



gradireland
**Graduate
Recruitment
Awards 2026**

IN PARTNERSHIP WITH **SHL.**

Souvenir guide

30.04.2026

The Mansion House, Dublin

gradirelandawards.ie

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Welcome



gradireland
**Graduate
Recruitment
Awards 2026**

IN PARTNERSHIP WITH SHL

Welcome

Welcome to the gradireland Graduate Recruitment Awards 2026 programme. On Thursday 30 April, we were delighted to welcome so many members of the early careers community, the recruitment sector and our colleagues from Higher Education to the Mansion House.

The work of everyone who was shortlisted this year makes a significant difference in the lives of the next generation of graduates. By attending the Awards, you were supporting one another as well as today's students and graduates, thereby ensuring that higher education and industry are working effectively to develop successful early-stage careers.

Many of our awards reflected the students' own voices and opinions. So, if you were shortlisted or lucky enough to win an award, it means you are definitely on the right path when it comes to graduate attraction. We also put a special emphasis on ensuring that everyone, regardless of background, had equal opportunities. Diversity and social mobility are achieved by looking beyond the obvious pools of candidates and this was reflected in our awards.

Third-level institutions continue to focus on employability in order to improve their students' decision-making and career readiness. We are honoured to have worked so closely with everyone who attended, was nominated, or won.

I'd like to extend a special thanks to our headline partner, SHL and sponsors, ahead, AHECS, CIPD, Engage People, Lidl and targetconnect. Events like this simply would not be possible without your incredible support.

We hope you enjoyed this celebration of your accomplishments. Thank you for your support on behalf of the entire gradireland team, and I hope you had a pleasant evening with us.

We hope to see you again next year.

Yours sincerely,

Gavan O'Brien
Managing Director, gradireland

We would like
to thank all our
sponsors



Headline partner

SHL

Graduate Hiring Solutions That Deliver Lasting Value

It's a real pleasure to be headline partner for the 2026 gradireland Graduate Recruitment Awards.

At SHL, we've spent over 45 years helping organisations make better, fairer talent decisions through science and data. In today's world, where skills are evolving faster than ever, identifying true potential, especially in early careers, has never been more important.

We're proud to support employers in building diverse, high-performing teams by using objective, data-driven insights to assess not just what candidates can do today, but what they can become tomorrow.

With millions of data points on early careers talent, we help organisations benchmark, attract, and develop the very best.

That's why we're delighted to support these awards, and celebrate the organisations that are setting the standard for the future of graduate hiring.

Good luck to all the finalists.

Hire Early Career Talent with Future-Ready Skills

Make smarter skills-based hiring decisions and build a strong talent pipeline by identifying graduate, intern and apprentice talent with future-ready skills.

SHL
shl.com/graduate



Cibyl – talent intelligence behind Ireland’s most popular graduate employers

Cibyl provides a complete view of the future talent market, helping organisations understand how students think, choose and act as they move from education into employment.

Each year, our research captures the perspectives of over 100,000 students across Ireland and the UK, building one of the most robust datasets on career aspirations, employer expectations and brand perception.

Tonight’s award winners are drawn from this research

The rankings reflect how students perceive employers across three critical dimensions: awareness, attractiveness and preference. At their core is a simple but powerful question: where do students most want to start their careers?

What sits behind these results is far from simple

Student decision-making is shaped by a complex set of factors, including career ambition, salary expectations, diversity and inclusion, purpose, and increasingly, the role of technology and AI. The organisations recognised this evening are not only visible, but relevant. They are those that have translated their proposition into something students understand and value.

Beyond the rankings, Cibyl supports employers in turning insight into action

Through our combined approach of Research, Cibyl AI and Advisory, we help organisations move from observation to decision-making, strengthening employer brand, improving attraction, refining assessment, and building more effective early careers strategies.

As the early talent market continues to evolve, one thing remains constant: the organisations that succeed are those that understand their audience best.

Congratulations to all of this year’s winners and shortlisted organisations.

New from Cibyl

Cibyl AI is the intelligence layer built on our longitudinal research, giving early careers teams direct, on-demand access to over 200 million structured data points on student behaviour and career decision-making. Launched in 2026, it enables teams to interrogate data in real time by asking targeted questions and receiving structured, evidence-based answers in minutes rather than days.

From understanding employer brand performance to identifying where to focus attraction efforts, Cibyl AI helps organisations move faster, make better decisions, and act with confidence. It effectively puts the power of an analyst in your hands.

Cibyl Advisory is the strategic layer where our experts help you translate insight into action, partnering on complex, high-impact early talent challenges. We deliver bespoke advisory across process redesign, technology selection, and solving structural issues across attraction, assessment and workforce planning.

Drawing on our experience across Group GTI, spanning technology, data, people and implementation, we help identify what needs to change, design the right solution and deliver it effectively. From improving efficiency and candidate experience to building more predictive and scalable hiring models, Cibyl Advisory helps organisations make confident, long-term decisions grounded in evidence and delivered in practice.



Lisa Marris
Head of
Research, Cibyl



Davey Farrell,
Commerical
Manager

For organisations interested in partnering with Cibyl, please contact:

davey.farrell@gradireland.com

cibyl.com



Accountancy / Professional Services

The 2026 winner

Deloitte.

Deloitte

The shortlist



BDO Ireland



EY



Forvis Mazars



Grant Thornton

Grant Thornton



ifac



KPMG



PwC



RBK



RSM

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

ENGAGE PEOPLE

Recruiting Finance,
Technology & Real Estate
Professionals From Graduate
To Executive Level

Staffing & Resourcing |
Recruitment Process Management



Accounting



Banking &
Financial Services



Insurance



Property & Real
Estate



Technology

WHY ENGAGE PEOPLE?



EngagePeople
Aligning business with talent

- Faster, higher-quality hires
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- Exclusive & retained search
- Permanent, temporary and contract staff
- Executive Search

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KEITH CARROLL, DIRECTOR - KEITH@ENGAGEPEOPLE.IE
HUME STREET HOUSE, 3-8 HUME STREET, DUBLIN, D02 C624
WWW.ENGAGEPEOPLE.IE

Banking, Investments, and Financial Services

The 2026 winner



AIB

The shortlist



Bank of America



Bank of Ireland



Barclays



Central Bank



Citi



Deutsche Bank



Fidelity International



PTSb



Susquehanna International Group

The winner and shortlist of this award
were determined by an online student poll
conducted by Cibyl.

SPONSORED BY



Consulting

The 2026 winner

accenture

Accenture

The shortlist

cognizant

Cognizant

FDTechnologies

FD Technologies

FDM

FDM

GLG

GLG

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

Engineering

The 2026 winner

intel

Intel

The shortlist

**ANALOG
DEVICES**

Analog Devices

ARUP

Arup

gm

General Motors

Jacobs

Jacobs Engineering

JLR

JLR (Jaguar Land Rover)

**Jones
Engineering**

Jones Engineering Group

kirby
engineering & construction

Kirby Group Engineering

**PM
GROUP**

PM Group

SIG

SIG

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

FMGC

The 2026 winner



Diageo

The shortlist



Applegreen



Coca-Cola HBC



Dairygold



Irish Distillers



Keelings



P&G



Pepsico



Sysco



Unilever

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

Food Science

The 2026 winner



Kerry Group

The shortlist



ABP Food Group



Dawn Meats



Glanbia



Kepak (Rustlers)



Lakeland Dairies



Tirlán

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

Insurance

The 2026 winner



Vhi Healthcare

The shortlist



AIG



Allianz



Aon



Laya Healthcare



Liberty Insurance



WTW



Zurich

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

Law

The 2026 winner



A&L Goodbody LLP

The shortlist

ARTHUR COX

Arthur Cox



ByrneWallace



DLA Piper

EVERSHEDS
SUTHERLAND

Eversheds Sutherland



Maples Group



Mason Hayes & Curran

Matheson

Matheson LLP

McCANN FITZGERALD

McCann FitzGerald

WILLIAM FRY

William Fry LLP

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

Logistics, Transport and Supply Chain Management

The 2026 winner



Aer Lingus

The shortlist



An Post



CIÉ



daa



DCC



Irish Rail



Ryanair



SMBC AVIATION CAPITAL SMBC Aviation Capital

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

Online Retail Services and Telecoms

The 2026 winner



Amazon

The shortlist



BT Ireland



eir



ESW



Flutter UK & Ireland



Openet



Three



Verizon Connect



Virgin Media



Vodafone

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

Public Service/ Publicly Funded Bodies

The 2026 winner



European Commission

The shortlist



An Garda Síochána



Bord Bia



Civil Service



Department of Education



Department of Health



Enterprise Ireland



Local Government



The Defence Forces



Tourism Ireland

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

Retail

The 2026 winner

PRIMARK

Penney's (Primark)

The shortlist



Aldi



BWG Foods



Dalata Hotel Group



Enterprise Mobility



Lidl



Musgrave



Smyths Toys



Tesco Ireland



Trailfinders

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

Science

The 2026 winner



Pfizer

The shortlist



Abbott



AbbVie



Amgen



Boston Scientific



GE Healthcare



Johnson & Johnson



Medtronic



MSD



Stryker

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

Technology

The 2026 winner



Google

The shortlist



2K Games



AMD



Apple



IBM



LinkedIn



Mastercard



Meta



Microsoft



TikTok

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.

Utilities, Energy, and Renewables

The 2026 winner



Uisce Éireann

The shortlist



BnM



Coillte



EirGrid



ESB



SSE Airtricity

The winner and shortlist of this award were determined by an online student poll conducted by Cibyl.





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Association please email admin@ahecs.ie
or visit www.ahecs.ie



The AHECS Award for Building Effective Partnerships

The 2026 winner



Ulster University

The shortlist

Highly Commended



University College Dublin



Dublin City University



Maynooth University



University College Cork

The winner and shortlist for this award was
determined by an expert panel chosen by AHECS
from entries submitted by universities and colleges.

MANAGED BY



The AHECS Award for Research Informed Practice

The 2026 winner



Technological University of the Shannon
Midlands Midwest

The shortlist

**Highly
Commended**



University of Limerick



Atlantic Technological University, Galway



Munster Technological University Cork



Royal College of Surgeons in Ireland

The winner and shortlist for this award was determined by an expert panel chosen by AHECS from entries submitted by universities and colleges.

MANAGED BY



The AHECS Award for Strategic Innovation

The 2026 winner



Technological University of the Shannon
Midlands Midwest

The shortlist

**Highly
Commended**



Munster Technological University Cork



Atlantic Technological University, Galway



Dublin City University



University of Galway

The winner and shortlist for this award was determined by an expert panel chosen by AHECS from entries submitted by universities and colleges.

MANAGED BY



The AHECS Award for Supporting Student/Graduate Employability

The 2026 winner



Technological University of the Shannon Midlands Midwest

The shortlist

Highly Commended



University of Galway



Atlantic Technological University



National College of Ireland



Queen's University Belfast



The winner and shortlist for this award was determined by an expert panel chosen by AHECS from entries submitted by universities and colleges.

MANAGED BY



The gradireland Sustainability in Early Talent Recruitment Award

The 2026 winner

Matheson

Matheson LLP

The shortlist

Silver



BnM

Bronze



KPMG



EirGrid



Guidewire



ifac

The winner and shortlist for this award was determined by an expert panel of judges from entries submitted by graduate recruiters.

Candidate Application, Onboarding, or Induction Experience

The 2026 winner



EY

The shortlist

Silver



A&L Goodbody LLP

Bronze



Workday



Accenture



Grifols



Allianz plc



Kainos



BAM



Kerry Group



Bank of Ireland



KPMG



Boston Scientific



Kraft Heinz



Deloitte Ireland

The winner and shortlist for this award was determined by an expert panel of judges from entries submitted by graduate recruiters.

Best Student Marketing Campaign

The 2026 winner



BDO Ireland

The shortlist

Silver



KPMG

Bronze



EY

Bristol Myers Squibb Bristol Myers Squibb



ifac

Deloitte Deloitte



Lidl

EirGrid EirGrid



Mason Hayes & Curran

forvis mazars Forvis Mazars

WILLIAM FRY William Fry

GRIFOLS Grifols

The winner and shortlist for this award was determined by an expert panel of judges from entries submitted by graduate recruiters.



Widening Inclusion of Disability in Employment WIDE Framework

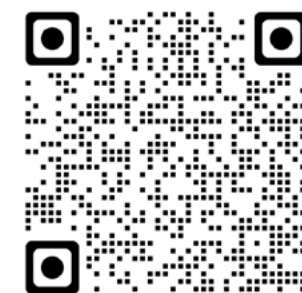
The WIDE Framework is a free open access platform for employers on the Island of Ireland which...

supports employers to hire, retain and promote disabled talent and create more inclusive workplaces.

It offers practical guidance across 6 key domains of the workplace, resources and self-review tools — all underpinned by two years of research and consultation with disabled people, employers, and NGOs.



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roadmap to
an inclusive
workplace!



wide.employersforchange.ie



ahead



An Roinn Coimircí Sóisialaí
Department of Social Protection

ahead

Tap into Talent

AHEAD's WAM Programme works with employers to create inclusive environments for people with disabilities.

We offer employers to partner with us to pro-actively recruit graduates with disabilities from our exclusive WAMworks Database.

Our solution offers partnering employers:

- Disability Proofing your recruitment processes
- Disability Awareness Training for staff
- Comprehensive Needs Assessment (recommending supports to be put in place)
- WAM's Proven Mentoring Model applied
- A safe space to ask questions
- Ongoing support from WAM throughout

Get in Touch

wam@ahead.ie 

01 592 3667 

wam
@ahead.ie



The gradireland Diversity Recruitment Award

The 2026 winner



Uisce Éireann

The shortlist

Silver



ESB

Bronze



Allianz

A&L Goodbody

A&L Goodbody LLP



KPMG



AIB



Mason Hayes & Curran



EirGrid



Matheson LLP



Guidewire



PwC



Kainos



Workday

The winner and shortlist for this award was determined by an expert panel of judges from entries submitted by graduate recruiters.

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Best Internship Programme – intake up to 50

The 2026 winner



Workday

The shortlist

Silver



Bristol Myers Squibb

Bronze



Uisce Éireann

A&L Goodbody

A&L Goodbody LLP



MongoDB

accenture

Accenture



MOTOROLA Motorola Solutions



Fidelity Investments

Scotiabank

Scotiabank (Ireland)

GUIDEWIRE

Guidewire



Vodafone

Medtronic

Medtronic

The winner and shortlist for this award was determined by an expert panel of judges from entries submitted by graduate recruiters.

Best Internship Programme – intake over 50

The 2026 winner

abbvie

AbbVie

The shortlist

Silver

Deloitte.

Deloitte

Bronze

Matheson

Matheson LLP



EY

Qualcomm

Qualcomm Ireland



KPMG



Vodafone

pwc

PwC

WILLIAM FRY

William Fry LLP

The winner and shortlist for this award was determined by an expert panel of judges from entries submitted by graduate recruiters.



Transform your people function into a strategic enabler

Business success begins with people. By partnering with us, you gain the insight, knowledge and expertise you need to inspire excellence in your teams, giving your people function greater influence in your organisation.

We can help you to professionalise your HR team, and allow them to thrive. Using a variety of tools and techniques, we can help your people to develop the confidence, capability and credibility you need – setting new standards for the years ahead.

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Best Graduate Development and Training Programme Business/Management Programmes

The 2026 winner



Musgrave

The shortlist

Silver



AbbVie

Bronze



Kingspan Group



Bank of Ireland



Tirlán

Tirlán



BDO Ireland



Workday

The winner and shortlist for this award was determined by an expert panel of judges from entries submitted by graduate recruiters.

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Best Graduate Development and Training Programme Specialist/Professional Training Programmes

The 2026 winner



PwC

The shortlist

Silver



KPMG

Bronze

WILLIAM FRY

William Fry LLP

A&L Goodbody

A&L Goodbody LLP



Dornan – Engineering

accenture

Accenture



Dornan – Planning



AIB



Ekco



BAM



EY Ireland



BDO Ireland



Fidelity Investments



BnM



ifac



Boston Scientific



National Treasury Management Agency



capSpire Ltd.



Workday



Dornan – Commerical

SPONSORED BY



Best Use of Innovation and Technology in Early Careers Award

The 2026 winner



KPMG

The shortlist



Maynooth University School of Business

The winner and shortlist for this award was determined by an expert panel of judges from entries submitted by graduate recruiters.

The gradireland Graduate Employee of the Year

The 2026 winner

abbvie

AbbVie – Philip McQuiggan

The shortlist

accenture

Accenture – Ali Sheilds

EY

EY – Emily Ward

applegreen

Applegreen –
Rob O'Connell

GUIDEWIRE

Guidewire –
Merna Aboulila

bam

BAM – Siobhán Coyle

KERRY

Kerry Group –
Niamh Lawlor

Bank of Ireland

Bank of Ireland –
Twisha Soni

KPMG

KPMG – Carmel Casey

Deloitte.

Deloitte – Eve Henry

Kraft Heinz

Kraft Heinz –
Sarah Holmes

DORNAN
A Turner Company

Dornan – Daire Faherty

Medtronic

Medtronic –
Leonie Moran

Dublin Aerospace

Dublin Aerospace –
Natalie Hughes

Musgrave

Musgrave –
Sarah Synnott

EirGrid

EirGrid – Aoife Healy

The winner and shortlist for this award was determined by an expert panel of judges from entries submitted by graduate recruiters.

Graduate Employer of the Year intake up to 40

The 2026 winner

Boston Scientific
Advancing science for life™

Boston Scientific

The shortlist

Silver

A&L Goodbody

A&L Goodbody LLP

Bronze

Kingspan

Kingspan Group

abbvie

AbbVie

KERRY

Kerry Group

bam

BAM

Medtronic

Medtronic

BnM

BnM

Musgrave

Musgrave

Dublin Aerospace

Dublin Aerospace

RBK

RBK

GRIFOLS

Grifols

workday

Workday

Irish Cement

Irish Cement

The winner and shortlist for this award was determined by an expert panel of judges from entries submitted by graduate recruiters.

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SHL



The Early Careers Experts

Unlock Powerful Insights into
Early Careers Talent

Discover top graduates, interns, and
apprentices by evaluating their current skills
and reskilling potential needed for success.

Partner with SHL for data-driven,
benchmarked insights to enhance your
Early Careers hiring.

shl.com/graduate



Graduate Employer of the Year intake over 40

The 2026 winner



KPMG

The shortlist

Silver



PwC

Bronze



Deloitte



Accenture



ESB



AIB



EY



Bank of Ireland



Grant Thornton

Grant Thornton



BDO Ireland



Salesforce

The winner and shortlist for this award was
determined by an expert panel of judges from
entries submitted by graduate recruiters.

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**Graduate
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