



GROW YOUR CAREER WITH

Future *leaders*

*Graduate Programmes
2027*



CEO // APPLEGREEN

Joe Barrett



'I'm delighted you're considering our graduate programme - this could be the beginning of an incredibly rewarding journey for you.

At Applegreen, we're always looking for bright, driven, and curious individuals who are excited to take on new challenges and make a real difference. If you're someone who embraces change, learns quickly, and brings fresh perspectives to the table, then you're exactly who we want on our team.

We value innovation, ambition, and a collaborative spirit. If this sounds like you, you'll feel right at home with us.

As a proud Irish company with big ambitions for the future, our graduates play a vital role in driving our growth and innovation. Your ideas, energy, and commitment are essential to helping us continue to evolve and improve.

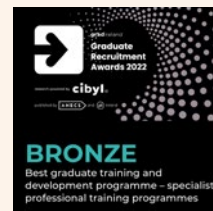
Having previously been awarded gradireland's 'Graduate Employer of the Year', we're proud of the supportive, engaging, and hands-on experience our programme offers. You'll work on meaningful projects, take ownership of your development, and be part of a team that's as passionate about learning and progress as you are.

We're committed to helping you grow and succeed - and we'll be with you every step of the way.

This is your opportunity to kickstart your career and build something great.

We can't wait to see what you'll achieve.'

Joe

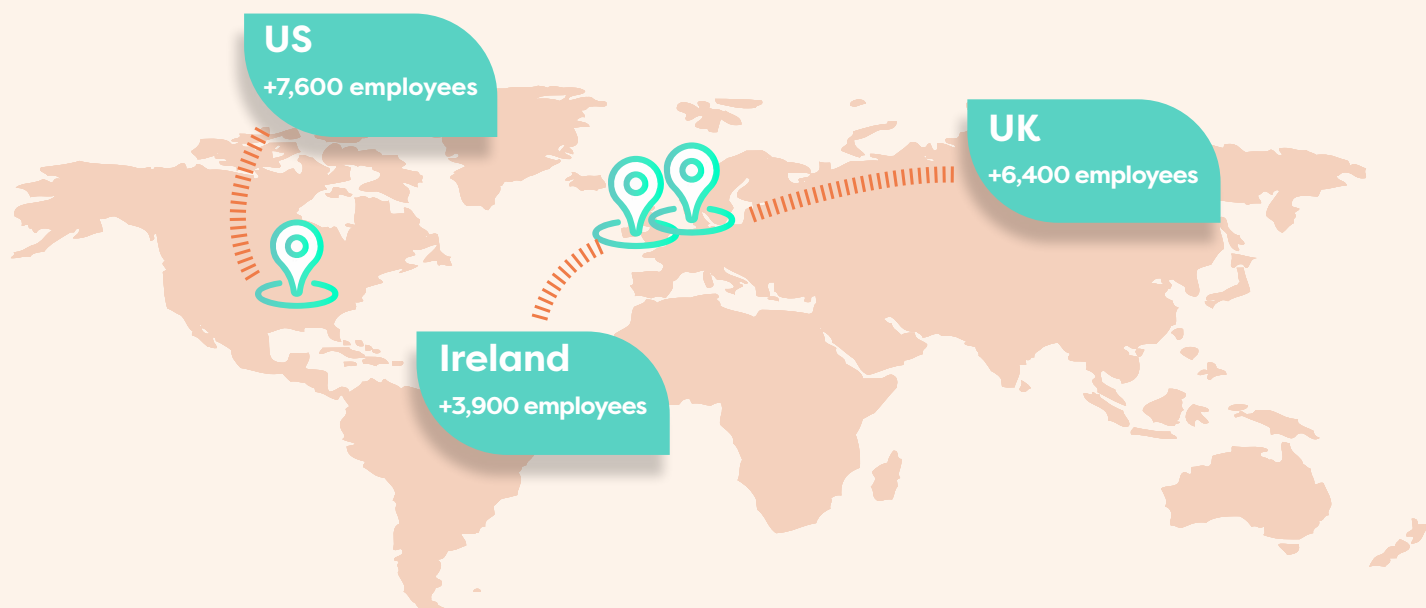


Who we are

We are global 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 17,000 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

2010

First 6 motorway service areas open in Ireland and Applegreen begins partnerships with brands such as Burger King and Subway.

2015

Successfully complete IPO on the Irish & London stock exchange.

2017

Acquisition of the joint fuel terminal, Brandi Group (US) and Carsley Group (UK).

2008

Applegreen expands to the UK.

2008

Applegreen expands to UK

1992

First store opens on Sarsfield Road in Dublin.



The Bakewell



Trucks distribution center



2013

4 motorway service areas open in Northern Ireland and Applegreen's own food brand offering, The Bakewell, launches.

2014

Fuel Card and Dealer offers launch.

braeburn coffee



2019

10 year anniversary of the charitable fund and launch of its airline refuelling business.

2021

Applegreen goes private and enters partnership with Blackstone, further expansion to the US Market through acquisition of HMS Host and NYSTA.

2023

Launch of new braeburn café. First graduate international placement. gradireland Gold Award.

2022

Marks & Spencer partnership.

2024

Winner of gradireland Graduate Employer of the Year Award.

2025

Chick Fil-A and Taco Bell open in Irish Applegreen locations. Launch of Applegreen IT Graduate Programme.

2026

Applegreen opens its 1st Popeyes.

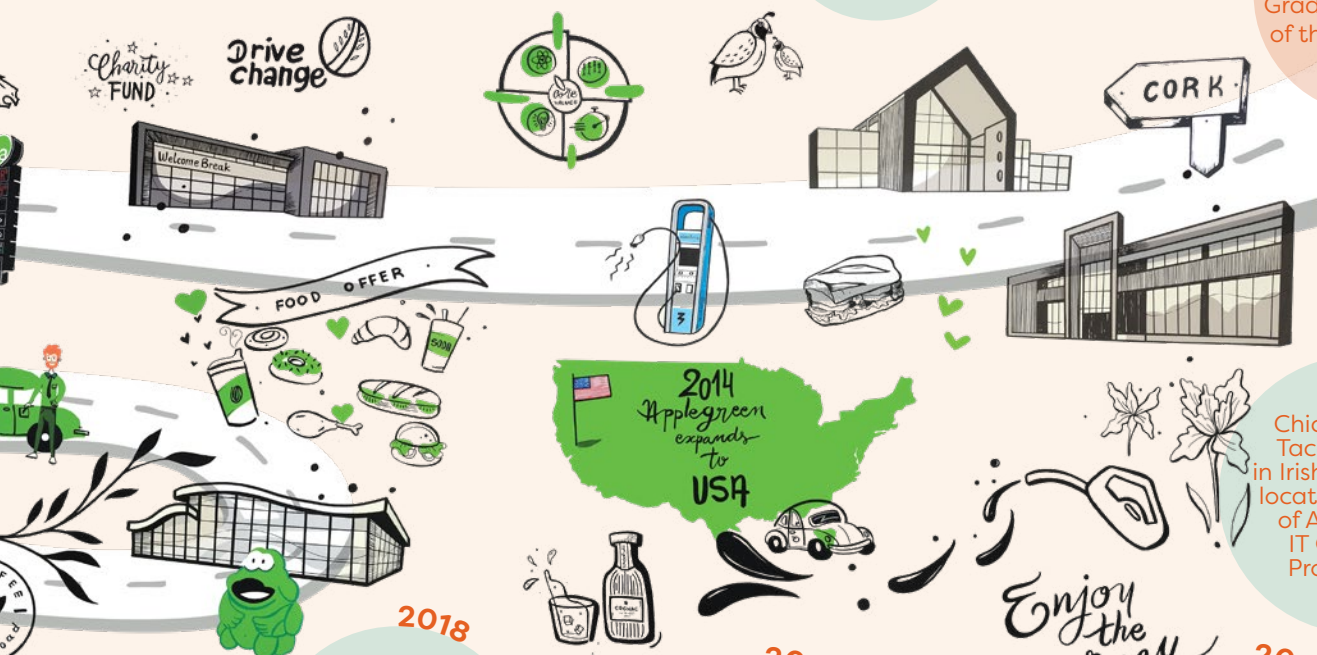
2020

Applegreen Graduate Programme is launched.

2018

Applegreen acquires Welcome Break expanding its portfolio to include hotels.

2014
Applegreen expands to USA



Our people & places





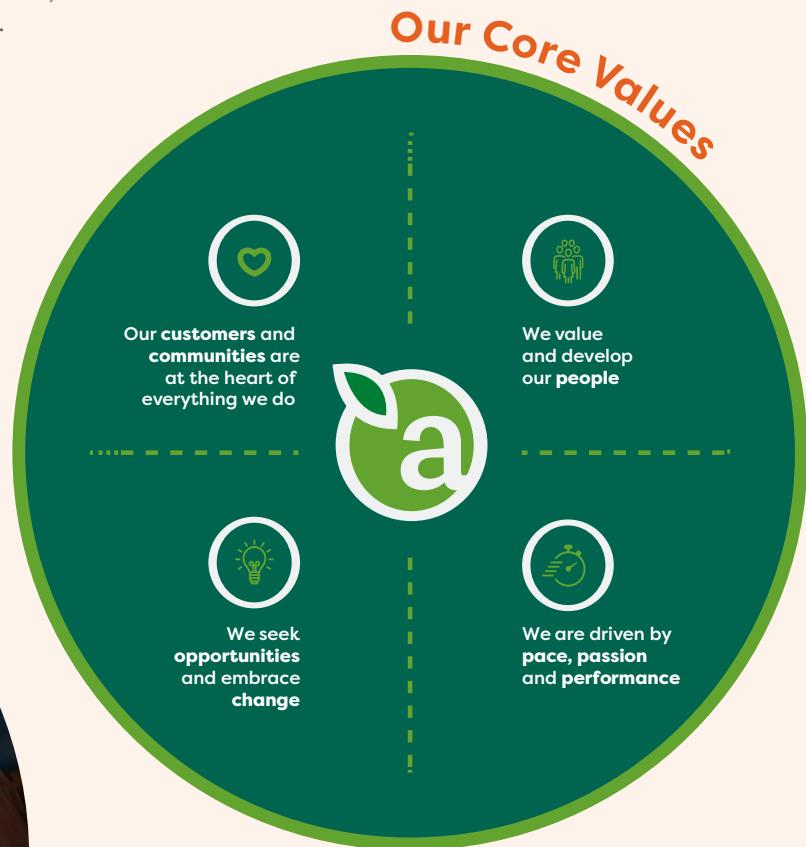
What matters to us

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 established in 2009 with the mission to give back to the communities where Applegreen operates. It's deeply embedded into the company's culture, with employees across stores and head office actively involved in fundraising and volunteering.

Key Highlights:

- **Funding Model:** Every time a customer makes a purchase in Applegreen stores in Ireland, 1 cent is donated to the fund.
- **Impact:** Over €6 million raised since inception, supporting both children's and adult services across Ireland.
- **Current Partner:** From 2023 to 2025, Applegreen is committed to raising €1 million for Barretstown, a charity that provides therapeutic camps for children and families affected by serious illness.
- **Activities:** Fundraising events include fun runs, static cycles, marathons, and themed campaigns like "Bands for Barretstown".
- **Recognition:** The fund has received multiple awards for its CSR efforts, including the Chambers Ireland CSR Awards and Philanthropist of the Year.



Drive Change

During 2024 we relaunched our refreshed Drive Change Strategy for 2025 and beyond. All of our sustainability-related goals are built on three foundational pillars; People, Planet and Partnerships.

We recognise that our world needs action, not just words. From climate change to social gaps, these challenges affect us all. As an industry leader, Applegreen is stepping up and turning sustainability into real world impact.

People: Our people, customers and communities are at the heart of everything we do.

Planet: Our goal is to drive environmental responsibility by cutting carbon emissions, minimising waste, and conserving vital resources.

Partnerships: Collaboration is key to driving meaningful change. By working together, we can amplify our impact and accelerate progress towards a more sustainable future.

life at @pplegreen



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 flexi-time 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.



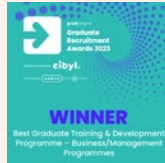
Sports & Social

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



Trainee Development - Platinum



We were delighted to be awarded the “**Graduate Employer of the Year**” at the 2024 gradireland awards.

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.

IT Programme

Our new IT graduate programme offers an exciting opportunity to rotate between dynamic IT projects and data management functions, providing hands-on experience. Graduates will tackle real-life challenges and gain valuable skills. This programme is designed to build future tech leaders through diverse experiences and professional development.



Embrace what's possible

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



Salary of €32,000/year



Starting on 21 days annual leave



Pension scheme with company contributions



Comprehensive health insurance



Sick pay



Bike to work scheme



Volunteer days



Graduate opportunities across all areas of our business in Ireland



Unlimited progression opportunities to realise your career ambitions



Social / cultural events



Wellbeing programmes



A fun and collaborative work environment



Study leave

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 insight 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



2023 GRADUATE PROGRAMME

Alanna / Learning & Development Specialist

Why did you apply to Applegreen?

What attracted me most to the Applegreen Graduate Programme was the variety of opportunities it offered. The chance to experience different departments, gain exposure to various areas of the business, and even travel to the United States made it stand out from other graduate programmes. I saw it as a unique opportunity to develop both professionally and personally while building a broad understanding of the business.

How did the graduate programme prepare you for your current role?

The graduate programme provided me with a strong foundation for my current role by combining hands-on experience with professional development opportunities. Alongside our rotations, we completed a range of courses and training programmes, including the Excel Masters Diploma, PowerPoint Skills, Influence and Leadership, Presentation Skills, Project Management, and the Business Challenge. We were constantly given tools and support to help us grow. The variety of rotations also allowed me to develop a well-rounded understanding of different functions across the business, which has been invaluable in my career.

What advice would you give to anyone considering applying to Applegreen?

My advice would be to go for it. Applegreen is a business full of opportunities, and there is no limit to what you can do if you are willing to put yourself forward. Be open to trying new things, stepping outside your comfort zone, and making the most of every opportunity that comes your way. The more you put into the programme, the more you will get out of it.

What was your favourite part of the graduate programme?

My favourite part of the graduate programme was the US rotation. The team there made me feel incredibly welcome from day one, and I learned so much during my time in the office. Experiencing a different side of the business and understanding how operations work in another market was both exciting and rewarding. It was a privilege to be part of that experience, and I enjoyed it so much that two years later, I am returning to the US to continue my journey with Applegreen.

Alanna's Career Timeline

January 2023

HR Team Rotation
(Ireland)

April 2023

Trading Team
Rotation (Ireland)

September 2023

Site Operations
Rotation, Cobh

November 2023

Site Operations
Rotation, Cork North
Ring (Ireland)

January 2025

Food Operations
Manager, Burger King
(Ireland)

January 2024

Food Team Rotation
(United States)

Facilities & Health
& Safety Team Rotation
(United States)

July 2024

Lead Food Operations
Manager, Taco Bell
(Ireland)

July 2025

August 2026

Learning & Development
Specialist / Trainer
(United States)

Lead Food Operations
Manager, Taco Bell
& Popeyes (Ireland)

February 2026



2023 GRADUATE PROGRAMME

Meet Aaron / *Finance Analyst*

Why did you apply for Applegreen?

I applied to Applegreen because I wanted a graduate programme that offered real responsibility early on. During my interview process, it was clear that Applegreen valued development, ownership and giving its graduates meaningful work that directly impacted the business. The fast-paced commercial environment really appealed to me, and I saw it as a place where I could grow quickly, gain broad experience across different functions and build a strong foundation for my finance career.

What were your favourite parts of the graduate programme?

One of my favourite parts of the programme was the opportunity to rotate between different finance functions. Each rotation gave me a new perspective on how the wider finance team operates and how each area contributes to the business. I also benefited from working under different managers, each with their own style and approach, which helped shape my development. This variety across teams, systems and leadership made the experience engaging and accelerated my learning.

What is the culture like in Applegreen?

Applegreen has a very open, supportive and fast moving culture where people are always willing to help, share knowledge and give you opportunities to grow. There's a strong sense of teamwork across departments and teams. It's a dynamic and friendly environment that makes it easy to learn and build confidence. The social side of the company stands

out too, with Sports & Social events, charity days and team activities adding a lot to the overall culture of Applegreen.

Do you have any advice for graduates balancing working and studying at the same time?

Balancing work and ACCA exams requires structure and consistency. What helped me most was planning study blocks around busy periods in the finance calendar and setting weekly goals that kept me on track. I found it useful to use quieter weeks to get ahead and avoid pressure during month end. Communicating with your manager is also important, as they understand the demands of the exams and will support you when deadlines overlap.

How has the graduate programme prepared you for stepping into the Finance Analyst role?

The programme gave me a strong grounding in both technical finance skills and commercial awareness. By the time I stepped into the Finance Analyst role, I already understood the systems, the processes and the expectations. I also built confidence in analysing data, presenting insights and working with stakeholders, which are all essential in commercial finance. Overall, the experience set me up well for the transition.



2023 GRADUATE PROGRAMME

Meet James / *Commercial Project Manager*

What is the culture like at Applegreen?

Applegreen's culture, both in Ireland and the USA, is fantastic. One of our Core Values is "We Value and Develop Our People", and this sentiment is more than just words – it embodies everything we do. From learning and growth opportunities, sports and social events, and charity and DEI initiatives, Applegreen has a fast and entrepreneurial culture that is consistently striving to develop our teams across each region.

What tips would you give to anyone considering an international placement?

Go for it! The time truly flies, and it provides amazing opportunities for personal and professional growth. Embrace the experience with an open mind and a willingness to learn. Be proactive in seeking out new opportunities and take advantage of the unique experiences and challenges!

How has the graduate programme prepared you for the role of Commercial Project Manager?

The Graduate Programme provided an excellent foundation for my current role as Commercial Project Manager by exposing me to different areas of the business, diverse teams, and real responsibility from an early stage. Through rotations across functions in both Ireland and the United States, I developed a strong understanding of Applegreen's operations, commercial priorities, and growth strategy.

One of the most valuable aspects of the programme

was the level of ownership entrusted to graduates. Working on meaningful projects, collaborating with senior leaders, and gaining experience across multiple business functions helped me build the commercial awareness, communication skills, and adaptability that are critical in my role today.

Experiencing the pace and scale of our US business first hand gave me a deep appreciation for the opportunities within the market and reinforced my ambition to build a long-term career there. Having now returned to the US as a Commercial Project Manager, I can clearly see how the programme prepared me for this opportunity. The experiences, relationships, and confidence I gained as a graduate have enabled me to transition seamlessly into a role focused on supporting Applegreen's continued growth and success.

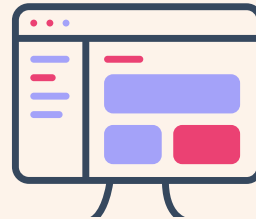
How were you supported by the business post programme as you transitioned into your new role?

One of the things I value most about Applegreen is that the development opportunities continue beyond the Graduate Programme. Since completing the programme, I've had the opportunity to work across Internal Communications, M&A, and commercial project management, gaining experience in strategic projects and building valuable skills along the way. The support and encouragement I've received throughout my career have given me the confidence to take on new challenges and progress into my current role in the US. Applegreen is a company that truly invests in its people and creates opportunities for long-term career growth.

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 makes 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 **16th October 2026**.

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



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Irma Cerniauskaite