



**DIVERSITY**

**CHAMPIONS**

# **LGBT Recruitment Guide**

## 2015/2016



# LGBT Recruitment Guide 2015/2016

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## Foreword

### Your job search starts here!

Welcome to the annual Diversity Champions LGBT Recruitment Guide. Ireland's first and only recruitment guide for graduates, students and job-seekers who want to choose lesbian, gay, bisexual and transgender inclusive workplaces. Every company featured is a member of GLEN's Diversity Champions workplace programme. Diversity Champions members are committed to making their workplaces and businesses inclusive of lesbian, gay, bisexual and transgender people from recruitment to service delivery.

Diversity Champions are private and public sector leaders in their field and are aligning their business strategies with diversity and inclusion, because they know it is the right thing to do and because it is the smart thing to do. Diversity Champions companies know that recruiting and retaining the best talent means having diverse and inclusive workplaces.

Today the litmus test for great employers is ensuring their workplace is fully inclusive of their lesbian, gay, bisexual and transgender employees. We have published this recruitment guide to offer job-seekers practical advice for their job search. Inside you will find top tips from professionals on kick starting your career. It includes information about career opportunities at Diversity Champions member companies and what it is like to work in

an organisation that is inclusive of its lesbian, gay, bisexual and transgender employees.

We want to inform you about employers in Ireland that value diversity and the talent, skills and energy that you will bring to whichever employer you choose.

Best wishes in your job search and in your future career from all of us at GLEN Diversity Champions.

### **Davin Roche**

Director of Workplace Diversity, GLEN





# Workplace Equality Index 2015 Awards

# Congratulations to all our award winners this year!

The Workplace Equality Index 2016 will  
open for submissions on January 15<sup>th</sup>, 2016

[www.WorkplaceEquality.ie](http://www.WorkplaceEquality.ie)

**glen**  
gay + lesbian equality network

EQUALITY
IMPACT
PROGRESS



@glenLGBT



facebook.com/glenLGBT

## Diversity Champions what is it all about?

*Our vision is an Ireland where LGBT people can confidently be themselves at work, where they are valued and respected solely for who they are and for the skills and experiences they bring to their workplaces.”* Nathalie Weadick, Co-Chairperson, GLEN

GLEN, Gay and Lesbian Equality Network is working with a range of Ireland's leading employers to support lesbian, gay, bisexual and transgender (LGBT) diversity in the workplace and in the community. GLEN's workplace programme Diversity Champions is the first and only not-for-profit programme of its kind in Ireland.

With research revealing that 47% of LGBT employees surveyed in Ireland are rarely or never “out” at work in the last 5 years, it makes sense to work in a company that is inclusive of lesbian, gay, bisexual and transgender people like our Diversity Champion members.

Companies are joining Diversity Champions because it makes good business sense to be inclusive of LGBT people from recruitment to service delivery. All the companies featured in this guide are Diversity Champions and

they are committed to LGBT diversity and inclusion.

“I am delighted to launch our partnership with GLEN. The progress that we make towards an inclusive work environment not only benefits our staff but also our customers, contractors and the communities we serve.” Pat O'Doherty, Chief Executive ESB

Our members, from private sector companies like EY to public sector organisations like the ESB, understand the value of being a Diversity Champion. It might surprise you to know that our members come from a wide range of sectors including technology, justice, transport, education, food& drink, finance, utilities, and building materials.

Any company can become a Diversity Champion!



We know that people perform better when they can be themselves and our Diversity Champion Members agree.

"For me, being able to be "out" in a work environment that is free from discrimination has made work a much healthier and positive experience." Margot Slattery, Managing Director, Sodexo.

Diversity Champions should give you an idea of whether an organisation is committed to diversity and inclusion.

Proactive employers who have workplaces that are inclusive of their lesbian, gay, bisexual and transgender people are generally inclusive of diversity overall.

"Being a Diversity Champion at Accenture means that everyone here has a responsibility for creating an inclusive environment for LGBT employees." David Shaw, Accenture.

And if the organisation you join is inclusive of sexual orientation and gender identity, but hasn't yet become a Diversity Champion, why not talk to us today about becoming a Diversity Champion.

**Nathalie Weadick**  
Co-Chairperson, GLEN



# Getting the Job!

You are talented, you are eager to learn new skills, you have (or can borrow) a suit, you have a note pad and pen ready for your interview. Check out Diversity Champions 7 top tips on applying for the right job, interview techniques and walking away with the job in the bag.

## 1. Know the Inclusive Organisations

See if they are Diversity Champions or if employers are proactive about ensuring their workplaces are inclusive of lesbian, gay, bisexual and transgender people. Compare employers to see which companies are the most inclusive and forward thinking. Be open-minded and look at opportunities in all sectors –many sectors you may not expect are now making great progress on LGBT inclusion.

## 2. Upgrade Your CV

It is time to review your CV. Your CV should be no longer than 1-2 pages. Tailor your CV to the job description and highlight your relevant skills. Link your achievements and experience with the job requirements. If you have experience working in the LGBT community, don't forget to add it. Maybe you volunteered for an LGBT organisation at college or at events, perhaps you wrote some LGBT themed articles for a website. How did this enhance your skill set? Did you learn anything about managing people, organising events or contributing to the LGBT community?

## 3. Impressing at Interviews

Impress at interviews by researching each company you are applying for thoroughly. Asking questions shows you have spent time researching the organisation. It is also a great way to engage interviewers. It displays your interest in the organisation and that you have a good sense of the sector.

## 4. Be Positive

Employers want to see positive, confident candidates who are excited about their organisation and the possibilities to develop skills and contribute to their business. Be positive in what you say and how you act. Don't apologise for your sexuality or gender identity. An employer wants to see confidence and enthusiasm. And remember the law forbids discrimination on the grounds of sexual orientation and gender identity.

## 5. To be “out” or not to be “out” – it’s up to you

At GLEN Diversity Champions we work with companies to ensure they are inclusive so, you can be out if you want to be. We believe that coming ‘out’ is a personal decision for you to make. If you have been ‘out’ at college, there is no need to change that in the workplace.

## 6. Unique Skills

If you are lesbian, gay, bisexual or transgender, your unique experience has allowed you to develop valuable skills which you can use to your advantage. ‘Being out’ involves taking risks and displaying leadership. You will be attuned to people’s diverse backgrounds and are experienced at relationship building. You may also have strong leadership skills and experience influencing people by dealing with preconceptions in a positive way. All of these are qualities which employers value.

## 7. Networking

Networking is a great way to meet people working in the sectors you are most interested in. You can get great advice about what it is like to work in a sector or organisation and who are the best people to contact when looking for a job.

Diversity Champions wishes you the very best of luck with your job search. Visit **[www.diversitychampions.ie](http://www.diversitychampions.ie)** for more information and follow us on

 @glenchampions.



## Interview Clinic – Getting the Expert’s View

As a recruiter with years of experience headhunting the top talent, Bryan Durkan, Principal Consultant with HRM Recruit knows a thing or two about interviews. We asked Bryan to share his insights on how LGBT candidates can excel at interview.

### **Bryan, can you set the scene for us?**

Interviews are sales pitches for both the candidate and the employer. The employer wants the best candidate and they want every candidate to walk out of the room wanting to work for them. Equally the candidate wants the interview panel to want to hire them when they walk out of the room. Then it becomes the candidate’s decision “do I want to work here or not?”

Interviews give you an opportunity to gather critical information. What is the nature of the role? Is the work appealing? What are the upward career development opportunities? In particular for a graduate, what learning and mentoring programmes exist, where can you expect to be in 5 years time if you join this organisation. Essentially you want to find out if and why the opportunity is good for you.

A key piece is the cultural element. We spend a phenomenal amount of time with our colleagues, probably more time with our colleagues than with anyone else. You have to want to work with them. At interview you want to find out if you have a shared sense of values with the interviewers and potential colleagues; are they individuals with whom I click?

### **Do LGBT grads have any particular issues they need to consider?**

All candidates whatever their level of experience will be nervous before an interview. This is a good thing, it’s a sign that you really want the job. LGBT candidates themselves may be worried that being LGBT may have a negative impact on the interview process. However LGBT graduates should approach the interview with confidence. Don’t let any concerns you might have about being LGBT effect your performance at interview.

### **Do good employers care if you are LGBT?**

Your contribution should be defined by what you are paid to do and your performance. Nowadays, I see companies caring more and more about the diverse set of people they employ. Good employers are investing time in making their companies more inclusive because they recognise that talent comes in all shapes and sizes.

### **Should I research if a company is LGBT inclusive?**

Yes I would research if a company is LGBT inclusive. Ireland is a very small place. I would advise any candidate to try to have a conversation with a trusted source in the target employer, where they can have a warts and all conversation about the company. You can then make an informed decision.

### **Is it useful to include LGBT voluntary or professional experience in your CV?**

Your CV is a fact based document. Anything that supports your application should be included, anything that is irrelevant should be excluded, so if your LGBT experience is directly relevant to the organisation and you feel it will benefit your application then absolutely include it. If it has no bearing on the application and the experience is utterly irrelevant then it should be excluded.

### **Do you think it is ever useful to disclose your sexual orientation at interview?**

If it's relevant to the role then yes absolutely it should be disclosed but in general I would say there should be no need to disclose your sexual orientation or gender identity. I don't think it's anybody's business. It's also a very personal issue.

### **How to deal with homophobic comments if they came up at interview?**

I am happy to say that in my experience of working with hundreds of job seekers and employers this has never once arisen. However that is not to say that it doesn't exist. If it were to happen then first thing to say is that it is obviously it is illegal. I would immediately and politely end the interview and I would raise my displeasure in the appropriate channels subsequently.

#### **Bryan Durkan**

Principal Consultant HRM



## Kick starting your career with the right employer

*"Because of my employer's positive attitude to diversity, being out as gay opened doors for me that might otherwise have remained closed" <sup>1</sup>*

Starting your career is an exciting time. The workplace is a new environment for you to develop your potential and take on new challenges. It is where you spend a lot of your time and where you become financially independent. It makes sense to choose an inclusive employer where you can bring your whole self to work.

An inclusive workplace culture will have a really positive impact on your experience of work and your career. So how do you know your target employer is LGBT inclusive? What are the things to look out for?

### **Inclusive Human Resource Policies**

With the introduction of Civil Partnership, pension schemes and partner benefits for opposite sex couples must now be offered by law to same-sex couples. Inclusive companies have made the relevant changes to all their policies and communicate these to their employees. Great companies also offer paternity leave to employees who have become non-biological parents.

**Today good employers in Ireland are not just saying they are inclusive they are demonstrating it to their employees.** Many inclusive employers have senior leaders who have a formal role to lead on LGBT diversity and to ensure the company's culture and business objective are LGBT inclusive.

Inclusive companies have visible LGBT employees at all levels of their organisations. Some LGBT staff in

more senior positions may chose to be visible role models or mentors in the organisation.

Diversity Champion members are continuously working to ensure that their workplace practices are LGBT inclusive.

They are also proactive about having conversations with LGBT and ally staff about how they can ensure that the workplace practices are inclusive.

Diversity Champion members use the Diversity Champions logo on their websites and recruitment material to promote their values and culture.

### **LGBT diversity and inclusion events.**

More and more employers and trade unions are "coming out" at Pride by showing their support for LGBT equality. Some have been shortlisted or won an award at the annual Workplace

Equality Index Awards. Others have LGBT internal events within their own organisations on topics from civil marriage to practical supports for parents of LGBT children.

**Do they have an LGBT employee network?** A growing number of larger employers have LGBT employee networks.

Strong LGBT employee networks connect their goals to the company's business objectives. They also support employee career development, organise social events, and help companies connect with the LGBT community.

### **LGBT customers**

Some companies are reaching out to LGBT consumers on commercial grounds to communicate how they value their business. There are plenty of examples in financial services, hotels and catering, car hire and public services.

**And finally...** Knowing that the company you work for reflects and supports the diversity of its staff in its workplace culture, policies and business objectives means that you can give your best to your job.

Take the opportunity during the recruitment process to enquire about the company's culture and commitment to equality, diversity and inclusion. It will be interesting to see just how fluently they can communicate their values and culture.



<sup>1</sup> Gay and Lesbian Equality Network (GLEN) Diversity Champions 2014 Thought Leadership Research - Working It Out by Brian McIntyre and Elizabeth Nixon

### **Eimear Noelle O'Reilly**

Workplace Diversity Programmes Officer,  
GLEN



## Trans Inclusive Workplaces

If you are trans, finding a company that fully supports you to be able to bring your whole self to work is hugely important.

Transgender people are becoming more and more visible in Irish society and employers need to ensure they are inclusive of talented transgender graduates and employees. Diversity Champions speaks to the Director of Transgender Equality Network Ireland (TENI), Broden Giambrone about trans inclusive employers.

### **Are workplaces in Ireland transgender inclusive?**

There are trans people who have had very positive experiences working for companies who have been very supportive of their transitioning process. For instance the Chair of TENI has a fantastic relationship with her employer. Trans inclusive companies know that when you are better able to be yourself, you become a better employee and you are able to do your job better because you are in a better place. However, many trans people experience huge difficulty in the workplace and that is why it is important for trans jobseekers to know what to expect from companies that are committed to being trans inclusive.

### **What are good employers doing to ensure their workplaces are inclusive?**

Good employers are proactive. We always say that 1% of the population express some kind of gender variance, a significantly smaller number will go

through the transition process, but if you think of large companies over a period of time, they will certainly have a transgender employee at some point, so it is important that they are inclusive and value diversity. Not all employers will have had an employee who identifies as trans, but good employers will reach out to organisations who understand trans issues and can give them the knowledge to support their trans employees.

### **How do you know if a company is transgender inclusive?**

Inclusive employers will seek to ensure that their policies are inclusive of trans people. If you are a transgender graduate, check that employers have equality policies which explicitly protect you. Additionally, the Gender Recognition Act will positively impact trans people in employment and workplace culture. Trans people are now recognised at work, at home and in their communities in their true gender.

### **What should you expect from the recruitment process?**

Trans people are not always judged on their skills when turning up to an interview, because of a lack of knowledge and awareness of trans people, unconscious bias and sometimes discrimination. For example, if a person is identified as visibly trans

or if their identification documents are in one gender but they identify in another gender they may face challenges. However, good employers know that there are some key moments for trans people where they must have inclusive processes in place and one of these is recruitment. Good employers have trained their recruitment staff on trans issues and understand why an applicant may present documentation in more than one gender for example.

### **What support should an employer offer to trans employees?**

Good employers will also have a process in place by which the company can support an individual who is 'coming out' or transitioning in the workplace. While not every employer currently has this process in place, good employers in Ireland are eager to engage and learn about trans issues and to put a process in place that supports transgender staff. Some of the best examples we have are when managers are able to sit down with their employee and talk through the various steps that person is going to take. They will set out a timeline and identify what practical steps the company will take to support their employees. Inclusive practice has a huge impact on trans employees feeling valued as an employees and ensuring a positive transitioning experience in the workplace.

For more information on TENI see [www.teni.ie](http://www.teni.ie)



### **Broden Giambrone**

Chief Executive of Transgender Equality Network Ireland (TENI)





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## Diversity Champion Employer Profiles





Accenture is a global management consulting, technology services and outsourcing company, with more than 336,000 people serving clients in more than 120 countries.

**More about us:** Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Accenture collaborates with clients to help them become high-performance businesses and governments. The company generated net revenues of US\$30.0 billion for the fiscal year ended Aug. 31, 2014.

**Who are we looking for:** There is no Accenture type. Our collective strength is based on respecting individuals and having many different skills, backgrounds and perspectives at work under one, virtual roof.

**Being lesbian, gay, bisexual or transgender, working here:** We are proud to be GALAS LGBT Employer of the Year 2015 and lead sponsor of GAZE International LGBT Film Festival Dublin since 2012. Our LGBT Network and Allies marched alongside GAZE in Dublin's Pride Parade this year.

By encouraging an innovative and collaborative working environment that embraces diversity, we give people from all backgrounds the opportunity to evolve their careers and achieve their ambitions.

Diversity isn't just something we like to talk about, either. Our commitment to making Accenture Ireland as varied as it is welcoming makes ours a better company in all sorts of different ways. Our unique ability to bring together multiple perspectives, backgrounds, cultures and skills—reflecting the clients we serve around the world—is extremely powerful in driving innovation and staying relevant to our clients' needs.

**Where we are:** We have two offices in Dublin as well as offices in over 200 cities in 54 countries around the world.

**What we do:** Strategy, Consulting, Digital, Technology, Operations.

**Size (no. of staff):** 336,000 globally with 1,600 in Ireland.

**Opportunities (positions):** We have graduate opportunities in Consulting and Software Engineering.

**Requirements (qualifications):** To join our Consulting graduate Programme, you can be a graduate of any discipline. Candidates must have a strong academic

track record with at least 400 Leaving Cert points and a predicted 2.1 degree or equivalent.

To join our Software Engineering Programme, you'll need a strong technical aptitude. With at least 300 Leaving Cert points, you will be expecting a 2.2 or above in a Computer Science or technology-based degree.

#### **Benefits (holidays/pension/ etc.):**

- Support for professional qualifications
- Career counsellor
- International training
- 26 weeks' full-paid maternity or adoption leave
- 2 days' paid leave for charity or community work
- 20 days' holiday allowance
- Generous pension scheme
- Private health insurance
- Life assurance
- Employee Discount Card

**Salary:** Starting salaries are €31,000 for Consulting and €28,000 for Software Engineering.

**Contact:** Visit [accenture.com/irelandgraduates](http://accenture.com/irelandgraduates) or email [irelandgraduates@accenture.com](mailto:irelandgraduates@accenture.com)

*"Inclusiveness is at the heart of everything we do at Accenture, both as a business and as an employer. People thrive when they can be their*



*authentic selves at work, and the organisation, and community, are the better for it."*

**Michelle Cullen, Inclusion & Diversity Lead, Accenture Ireland**



Arthur Cox is a leading Irish commercial law firm. Our reputation is based on proven professional skills, a thorough understanding of client's requirements, sound judgement and a practical approach to resolving commercial problems.

**More about us:** Arthur Cox is one of Ireland's largest law firms. Our practice encompasses all aspects of corporate and business law.

For over 90 years, we have been at the forefront of developments in the legal profession in Ireland. From the outset, we have striven to deliver superior levels of service, building relationships that grow over time and developing specialist industry knowledge to help our clients achieve their goals..

**Who are we looking for:** Arthur Cox focuses on attracting, developing and retaining the best and brightest legal talent. Many of our partners began their careers with Arthur Cox and are readily acknowledged as being amongst the foremost practitioners in their fields. We provide unrivalled consistency and quality of legal service.

**Being lesbian, gay, bisexual or transgender, working here:** At Arthur Cox, we are committed to creating, developing and nurturing an inclusive and diverse workplace where individuals are valued and supported. We recognise that diversity means treating people as individuals so it is our mission to ensure everyone feels welcome, at ease and supported at all times.

We endeavour to create an inclusive and diverse work environment because it is the right thing to do. In a diverse workplace people are encouraged and inspired to reach their full potential all the while making the firm stronger and better.

We concentrate on developing and implementing policies and initiatives that welcomes, promotes, and encourages while respecting the varying approaches and perspectives different identity groups bring to our workplace.

It is our objective to develop innovative initiatives to foster the growth and development of our inclusive work environment helping to promote diversity and prevent discrimination.

**Where we are:** Arthur Cox has offices in Dublin, Belfast, London, New York and Silicon Valley.

Our main office is located on Earlsfort Terrace, just off St. Stephen's Green in Dublin's city centre.

**What we do:** The firm's practice encompasses all aspects of corporate and business law. We provide a comprehensive service to a diverse international and domestic client base. Our clients include multinational organisations, banks and financial institutions, government departments, State entities and new players in emerging industry sectors.

**Size (no. of staff):** Over 700 globally

**Opportunities (positions):** We have 40 trainee opportunities across our firm as well as on-going vacancies in both professional and support throughout the year for experienced professionals. Please visit our website for more information

**Requirements (qualifications):** Dependent on position.

**Benefits (holidays/pension/ etc.):** Dependent on position.

**Salary:** Competitive

**Contact:** [www.arthurcox.com/join-us/how-to-apply](http://www.arthurcox.com/join-us/how-to-apply)

*"Arthur Cox has a diverse and global client base and our partnership with GLEN confirms the genuine commitment to reflecting and promoting that diversity within the firm. I have always felt included in the firm and I am confident that I*



*can build a successful career in Arthur Cox, without having to worry about not being myself."*

Kieran O'Brien, Associate, Corporate

We have a deep understanding of our clients' business and work together for future success.



## Excellence means new opportunities

WITH ARTHUR COX you can expect sound judgment and advice. You can expect in-depth sectoral expertise that will find new solutions to secure your success. You can expect a total commitment to your business—a genuine partnership that gives you the confidence to move forward and embrace new opportunities. With Arthur Cox you can always expect *excellence*.

To speak to one of our team, call us on:  
+353 1 618 0000  
[www.arthurcox.com](http://www.arthurcox.com)

**ARTHUR COX**  
Expect Excellence.



Bank of Ireland is the leading financial services provider in Ireland.

**Who are we looking for:** We're looking for people who can bring their talent, ideas, effort and results to the team. Great minds don't all think alike. We value the individual – it has helped us succeed in an ever-changing, ever more diverse world. So you will be joining more than an industry leader: you will be shaping the development of a dynamic organisation that believes the best is yet to come.

**Being lesbian, gay, bisexual or transgender, working here:** At Bank of Ireland, we are continually striving to develop a work environment where colleagues feel that they can be fully open about their sexuality without fear of discrimination or judgement. It is important that all our employees feel that they can bring their 'whole selves' to work and our ever growing internal network of LGBT colleagues, and allies alike, are working hard to ensure that this becomes a reality across the group.

**Where we are:** Republic of Ireland, Northern Ireland, Great Britain.

**What we do:** For over 230 years, we have been helping people and businesses with all their financial needs – providing everything from current accounts to corporate finance.

**Size (no. of staff):** 12,000

**Opportunities (positions):** 90 positions on our 2016 Graduate Programme.

**Requirements (qualifications):** We offer opportunities to students who have achieved, or are expected to achieve, a minimum 2:1 Honours Degree or Masters from all disciplines.

**Benefits (holidays/pension/ etc.):** Discounted healthcare scheme, pension scheme with company contributions, free banking, preferential rates for loans and financial products, holidays and insurance funds, 23 days annual leave, award winning LearningZone training, sports & social clubs, opportunity to volunteer and collect for charities.

**Salary:** Competitive starting salary for all streams on our Graduate Programme.

**Contact:** Visit [www.boigraduate.com](http://www.boigraduate.com) or contact our Graduate Recruitment Manager: Rachael McNamara (Rachael.McNamara@boi.com / 07662 44642)

*'Bank of Ireland is a high energy place to work, offering employees all the support to grow both personally and professionally. Diversity and inclusion play a vital role in a happy and healthy working environment, I've worked across a wide range of business functions in the company from Global Markets, Corporate and Business Banking to Investor Relations and have always felt a strong sense of belonging and support which in turn has helped me succeed in my career. This year was the first year Bank of Ireland took part in the Dublin Pride celebrations, sending a powerful message of*

*support to the LGBT community. I'm looking forward to the year ahead and being part of whatever else is next...'*



**Keith Gill, Communications Manager,  
Group Investor Relations**



BNY Mellon is a global investments company dedicated to helping our clients manage and service their financial assets throughout the investment lifecycle. BNY Mellon has an uncompromising commitment to diversity and inclusion. This is at the heart of our culture and is critical to our ability to serve clients and grow the businesses. Follow us on Twitter @Bnymellon.

**More about us:** BNY Mellon delivers informed investment management and investment services in 35 countries and more than 100 markets. As of December 31, 2014, we had \$28.5 trillion in assets under custody and/or administration and \$1.6 trillion in assets under management. BNY Mellon can act as a single point of contact for clients looking to create, trade, hold, manage, service, distribute or restructure investments. In 2014, BNY Mellon received the following awards: Human Rights Campaign Foundation's Corporate Equality Index and Top 100 OUTstanding LGBT Business Leaders List.

**Who are we looking for:** A workplace where diversity is encouraged and people are allowed to be themselves at work is critical to our success. BNY Mellon is committed to cultivating an environment of opportunity and inclusion where everyone can contribute his or her unique skills and talents; talents that include a passion for excellence and a dedication to the creation of innovative financial services.

**Being lesbian, gay, bisexual or transgender, working here:** "I have worked at BNY Mellon for nine years and it is the first organisation I have worked for that is openly accepting of its LGBT employees in the workplace" - Stephen Kinsella.

**Where we are:** We operate in 35 countries and more than 100 markets.

**What we do:** For Institutions and Corporations: We help organizations build assets, enhance performance, improve operating efficiency and reduce risk through a wide range of investment management and investment services solutions. For Private Clients:

For individuals, we offer sophisticated financial solutions, including investment and wealth management, private banking and shareowner services.

For Consultants and Advisors:

We work closely with consultants and advisors to help them select and present the services that best meet the needs of the clients they serve.

**Size (no. of staff):** We have more than 51,000 employees globally and 1,500 in Ireland

**Opportunities (positions):** We have a range of career options across investment servicing and corporate support

**Requirements (qualifications):** Dependant on the position.

**Benefits (holidays/pension/ etc.):**

We have a comprehensive and attractive benefits package tailored by location, with flexible benefits in Ireland. Professional and personal development is a top priority through BNY Mellon

**Salary:** We provide comprehensive packages in line with local markets

**Contact:** <http://jobs.bnymellon.com>

*"I have worked at BNY Mellon for nine years and it is the first organisation I have worked for that is openly accepting of its LGBT employees in the workplace"*



**Stephen Kinsella, Fund Accounting Supervisor**



BT is the world's most established communications company employing 90,000 people across 170 countries which offers a world of possibilities for all globally. We help people to communicate anywhere, at any time and with any technology they want.

**More about us:** BT is one of the leading networked IT services providers in Ireland, employing over 650 and recording revenues of £635 million in 2014/2015. With our unique capability in both network and IT services, our customers includes: eight out of the top 11 companies listed on the Irish Stock Exchange; six out of 10 of the top financial companies in Ireland; and four out of the top five Retail companies in Ireland. In addition, we operate the Emergency Call Answering Service (999/112) on behalf of the Irish State. We have an extensive wholesale business, enabling close to 50 communications companies connect more than one million consumers and businesses across the island of Ireland.

Through our investments in corporate responsibility, we organise the BT Young Scientist & Technology Exhibition, one of the largest and longest running school science and technology events in the world.

**Who are we looking for:** We know you don't make career decisions lightly - neither do we! We want people who can reach their potential within a culture of opportunity that motivates people to aim high, whilst giving them all the support and tools they need to succeed.

**Being lesbian, gay, bisexual or transgender, working here:** BT is an inclusive employer. We treat all our people fairly and actively encourage and celebrate difference. We help our people reach their potential without prejudice and with dignity and respect.

We are committed to a working culture that is fair and inclusive - enabling all employees to make their distinctive contributions to the benefit of our customers and the business. We are determined to ensure that we extend this same openness to our suppliers and business partners. We expect our managers to exercise leadership by role modelling appropriate behaviours.

**Where we are:** Offices across the Republic of Ireland, including Dublin and Cork.

**What we do:** Leading communications and IT services company.

**Size (no. of staff):** Close to 650 in Ireland.

**Opportunities (positions):** Opportunities are advertised on [www.bt.com/careers](http://www.bt.com/careers)

**Requirements (qualifications):** Dependent on position.

**Benefits (holidays/pension/ etc.):** Dependent on position.

**Salary:** Competitive.

**Contact:** [www.btireland.com](http://www.btireland.com) and [www.btplc.com](http://www.btplc.com)

*"Within my workplace, BT has all the support I might need from an HR perspective and my colleagues treat me no differently because of my sexuality. BT has a group-wide LGBT employee organisation, Kaleidoscope, which provides support, and social activities for its members and we are in the process of creating a regional group within Ireland. We have just joined the GLEN Diversity Champions initiative and look forward to working with GLEN to build on our local in-country diversity initiatives within the LGBT arena."*



Lindsay Grant, BT Ireland



CarTrawler is a technology company changing the travel industry by connecting travel retailers with the largest selection of car rental and ground transportation providers in the world, using an innovative white label booking engine.

**Who are we looking for:** Our motto is, 'We're people, not robots', and we continually strive to uphold this claim. At CarTrawler, we are looking for enthusiastic, innovative and humble team-players. Our people make us what we are, and we're looking forward to welcoming more outstanding candidates of all backgrounds as we continue on our journey.

**Being lesbian, gay, bisexual or transgender,**

**working here:** We make sure our policies embrace diversity and represent the LGBT community in a progressive way. It's our way of standing up and saying we are proud of each and every person on our amazing team, and that our door is always open to anyone with the right combination of expertise, charm, wit and big ideas, no matter what their sexual orientation or background may be.

**Where we are:** Classon House, Dundrum Business Park, Dublin 14.

**What we do:** We are a technology company changing the travel industry by connecting travel retailers with the largest selection of car rental and ground transportation providers in the world, using an innovative white label booking engine.

**Size (no. of staff):** 407.

**Opportunities (positions):** <https://www.cartrawler.com/ct/work-with-us/join-the-team/>

**Requirements (qualifications):** Third-level qualifications are preferred, but above all we value talent and the right attitude.

**Benefits (holidays/pension/ etc.):** <https://www.cartrawler.com/ct/work-with-us/join-the-team/employee-benefits.html>.

**Salary:** Competitive.

**Contact:** [peopleteam@cartrawler.com](mailto:peopleteam@cartrawler.com)

*"CarTrawler is a company where people are not judged based on their race, religion, sexual orientation or age. Everyone is welcomed with open arms and appreciated as an integral part of the company. I am proud to*

*say that my employer is a registered member of GLEN"*



**Stephen Kane, Customer Operations**



With more than 100,000 employees in 70 countries, Deutsche Bank offers unparalleled financial services throughout the world balancing passion with precision to deliver superior solutions for our clients.

**More about us:** This is made possible by our people's agile minds as well as their ability to see beyond the obvious and act effectively in an ever changing global business landscape.

Our culture supports this. Diverse, international and shaped by a variety of different perspectives, we're driven by a shared sense of purpose. At every level agile thinking is nurtured. And at every level agile minds are rewarded.

**Who are we looking for:** With any undergraduate applying for an opportunity, we look for more than a list of skills and personal attributes; we look for someone who wants to deliver excellence, go further and achieve great things. At Deutsche Bank, you will find an environment where you can flourish in your career.

**Being lesbian, gay, bisexual or transgender, working here:** dbPride is our global employee network for LGBT employees and their straight Allies. dbPride has been in existence at Deutsche Bank globally for ten years, and expanding each year. Over that time it has played a key role in encouraging and supporting each and every staff member to bring their whole self to work. We live by the philosophy that an inclusive environment for all individuals helps to foster creativity, builds a sense of community, leads to a more successful business and ultimately better client solutions. We have continued to evolve the strategy of the dbPride network to ensure we are developing in line with the needs of our employees.

**Where we are:** Eastpoint Business Park, Dublin 3.

**What we do:** Our Dublin operations continue to develop and we have ambitious plans to expand our workforce even further over the coming years.

With outstanding, new premises in Eastpoint Business Park, we are set to build on the Bank's long-standing presence in Ireland.

**Size (no. of staff):** We have over 500 employees in our Dublin location and plans for continued growth.

**Opportunities (positions):** As a current university student you will find programs relevant to every stage of your academic career at Deutsche Bank. We offer exciting graduate and placement year opportunities.

**Requirements (qualifications):** We welcome graduates with any degree, tracking for a higher second class (or better) and interested in pursuing a career within a global financial organization.

**Benefits (holidays/pension/ etc.):**

Comprehensive benefits package available.

**Salary:** Competitive.

**Contact:** [www.db.com/careers](http://www.db.com/careers)

*"At Deutsche Bank, we work in partnership with sophisticated global clients who expect the teams they interact with to reflect the values and beliefs of their own. As a result of this, the bank is committed to nurturing our diverse and inclusive culture and our LGBT employees are actively encouraged to bring their 'whole self'*

*to work – this is one of many reasons why I am proud to say I work for Deutsche Bank"*



**Keith Grant, Assistant Vice President,  
Deutsche Bank**



Dublin Bus is the main public transport provider for the City of Dublin and surrounding areas employing over 3,300 people from diverse backgrounds and providing over 119 million passenger journeys each year.

**More about us:** As a public transport provider accessibility and inclusion are part of our core values, whether it's through our services or as an employer. We serve a diverse community and our workforce reflects this.

**Who are we looking for:** Diversity is good for business as it enables the contribution of all employees, provides a more innovative work environment and ensures employee retention. Furthermore it builds customer loyalty and ensures our service meets the need of our customers. We encourage people with different skills, perspectives and backgrounds to work for Dublin Bus.

**Being lesbian, gay, bisexual or transgender, working here:** Dublin Bus is committed to promoting an inclusive workplace for the diversity of our employees as well as sustaining a workplace culture that fosters teamwork and inclusiveness, that celebrates diversity, and that challenges stereotypes. This is reflected in our 'Equality, Diversity and Non-Discrimination Policy' along with our work with GLEN as a Diversity Champion member.

**Where we are:** Dublin Bus is based at nine locations around Dublin.

**What we do:** Dublin Bus operates a fleet of 960 fully low floor wheelchair accessible and Wi-Fi enabled buses providing 119 million passenger journeys each year. This is supported by our Operations, Engineering, Human Resources, Finance, and Marketing and Sales Departments.

**Size (no. of staff):** 3,350

**Opportunities (positions):** Opportunities are advertised on [www.dublinbus.ie/Human-Resources/](http://www.dublinbus.ie/Human-Resources/)

**Requirements (qualifications):** Depends on position.

**Benefits (holidays/pension/ etc.):**

Dependent on position.

**Salary:** Dependent on position.

**Contact:** [www.dublinbus.ie/Human-Resources/](http://www.dublinbus.ie/Human-Resources/)

*"I've been out for as long as I've been with the company and have never felt the need to hide who I am. Dublin is a diverse city and this diversity can be seen in my workplace. Every employee brings something positive and different to the company and this fact has always been acknowledged and supported. In my years with Dublin Bus, I've always been made*



*feel that my contributions matter and that I can be comfortable being me."*

**Brendan Cushen, Internal Communications and Data Protection Executive**

glen  
gay + lesbian  
equality network

DIVERSITY  
CHAMPIONS

Better Employers  
Better People  
Better Business

# Join **Diversity Champions**, Ireland's network of companies making Irish workplaces LGBT Inclusive

**Diversity Champions** brings together leading public and private sector employers in Ireland to realise the benefits of LGBT inclusive workplaces.

To find out how your organisation can be a Diversity Champion visit: [www.diversitychampions.ie](http://www.diversitychampions.ie) or call GLEN's workplace diversity team at 01 6728650

 [www.linkedin.com/company/diversity-champions](http://www.linkedin.com/company/diversity-champions)

 [@GLENCampions](https://twitter.com/GLENCampions)





At eir we can offer you the unique opportunity to develop your leadership, functional and practical skills in a market leading company that is at the cutting edge of technological innovation in Ireland.

**More about us:** Your personal and professional development will be at the heart of a structured two year programme. During this time you will be exposed to a range of exciting projects and you will have the opportunity to contribute to developments that will make a real difference.

You will complete rotations in up to four different areas, designed to support your transition from full time education into the full time workplace, providing you with the know-how and hands on experience to jumpstart your career.

**Who are we looking for:** Are you ambitious, competitive and entrepreneurial? Are you ready to be on a team, making decisions that have a real impact? Then eir is for you. We offer you the opportunity to put your recently acquired qualifications into practice.

We are looking for graduates with a passion for achieving, plus a highly results-driven mind-set. You must be able to demonstrate commitment, flexibility and innovation both individually and as part of a team.

We are offering more than just a graduate programme. We are offering a long term career path. This graduate programme is an integral part of our growth strategy and succession planning. On successful completion of your 24 month programme, the top performers will be offered a permanent role within our business.

Our graduate programme provides you with a real opportunity to progress at pace in one of the country's biggest and most recognisable companies.

**Being lesbian, gay, bisexual or transgender,**

**working here:** eir respects and values the diversity among our employees and all those with whom we do business.

eir is committed to creating and maintaining a work environment which does not discriminate, directly or indirectly, on grounds of gender, marital status, family status, sexual orientation, religious belief, disability, race or ethnic origin, membership of the traveller community and age.

We are a member of GLEN's Diversity Champions programme and we have an active LGBT+ group working within our company. Our goal is to be recognised for being a company where diversity is welcome and valued.

**Where we are:** eir is a national business with retail stores and office locations based throughout Ireland. Our head office is located at 1HSQ, St. John's Road, Dublin 8

**What we do:** eir is the principal provider of fixed-line and mobile telecommunications services in Ireland. We have the most extensive telecommunications network in Ireland both in terms of capacity and geographic reach.

**Size (no. of staff):** 3,600+.

**Opportunities (positions):** Dependent on position.

**Requirements (qualifications):** Dependent on position.

**Benefits (holidays/pension/ etc.):** Dependent on position..

**Salary:** Dependent on position.

**Contact:** <http://earlytalent.eircom.net/graduates/why-eircom/>



Founded 1957, Enterprise Rent-A-Car has developed into an internationally recognised brand with more than 6,000 corporately owned neighbourhood and airport locations in the United States, Canada, the U.K., Ireland, Germany, France and Spain and a growing franchisee network throughout Europe.

**More about us:** Specialising in the provision of replacement vehicles and courtesy cars that are relied upon in the event of an accident, Enterprise also provides daily and weekend rental for private or business use.

Enterprise began operating in Ireland in 1997 and has rapidly expanded. With 26 locations in the country and more than 200 employees, Enterprise's commitment to service and value continue to see the business grow.

**Who are we looking for:** We believe that ambition and vision are far more important than degree subjects and are interested in graduates who have clear goals in mind and are willing to work hard to achieve them. Our core competencies are: customer service, sales aptitude, work ethic, leadership, communication and flexibility.

We look for people who can motivate those around them and earn a team's loyalty and support through their inclusive and inspirational style. Enterprise operates in a service industry where its people mark it out from the competition. We know that a person's attitude and interpersonal skills are vital to enhance our customers' experience of the Enterprise brand.

**Being lesbian, gay, bisexual or transgender, working here:** We are committed to providing every employee with an inclusive and open workplace that offers respect, training and opportunities to succeed. These are values that are non-negotiable for Enterprise. By ensuring our businesses are inclusive to everyone, regardless of sexual orientation or gender identity, we attract and retain the best talent and, in turn, provide a better service for our customers.

**Where we are:** Throughout the Republic of Ireland

**What we do:** On our graduate Management Trainee programme, you'll join us as a management trainee and develop skills in all areas, from sales and marketing to customer service and finance.

So it really is a general management scheme. The hands-on business training includes management skills, business management, marketing, sales, customer service and fleet control. There's also the opportunity to specialise if you find an area of the business you're particularly interested in, for example HR, Marketing or Finance, to name just a few.

**Size (no. of staff):** 200

**Opportunities (positions):** Full-time Graduate Trainees

**Requirements (qualifications):** We welcome graduates with a degree of any discipline.

**Benefits (holidays/pension/ etc.):** Comprehensive benefits package available

**Salary:** €23,500 - €24,000 starting salary.

**Contact:** Nicola.C.Halpin@ehi.com

*Enterprise Rent-A-Car, National Sales Manager, Ireland, Patrick Reynolds, said: "When I started at Enterprise it wasn't as an 'out' employee, but as time went on I realised the level of support there was in the business for me. Since then, I have gone on to mentor and support other LGBT employees in the business. It has*

*been so fulfilling to see how being themselves in the workplace has help them progress their careers in Enterprise too."*



Patrick Reynolds, Enterprise Rent-A-Car



# THERE'S ONE WORD THAT DESCRIBES ALL OUR EMPLOYEES. TALENTED.

At Enterprise Rent-A-Car, our careers are open to everyone. We celebrate diversity, and our employees around the world are united by their talent. With award-winning training, incredible support, and outstanding prospects, we'll help you take your career in whichever direction you choose. See how far your talent can take you at [www.enterprisealive.ie/diversity](http://www.enterprisealive.ie/diversity)





EY is one of the world's leading professional services firms. 210,000 people work across 150 countries for clients all over the world. Together we generate more than \$27.4 billion each year. By 2020 we plan to be a \$50 billion organisation. We work with clients through our four service lines: Assurance, Tax, Transactions (Corporate Finance) and Advisory.

**More about us:** EY is committed to doing its part in building a better working world. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team up to deliver on our promises to all of our stakeholders. In doing so, we play a critical role in building a better working world for our people, for our clients and for our communities.

**Who are we looking for:** If you're ambitious and think in global terms EY is the best place to start your career. Your degree only tells us a bit about you - understanding your strengths will help us to understand you. More importantly if you play to your strengths you will perform at your best and really enjoy your career.

**Being lesbian, gay, bisexual or transgender, working here:** Throughout the Global network EY is committed to all of our people and believes in developing high performing teams. Diversity is one of the core components of the firm's people agenda recognising that diversity in the workplace provides an important opportunity to develop the best solutions. At EY there is an LGBT employee network providing support, mentoring and guidance to colleagues. The group also provides input to the firm on matters of workplace equality. In 2015, we are proud to have taken part in the first GLEN Workplace Equality Index in an effort to measure our efforts to create an inclusive and open workplace for our LGBT employees.

**Where we are:** EY Ireland has offices in Dublin, Cork, Limerick, Waterford and Belfast.

**What we do:** EY Ireland is a member firm of the EY Global network. In Ireland the firm delivers Audit and Accounting, Tax, Advisory and Transaction Advisory Services (Corporate Finance).

**Size (no. of staff):** 1087 in Ireland, 163 in Northern Ireland.

**Opportunities (positions):** We know that the best way to support you is to help you make an informed career choice. If you decide a career in professional services is right for you, we are transparent about the skills and qualities we look for and can help you understand how to prepare yourself. We offer experience and opportunities that will help you gain more business exposure.

**Requirements (qualifications):** We look for a very strict 2.1 qualification or equivalent in any discipline attained or expected. A minimum of 425 Leaving Certificate points or equivalent with at least an A2 in lower level Maths or at least a C3 in higher level Maths and at least a C3 in higher level English.

**Benefits (holidays/pension/ etc.):** At EY, Employee benefits are a vital part of total remuneration. We have a comprehensive benefits package which you can tailor to suit both your personal and work needs.

**Salary:** Competitive against the other big 4's.

**Contact:** For information please contact: [studentrecruitment@ie.ey.com](mailto:studentrecruitment@ie.ey.com)

*"Joining EY was certainly the right choice for me. Since day one I have been enjoying a challenging and rewarding career in an inclusive environment without ever compromising on who I really am."*



**Maria Afontsenko, Manager, and former trainee, in Financial Services.**

## How can we start today to change tomorrow?

We are proud of our longstanding support for the LGBT community and of our open and inclusive culture. We believe that people perform better when they can be themselves. It is this belief that drives our commitment to building a better working world for our people, our clients and our communities.

Apply today  
[irelandcareers.ey.com](http://irelandcareers.ey.com)



The better the question.  
The better the answer.  
The better the world works.



Building a better  
working world



An Garda Síochána is the national police service of Ireland. Headquartered in Dublin's Phoenix Park, we are represented in every county in Ireland, listening to, acting and working with the community. The Mission of An Garda Síochána is 'Working with Communities to Protect and Serve'. The current Garda Commissioner is Nóirín O'Sullivan.

**More about us:** Today, An Garda Síochána is a community based organisation with over 16,000 Garda members, Garda Reserve members, and Civilian Staff members, who serve all sections of the community.

**Who are we looking for:** Policing is an exciting job with unique demands. It is a challenging and exciting role and one which continually presents new and interesting experiences. As a member of An Garda Síochána, you will operate on the front line, supporting victims and witnesses, providing reassurance and instilling confidence. We are looking for people with full commitment to make a positive and proactive contribution to build relationships and trust within the community.

**Being lesbian, gay, bisexual or transgender, working here:** Equality, diversity, and human rights, are at the centre of what modern policing is all about. An Garda Síochána is committed to equality and diversity and treats all its members, staff, and persons to whom it provides services with dignity and respect.

**Where we are:** Headquartered in Dublin's Phoenix Park, we are represented in every county in Ireland.

**What we do:** Some of An Garda Síochána's core functions include:

the detection and prevention of crime;

ensuring our nation's security;

reducing the incidence of fatal and serious injuries on our roads and improving road safety;

working with communities to prevent anti-social behaviour;

promoting an inter-agency approach to problem solving and improving the overall quality of life.

**Size (no. of staff):** Approximately 13,000 Garda members, 1,100 Garda Reserve members, and 2,400 Civilian Staff members.

**Opportunities (positions):** Information regarding the recruitment opportunities and processes are available on the Public Appointments Service website at [www.publicjobs.ie](http://www.publicjobs.ie)

**Requirements (qualifications):** Information is available when recruitment advertisements are published.

**Benefits (holidays/pension/ etc.):** Information is available when recruitment advertisements are published.

**Salary:** Information is available when recruitment advertisements are published.

**Contact:** Public Appointments Service  
[www.publicjobs.ie](http://www.publicjobs.ie)

*"An Garda Síochána is committed to equality and diversity in our workplace. For us, equality and diversity is about recognising, acknowledging, and respecting difference, while treating people with dignity and equal respect, including that of our own people's differences when it comes to LGBT equality."*

**Chief Superintendent Anthony McLoughlin,**  
Equality Officer, An Garda Síochána.



IBM is a global technology and business consulting corporation, with headquarters in Armonk, New York, USA. IBM markets and develops computer hardware, services and software, and its latest investments in Cloud, Big Data Analytics, Mobile and Social technologies are fundamentally changing how we live, work and interact.

**More about us:** IBM manufactures and markets computer hardware and software, and offers infrastructure, hosting and consulting services in areas ranging from mainframe computers to nanotechnology.

**Who are we looking for:** Software Engineers, Developers, Business & Technology Consultants, Sales Professionals with European languages.

**Being lesbian, gay, bisexual or transgender, working here:** IBM is committed to creating a diverse environment and is proud to be an equal opportunity employer. Our LGBT employee network (EAGLE) is very active and connected to our senior management team through an executive sponsor. With the support of GLEN we have ensured that all our policies, pensions and employee benefits are fully inclusive of LGBT employees and same sex partners.

**Where we are:** Damastown Industrial Estate, Mulhuddart, Dublin 15

**What we do:** IT consulting and computer technology

**Size (no. of staff):** 3,500

**Opportunities (positions):** Permanent, Contracts.

**Requirements (qualifications):** Depends on position.

**Benefits (holidays/pension/ etc.):**

- pension scheme
- bonus scheme
- Health and Life insurance
- paid holidays
- support for professional qualification

**Salary:** Competitive packages.

**Contact:** <http://www-05.ibm.com/employment/ie/>

*"Working here means you are part of a very large diverse organisation. We spend a significant part of our lives in our work environment and each individual should feel comfortable in that space. As an organisation we recognise diversity and acknowledge that our individual differences are key to our organisational success. My hope is that we are creating a work environment where everyone*

*can be true to themselves, and flourish in their chosen career."*



**Carmel Somers, Executive Sponsor LGBT @ IBM**

glen  
gay + lesbian  
equality network

DIVERSITY  
CHAMPIONS



Get the latest LGBT Workplace Diversity News from Diversity Champions Ezine at...

**[www.diversitychampions.ie](http://www.diversitychampions.ie)**



 [www.linkedin.com/company/diversity-champions](http://www.linkedin.com/company/diversity-champions)

 @GLENCampions



Founded in 1868, MetLife is a global provider of life insurance, annuities, employee benefits and asset management. Serving approximately 100 million customers, MetLife has operations in nearly 50 countries and holds leading market positions in the United States, Japan, Latin America, Asia, Europe and the Middle East..

**More about us:** A significant number of our colleagues here in Dublin are focused on supporting our broader European and Middle East businesses through a fully operational Financial Service Centre – MetLife's first such centre of excellence outside the US. The service centre provides a broad range of finance support across all thirty EMEA Countries, including accounting, actuarial and financial reporting.

Dublin also supports the sale of life and non-life insurance products across its Western and Central European businesses..

**Who are we looking for:** MetLife is proud to be an equal opportunity/affirmative action employer. We are committed to attracting, retaining and maximizing the performance of a diverse and inclusive workforce. It is the policy of MetLife to ensure equal employment opportunity without discrimination or harassment on the basis of race, colour, creed, religion, national origin, alienage or citizenship status, age, sex, sexual orientation, gender identity or expression, marital or domestic/ civil partnership status, disability, veteran status, genetic information or any other basis protected by law.

**Being lesbian, gay, bisexual or transgender, working here:** MetLife is an equal opportunity employer, which means offering equal treatment to all applicants and employees, living by a collective commitment to honesty, integrity and diversity. In Dublin, MetLife has grown from 6 employees in 2006 to more than 270, representing 23 different nationalities.

Our focus on diversity also contributes to the bottom line by empowering our leaders to maintain a workforce of the highest quality through the recruitment, the retention and the advancement of the most qualified applicants from a wide variety of backgrounds, cultures and mind-sets. Diversity is critical to our success locally and as a global organisation.

**Where we are:** Dublin 2

**What we do:** Insurance, Financial Services

**Size (no. of staff):** 270+

**Opportunities (positions):** We offer exciting graduate and placement opportunities in our Finance/Accountancy, Actuarial and Tax teams.

**Requirements (qualifications):** Dependent on the position.

**Benefits (holidays/pension/ etc.):**

Defined Contribution Pension

Private Medical Insurance – Cover for employees & qualified partners.

Life assurance

Educational support for professional qualifications

25 Days annual leave entitlement

Travel Loan & Bike to Work Scheme

Employee Assistance Programme

**Salary:** Dependent on the position.

**Contact:** <https://www.metlife.com/> & HR\_Dublin@metlife.com

*At MetLife, I feel actively encouraged to bring my whole self to work. It's been refreshing to experience the level of support and encouragement offered to LGBT employees here at MetLife. Launching MetLife's LGBT affinity group (GLAM) in Dublin has been an important milestone, encouraging all MetLife employees to bring their whole selves to work.*



**Michael Quinn, WCE Operations, MetLife.**



Amazing things happen in Microsoft! When smart, creative, passionate people get together, the results can be astounding and the opportunities limitless. We're a global company in over 100 countries. We do software – but we also do hardware, services, research and community outreach. We work hard, but we value work/life balance, and each of us defines what that means to us.

**More about us:** It's a new era at Microsoft, yet the imagination and passion that fuelled our founders in 1975 – the unquenchable desire to make things better – is stronger than ever. We have shifted our focus to devices and services, enabling us to act faster to changes in the market. And we've embraced a joined-up way of working, one that gives our customers a unified experience, no matter who they talk to or what products they use.

**Who are we looking for:** Microsoft's Graduate program is for students who are graduates in 2015 or 2016. Our Internship program is for students who are currently studying for a Bachelor or Master Degree (full-time). You may be returning to university after your Internship or completing an Internship to graduate.

**Being lesbian, gay, bisexual or transgender, working here:** Diversity and Inclusion are integral to Microsoft's vision and strategy, and are key success drivers in how we better serve everyone on the planet by representing everyone on the planet. It's helpful to be supported by corporate policies and practices while being recognized for nine consecutive years as a Best Place to Work for LGBT Equality by the Human Rights Campaign Foundation.

To be the #1 provider of technology solutions and services, we need our employees to bring the best of themselves every day. We foster a workplace community that brings LGBT and heterosexual allies together, and there are numerous opportunities to plug into LGBT employee resource groups, in addition to fantastic external LGBT community outreach programs.

**Where we are:** Sandyford and Leopardstown Business Park, Dublin 18.

**What we do:** Operations, Sales and Marketing, Engineering

**Size (no. of staff):** 1200

**Opportunities (positions):** Operations Program Managers, Account Managers, Advertising Sales and Support roles, Software Development Engineers, Technical Program Managers and much more!

**Requirements (qualifications):** Minimum 2.1 Degree and no more than 12 months post-graduate work experience.

**Benefits (holidays/pension/ etc.):** Bonus, Stock awards, 25 days paid holidays, 3 paid volunteering days, paid healthcare, pension contribution scheme, world class graduate development program

**Contact:** gradjobs@microsoft.com

*"We work hard to continue to make Microsoft the employer of choice for all great talent. What's inspiring to me as a business leader is seeing the terrific impact our teams deliver when everyone is unrestricted, free to be their most authentic selves. 'Come as you are' is more than a*

*tagline for us – it's an imperative to accelerate business results."*



**Dan Klein, General Manager, OEM Operations**



Come as you are.  
Do what you love.

There's nothing like knowing that you have the freedom to be you, whilst enjoying the support and encouragement of those around you.

Microsoft  
empowers  
everyone.





Northern Trust is a leading global provider of wealth management, asset servicing, asset management and banking to corporations, institutions, affluent families and individuals.

**More about us:** Founded in Chicago in 1889, Northern Trust has offices across the globe. In Ireland we are located in Dublin and Limerick. For 125 years, Northern Trust has earned distinction as an industry leader for exceptional service, financial expertise, integrity and innovation.

**Who are we looking for:** We believe our most valuable asset is our engaged, empowered & diverse workforce. As a global institution, Northern Trust is committed to building upon this diverse talent through encouraging innovative thinking and personal courage in an inclusive environment.

**Being lesbian, gay, bisexual or transgender, working here:** We pride ourselves on ensuring that all partners can bring their whole selves to work and on the welcoming, supportive and inclusive culture. We believe that a supportive work environment that embraces diversity and nurtures the inclusion of all LGBT partners allows them to make maximum contributions to the business and the organisation as a whole.

**Where we are:** In Dublin we are based in Georges Court on Townsend Street. In Limerick we have two offices, Hamilton House II, in the National Technology Park, Plassey and the second in Block A, City East Plaza, Ballysimon.

**What we do:** Northern Trust's Irish operations support large institutional investment managers and pension funds by providing end to end Fund Administration services. Departments include Fund Accounting, Financial Reporting, Transfer Agency, Depositary and Pricing.

**Size (no. of staff):** 1100+ (Dublin 500, Limerick 600)

**Opportunities (positions):** NNorthern Trust has committed to expanding our Ireland workforce and in order to support this, we are recruiting for multiple positions in our Limerick office across a wide range of departments, as well as a small number of roles in our Dublin teams. Opportunities exist for Transfer Agents, Financial Reporting

Accountants, Fund Accountants, Trustee and Tax professionals as well as a broad range of graduate and entry-level roles.

**Requirements (qualifications):** The ideal candidate will hold some experience in the fund administration industry, and opportunities exist across a variety of departments from Associate to Senior Management level. Applications will also be welcomed from business graduates, financial services professionals, accountants (qualified and part-qualified), customer service representatives and those with risk/compliance experience.

**Benefits (holidays/pension/ etc.):** A comprehensive benefits package is offered to all employees, including health care for the individual plus contribution to family cover, pension plan, permanent health insurance, life assurance, educational assistance support, commuter benefits such as participation in travel-saver and bike-to-work schemes, sports and social clubs.

**Salary:** Competitive salary offered, commensurate with experience

**Contact:** <http://careers.northerntrust.com/>

*"While Northern Trust is 125 years old, the culture here is forward looking and supportive. I have never had any challenge in being out in the work place, and the company's policies have always been inclusive for my*

*partner and myself. Northern Trust is a company I am truly proud to work for."*



Noel Gavin, Vice President, Global Lead, GFS Training, Northern Trust

## gradireland supporting



- Together with GLEN, providing a range of advice to job seeking LGBT graduates
- Celebrating diversity at the annual gradireland Graduate Recruitment Awards



Winners from Dell receiving the 2015 Diversity Recruitment Award from gradireland



Tips and advice available across all platforms

Visit [gradireland.com](http://gradireland.com) for more information



PayPal allows any business or individual with an email address to securely, conveniently and cost-effectively send and receive payments online. Our network builds on the existing financial infrastructure of bank accounts and credit cards to create a global, real-time payment solution.

**More about us:** We deliver a product ideally suited for small businesses, online merchants, individuals and others currently underserved by traditional payment mechanisms.

For us, connected commerce means that big and small players can succeed with each other, not in spite of each other. If we create competition that's less 'winner takes all' and more 'takes all to win'. All of us; individuals, businesses and communities – share in more opportunities together.

**Who are we looking for:** Bilingual Professional's looking for a Career in a diverse, challenging, exciting and rewarding environment. PayPal takes pride in empowering and enabling talented people to thrive.

**Being lesbian, gay, bisexual or transgender, working here:** From our award-winning ethics and compliance practices to our inclusive hiring and employment policies, PayPal strives to create an honest, open and direct environment that brings out the best in people. Where everyone is respected as a unique individual and is encouraged to contribute and do the right thing. We love people who feel passionate about our products, champion customers and believe it takes all to win. We don't like top-heavy management hierarchies. We prefer to see teams of diverse people collaborate together. If you've got a good idea you'll be empowered to run with it and the people around you will want to support you.

**Where we are:** We have state of the art facilities in Ballycoolin, Dublin 15 and Dundalk, Co. Louth and a growing site in the centre of Berlin, Germany.

**What we do:** PayPal's Operations Centres are responsible for customer service, risk prevention, financial operations, merchant services and sales across Europe, the Middle East and Africa (EMEA).

**Size (no. of staff):** 10,000 +.

**Opportunities (positions):** We have opportunities in Customer Service, Risk, Finance, Merchant Services and Sales. Here at PayPal we believe "People Rule". A career at PayPal is more than just a job. It's a chance to have a positive impact on the lives of 164+ million PayPal members around the world. PayPal is changing how people pay and get paid. It's an exciting time to be part of our Team.

**Requirements (qualifications):** Experience required varies according to each opportunity.

**Benefits (holidays/pension/ etc.):** 25 Days paid holiday, 4 weeks extra paid leave following each 5 years of service, Paid Health Insurance for you and your family, Paid leave for new parents, Discounted restaurant and costa coffee facilities onsite, Free onsite Gym, Free onsite parking, Subsidised shuttle bus and much more.

**Salary:** Competitive

**Contact:** [www.paypaljobsireland.com](http://www.paypaljobsireland.com).

# There is Power In Equality

At PayPal, we optimistically  
empower potential.

We take pride in our uniquely  
diverse environment and  
believe that the best of you  
comes when you get to be  
who you are.

Join us!

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Founded in 1966, Sodexo operates in 80 countries and serves 75 million consumers each day.

**More about us:** Sodexo employs 1,800 people in 200 locations across the country, delivering services ranging from catering, cleaning and reception to asset management, security, laboratory and grounds maintenance.

**Who are we looking for:** Sodexo offers a vast array of opportunities for students and graduates. We want to be growers of talents, even of those who are true beginners. Internships, apprenticeships, entry level positions... there are many ways to start your professional life with Sodexo. You will be given true responsibilities and clear objectives from day one.

**Being lesbian, gay, bisexual or transgender, working here:** At Sodexo we are committed to the importance of promoting equal opportunities, valuing diversity and creating an inclusive working environment for all our employees, including lesbian, gay, bisexual and transgender (LGBT). We operate in increasingly diverse environments, both in Sodexo UK and Ireland and internationally, and this is evident in our workforce, clients, customers, suppliers, communities and partners.

Sexual orientation is one of the six workstreams in our Diversity & Inclusion (D&I) strategy focusing on championing LGBT equality for all those we engage with. The workstream is sponsored by a member of the Executive team and we have a global Pride employee network that all our employees, including straight allies, can join. We have a D&I Council, consisting of senior champions from each of our business segments and functions. The Council works hand in hand with our D&I team to develop an informed, inclusive environment for all our employees. In October 2012, Sodexo was one of 11 founding partners and signatories of Ireland's first Diversity Charter.

We are dedicated to supporting our employees and customers in Ireland. Partnering with GLEN was an easy decision for us and will allow us the opportunity to share best practice with other companies and organisations that are also committed to demonstrating inclusivity for LGBT employees and customers.

**Where we are:** 200 locations across Ireland.

**What we do:** Sodexo is today the world leader in Quality of Life Services.

**Size (no. of staff):** 1,800 people .

**Opportunities (positions):** Go to: <http://www.sodexo.com/en/careers/work-for-sodexo.aspx>

**Contact:** <http://www.sodexo.com/en/careers/workfor-sodexo.aspx>

*"For me personally, to be out in a professional environment that is free of discrimination has been a far healthier and more positive experience,"*



**Margot Slattery, Managing Director, Sodexo Ireland**



Vodafone is Ireland's leading mobile communications operator with 2.4 million customers.

**More about us:** Since entering the Irish market in May 2001 Vodafone has made significant investments in its network. Vodafone is the single biggest investor in new technology in the Irish telecoms industry annually, with over €900 million spent building and maintaining its network.

Vodafone Ireland is part of Vodafone Group, one of the world's largest mobile communications companies by revenue with approximately 403 million customers in its controlled and jointly controlled markets as of 30 September 2013. Vodafone currently has equity interests in over 30 countries across five continents and more than 50 partner networks worldwide. For more information, please visit [www.vodafone.com](http://www.vodafone.com)

**Who are we looking for:** We are looking for people who want to continuously challenge themselves, innovate every day, and grow over the course of the programme. We want graduates who can live the Vodafone way: be customer obsessed, challenge norms and push boundaries. This year we are looking for 20 graduates to join us for 18 months.

**Being lesbian, gay, bisexual or transgender, working here:** Yes.

**Where we are:** Our corporate headquarters are a state of the art corporate village based in MountainView, Leopardstown.

MountainView is approximately 30 minutes from the city centre, with a direct motorway link to Dublin Airport (approx. 45 minutes). It is serviced by the Luas tram line and is adjacent to both the N11 and M50.

**What we do:** Total Telecoms Company

**Size (no. of staff):** 1200

**Opportunities (positions):** Companywide opportunities

**Requirements (qualifications):** The programme has been running for six years, and each year we hire graduates into a wide array of disciplines:

Technology, HR, Engineering, Digital, Legal, Finance, Business or Marketing, with (or expecting) a 2:1 in your undergraduate or a merit in your postgraduate degree, plus be fully eligible to work in Ireland.

**Benefits (holidays/pension/ etc.):**

- 21 days holiday + two company days and a day off on your birthday
- Pension scheme with company contributions
- Laptop, Phone
- Health insurance
- Tax saver commuter tickets and discounts on Vodafone products
- Gym membership and full access to our Wellness Centre
- Ongoing training & development.

**Salary:** Competitive salary + performance based bonus

**Contact:** [Izabela.Lenkiewicz@vodafone.com](mailto:Izabela.Lenkiewicz@vodafone.com)

*"Vodafone Ireland is a great place to work; we have a dynamic work environment with exposure to new Technologies, Global networking, and great community of peers. We have an*

*LGBT Network with a strong plan to drive our Diversity and Inclusion initiatives both internally and externally"*



**Elias Escobedo-Baez, Head of Sales Operations and Business Services in Northern Europe.**





**Diversity Champions**  
**GLEN - GAY AND LESBIAN EQUALITY NETWORK**

2 Exchange Street Upper, Dublin 8

**Telephone** 353 1 6728650 **Email** [workplace@diversitychampions.ie](mailto:workplace@diversitychampions.ie)

**[www.diversitychampions.ie](http://www.diversitychampions.ie)**

Charity No. CHY 16635