

## Foreword

This is the tenth edition of the eagerly anticipated *Ireland's 100 Leading Graduate Employers*. One of the cornerstone titles of the gradireland print portfolio, *Ireland's 100* is a must read for those working or studying in Ireland today. Our informed commentary complements our research to deliver a clear and concise overview of trends and demographics in Irish graduate recruitment.

The research in this publication was conducted by gradireland's partner agency, trendence, and it reveals who Ireland's most sought-after graduate employers are. The list, on pages 4–9, shows the results of Ireland's largest student survey, including showing how each company fares in comparison to last year's results. Unlike recent years, the list is no longer headed by Google, but by KPMG, with the tech giant dropping two places to number three, behind KPMG in first place and PwC in second. The rest of the top five is made up of Lidl in fourth place and consulting giant Accenture in fifth. Elsewhere in the top ten, Pfizer rise from number 13 to sixth place, while Boston Scientific also break into the top ten, in tenth place.

There is only one public sector organisation in the top ten, with the Department of Education and Skills (Teaching) dropping from third place to ninth in this year's data.

In terms of new entrants, the highest ranking debuts come from Bristol Myers-Squibb, Deutsche Bank and AbbVie in 56th, 57th and 59th places respectively. Other companies breaking into the top 100 include ibec's EOP programme (now re-branded as ibec's Global Graduate Programme), Davy and Dairygold.

In addition to our list of top graduate employers, turn to page 10 to see the list of companies who are just 'bubbling under' the top 100 and will be hoping to make further progress next year.

The survey also canvassed student attitudes and opinions on a range of issues which reflect the concerns, ambitions and aspirations of today's graduates. With starting salaries for graduates on the rise and graduate recruitment levels continuing to increase there are reasons for graduates to be optimistic, and that is demonstrated in this year's survey. However there is still considerable caution amongst graduates about the challenges they expect to face as they embark on their career path.

We have commentary in our overview article on pages 2–3 and analysis from gradireland and the Irish Management Institute on what the Irish business landscape for 2017 is looking like for graduates (page 11). We talk to leaders like Darragh Pattwell of AbbVie and Paul Vance of KPMG about what they think about the world of graduate recruitment today, and what management and leadership styles work for today's graduates. We also look at some of the 'Rising Star' graduate recruits from some of Ireland's most successful companies. In addition, we examine the results of our companion piece of research, the *gradireland Graduate Salary & Recruitment Trends Survey*, which was released earlier in the summer.

We hope you find the 2016/17 edition of *Ireland's 100 Leading Graduate Employers* an engaging and useful source of information.

Ruairi Kavanagh, editor

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# Ireland's top graduate employers 2016/2017: about the survey

**F**or *Ireland's 100 leading graduate employers* 2016/2017, the views of just under 7,500 students were compiled, from 24 institutions in Northern Ireland and the Republic of Ireland. Amongst other questions, the survey asks students which company they would be most likely to apply to upon graduation. 250 graduate employers from across all sectors are represented in the survey, which is the single largest survey of student and graduate viewpoints in Ireland.

The survey is designed and independently conducted and administered by trendence, a leading graduate careers research firm, which conducts similar graduate barometer surveys throughout Europe. 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 the survey questionnaire. The survey is also heavily promoted at campus fairs, in newsletters, via college websites and online at [gradireland.com](http://gradireland.com) and at [trendence-gradbarometer.ie](http://trendence-gradbarometer.ie).

## 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. To this end, it is not a simple survey of who students would like to work for. It also gathers their viewpoints on other important issues such as work/life balance, ethical considerations, salary expectations, willingness to emigrate and much more. The survey also asks students which sector they would like to work in before they choose their ideal employer. This ensures that respondents are making realistic choices in their own sector of choice. As usual, we are very happy with the level of feedback with the 2016/2017 survey, one of our largest to date.

## Student opinions – a growth in cautious optimism

While the effects of the downturn remain, there is no doubt that its impact has less of an impact on the graduate

class of 2016, for whom the narrative of a gradual but consistent economic recovery is more recent. The facts are that graduate jobs are on the rise and the numbers of jobless continues to fall. There are remaining, and looming uncertainties, such as 'Brexit' on the horizon, but there is more certainty in the economic future of Ireland for sure. In the 2015/16 survey, 61.7 per cent of students said that they believed it would be difficult to get a good job. This year, that figure has dropped below the half-way point, to 49.4 per cent. There is still a lot of concern amongst the graduate population, but there is evidence that it has begun to shift consistently to a more optimistic narrative. Those in the finance, consultancy, retail and public sector were amongst the most optimistic in this regard, while those in law, engineering, IT and science were more cautious about their job prospects.

## What's important to graduates?

60 per cent of graduates believe that their degree equips them with the skills for today's labour market. The highest cadres of students in agreement were in accountancy (73.1 per cent), consulting (68.9 per cent), banking (64.6 per cent) and science (63 per cent). The lowest levels of agreement were in law (53.6 per cent), public service (51 per cent) and FMCG, also at 51 per cent.

In new data, over 65 per cent said that fulfilment is more important to them than salary, which matches with an idealistic view of the workplace amongst current crops of students and graduates, with only 19 per cent saying that perks such as credit cards, mobile phones or club memberships are more important than personal development. The ethics of where students would like to work is very important to them, with 69.5 per cent saying that they would be prepared to accept a lower salary in order to work in a company that they felt was the right place for them. Almost 60 per cent, (58.3 per cent) felt that women's professional development should be particularly supported within the company they wanted to work for.

**7,460**  
students surveyed

## Participants



Male 46.6%



Female 53.4%

For employers, they are seeing skills gaps in the graduate market in familiar areas such as communications, leadership, motivation and analysis. According to the *gradireland Graduate Salary & Recruitment Trends* survey, 54.3 per cent of employers feel that poor communication skills is the number one soft skill lacking, while over 37 per cent of employers view a lack of leadership as being the main hard skill lacking in their graduate recruits.

### The value of experience

79.7 per cent of employers now offer internship programmes, with 92.1 per cent of these employers paying their interns during their programmes, according to data published in this year's *gradireland Graduate Salary & Recruitment Trends* survey. In addition, 71.1 per cent view the completion of an internship or industrial placement as the most effective way of improving a graduate's workplace skills. Students are also keenly aware of the value of internships, with 63.6 per cent saying they would pursue work experience related to their degree while 77.6 per cent, up from last year's 70 per cent, saying that they would pursue an internship unrelated to their course.

### Expectations

In terms of general expectations, 64.9 per cent of graduate employers said that students had realistic expectations when it came to pay and conditions, the same as last year. The average salary, across all sectors, paid to graduate employees is €28,332, up on last year's figure of €28,297. The highest expected salaries are in Law, engineering and IT, all in excess of €30,000. The lowest are in the areas with the most jobs, such as accountancy, banking and financial services, at between €23,000 and €25,000. The good news for graduates is that only 18 per cent can expect to earn less than €24,000 in their first year, down from 23 per cent last year while more than a quarter can expect to earn more than €32,000 per annum, up from 20 per cent in last year's results.



# The most popular graduate employers 2016/17

Rank 2016/17	Rank 2015/16	Employer	Accountancy/professional services	Construction	Consulting	Engineering	Financial services	FMCG (fast moving consumer goods)	Investment and investment banking	IT and telecoms	Law	Property	Public Service	Retail	Science	Transport and logistics
1	14	<b>KPMG</b> <a href="http://www.kpmg.ie">www.kpmg.ie</a>	•													
2	2	<b>PwC</b> <a href="http://www.pwc.ie">www.pwc.ie</a>	•													
3	1	<b>Google</b> <a href="http://www.google.ie">www.google.ie</a>							•							
4	10	<b>Lidl Ireland</b> <a href="http://www.lidl.ie">www.lidl.ie</a>												•		
5	4	<b>Accenture</b> <a href="http://www.accenture.com/ie-en">www.accenture.com/ie-en</a>			•											
6	5	<b>Deloitte</b> <a href="http://www.deloitte.com/ie">www.deloitte.com/ie</a>	•													
6	13	<b>Pfizer</b> <a href="http://www.pfizer.ie">www.pfizer.ie</a>													•	
8	6	<b>Jameson-Irish Distillers</b> <a href="http://www.irishdistillers.ie">www.irishdistillers.ie</a>					•									
9	3	<b>Dept of Education and Skills</b> <a href="http://www.education.ie">www.education.ie</a>											•			
10	11	<b>Boston Scientific</b> <a href="http://www.bostonscientific.com">www.bostonscientific.com</a>													•	
11	7	<b>Dept of Foreign Affairs</b> <a href="http://www.dfa.ie">www.dfa.ie</a>											•			
12	9	<b>Diageo</b> <a href="http://www.diageo.com/en-ie">www.diageo.com/en-ie</a>					•									
13	21	<b>Intel</b> <a href="http://www.intel.com">www.intel.com</a>							•							
13	8	<b>RTÉ</b> <a href="http://www.rte.ie">www.rte.ie</a>											•			
15	29	<b>Bank of Ireland</b> <a href="http://www.boi.ie">www.boi.ie</a>					•									
16	26	<b>Aldi</b> <a href="http://www.aldi.ie">www.aldi.ie</a>												•		
17	32	<b>EY</b> <a href="http://www.ey.com/IE/en/home">www.ey.com/IE/en/home</a>	•													
18	22	<b>Kerry Group</b> <a href="http://www.kerrygroup.ie">www.kerrygroup.ie</a>					•									
19	17	<b>Coca-Cola</b> <a href="http://www.coca-cola.ie">www.coca-cola.ie</a>					•									
20	12	<b>Apple</b> <a href="http://www.apple.com/ie">www.apple.com/ie</a>							•							
21	34	<b>Glanbia</b> <a href="http://www.glanbia.ie">www.glanbia.ie</a>					•									
22	24	<b>Aer Lingus</b> <a href="http://www.aerlingus.com">www.aerlingus.com</a>														•
23	18	<b>Abbott Ireland</b> <a href="http://www.abbott.ie">www.abbott.ie</a>													•	
23	16	<b>Health Service Executive</b> <a href="http://www.hse.ie">www.hse.ie</a>											•			
25	19	<b>European Commission</b> <a href="http://ec.europa.eu/index_en.htm">http://ec.europa.eu/index_en.htm</a>											•			
26	25	<b>A&amp;L Goodbody</b> <a href="http://www.goodbody.ie">www.goodbody.ie</a>								•						
27	15	<b>Microsoft</b> <a href="http://www.microsoft.com/en-ie">www.microsoft.com/en-ie</a>							•							
28	27	<b>Enterprise Ireland</b> <a href="http://www.enterprise-ireland.com">www.enterprise-ireland.com</a>											•			
29	23	<b>L'Oréal</b> <a href="http://www.loreal-paris.co.uk">www.loreal-paris.co.uk</a>					•									
30	29	<b>Amazon</b> <a href="http://www.amazon.co.uk">www.amazon.co.uk</a>							•							
31	20	<b>Facebook</b> <a href="http://www.facebook.com">www.facebook.com</a>							•							
31	29	<b>GlaxoSmithKline</b> <a href="http://www.gsk.ie">www.gsk.ie</a>													•	
33	46	<b>AIB Group</b> <a href="http://www.aib.ie">www.aib.ie</a>					•									
33	28	<b>IBM</b> <a href="http://www.ibm.com/ie">www.ibm.com/ie</a>							•							
35	37	<b>Arthur Cox</b> <a href="http://www.arthurcox.com">www.arthurcox.com</a>								•						
36	42	<b>Johnson &amp; Johnson</b> <a href="http://www.jnj.com">www.jnj.com</a>					•									

Since the survey was compiled, some organisations may have merged or changed their name. These changes will be reflected in the 2017 survey.

Principal locations

Belfast, Cork, Dublin, Galway
Cork, Dublin, Galway, Kilkenny, Limerick, Waterford, Wexford
Dublin
Throughout Ireland
Belfast, Dublin
Cork, Dublin, Limerick
Cork, Dublin, Kildare
Dublin
Dublin, Westmeath, Offaly
Cork, Galway, Tipperary
Dublin
Belfast, Dublin
Dublin, Kildare, Limerick (Shannon)
Dublin, Belfast
Dublin (head office), plus various through ROI
Throughout Ireland
Belfast, Cork, Dublin, Limerick, Waterford
Kerry
Dublin
Cork
Cork, Dublin, Kilkenny, Waterford
Belfast, Cork, Dublin, Shannon, Waterford
Cavan, Clonmel, Cork, Donegal, Dublin, Longford, Sligo, Mayo
Dublin
Dublin
Belfast, Dublin
Dublin, Belfast
Throughout ROI
Dublin
Cork, Dublin
Dublin
Cork, Dublin, Waterford, Sligo
Belfast, Dublin
Belfast, Cork, Dublin, Galway
Belfast, Dublin
Dublin

RESEARCH CONDUCTED BY TRENDENCE

Rankings supplied from student research by trendence, an international personnel marketing consultancy that annually surveys more than 500,000 students and graduates across 26 countries.



RESPONDENTS BY AREA OF STUDY (Top 6 only)

Business/economics/  
management/finance **38.5%**

Engineering **12.4%**

Computer science/IT **12%**

Natural sciences **9.8%**

Law **7.7%**

Social sciences/humanities **7.5%**

THE VALUE OF EXPERIENCE

Students consistently view internships and the skills gained through work experience as almost a fundamental necessity in today's jobs market. This view is matched by employers, with 71 per cent viewing it as the most effective way of improving a student, or graduate's, workplace skills. 63.6 per cent of students believe that an internship related to their degree or course can boost their career prospects, while 77.6 per cent consider any internship, even if not related to what they have studied, as a worthwhile investment in their future career. The rates of pay for internships are also on the rise, with 92.1 per cent of employers saying they paid their interns, and the average rate of pay is between €1,400 and €1,800 per month, according to employers surveyed in gradireland's companion research, the *Graduate Salary and Graduate Recruitment Trends Survey*.

Rank 2016/17	Rank 2015/16	Employer	Accountancy/professional services	Construction	Consulting	Engineering	Financial services	FMCG (fast moving consumer goods)	Investment and investment banking	IT and telecoms	Law	Property	Public Service	Retail	Science	Transport and logistics
37	45	<b>Eli Lilly</b> <a href="http://www.lilly.ie">www.lilly.ie</a>														•
38	46	<b>Jaguar Land Rover</b> <a href="http://www.jaguarlandrover.com">www.jaguarlandrover.com</a>				•										
39	61	<b>Allergan Pharmaceuticals</b> <a href="http://www.allergan.ie">www.allergan.ie</a>														•
39	48	<b>An Garda Síochána</b> <a href="http://www.publicjobs.ie">www.publicjobs.ie</a>											•			
39	36	<b>Goldman Sachs</b> <a href="http://www.goldmansachs.com">www.goldmansachs.com</a>						•								
39	34	<b>Public Appointments Service</b> <a href="http://www.gradpublicjobs.ie">www.gradpublicjobs.ie</a>											•			
43	75	<b>BioMarin International</b> <a href="http://www.bmrn.com">www.bmrn.com</a>														•
44	74	<b>Unilever</b> <a href="http://www.unilever.co.uk">www.unilever.co.uk</a>					•									
45	49	<b>Electricity Supply Board</b> <a href="http://www.esb.ie">www.esb.ie</a>				•										
46	42	<b>BMW Group</b> (BMW, Mini, Rolls-Royce Motor Cars) <a href="http://www.bmw.ie">www.bmw.ie</a>				•										
47	96	<b>Grant Thornton</b> <a href="http://www.grantthornton.ie">www.grantthornton.ie</a>					•									
48	50	<b>Medtronic</b> <a href="http://www.medtronic.ie">www.medtronic.ie</a>														•
49	60	<b>Ryanair</b> <a href="http://www.ryanair.com">www.ryanair.com</a>														•
50	40	<b>Boston Consulting</b> <a href="http://www.bostonconsulting.com">www.bostonconsulting.com</a>			•											
51	71	<b>Dublin Airport Authority</b> <a href="http://www.daa.ie">www.daa.ie</a>														•
51	64	<b>Musgrave Group</b> <a href="http://www.musgrave.ie">www.musgrave.ie</a>												•		
51	56	<b>Penneys (Primark)</b> <a href="http://www.primark.ie">www.primark.ie</a>												•		
51	52	<b>Procter &amp; Gamble</b> <a href="http://www.pg.com.com/en_US">www.pg.com.com/en_US</a>												•		
55	50	<b>Citi</b> <a href="http://www.citigroup.com">www.citigroup.com</a>						•								
56	115	<b>Bristol Myers Squibb</b> <a href="http://www.bmsireland.ie">www.bmsireland.ie</a>														•
57	— new	<b>Deutsche Bank</b> <a href="http://www.db.com/ireland">www.db.com/ireland</a>					•	•								
58	57	<b>JPMorgan Chase</b> <a href="http://www.jpmorgan.com">www.jpmorgan.com</a>						•								
59	108	<b>Abbvie</b> <a href="http://www.abbvie.ie">www.abbvie.ie</a>														•
59	58	<b>Central Bank</b> <a href="http://www.centralbank.ie">www.centralbank.ie</a>					•						•			
61	67	<b>Novartis</b> <a href="http://www.novartis.com">www.novartis.com</a>				•										
61	53	<b>SAP</b> <a href="http://www.sap.com/uk/ireland">www.sap.com/uk/ireland</a>							•							
63	90	<b>Dell</b> <a href="http://www.dell.ie">www.dell.ie</a>							•							
64	55	<b>McKinsey &amp; Company</b> <a href="http://www.mckinsey.com">www.mckinsey.com</a>			•											
65	41	<b>Blizzard</b> <a href="http://www.blizzard.com">www.blizzard.com</a>		•												
65	62	<b>Marriott Hotels</b> <a href="http://www.marriott.co.uk">www.marriott.co.uk</a>												•		
67	69	<b>Boots</b> <a href="http://www.boots.com">www.boots.com</a>												•		
68	44	<b>Sony</b> <a href="http://www.sony.ie">www.sony.ie</a>							•					•		
68	65	<b>Stryker Ireland</b> <a href="http://www.stryker.co.uk">www.stryker.co.uk</a>				•										
70	88	<b>McCann FitzGerald</b> <a href="http://www.mccannfitzgerald.ie">www.mccannfitzgerald.ie</a>								•						
71	69	<b>Arup</b> <a href="http://www.arup.ie">www.arup.ie</a>				•										
72	— new	<b>ibec's EOP</b> <a href="http://www.ibec.ie">www.ibec.ie</a>											•			
72	90	<b>Kingspan</b> <a href="http://www.kingspan.ie">www.kingspan.ie</a>		•												

Since the survey was compiled, some organisations may have merged or changed their name. These changes will be reflected in the 2017 survey.

Principal locations

Cork, Dublin, Sligo

The company's pan UK/Ireland engineering graduate programme is based in the English Midlands

Dublin, Mayo

Throughout Ireland

Dublin

Dublin

Cork

Cork, Dublin

Cork, Dublin

Throughout Ireland

Dublin

Dublin, Galway

Dublin

Belfast, Cork, Dublin, Limerick, Waterford

Dublin

Throughout Ireland

Throughout Ireland

Dublin, Kildare, Tipperary

Dublin

Dublin

Dublin

Dublin

Dublin, Sligo

Dublin

Dublin

Dublin, Galway

Dublin, Limerick

Dublin

Cavan, Dublin, Dundalk

Dublin, Wicklow

Dublin

Dublin

Cork, Limerick

Dublin

Cork, Dublin, Galway, Limerick

Placements around the world

Cavan, Dublin, Dundalk

## INTERNATIONAL MOBILITY

With the continuing economic recovery and more graduate jobs on offer than at any time in the past decade, this year's data reflects growing optimism with just over 17 per cent planning to look for their first job abroad, with over 80 per cent viewing Ireland as the best place in which to start their career.

## WHAT'S IMPORTANT TO STUDENTS

While levels of confidence vary across sectors, the majority of students, 60 per cent, are confident that their degree or course provides them with the necessary skills for the workplace. The importance amongst graduates of finding an employer who they believe is the right match for them is borne out by 70 per cent saying they would accept a lower salary if they thought an employer was very suited to them. Personal fulfilment remains important to students, with 65.8 per cent in agreement that personal fulfilment was more important than heightened financial reward in their career decision making process.

## THE TOP 100 IS ONLY PART OF THE STORY

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

GTI Ireland and The Association of Higher Education Careers Services, the publishers of Ireland's 100 leading graduate employers, wish to thank the students and graduates who took part in the survey, the careers services throughout Ireland who encouraged students to take part and the graduate employers who every year recruit and train Ireland's finest talent. We'd especially like to thank trendence 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 2017 with the help of everyone who contributed so much to this year's success.

Voting has started for the 2017 survey so if you are a current student or recent graduate, go to **trendence-gradbarometer.ie** and cast your vote.

Rank 2016/17	Rank 2015/16	Employer	Accountancy/professional services	Construction	Consulting	Engineering	Financial services	FMCG (fast moving consumer goods)	Investment and investment banking	IT and telecoms	Law	Property	Public Service	Retail	Science	Transport and logistics
74	71	<b>Bord na Mona</b> <a href="http://www.bordnamona.ie">www.bordnamona.ie</a>														•
74	58	<b>Coillte</b> <a href="http://www.coillte.ie">www.coillte.ie</a>														•
76	39	<b>BioWare</b> <a href="http://www.bioware.com">www.bioware.com</a>								•						
76	103	<b>Davy</b> <a href="http://www.davy.ie">www.davy.ie</a>					•		•							
78	75	<b>Analog Devices</b> <a href="http://www.analog.com">www.analog.com</a>				•										
79	53	<b>ICON Clinical Research</b> <a href="http://www.iconplc.com">www.iconplc.com</a>														•
79	75	<b>Roche Ireland</b> <a href="http://www.roche.ie">www.roche.ie</a>														•
81	99	<b>Ericsson</b> <a href="http://www.ericsson.com/ie">www.ericsson.com/ie</a>							•							
82	67	<b>Paddy Power</b> <a href="http://www.paddypower.com">www.paddypower.com</a>												•		
82	86	<b>William Fry</b> <a href="http://www.williamfry.ie">www.williamfry.ie</a>									•					
84	63	<b>A+F Hollister</b> <a href="http://www.hollisterco.com">www.hollisterco.com</a>												•		
84	96	<b>Barclays</b> <a href="http://joinus.barclays.com/emea">joinus.barclays.com/emea</a>					•									
84	113	<b>Goodbody Stockbrokers</b> <a href="http://www.goodbody.ie">www.goodbody.ie</a>					•		•							
84	65	<b>Hewlett Packard</b> <a href="http://www.hp.com/ie">www.hp.com/ie</a>								•						
88	80	<b>Shell</b> <a href="http://www.shell.ie">www.shell.ie</a>				•										
88	80	<b>Twitter</b> <a href="http://www.twitter.com">www.twitter.com</a>							•							
88	99	<b>Vhi Healthcare</b> <a href="http://www.vhi.ie">www.vhi.ie</a>					•									
91	103	<b>Dairygold</b> <a href="http://www.dairygold.ie">www.dairygold.ie</a>						•								
91	75	<b>Merck Sharp &amp; Dohme</b> <a href="http://www.merck.com">www.merck.com</a>														•
93	71	<b>Bank of America Merrill Lynch</b> <a href="http://www.bankofamerica.co.uk">www.bankofamerica.co.uk</a>							•							
93	103	<b>EMC</b> <a href="http://www.emc.com">www.emc.com</a>								•						
93	85	<b>Nestlé</b> <a href="http://www.nestle.ie">www.nestle.ie</a>					•									
96	118	<b>Aryzta</b> <a href="http://www.aryztafoodsolutions.ie">www.aryztafoodsolutions.ie</a>						•								
96	103	<b>GE General Electric</b> <a href="http://www.ge.com/ie">www.ge.com/ie</a>				•										
96	99	<b>Mason Hayes &amp; Curran</b> <a href="http://www.mhc.ie">www.mhc.ie</a>									•					
96	90	<b>Morgan Stanley</b> <a href="http://www.morganstanley.com">www.morganstanley.com</a>					•									
100	94	<b>HSBC</b> <a href="http://www.hsbc.ie">www.hsbc.ie</a>							•							
100	113	<b>State Street</b> <a href="http://www.statestreet.com">www.statestreet.com</a>					•		•							

Since the survey was compiled, some organisations may have merged or changed their name. These changes will be reflected in the 2017 survey.



Vote for your favourite employer at  
[www.trendence-gradbarometer.ie](http://www.trendence-gradbarometer.ie) as soon  
as possible. Voting closes January 2017.

Principal locations

Kildare
Wicklow
Galway
Belfast, Cork, Dublin, Galway
Limerick
Dublin
Clare, Dublin
Athlone, Dublin
Throughout Ireland
Dublin
Dublin
Dublin
Dublin, Cork, Galway, Kerry, London
Belfast, Dublin, Kildare, Galway
Dublin, Mayo
Dublin
Cork, Dublin, Galway, Kilkenny, Limerick
Cork
Dublin
Dublin
Cork
Dublin
Dublin
Cavan, Belfast, Wicklow
Dublin
Dublin
Dublin
Dublin, Kilkenny, Kildare

### Vote online!

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

Take the survey to help us compile Ireland's leading graduate employers for 2016/17, and you could be in with a chance to win cash prizes.

### THIS YEAR'S 'MOVERS & SHAKERS'

While those in the top slots of this year's list represent achievement, there are also companies who have made significant leaps forward in terms of their popularity amongst graduates and some who have just broken into the top 100 list.

- After several years at the top, Google has been deposed by KPMG as the employer who most graduates want to work for, jumping a massive 13 place to occupy the number one spot. Another of the 'Big 4', PwC, takes second place while Google drops to third position. It remains the only IT company in the top-10.
- Lidl's strong rise continues this year, as they take 4th place, jumping from 10th in last year's survey. Only one public sector organisation remains in the top ten, with the Department of Education and Skills in 9th position, down from last year's third place.
- Pharmaceutical giant Pfizer break into the top 10, improving on last year's 13th place. Boston Scientific also break into the top ten, rising one place from 11th last year.
- Accenture, Deloitte and Jameson-Irish Distillers maintain their presence in the ranks of Ireland's top graduate employers, at 5th, 6th and 8th respectively.
- Other strong performances in the top 20 come from Bank of Ireland (15th), Aldi (16) and EY (17) who have risen from 29th, 26th and 32nd respectively.
- The top five new entrants to the Leading 100 Graduate Employers list are: Bristol Myers-Squibb (56), Deutsche Bank (57), AbbVie (59), ibec's EOP Programme (72), Davy (76)

### 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 indication of which organisations are most favoured by students and graduates in 2016.

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 45–80 of this publication; visit the employer profiles listed on gradireland.com; and visit the company careers websites referenced in the tables on pages 4–9. Not all employers listed here will be actively recruiting throughout the year so it is important to do your research first.

# ‘Bubbling under’ – the next most popular graduate employers

Rank 2016/17	Rank 2015/16		Employer
102	111	↑	Aviva
102	88	↓	Cisco
102	90	↓	Jacobs Engineering
102	108	↑	Susquehanna (SIG)
106	82	↓	Bayer
106	118	↑	Eirgrid
106	82	↓	Kraft Foods (incl. Cadbury)
106	94	↓	LinkedIn
106	82	↓	Marks & Spencer
111	148	↑	Smyths Toys
112	new	–	DCC
112	141	↑	Siemens
112	108	↓	TK Maxx (TJX)
115	125	↑	Allianz
115	99	↓	Bord Gais
115	118	↑	Pepsico
118	129	↑	Cook Medical
118	167	↑	HedgeServ
118	103	↓	Zurich
121	new	–	ABP Foods
122	167	↑	Eircom (incl. Meteor)
122	125	↑	Hospitality Solutions Consulting
122	137	↑	Irish Aviation Authority
122	133	↑	Norbrook
122	111	↓	Oracle
122	new	–	Pramerica
122	new	–	VMWare
129	new	–	Baker Tilly Ryan Glennon
129	96	↓	Havok
129	115	↓	Tesco Ireland
129	125	↓	Vodafone
133	154	↑	BDO
133	167	↑	Enterprise Rent-A-Car
135	133	↓	AIB Capital Markets
135	159	↑	Bombardier
135	148	↑	Irish Cement
135	137	↑	KBC Bank
135	123	↓	sanofi (incl. Genzyme)

Rank 2016/17	Rank 2015/16		Employer
140	75	↓	Airtricity
140	125	↓	BNY Mellon
140	86	↓	Dropbox
140	123	↓	Dunnes Stores
140	154	↑	Paypal
140	118	↓	Ulster Bank
146	129	↓	BAE Systems
146	new	–	Canada Life
146	129	↓	Daimler / Mercedes-Benz
149	137	↓	Irish Life & Permanent
149	115	↓	PM Group
149	new	–	Version 1
152	129	↓	Holmes O'Malley Sexton Solicitors
152	144	↓	IFAC Accountants
154	133	↓	AstraZeneca
154	137	↓	eBay
154	new	–	Fidelity Investments
154	118	↓	United Drug
158	175	↑	BT
158	144	↓	Mercury Engineering
160	154	↓	Bausch & Lomb
160	154	↓	Maples & Calder
160	148	↓	Mazars
163	167	↑	AOL
163	167	↑	Bloomberg
163	new	–	Guidewire
163	141	↓	Mars
163	167	↑	Stena Line
168	163	↓	Beauchamps Solicitors
168	163	↓	FBD Insurance
168	141	↓	Veolia Water
171	new	–	AXA
171	167	↓	Baxter
171	new	–	Dawn Meats Group
171	144	↓	DHL
171	154	↓	Intertrade Ireland
171	167	↓	McDonald's

# The business landscape

There are a broad range of career opportunities available for the graduate class of 2016. But those starting out on their career path need to be aware of how the business landscape has changed in order to take best advantage of it.

By Ruairi Kavanagh.

## The overview

There is no doubt that the graduates of 2016 are entering an economy that it is in a better place than at any time in the past decade. While the speed and breadth of the recovery has been debated long and hard through the media, the fact that it is happening is no longer in question. However, questions remain and graduates will be starting their careers in a business landscape dominated by the looming 'brexit' uncertainty and its yet to be determined effect on the economy.

While gross domestic product and the numbers at work continue to rise, we have also reached, once again, a phase of nett migration. For the first time in many years there have been more people entering the country to work and live than there have been leaving for the same reasons. But there are still significant challenges, particularly for those starting out on their careers. Youth unemployment remains high, at an average of 17 per cent, which is more than double the official rate of unemployment of 8.3 per cent.

So while opportunities are demonstrably on the increase, the fact is that graduates are entering a recruitment landscape that was transformed by the recession, and is now more demanding than before, requiring more flexibility, creativity and fluidity to succeed.

## The recruitment landscape today

Julie Ryan is Head of Tailored Solutions and Client Development at the Irish Management Institute (IMI), which delivers bespoke management and training to Irish and international companies. Speaking to gradireland, she first gave a panorama of how the landscape is currently looking for graduate recruits. "There are huge opportunities for graduating students, in a wide range of sectors. One of the noticeable things about the business landscape today is that, generally speaking, it is far less hierarchical than it previously was. The traditional 'pyramid' of management tiers has, in some sectors, been flattened, enabling graduates to see the opportunities for development in a company at a far earlier stage than was the norm. In today's workplace, a people-centered culture is far more prevalent, though of course some sectors do it better than others. This development encourages workers to think laterally, and work laterally, in line with the 'flatter' business culture which surrounds them."

Julie adds that more and more companies are beginning to understand that good corporate strategy is synonymous with talent strategy and while it may not appear on the balance sheet, talent is the most valuable asset. So what does a graduate recruiter want from the class of 2016? "They're looking for individuals who will learn leadership behaviours early on, who will strive



Julie Ryan of the Irish Management Institute



The traditional 'pyramid' of management tiers has, in some sectors, been flattened, enabling graduates to see the opportunities for development

and thrive providing a swifter return on investment for the employer. The challenges for employers are to retain good graduate employees and not fall victim to high attrition rates. They need to provide a culture where the graduate will be mentored and developed as they work and that they can see their development path at an early stage. The millennial generation are quite idealistic, which some employers can construe as 'needy,' but it's more complicated than that. They are very flexible, creative and open in terms of cultural awareness and can provide a huge amount in return for a company that provides them with the opportunity to develop. Many of the top performing organisations believe leadership starts at the point of career entry into the company – they are talent spotting from Day 1 and not waiting until mid-career to cultivate their senior leaders."

While this people-centric, development led culture is developing in Ireland, it can still learn from other global organisations, with many employers 'grappling' with the changes that this involves. So, to shift the focus from the job provider to the job seeker, what can graduates do to distinguish themselves from the competition? "There's a huge amount that graduates can do", says Julie. "It's very important that they are proactive and do not expect anything to be handed to them. It's still a very competitive marketplace. It's very important that they network, learn to listen and find out how the business works. Developing communications skills and the ability to understand and empathise with senior colleagues is vital. In college, students can develop these skills through volunteering and managing in clubs and societies.

While it's important that companies offer development opportunities for graduates, students shouldn't expect the HR Department to sort out their future for them, that's their responsibility."

So, the outlook is bright, but graduates need to keep an eye on the terrain, which is constantly shifting, in ways not seen before. "CEO's of some company's now have talent strategy as part of their performance management metrics," adds Julie. The whole issue of talent management is moving beyond HR and becoming far more company-wide in progressive organisations, and we're seeing a lot more of them out there. Today's graduates need to prepare themselves as best they can to take advantage of the opportunities ahead."



Students shouldn't expect the HR Department to sort out their future for them, that's their responsibility."

# LEARNING FROM LEADERS

Successful companies depend on successful leaders. We asked the leaders in some of Ireland's 100 leading employers for insights into their own career paths.

*Knowledge of technology is important, but so is business acumen, people skills and understanding what a client's business is all about*

**Anne Marie O'Hara, Technology Consulting Manager with Accenture, talks about her own career and how an overseas placement and an open mind helped her develop a dynamic career path in consulting.**



*Anne Marie O'Hara*

*Education*

**2009** Graduated with Business Studies Degree (University of Ulster)

**2010** Postgraduate Diploma in Information Systems (University of Ulster)

*Career*

**2010** Joined Accenture on technology consulting graduate intake

**2012** Technology Consultant, Accenture

**2015** Technology Consulting Manager

I completed a degree in Business Studies in the University of Ulster (Jordanstown), graduating with first class honours in 2009. I'd always been very interested in both business and technology, and was eager to find an industry where they worked together in innovative and successful ways. As part of my degree, I completed a 12 month internship with Virgin Atlantic in Newark Liberty International Airport. I also completed a Diploma in industrial studies during my internship. I found my internship experience to be engaging, inspiring and it helped me to apply the skills and competencies I had developed in the first and second year of my degree. I think it's very important for all students to get real-life business exposure as early as possible in their career. When I returned to Ireland and following my degree, I completed a postgraduate Diploma in Information Systems, graduating in 2010.

To be honest, consulting was never something I thought of as a career path, but after I made contact with Accenture in relation to their graduate programme I realised that this was an area which would be very interesting and would be a real challenge, which is what I really wanted.

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. I joined Accenture in 2010, as part of their technology consulting intake.

There were 14 people in my start group and of course I was quite nervous at first, but I soon realised the great support structures and training available. I spent my first two weeks in the Dublin Office and then spent a further two weeks training in Chicago. The induction and training provided me with the skills I required when I started my first role on client site.

When I joined Accenture I was assigned a designated "Career Counsellor", who provided me with career coaching, guidance on how to manage my career in Accenture and also helped me to develop professionally. Accenture really helps you to grow and develop, this is something that I really value. Two years after I joined Accenture, in 2012, I was promoted to a Technology Consultant, and three years later, in 2015, I was promoted to my current position as Technology Consulting Manager.

I'm currently working on a transformation programme within a major public sector organisation. Truly, between my consultancy and management roles, no two days are ever the same and the work is both challenging and interesting. I'm responsible for managing a team of both Management and Technology Consultants and the work that they do, so good time management and project management is essential. One of the best aspects in Accenture is the quality of the people you'll be working with. Many people say they join for the projects, but stay for the people.

The advice I would have for students starting out in their career is to find something that truly inspires you and ensure that you focus on building the skills and core competencies that are required.



*I found my internship experience to be engaging, inspiring and it helped me to apply the skills and competencies I had developed in the first and second year of my degree.*

*My ambition is to work every day to try to make sure that I add value and contribute in every way I can*

**Darragh Pattwell, Site Manager with AbbVie in Sligo and Manorhamilton talks to gradireland about his motivations when setting out on his career, how adaptability is key to succeeding in management, and what motivates him to keep succeeding in his work.**

**What were your own motivations and inspirations when starting out on your career?**

I graduated in 1998 with a Bachelor of Chemical Engineering (BE) from University College Dublin. From my early days I have been motivated by the activity of learning, by extending myself and by striving for a sense of self fulfilment and achievement. I strive to make a difference in everything that I do. I have carried this through University and into working life.

Early experiences in my career have shaped how I have developed as a leader. The critical thing, in my view, was being open to the advice and feedback and using it to better myself for the future. Two examples come to mind. The first involves self-awareness, a key component of personal development. I have found personality profiling and mentoring to be two of the more effective ways of developing deeper personal insights.

Profiling often characterised my natural style as a perfectionist and as having a directive style of management. However



*Through these experiences I have become a better leader, I have learned to have more empathy and I have learned that a poor manager does not define how successful I can be.*

over the years I have learned to diversify my approach and adapt my natural style to become more balanced, able to call on other appropriate styles and behaviours.

Soon after I began my career I identified a role model and someone I looked up to. He was always there to listen to me, to mentor, to offer advice and he was always honest telling me what he thought rather than what he thought I might want to hear. I truly recommend to everyone to seek out the advice and mentorship of someone you look up to.

The second involves peer feedback and learning from personal experience. I have been in manager employee relationships where there was a clash of personalities both from the employee and the manager standpoint. I have managed employees where I didn't take the time to truly understand their perspectives and the way they like to communicate and be communicated with. Furthermore, I have had a manager who always could never be wrong and always expected things to be done his way, always hearing but never listening to what I had to say. This frustrated me at times and distracted me from doing my best work. Through these experiences I have become a better leader, I have learned to have more empathy and I have learned that a poor manager does not define how successful I can be.

I can remember sitting across the table from a peer when the chips were down and we were struggling on an important project and I received some open negative feedback from her about my ability to lead. Whilst I didn't agree with this feedback, I nonetheless took it for what it was worth and set about becoming the best leader I could be and continued to believe in myself.

Since then I have gone on to lead a new Drug Product facility through

regulatory licensing and first commercial manufacture, I have been the first combined leader of Drug Product and Active Pharmaceutical Ingredient manufacturing at AbbVie Sligo Manorhamilton (MHR) and have been given the privilege of leading the Sligo MHR site since May of this year. I feel a strong sense of accomplishment with the progression I have made in my career and my eagerness to learn, to strive and to innovate has never diminished.

**Could you tell us about your initial contact with AbbVie and your early career there and what it taught you about yourself?**

My initial contact with AbbVie was through an approach by a recruiter. From the start I felt a connection with the ethos and the value placed on the contributions of all employees. I had previously worked for the same company for more than sixteen years and in many ways the move to AbbVie taught me that it is easy to fall into a routine and a comfort zone and that there is a lot more to learn when you diversify your experience outside of just one company. Since I joined AbbVie Sligo we have launched a cure for the Hepatitis C Virus and a new treatment for Chronic Lymphocytic Leukaemia from this site, with many more life changing medicines in development. AbbVie has a strong connection with our patients and I have learned that this connection is also what inspires me to do my best work. My move to AbbVie reinvigorated me and gave me a renewed confidence in my own abilities and a drive to succeed with a company that is making a real difference in the lives of patients.

**What has your career path through the company been and how it has differed from your initial perceptions/plans?**

In previous employment I worked for more than sixteen years through roles of increasing complexity in Quality



**Darragh Pattwell**  
Education

**1998** Bachelor of Engineering (BE),  
Chemical Engineering, Honours  
(UCD)

*Career*

**1998–2014** MSD (various roles  
from engineering to team leader,  
management and director level)

**2015** Operations Director, AbbVie

**2016** Site Director, AbbVie

Operations, Technical Operations, Manufacturing and Lean Six Sigma. My experience spanned both Active Pharmaceutical Ingredient and Drug Product manufacturing. I was very fortunate and grateful to have been given this opportunity to develop a broad base of understanding in the pharmaceutical industry.

Since joining AbbVie in January of 2015 I have been the Director of Manufacturing for API and Drug Product and more recently in May of 2016 I was appointed Site Director of the Sligo MHR site. I can remember a specific point in time during 2000, two years after I began my working career, where I set a goal of becoming Director of Manufacturing within 11 years, also mapping out the steps I believed I would need to take to get there. I have been fortunate to fulfil those ambitions and having recently just turned 40, I believe that with AbbVie I can contribute even more in the future.

**Your advice to graduates or students?**

Everybody is different, and they respond differently to differing management styles and require different levels of motivation. But below would be some pointers and observations:

- Your technical competence is a given through your academic accomplishments but try to learn something new every day.
- Focus on how you interact with people and how you can adapt your approach depending on whom you are interacting with.
- Be self-aware and consistently look for feedback. Be open to receiving constructive or what might be perceived as negative feedback – if properly channelled it may be the best kind of feedback to spur you into action even if you don't fully agree with the sentiment.

- Try to clear the air where interactions haven't gone well. Sometimes the unsaid begins to fester and create problems where none should exist.
- Treat everybody with respect regardless of job title or status.
- Strive every day.
- Plan and prioritise what you want to achieve next week before the previous weekend.
- Don't let e-mail rule your working/academic life – set time apart to work on priorities without the distraction of electronic media.
- Be open to learn from others. You won't always have the right answer and somebody else might be doing it better.
- Try not to restrict your career options by creating unnecessary barriers with regard to the geographical location of the best opportunities. Where possible try to be as flexible and as mobile as you can to be ready for opportunity when it knocks – it's a small country and it's a small world!

**How you motivate yourself in your day to day work?**

Quite simply, I am motivated by manufacturing medicines that have a remarkable impact on patient's lives. I am proud to work for a company that is striving to making a difference in the areas of Oncology, Virology, Immunology and Neurology. I am excited about the potential for us to make innovative breakthroughs in the treatment of unmet medical needs. I am also motivated by the people I work with and our common desire to make positive change and to strive to get quality medicines to patients in time and all of the time.

**What your own future career ambitions are?**

I set no limits on my career ambitions. I feel that my ability to progress further should be determined only by my ability



*Don't let e-mail rule your working/academic life – set time apart to work on priorities without the distraction of electronic media.*

to outperform at my current role for a sustained period. I believe it's important not to push for promotional opportunities for the sake of status alone. Invariably you will not succeed in the long term if you have not reached a level of competence and performance in your current role before progressing. I hope that my abilities and performance will enable me to accede to a Vice Presidential role within AbbVie over the next number of years. In the meantime, my ambition is to work every day to try to make sure that I add value and contribute in every way I can to furthering the success of the site I work in, the success of AbbVie and the health of patients all over the world.

*Each time we communicate with someone we're communicating our brand, and that needs to be done in the best possible manner*



**With over 22 years in recruitment and human resources, Paul Vance has seen plenty of change in the graduate recruitment landscape. As Head of Resourcing with KPMG, he manages a workforce of over 2,500 across 5 sites in Ireland and Northern Ireland. He talks about working for a market leader like KPMG and the importance of being proactive when it comes to representing the brand to students and graduates.**

"In 2015, we won graduate employer of the year at the gradireland awards, this year we won Most Popular Graduate Recruiter 2016," says Paul. "It's something we're very proud of, and it's something which I feel validates the level of work which we have been putting in over recent years." Indeed KPMG have always been on the radar of final-year students seeking to enter the world of accountancy via one of the world's most prestigious professional services firms. Currently they take on

between 280 and 290 graduates for their Irish operation. So how does that compare with the intake during the worst of the recession? "It's actually not that different at all," explains Paul. "The KPMG model is built around getting the best graduates and training them to become chartered accountants, we're always looking for the best students and that continues each year, no matter what the economic climate. During 2009 and 2010, we were recruiting somewhere in the region of 240 graduates per year. Every year, exceptional students will graduate, and that's who we are after to help them realise their ambitions."

The best and brightest, which KPMG attracts, enter the firm full of ambition, eager to continue their upward trajectory, and that is helped by KPMG's focus on continued professional development and training. "Training, support and mentoring are at the cornerstone of everything we do in the people function here at KPMG," he adds. "A student may have been successful in their final exams, but now they have to face professional exams to become chartered accountants, we need to support them through that, help them embrace the challenge of both working and studying. We give them the opportunities to train, travel and develop in this sector, to give them a career full of potential."

Having worked in Intel for 13 years prior to joining KPMG in 2007, Paul does not view the graduates then and now as having as stark a difference as some

#### Paul Vance

##### Education

Bachelors Degree, Business Studies, IT Tallaght

##### Career

**1994–2007** Ireland and European Staffing Manager, Intel Corporation

**2007–present** Head of Resourcing, KPMG Ireland

analysts and commentators believe. "I genuinely don't believe there is that much difference in terms of the best students, they all had drive and ambition then and they have the same now. Of course they communicate differently now, everything is faster and information is expected to be at everyone's fingertips. We now have channels to engage with potential recruits that we didn't have then; social media is how you talk to today's graduate. For the graduates of previous decades, you placed an advert in the newspaper and waited for the applications. Now you need to be more proactive, reach out and engage and communicate clearly and honestly what this company is about and what we can offer," he adds. "There are a lot of companies out there competing for the same talent that we are, so we need our message to be clear and consistent. Each time we communicate with a student we're communicating the KPMG brand, and that needs to be done in the best possible manner. Small details really do matter, it's small things that can sway a person's decision. We need to be consistently doing it better, faster and at a higher level than our competitors and we believe that we do, and the awards we've won recently demonstrate that. It's a trend we're committed to continuing."



*We need to be consistently doing it better, faster and at a higher level than our competitors and we believe that we do, and the awards we've won recently demonstrate that.*

# RISING STARS

Promising young professionals from some of Ireland's top employers talk about early career highlights and reveal how they've progressed so far.

*If you are willing to immerse yourself and be open to learning new things, many doors will open*



**Emma-Louise started working with ESB in 2014, taking the broad range of skills from her computing degree into one of Ireland's most diverse companies. At ESB she finds herself challenged by a broad range of projects and customers, working with colleagues and clients to find ways for the company to deliver their products and services in the best possible way.**

## Why a career in the IT sector?

I always had an interest in IT, I kept up to date with tech news and any new gadgets or devices that were on the market. My family had a strong background in computing and also engineering so it was something I was constantly involved in and exposed to while growing up.

## How did your degree contribute to you working with ESB?

My degree in Computing covered a wide range of subjects over the four years, including programming, networking, mobile development and much more. This allowed me to gain invaluable knowledge and skills which I could apply to many different projects and initiatives within ESB. When completing my degree some key skills I gained which still stand to me now are the ability to apply and immerse myself in projects as well as team tasks and also being involved in different clubs and societies in college was of great benefit. The selection process for the IT Graduate Programme began with a submission online, an online aptitude test and was followed by a face to face interview which included a case study.

## What does your daily role involve, and what has been one of the biggest challenges?

I joined the three year IT Graduation Programme in 2014. My current role

is business engagement in the Client Services business area. On a daily basis, I liaise with customers to ensure that they are utilising all the collaboration tools we offer and to also support them with any technical assistance they may need. I am involved in signing-off and transitioning products and working with support teams. One of the biggest challenges I have found personally so far is when coming from a college setting to a corporate environment, there is a lot to learn which is exciting but you must remember that it will take time and patience to pick up skills and knowledge along the way, which makes your graduate journey all the more exciting! This taught me that if you are willing to immerse yourself in your work and be open to learning new things, many doors will open for you as your time in the company progresses.

## What's exciting about your job?

I find that meeting new people and getting the chance to be involved in so many different projects, which involve new and exciting technologies, is the most exciting thing about my job. ESB is such a diverse, innovate company that there is always something new to get involved in. There is also a great culture within the company which encouraged me to get involved in some great initiatives like volunteering

*Emma-Louise Connolly, ESB*

**2014** National College of Ireland, BSc in Computing

**2014** Joined ESB IT Graduation Programme

**2014** Business Engagement, Mobility & Collaboration, ITS, ESB

in local schools and to take part in the recruitment drive of new graduates.

## What advice would you have for students and graduates?

My advice for students and graduates looking to follow a career in IT is to make sure you are passionate about what you do and be open minded. Get involved as much as you can i.e. teamwork is a key factor in IT, essentially you are involved in connecting people, and being a team player will ensure you stand out. IT is a fast changing sector, which means there is always an element of learning, so keeping up to date with changing technologies is also a benefit.

## How do you hope to see your career developing?

Over the next few years I hope to continue my learning and building on my knowledge within the many different areas of IT. Enhancing my skillset and being involved in as many different projects as possible, and then hopefully to further my career profile within the company.

*I have learned so much over the past two years both professionally and personally*



**David Hackett took advantage of his studying experience in China to apply for the Irish Distillers Brand Ambassador opportunity in Shanghai, which began an eye-opening, two year journey.**

#### Getting started

My goal for after graduation was to find a job with an Irish food/beverage brand in China where I could use my language skills from my undergraduate degree in UCC and food marketing skills from my Masters. I have always admired Jameson as a global iconic brand, and heard great things about the graduate programme. I saw on the gradireland website that they were looking for a brand ambassador for China and I applied instantly.

Firstly, I completed the online application video which I filmed myself at home. I found this a great way to showcase my personality while also including a clip at the end of me speaking Mandarin Chinese to showcase my language skills. I was then invited for an interview the following week, where I was interviewed by the Marketing Manager and Market Lead for Asia. They asked me a series of situational questions like "what would you do if...?" but also asked what I could bring to the team in a challenging market like China. Fortunately, I had one years' experience studying in China where I got to really experience Chinese culture first hand and University life gave me a lot of experience in Chinese bars/clubs. There were two more challenging interviews to follow before I was formally offered the role as Jameson Brand Ambassador based in Shanghai. I began my Jameson journey in August 2014 with a 5-week induction training programme that fully prepared, inspired and excited me for my role in market.

I have had two amazing years in Shanghai so far and I am now beginning my third and final year on the Jameson International Graduate Programme. In first year my role involved creating and building relationships with key Jameson bars in Shanghai and key influencers while

also delivering many educational tasting sessions and sponsorships of events. Second year was even busier with lots of new opportunities and challenges and I was given more ownership on the direction of events.

This year, I have been given much more responsibility as I now have two years' experience as a field based Jameson Ambassador. I am taking the lead on our new regional expansion plan – travelling to two or more cities a month and conducting events and tastings in bars, taking the lead on our new Jameson E-Commerce channel, creating a plan for our March campaign in China and with much more control over budget for the brand etc.

#### Advice

I have learned so much over the past two years both professionally and personally all thanks to this programme and I still feel I am learning every day. I believe that by the end of this year I will have a wealth of knowledge and experience in all aspects of the business which will give me a great chance of getting a job after the Jameson programme, hopefully within Pernod Ricard.

Firstly, my advice to students would be to choose to study an international language. With so many strong candidates and graduates it really helps you to stand out from the crowd if you can do something others cannot. Mandarin Chinese, whilst challenging at the beginning has given me so many opportunities in the fastest moving market in the world.

There are so many opportunities within Irish Distillers Pernod Ricard and there is always room for new graduates with new language and a passion for marketing and sales. I am currently amongst a team of Jameson Graduate Programme alumni

#### David Hackett

**May 2013** Graduated from University College Cork with Commerce International with Chinese Studies

**July 2014** Graduated from University College Cork with MBS Masters degree in Food Marketing

**August 2014** Appointed Jameson Brand Ambassador for China for Jameson – Irish Distillers

who have all moved on to great positions in the broader company portfolio. I hope to continue my career journey with Pernod Ricard once I complete the graduate programme next September.



*With so many strong candidates and graduates it really helps you to stand out from the crowd if you can do something others cannot.*

## The biggest challenge is successfully completing the professional exams



**Conor Walsh works as a Tax Assistant with Deloitte and has recently gained his AITI qualification in Tax. His advice for students is to focus on getting as much professional experience as they can and focus on getting through their professional exams.**

### **How did you become interested in a career with Deloitte?**

The prospect of developing an international client portfolio, learning from experts and collaborating on diverse projects with some of the world's best-known brand names influenced my decision to pursue a career with Deloitte. The deciding factor was their well-renowned and unrivalled people culture which makes this a fantastic place to work.

### **How did your degree contribute to you getting a place on the programme?**

While it is not necessary to come from a business or legal discipline, my own background is of a business and accounting nature. I joined the firm following the completion of the Master of Accounting degree from UCD, which Deloitte had sponsored me for. The selection process which determined my eligibility to undertake the programme was based on my undergraduate degree results. Having completed my third level studies, I obtained numerous exemptions from the examinations required to become a Chartered Accountant and Chartered Tax Adviser.

### **What does your daily role involve, and what's been one of the biggest challenges so far?**

It is a cliché but there have been no two days alike since joining Deloitte. I have been afforded a truly diverse and exceptional experience which has included accompanying a Partner to the High Court and the Supreme Court on numerous occasions. We are also advising one of our clients on a case which has been referred to the Court of Justice of the European Union and I am hopeful of being afforded the opportunity to attend the proceedings in Luxembourg!

In 2015, the Irish Rugby Football Union appointed Deloitte to deliver Ireland's bid to host the Rugby World Cup in 2023. I was selected by the firm to be part of the team tasked with advising on the taxation consequences of hosting this event.

I am also a member of our tax innovation team which pursues improvement in service quality and delivery through innovation. Within the first few months of joining the firm, I was selected as one of Deloitte Ireland's representatives at a data analytics' conference in Belgium. I have recently been invited to attend another conference of a similar nature which is due to take place in Amsterdam later this year.

The biggest challenge which faces graduates throughout their training contract is ensuring that they successfully complete the professional examinations. The exam support available within Deloitte coupled with the generous paid study leave helps to overcome that challenge.



*The prospect of developing an international client portfolio, learning from experts and collaborating on diverse projects with some of the world's best-known brand names influenced my decision to pursue a career with Deloitte.*

*Conor Walsh, Tax Assistant, Deloitte*

**2011** Bachelor of Science (BSc), Business and Management (UCD)

**2013** Masters of Accounting, Michael Smurfit Graduate Business School

**2013** Joined Deloitte as a Tax Assistant

**2016** Completed Institute of Tax exams and gained AITI qualification at first attempt

During my time here, I have completed all examinations at the first sitting to become a Chartered Accountant and Chartered Tax Adviser.

### **What's exciting about your job?**

I have been constantly involved in exciting projects but one particular experience is most memorable; being afforded the opportunity to accompany a senior partner to the Supreme Court was an unbelievable experience from which I learned a lot.

### **What advice would you have for students and how do you hope to see your career developing?**

My advice would be to concentrate on excelling in their university exams and to develop their people skills as best they can. The global opportunities are great here. In fact, two of our most recently appointed Tax Partners previously led our Irish tax desk in New York before returning to Ireland. Another reminder of the global opportunities offered by Deloitte are the Snapchats I frequently receive from one of my colleagues who is currently seconded to our San Francisco offices! While the prospect of working abroad is enticing, the opportunity to continue working alongside, and to be mentored by, one of the world's leading advisers is a very valuable opportunity which I'm determined to take advantage of.

## An undergraduate programme with a student placement is invaluable

**Evelyn Campbell talks about her career with Boston Scientific as a structural engineer with complex and innovative medical devices and why practical experience is of such benefit to graduates.**



*Evelyn Campbell, Boston Scientific*

### Education

**2013** Doctor of Philosophy (PhD),  
Tissue Engineering (Dublin City  
University)

**2006** Bachelor of Engineering (BEng),  
Medical Mechanical Engineering  
(Dublin City University)

### Career

**2013** Lecturer, Dublin City University

**2013–present** Manufacturing  
Engineer, Boston Scientific

### Why a career with Boston Scientific?

The combination of engineering and medical devices has always appealed to me, leading me to pursue an undergraduate degree in Medical Mechanical Engineering in DCU. In addition to the course content, my interest in this field was reinforced during my third year student placement during which I spent 8 months in Boston Scientific Galway as a Manufacturing Engineer. My experience was of a warm, welcoming work environment combined with challenging and innovative products and projects. Having completed a PhD in Tissue Engineering and eager to re-enter industry; Boston Scientific, as a world-class medical device manufacturer and recent entrant into the trans-catheter aortic valve market, was the perfect fit.

### How did your degree assist in you?

In addition to my undergraduate placement in Boston Scientific, my final year project involved investigating the mechanical properties of biological tissue. An interest in this field led me to complete a PhD in Tissue Engineering. The skills and experiences developed during these degrees, in terms of practical, professional and personal abilities, enabled me to secure a place on the graduate programme. The selection process involved an online interview and a face to face interview with engineering and HR representatives. Internship experience and relevant project work was also a strong factor in the selection process.

### What does your job involve and what challenges have you faced?

When I re-joined Boston Scientific on the graduate programme, I was a Line Support Manufacturing Engineer for peripheral intervention catheters and stents. Day-to-day activities included monitoring yield issues, problem solving, and process improvement projects. The graduate programme offers a structured professional and personal development programme in parallel with daily practical engineering experience.

Having completed the programme, I moved to the Structural Heart production unit where I am an Operations Manufacturing Engineer for a trans-catheter aortic valve. I am involved in New Product Development which currently involves the integration of a new cleanroom to introduce a new process to the site. It is a cross-functional project which has allowed me to develop an in-depth understanding of the product and process in addition to building relationships with the Quality, Product Development, R&D, Regulatory, and Microbiology teams. The introduction of a process brings new challenges on a daily basis which results in an exciting, evolving, rapid-paced work environment.

The biggest challenge so far has been the transition from academia to industry, the different pace of the environment and change in emphasis on expected outputs. There are many aspects of the undergraduate and postgraduate experience which are applicable in industry, however there are many systems and processes involved in the day-to-day

running of a large multinational company to get up to speed with during the initial transition.

### What advice would you have and what does the future hold?

An undergraduate programme which offers a student placement is invaluable. On the one hand it enables you to gain a clearer understanding of your potential career path, and on the other hand, it has the potential to develop into a longer term relationship with the company, as in my case with Boston Scientific.

I would like to see myself progressing to a Senior Level in a few years' time. There are many internal opportunities across different departments and our Personal Development Programme enables you to succeed in progression to a senior level.

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# What recruiters want

Each year our gradireland Graduate Salary and Graduate Recruitment Trends survey shows the competencies and skills that matter most to employers. With more graduate jobs on offer than any time in the last decade, it's an increasingly challenging landscape for recruiters.

**T**he gradireland Graduate Salary and Recruitment Trends Survey 2016 was published earlier this year and is based upon a survey of over 100 major graduate employers which was carried out between December 2015 and March 2016. The research was conducted by gradireland's research partners, trendence. In addition to asking about salaries, the survey also gauges the views of employers when it comes to what they are looking for in their graduate recruits when it comes to 'employability' skills, that unique mix of achievement and experience that today's graduate recruiter is looking for. It also tests the temperature of the graduate recruitment landscape in terms of the challenges that lie ahead for employers, as the momentum in the Irish economy continues, placing graduates and jobseekers in a more powerful position when it comes to deciding their future.

## Momentum continues

Building on the research of the last two years, the 2016 data shows the effect of almost four years of economic revival. In 2012, the average number of graduates hired was 14, in the 2013/14 survey that had risen sharply to 33, in last year's data it rose once again to 39 and in this year's results we can see that the actual median number of graduates hired, by the graduate recruiters we surveyed, had risen to 42. This

figure was bolstered by an increase in the number companies taking on larger graduate intakes of over 40, which has risen from 23.9 per cent in last year's data to 33 per cent this year. When asked why there was an increase in graduate recruitment, 65 per cent said it was due to an actual increase business, up from 44 per cent last year, and 37 per cent the year before.

## Challenges for recruiters

Last year, almost half (49 per cent) of employers said that they expected to face challenges in filling their graduate vacancies. This year, that has broken through the half-way barrier and 55 per cent expect to face challenges, proof that the competition for top graduate talent is significant, and demand driven. An overwhelming 87.2 per cent of employers say that competition from other companies in their industry represent that largest challenge when it comes to attracting graduates.

## Skills shortages

Employers view fundamental 'soft skills' as lacking in graduate recruits. 54.3 per cent said they were not happy with the communication skills of their graduate recruits. Clearly, students who focus on developing communications skills in tandem with academic excellence will significantly enhance their employability. In terms of hard skills, the employers cited lack of leadership, poor writing skills

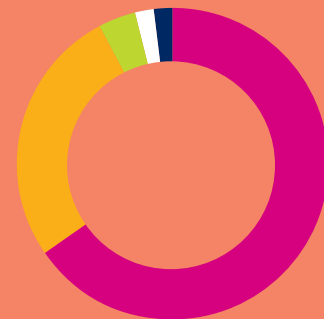
and a lack of foreign language skills as major deficiencies. A significant amount (23 per cent) also noted that graduates were lacking in knowledge of basic office IT systems (Microsoft Word, Excel etc).

### EMPLOYERS WERE ASKED...

Why do you expect to recruit more graduates during 2016 than in 2015?

### Why more recruits?

- Growth in business 65.4%
- Increased strategic focus on graduate recruitment 26.9%
- Development of new graduate programme[s] 3.8%
- Higher recent turnover of staff 1.9%
- Other 1.9%

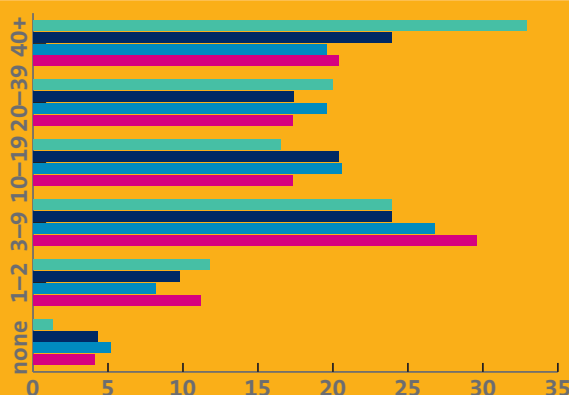


**EMPLOYERS WERE ASKED...**

What was the total number of new graduates that your organisation recruited during 2015/16 recruitment campaigns?

Number of graduates recruited each year, 2013 through to 2016

■ Vacancies 2016  
■ Vacancies 2015  
■ Vacancies 2014  
■ Vacancies 2013



**How applications measured up**

When it comes to assessing applications, 60.3 per cent of employers accord core competencies the most value, continuing the trends of recent years where employers seek to recruit graduates whose skills match the 'core competencies' of their own organisation, enabling graduates to transition into effective employees as quickly as possible.

Building on recent years, an increasing amount of companies use pre-screening methods before meeting graduate candidates face-to-face, with 70 per cent using phone interviews, 21 per cent using video interviews and 27 per cent submitting candidates to online ability assessments or technical tests. Graduates should be aware of the popularity of these tests and

prepare for them where possible. Recruiters still place a lot of value on strong academic achievement with 51.8 per cent seeking graduates with a minimum 2:1 degree or above. This continues to emphasise the 'employability' package that employers are looking for, core skills, suitable work experience and the right qualifications.

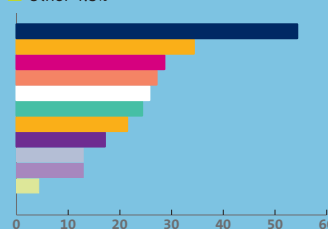
**EMPLOYERS WERE ASKED...**

Where do you see the greatest shortfalls among new recruits in terms of:

- Shortfall in soft skills
- Shortfall in hard skills
- Shortfall in knowledge areas

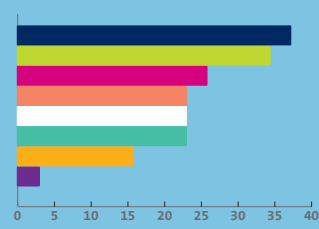
**Shortfall in soft skills**

■ Communication 54.3%  
■ Managing their own learning 34.3%  
■ Problem solving 28.6%  
■ Analytical skills 27.1%  
■ Motivation 25.7%  
■ Confidence 24.3%  
■ Independent working 21.4%  
■ Team working skills 17.1%  
■ Flexibility 12.9%  
■ Diligence 12.9%  
■ Other 4.3%



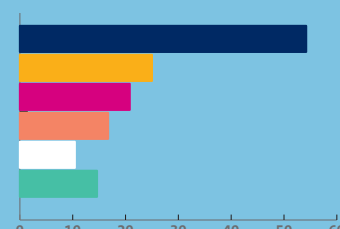
**Shortfall in hard skills**

■ Leadership skills 37.1%  
■ Writing skills 34.3%  
■ Fluency in a foreign language 25.7%  
■ Basic computer skills (eg MS Office) 22.9%  
■ Project management 22.9%  
■ Administration and organisation 22.9%  
■ Numeracy skills 15.7%  
■ Other 2.9%



**Shortfall in knowledge areas**

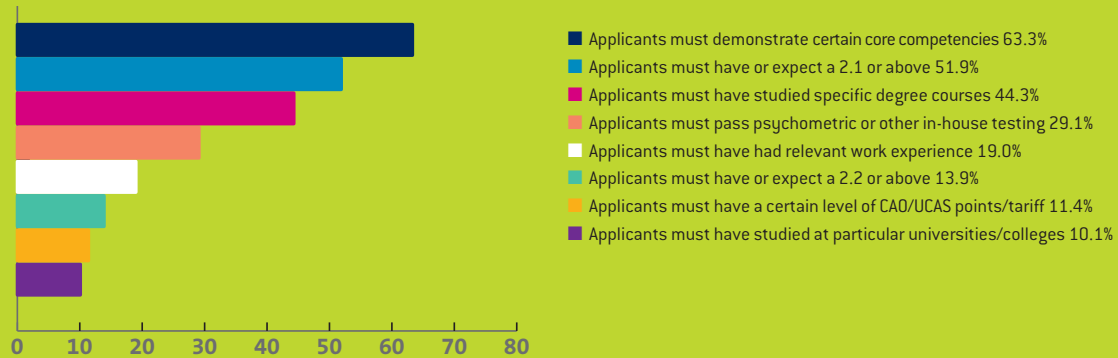
■ IT/technology 54.2%  
■ Mathematics 25.0%  
■ Engineering 20.8%  
■ Business & management 16.7%  
■ Science 10.4%  
■ Other 14.6%



**EMPLOYERS WERE ASKED...**

Does your organisation use any of the following as minimum entry standards or criteria for your graduate applications?

**Selection criteria**



**Internships and postgraduate qualifications**

The value, and almost universally accepted necessity, of internships by both employers and students continues, with almost 80 per cent of employers offering internships and (as highlighted in our article on pages 2 and 3), students overwhelmingly view them as beneficial, even if they are not directly related to their degree. Over 92 per cent of internships offered are paid, which indicates the value that graduate employers place on student and graduate internships in order to maintain a pipeline of future talent. In terms of the value of postgraduate study, only 11 per cent view postgraduate qualifications alone as being of more value than workplace experience if asked to choose, with most employers (60 per cent) viewing both as equal when considering applications. Postgraduate qualifications are of more value in certain sectors. For some specialist areas further qualifications are vital, providing a level of expertise and knowledge that is very much in demand.

**EMPLOYERS WERE ASKED...**

Do you offer work experience/internships?

**Internships**

■ Yes 79.7%  
■ No 20.3%

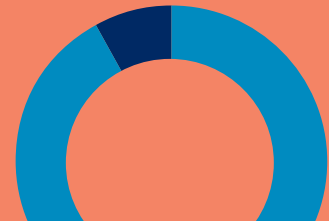


**EMPLOYERS WERE ASKED...**

Do you pay students on work experience/internships?

**Paid Internships**

■ Yes 92.1%  
■ No 7.9%

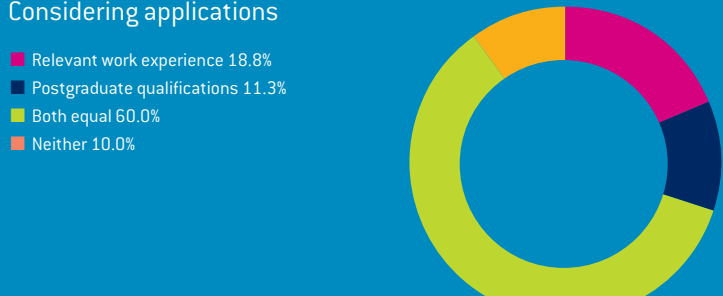


**EMPLOYERS WERE ASKED...**

When considering applications from graduate candidates, to what do you apportion more value: Relevant work experience/postgraduate qualifications/both equal/neither?

**Considering applications**

■ Relevant work experience 18.8%  
■ Postgraduate qualifications 11.3%  
■ Both equal 60.0%  
■ Neither 10.0%



# Graduate salaries on rise as job opportunities increase

With salaries generally on the rise, it is interesting to see how pay varies across sectors, and the differences at the top and bottom of the scale.

**G**raduate starting salaries are a key component of the decision making process for any student looking to embark on their career. It's a case of balancing the realism of what you're likely to earn, with the expectation of what you would like to earn. There is a high degree of variance in terms of what is on offer across the different sectors, and students also need to be aware of the proportion of jobs in each area and the bearing which this has on the starting salary on offer. Each year gradireland conducts a broad survey of graduate employers.

The results of the survey are then published in the gradireland Graduate Salary and Graduate Recruitment Trends Survey. These relate to themes such as salary by sector of work, regional variations in salary, work experience and graduate development.

In this year's survey, employers were asked to state the actual starting salary that was paid by their organisation to new graduates who they recruited during the 2015 graduate recruitment campaign. This year's results show that 18.4 per cent of graduates will earn less than €24,000 in their first year, down from almost 23 per cent last year. At the other end of the scale 25 per cent can expect to make more than €32,000, up from 20.5 per cent last year.

When we consider the media starting salary for a graduate in Ireland in 2015/16, our survey shows that there continues to be a

significant difference between what companies expected to pay and what they actually did pay. Recruiters predicted a graduate salary bracket of €24,000 and €25,999, like last year, but the actual median salary paid was €28,332, up from last year's €27,953. This is evidence of the increasingly competitive nature of the graduate recruitment landscape, and the figure is predicted to increase again next year, to €28,461. These figures are driven by a consistent focus on graduate talent and recruiters responding to the increase in competition to secure the best talent for their organisation.

## How salaries vary across sectors

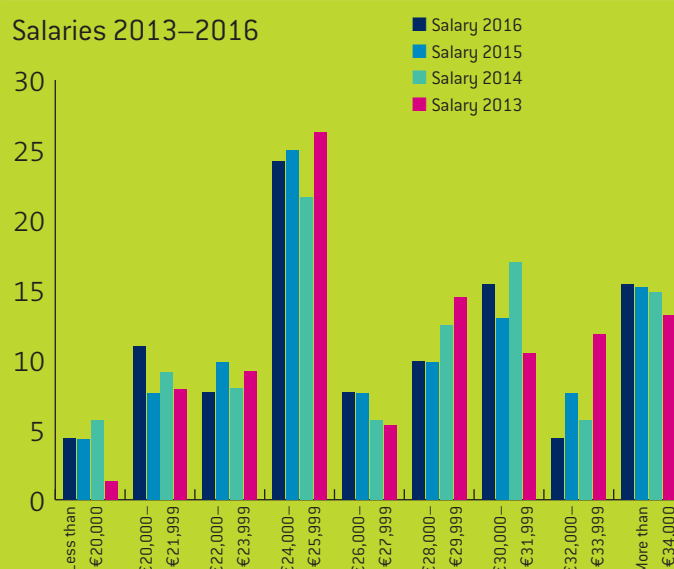
Different sectors reflect a diverse range of graduate starting salaries, which makes sense considering the fact that some sectors are experiencing sustained economic recovery at a stronger, more sustained level than others. This year's survey shows that there are very good graduate salaries on offer, with the legal sector leading the pack at €38,500, while management consulting, engineering and IT also breach the €30,000 barrier.

In terms of the proportion of jobs on offer, accountancy and financial management has the most

### EMPLOYERS WERE ASKED...

What is the likely starting salary (excluding any weightings, allowances or bonuses) that your organisation will pay new graduates recruited during the 2016 recruitment campaign?

### Salaries 2013–2016



jobs on offer (28.7 per cent), ahead of engineering (14.4 per cent) and IT (10.8 per cent). While areas of finance have the highest proportion of jobs, they also have some of the lower starting salaries – €23,000 in accountancy and financial management; €25,000 in banking, insurance and financial services.

### Salaries by region

The majority of graduate jobs continue to be located in Dublin, at 54.6 per cent. It's followed by the 'rest of Leinster' at 19.6 per cent and Munster at 14.2 per cent. In terms of salaries, the 'rest of Leinster' has the highest at €29,000, with Belfast next at €28,770, although it has only 1%

of the surveyed jobs. While Dublin has the most jobs, it has the lowest median graduate starting salary, at €24,000.

### More rewarding internships

With 92 per cent of employers surveyed offering paid internships, it's reassuring for those seeking to work-experience to see that the pay on offer is also rising. The most common internship salaries are between €1,600–€1,799 per month (38.2 per cent), up on last year's average of €1,400–€1,599. At the top of the scale, over 10 per cent of internships are paying over €2,000 per month, up from 8 per cent last year.

#### EMPLOYERS WERE ASKED...

What was the actual starting salary paid to graduates recruited during the 2015/16 recruitment campaign, broken down by geographical region?

#### EMPLOYERS WERE ASKED...

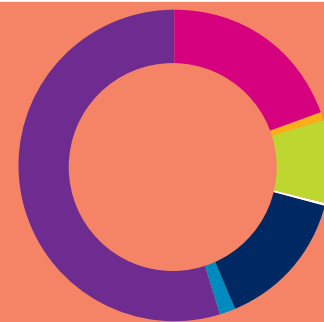
Please list the number of graduates recruited during the 2015/16 campaign to work in each of these geographical locations.

#### Salaries in 2015 (by salary)

- Rest of Leinster: €29,000 19.6%
- Belfast: €28,770 0.9%
- Rest of the world (recruited from Irish offices): €28,000 8.5%
- Rest of Ulster: €25,000 0.4%
- Munster: €25,000 14.2%
- Connaught: €25,000 1.7%
- Dublin: €24,000 54.6%

#### Salaries in 2015 (by proportion of jobs)

- Dublin: €24,000 54.6%
- Rest of Leinster: €29,000 19.6%
- Munster: €25,000 14.2%
- Rest of the world (recruited from Irish offices): €28,000 8.5%
- Connaught: €25,000 1.7%
- Belfast: €28,770 0.9%
- Rest of Ulster: €25,000 0.4%



#### EMPLOYERS WERE ASKED...

What was the actual starting salary paid to graduates recruited during the 2015 recruitment campaign, broken down by career area?

#### Starting salaries and percentage of jobs sorted by pay

	Median salary 2015	Percentage of jobs 2015
Law, legal services and patents	€38,500	1.5%
Management consulting	€31,000	4.4%
IT and/or telecoms	€30,000	10.8%
Engineering and/or manufacturing	€29,500	14.4%
Science, medical, research and development	€28,500	1.3%
HR, recruitment and training	€28,000	0.5%
Construction, built environment and property	€27,500	0.9%
Hospitality, leisure, food, tourism	€27,000	0.8%
Banking, insurance and financial services	€25,000	9.3%
Logistics and transport	€25,000	0.8%
Public sector and voluntary sector	€25,000	1.2%
Investment banking and fund management	€24,000	9.4%
Retail and sales	€24,000	3.3%
Accountancy and financial management	€23,000	28.7%
Marketing, advertising and media	€20,000	5.3%
Other	€20,000	7.3%

#### Starting salaries and percentage of jobs sorted by proportion of jobs

	Median salary 2015	Percentage of jobs 2015
Accountancy and financial management	€23,000	28.7%
Engineering and/or manufacturing	€29,500	14.4%
IT and/or telecoms	€30,000	10.8%
Investment banking and fund management	€24,000	9.4%
Banking, insurance and financial services	€25,000	9.3%
Other	€20,000	7.3%
Marketing, advertising and media	€20,000	5.3%
Management consulting	€31,000	4.4%
Retail and sales	€24,000	3.3%
Law, legal services and patents	€38,500	1.5%
Science, medical, research and development	€28,500	1.3%
Public sector and voluntary sector	€25,000	1.2%
Construction, built environment and property	€27,500	0.9%
Hospitality, leisure, food, tourism	€27,000	0.8%
Logistics and transport	€25,000	0.8%
HR, recruitment and training	€28,000	0.5%

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2016/17

IRELAND'S  
**100**

leading graduate employers

trendence

Graduate Barometer

# The most popular graduate employers by sector

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

## IN THIS SECTION

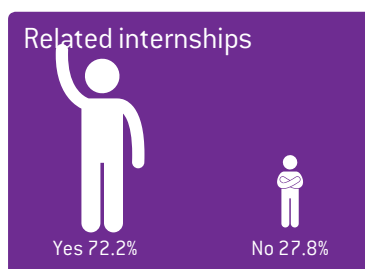
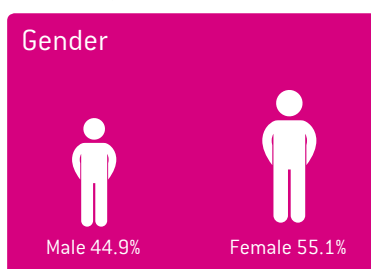
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Law .....	34
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Online retail services and telecoms .....	36
Public service.....	38
Retail .....	40
Science.....	41
Utilities, energy & renewables .....	42

*Remember to quote IRELAND'S 100 leading graduate employers on your job application*

# Accountancy/professional services

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

## Survey results



### Top ten accountancy/professional services employers

2016/17 rank		2015/16 rank
1	KPMG	3
2	PwC	1
3	Deloitte	2
4	EY	4
5	Grant Thornton	5
6	Baker Tilly Ryan Glennon (now RSM)	10
7	BDO	8
8	IFAC Accountants	–
9	Mazars	7
10	Crowe Horwath	–

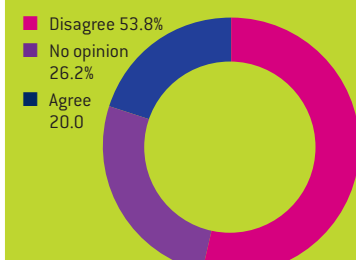


### Top subjects of study (top five only)

- Business/economics (accounting, finance, economics, marketing, management, etc.) 86.3%
- Law 3.2%
- Social sciences/ humanities 3.1%
- Mathematics/statistics 2.3%
- Computer science/IT 2.3%



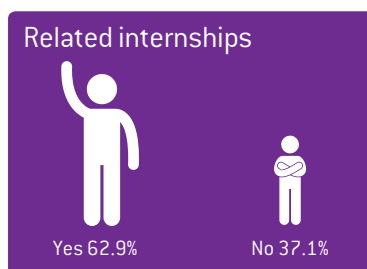
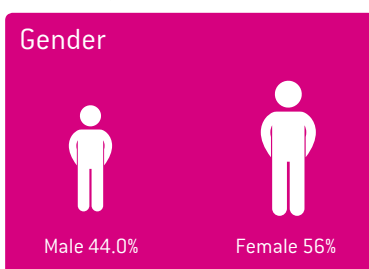
### I am thinking about founding my own start-up company during or straight after my studies



# Banking, investment & financial services

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

## Survey results



### Top ten banking employers

2016/17 rank	2015/16 rank
1 Bank of Ireland	1
2 AIB Group	3
3 Goldman Sachs	2
4 Citi	4
5 Deutsche Bank	—
6 JPMorgan Chase	5
7 Central Bank	6
8 Davy	—
9 = Barclays	10
9 = Goodbody Stockbrokers	—

### Expected duration of first job

- 1 year or less 3.7%
  - 2 years 25.5%
  - 3 years 27.0%
  - 4 years 9.7%
  - 5 years 23.7%
  - 6 years or more 10.4%
- (Average 4 years)



### It is more important for me to be fulfilled than to earn lots of money

- Disagree 17.5%
- No opinion 21.7%
- Agree 60.8%



### Top subjects of study

(top five only)

- Business/economics (accounting, finance, economics, marketing, management, etc.) 76.9%
- Social sciences/humanities 7.7%
- Mathematics/statistics 4.4%
- Law 4.2%
- Computer science/IT 1.8%

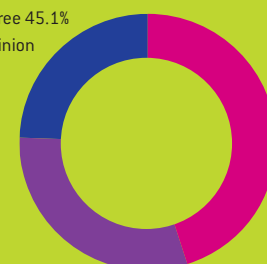
### Mobility

- I plan to look for my first job at my place of study 11.2%
- I plan to look for my first job at my original home region 10.5%
- I plan to look for my first job across Ireland 64.3%
- I plan to look for my first job abroad 10.4%



### I am thinking about founding my own start-up company during or straight after my studies

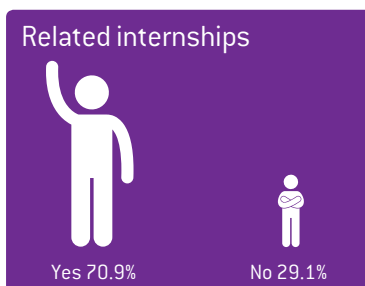
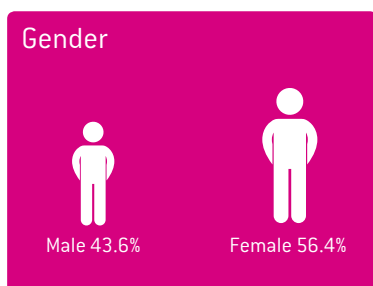
- Disagree 45.1%
- No opinion 30.7%
- Agree 24.2%



## Consulting

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

### Survey results



#### Top eight consulting employers

2016/17 rank	2015/16 rank
1 Accenture	1
2 Boston Consulting Group (BCG)	2
3 McKinsey & Company	3
4 Hospitality Solutions Consulting	4
5 Mercer	6
6 CHL Consulting Group	8
7 = GLG (Gerson Lehrman Group)	6
7 = Towers Watson	5

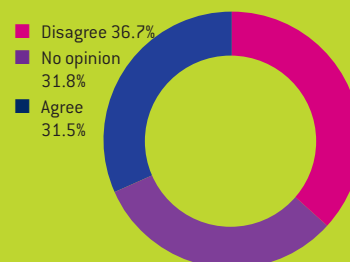


#### Top subjects of study (top five only)

- Business/economics (accounting, finance, economics, marketing, management, etc.) 72.3%
- Social sciences/humanities 9.0%
- Mathematics/statistics 4.8%
- Engineering (electrical/ electronic, mechanical, civil, chemical, industrial engineering) 3.3%
- Law 2.7%



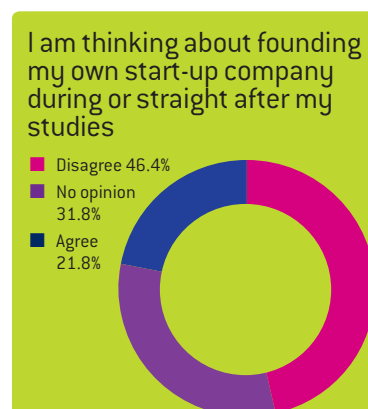
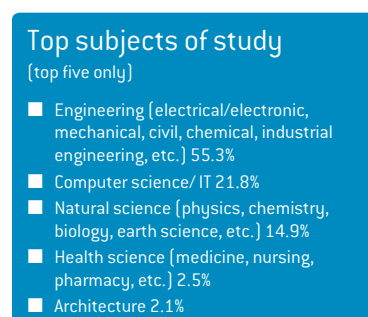
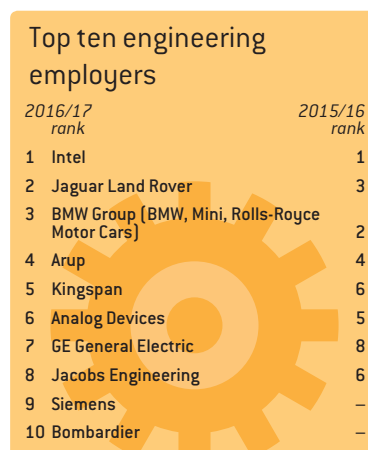
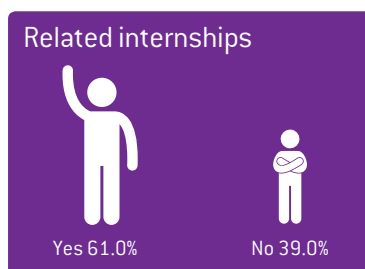
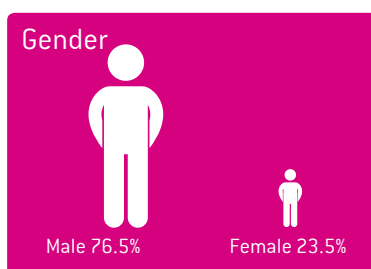
#### I am thinking about founding my own start-up company during or straight after my studies



# Engineering

The engineering and IT sectors have continued to perform well, even during the economic downturn. Now, during the recovery, they continue to expand rapidly. Engineering remains one of the best paid sectors for graduate jobs.

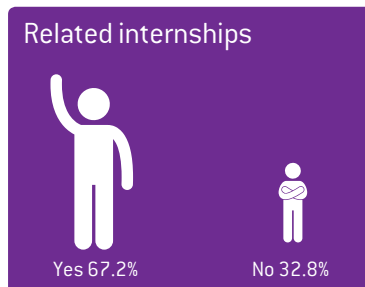
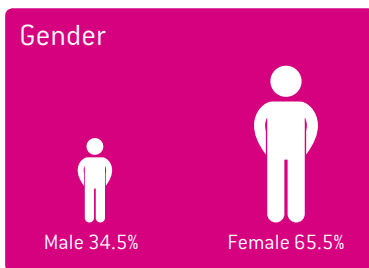
## Survey results



## Fast moving consumer goods

This sector was hit hard by the recession but has recovered as a dynamic industry offering graduates plenty of scope for progression. The food and drink sector is expected to drive growth in the wider economy.

### Survey results



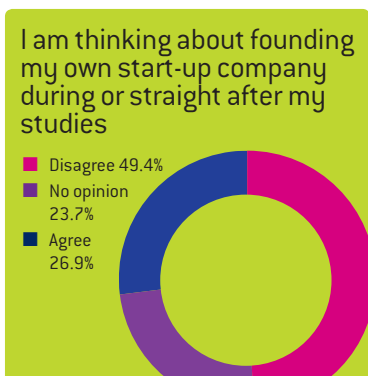
**Top ten FMCG employers**

2016/17 rank	Employer	2015/16 rank
1	Jameson – Irish Distillers	1
2	Diageo	2
3	Kerry Group	4
4	Coca-Cola	3
5	Glanbia	6
6	L'Oréal	5
7	Unilever	9
8	Procter & Gamble (P&G)	7
9	Johnson & Johnson	8
10	Dairygold	–



**Top subjects of study (top five only)**

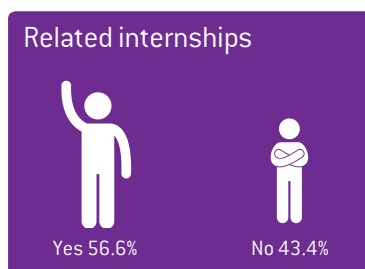
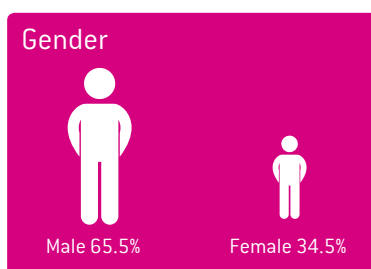
Business/economics (accounting, finance, economics, marketing, management, etc.)	76.2%
Social sciences/humanities	7.8%
Linguistics/literature	4.2%
Arts (performing arts, visual arts, design, etc.)	3.4%
Law	2.1%



## IT

This sector continues to enjoy healthy growth across Ireland, yet concern remains that the island of Ireland isn't producing enough ICT graduates to meet demand.

### Survey results



#### Top ten IT employers

2016/17 rank		2015/16 rank
1	Google	1
2	Apple	2
3	Microsoft	3
4	Facebook	4
5	IBM	5
6	Accenture Technology Solutions	8
7	SAP	9
8	Dell	–
9	Blizzard Entertainment	–
10	BioWare	6

#### Expected duration of first job

- 1 year or less 5.9%
  - 2 years 29.0%
  - 3 years 20.9%
  - 4 years 7.5%
  - 5 years 25.1%
  - 6 years or more 11.6%
- (Average 4.5 years)



#### Top subjects of study

(top five only)

- Computer science/IT 51.7%
- Engineering (electrical/electronic, mechanical, civil, chemical, industrial engineering, etc.) 16.2%
- Natural science (physics, chemistry, biology, earth science, etc.) 10.8%
- Arts (performing arts, visual arts, design, etc.) 5.0%
- Health science (medicine, nursing, pharmacy, etc.) 3.9%

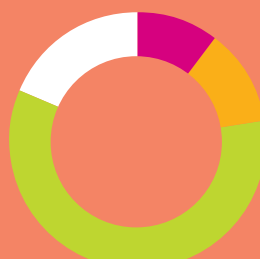
#### It is more important for me to be fulfilled than to earn lots of money

- Disagree 11.1%
- No opinion 20.8%
- Agree 68.1%



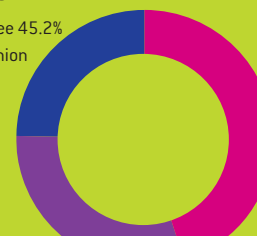
#### Mobility

- I plan to look for my first job at my place of study 10.4%
- I plan to look for my first job at my original home region 12.1%
- I plan to look for my first job across Ireland 59.0%
- I plan to look for my first job abroad 18.5%



#### I am thinking about founding my own start-up company during or straight after my studies

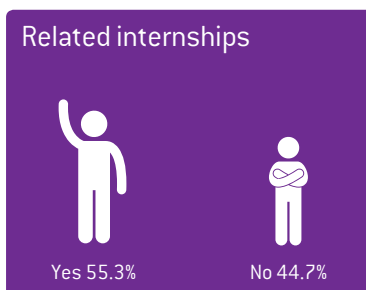
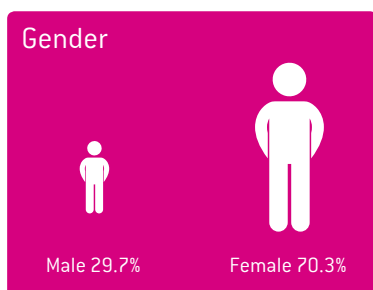
- Disagree 45.2%
- No opinion 30.2%
- Agree 24.6%



## Law

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

### Survey results



#### Top ten law employers

2016/17 rank		2015/16 rank
1	A&L Goodbody	1
2	Arthur Cox	2
3	McCann FitzGerald	4
4	William Fry	3
5	Mason Hayes & Curran	5
6	Holmes O'Malley Sexton Solicitors	6
7	Maples & Calder	7
8	Beauchamps Solicitors	8
9	Byrne Wallace	–
9	Eversheds	10



#### Top subjects of study

(only four applicable)

- Law 78.3%
- Business/economics (accounting, finance, economics, marketing, management, etc.) 15.2%
- Social Sciences/humanities 5.4%
- Linguistics/literature 2.2%
- Natural science (physics, chemistry, biology, earth science, etc.) 1.2%



**I am thinking about founding my own start-up company during or straight after my studies.**

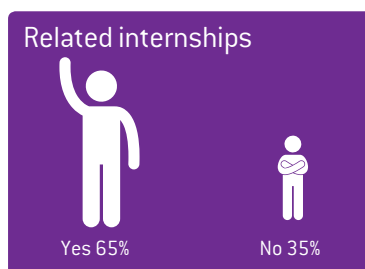
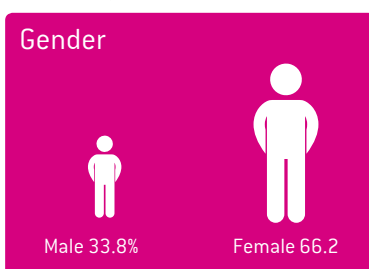
- Disagree 54.7%
- No opinion 32.4%
- Agree 12.9%



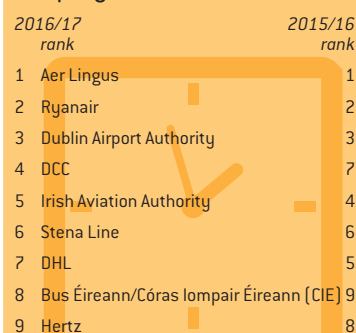
# Logistics, transport & supply chain management

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

## Survey results



### Top logistics, transport & supply chain management employers

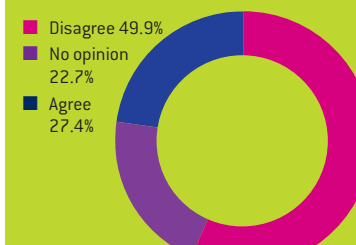


### Top subjects of study (top five only)

- Business/economics (accounting, finance, economics, marketing, management, etc.) 60.2%
- Social sciences/humanities 12.7%
- Linguistics/literature 7.5%
- Law 5.2%
- Arts (performing arts, visual arts, design, etc.) 5.2%



### I am thinking about founding my own start-up company during or straight after my studies

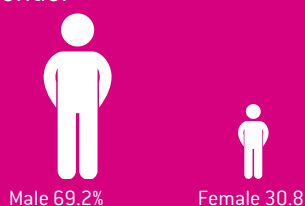


## Online retail services and telecoms

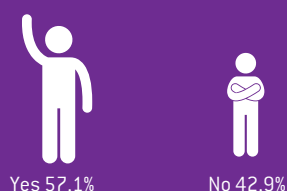
A fast growing sector, online retail operations and telecoms providers are amongst some of Ireland's largest employers. This sector includes household names such as Amazon, Eircom and eBay.

### Survey results

#### Gender



#### Related internships



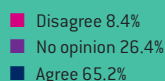
#### Top ten online retail services and telecoms employers

2016/17 rank		2015/16 rank
1	Amazon	1
2	Paddy Power	2
3	Eircom (incl. Meteor)	7
4	Vodafone	3
5	Paypal	5
6	eBay	4
7	BT	8
8	UPC	—
9 =	BSkyB	8
9 =	Realex Payments	10

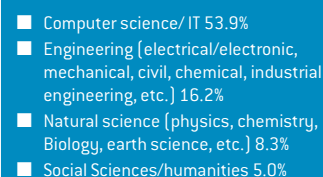
#### Expected duration of first job



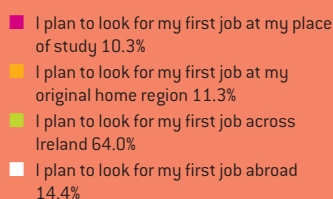
#### It is more important for me to be fulfilled than to earn lots of money



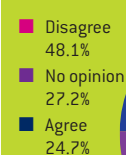
#### Top subjects of study (top five only)



#### Mobility



#### I am thinking about founding my own start-up company during or straight after my studies





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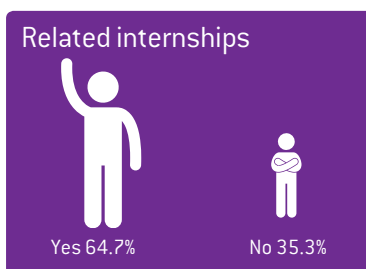
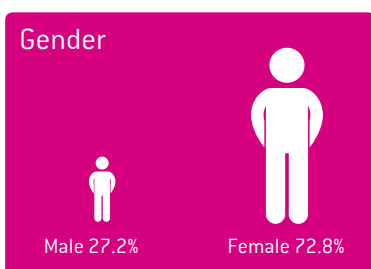
Register at [gradireland.com](http://gradireland.com)

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## Public service

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

### Survey results



#### Top ten public service employers

2016/17 rank		2015/16 rank
1	Department of Education/Teaching	1
2	Department of Foreign Affairs	2
3	RTÉ	3
4	Health Service Executive (HSE)	4
5	European Commission	5
6	Enterprise Ireland	6
7	An Garda Síochána	10
7	Public Appointment Service	8
9	ibec's EOP	6
10	Intertrade Ireland	—

#### Expected duration of first job

- 1 year or less 7.7%
  - 2 years 29.8%
  - 3 years 20.6%
  - 4 years 6.7%
  - 5 years 23.7%
  - 6 years or more 11.4%
- (Average 4.6 years)



#### It is more important for me to be fulfilled than to earn lots of money

- Disagree 13.2%
- No opinion 17.0%
- Agree 69.8%



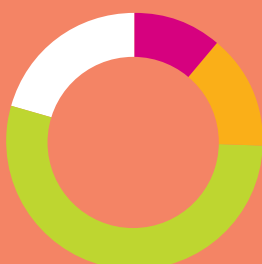
#### Top subjects of study

(top five only)

- Business/economics (accounting, finance, economics, marketing, management, etc.) 36.9%
- Social sciences/humanities 29.6%
- Linguistics/literature 9.5%
- Law 6.3%
- Education/teaching 6.2%

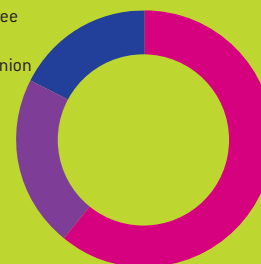
#### Mobility

- I plan to look for my first job at my place of study 11.2%
- I plan to look for my first job at my original home region 14.4%
- I plan to look for my first job across Ireland 53.9%
- I plan to look for my first job abroad 20.5%



#### I am thinking about founding my own start-up company during or straight after my studies

- Disagree 61.0%
- No opinion 21.7%
- Agree 17.3%



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GRADchances IT

Linking students to employment

25/JANUARY/2017

Dublin city centre

GRADchances

STEM fair



8/FEBRUARY/2017

RDS, Dublin

GRADchances

Language Fair

8/FEBRUARY/2017

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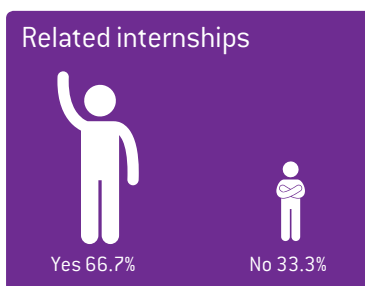
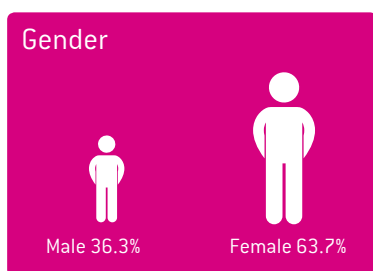
RDS, Dublin

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## Retail

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

### Survey results



#### Top ten retail employers

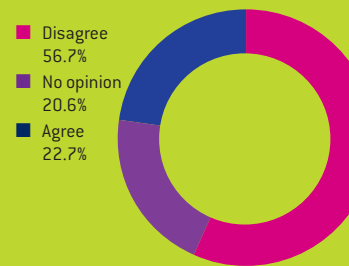
2016/17 rank		2015/16 rank
1	Lidl Ireland	1
2	ALDI	2
3	Musgrave Group	7
3	Penneys (Primark)	4
5	Marriott Hotels	5
6	Boots	8
7	Sony	3
8	A+F Hollister	6
9	Marks & Spencer	9
10	Smyths Toys	–

#### Top subjects of study

(top five only)

- Business/economics (accounting, finance, economics, marketing, management, etc) 71.4%
- Social sciences/humanities 10.3%
- Arts (performing arts, visual arts, design, etc) 4.8%
- Linguistics/literature 3.8%
- Law 3.2%

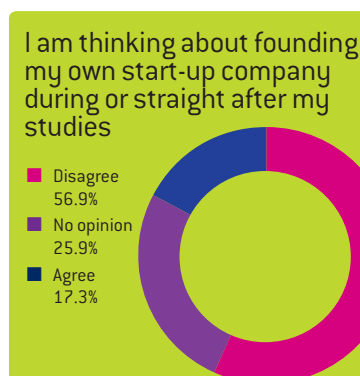
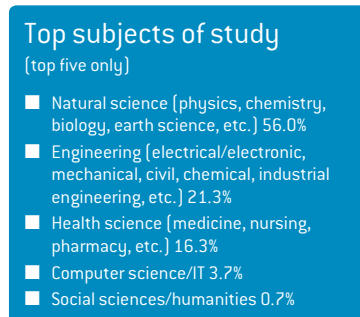
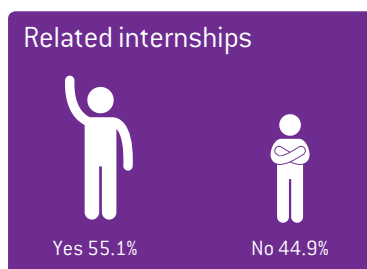
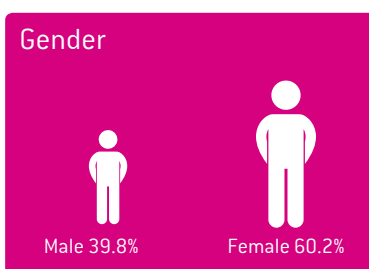
**I am thinking about founding my own start-up company during or straight after my studies**



# 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.

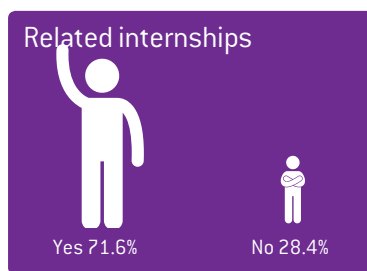
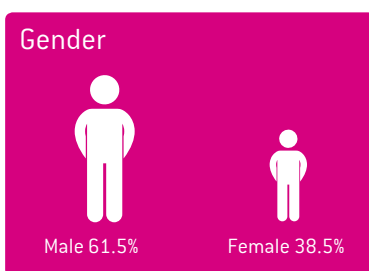
## Survey results



## Utilities, energy & 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.

### Survey results



#### Top ten utilities employers

2016/17  
rank

- 1 ESB
- 2 = Bord na Mona
- 2 = Coillte
- 4 Shell
- 5 Eirgrid
- 6 Bord Gais
- 7 Irish Cement
- 8 Airtricity
- 9 Veolia Water
- 10 Tullow Oil

#### Expected duration of first job

- 1 year or less 5.0%
  - 2 years 27.2%
  - 3 years 21.7%
  - 4 years 8.0%
  - 5 years 22.0%
  - 6 years or more 16.2%
- (Average 5.4 years)



#### It is important for me to be fulfilled than to earn lots of money

- Disagree 10.5%
- No opinion 24.2%
- Agree 65.3%



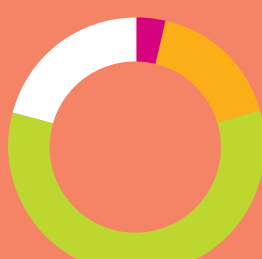
#### Top subjects of study

(top five only)

- Engineering (electrical/electronic, mechanical, civil, chemical, industrial engineering, etc.) 44.3%
- Natural science (physics, chemistry, biology, earth science, etc.) 29.3%
- Computer science/IT 13.9%
- Health science (medicine, nursing, pharmacy, etc.) 5.4%
- Social sciences/humanities 1.8%

#### Mobility

- I plan to look for my first job at my place of study 2.7%
- I plan to look for my first job at my original home region 16.9%
- I plan to look for my first job across Ireland 58.7%
- I plan to look for my first job abroad 20.7%



#### I am thinking about founding my own start-up company during or straight after my studies

- Disagree 43.2%
- No opinion 39.7%
- Agree 17.1%





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