



Great
Place
To
Work®

Certified

JUN 2026-JUN 2027

IRELAND™

Graduate Programme

2027



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.



Life at Allianz Ireland

WE
SECURE
YOUR
FUTURE



#1

Property & Casualty Insurer

100

Over 100 years in Ireland

LOCAL

At Allianz Ireland, we offer car, home, pet and commercial insurance products that are tailored to meet the diverse needs of our customers.



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 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 next 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

Kick-start your career and make an impact from day 1

Our Graduate Programme is a three-year opportunity to learn, contribute and grow. Across four rotations, you'll work alongside experienced colleagues, take on real business challenges and build skills that will set you up for your future career.

You won't be watching from the sidelines. You'll be trusted with meaningful work, given opportunities to share your ideas and be supported to take on new challenges as you grow. And your experience won't be limited to Ireland. You'll complete one international rotation within the Allianz Group, giving you the opportunity to work in a different market, experience a new culture and build a global network.

Choose from two pathways designed to help you discover where your strengths can take you.

What could you work on?

- Help develop a new customer proposition
- Analyse claims data to identify trends and opportunities
- Support a project improving the customer journey
- Build insights for senior leadership
- Work with an international team on a business challenge
- Transform our business operations

General Insurance Graduate:

Get close to the customer, solve real business challenges and discover how insurance works.

Rotation 1 - Customer

Work in a customer focused role, contributing to initiatives that help us understand and deliver for our customers. Build your insurance knowledge through product training and work towards your APA qualification.

Rotation 2 - Strategy

Experience different sides of the business such as Sales, Marketing, Operations, Underwriting, Product and Claims. Get involved in projects, contribute your ideas and see how decisions translate into real business outcomes. Partner with your Mentor who will provide guidance, support your development, and help you build your professional network across the business.

Rotation 3 - Global

Take your experience beyond Ireland with an international assignment within the Allianz Group. Work with a new team, experience a different market and broaden your perspective.

Rotation 4 - Make your mark

Take on a transformation project where you can apply everything you've learned, take ownership of meaningful work and demonstrate the impact you can make.

Requirements

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

Data Analytics Graduate:

Turn data into insight and insight into better decisions.

Rotation 1 - Customer

Build your understanding of our customers and insurance business while developing your technical and commercial skills. Gain product knowledge and work towards your APA qualification.

Rotation 2 - Strategy

Work with real business data across areas such as Claims, Data, Actuarial, Underwriting and Portfolio. Help solve problems, identify opportunities and turn data into insights that influence decisions. Partner with your Mentor who will provide guidance, support your development, and help you build your professional network across the business.

Rotation 3 - Global

Take your analytical skills international through an international assignment within the Allianz Group. Build your global network and see how data analytics support insurance in another market.

Rotation 4 - Make your mark

Take on a transformation project, applying your analytical skills to real challenges and helping us find smarter ways of working.

Requirements

3rd level primary degree or postgraduate degree (2.1 or higher) in Data Science, Analytics, Engineering, Mathematics, Statistics, Actuarial, AI or a related discipline.

Data Analytics Graduate Programme

Do you have what it takes?

- Do you possess a data-driven approach and an analytical mindset?
- Are you skilled at solving problems effectively?
- Do you focus on achieving results and finding solutions?
- Can you efficiently meet project deadlines while working cross functionally?
- Are you committed to continuous learning?

Graduates Testimonial



I joined Allianz in 2023 on the Data and Analytics Graduate Programme. My first rotation was in Service Excellence within the Direct Sales department, where I got hands-on exposure to retail insurance and worked cross-functionally on projects across different teams. From there, I moved into Commercial Pricing, where I saw the commercial side of the business and learned the technicalities behind pricing complex products. The highlight of the programme was my international assignment in Chicago, where I worked in Underwriting Integrity and was exposed to large global commercial accounts. It was a brilliant experience and really broadened my perspective on the scale of our operations.

I now work as a Business Analyst in Service Transformation, working on large-scale strategic programmes. I am the BA lead for Payments Modernisation from the Service Transformation side, which has been a great opportunity to take ownership of something significant early in my career. I'm really excited to be in this new role and looking forward to what's next.

The programme gave me variety, real responsibility, and a clear path into a role I genuinely enjoy. "



Patricia Lorincova
Data Analytics
Graduate 2023

Patricia's career journey

- **1st Rotation**
Service Excellence
- **2nd Rotation**
Commercial Pricing
- ✈ **3rd Rotation**
International Assignment; Underwriting Integrity, Allianz Commercial Chicago
- **4th Rotation**
Service Transformation
- **Post Programme**
Service Transformation Business Analyst

General Insurance Graduate Programme

Do you have what it takes?

- Do you thrive in team environment and enjoy collaborating with others?
- Do you prioritise finding solutions and achieving results?
- Are you self-motivated and determined by nature?
- Would you identify as someone who loves to learn and innovate?

Graduates Testimonial



My time on the Allianz Graduate Programme has been an incredible experience of learning, development, and personal growth. Across four rotations, I gained a broad understanding of the insurance industry while contributing to meaningful work across the business.

My first rotation in Commercial Underwriting Operations gave me an excellent introduction to insurance, with exposure to process improvements, customer journeys, and the foundations of underwriting. I then moved into Claims Transformation, where I supported key projects for our claim's teams, including the rollout of a new tool designed to help our handlers capture more detailed information at first notification of loss.

A personal highlight was relocating to Munich to work with the Multinational Business Excellence team. Conducting business reviews across multiple lines of business and regions was an unbelievable experience and gave me a wider perspective on Allianz as a global organisation.

*My final rotation in Commercial Transformation allowed me to work on projects across Commercial Underwriting teams and helped me transition into my permanent role as a Financial Lines Underwriter. I have loved working for Allianz and would highly recommend the graduate programme to any future graduate. **It is a fantastic opportunity to grow, learn, ask questions, complete your insurance exams, and build a career in insurance."***



Alfie Flynn
General Insurance
Graduate 2023

Alfie's career journey

- **1st Rotation**
Underwriting Operations
- **2nd Rotation**
Claims Transformation
- ✈ **3rd Rotation**
International Assignment; Multinational Business Excellence Team, Allianz Commercial Munich
- **4th Rotation**
Commercial Transformation
- **Post Programme**
Financial Lines Underwriter

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
- 

International assignment
- 

22 annual leave days
- 

Company, Birthday & Volunteer days
- 

State of the art gym
- 

Free lunch
- 

Hybrid working
- 

Educational support & study leave
- 

Strategic Business rotations
- 

Wellbeing initiatives
- 

Comprehensive training and development
- 

Mentorship programme
- 

Work from Home Allowance
- 

Excellent pension & health benefits
- 

Staff affinity insurance rates
- 

Sports & social club

Our community



We are proud partners of The Shona Project, a programme that focuses on inspiring and empowering the women and girls of Ireland. For many teenage girls in Ireland, life is harder than it's ever been. The Shona Project brings hundreds of Irelands most inspirational women together, all of whom have stories to tell, advice to share, or questions to answer. The goal is to make every girl in Ireland feel safe, strong and seen. To learn more about the Shona Project, visit their website www.shona.ie



In Allianz, we have been supporting communities in Ireland for over 100 years. Over that time, championing sport has always been a core part of how we have supported the passions of our customers. As a proud partner of the GAA for over 30 years, the longest supporter of Para sport in Ireland through our partnership with Paralympics Ireland, and as a proud partner of the Olympic Federation of Ireland and the Camogie Association, we've witnessed the transformative power of sport, especially for children and young people. Despite sport being integral to our national identity, 1 in 5 children stop participating during the transition from primary to secondary school. Through our longstanding sports partnerships, and as Ireland's largest insurer of schools, we want to play a part in stopping the drop in participation through our awareness campaign Keep Playing. Learn more at www.allianz.ie/stopthedrop



Sustainability

We focus on three core pillars for change:



Tackling Climate Change



Integrating Environmental, Social, and Governance



Social Impact

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.

Graduate Programme

Join us, let's care for tomorrow

At Allianz we welcome those with integrity, leadership, positivity and importantly ambitions to be the best they can possibly be in their career. We are looking for graduates who want to blaze new trails, disrupt the insurance industry and shape a better tomorrow.



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

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



- Applications open on 1st 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



Get 15% off car insurance online



allianz.ie/products/car/car-insurance.html



or scan here

Allianz p.l.c is regulated by the Central Bank o f Ireland. Standard acceptance criteria, minimum premiums and terms & conditions apply.