



Grow your career with
 **applegreen**
graduate programmes 2023

CEO Foreword

Joe Barrett

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

This year marks 30 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, received 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.

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.



Joe Barrett

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, with revenues of over €3.1 billion as of mid 2020.

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.



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 it's 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 it's airline refuelling business

2020



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**

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.

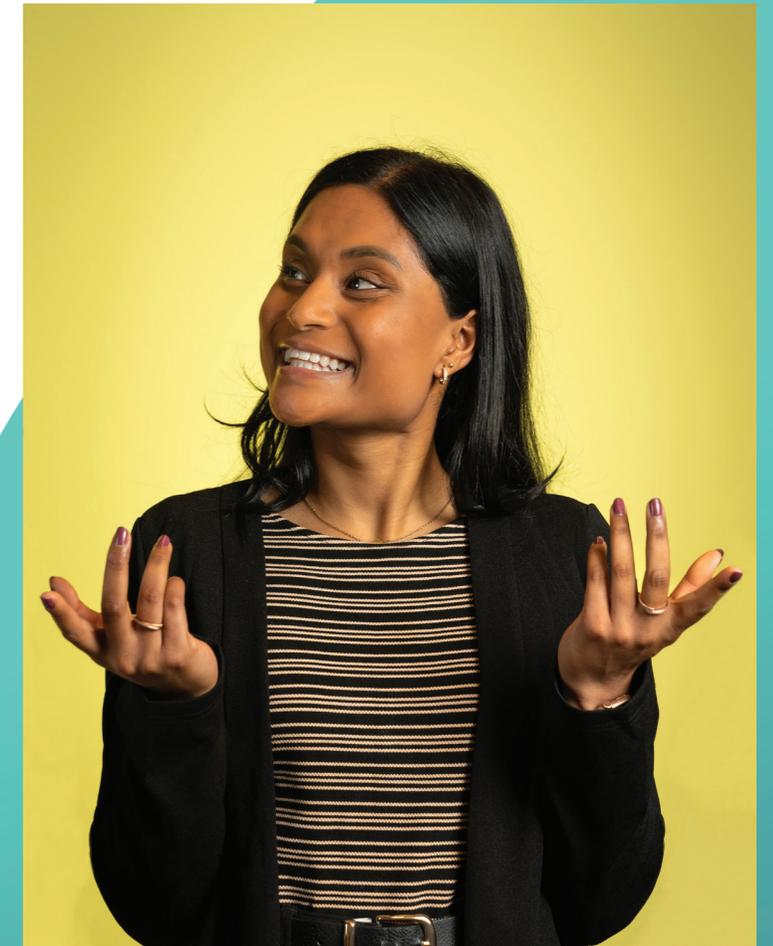
Our Programmes

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 two year 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.



What we can offer you

- ▶ International opportunities
- ▶ Salary of €32,000/year
- ▶ 21 days annual leave
- ▶ 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 Programme structure

The graduate programmes have three core stages. Over the duration of the programme, you will receive early and increased responsibility that will challenge, excite, and inspire you. You will experience rapid learning and be presented with development opportunities to help unlock your potential.



PLANT

When you arrive you will complete a thorough company induction, a short site placement and key skills training to integrate yourself into the business and set you up for success.



NOURISH

You will be fully immersed in your rotations, joining different functions, leading to a well developed understanding of the business and well rounded skills and competencies.



BLOSSOM

This is where you will specialise within a function, preparing you for your role post programme.

Our Graduate experience



One of the first things I noticed about Applegreen was the enterprising spirit that permeates through the business. I have been fortunate enough to graduate from the programme into a Buyer role with full ownership over my own categories. I have the autonomy to pick my ranges based on my knowledge and market trends. I am now responsible for negotiating prices with suppliers - a task I never thought I would be good at that has now become second nature to me. I use data driven decisions to rationalise ranges and list new products while also managing the distribution of what products are already available. I know the experience I have gained during then programme will be fundamental in shaping my career and has taught me so much about the retail industry and buying.

Emma Clarke



The Applegreen Graduate programme is a brilliant rotational programme as it caters to a wide range of interests. After graduating from University, I didn't know which avenue in business would suit me so this programme helps to figure that out. My first rotation in HR gave me a great insight to and experience with training, recruitment and learning and development. Straight away, I was given a lot of responsibility and was trusted with my own projects which proved challenging but extremely rewarding. My rotation with Marketing helped to develop my commercial acumen and creative thinking skills by working on site refreshes, project launches and digital and commercial campaigns. The experience gained is invaluable and I am really excited to see where my career will take me with Applegreen.

Simona Fernandes



What stands out to me most about Applegreen is the culture. There is an open-door policy that is actively encouraged, and this fosters a culture of collaboration, transparency, and approachability regardless of your title or team. The exposure to senior leaders and the ability to build relationships and receive guidance from the experienced team around me has significantly increased my confidence as a young professional. I have learnt so much at a fast pace early on and have had opportunities to work on cross-functional projects in small groups and individually for the Commercial Director and Managing Director during my rotations.

Aine Mullarkey



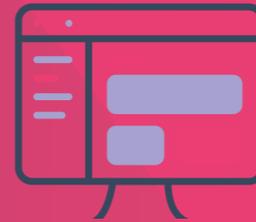
I have thoroughly enjoyed my time on the graduate programme. Applegreen is a fast-paced business that encourages you to work hard and get recognised for it. Through my rotations in corporate finance and operations finance, I have learned so much about the business. I get opportunities to contribute on key decisions while also being afforded the freedom to run my own projects from start to finish. The programme, training offering, and central events provide a wonderful way to network with fellow graduates and build solid relationships outside of work. I am delighted to graduate from the programme as a Finance Analyst on the Mergers and Acquisitions team, where I am motivated to keep developing professionally and personally.

Rishi Dodeja

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 16th October 2022.

For any queries you can email us at: Graduatecareers@applegreen.ie



SCAN ME

Grow your career with
 **applegreen**
graduate programmes 2023

**Photography by
Brian O' Sullivan**

This brochure is made using recycled paper



@goapplegreen



go applegreen



applegreen



Applegreen