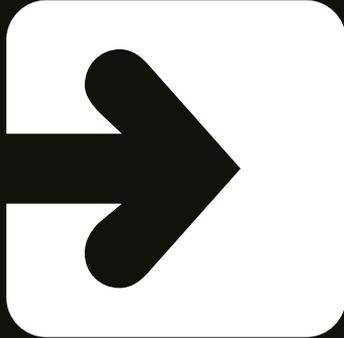


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gradireland

Graduate Recruitment Awards 2023

HOW TO ENTER

Closing date

Friday 24 February 2023

Awards

Thursday 27 April 2023

#gradirelandawards2023

@gradireland

Produced in partnership with



core™

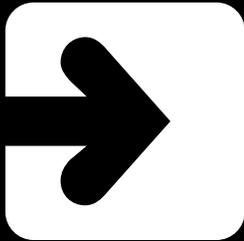


published by **AHECS** and **gti** Ireland

Previous winners of the gradireland Graduate Recruitment Awards...



...will you be next?



gradireland

Graduate Recruitment Awards 2023

On Thursday 27 April 2023 the 17th annual gradireland Graduate Recruitment Awards evening will take place in The Mansion House, Dublin.

In 2022 it was great to have this blue riband event for graduate recruiters back, and we promise to once again make it a spectacular gala awards evening in 2023. We look forward to welcoming the major stakeholders in graduate recruitment, including government and business leaders, graduate employers, careers service professionals, HR and L&D specialists.

The gradireland Graduate Recruitment Awards is an evening not to be missed. Now more than ever. Each year the level of interest and competition has increased, so to recognise this, we now present gold, silver and bronze awards for the categories listed in this brochure.

As usual, a single winner will be announced in the Graduate Employee and Graduate Employer of the Year categories.

Flick to page 15 of this brochure to read our advice on How to write a winning gradireland Award submission.

Entries must be submitted no later than 5pm on Friday 24 February 2023.

The gradireland Sustainability in Early Talent Recruitment Award

Page 4

Best Graduate Recruitment Website

Page 5

Best Innovation in Graduate Recruitment

Page 6

Best Student Marketing Campaign

Page 7

The gradireland Diversity Recruitment Award

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Best Internship Programme – intake up to 50 in the current year

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Best Internship Programme – intake over 50 in the current year

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Best Graduate Training and Development Programme – Specialist/Professional Training Programmes

Page 11

Best Graduate Training and Development Programme – Business/Management Programmes

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The gradireland Graduate Employee of the Year

Page 13

core™

Graduate Employer of the Year – graduate programme intake up to 40 in the current year

Page 14

Graduate Employer of the Year – graduate programme intake over 40 in the current year

Page 15

SHL.

About the 2023 Awards

Who can enter?

Any graduate employer in Ireland, north and south, can enter regardless of size, annual intake or sector.

Which awards can I enter?

All graduate employers are eligible to enter one or more of the awards. The criteria for each award is clearly laid out on the following pages.

How are the awards judged?

Each award category will have its own unique judging process as outlined below:

The gradireland Sustainability in Early Talent Recruitment Award: this award will be judged by experts in the field of sustainability.

Best Graduate Recruitment Website: this award will be judged by experts in the field of website design, creation and development.

Best Innovation in Graduate Recruitment: this award will be judged by innovation experts from both industry and academia.

Best Student Marketing Campaign: this award will be judged by an expert panel comprised of advertising and media experts from the world of print, online, digital and social media.

gradireland Diversity Recruitment Award: this award will be judged by an expert panel comprised of specialists in the field of diversity and disability programmes.

Best Internship Programme: each of the internship categories will be judged by an expert panel comprised of work placement professionals.

Best Graduate Training and Development Programme: each of the Training and Development categories will be judged by an expert panel comprised of training and

development experts, experienced business professionals and careers practitioners.

Graduate Employee of the Year and Graduate Employer of the Year: each of these categories will be judged by an expert panel, comprised of specialists from careers services and the graduate recruitment industry.

Judges will assess all submissions purely against the criteria for each award.

Panel decisions are final and neither GTI nor the adjudicators will enter into any correspondence on the decisions made.

What are the awarding criteria?

Each category has different awarding criteria, clearly outlined on the following pages. It is in your interest to ensure you address all of the specific criteria in your submission for each award.

Make sure you read our advice on *How to write a winning gradireland Award submission* on page 16 of this brochure before starting to write your submissions.

How are the shortlists and winners decided?

Each judge allocates points for each submission according to responses to the stipulated criteria for that award. How points are allocated, along with any weighting, is detailed for each category of Award over the following pages. Quantified outcomes, hard evidence and data are particularly valued in the judging. The judges' scores are then collated, and the top-scoring submissions in each category are then discussed. Supporting material can be supplied but this will only be considered when differentiating between shortlisted entries, so your focus must be on your core submission.

Submission word limit

There is a **strict 2,000 word limit** on all submissions (except the two Graduate Employer of the Year categories, which have a 2,500 word limit, see pages 14 and 15). This is a maximum which will be enforced and any submissions which exceed this word count will have points deducted or be rejected.

Support material

You may supply supporting material with your submission, eg marketing materials, photographs, charts. Supporting material can be digitised and uploaded via the submission portal at **gradireland.com/awards/award-categories**, or sent into the gradireland office for eg Best Student Marketing Campaign materials (in which case send in 4 sets). Supporting material will only be used in the latter stages of the judging process when differentiating between shortlisted submissions, so your primary focus should be on your initial 2,000 word submission, although supporting materials are encouraged. Supporting material will not be returned.

When are the winners revealed?

Gold, silver and bronze awards will be presented at the gradireland Graduate Recruitment Awards dinner on Thursday 27 April 2023. Please use the form on the inside back cover of this brochure to book tables/seats as soon as you can as we expect high levels of interest after our turn out last year.

How do I enter?

All submissions must be made via our online entry portal at gradireland.com/awards. All entries must be received by 5pm on **Friday 24 February 2023**, although early submission is encouraged.

Closing date

Entries can be submitted at any time via the portal at gradireland.com/awards, but must be completed before 5pm on **Friday 24 February 2023**.

How much does it cost to enter?

Absolutely nothing! There is no fee to submit entries to the gradireland Graduate Recruitment Awards 2023.

Submit your entries at
gradireland.com/awards

Space at The Mansion House is limited. This event sells out every year, so avoid disappointment and book your tables/seats ASAP, or when uploading your awards submissions. The booking form for the Awards evening is printed on the inside back cover of this brochure and also downloadable at gradireland.com/awards.

The awards

The gradireland sustainability in early talent recruitment award

NEW

This award recognises the commitment made by an organisation to take a more sustainable approach to early talent recruitment.

In addition to examining success against your own objectives and how they align with group wide and local strategies, judges will also look for evidence in the following areas.

Entry criteria

- 1 How have you reviewed your early talent processes and operations, identifying opportunities to be more sustainable? (15 points)
- 2 How have you reduced the number of materials you produce, and/or switched to sustainable alternatives? How have you found greener ways of engaging with your target audience? We are particularly interested in how you've innovated and reimagined what's possible. (15 points)
- 3 Tell us about the impact you have made. How have you reimagined what's possible? Report what you've changed, demonstrating with facts and figures. (10 points)
- 4 Make a pledge and tell us how you intend to build on this ambition and embed sustainability over the next 12 months. (10 points)

Tips on entering

- Provide as much information as you can – images, strategic objectives and concepts will all help the adjudication process.
- Provide statistics and data to back up your claims.

Best Graduate Recruitment Website

This award recognises the importance of graduate recruitment websites in the context of access to information, ease of use, employer branding and driving applications.

Entry criteria

In addition to examining success against your own objectives, judges will also look for evidence in the following areas:

- 1 Ease of use and navigability. (10 points)
- 2 Engaging and informative content. (10 points)
- 3 Design and innovation. (10 points)
- 4 Cross-platform access (mobile, tablet, app, etc). (10 points)
- 5 How your website is integrated into your marketing campaign, ie how it works with your social media, offline and other marketing activities. (10 points)
- 6 Evidence your success. Tell your narrative and provide statistics on usage, applications etc. Report success against your own KPIs. (10 points)

NB: In your submission, please specify the URL of the website you want the judges to evaluate – for example, you may wish to enter the graduate recruitment section of your corporate site.

Tips on entering

- Showcase elements that encourage and stimulate engagement: blogs, Apps, live chat etc are all well-regarded, and should be backed up by usage/engagement statistics.
- Relevant and comparative statistical data is useful to judges in this category.
- Make sure the Panel understand why your site looks/works as it does – explain any evolution of design or functionality, and any trade-offs between design and functionality in the context of the site meeting overall business requirements.

Best Innovation in Graduate Recruitment

This award recognises the importance of employer brand in graduate recruitment and highlights a specific innovative action, idea, campaign or event that had a real effect on students. This could be a one-off innovation or part of a larger marketing campaign.

Entry criteria

In addition to examining success against your own objectives, judges will also look for evidence in the following areas:

- 1 The originality of the idea or concept. (10 points)
- 2 The effective way it was planned and carried out. (10 points)
- 3 Evidence that the innovation resulted in specific objectives being met, eg increase in applications, recruitment of a specific target group, employer brand awareness, PR, launch of a new business area etc. (10 points)
- 4 A positive response from the target audience and influencers. (10 points)

Tips on entering

- Provide as much information as you can – images, strategic objectives and concepts will all help the adjudication process.
- All sorts of activity can be included in this category – competitions, events, awards, promotions, games, tech, CSR or diversity initiatives... provided they meet the criteria outlined above.
- The innovation should be recent, ie developed for either the recruitment cycle just completed, or this recruitment cycle.

Best Student Marketing Campaign

This award examines how well you have defined and then achieved your objectives in your careers marketing and promotion campaign to students/graduates.

In your submission you will need to clearly state your objectives (which might include desired number of applicants/hires; attracting intern applications; and/or raising your employer brand awareness, amongst others) and to what extent they have been achieved.

Entry criteria

In addition to examining success against your own objectives, judges will also look for evidence in the following areas:

- 1 Innovation and creativity in design, planning, delivery and implementation. (10 points)
- 2 How your campaign works between online and offline activities, how your campaign drives traffic to your site, and how that translates in terms of measurability eg quality or quantity of applications, or other defined objectives. (10 points)
- 3 The effective use of different media to meet overall objectives. Specifically this should include online and digital; offline; and social media. (10 points)
- 4 Clear and measurable outcomes and indicators of success. (10 points)

Tips on entering

- Show that you have a clear message which accurately represents your employer brand and also reaches out to the talent you wish to attract.
- Provide stats and data to back up your claims.
- Provide strong visuals with your entry.

Stated objectives for Best Student Marketing Campaign should be **SMART** – Specific, Measurable, Achievable, Realistic and Time-based.

Diversity Recruitment Award

A best practice organisation will ensure that they are recruiting the best talent from a wide pool.

This award celebrates how well you have met your stated objectives in developing excellent diversity recruitment practices, campaigns or initiatives.

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Entry criteria

- 1 The organisation will have a clear written strategy/policy for diversity which includes objectives for attracting and retaining a diverse workforce (please include in supporting materials). (10 points)
- 2 The organisation will show other evidence of working to ensure that recruitment, selection and induction processes are inclusive and do not discriminate against potential applicants or staff on any equality and diversity grounds (eg disability, sexuality, gender). (10 points)
- 3 Give details of how your organisation communicates and champions its diversity objectives, e.g. through engaging key stakeholders such as senior leadership, role models, diversity champions/sponsors, allies, employee networks or similar, external community engagement. (10 points)
- 4 Management and staff have access to training and support to understand the many aspects of diversity. (10 points)
- 5 Positive response from students/graduates, external support organisations and hires. (10 points)
- 6 Evidence of measurable outcomes. (10 points)

Tips on entering

- Best practice organisations ensure that e-recruitment processes and tests used for recruitment are accessible at every stage of the process.
- Give details of any external organisations or programmes which you link into to promote diversity initiatives, along with any internal awards, external recognition etc.
- Include any activities that support this programme.

Best Internship Programme – intake up to 50 in the current year

This award seeks to identify how well your internship or work experience programme(s) meets its objectives and contributes to your marketing, attraction and graduate recruitment campaigns. In your submission, you will need to clearly state your objectives and to what extent they have been achieved.

Entry criteria

Judges will look for the following:

- 1 Please briefly outline the internship programme(s) that you run and state how many interns you employ each year. (Statement of fact – no points allocated)
- 2 Best practice in the design, structure, implementation, support and evaluation of the programme. (14 points)
- 3 The quality of the work carried out by students on the programme, and the quality and breadth of the experience the programme gives the student. (14 points)
- 4 How the programme contributes positively to your marketing and/or feeds into your graduate recruitment programme. (10 points)
- 5 How you involve or feed back to either careers services or course leaders/lecturers, and/or work with appropriate third parties eg professional bodies, to assess or improve the programme. (12 points)

Tips on entering

- Show a clear focus on the student experience and a clear intent to provide students with a quality insight into working within your sector and organisation, which should ultimately enable the student to make an informed career choice.
- Show how the internship(s) improve participants' employability skills, eg outline take-home skills and competencies developed, show positive employment outcomes etc.
- Give stats on number/percentage of students who intern with you who subsequently progress into your full graduate programme(s).

Best Internship Programmes

Graduate internships are one of the most important elements in the graduate recruitment process. Internships and work placements are consistently rated one of the best ways for students to develop employability skills, and for employers to identify early careers talent.

This has been reflected in the quantity and variety of high-quality submissions we have received in the Best Internships category for these Awards in recent years.

In order to accurately compare programmes and cater for the broad range of submissions received, the Best Internships category has been sub-divided into two categories based on intake. Other than intake size, the criteria for these awards are identical, as outlined on these two pages:

Best Internship Programme – intake over 50 in the current year

This award seeks to identify how well your internship or work experience programme(s) meets its objectives and contributes to your marketing, attraction and graduate recruitment campaigns. In your submission, you will need to clearly state your objectives and to what extent they have been achieved.

Entry criteria

Judges will look for the following:

- 1 Please briefly outline the internship programme(s) that you run and state how many interns you employ each year. (Statement of fact – no points allocated)
- 2 Best practice in the design, structure, implementation, support and evaluation of the programme. (14 points)
- 3 The quality of the work carried out by students on the programme, and the quality and breadth of the experience the programme gives the student. (14 points)
- 4 How the programme contributes positively to your marketing and/or feeds into your graduate recruitment programme. (10 points)
- 5 How you involve or feed back to either careers services or course leaders/lecturers, and/or work with appropriate third parties eg professional bodies, to assess or improve the programme. (12 points)

Tips on entering

- Show a clear focus on the student experience and a clear intent to provide students with a quality insight into working within your sector and organisation, which should ultimately enable the student to make an informed career choice.
- Show how the internship(s) improve participants' employability skills, eg outline take-home skills and competencies developed, show positive employment outcomes etc.
- Give stats on number/percentage of students who intern with you who subsequently progress into your full graduate programme(s).

Specialist/Professional Training programmes

Specialist/Professional Training programmes category. These graduate programmes are focused on specific professional or technical learning, and often lead to a professional or accredited qualification.

Examples of programmes like this would be (but are not limited to) those operated by employers in the professional services, accountancy, financial, legal and certain engineering/IT or property sectors.

Entry criteria

Judges will look for the following:

- 1 Well-designed, well-planned and well-executed programmes that are tailored to the needs of the business and the individual. (20 points – 10 for the business, 10 for the individual)
- 2 Exam success or achievement of other professional qualification (where applicable); positive feedback from graduates. (10 points)
- 3 Number of hours per week devoted to training during the programme, split between 'on the job' training and formal/professional training. (10 points)
- 4 Real business benefit and return on investment, including quantifiable results and outcomes, for the business and the graduates. (20 points)

Tips on entering

- Innovation and agility is well-regarded in this category, eg use of technology, support, review and feedback, adapting the training to meet the changing needs of graduates and the business etc.
- Being able to demonstrate a blended model combining on-the-job, performance management, mentoring and formal training is a good start.
- A focus on personal as well as professional development.
- Where possible show results eg successful attainment of qualifications or success against internal KPIs.
- Try to demonstrate your organisation's commitment to developing your employees – the importance of the graduate programme(s) at all levels of the business, on-going personal and professional development... any ways that you can show that training and learning are at the core of the business will help convince the judges.

Best Graduate Training & Development Programmes

Training and Development is one of the most important elements in any graduate scheme. This has been reflected by the quantity and variety of high-quality submissions we have received in the Training and Development category for these Awards in recent years.

In order to accurately compare programmes and cater for the broad range of submissions received, the Training and Development category has been subdivided into two categories, each of which is explained on these two pages:

NOTE: Make sure you read the blue panels on these pages and apply for the correct category of Award for your organisation. If you are unsure which category is most appropriate for your organisation you should seek guidance from your gradireland Employer Marketing Consultant. The specific criteria for entry in each category are listed here.

Business/Management programmes

Business/Management programmes category. These graduate programmes traditionally cover multiple business areas, a key feature of which are often multiple rotations for the graduates. This category also includes organisations whose HR teams oversee several differently-branded graduate programmes for different divisions within their organisation; as well as including umbrella programmes operated by organisations which match graduates with companies in order to develop businesses either in Ireland or internationally.

Programmes like this would include (but are not limited to) those operated by employers in the retail, FMCG or pharmaceutical sectors.

Entry criteria

Judges will look for the following:

- 1 Well-designed, well-planned and well-executed programmes that are tailored to the needs of the business and the individual. (20 points – 10 for the business, 10 for the individual)
- 2 Positive feedback from graduates; progression/retention rates (where applicable). (10 points)
- 3 Number of hours per week devoted to training during the programme, split between 'on the job' training and formal/professional training. (10 points)
- 4 Real business benefit and return on investment, including quantifiable results and outcomes, for the business and the graduates. (20 points)

Tips on entering

- Innovation and agility is well-regarded in this category, eg use of technology, support, review and feedback, adapting the training to meet the changing needs of graduates and the business etc.
- Demonstrable management measures and robust mechanisms in place to ensure a positive outcome for the business and for graduates.
- Being able to demonstrate a blended model combining on-the-job, performance management, mentoring and formal training is a good start.
- A focus on personal as well as professional development is also viewed favourably.
- Where possible show results for graduates and business eg training leading to professional qualification, formal accreditation, success against internal KPIs, business gains.
- Give factual feedback/statistics of long-term outcomes, eg retention or employment rates, long-term career progression as a result of graduates being on this programme, etc.

The gradireland Graduate Employee of the Year

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This accolade has become a highlight of the gradireland Graduate Recruitment Awards. This award recognises the unique contribution to your business by recent graduate recruits. The employee that you nominate must have joined your organisation in the last three years (specifically, since 1 June 2020) and must have been recruited onto one of your graduate programmes. The winner will be the graduate employee seen by judges as having made the most effective contribution to your business and having demonstrated obvious potential and ambition to reach the top. Please include biographical details in your entry including job title and date of joining your organisation.

Please note: organisations are limited to a maximum of ONE entry per company in this category.

Entry criteria

Judges will look for the following:

- 1 Evidence of specific accomplishments that:
 - a. exceed the initial expectations of managers. (6 points)
 - b. contribute materially and measurably to business success. (6 points)
 - c. have positive outcomes on working environment. (6 points)
 - d. demonstrate potential and ambition. (6 points)
- 2 Evidence of individual performance clearly exceeding that of peer group. (8 points)
- 3 Evidence of any other actions and initiatives above and beyond what might be expected of a graduate employee. (8 points)

Tips on entering

- Judges are looking for a clearly outstanding individual who has demonstrated real drive, enthusiasm, innovation, leadership, initiative and skill, who has added significant value and contributed to business success.
- Promote the personal as well as the professional attributes of the graduate. Any contributions to non-core responsibilities, eg involvement in CSR programmes or clubs, will enhance entries.

Note: due to overwhelming interest, employers are limited to ONE entry only in this category.

Graduate programme intake up to 40 in the current year

Entry criteria and notes

ORGANISATIONAL OBJECTIVES

10 points

How many graduates did you recruit this year? (bare stats)

What is the core purpose of your programme(s)?

What is the programme for and what do the graduates do?

This is a scene setter. Outcomes (below) ought to link back to organisational objectives.

PROFESSIONAL, PERSONAL & CAREER DEVELOPMENT

20 points

How are graduates developed within your programme(s)?

What are the post-programme pathways?

How have you developed or innovated around your programme this year?

This section includes eg agility & flexibility of the programme (to meet both business and graduates changing needs); graduate supports; skills development; graduate wellbeing, purpose, etc

WHAT ARE THE EXCEPTIONAL ELEMENTS OF YOUR PROGRAMME(S)?

20 points

An open invitation to tell us what's great about your programme(s)!

OUTCOMES

20 points

What difference has your graduate programme(s) made to your business this year?

How do you evaluate its contribution?

Evidence the success of your programme(s) for both your organisation and your graduates. Metrics should be provided and at least some should link back to your stated Organisational Objectives. Mention any external validation, accreditation, rankings or awards here.

SUMMARY

15 points

A brief summary statement on why you should win this award.

Graduate Employer of the Year

The accolade of Graduate Employer of the Year has been fiercely contested by an ever-increasing number of organisations in recent years. This has been reflected by the quantity and variety of high-quality submissions we have received in this category for these Awards.

In order to accurately compare programmes and cater for the broad range of submissions received, the Graduate Employer of the Year category has been sub-divided into two categories based on quantity of intake. Criteria for each Graduate Employer of the Year category is detailed on these two pages:

Definition: your intake is the total number of graduates you and your team in Ireland (North and South) recruit in to a defined graduate programme(s) (ie does not include ad hoc hires of graduates, or replacements). This covers all locations you recruit for, and can be a single graduate programme or multiple graduate programmes/streams.

Note: word count for this category can be extended to 2,500 words in total across the full submission. It is up to you how you use this word count but going over total word count will result in penalties or refusal of submission. See page 3 of the Entry Booklet for more details on word count and how to use your main entry and supporting materials.

Graduate programme intake over 40 in the current year

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Entry criteria and notes

ORGANISATIONAL OBJECTIVES

10 points

How many graduates did you recruit this year? (bare stats)

What is the core purpose of your programme(s)?

What is the programme for and what do the graduates do?

This is a scene setter. Outcomes (below) ought to link back to organisational objectives.

PROFESSIONAL, PERSONAL & CAREER DEVELOPMENT

20 points

How are graduates developed within your programme(s)?

What are the post-programme pathways?

How have you developed or innovated around your programme this year?

This section includes graduate supports; skills development; graduate wellbeing, purpose, etc.

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20 points

An open invitation to tell us what's great about your programme(s)!

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What difference has your graduate programme(s) made to your business this year?

How do you evaluate its contribution?

Evidence the success of your programme(s) for both your organisation and your graduates. Metrics should be provided and at least some should link back to your stated organisational objectives. Mention any external validation, accreditation, rankings or awards here.

SUMMARY

15 points

A brief summary statement on why you should win this award.

How to write a winning gradireland Award submission

Here are a few tips on what you should be focusing on to maximise your organisation's chances of success.

Our first piece of advice is to take a step back and carefully consider the categories, criteria and tips on the previous pages. Making a strong submission can be time-consuming, so focus on the categories that you think truly reflect your strengths.

- Each award specifies entry criteria. Make sure that your submission directly addresses each of these criteria – submissions are awarded points against these criteria, so if you don't address them all you cannot gain the maximum number of points.
- Stick to the point, and stick to the word limit. Any submissions which exceed the 2,000 word count will be rejected (this does not apply to supporting material, although this should be kept to a minimum). Supporting material is only viewed when the adjudicating panels are debating the top positions, so keep your focus on your core submission.
- The judges are human and have to evaluate many submissions so show them some wow factor. Ask someone with an objective view to critique your entry.

- Show results: submit relevant metrics, data and evidence of performance to prove and justify success in the judging year. Your mantra here should be: 'Facts Not Fluff'. The more detail you can provide, the stronger your case for winning.
- Make it easy for the judges to score your submission well. Use headings so the submission is easy to navigate. Make your evidence stand out to support your claims.

Some other tips for success

- Start early! Start preparing your entries today. Don't leave it all to the last minute... We will accept your entries at any date so don't leave it until the last week!
- Proofread, proofread, proofread... Now the boring bit: proofread and then proofread some more. It sounds obvious, but the more eyeballs you can get on your entry copy, the better your chances of submitting a strong, well-argued, well-worded entry.
- Check that each submission addresses each of the entry criteria specifically.
- Use the online submission portal carefully. Make sure you submit your entry into the correct Award category!

The deadline for entries is Friday 24 February 2023 – start writing your entries today!

PS: Make sure you book your table for the gala awards evening at The Mansion House, Dublin, on Thursday 27 April 2023, which you can do by filling in the booking form on the next page. Places book out fast and we don't want to disappoint anyone.

Good luck!

Table booking form

Thursday 27 April 2023 • The Mansion House • Dublin
The evening will commence with a drinks reception at 6.00 pm

1. ABOUT YOU

COMPANY NAME

CONTACT PERSON

TELEPHONE

EMAIL

ADDRESS

2. BOOKING OPTIONS

INDIVIDUAL PLACES | | €245 Number of places |

TABLE OF 10 | | €2,350

3. PAYMENT

I WISH TO BE INVOICED yes please | |

COMPANY NAME (IF DIFFERENT)

NAME OF PERSON TO INVOICE (IF DIFFERENT)

ADDRESS (IF DIFFERENT)

PO NUMBER If you are unable to provide us with a PO number, non-payment of the invoice will not be accepted

Tables and places should be reserved as soon as possible. Names of all guests will be required for the table plan no later than one week before the Awards evening.

4. CONFIRMATION

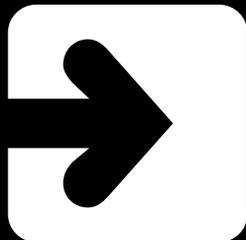
YOUR SIGNATURE

DATE

Please send completed entry to events@gradireland.com.

If you have any questions, please call gradireland on +353 (0)1 645 1500 or email events@gradireland.com.

All prices are quoted exclusive of VAT. Invoices will be sent on booking and need to be paid prior to attending the event. By signing this form you agree to be bound by GTI's terms and conditions. Please refer to groupgti.com/terms/advertisers for terms and conditions.



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**Graduate
Recruitment
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