



Great  
Place  
To  
Work<sup>®</sup>

Certified

JUN 2025-JUN 2026

IRELAND

™

# Graduate Programme

2026

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



156,000 employees  
worldwide



128 million retail  
and corporate clients



Sponsor of:

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



Worldwide Olympic and  
Paralympic Insurance Partner

# #1

P&C 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.



Winner of GradIreland  
'Best Graduate Recruiter  
in Insurance' 2022, 2023,  
2024 and 2025



700+ local  
employees



800,000+  
customers



Partner with:

- Cumann na mBunscol
- Paralympics Ireland
- Olympic Federation of Ireland
- Shona Project
- Womens Aid
- The Camogie Association



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



# Life at Allianz Ireland

## WE SECURE YOUR FUTURE



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

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, Organisational Development and Mentorship

### 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, Portfolio Underwriting and Mentorship

### 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



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

# 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?

## Anna's career journey

- **1st Rotation**  
Data Team
- **2nd Rotation**  
Pricing Team
- ✈ **3rd Rotation**  
International Assignment to Allianz Australia on the Enterprise Data Team
- **4th Rotation**  
Technical Business Role

## Graduates Testimonial



*Participating in the Data and Analytics graduate program at Allianz Ireland has been a transformative experience for me, both personally and professionally. The program provides exceptional opportunities to engage in innovative projects and collaborate with professionals who are passionate about harnessing data to drive business success.*

*One of the standout moments of my journey was working with the Data and Insights Team at Allianz Australia for several months as part of an international assignment. This experience allowed me to immerse myself in a different culture, expand my professional network, and gain invaluable insights into Allianz's global operations. Collaborating with colleagues in Australia, I learned new analytical techniques and contributed to impactful projects that are influencing the future of the insurance industry. Engaging in cross-functional projects helped me understand the diverse applications of data analytics across various business units within Allianz Australia.*

*The support and encouragement from the Allianz Ireland team have played a crucial role in my personal and professional development. I am grateful for the opportunity to be part of such a dynamic program and to have broadened my horizons, and I wholeheartedly recommend the Data and Analytics program at Allianz Ireland."*



**Anna Walsh**  
**Data & Analytics Graduate**  
**BSc Business Analytics TUD, 2023**



# 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?

## Matthew's career journey

- **1st Rotation**  
Claims Transformation
- **2nd Rotation**  
Customer Driven Transformation and Customer Service Excellence
- ✈ **3rd Rotation**  
International Assignment to Allianz Commercial Chicago on the Financial Lines Underwriting Team
- **4th Rotation**  
Commercial Business Role

## Graduates Testimonial



*Having interned at an insurance company, I was keen to explore the industry in-depth and understand the diverse functions and roles it offers. Allianz*

*Ireland's Graduate program's rotational structure was ideal, as it enabled me to gain experience in our claims department, sales sector, and most recently, as a financial lines underwriter in our Chicago office. Participating in strategic projects within the program provided me with a richer understanding of these areas than a typical entry-level role would. Additionally, the autonomy I received helped me cultivate leadership skills, setting a solid foundation for my career.*

*Allianz is an exceptional workplace. Starting the graduate program alongside ten peers allowed me to forge lifelong friendships as we collaborated and transitioned through different parts of the business. The social aspect of working in a company that genuinely values its employees is one of the best aspects of being at Allianz.*

*Furthermore, the General Insurance Graduate Program offered me the chance to spend six months in Chicago with the financial lines team. During this time, I managed accounts, researched clients, and learned about risk pricing, acquiring skills that have prepared me well for future roles, all while enjoying the vibrant life of a major US city."*



**Matthew Reeves**  
General Insurance Graduate  
BBs Business UL, 2023



# Our community



Women's Aid

Since 2021, we have proudly partnered with Women's Aid, a leading national charity dedicated to stopping domestic abuse against women and children in Ireland since 1974.

This year, we renewed our partnership, doubling down on our commitment to raise awareness about the societal issue of domestic abuse in Ireland, and to promote the lifesaving services offered by Women's Aid. To learn more about our initiatives and the ways we support Women's Aid, visit [www.allianz.ie/womensaid](http://www.allianz.ie/womensaid)

## #StopTheDrop



At Allianz, supporting communities in Ireland has been a cornerstone of our business for over 100 years. 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 #StopTheDrop. Learn more at [www.allianz.ie/stopthedrop](http://www.allianz.ie/stopthedrop)



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

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.

Sept  
Applications 1

Sept-Nov  
Phone  
interview 2

Oct-Dec  
Interview 3

Sept 2026  
Onboarding 4

- Applications open on Monday 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



[careers.allianz.com/job-invite](https://careers.allianz.com/job-invite)

Data & Analytics  
Programme



[careers.allianz.com/job-invite](https://careers.allianz.com/job-invite)





# SEAT BELTERS

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LISTEN ON  Spotify

Did you know the **music** you  
listen to can **affect your driving?**

Music with high beats per minute can affect your alertness, reaction time, decision making and speed. While music with a lower BPM can lead to safer driving.

So together with Spotify, we created Seat Belters.

A personalised playlist you'll love, with a lower BPM for safer driving.

Scan the QR code for yours now.

