2027

Iarnród Éireann Irish Rail

Join Our Graduate Programme

TFI TRANSPORT FOR IRELAND

Iarnród Éireann Irish Rail

Watch our *Graduate Marketing Video.*

The future of DART travel, watch the *drone footage from Inchicore Works.*

Applications Now Open

Iarnród Éireann's Graduate Programme

Iarnród Éireann's Graduate Programme offers the career launchpad you've been waiting for.

A journey designed to put you on the fast track to leadership within Ireland's national rail company. From day one, you'll work on projects that power our country's transport network, rotating across high-impact teams while receiving expert mentoring, professional qualifications support, and tailored development that accelerates your growth.

At Iarnród Éireann, our people are the driving force behind everything we do.

Our Graduate Programme is more than a career opportunity, it's a chance to help shape the future of sustainable transport and develop your skills alongside industry experts. We invite you to bring your ideas, your energy and your ambition and begin building a career with limitless possibilities at Irish Rail.

We are looking for ambitious and innovative graduates who have achieved or are working towards a Level 8 Honours Degree in a number of disciplines.

Please submit your application by 31st October 2026.

Applications Now Open

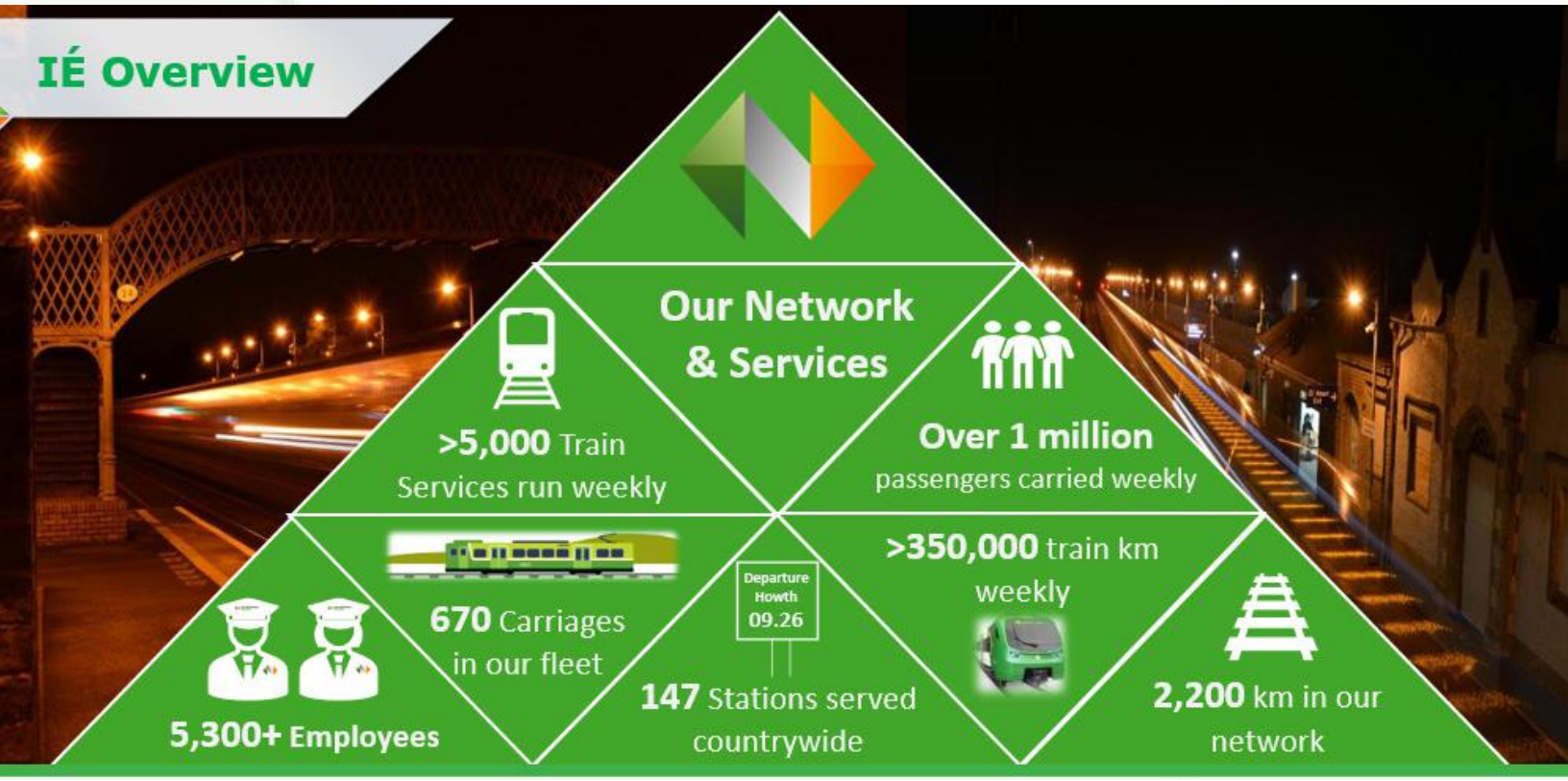
Iarnród Éireann
Irish Rail

About Iarnród Éireann

Ireland's rail network is an invaluable national asset, providing the backbone for an integrated public transport system for the nation.

Over recent decades Iarnród Éireann has successfully implemented major infrastructure and service enhancements that have modernised rail transport for an increasing number of customers and of wider benefit to Ireland.
In addition, Iarnród Éireann provides support to economic growth across Ireland, contributes fully to the environmental and social objectives of national and local government.

Looking ahead, Iarnród Éireann remains committed to delivering a modern, reliable, and sustainable rail network that connects communities, supports economic growth, and helps build a greener future for Ireland.



Iarnród Éireann Irish Rail | CUSTOMERS AT THE HEART OF OUR BUSINESS | IARNRÓD ÉIREANN ONE TEAM | VALUING OUR PEOPLE | ALWAYS SAFE | PROUD OF OUR PAST PASSIONATE ABOUT OUR FUTURE | SUSTAINABILITY IN MOTION

Programme Overview

Welcome to the award-winning Iarnród Éireann Irish Rail Graduate Development Programme. We are delighted to welcome you as part of the team here at Iarnród Éireann. There are twenty individual graduate programmes within the Iarnród Éireann Graduate Development Programme.

Duration & Structure

Each department head and their line managers have been supported by the Talent Development team to design a detailed 2-year or 3-year programme for their discipline with rotations, project work, learning objectives and measurements in place. In addition to bespoke learning pathways, this programme includes clear professional pathways and a well-defined outline for progression through the organisation.

Placements

As a graduate, you will complete several rotational placements as part of your programme. The purpose of the rotations is to provide you with as broad an experience as possible and to afford an opportunity to develop a knowledge and appreciation of the activities undertaken at Iarnród Éireann in your relevant discipline. Work rotations vary in duration and location and are contingent on the discipline involved. For every rotation, graduates are assigned a Placement Manager who will be responsible for establishing and overseeing the daily work and activities for you to complete and gain the necessary experience. While on rotation graduates report to the Placement Manager who will support your development and look after your day-to-day needs relating to the specifics of the rotation.

The Buddy System

Each graduate is assigned a workplace buddy who can help ease the transition into your new role and especially during the on-boarding process. Your buddy will be an existing Graduate who will guide you through the first three months of the Graduate Programme. You will then be assigned a mentor who will support you for the remainder of the programme duration.

IARNRÓD ÉIREANN
ONE TEAM

Our Recruitment Process

Step 1: Submit Your Application
Complete the online application form through our Careers website and upload your CV. Our Talent Development team will review your application against the programme requirements - Careers Website

Step 2: Online Psychometric Assessments
If your application is shortlisted, you'll be invited to complete a series of online psychometric assessments.

Step 3: Interview Stage
Candidates who progress from the assessment stage will be invited to interview. Depending on the graduate programme area, this may involve either one or two rounds of interviews. In some areas, candidates may be required to prepare and deliver a presentation as part of the assessment process.

Step 4: Pre-Employment Medical
Successful candidates will be invited to complete a pre-employment medical assessment as part of our recruitment process.

Step 5: Offer of Employment on our Graduate Programme
Following successful completion of all stages, successful candidates will receive an offer to join our Graduate Programme and begin their career journey with us.

If you have any questions about our Graduate Programme or recruitment process, please contact us at - **GraduateProgramme@irishrail.ie**

Awards and Recognition

Iarnród Éireann Graduate Programme is an umbrella term under which sits a variety of professional disciplines. This multi-award-winning programme has been recognised by a variety of professional bodies, a sample of which are listed below. It has been acknowledged for its design, delivery and continuous evaluation and improvement. These awards recognise the inclusion of rotations, mentoring, coaching, defined learning objectives, career pathways and ensuring each programme is bespoke to the individual graduate.

CIPD

Excellence in Learning Awards 2026
FINALIST
Best Graduate Development Initiative
Harvest
L&D

OPERATIONAL EXCELLENCE AWARDS 2023
WINNER
Graduate Training Programme of the Year

Lincoln Recruitment Specialists
IRISH EARLY CAREER AWARDS 24
WINNER

The Education Awards 2026
WINNER
Best Graduate Training Programme

ENGINEERS IRELAND
CPD Approved
Graduate Development Programme

Learning & Development Overview

One of the key pillars of this graduate development programme is the aspect of bespoke learning pathways that are clearly defined by the relevant business areas.

This fits into the 70-20-10 learning and development framework which proposes that the majority of learning takes place as experiential, on-the-job learning, with 20% occurring via social learning such as peer-to-peer collaboration, mentoring, coaching, and feedback, and 10% from formal or structured training such as courses or workshops.

The learning environment within Iarnród Éireann encourages and supports a wide variety of learning opportunities but with a distinct emphasis on learning through the practical application of knowledge. This is intended to empower graduates and allow you to gain insights into the day-to-day experiences of a wide variety of professionals. Furthermore, this ultimately promotes collaboration across the organisation whereby graduates gain tangible experience working alongside experienced staff.

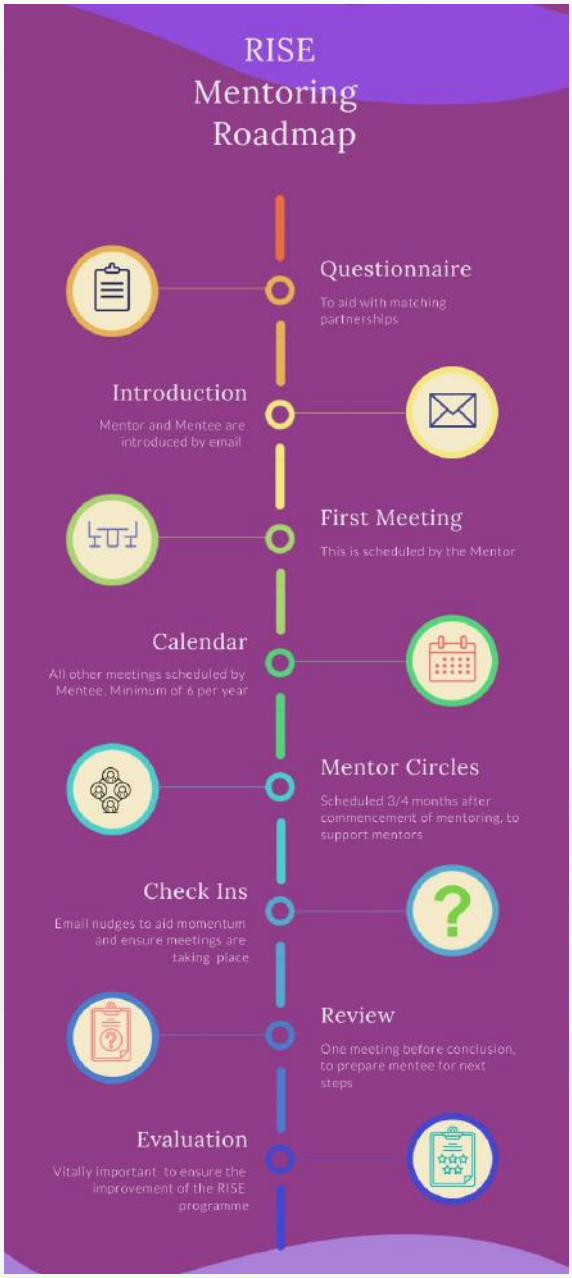
Mentoring Programme

The purpose of the RISE mentoring programme is to provide an environment that supports and empowers all our people to maximise their professional potential and achieve their goals.

All graduates have the opportunity to avail of an experienced mentor for the duration of their programme. Mentee Preparation workshops are provided to prepare the graduate to gain the maximum benefit from their mentoring partnership.

Iarnród Éireann's RISE mentoring programme includes all the applications of mentoring including:

- Traditional: less experienced mentee mentored by a more experienced mentor.
- Reverse: senior leader mentored by a new entrant.
- Peer to Peer: mentoring provided by a peer group.
- Maternity Mentoring: mentoring available for women before, during and after maternity leave.



What our graduates say about the programme:

Aerica Rishiraji (ICT Graduate)

Ben Flynn (Digital Learning Graduate)

Roshan Ghosh (SET Engineering Graduate)

Ciara Paton (Sustainable Finance Graduate)

Nimmi Unnikrishnan (Civil Engineer Graduate)

Graduate Orientation

A powerful and positive Orientation sets the tone for our Graduate Programme, shaping how it is experienced by both participants and the wider Iarnród Éireann community.

Over the course of two weeks, graduates are introduced to our strategic goals, history, and culture through engaging sessions led by our CEO, leadership team, and Talent Development experts. This immersive experience not only builds a strong professional network from day one but also highlights the importance of the programme to the future of the organisation.

Panel Discussions form a key part of Orientation, designed as interactive conversations where graduates drive the discussion through their questions, gaining real insights into each department's role, challenges, and day-to-day operations. With additional time dedicated to networking, these discussions provide invaluable opportunities to connect with leaders and colleagues while showcasing the depth of support and learning available throughout the programme.

Continuous Professional Development (CPD)

What is Continuous Professional Development?

Continuous Professional Development (CPD) is any learning activity that contributes to your professional development or helps to improve your professional practice.

Why is CPD important?

CPD reflects a commitment to keeping up to date with best practice, current trends, and acquiring new knowledge, skills, and competencies.
Planning, reflecting on, and logging CPD will enable you to demonstrate your professional competency and ultimately achieve your career goals.

Benefits of include:

- Upskilling and preparedness for greater responsibilities
- Keeping up to date with changes in your industry
- Driving continuous improvement
- Keeping your qualifications up to date
- Strengthening your professional competencies, reputation and credibility
- Focusing on your career progression pathway

What constitutes CPD?

There are a wide variety of activities that constitute CPD. For an activity to count as CPD, it must be relevant, and it must be new learning.

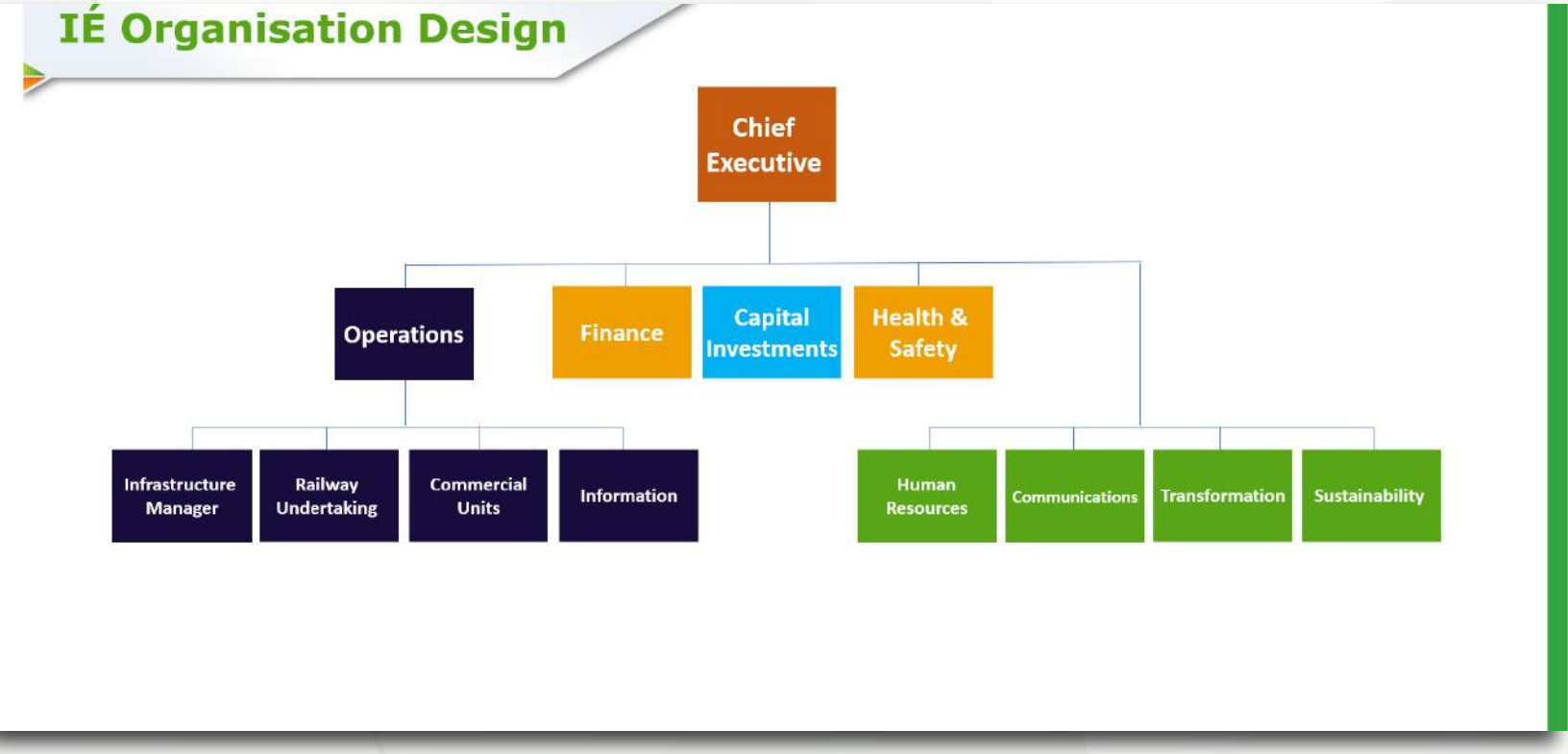
How to plan your CPD

Planning your CPD starts with assessing your skills and competencies and identifying which areas you would like to focus on developing.
Track your progress by setting clear goals, milestones, and learning outcomes.

CPD Brochure:

cpd@irishrail.ie

Iarnród Éireann Organisation Design



Railway Undertaking (RU)

The Railway Undertaking focuses on providing rail transport services for passengers and freight across Ireland. Through a Public Service Obligation (PSO) contract with the National Transport Authority, we are committed to delivering reliable, accessible, and high-quality services for all our customers.

Infrastructure Manager (IM)

The Infrastructure Manager is responsible for the safe and efficient operation of Ireland's railway infrastructure. This includes maintaining tracks, stations, signalling systems, and traffic management to ensure trains run smoothly and safely. The IM works closely with the Department of Transport to deliver on national transport priorities.

Iarnród Éireann Organisation Design

Capital Investments

The Capital Investments division is dedicated to delivering major rail improvement and expansion projects. From upgrading infrastructure to introducing modern systems and technologies, this team drives long-term development to meet Ireland’s future transport needs.

Rosslare Europort

Rosslare Europort is proudly operated by Iarnród Éireann, making it unique as Ireland’s only state-owned port directly managed by the national rail company. Seamlessly connected by rail to Dublin and beyond, the port demonstrates Iarnród Éireann's commitment to integrating sustainable transport with strategic infrastructure development.

Shared Services

Our Shared Services functions provide essential business support across the entire organisation. This includes crucially Head of Safety and Security, as well as areas such as Finance, Human Resources, Corporate Communications and Business Transformation, supporting our operational divisions to focus on delivery and developing safe, efficient and sustainable rail services.

Iarnród Éireann

Mary Considine
Chief Executive

Mary Considine was appointed Chief Executive this year. She has built a distinguished career in aviation over more than three decades, rising quickly through senior roles - including Shannon Airport Director, Chief Financial Officer, Deputy CEO before becoming CEO in 2019.

Aidan Cronin
Chief Financial Officer

Aidan joined Iarnród Éireann in August 2008 as Chief Financial Officer. He is a Chartered Management Accountant (FCMA) and holds an MBA. He has wide accountancy and commercial experience in industry in Ireland and with General Electric in the USA.

John Healy
Chief Operations Officer

John joined the Iarnród Éireann Senior Leadership Team in November 2024 as Chief Operations Officer, overseeing our day to day operations across both train operations and infrastructure.

Éamonn Ballance
Director, Infrastructure Manager

Éamonn is responsible for the provision and maintenance of the physical infrastructure of the Iarnród Eireann network as well as the train control and operating systems.
He has worked in Iarnród Éireann throughout his career, beginning in 1979, initially in Dublin on the DART project before working in a number of railway infrastructure roles throughout the entire rail network.

Billy Gilpin
Director, Railway Undertaking

Billy joined Iarnród Éireann in March 2019 as Director, Railway Undertaking, and is responsible for the safe and punctual operation and maintenance of train services, and will oversee the development of our rail operations in tandem with the delivery of the National Development Plan investment in our fleet and infrastructure.

Ciaran Masterson
Director Human Resources

Ciarán is responsible for the Human Resources function in Iarnród Éireann, ranging from personnel development to industrial relations. He joined Iarnród Éireann in 1985 as an Apprentice Electrician, and has worked in a range of roles including management responsibilities in the operations, catering and personnel areas.

Management Team

Paul Hendrick
Director of Capital Investments

Paul joined Iarnród Éireann in March 2021 and was appointed Director Capital Investments in July 2022. Paul's career has encompassed senior delivery roles in Programme and Project Management including Grangegorman DIT Campus, Luas Cross City, Manchester Metrolink and Heathrow Terminal 2.

Kay Doyle
Director of Health and Safety

Kay's role is to lead the development of safety strategy and policy and provide impartial expert advice across the organisation. Kay joined Iarnród Éireann in 1982, and has worked in a range of roles across the company, including train operation, freight and infrastructure. These include Operations Safety Manager and Head of Safety, Infrastructure Manager.

Barry Kenny
Corporate Communications Manager

Barry joined Iarnród Éireann in 1994 and has spent his career with the company in the communications area. Best known for representing the company in the broadcast and print media, Barry is also responsible for a number of areas including social media policy and development; and liaison with public representatives, as well as media relations.

Michael Power
Head of Transformation

Michael was appointed to a new role as Head of Transformation in May 2017 with a brief to support the implementation of various organisational developmental programmes. He has previously worked in a range of roles, to include strategy development, contracts management and service planning, having joined Iarnród Éireann in 1994 from our sister company Dublin Bus.

Mick McMahon
Chief Information Officer

Mick originally joined Iarnród Éireann in 1999 and has held the office of Chief Information Officer since 2019. He has responsibility for ensuring that IT delivers business value for Iarnród Éireann.

Glenn Carr
Director Commercial Business Units

Since joining Iarnród Éireann in 2001, Glenn's career has encompassed roles including Human Resources Manager DART & Commuter, Head of Customer Relations, and General Manager Rosslare & Freight.

Talent Development Team

Suzanne Flynn
Head of Talent Development

Íde Leonard
Talent Development Executive

Tony Doran
Talent Development Executive

Sinéad Keelan
Talent Development Executive

Justine Smith
Talent Specialist

Sinéad O'Reilly
Talent Specialist

Talent Development Team

Jayne Grealy
Digital Learning Manager

Ben Flynn
Digital Learning Graduate

Gareth Kennedy
Multimedia Graduate

Caoimhe Carroll
Learning & Development Executive

Elisha O'Hare
Learning & Development Graduate

Culture & Community

At Iarnród Éireann, we believe a strong workplace is built on connection, belonging and pride. While you'll gain incredible experience in your role, you'll also become part of a wider community where you can make friends, give back and truly be yourself.

Giving Back

We are passionate about making a difference. Graduates are encouraged to take part in our volunteering initiatives.

Culture & Community

Iarnród Éireann and I Wish Partnership

I Wish is a multi-award-winning programme dedicated to driving the power of STEM to female students in Ireland and across the globe.
I Wish brings STEM education to life in a high-energy, fun space, igniting a flame in the minds of girls.
Iarnród Éireann is proud to support I Wish and ensure 'no girl gets left behind' by facilitating free travel for students who may otherwise not be able to attend the I WISH RDS event in February each year, with Deis schools prioritised.

Each year the Talent Development Team look for volunteers to assist with managing the coordination of this event, so please **save the date - Thursday, 4th February 2027 for next year's I Wish showcase**.

Culture & Community

PWN | DUBLIN
PROFESSIONAL WOMEN'S NETWORK

PWN Dublin is the Dublin chapter of PWN Global, a network promoting gender-balanced leadership and career growth for women through mentoring, networking, and peer learning. Members gain resources, career development opportunities, and global connections. The organisation empowers women to achieve their goals and advocates for more equitable workplaces.

Corporate Partnerships

Iarnród Éireann is a Corporate Partner, supporting PWN Dublin's mission to accelerate gender-balanced leadership.

Key Activities

Mentoring: Group Mentoring Programme offering guidance for career challenges.
Networking: In-person and online events, from social gatherings to webinars.
Skills Development: Resources and peer learning to build competencies.

Membership

- Access to PWN's global professional community.
- Volunteer-led, not-for-profit network.

Junior Achievement Ireland (JAI)

Iarnród Éireann is partnered with Junior Achievement Ireland (JAI), an organisation that empowers young people across Ireland to develop essential life and career skills.

Who is JAI – A nonprofit organisation working in primary and secondary schools across Ireland. They bridge the gap between education and world of work, and inspire young people to realise their potential

What do JAI do -
JAI programmes cover four main themes – Entrepreneurship, Employability, Financial Literacy and STEAM (Science, Technology, Engineering, Arts & Maths)
• Volunteers from the business deliver structured classroom sessions
• All programme material is provided by JAI
• Annual Reach in 2025: 68,000 Students, 3,000 Business volunteers, 600 school partnerships

Why Volunteer –
• A platform for meeting new people while earning CPD hours
• Key transferable skills such as communication, leadership, imitative-taking, teamwork, creativity and time management
• Work experience & training for a programme that relies entirely on volunteers stepping forward to share their experiences, insights and encouragement

YOUR JOURNEY STARTS HERE

Apply to the
Iarnród Éireann Irish Rail
Graduate Programme.

TFI TRANSPORT FOR IRELAND

Iarnród Éireann
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