

Looking for a unique graduate opportunity?



ER/HR
Graduate
Programme



Who are we

Ibec is Ireland's largest lobby group and the 3rd biggest in Europe.

We advise and represent thousands of companies across multiple sectors and industries, 70% of the private sector are employed by one of our member companies.

We represent Irish business – home grown, multinational, big and small, spanning every sector of the economy. We provide a wide range of professional service to our member companies, including employer relations, employment law, industrial relations and human resources



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Industry Sectors Influence & Collaboration

Our **36 Trade Associations** lobby, educate and provide great knowledge sharing, networking and skills training to improve the overall competitiveness of our industries



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Employer Relations Division

Our member
services



HR Online



1-1 HR tailored
advice



Third Party
Representation

Our areas of
expertise



Employment Law



Industrial Relations



HR Best Practice



Occupational
Health & Safety



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ER/HR Graduate Programme

- Established in 1984 with a history of producing business leaders in the areas of ER/HR, Employment Law and Consultancy
- The programme is unlike any other ER/HR graduate programme in terms of learning, exposure and practical application to any business setting
- Opportunities to work in a Regional location & with an Ibec member company
- Working beyond a desk – attending off site member meetings and appearing before the WRC & Labour Court



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What our graduates say..

“The programme provided me with the opportunity to understand the practicalities of employment law and IR across multiple sectors. The blended learning and experience makes it unparalleled in this field”

Deirdre Gavin, HR Director Bank of Ireland
Ibec Graduate 2005 – 2006

“The Ibec IR/HR Graduate Programme provided me with an unique training in employment law and industrial relations practice and was my springboard to working as an employment law specialist”

Loughlin Deegan, Partner, Byrne Wallace
Ibec Graduate 1998 -1999



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What our graduates say..

“.. It provided an accelerated learning path and was a tremendous spring board to a career in HR.”

Miriam O’Sullivan, Group Vice President, HR Boston Scientific

“I cannot overstate what a wonderful programme this is - yes you will work hard on it but the rewards you will get from it are multiples of what you will input. You are working alongside experts in their field, Ibec truly values and invests in their graduates and it gives you a start to your career in HR/IR that is unparalleled.”

Emma Moore, Divisional HR Manager, Dairygold



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Key Programme Areas



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5 Reasons to Join

Qualifications

A Technical University of Dublin accredited Certificate in Employment Law (Level 6 NFQ)

Learning

Experience a fast-paced learning environment developing writing, advisory, consultancy and representation skills

Experience of employment law and industrial relations in practice

A comprehensive knowledge of the industrial relations and employment rights third party institutions (WRC & Labour Court)

Industry insight

A unique insight into ER/HR and employment law issues in a broad range of industries and employments including a one month placement with an Ibec member company

The People

It is the people that make Ibec, we are invested in your success and we are great fun too with an active sports & social scene.



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Recruitment Process

Application on line www.ibec.ie/ergrads

Candidates short listed & online assessment Nov / Dec 2022

Candidates short listed again & invited to half day assessment centre in Ibec Dublin on 25 & 26 January 2023

Final interviews take place in February 2023

Graduate Programme starts 4 September 2023



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