



Grow your career with



**future
leaders**

graduate programmes 2024

CEO Foreword

Joe Barrett

At Applegreen, it's our people that make us a success.

This year marks 31 years since Applegreen was founded and we are proud to be the leader and innovator in convenience roadside retailing in the Republic of Ireland, UK and US. Our success stems from collaborating with Partners in our growing international business, whilst ensuring locally led high performing teams operate in each region.

The Applegreen graduate programme, launched in 2020, has an ambitious purpose to develop high potential graduates into the future leaders of our business. Our graduates are fully immersed into the business, receive tailored training, exposure to senior leadership and plentiful opportunities to develop broad business skills in our rapidly growing operation.

We are looking for talented graduates who are passionate about retail, ambitious, innovative and have an entrepreneurial spirit, to add to our global workforce of retail and corporate experts. In return, we commit to continuously developing you and to provide meaningful learning experiences alongside a high level of ownership and responsibility.



We are delighted to be awarded Best Training and Development Programme – Business/Management at the 2023 gradireland Graduate Recruitment Awards.

As a home-grown Irish success story that continues to expand internationally, this is an exciting time for graduates to begin their career with Applegreen, working together to create a future legacy.



Who

Are we?

We are leaders and innovators in roadside retail encompassing food, fuel and convenience offerings. We are a home grown Irish success story that has expanded internationally to operate over 600 sites and employ over 16,000 employees.

Our global workforce includes retail experts, food scientists, interior designers, architects, fuel economists, traders, hoteliers and all of our corporate functions. Entrepreneurship is our core DNA, we have grown from 1 site in 1992 to over 600 today and we continue to grow.

We are deeply committed to our customers and communities and to creating a positive legacy for future generations, reflected by our charity initiatives and sustainability programmes.



Our Story so far

1992



1992: First store opens on **Sarsfield Road** in Dublin. Steady growth for the first number of years across Ireland

2005



2005: Applegreen brand is born
2008: Applegreen expands to the **UK**
2009: The Applegreen **Charitable Fund** launches and our distribution centre opens

2010



2010: First 6 Motorway Service Areas open in Ireland and Applegreen begins partnerships with brands such as **Burger King** and **Costa**
2011: Loyalty card programme launches in Ireland
2013: 4 Motorway Service Areas open in **Northern Ireland** and Applegreen launches its own food brand offering the **Bakewell**

2014



2014: Applegreen expands to the **US** and Fuel Card and Dealer offers launch
2015: Applegreen completes successful IPO on the **Irish & London** Stock exchange

2017: Applegreen acquires the Joint Fuel Terminal, Brandi Group (US), and Carsley Group (UK)

2018



2018: Applegreen acquires **Welcome Break** expanding it's portfolio to include hotels
2019: 10 year anniversary of the charitable fund and the launch of its airline refuelling business

2020/2021



2020: Applegreen **Graduate Programme** is launched
2021: Applegreen goes private and enters partnership with Blackstone, further expansion to the US Market through acquisition of **HMS Host** and **NYSTA**

2022/2023



2022: Marks and Spencer partnership
2023: Launch of new **Braeburn Café**. First graduate international placement. **GradIreland Gold** award

What Matters to us



Our Core Values

At Applegreen, our Core Values are what we stand for.

They guide and motivate our attitudes and behaviours to our customer, our suppliers, our business partners and each other.

They are not just words on a page.

These are the qualities we believe in and that we live by every day.



Applegreen Charitable Fund

The Applegreen Charitable Fund was set up in December 2009 with the aim to give back to the communities in which we operate throughout Ireland.

To date the fund has raised €5 million which has supported a number of charity partners, many with children at the core, and with the aim of delivering tangible and visible benefits to the communities that both Applegreen and our charity partners are serving every day.

Throughout the year employees from head office and stores across Ireland arrange and take part in events to raise awareness and drive fund raising for our charity partners, this includes the Charity Ball, pub quizzes, mountain challenges and more!



Drive Change

At Applegreen, sustainability is embedded in everything we do. We have formalised a sustainability strategy called Drive Change, to support this. The strategy consists of 4 pillars which provides the structure to our sustainability strategy:

- Enabling a Low Carbon Future: We are committed to reducing our carbon footprint across our estate and supply chain.
- Nurturing our People: We encourage our diverse workforce to be their best, while nurturing their talents and aspirations.
- Customers & Communities: We strive to have a positive impact for the customers and communities we serve.
- Offering Cleaner Energy: We will create a cleaner energy environment by investing in electric charging solutions and smart technology.

Life At Applegreen



Culture

Our culture embodies what has made our business the success it is today: entrepreneurship, innovation and developing our talented people. Our core values and ways of working make it an exciting and dynamic place to work.



Inclusion & Diversity

We believe in the transformative potential of a truly inclusive and diverse workforce. We have a comprehensive Inclusion and Diversity strategy, with a number of initiatives across all parts of our business, to ensure we provide an environment where every individual can thrive.



Wellbeing

We provide a number of initiatives including flexitime and hybrid working, wellness events, Bike to Work scheme and our Employee Assistance Programme to support our team's wellbeing and help them be at their best.



Sports & Social

We work hard and know how to have fun too! Exciting events have been arranged to suit all interests and needs such as bake offs, sporting activities like running, golf events, yoga and pilates, cinema and theatre outings and many more.

Our Programmes

Accounting & Finance Programme

The accounting & finance graduate programme is a three year programme where graduates will have the opportunity to rotate between different finance functions such as Management Accounting, Commercial Finance, Treasury, Financial Planning and Analysis, Taxation and Consolidation & Reporting. As an ACCA Approved Employer, Applegreen graduates are supported to achieve their ACCA qualification through full exam sponsorship, learning support through a chosen tuition provider and generous study leave policy.

Retail Programme

The retail graduate programme is a 28 month cross functional programme where graduates will have the opportunity to work in functions such as Operations, Marketing, Trading, Digital and more. Graduates will complete a site rotation to gain hands on experience and will have the opportunity for an international placement in their final year.



Trainee Development - Platinum



We were delighted to be awarded the “Best Graduate Training & Development Programme - Business/Management” at the 2023 gradireland awards.



Our bespoke 'future leaders' learning and development offering is custom designed to provide graduates with expert training across the three pillars of self, business and leadership.

Featuring a combination of workshops, online self-directed learning, webinars and guest speakers, the programme is structured to develop and strengthen the commercial acumen and leadership skills required to succeed in your career.

There is a broad range of topics covered such as business case proposal, influencing and leadership, goal setting & time management, negotiations, effective communications, resilience and design thinking.

You are also fully supported to achieve certified diplomas in Microsoft Excel and Project Management and will have full access to a wide library of learning supports via our tailored graduate portal.

By investing in this development programme, you will accelerate your pathway to future leadership roles.

What we can offer you

- ▶ International opportunities
- ▶ Salary of €32,000/year
- ▶ 21 days annual leave
- ▶ Comprehensive health insurance
- ▶ Pension scheme with company contributions
- ▶ Unlimited progression opportunities to realise your career ambitions
- ▶ Graduate opportunities across all areas of our business in Ireland
- ▶ A fun and collaborative work environment

How we develop you

- A schedule of fantastic training with expert trainers to help develop you into a future business leader.
- A bespoke graduate rotation framework outlining the key competencies you will develop during each of your rotations.
- Site placement experience when you begin to help you get an understanding of our business.
- Our unique Leadership Lunch series where you will hear first-hand from senior leaders in our business who share their career history, key insights and helpful tips and advice.
- The graduate business challenge - an entrepreneurial competition where you are tasked with finding a new business idea that could be implemented into the business.
- Team building experiences such as the graduate retail safari, designed to raise your awareness of the retail industry and customer experience and develop your competitor analysis skills.
- Accounting & Finance graduates will receive additional supports such as tuition provision, study leave and internal support and guidance to achieve their ACCA qualification.

Our Graduate experience



Meet Rory an accounting & finance graduate

Why did you apply for Applegreen?

I chose to apply for the Applegreen Accounting and Finance graduate programme after reading the graduate brochure. I saw that what they had to offer really aligned with what I was looking for. Not only did they offer full exam and tuition sponsorship, but also the opportunity to work in all areas of the business alongside senior executives and have real responsibilities in the day to day running of the business.

What are your favourite parts of the programme?

My favourite parts of the programme are getting valuable hands-on experience, learning new skills, getting a holistic view of the business and meeting new people.

What is the culture like?

The culture at Applegreen is extremely inclusive, we have a very diverse workforce and everyone's opinions are valued, regardless of your role. Innovation is encouraged and ideas of change for the better are fully supported.

What do other graduates/new starters enjoy when they start working here and what do they find most challenging?

All the graduates enjoy making friends with each other and how welcome you feel straight away. The most challenging, yet rewarding thing is the responsibility you get right away in your role. It gives everyone a chance to grow and show their worth.

How have you found the training and development?

The training and development has been extremely helpful. It has enabled me to drastically improve my skills on Power BI, Excel, SAP etc, also listening to guest speakers and learning from their past experiences and advice is invaluable for graduates.



Meet Niamh a retail graduate

Why did you apply for Applegreen?

The rotational structure of Applegreen's graduate programme was one of the main deciding factors for me. As a BComm graduate with a broad business background, Applegreen's rotations allow for the exploration of various departments. It delivers great business exposure, while providing the opportunity to discover which department within the business best suits my strengths and interests.

What are your favourite parts of the programme?

One of my favourite aspects of the programme is the bond built between the graduates. We have been involved in many team building exercises and have led various projects together. I have found great friendships through this programme.

What is the culture like?

Applegreen has a flat and open culture, providing early exposure to senior management. This was a huge selling point for me as I think this exposure is invaluable to us graduates as we begin our business careers.

What do other graduates/new starters enjoy when they start working here and what do they find most challenging?

I would say new starters enjoy the entrepreneurial spirit of Applegreen. If you have an idea, you are

encouraged to share that idea and are given every scope to bring that idea to life if deemed feasible. I would also say that new starters enjoy the positive spirit and rapport among employees. Keeping up with the constant fast-paced environment might be something that new starters struggle with.

How have you found the training and development?

It is clear that great time and effort has been put into our training and development. We have many off-site days where we take part in 'future leader workshops.' We have also been given the opportunity to complete two diplomas, including excel and project management. These diplomas are huge in differentiating Applegreen's graduate training and development from other graduate programmes.

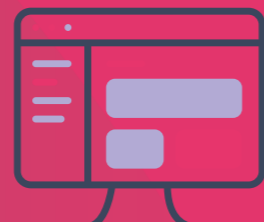
What are the benefits of starting your professional career in the retail industry?

Aside from the wealth of business knowledge, I also believe that there are great interpersonal skills to be learnt from the retail industry. This industry will set us up with the natural ability to get on well with people as we grow our careers in the corporate world.

Our Recruitment process

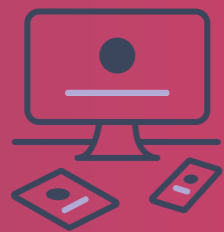
1. Apply Online

You will be able to apply during our open recruitment period. You will be asked to complete an online form, answer some questions about yourself and submit an updated CV



2. Online Assessment

You will be invited to complete an online assessment which features situational judgement questions and gamified tests. Successful candidates will progress to the next stage.



3. Assessment Centre

Assessment centre is the final round and will feature an interview with a Senior Leader, a presentation on a preassigned brief and a group exercise.



It's our People that make us a success



Join us if you:

- Are passionate about your career.
- Have a positive attitude, exceptional interpersonal skills and enjoy working as part of a team.
- Are adaptable and can thrive in a dynamic and rapidly scaling business.
- Are committed and driven to deliver your best every day.
- Are open and willing to relocate and travel as part of the programme.
- Have a great track record academically.

Check out our graduate video on our website today and take the first step to be part of the amazing Applegreen story.

To apply, visit our graduate recruitment website and submit your application by 5pm 15th October 2023.

For any queries you can email us at: graduatecareers@applegreen.com



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**Photography by
Brian O' Sullivan**

This brochure is made using recycled paper



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