



Great  
Place  
To  
Work®

Certified

JUN 2024 - JUN 2025

IRELAND

# Graduate Programme 2025



Join us.  
Let's care  
for tomorrow

ALLIANZ.IE

# Who we are

## GLOBAL

The Allianz Group is one of the world's leading insurers and asset managers.



Located in 70 countries



155,000 employees worldwide



126 million retail and corporate clients



Sponsor of:

- FC Bayern Munich
- FC Barcelona
- ABB FIA Formula E World Championship



Worldwide Olympic and Paralympic Insurance Partner

100

Over 100 years in Ireland

## LOCAL

Allianz Ireland offers motor, home, pet and commercial insurance in the retail and B2B market of the world's leading insurers and asset managers.



Winner of GradIreland 'Best Graduate Recruiter in Insurance' 2022, 2023 & 2024



700+ local employees



700,000 customers



Partner with:

- Cumann na mBunscol
- Paralympics Ireland
- Olympic Federation of Ireland



Sponsor of the GAA All-Ireland Senior Football Championship and the Allianz Leagues

# Life at Allianz Ireland



At Allianz Ireland we use our role as an employer, insurer, investor and corporate citizen to contribute to more inclusive and stronger societies.

Our culture emphasises responsiveness, customer-centricity and collaboration. We operate an Inclusive Meritocracy where people and performance matter. We are constantly working on creating a collaborative workplace where you can engage in meaningful work in an open and supportive learning environment. We want to provide our employees with the option to actively get involved in shaping an inclusive culture.

As an employer, we believe in the power of diversity and inclusion, in mutual respect and support. We continue to put measure in place to ensure we remain an Equal Pay employer, this year and in the years to come. Our commitment to flexible working arrangements, including cross-border mobility and hybrid working, is a key part of life at Allianz.

*“Taking the first steps to building your career after graduation is an incredible moment of both opportunity and excitement for the future. Here at Allianz Ireland, we know that the graduates of today will be the leaders of tomorrow, and so I’m delighted to announce the launch of our 2023 Graduate Program. My own career at Allianz started with the Graduate Program, back in 2004 at Allianz Australia. I knew nothing about the insurance business at the time, but through a fast-paced and supportive learning environment I got to experience so many facets of the business. I also made long-lasting friendships with the other graduates, many of who are still my colleagues today. As Gradireland ‘Best Graduate Recruiter within the Insurance industry’ we are committed to providing opportunities that will empower you to build your career. I look forward to welcoming our first intake of graduates this September as we continue to help create a more sustainable and secure future for our customers.”*

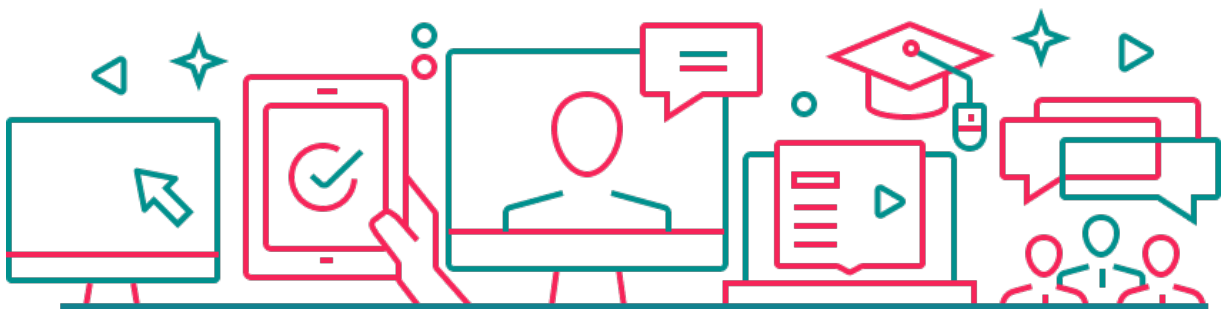


**Phillip Gronemeyer**  
CEO Allianz Ireland

# Our programme

Our award winning Graduate Programmes will help you develop fast while building a large network of colleagues who are here to support your personal and professional development. The Allianz Graduate Programme is a three-year programme consisting of four rotations within Allianz. During your time in the programme you will experience three rotations in Allianz Ireland, and complete one international rotation within one of our global companies.

We have two graduate pathways on offer as you kick-start your career. Both the General Insurance and Data and Analytics Graduate pathways will offer key insights into life at Allianz Ireland, and prepare you to become a key member of our community.



## GENERAL INSURANCE GRADUATE

As a General Insurance Graduate, you will gain experience in our customer-centric business operations.

### ROTATION 1

Customer-focused role with strategic emphasis and product training + Insurance (APA) qualification

### ROTATION 2

Including Sales, Market Management, Compliance and Organisational Development

### ROTATION 3

International Assignment

### ROTATION 4

Commercial Business Role

### REQUIREMENTS

3rd level primary degree or postgraduate degree (2:1 or higher) in Business, Law, Insurance, Finance or related disciplines.

## DATA ANALYTICS GRADUATE

As a Data and Analytics Graduate, you will gain experience in our customer-centric and technical business operations.

### ROTATION 1

Customer-focused role with strategic emphasis and product training + Insurance (APA) qualification

### ROTATION 2

Including Claims, Data Insights, Actuarial, Underwriting teams and Portfolio Underwriting

### ROTATION 3

International Assignment

### ROTATION 4

Technical Business Role

### REQUIREMENTS

3rd level primary degree or postgraduate degree (2:1 or higher) in Data Science, Analytics, Engineering, Mathematics, Actuarial Studies or related disciplines.

# What our programme offers you

From the very first day you join Allianz Ireland, your contributions are valued. We are always striving to be a great place to work and provide you with an environment that is inclusive, where you can thrive while maintaining a healthy work-life balance.



Competitive salary



22 annual leave days



Company, Birthday  
& Volunteer days



Excellent pension &  
health benefits



Staff affinity  
insurance rates



International  
assignment



Educational support  
& study leave



Hybrid working



Comprehensive  
training, development &  
mentorship



Free lunch



Wellbeing initiatives



Sports & social club

# Our community



Women's Aid

One of the organisations we have partnered with to drive change in Ireland is Women's Aid, a leading national charity who have been working to stop domestic abuse against women and children in Ireland since 1974.

Through our three year partnership, we are committed to investing over €1 million to help raise awareness of domestic abuse and the resources and services available for women across Ireland who are affected.



GAA Sponsorship

Allianz's brand purpose has always been to secure our customers' futures and give them the confidence to write their own story. Through our sponsorship of the GAA, we aim to support communities across the country and celebrate the passion of our customers through Gaelic Games.

We have sponsored the Allianz Football and Hurling Leagues for over 30 years and in 2022 we were delighted to build on that partnership by sponsoring the All-Ireland Senior Football Championship and the Camogie Association. Meanwhile, Allianz Cumann na mBunscol takes place annually and aims to promote the culture and ethos of Gaelic games within primary schools across the island of Ireland.



Sustainability

Our ambition is to support the global transition to a sustainable future together, in every way we can. We want to move from being a responsible company in our own right, to help shape what sustainability means across the financial services industry.

We focus on three core pillars for change:



Tackling Climate Change



Integrating Environmental, Social, and Governance



Social Impact

# Come join us

With commitment to putting customers at the centre of our business, we look to identify those with integrity, leadership, positivity and importantly ambitions to be the best they can

possible be in their career. We are looking for graduates who want to blaze new trails, disrupt the insurance industry and shape a better tomorrow.

**Sept**  
**Applications** **1**

**Sept-Nov**  
**Phone**  
**interview** **2**

**Oct-Dec**  
**Interview** **3**

**Sept 2025**  
**Onboarding** **4**

- Applications open on Monday 2nd September.

- Phone call with our recruitment team to learn more about you and answer any questions you might have about our programme.

- Join us in our Dublin office for a 2-hour in-person interview assessment, which includes a competency based interview and a pre-prepared presentation.

- Welcome to Allianz! Join our month long induction programme before starting your business rotations.

## Interested in learning more?

General Insurance  
Programme

Data&Analytics  
Programme

Allianz  + Women's  Aid

**THIS IS WHAT REAL  
STRENGTH  
LOOKS LIKE**

Jordan  
Survivor

Visit [WomensAid.ie](https://www.womensaid.ie) for more information about domestic abuse

**#WORLDSSTRONGESTWOMEN**