



Grow your career with



**future**  
leaders

graduate programmes 2026



# Joe Barrett

CEO // Applegreen ROI



'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.'



## 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 500 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.

2008

Applegreen expands to the UK.

1992

First store  
opens on  
Sarsfield Road  
in Dublin.

2015

Successfully  
complete IPO on  
the Irish & London  
stock exchange.

2017

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

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.

2022

Marks & Spencer partnership.

2023

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

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.

2020

Applegreen Graduate Programme is launched.

2018

Applegreen  
acquires  
Welcome Break  
expanding its  
portfolio to include  
hotels.

2018

Fuel Card and Dealer offers launch.

2013

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

2008  
Apple Green  
expands  
to  
UK

braeburn  
coffee

Charity  
FUND

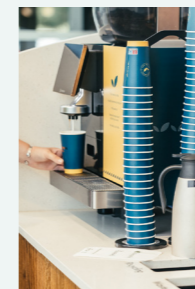
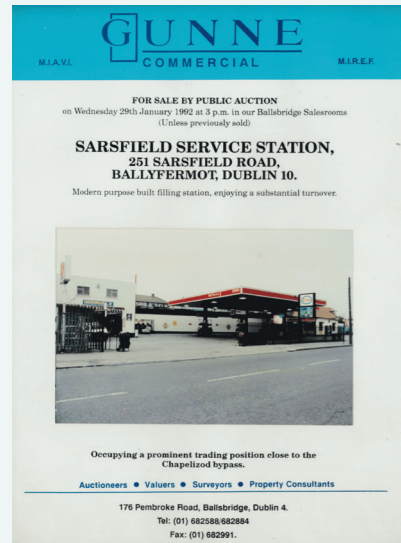
Drive (change)

2014  
Applegreen  
expands  
to  
USN

2014  
Applegreen  
expands  
to  
USN

Enjoy  
the  
Journey

# 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.





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

## 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

## Meet Evie | Braeburn Commercial Brand Lead

### What were your highlights of the grad programme?

The Applegreen Graduate Programme had several stand-out moments for me.

Winning the Business Challenge in 2022 and then being nominated and subsequently short-listed for the Graduate of the Year award by gradireland were two stand out moments for me. Less than six months later I was recognised as the Marketing, Communications, and Sales Professional of the Year for 2023 at a national awards ceremony. This was a particularly proud moment for me and was affirmation of my hard work and dedication throughout the graduate program.

### What is unique about life at Applegreen?

Life at Applegreen is unique due to the access to opportunities and the supportive environment fostered by senior leadership. The company encourages taking on diverse projects, providing a platform for professional and personal growth. The open-door policy with senior leadership

allows for mentorship and guidance, through this I have built excellent relationships with many people across the company who I regularly lean on for support. This culture helped me to continuously develop my skills and confidence.

### How has your time in the grad programme benefitted you in your role at Applegreen?

The Applegreen Graduate Programme provided me with an understanding of various business functions, which has directly benefited my role. Leading marketing initiatives and developing the Applegreen US website honed my strategic and leadership skills. These experiences have been invaluable in enhancing my ability to support the growth of Braeburn Coffee. The diverse project opportunities have equipped me with the confidence and knowledge to drive brand growth and ensure consistency across all communications. Overall, the programme laid a solid foundation for me to succeed in my permanent role here in Applegreen.

### What does a day in your role look like?

No two days are the same in my role, which keeps things exciting and dynamic. One moment I'm diving into marketing campaigns to ensure they align with our brand guidelines, and the next, I'm working on digital drive-thru menu boards or coordinating branded photoshoots. Planning seasonal campaigns and collaborating with various teams and creative partners to enhance customer experiences across our self-serve coffee and cafés is all part of the mix.

I regularly have meetings with departments

from across the business including design, operations and many more. This gives me direct access to large scale projects such as new café openings where I can learn so much from others throughout the business.

A day wouldn't be complete without brainstorming and executing new marketing ideas, from social media content to packaging designs.

Overall, my days are a blend of creative, strategic, and collaborative work to drive the success of our brand.

### What would you say to someone considering joining this programme?

I would highly recommend the Applegreen Graduate Programme to anyone considering it. The programme offers an incredible variety of experiences and opportunities across different business functions. You'll have the chance to lead significant projects, like I did with the US travel plaza marketing initiatives, which can lead to remarkable results and professional growth.

The support from senior leadership is fantastic - they provide valuable guidance and mentorship. The diverse rotations allow you to explore different areas gives you a great opportunity to develop relationships and skills.

Additionally, the dynamic and fast-paced environment ensures that no two days are the same, keeping the work engaging and rewarding. If you're looking for a programme that offers both professional development and the opportunity to make a real impact, Applegreen is the place to be.



## Meet Souren | Accounting & Finance Graduate

### Why did you apply for Applegreen?

Completing a year-long internship at Applegreen prior to the graduate program provided me with an exceptional experience. I was drawn to Applegreen due to their diverse finance learning program, which offered the opportunity to work across various departments during my internship.

The dynamic nature of the retail business, coupled with the supportive and growth-oriented culture, solidified my decision to return for the graduate program.

### What are your favourite parts of the grad programme?

I have always aspired to work in the financial sector, and the opportunity to become a qualified accountant while gaining experience across different departments is invaluable. The graduate training and activities not only add an element of enjoyment to the workplace but also provide opportunities for both professional and personal growth. Being part of a small group of graduates allows for significant responsibilities beyond day-to-day tasks.

### What is the culture like at Applegreen?

Applegreen fosters a culture of collaboration, innovation, and continuous learning. Open communication and mutual respect are paramount, creating a dynamic and flexible work environment. The camaraderie and team spirit make it an enjoyable place to work, with colleagues always willing to provide support.

### How has your time at Applegreen benefitted your learning and development within the Grad Programme so far?

My time at Applegreen has provided practical experience and a deeper understanding of financial concepts applied in real-world scenarios. The rotational structure of the program has broadened my skill set while offering a comprehensive view of the company's operations. Regular feedback and mentoring have accelerated my professional growth, and the team activities have fostered a sense of community and cooperation.

### What are you looking forward to, post grad programme?

Post-graduate programme, I am eager to continue my career growth within the company and take on increased responsibilities. I aim to apply the knowledge and skills gained during the programme and as a qualified accountant to contribute effectively to the organization's success. Specifically, I am excited about the prospect of assuming a more specialized role within the finance department, where I can leverage my knowledge and expertise to drive impactful financial strategies and initiatives.

### How do you balance working and studying at the same time?

Balancing work responsibilities with studying for ACCA exams requires careful planning, discipline, and effective time management. I prioritize my workload, allocate specific time slots for studying around my work schedule, and leverage resources provided by my employer to create dedicated study time without compromising work commitments.

## Meet James | Graduate Placement USA

### Why did you apply for Applegreen?

Retail is the most complicated simple business in the world, and I believe Applegreen is leading the way in the three regions we operate. I applied for the programme in 2021 because I wanted the opportunity to engage in a customer-focused, global rotational framework. Working alongside great people, teams, and brands on both sides of the Atlantic seemed like an incredible opportunity.

### What are your favourite parts of the grad programme?

The people! We are a people business, and our entrepreneurial and fast paced culture embodies this. The people at every level of the organisation are responsible for everything we achieve. Learning from world-class retail leaders, fuel economists, traders, marketers, and store teams has been an astonishing opportunity. Whether in Ireland's Support Office, in-store, or at our American HQ, I feel incredibly fortunate to learn from such a diverse and talented workforce.

### What is the culture like at Applegreen/ Applegreen USA?

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.

### How has your time working in Applegreen USA benefitted your learning and development within the Grad Programme?

Living and working in the United States has been a phenomenal learning experience both personally and professionally. Our US business is in an exciting growth phase, opening travel plazas throughout New York and New Jersey. We are constantly tasked with challenging opportunities that stretch our capabilities to improve our associate and customer experience. We have a true sense of ownership of our projects, and it's great to see the intricacies of FMCG and QSR across two continents.

### What has been your favourite part of your time in the US?

The vast experiences! From skiing, NBA games, ice hockey at Madison Square Garden, running the Brooklyn Half Marathon, exploring NYC, and much more, living in the USA has provided many pinch-me moments.

### 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, and be proactive in seeking out new opportunities. Take advantage of the unique experiences and challenges!



# 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 **12<sup>th</sup> October 2025**.

For any queries you can email us at:  
[Graduatecareers@applegreen.ie](mailto:Graduatecareers@applegreen.ie)



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Applegreen

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