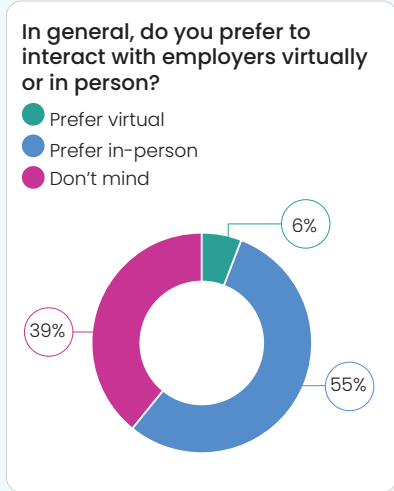
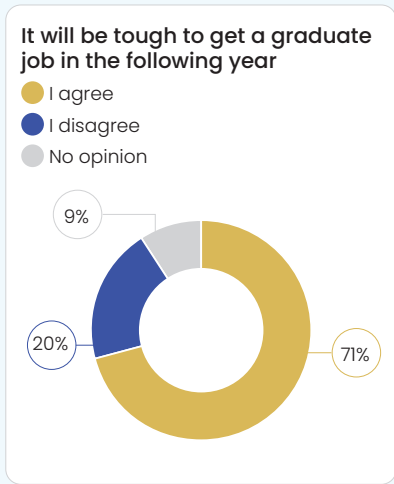
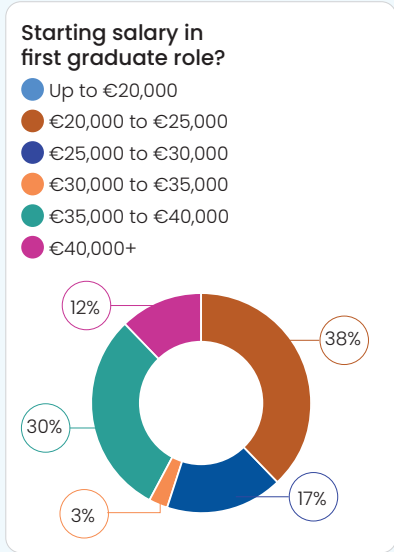
Role are you most interested in (irrespective of a company's main purpose)	
Legal	75%
Finance	6%
Business/ Management	4%
HR/ Recruitment	3%
Research	2%
Consultancy	2%
Design & Creative roles	1%
Other role	1%
Marketing, advertising, PR	1%
Teaching & education	1%

...skills	
Communication	57%
Problem-solving	56%
Critical thinking	52%
Attention to detail	49%
Teamwork	46%
Organisation	46%
Initiative/ Self-drive	43%
Leadership	42%
Resilience	38%
Creativity	26%

...liked assessment methods	
In-person interview	96%
Online application form	84%
Phone interview	82%
Live video interview	81%
In-person assessment centre	80%
Skills or behavioural test	71%
Online job simulation	71%
Virtual assessment centre	67%
Combined tests	61%
Aptitude/ cognitive tests	50%

...expectations of employers	
Career progression	7%
Job security	7%
Interesting work	7%
Friendly culture	7%
Training & development	7%
Good work-life balance	7%
Good benefits	6%
ED&I	6%
Chance to make a difference	6%
High starting salary	6%

Multiple choice questions in this column.



Top 10...

Role are you most interested in (irrespective of a company's main purpose)	
Marketing, advertising, PR	22%
Design & Creative roles	13%
Business/ Management	12%
Teaching & education	8%
Finance	8%
HR/ Recruitment	6%
Legal	5%
Healthcare/ social care	4%
Other role	3%
Product/ Project Management	3%

...skills	
Communication	59%
Teamwork	52%
Problem-solving	49%
Attention to detail	49%
Creativity	48%
Organisation	44%
Critical thinking	41%
Leadership	40%
Initiative/ Self-drive	36%
Resilience	32%

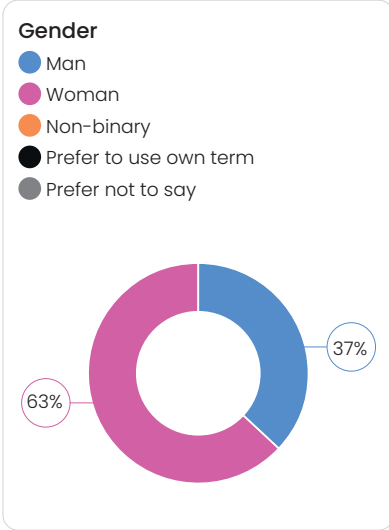
...liked assessment methods	
In-person interview	91%
Live video interview	85%
Online application form	82%
Phone interview	79%
Combined tests	78%
Online job simulation	77%
Game-based assessment	75%
Skills or behavioural test	74%
In-person assessment centre	74%
Virtual assessment centre	73%

...expectations of employers	
Good work-life balance	7%
Friendly culture	7%
Career progression	7%
Interesting work	7%
Job security	7%
Training & development	7%
ED&I	6%
Flexible working	6%
Good benefits	6%
Chance to make a difference	6%

Multiple choice questions in this column.

Logistics, transport and supply chain management

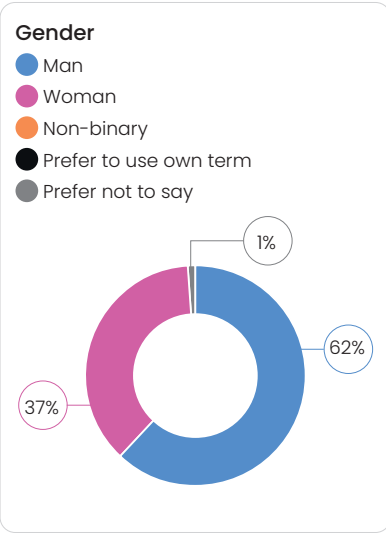
Supply chain management is one of the key emerging trends within this sector, which attracts graduates from a broad range of disciplines.



2025	Employer	2024
1	Aer Lingus	1 →
2	Ryanair	2 →
3	Irish Rail	3 →
4	An Post	4 →
5	daa	5 →
6	SMBC Aviation Capital	7 ↑
7	CIÉ	NEW ...
8	DCC	8 →

Online retail services and telecoms

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



2025	Employer	2024
1	Amazon	1 →
2	Three	5 ↑
3	Vodafone	4 ↑
4	Virgin Media	3 ↓
5	eir	2 ↓
6	Flutter UK & Ireland	6 →
7	BT Ireland	7 →
8	Verizon Connect	8 →
9	Openet	10 ↑
10	ESW	9 ↓

Top 10...

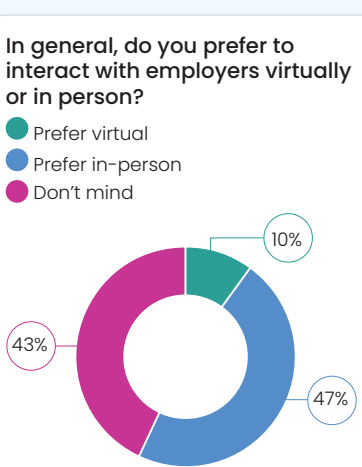
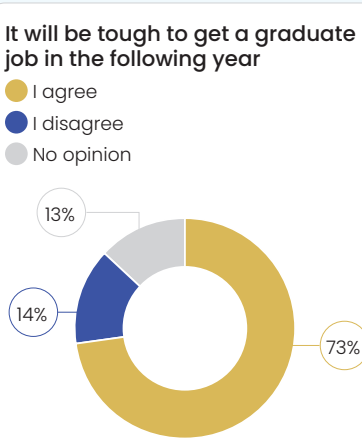
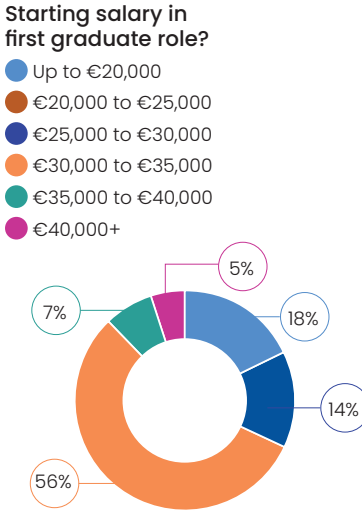
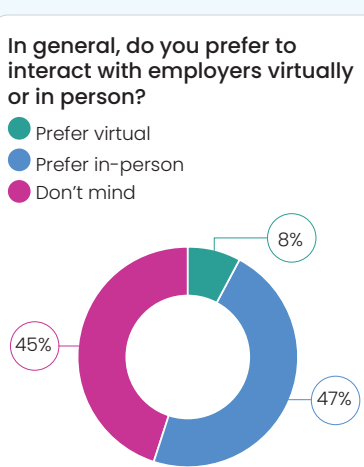
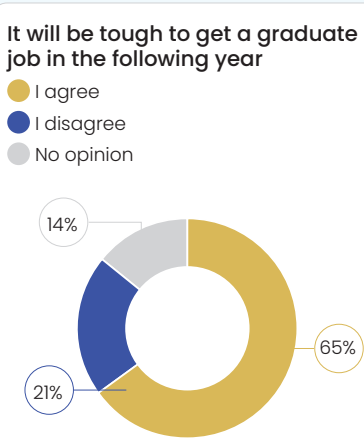
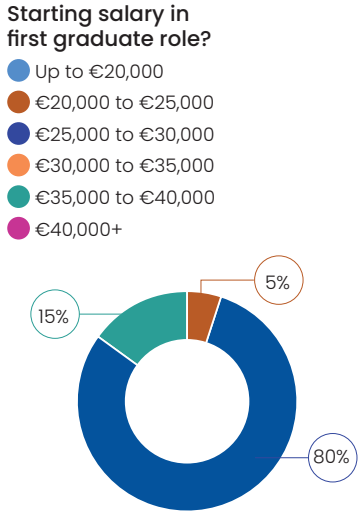
Role are you most interested in (irrespective of a company's main purpose)	
Technology	35%
Engineering	13%
Healthcare/ social care	9%
Design & Creative roles	7%
Business/ Management	5%
Teaching & education	5%
Product/ Project Management	4%
Research	4%
Consultancy	4%
Other role	4%

...skills	
Problem-solving	62%
Teamwork	51%
Critical thinking	49%
Communication	48%
Attention to detail	43%
Creativity	37%
Leadership	36%
Tech skills	35%
Initiative/ Self-drive	32%
Organisation	30%

...liked assessment methods	
Live video interview	91%
In-person interview	91%
Online application form	85%
Combined tests	83%
Online job simulation	80%
Virtual assessment centre	80%
In-person assessment centre	78%
Skills or behavioural test	78%
Aptitude/ cognitive tests	77%
Game-based assessment	74%

...expectations of employers	
Career progression	7%
Good work-life balance	7%
Training & development	7%
Job security	7%
Interesting work	7%
Friendly culture	7%
Flexible working	6%
Chance to make a difference	6%
Innovation	6%
Good benefits	6%

Multiple choice questions in this column.



Top 10...

Role are you most interested in (irrespective of a company's main purpose)	
Marketing, advertising, PR	26%
Business/ Management	12%
Design & Creative roles	11%
Finance	8%
HR/ Recruitment	7%
Teaching & education	6%
Healthcare/ social care	5%
Retail	3%
Hospitality	3%
Other role	3%

...skills	
Communication	56%
Teamwork	55%
Problem-solving	51%
Creativity	50%
Attention to detail	47%
Organisation	42%
Critical thinking	41%
Leadership	38%
Initiative/ Self-drive	31%
Resilience	30%

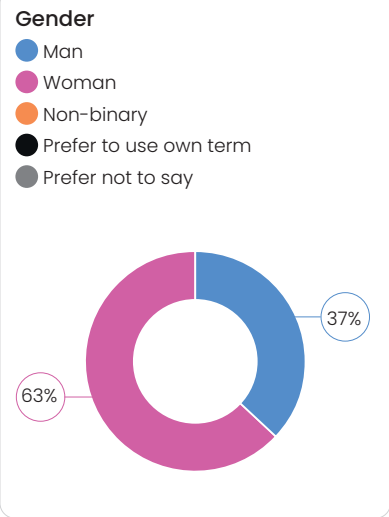
...liked assessment methods	
In-person interview	92%
Online application form	82%
Live video interview	82%
Phone interview	77%
In-person assessment centre	74%
Online job simulation	73%
Game-based assessment	68%
Skills or behavioural test	68%
Combined tests	67%
Virtual assessment centre	62%

...expectations of employers	
Good work-life balance	7%
Friendly culture	7%
Career progression	7%
Job security	7%
Training & development	7%
Interesting work	7%
Flexible working	6%
Good benefits	6%
ED&I	6%
Chance to make a difference	6%

Multiple choice questions in this column.

Retail

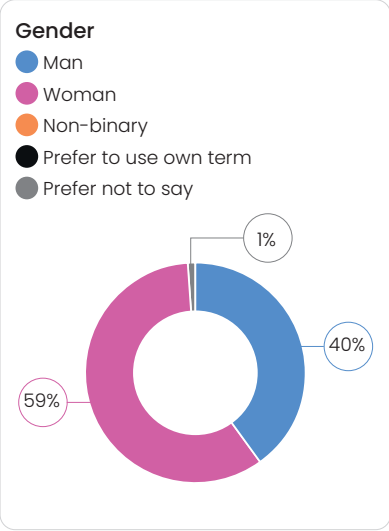
A career in retail offers a diverse and rewarding range of options for graduates.



2025	Employer	2024
1	Penneys (Primark)	1 →
2	Lidl	3 ↑
3	Smyths Toys	5 ↑
4	Aldi	2 ↓
5	Dalata Hotel Group	6 ↑
6	Tesco Ireland	7 ↑
7	Musgrave Group	4 ↓
8	Trailfinders	NEW ...
9	Enterprise Mobility	NEW ...
10	BWG Foods	8 ↓

Science

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



2025	Employer	2024
1	Pfizer	1 →
2	Boston Scientific	3 ↑
3	Johnson & Johnson	2 ↓
4	Abbott	4 →
5	Medtronic	5 →
6	MSD	7 ↑
7	AbbVie	6 ↓
8	GE Healthcare	8 →
9	Regeneron Ireland	10 ↑
10	Stryker	9 ↓

Top 10...

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

Research	24%
Healthcare/ social care	22%
Engineering	17%
Technology	8%
Other role	6%
Product/ Project Management	4%
Teaching & education	4%
Business/ Management	3%
Design & Creative roles	3%
Sustainability & ESG	2%

...skills

Problem-solving	62%
Attention to detail	52%
Critical thinking	52%
Teamwork	52%
Communication	49%
Organisation	41%
Initiative/ Self-drive	40%
Resilience	37%
Creativity	31%
Leadership	31%

...liked assessment methods

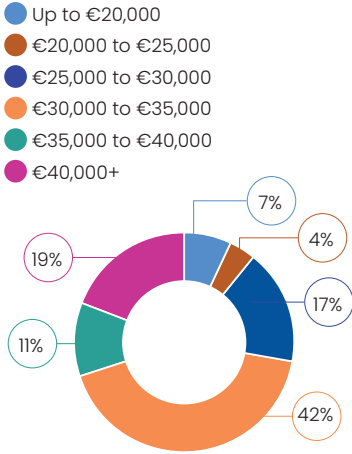
In-person interview	88%
Live video interview	82%
Combined tests	80%
Online application form	79%
In-person assessment centre	78%
Skills or behavioural test	77%
Game-based assessment	77%
Aptitude/ cognitive tests	72%
Phone interview	72%
Online job simulation	71%

...expectations of employers

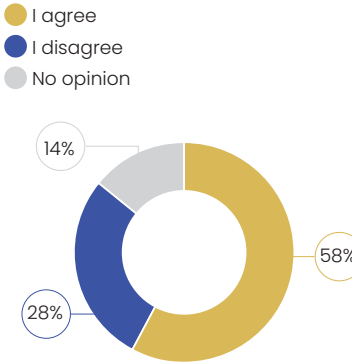
Career progression	7%
Good work-life balance	7%
Interesting work	7%
Job security	7%
Training & development	7%
Friendly culture	7%
Chance to make a difference	6%
Good benefits	6%
ED&I	6%
Innovation	6%

Multiple choice questions in this column.

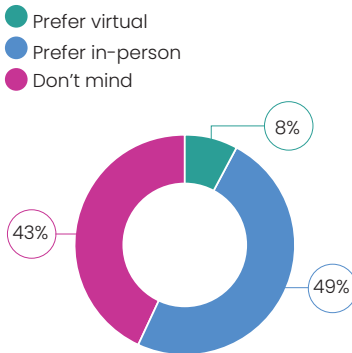
Starting salary in first graduate role?



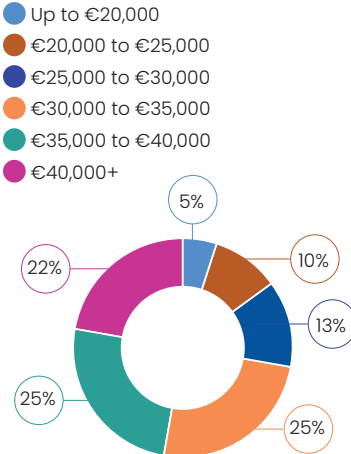
It will be tough to get a graduate job in the following year



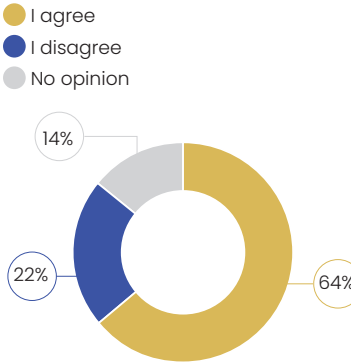
In general, do you prefer to interact with employers virtually or in person?



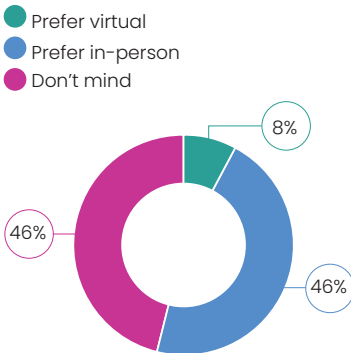
Starting salary in first graduate role?



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



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



Top 10...

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

Technology	34%
Engineering	14%
Design & Creative roles	10%
Healthcare/ social care	8%
Research	6%
Teaching & education	5%
Business/ Management	4%
Product/ Project Management	3%
Consultancy	3%
Other role	3%

...skills

Problem-solving	65%
Critical thinking	49%
Teamwork	48%
Attention to detail	46%
Communication	44%
Creativity	39%
Tech skills	38%
Initiative/ Self-drive	31%
Leadership	30%
Organisation	30%

...liked assessment methods

In-person interview	91%
Live video interview	87%
Online application form	82%
Skills or behavioural test	82%
Combined tests	81%
In-person assessment centre	77%
Game-based assessment	77%
Aptitude/ cognitive tests	75%
Phone interview	75%
Online job simulation	75%

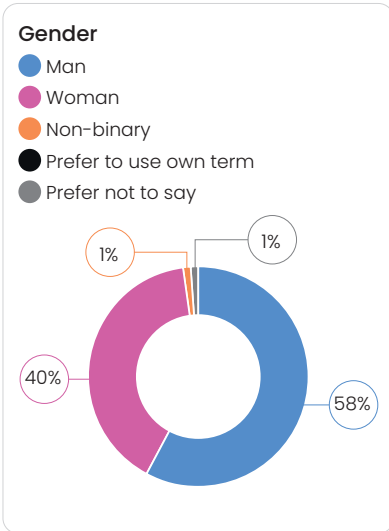
...expectations of employers

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

Multiple choice questions in this column.

Technology

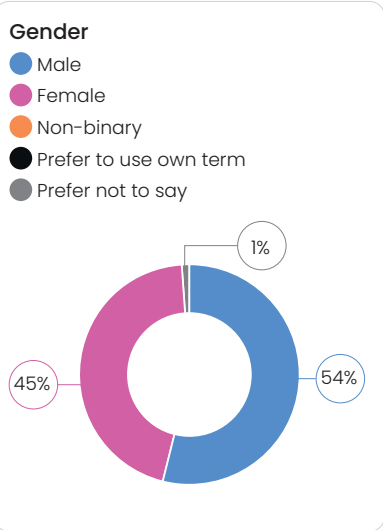
Despite recent cutbacks in hiring levels amongst many technology firms, job prospects remain strong for graduates in the technology sector, with a diverse range of roles on offer at both national and international level.



2025	Employer	2024
1	Google	1 →
2	Apple	2 →
3	Microsoft	3 →
4	Meta	5 ↑
5	TikTok	8 ↑
6	2K Games	4 ↓
7	IBM	6 ↓
8	AMD	10 ↑
9	Dell	7 ↓
10	LinkedIn	9 ↓

Utilities, energy and renewables

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



2024	Employer	2023
1	ESB	1 →
2	Uisce Éireann	2 →
3	Coillte	3 →
4	Bord na Móna	4 →
5	SSE Airtricity	6 ↑
6	Eirgrid	5 ↓

Top 10...

Role are you most interested in (irrespective of a company's main purpose)	
Engineering	22%
Sustainability & ESG	12%
Research	11%
Technology	9%
Teaching & education	7%
Healthcare/ social care	6%
Consultancy	6%
Other role	5%
Design & Creative roles	4%
Business/ Management	4%

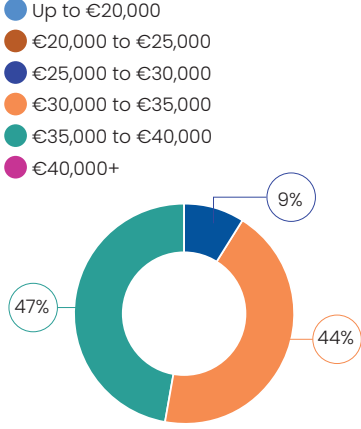
...skills	
Problem-solving	64%
Critical thinking	53%
Attention to detail	49%
Communication	46%
Teamwork	46%
Organisation	39%
Resilience	37%
Initiative/ Self-drive	36%
Creativity	35%
Leadership	34%

...liked assessment methods	
In-person interview	91%
Live video interview	84%
Online application form	82%
Online job simulation	77%
Skills or behavioural test	76%
Aptitude/ cognitive tests	76%
Combined tests	76%
Game-based assessment	75%
Phone interview	73%
In-person assessment centre	73%

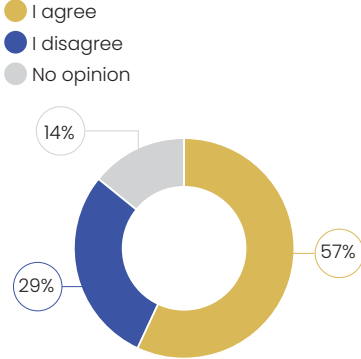
...expectations of employers	
Good work-life balance	7%
Interesting work	7%
Friendly culture	7%
Career progression	7%
Job security	7%
Training & development	7%
Sustainability & ethics	6%
Flexible working	6%
Chance to make a difference	6%
Good benefits	6%

Multiple choice questions in this column.

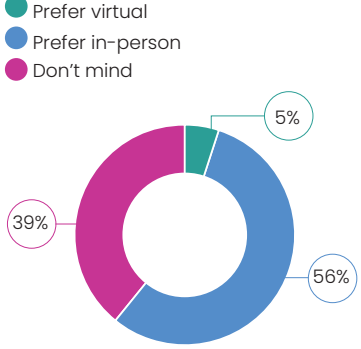
Starting salary in first graduate role?



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



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



A-Z of employers

EMPLOYERS	
34	AIB
35	Bord Bia
IBC	BnM (Bord na Móna)
36	Deloitte
38, IFC	ESB
40	EY
42	Kerry
44, OBC	KPMG

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

VOTE for your favourite employer

Keep an eye on the gradireland social media channels to take the survey to help us compile Ireland's leading graduate employers for 2026, and you could be in with a chance to win great prizes.

Voting closes January 2026.





RANKING IN
THE TOP 100

18



BANKING, INVESTMENT & FINANCIAL SERVICES 1

Contact

Grads@aib.ie
aib



jobs.aib.ie/grads

Type of employer
Banking, investment and financial services

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

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

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

So who are we looking for?

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

We look for diversity of talent across all disciplines.

What do our grads have in common?

Enthusiasm, growth mindset and focus.

What does an AIB Graduate Programme offer you?

We have designed our graduate programme like this:

- 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.

AIB

Bord Bia

BORD BIA IRISH FOOD BOARD

RANKING IN
THE TOP 100

54

'From Ireland to the World.'

At Bord Bia we believe in nurturing the next generation of talent, while experiencing the vastness of the world at large. All this while gaining a Masters qualification in Global Business Practice from UCD Smurfit Business School.



FMCG 4

Contact

bordbia
bordbia
Bordbia
BordBia

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.

Examples of roles post-programme: Marketing Executive, Account Executive, Regional Business Manager, Junior Brand Manager, Communications Executive, Business Development Executive, National Buying Assistant, Sustainability Specialist, PCF Executive, Strategy Analyst, Customer Development Executive, Commercial Account Executive, Global Marketing and Campaign Specialist, National Account Manager, Category Insights Manager, Events Manager, Digital Activation Manager, Trade Marketing and Activation Manager, Commercial Project Manager, Client Solutions Manager, Market Specialist, Category Development Manager, Foodservice Brand Manager etc.

Rachel

International Graduate Programme



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.

bordbia.ie/gradprogramme

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

Number of graduate vacancies: 39
Applications open: September 2026
Locations: Dublin, UK, US, Dubai, China, France, Spain, Italy, Germany, Netherlands, Sweden, Singapore

Search gradireland



Search gradireland



Deloitte.

RANKING IN
THE TOP 100

8

Core skills required

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



FUTURE LEADERS ACADEMY
An exceptional graduate experience

ACCOUNTANCY/PROFESSIONAL SERVICES

Contact

Graduate Recruitment Team
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+353 (0)1 4178578
✉ gradrecruitmentie@deloitte.ie
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f Deloitteie
v DeloitteIE
@ Life at Deloitte Ireland (Deloitte_Ireland)
@deloitteireland

www.deloitte.ie/students

Type of employer
Professional services



Number of employees: > 10,000
Number of graduate vacancies: 300+
Closing date: Check www.deloitte.ie/students
Locations: Republic of Ireland, Northern Ireland

Search gradireland



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.



Proud Partner to Team Ireland

**NUMBER ONE
NEVER STOPS
GROWING**

Deloitte.
Together makes progress

DANIEL WIFFEN
WORLD RECORD HOLDER



RANKING IN
THE TOP 100

36

"The sky's the
limit with ESB's
Graduate
Development
Programme."



UTILITIES, ENERGY & RENEWABLES 1

Contact

✉ graduates@esb.ie
📺 theESBgroup
📺 ESB
📺 theESBgroup
📺 ESB Careers
📺 ESB Group

esb.ie/graduates

Type of employer
Energy, utilities, engineering

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 • Challenging Assignments • Supportive Graduate Network • Competitive Salary & Benefits • Robust Learning & Development • Major Project Experience • Cross-Business Exposure • Dedicated Mentorship.

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

Search gradireland

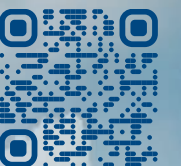


Number of employees: 9,000+
Number of graduate vacancies: 50+
Locations: Republic of Ireland, Northern Ireland
Closing date: 19 October 2025



Class of 2026, the sky's the limit.

Join the ESB
graduate programme
at esb.ie/graduates





RANKING IN
THE TOP 100

13

'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.'



ACCOUNTANCY & PROFESSIONAL SERVICES

4

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✉ studentrecruitment@ie.ey.com

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in ernstandyoung



EY

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 meaningful 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 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

ey.com/iecareers

Type of employer

Consulting, Technology & Professional Services

Areas of business: Core Audit – Assurance

• Data Analytics • Tax & Law • Strategy & Transactions • Consulting • Technology

Number of employees: 5,000+

Number of graduate vacancies: 400+

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

Search gradireland



Graduate applications
now open!



Apply at ey.com/iecareers

KERRY

Kerry

RANKING IN
THE TOP 100

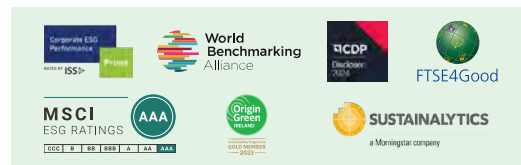
93



Get to know Kerry by numbers

Our Performance	Our People	Our Business
€7bn Revenue	21,000 Employees	124 Manufacturing locations
€1.2bn EBITDA	1,200+ R&D Scientists	18,000+ Products

FMCG 7



Contact

kerrygraduates.europe@kerry.com

kerry.com/careers/graduates

Type of employer

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

Number of graduate vacancies: 40

About Kerry

At Kerry, our purpose is clear: to inspire food and nourish life through the power of science and technology. We are a global leader in sustainable nutrition, helping our customers create food and beverage solutions that are healthier, tastier, and more sustainable — without compromise. We've evolved from our dairy roots into a pure-play, business-to-business taste and nutrition company. Our teams of scientists, technologists, and innovators work across disciplines to solve some of the world's most complex food challenges — from reducing food waste and improving shelf life to enhancing nutritional profiles and delivering authentic taste experiences. We believe in giving curious, ambitious people the opportunity to shape the future of food. At Kerry, you'll be part of a community that blends deep scientific expertise with bold innovation to deliver sustainable nutrition to over a billion consumers globally.

What are our graduate opportunities?

We are recruiting graduates for our 2026 intake across a wide range of programs, including: Engineering, Finance, Information Technology, Manufacturing, Research, Development & Application, Supply Chain, Project Management, Human Resources, Marketing, Food Safety & Quality, Environment, Health & Safety, and Procurement.

Our graduate programme offers:

- A structured 2-year rotational program, giving 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 program 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 experiences with
- A competitive starting salary (€39,200 in Ireland, other EU countries will vary)

We're looking for graduates who are curious, enterprising, and ready to challenge the status quo. If you thrive in a fast-paced, collaborative environment and want to be part of a company that's shaping the future of food through science and technology, this is your chance. You'll be joining a global team that's passionate about solving real-world challenges—whether it's improving nutrition, reducing food waste, or creating breakthrough taste experiences. If you're ready to grow your career and make a meaningful impact on people and planet, we'd love to hear from you. Apply today and help us build the future of sustainable nutrition.

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!

Search gradireland



Applications: Open mid September. To view our programmes and apply, visit www.kerry.com/careers/graduates.

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

KERRY

The future of
SUSTAINABLE
NUTRITIONNourish your Future with
a career at Kerry

RANKING IN
THE TOP 100

11

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

*Paul Vance, Head of Resourcing,
KPMG Ireland*



ACCOUNTANCY/PROFESSIONAL SERVICES

3

Contact

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✉ graduate recruitment@kpmg.ie
+353 (0)1 410 1577

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www.kpmg.ie/careers

Type of employer

Professional services

Number of employees: 4,000+

Extraordinary Careers Start Here – Join KPMG Ireland

At KPMG, we strive to be extraordinary in everything we do. Whether you're a STEM student applying analytical and technical skills to climate risk and AI governance, or a Business student using your accounting and industry knowledge to solve complex client challenges, we welcome interns, placements, and graduates from all disciplines.

Why Choose KPMG?

- **#1 ACA Pass Rate in Ireland** – Become a Chartered Accountant with the ACA qualification.
- **Not into accounting?** Apply your STEM skills as a KPMG Analyst or train as a Solicitor in KPMG Law, delivering tech-driven solutions.
- **Award-winning KPMG Business School** – €19.8M invested annually in training and development.
- **Fastest path to Manager in the industry** – Promotion opportunities after just four years.
- **Work with top professionals** – Advising clients across all sectors.

Graduate Opportunities

We're hiring 400+ graduates into Audit, Tax Consulting, Deal Advisory, Consulting, and KPMG Law. Our structured training programme builds your career from day one, whether you want to sharpen your IT skills, develop leadership potential, or master client presentations.

Life at KPMG

- **Social & Wellbeing** – With 30% of staff in their 20s, enjoy team nights out, trips away, and mental health support including a free online doctor.
- **Corporate Citizenship** – 17,777 volunteer hours and €1.8M donated in 2024.
- **Inclusion, Diversity & Equity** – Female leadership programmes, IDE Committee, and celebrations like Multicultural Week and Pride.

What We Look For

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



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Number of graduate vacancies: 400+

Closing date: 22 October 2025

Management Consulting closing date: 19 October 2025

Locations: Republic of Ireland, Northern Ireland

KPMG

RISE
AS ONE

Graduate Careers 2026



*The easiest big decision
you'll ever make*

www.kpmg.ie/careers



RANKING IN
THE TOP 100

37

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

UTILITIES, ENERGY, RENEWABLES

2

Contact

careers@water.ie
@IrishWater
@IrishWater
@Irish_water
@officialirishwater



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

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



www.water.ie

Type of employer
Utility

Number of employees: 4,000
Number of graduate vacancies: 15
Locations: Dublin, Cork

Search gradireland



We live Water. Start your Career with a Splash.





AHECS

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



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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Graduate Programme



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

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

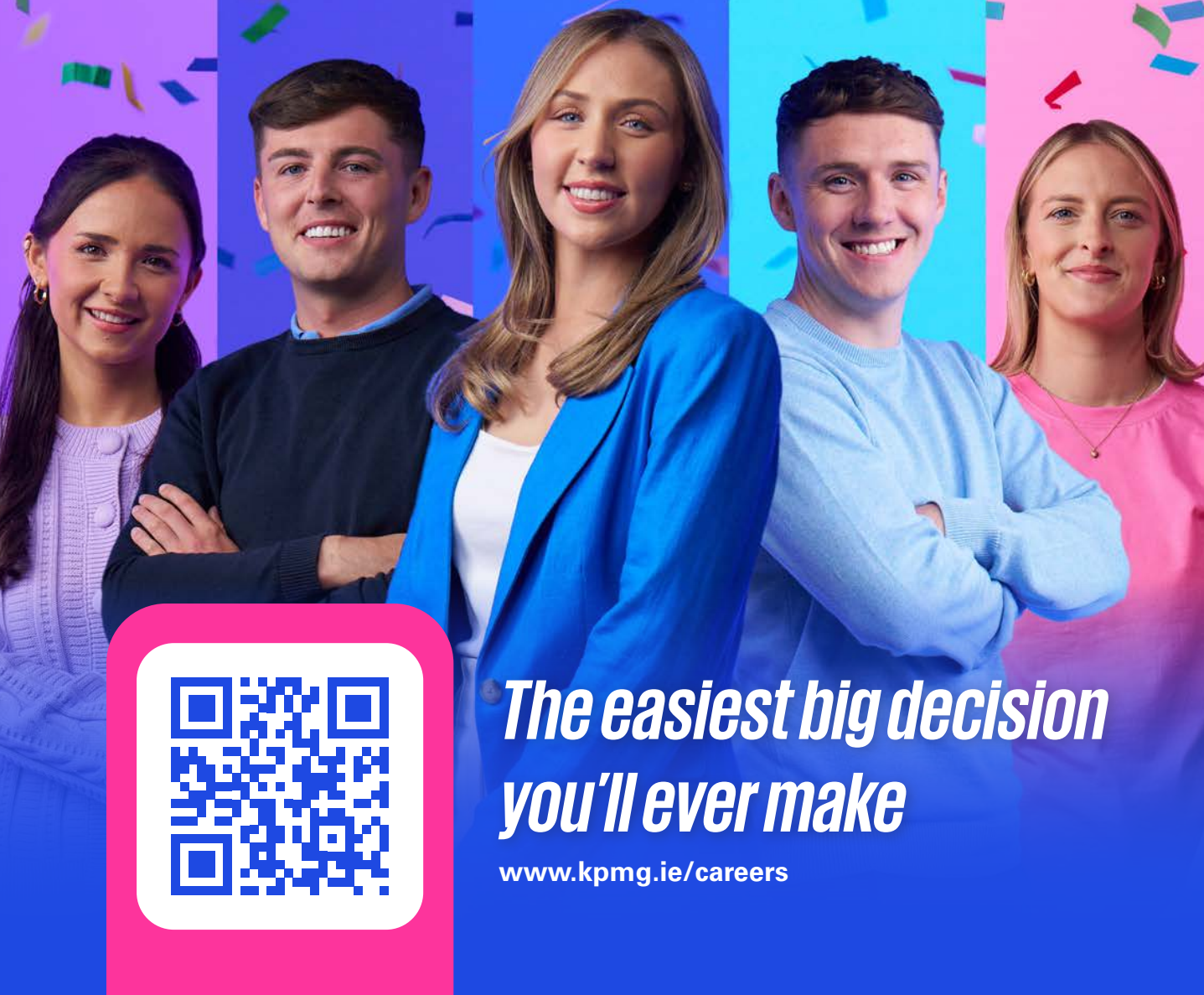
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