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LGBT Recruitment Guide 2016/2017



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Charity No. CHY 16635

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CHAMPIONS**



**DIVERSITY
CHAMPIONS**

Better Employers
Better People
Better Business

Does your company have what it takes to be a **Diversity Champion?**

Diversity Champions brings together leading Irish employers to realise the benefits of LGBT inclusive workplaces.

To discover how the company you work for can be a Diversity Champion visit; www.diversitychampions.ie or call us at 01 6728650

www.linkedin.com/company/diversity-champions

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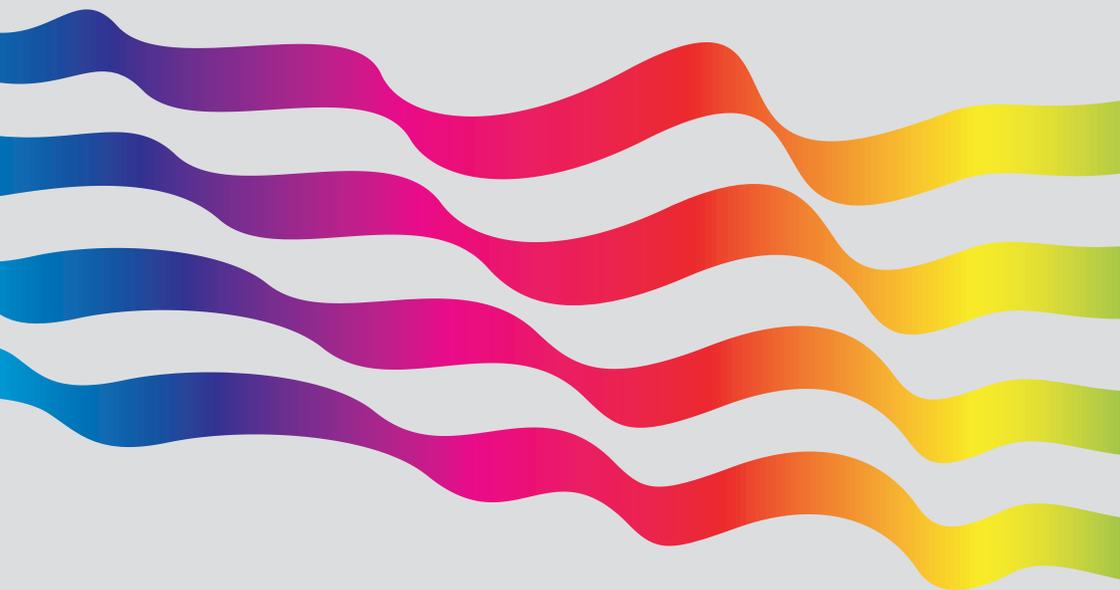
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The greatest care has been taken in compiling this guide, however no responsibility can be taken by GLEN for the accuracy of the information presented. This information is for general guidance only and should not be regarded as legal advice. Where opinion is expressed by an external author, this opinion does not necessarily coincide with the view of GLEN.



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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 Champion members employ over 100,000 people in Ireland. 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 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 2016 Awards

Congratulations to all our award winners this year!

The Workplace Equality Index 2017 will
open for submissions on January 31st, 2017

www.WorkplaceEquality.ie

glen 
gay + lesbian equality network

For an open and inclusive Ireland



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A Message from Deutsche Bank

A diverse workforce constitutes a very valuable resource. To deliver industry leading solutions for our clients we need people with a range of skills and talents, who are prepared to share their ideas and different perspectives, who have a passion for excellence and want to play an active part in our ongoing success... in short, we need people who can bring their whole self to work.

Dear Graduates,

At Deutsche Bank we take great pride in the diversity of our team. With an active LGBT community and supporter network, a corporate culture that actively promotes inclusion, and a global presence spread over 80 countries, diversity is a very real part of our DNA.

Our corporate culture is one based on mutual respect, where every employee is entitled to enjoy a prejudice-free working environment that values differences and rejects any and all forms of discrimination. We support and promote an inclusive corporate culture that attaches a high priority to the diversity of our staff and makes it possible for all employees to utilize their talents and demonstrate their full potential, irrespective of age, gender, religion, ethnic origin, sexual orientation or physical capabilities.

We have introduced global diversity guidelines to guarantee that this culture is put into practice. We have set up Diversity Councils in many regions, including the UK/Ireland space, through which senior managers ensure adherence to our shared values aimed at achieving a diverse and balanced workforce. They pay special attention to opportunities for employees and tackling barriers some members of the LGBT community can face. This commitment is further reinforced through our hiring and HR policies, and the inclusion of diversity - as a core module of our induction and management training.

Our strategy in Ireland focuses on growth and innovation. We are home to a range of technology, operations and business teams, all of which play an active part in our global organisation. Our open and friendly culture means you'll have the chance to get to grips

Deutsche Bank



with exciting tools and use them to achieve great things.

We have taken significant steps in Ireland to ensure that the environment we work actively encourages our colleagues to bring their whole self to work. I am immensely proud that Deutsche Bank has been named in the Workplace Equality Index 2016 as one of the "Best Places to Work for LGBT Equality 2016" in Ireland and look forward to further building on this success in the years to come.

There has never been a more exciting time to work for Deutsche Bank.

Sheamus Causer

Chief Country Officer, Deutsche Bank.



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, Board Member, 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.

The recent LGBTIreland report tells us that 47% of people in Ireland are not 'out' to all in their workplaces, which 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.

“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 Dublin Bus, 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 legal, telecommunications, insurance, local authorities technology, justice, transport, education, finance and utilities.

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, Country President, 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.

“We are proud of our people and our diverse role models. A diverse team performs better, challenges one another more and creates better, more inclusive solutions. We are delighted to collaborate with GLEN and applaud their work to make Irish workplaces

more LGBT inclusive” – Michelle Cullen, 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
Board Member, GLEN



Starting Out at an Inclusive Employer

I started at Deutsche Bank in 2006 as a graduate from university. Before starting with the Bank, I had the same concerns as every other new hire: Will I be able for the role? What will my manager be like? However, as a gay man, my biggest concern upon receipt of the offer of employment up until my start date was the thoughts of coming out again at work. How would my manager react? Would my sexual orientation affect my career development?

Looking back, I know my fears and concerns were unwarranted, however these thoughts were real and genuine before I stepped foot into Deutsche Bank. I look at new joiners today and I hope that they realise as soon as they set foot into the building that Deutsche Bank is a place for them to be themselves.

dbPride Ireland, Deutsche Bank's LGBT employee network was set up in 2014 with the sole objective of creating an environment that encourages all staff to bring their whole self to work. The buy-in to the Bank's LGBT Diversity and Inclusion strategy as well as buy-in to the dbPride network is evident across the office; dbPride network members proudly display their colourful membership cards on their desks and

office doors and the kitchen areas are awash with mugs emblazoned with 'Ally for my LGBT colleagues' across them. Visibility is critical to dbPride achieving its aim of creating an inclusive environment for LGBT employees to thrive.

The visibility of LGBT inclusivity that the dbPride Ireland network creates does not stop at membership cards and mugs. Over the years, the network has been responsible for some amazing and insightful events and awareness-raising sessions, from the entire office wearing purple to mark IDAHOT Day 2016 to our participation in Dublin Pride in 2015 for the first time ever.

I am proud of the efforts that Deutsche Bank has made in Ireland to promote LGBT inclusiveness. In 2016,



Deutsche Bank was named in the “Best Places to Work for LGBT Equality 2016” (Deutsche Bank was the number one financial institution in the list). I feel valued at Deutsche Bank; the organization genuinely and actively encourages me and my colleagues to bring our whole selves to work. This is the message from senior leadership right the way through the organization.

I can be myself at Deutsche Bank.

Keith Grant,
Assistant Vice President,
Deutsche Bank.



7 Top Tips for Getting the Job!

You are talented, you are eager to learn new skills, you have or (can borrow) formal clothes and are 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. You can see which employers are Diversity Champion members at www.diversitychampions.ie/members. 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. Impress 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. Very positively, 90% of people report no negative impact after coming out at work. So, if you have been ‘out’ at college, there is no need to change that in an inclusive workplace.

6. Share your Unique Skills

If you are lesbian, gay, bisexual or transgender, your 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 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, Head of Legal with HRM 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 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 decisions “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 will 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 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 care 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.

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 is 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.

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 applications should be included and anything that is irrelevant should be excluded. If your LGBT experience is directly relevant to the organisations and you feel it will benefit your application then absolutely include it.

Disclosing your LGBT identity at interview

Whether you disclose your LGBT identity at interview is up to you. If it is relevant to the role then yes absolutely disclose. There might be other reasons why you would disclose your LGBT identity. You may have developed skills through your experience as an LGBT person that are valuable in your career. For example showing leadership by transitioning or coming out and being visibly LGBT, relationship building, strong communication skills, being resilient. You may also want to assess how LGBT inclusive your employer is and what the workplace culture is like by disclosing your LGBT identity.

How to deal with anti-LGBT 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 this were to happen, it would be discriminatory and is illegal. I would immediately and politely end the interview and I would raise my displeasure subsequently through the appropriate channels.

Best of luck with your job search!

Bryan Durkan
Head of Legal, 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”¹

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 marriage and civil partnership in Ireland, access to benefits including pensions schemes and partner benefits for opposite sex couples must now be offered by law to same-sex couples. Same-sex couples who have civil partnerships are entitled to the same benefits as married couples. Inclusive companies have made the relevant changes to all their policies and communicate these to their employees. Great companies also offer new parent leave a.k.a. paternity leave to employees who have become non-biological parents. Good employers are also implementing gender transition guidelines and trans inclusive policies that support people trans people. With the amendment of Section 37(1) of the Employment Equality Act, there are greater protections, for LGBT people working in organisations with religious ethos.

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.



¹ 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

Senior Lead Workplace Diversity, 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 or trans is an umbrella term used to describe a range of people whose gender identity differs in some way from the sex they were assigned at birth. A lot of my work at TENI (Transgender Equality Network Ireland) is involved in educating people about the specific issues that affect the trans community and helping to break down misconceptions about transgender people. Everyone should feel equal and safe in every sphere of their lives, and nowhere is that more important than in the workplace.

We have heard many positive stories from trans people who enjoy fulfilling careers and are free to be fully themselves in work with more and more employers in Ireland who want to ensure that they are being inclusive of trans people.

We know that significant barriers can exist for trans people seeking employment. Good employers are proactive and understand that the recruitment and retention of trans employees need not be a complex process. Despite this progress, sometimes there is a lack of awareness and understanding in relation to gender identity which can result in employers failing to support staff effectively. Despite all the best will in the world, employers lack the knowledge and the confidence to do this.

We know that significant barriers exist

for trans people seeking employment. However, there are straightforward, practical steps that employers can take to ensure that their recruitment process is as trans friendly as possible.

Most job seekers will research prospective workplaces to get an idea of what it would be like to work there, so employers should make sure any trans or diversity policies are publicly promoted and visible on websites or other media platforms.

It is good practice to ensure that application forms allow prospective employees to select their own gender identity. Forms should not give "male" and "female" as the only possible choices, and should give a candidate space to self-identify.

For some trans people, providing previous names is problematic, so when that information is needed, it should be requested in a sensitive way and stored and treated in a secure manner. Certain jobs require security vetting and this should be disclosed to candidates at an early stage of the process with signposts to further information. Interviewers should be sensitive to an individual's feelings about any references, education records or C.V. details that may not reflect the applicant's gender identity.

Good employers have trained their recruitment staff on trans issues and

understand why, for example, an applicant may present documentation in more than one gender. Recruitment staff should also be confident that they can inform trans interviewees of the inclusive culture, networks and support available to employees. Candidates may not wish to disclose their trans identity at interview. It is not a question that should be asked, any more than questions about race or religion should be asked. It is best not to assume someone's gender identity simply by their appearance. If someone discloses they are trans at an interview, recruitment staff should thank the candidate for their openness and remain focused on the purpose of the interview, i.e. determining if this person has the right skills and experience for the role.

Sometimes, the names and gender markers on a trans person's documentation (such as passport, driver's license, utility bills, birth certificate or academic transcript) do not match. Ideally, trans candidates should have access to a nominated person in HR who is knowledgeable and available to deal with the documentation sensitively. Only information needed should be stored, data held securely and there should be no informal sharing of this information.

Partnering with Irish LGBT and trans organisations is a great way for companies to show their commitment to positive visibility of trans people in the workplace.

Trans inclusive employers understand that we are all different. Our different backgrounds, experience and perspectives mean we think about issues in different ways, see new solutions and opportunities to

improve. These diverse skills are important for workplaces in all sectors seeking to deliver the best possible service to citizens.

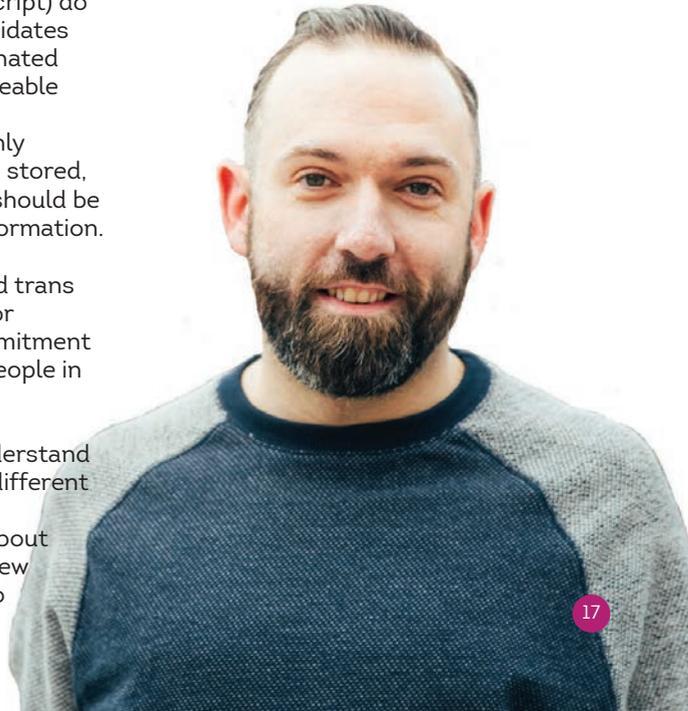
For more information on TENI see www.teni.ie



Transgender
Equality
Network
Ireland

Gordon Grehan

Office Manager of
Transgender Equality Network Ireland
(TENI)





Workplace Equality Index 2016 Awards

GLEN is proud to announce the
**Top 10 Best Places to Work for
LGBT Equality in Ireland**



2



7



3



7



4



9



5



10



6

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Workplace Equality Index 2017

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Applications open January 31st, 2017
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Davin Roche,
Director of
Workplace
Diversity



Eimear O'Reilly,
Senior Lead
Workplace
Diversity



Ross Flanagan
Events and
Communications
Officer

Contact Workplace Diversity Team at wei@glen.ie
or 01 6728650



Diversity Champion Employer Profiles





Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. We help organizations maximize their performance and achieve their vision. We develop and implement technology solutions to improve our clients' productivity and efficiency—and may run parts of their operations on their behalf.

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\$31.0 billion for the fiscal year ended Aug. 31, 2015.

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 pride ourselves on creating a truly inclusive workforce for LGBT and all employees. Accenture was ranked as one of the Top 3 Best Places of Work for LGBT People in the GLEN Equality Index.

We are the lead sponsor of GAZE International LGBT Film Festival Dublin since 2012. We have an active LGBT Network and Allies group with numerous events throughout the year including marching in the Dublin's Pride Parade. By fostering 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 are based in Dublin, where we have two offices in the heart of the Docklands, in addition to our new global centre for innovation. This centre is a multidisciplinary research and incubation hub that develops solutions to some of society's most complex issues.

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

Size (no. of staff): 375,000 globally with 2,000 in Ireland.

Opportunities (positions): We have graduate opportunities in Consulting, Technology and Analytics.

Requirements (qualifications): To join our graduate Programme, 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 Technology Programme, you'll need a strong technical aptitude.

Benefits (holidays/pension/ etc.): Support for professional qualifications

- Career counsellor
- Comprehensive 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 €32,000.

Contact: Visit accenture.com/irlgrads or email 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



Allianz Worldwide Care provides insurance solutions for health, life and disability on a global scale. Our focus is on earning and maintaining client loyalty by providing a global, market leading, level of service and support. We are the international health division of Allianz Worldwide Partners and part of the Allianz Group.

Who are we looking for: We are looking for enthusiastic team players who are keen to join our dynamic, diverse, growing company. We offer our staff long term career development and opportunities for performance based promotion.

Being lesbian, gay, bisexual or transgender, working here: At Allianz Worldwide Care, we embrace diversity and we believe it is the cornerstone of our success as a business. The diversity of our staff is our greatest asset and we take great measures to ensure we foster an inclusive environment that encourages people to bring their whole self to work each day. Allianz Worldwide Care launched it's LGBT employee network in 2016 called DIVA (Diversity at Allianz Worldwide Care). The network aims to develop greater awareness of LGBT issues and ensure that our staff know that they can be themselves when they come to work here. We are extremely proud to partner with GLEN as Diversity Champions to help lead the way for greater inclusiveness across all employment sectors for LGBT people. We believe our strategy for diversity and inclusiveness will make a difference to our staff, to their families and our community.

Where we are: Park West Business Campus, Dublin 12

What we do: The Irish office in Park West, Dublin 12 acts as the main service hub for all global clients. Currently Allianz Worldwide Care occupies 6 buildings in Park West, Dublin 12. In addition to the Dublin office, Paris acts as the Headquarters for Allianz Worldwide Care and houses extensive insurance knowledge and expertise. Allianz Worldwide Care's regional offices service specific markets and/or high premium worth clients and individuals.

Size (no. of staff): We employ over 1100 staff worldwide, 75% of which are based in Park West in Dublin. The remainder of the employees are based in our regional offices in Brussels, China, Dubai, Qatar and Paris.

Opportunities (positions): We are currently recruiting for a variety of positions. Please visit the careers section of our website: <http://www.allianzworldwidecare.com/international-private-medical-insurance-career-opportunities?choice=en>

Requirements (qualifications): Dependent upon the position

Benefits (holidays/pension/ etc.):

- Travel subsidy
- Health insurance
- Life assurance
- Pension plan
- Disability benefit
- Subsidised car and home insurance
- Childcare allowance
- Active Sports and Social club

"At Allianz Worldwide Care we are committed to attracting, recruiting, developing and retaining the right people who reflect the values of our company and our clients. Diversity and inclusion is not only essential to our Client Centric culture but also to the wellbeing of our staff by ensuring they feel they can be their authentic self at work."



Claire Cusack, Director of Human Resources and Executive Sponsor of our DIVA Network



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 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 of all communities.

"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.**



Arthur Cox is a leading Irish commercial law firm. Our reputation is based on proven professional skills, a thorough understanding of our 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 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 all individuals are valued and supported, including lesbian, gay, bisexual and transgender (LGBT) people. Diversity means treating people as individuals so it is our mission to ensure everyone feels welcome, at ease and supported at all times.

As well as being a GLEN Diversity Champion and sponsors of the annual Pride Run, Arthur Cox are proud signatories of Ireland's Diversity Charter, which demonstrates publically our commitment to equality and diversity, both within the firm and in the wider community.

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

We concentrate on developing and implementing policies and initiatives that welcome, promote, and encourage all our employees 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 30 - 40 trainee opportunities across our firm as well as on-going vacancies in both professional and business services 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: Visit 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

EXPECT EXCELLENCE



ARTHUR COX

At Arthur Cox, the ethos of inclusion and diversity forms a key component of the values, perspectives, and business excellence that clients expect from us as a leading Irish law firm. We are proud to support the work of GLEN in championing workplace equality.

To learn more, contact:

BRIAN O'GORMAN, MANAGING PARTNER

+353 1 618 0000

EXPECT
EXCELLENCE

DUBLIN • BELFAST • LONDON • NEW YORK • SILICON VALLEY

arthurcox.com



Bank of Ireland – Ireland’s largest lender – provides a broad range of banking and other financial services in Ireland, the United Kingdom, and internationally.

More about us: Banking is innovating, driven by the changing needs of our customers. Therefore, securing a place on Bank of Ireland’s Graduate Programme means you’ll be in the thick of the action – working as part of a tightly-knit team on projects that make a real difference to our customers and our business. Ireland’s #1 Graduate Employer in Banking/Financial Services (gradIreland 2016).

Who are we looking for: We’re looking for people who can bring their diverse talents, ideas, 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 world – so you will be joining more than an industry leader: you will be shaping the ongoing development of a dynamic organisation.

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 throughout the Group. In 2015, we became the first Irish financial institution to sponsor Dublin Pride. This year, we are proud sponsors of both Dublin and Cork Pride with more than 100 of our colleagues taking part.

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

What we do: We have been around for over 230 years but in many ways, we’re at the start of our journey. The world of technology and banking is in the middle of a seismic change. It’s people like you that will help us transform into a Bank of the future.

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

Opportunities (positions): Exciting positions in 14 different Graduate Programmes across the Bank of Ireland. Last year, we made offers to 100 individuals for the Graduate Development Programme, and we are constantly seeking diverse skills for opportunities throughout the organisation.

Requirements (qualifications): We offer opportunities to students from all disciplines 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, extensive CSR activities including volunteer days, matched fundraising, community events and well-being initiatives.

Salary: Competitive.

Contact: Visit www.boigraduate.com or careers.bankofireland.com. Contact our Graduate Recruitment Programme Manager Laura McAuley: Laura.McAuley@boi.com.

“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. 2016 saw Bank of Ireland sponsoring both the Dublin and Cork 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, Senior Communications Manager, Group Finance.

glen
gay + lesbian
equality network

**DIVERSITY
CHAMPIONS**



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

www.diversitychampions.ie

 www.linkedin.com/company/diversity-champions

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



Brown Brothers Harriman (BBH) is a privately owned and managed financial services firm. BBH serve the most sophisticated individuals and institutions with expertise in Private Banking, Investment Management, and Investor Services.

More about us: You can find out more about BBH by visiting www.bbh.com

Who are we looking for: Individuals with at least 2-3 years experience in the Funds Industry, predominantly Transfer Agency, Fund Accounting and Depository.

Being lesbian, gay, bisexual or transgender, working here: At Brown Brothers Harriman (BBH), we believe that the diverse ideas and perspectives of our employees are the cornerstone of our success. We are stronger because of our differences, and in order for our teams to excel, members of all viewpoints must trust one another and feel comfortable providing honest input. That's why we embrace a variety of perspectives, constantly apply new thinking, and are open to change – to enable the best and the brightest to reach their highest potential.

Where we are: 30, Herbert Street, Dublin 2.

What we do: Fund Administration and Custodial/Trustee.

Size (no. of staff): 220.

Opportunities (positions): Ongoing opportunities in a number of business areas: Transfer Agency, Client Services (Fund Accounting, Custody, Financial Reporting), Relationship Management, Depository.

Requirements (qualifications): University Degree or equivalent in related field of studies, 2-3 years of experience in the Funds Industry.

Benefits (holidays/pension/ etc.): Private medical and dental insurance, defined contribution pension scheme, annual discretionary bonus, onsite gym, educational assistance, paid holidays.

Salary: Negotiable.

Contact: Sarah Stachowiak.

"The diversity of our people is one of our greatest strengths. We must continue to attract and retain employees who provide diverse perspectives if we are to improve our service to clients and develop new and innovative products."

Digger Donahue, Partner



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): Dependent 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 over 110,000 people across 180 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 600 and recording revenues of stg€681 million in financial year 2015/2016. 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, with up to 200 staff volunteering at it annually.

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): Over 600 in Ireland.

Opportunities (positions): Opportunities are advertised on www.bt.com/careers.

Requirements (qualifications): Dependent on position.

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

Salary: Competitive.

Contact: www.btireland.com and www.btplc.com

"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 global and local LGBT employee networks - LGBT+ - which provide support, and social activities for its members. Inclusion and diversity are firmly at the top of the leadership agenda in BT, and our recent BT Diversity Week was a brilliant employee event that showed that companies with diverse workforces are more successful,"



Lindsay Grant, BT Ireland



Cpl Resources is Ireland's largest recruitment agency, with 36 offices across 9 different countries. We recruit for a wide variety of sectors, from Admin to Healthcare, and last year we placed 24,000 people in new roles.

More about us: As both Ireland's largest recruitment agency and employer of temporary staff, Cpl recognises the importance in providing a safe working environment for all employees. This is why Cpl has five core values that underscore every interaction we have with our clients, candidates, and colleagues. These are customer focus, accountability, respect, effective communication, and empowerment.

These values apply not only to the ways in which we conduct business, but also to the ways we conduct ourselves. Effective communication & respect in particular are instrumental to creating a positive working environment, and establishing these allows otherwise marginalised groups to become empowered.

Who are we looking for: As a recruitment agency, we are always on the lookout for Ireland's best talent. We work with companies in every sector, all across the country, so we don't have a "type". If you are currently seeking new opportunities, or would like to know what's out there, our recruiters would be happy to hear from you.

Being lesbian, gay, bisexual or transgender, working here: Diversity is at the forefront of Cpl, and our LGBT staff are no exception to this. Employees at Cpl understand that discrimination of any kind will not be tolerated, and that everyone should feel free to be their true selves at work.

The world is a diverse place, and our business aims to reflect that. In fact, we argue that encouraging diversity and protecting staff from discrimination is imperative to the survival of any modern business. This is the attitude that we take to all kinds of discrimination, be it homophobia, transphobia, racism, sexism, or any form of prejudice.

Cpl has and continues to do its best to build a company culture founded on respect and equal opportunity. Not only does this allow our employees to have more enjoyable and successful careers, it helps create an environment that will attract and retain the best workers.

Cpl has shown its support for LGBT rights by hanging a Yes Equality banner on the side of our building, and by giving employees paid time off to travel home and vote in the Marriage Equality referendum.

Where we are: Cpl Recruitment, 8-34 Percy Place, Dublin 4.

What we do: Recruitment.

Size (no. of staff): 600+

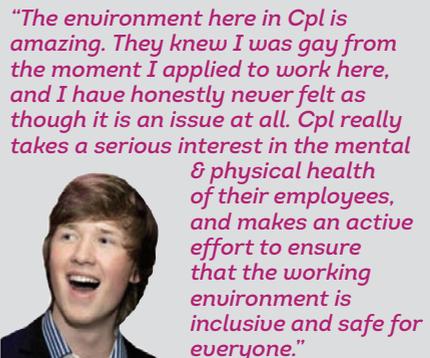
Opportunities (positions): Cpl is always on the lookout for the best talent, either for ourselves or for one of our many clients across the world. For a full list of Cpl opportunities, please visit our website www.cpl.ie.

Requirements (qualifications): Dependent on position.

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

Salary: Dependent on position.

Contact: Each job will have an assigned recruiter whom you can call or email.



Simon Griffin, Digital Marketing Executive, Cpl Resources.



Dublin City University is known as a place to study, but did you know that there are over 1000 employees on the DCU campus in Glasnevin on a daily basis?

More about us: Since admitting its first students in 1980, DCU has grown in both student numbers and size. DCU is recognised nationally and internationally as a centre of academic excellence with over 13,000 students. 2016 will see a significant transformation for the University, with the planned completion of the Incorporation process that brings together St Patrick's College, Drumcondra, Mater Dei Institute of Education and Church of Ireland College of Education with DCU. This growth will increase the student body to 16,000. The New DCU will have a larger community, footprint and impact.

Who are we looking for: DCU is a multi-cultural community that values and promotes equality and diversity. DCU is an equal opportunities employer and seeks to always ensure that the focus is on the best candidate for the advertised role. At DCU, it is important to us that all roles are clearly defined and that the criteria that will be applied are outlined prior to any advertising.

Being lesbian, gay, bisexual or transgender, working here: DCU works to deliver a positive environment, where all members of the DCU community treat one another with mutual respect and dignity. DCU values its diverse workforce and is committed to an inclusive workplace. We are a member of GLEN's Diversity Champions Programme and are working to ensure that our workplace is LGBT inclusive. DCU understands the business case for diversity and knows that being inclusive of lesbian, gay, bisexual and transgender people at DCU benefits everybody: employees, students, research and our business.

Where we are: Glasnevin, Dublin 9, Co. Dublin
What we do: DCU is a young, dynamic and ambitious university with a distinctive mission to transform lives and societies through education, research and innovation. Through this mission DCU will make a difference and act as an agent for social, cultural and economic progress at the individual, national and international levels.

Size (no. of staff): 1000+

Opportunities (positions): As an employer DCU recruits for a range of roles including academic, research, administration, professional grades and support roles. Graduates may also consider the wide range of postgraduate courses available at DCU. There are full and part-time taught options available. In addition there are extensive opportunities available for research Masters and PhD programmes.

Requirements (qualifications): Dependent on position.

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

Salary: Dependent on position.

Contact:

Vacancies - <http://www.dcu.ie/hr/vacancies/index.shtml>

Postgraduate Courses (taught) - <http://dcu.ie/studentrecruitment/postgraduate-listing.shtml>

How to apply for research programmes - http://www.dcu.ie/graduatestudies/how_to_apply.shtml

"DCU is enriched by a diverse population of staff and students. Sexual orientation and gender identity are a key part of the diverse DCU community and as a GLEN Diversity Champion, DCU are committed to ensuring equality and inclusion for all. Visible signs such as the rainbow flag being flown at half-mast on campus, following the recent tragedy in Orlando provide evidence of DCUs commitment to diversity."

Amy Harrington, Diversity Champion, DCU



At Deloitte our objective is to empower you to be the best version of you. We give you the support you need to deliver the exceptional for our clients through high performance talent development and management programmes, which allow you to direct and accelerate your career path.

More about us: We have a clear purpose and focus on empowering our people to make an impact that matters on clients, their teams, the broader firm and society.

Our culture is built on the collaboration, flexibility and innovation we need to perform at the highest levels and exceed expectations. You will work in a supportive and connected environment where our leaders promote and facilitate life-long learning, equipping you to address complex business issues.

Who are we looking for: We value our people; they work with us, not for us. We want to engage with recent grads and university students like you, who bring different perspectives and innovative ways of thinking to the table.

Where we are: Dublin, Limerick, Cork, Galway, Belfast.

What we do: Professional Services Firm.

Size (no. of staff): 200,000 globally and almost 2,000 in Ireland.

Opportunities (positions): Deloitte have a multitude of challenging professional opportunities, offering current and recent graduates a unique career experience. This is why we believe this is the #1 place for graduates to launch a career.

Requirements (qualifications): 2.1 Hons Undergraduate Degree.

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

Salary: Competitive.

Contact: To find out more about opportunities and selection criteria please visit our careers site http://www2.deloitte.com/ie/en/careers/students.html?icid=top_students

"As a ten year employee of Deloitte, I am proud to affirm and champion the company's commitment to diversity in policy and practice. As an open lesbian, I have consistently felt valued, included and supported by colleagues and leadership. Workplace equality where diversity is not just tolerated but celebrated ultimately leads to a healthier, more productive workforce"



Amy Shah, Senior Manager, Deloitte.



Since 1984, Dell has played a critical role in enabling more affordable and accessible technology around the world. Dell is a collective of customer-obsessed, industry-leading visionaries. At our core is a commitment to diversity, sustainability and our communities.

Who we are: We offer unparalleled growth and development opportunities for our team members. We believe that technology is essential for driving human progress, and we're committed to providing that technology to people and organizations everywhere, so they can transform the way they work and live. Our inclusive workforce is critical to generating new ideas and inspiring innovation. Dell's team members are deeply committed to serving our community, regularly dedicating volunteer hours to a wide variety of nonprofit organizations. The company has also received numerous accolades ranging from employer of choice to energy conservation awards.

Why work with us?

- **Our People:** Working at Dell means collaborating with talented and dedicated professionals who share a passion for smart technology and responsible business as well as serving our customers' needs.
- **Our Spirit:** We innovate. When we see something that could be improved, we get to work inventing the solution.
- **Our Culture:** We win with integrity. Our people demonstrate our winning culture every day through the positive, supportive and meaningful relationships they create with customers and team members.
- **Our Opportunities:** We invest in our people and have developed a series of programs that facilitate team members as they pursue a career that fulfills their ambitions and potential.
- **Our Rewards:** Our team members' health and wellness is our priority as well as rewarding them for their hard work.
- **Our Community:** We trust our team members to achieve results in the most appropriate way for their role. Taking time from our work to

volunteer in community events or spending time on personal interests is just another way for our team members' to have the right balance in their lives.

Who are we looking for: Final Year students completing Third Level studies and/or graduates who obtained their Third level qualification within the last 12 months.

Where we are: Dublin, Limerick, Cork.

What we do: Dell serves customers ranging from the world's largest businesses and public-sector organizations, to small and medium businesses and individual consumers.

Opportunities (positions):

- IT (Software Development & Networking opportunities)
- Technical Support
- Inside Sales
- Supply Chain
- Project Management
- Business Analytics

Requirements (qualifications): Completed Third Level Degree in the required field.

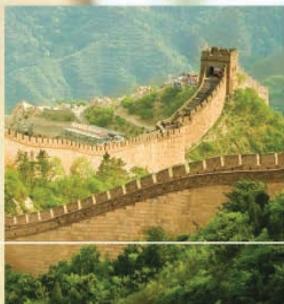
Benefits (holidays/pension/etc.):

- Company Funded Private Healthcare plan.
- Defined Contribution Pension Scheme
- Life Assurance
- Additional Leave days
- Work/Life Balance
- Employee Assistance Programme
- Sports & Social Club
- Free car park

Salary: Negotiable.

Contact: www.dell.com/careers

What's your
dream job?



Let's work together to make it happen.

Bring your competitive edge, your innovative spirit and your unmatched work ethic. Do more with Dell.





With over 98,000 employees in 70 countries, Deutsche Bank is one of the world's leading banks. Working together, we drive innovation in an ever-changing, global business landscape – using our agility, curiosity, integrity and imagination to set us apart from the competition.

More about us: Collaborating on exciting projects, learning from talented specialists, developing invaluable skills – join a Deutsche Bank programme and you'll find plenty of chances to enhance your academic career.

Who are we looking for: We're looking for students who can deliver more than just academic excellence. We want quick-thinking, imaginative people who can share and live our values. People who know what excellence means and have the desire to deliver it, who can set milestones and achieve things that have never been achieved before. And if that sounds like you, Deutsche Bank Dublin can help you to flourish.

Being lesbian, gay, bisexual or transgender, working here: dbPride is our employee network for LGBT members of staff and their straight Allies. dbPride has been in existence at Deutsche Bank globally for ten years and over that time 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 staff.

Where we are: Eastpoint Business Park, Dublin 3.

What we do: There has never been a more exciting time to join Deutsche Bank, especially in Dublin. Our strategy for the future focuses on rapid growth and state-of-the-art infrastructure. Our open and friendly culture means you'll have the chance to get to grips with exciting tools and use them to achieve great things.

Size (no. of staff): We have over 750 employees in our Dublin location and plans for continued growth.

Opportunities (positions): Joining a programme is a fantastic chance to discover what life is really

like at Deutsche Bank and where you could fit in. Whatever your interests and whichever area you join, you'll be encouraged to think for yourself – collaborating with a whole host of tight-knit, culturally diverse teams to tackle complex problems.

Explore our careers site to discover the range of different opportunities on offer at Deutsche Bank Dublin. As well as getting an idea of where you could start, you'll build a picture of just how far you could go.

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 organisation.

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

Salary: Competitive.

Contact: 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

You need a **vibrant mind** to shape bold ideas

Graduate Opportunities in Dublin

There has never been a more exciting time to join Deutsche Bank, especially in Dublin. Our strategy for the future focuses on rapid growth and state-of-the-art infrastructure. And to spark that expansion, we've turned our offices into a centre of excellence, full of the latest technology. Our open and friendly culture means you'll have the chance to get to grips with exciting tools and use them to achieve great things.

Discover more at db.com/careers





Dublin Bus is the main public transport provider for the City of Dublin and surrounding areas employing over 3,400 people from diverse backgrounds and providing over 122 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 Strategy' 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 975 fully low floor wheelchair accessible and Wi-Fi enabled buses providing 122 million passenger journeys each year. This is supported by our Operations, Engineering, Human Resources, Finance, and Marketing and Sales Departments.

Size (no. of staff): 3,448

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

Requirements (qualifications): Dependent on position.

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

Salary: Dependent on position.

Contact: www.dublinbus.ie/Human-Resources/

"Since I've been with Dublin Bus I've always been aware of the work undertaken by the company to ensure a LGBT inclusive workplace. There's a company ethos of dignity and respect that goes beyond drafting and implementing employee policy. Whether it's going rainbow on its social media accounts for Dublin Pride week, supporting LGBT groups at community level or working closely with LGBT groups to establish a workplace that celebrates diversity, Dublin Bus has always worked towards ensuring all of its LGBT employees, including myself, feel appreciated for who they are and what they bring to the company."



Brendan Cushen, Internal Communications and Data Protection Executive



Dublin City Council is responsible for the management and development of the capital city. The City Council is committed to improving the quality of life for all the citizens of Dublin and for those who work in or visit the city on a daily basis.

More about us: We provide a wide range of services including housing, planning and development, environmental, roads and traffic, leisure and community services. We are also structured to provide a number of support services to the organisation such as Human Resources, Finance, Information Communications Technology and Corporate Services. Many of the services including water, drainage, fire and ambulance are provided on a regional basis for the greater Dublin region. Since January 2014 the Council provides water services under a Service Level Agreement on behalf of Irish Water. We also have a number of area offices as part of our commitment to service delivery and community development.

Who are we looking for: Dedicated people committed to working for the good of Dublin City and its citizens.

Being lesbian, gay, bisexual or transgender, working here: We are committed to ensuring equality for all our employees. We accept and value differences amongst our employees and endeavour to harness this diversity to create a productive environment in which everyone feels included and everyone's talents are fully used to ensure the goals of the organisation are met.

Diversity is one of the Council's core principles as it recognises that diversity in the workplace provides an important opportunity to develop the best solutions. In accordance with this principle we are committed to ensuring our workplace is inclusive of lesbian, gay, bisexual and transgender (LGBT) employees.

Where we are: Dublin City.

What we do: Dublin City Council is divided into a number of administrative areas and Departments, each of which provides very specific services to the people of Dublin City. Local authorities are at the forefront in the ongoing process of

modernisation in the public service. A significant process of re-organisation of structures, services and service delivery is underway to both optimise efficiency and maintain the highest possible standards of services.

Size (no. of staff): 5,500 employees.

Opportunities (positions): Advertised through the media.

Requirements (qualifications): As advertised depending on the position.

Salary: Depending on the position.

Contact: Human Resources Department

"Dublin City Council is proud to have an LGBT Employee Network which shows their dedication to the inclusion and equality of their LGBT employees. The LGBT Employee Network hosted an event with GLEN this year which reaffirmed our commitment to making Dublin City Council an inclusive



workplace within the public sector. I feel that being a member of the LGBT Employee Network enriches my career in Dublin City Council"

**Martina Malone, Senior Staff Officer,
Dublin City Council.**



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: 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.

eir is Ireland's largest communications provider. Our infrastructure touches every community across the country. We bring the people of Ireland closer to each other and bring Ireland closer to the world. We have invested heavily in recent years, building the country's biggest and best network, capable of providing the widest range of services to all our customers - Ireland's fastest broadband, first launch 4G mobile, TV over the Internet, and launching iir Sport and that's just the tip of the iceberg. We're passionate about what we do and we're committed to delivering exciting and brilliant products to our customers. We're always on the look-out for top talent to help us deliver on our commitments.

What is in it for you: Your personal and professional development is 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. Help & support is at hand you will be allocated a mentor, to support you through your journey with eir.

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, also at the end of the programme each graduate will be awarded a QQI level 6 including accreditation for project management.

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, and is committed to creating and maintaining a work environment which does not discriminate. Our LGBT Network, Spectrum, is fully inclusive with both LGBT members and allies working together to support an environment where all people are valued and welcome to bring their whole selves to work.

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.

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

Opportunities (positions): Wide ranging & on-going career opportunities both for internal mobility as well as external vacancies from Stores, to technology to Customer care and support.

Requirements (qualifications): requirements vary for each opportunity, every role will clearly state what knowledge, skills & experience is required.

Salary & Benefits (holidays/pension/etc.): Generally salary will be in line with the market, benefits would include bonus opportunity, defined contribution pension and at least 22 days annual leave per annum.

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



Stuart Coleman: Process Manager, Customer Care and member of eir Spectrum

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 or call GLEN's workplace diversity team at 01 6728650

 www.linkedin.com/company/diversity-champions

 @GLENChampions





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



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





ESB is Ireland's foremost energy company investing almost €1 billion annually to develop an electricity infrastructure system that will meet Ireland's future needs.

More about us: At ESB - we believe in brighter possibilities, harnessing all our potential for a brighter future. We promote openness and collaboration in everything we do and we develop our people to fulfil their potential.

Who are we looking for: ESB has ongoing recruitment to fill roles in Engineering, IT, Finance, Marketing and HR across the group. Our graduate programme offers participants a varied and stretching programme of learning that demands innovation and personal leadership. We seek the brightest and the best to work across all areas of our business to ensure we maintain critical skills to deliver positive change in the energy sectors in the coming years and lay the foundations for tomorrow's managers and leaders in ESB.

Being lesbian, gay, bisexual or transgender, working here: ESB is committed to working towards a consciously inclusive workplace where each employee has the opportunity to work in an inclusive and open workplace that offers respect, training and opportunities to succeed. By ensuring our businesses are inclusive to everyone, regardless of sexual orientation or gender identity, we attract, develop and retain the talent from a broader and more diverse talent pool which also reflect society and the customers we serve.

Where we are: ESB has a number of locations in Dublin, around the country as well as overseas.

What we do: ESB's mission has always been to bring sustainable and competitive energy solutions to all our 1.5 million customers, operating across the energy industry from generation, transmission, distribution and supply of electricity.

Size (no. of staff): Approx. 7,000.

Opportunities (positions): Opportunities are advertised on the Careers section of www.esb.ie

Requirements (qualifications): Dependent on role.

Benefits (holidays/pension/etc.): Dependent on role.

Salary: Dependent on role.

Contact: www.esb.ie

"I have great pride in the role of how ESB, as a leading organisation, with a presence in every part of the country, is working to ensure that ESB is an inclusive organisation. Each one of us has a role in shaping the culture of an LGBT+ inclusive

organisation – as LGBT+ colleagues, Allies and advocates for LGBT+ Inclusion."



Jim Dollard, Executive Director, BSC & Electric Ireland.



Energy for generations

I CAN BE ME @ ESB

PRIDE IN WHO WE ARE

ESB, as Diversity Champions, celebrates Lesbian, Gay, Bisexual & Transgender inclusion at work and in the communities we serve.





EY is one of the world's leading professional services firms. 212,000 people work across 150 countries for clients all over the world. Together we generate more than \$27.8 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. Thanks to the drive of our people, our flexible approach, and our entrepreneurial spirit, we attract new clients with worldwide influence, which means the size and scale of opportunity for you is huge. We are steadfast in asking better questions and by doing so, we're able to deliver better outcomes for our clients. This can give you a lifetime of challenges, and our clients the advantage in an increasingly competitive world.

Who are we looking for: If you're ambitious and think in global terms EY is the best place to start your career. Our culture means you can succeed whatever your background, work to your natural strengths, and learn from a remarkably diverse and talented group of people in a dynamic and collaborative global business environment.

Being lesbian, gay, bisexual or transgender, working here: Throughout the Global network EY is committed to the development of all of our people. Diversity is one of the core components of the firm's people agenda and we recognise that diversity in the workplace provides an important opportunity to develop the best solutions. At EY there is an LGBT employee network group, Unity, which provides support, mentoring and guidance to colleagues. In 2015, we were proud to have taken part in the inaugural GLEN Workplace Equality Index and to be named Employer of the Year, highlighting our commitment to creating an inclusive and open workplace for our LGBT employees.

Where we are: EY Ireland has two offices in Dublin as well as offices in Cork, Limerick, Waterford, Galway 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): 1,800 people throughout Ireland.

Opportunities (positions): Our graduate programme is open to graduates of any discipline from all universities and colleges, both Irish and

international. It will introduce you to the world of professional services and provide you with individually tailored support; you'll build on your knowledge from your degree, learn new skills and disciplines and commence your journey in your chosen area. The integrated programme is approximately three years in length and commences September 2016. We also have various undergraduate programmes available if you are not yet in the final year of your degree.

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, including free gym membership for all staff, which you can tailor to suit both your personal and work needs.

Salary: Competitive against the other big 4's.

Contact: For information visit irelandcareers.ey.com or contact studentrecruitment@ie.ey.com

'My time at EY has shown me that diversity is more than a policy

on a page. It is a cornerstone of our culture, a culture that encourages me to be true to myself every day'



Ian O'Fearghail, First Year Graduate in our Advisory Graduate Programme.



What if our differences are what unite us?

With market-leading growth, big ambitions and a bold vision comes more opportunity for our people. EY values different perspectives fuelling innovation and driving better solutions for our clients.

Join today. Change tomorrow.

Visit Irelandcareers.ey.com
Follow us @EY_Ireland



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



Building a better
working world



Eversheds Ireland is part of an international law firm with 55 offices in 28 countries spanning Europe, the Middle East, Asia and Africa.

More about us: Eversheds is a full service commercial law firm with a business-like approach. Based in the heart of Dublin's commercial district, our practice focuses on supporting the business growth and expansion of our clients. We advise indigenous owner-managed companies as well as international and multinational companies, banks, financial institutions and public organisations. Our association with Eversheds International means we can provide a seamless service right across Europe, Asia, Africa and the Middle East.

Who are we looking for: Eversheds can help you fulfil your potential. As one of the largest full service international law firms, we offer a range of opportunities for you to develop your career and work with some of the world's most prestigious organisations.

We need experts on the ground looking after our clients' interests, which is why our 4,000 staff are spread across locations in Europe, the Middle East, Africa and Asia. Wherever you decide to join us, we hope you'll stay with us for a long time and take advantage of the chance to move between our offices if circumstances allow.

Hard work, intense deadlines and exacting clients are expected at any serious law firm. With us you'll also find a great social life and a culture where staff support one another, appreciate a sense of humour and encourage individual styles to emerge in the way we practise the law.

We have always had an attitude that difference is a good thing when everyone is pulling in the same direction.

We couldn't be as innovative as we are if we were all the same - that's why we welcome diversity in all aspects of our business.

Being lesbian, gay, bisexual or transgender, working here: "Before I started working in Eversheds, very few people knew I was gay. However, after almost two years working in Eversheds I have become more confident in myself and have begun to accept who I truly am. The environment which Eversheds provides is one of mutual respect no matter what sexuality you are and has enabled me to grow not only as

an employee but as a gay person." Lynda O'Neill, Trainee Solicitor, Eversheds.

Where we are: While Eversheds is an international firm our main Dublin office is located on Earlsfort Terrace, just off St. Stephen's Green in Dublin's city centre.

What we do: As above.

Size (no. of staff): With 55 offices across 28 countries, we are one of the largest full service law firms in the world with nearly 4,000 people including more than 450 partners and almost 2,400 legal advisers. Our Dublin office has over 270 people with 30 partners.

Opportunities (positions): We have 15 trainee opportunities across our firm in addition to ongoing vacancies for support and professional staff with relevant experience.

Requirements (qualifications): Dependent on position.

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

Salary: Competitive.

Contact: <http://www.eversheds.ie> and go careers.

"Working here has given me the freedom to be myself and in doing so it has empowered me to share my experiences. As others learn from me and as I learn from them, there is a mutual respect which has allowed for a positive, creative and inclusive work environment. I'm excited for what lies ahead."



Fionnuala Power, LGBT Employee Network Lead, Eversheds.

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 for more information



Fidelity Investments is one of the world's largest providers of financial services. Founded in Boston in 1946, our goal is to make our financial expertise broadly accessible and effective in helping people live the lives they want.

More about us: Fidelity Ireland was established in 1996 and was Fidelity's first non-U.S. technology and operations center. It is the only such presence in Europe today and currently employs approximately 1000 people.

Who are we looking for: At Fidelity, you can find it all here. We reward ambitious, passionate individuals with a work environment that fosters diversity, teamwork and collaboration as well as encourages innovative ideas and fresh thinking. We recognize the value that employees' individual differences can contribute to the bright and strong future of our company.

Being lesbian, gay, bisexual or transgender, working here: One of Fidelity's strongest values is mutual respect – respect for all employees and for one another. Beyond the skills needed to continue delivering innovative and cutting-edge technology for our businesses and customers, our success as a firm also depends upon our ability to attract and retain employees with different ideas, work styles, backgrounds and opinions. We believe that our company operates at its best when all employees feel supported by their work environment. A key component of Fidelity's diversity and inclusion framework is the work done through the various Employee Resource Groups (ERGs), which are integrated into the organisation's strategy. The Fidelity Pride ERG is one group that supports the LGBT community and helps foster a culture of inclusion that ensures all employees can bring their whole selves to work.

Where we are: Fidelity is a global organisation with offices in Dublin and Galway.

What we do: At Fidelity Ireland, we provide middle and back office support to our business partners and design, build and implement technology that maintains Fidelity's continued global success. We harness our cutting-edge technology capabilities and resources to continuously innovate in ways that create better outcomes and experiences for our customers.

Size (no. of staff): 1,000

Opportunities (positions): Visit <https://www.fidelityinvestments.ie/find-a-job/search-jobs.html> for information of our open positions.

Benefits (holidays/pension/etc.): Healthcare, Pension, Career advancement, Learning and development, Study assistance, subsidised cafeteria etc.

Salary: We offer a very competitive benefits package to our employees.

Contact: Mitchell Cash, Talent, Learning & Inclusion Director.



Mitchell Cash, Talent, Learning & Inclusion Director.

At Fidelity, our differences define us

[FidelityInvestments.ie](https://www.fidelityinvestments.ie)



Fidelity Investments is an equal opportunity employer



Grant Thornton is Ireland's fastest growing professional services firm. We are not like other Audit, Tax and Advisory firms. Why? It's our people that make us different. We think differently, we behave differently and our clients see us differently.

More about us: As a member of Grant Thornton International, a \$4.6bn global organisation of member firms with 42,000 people in over 130 countries, we have the scale to meet your changing needs, but with the insight and agility that helps you to stay one step ahead.

Who are we looking for: We want people from all disciplines. We applaud individuality and thrive on fresh ideas. Our focus is to encourage you, believe in you, develop you, and let you grow into the type of professional that matches your personality and skills.

Being lesbian, gay, bisexual or transgender, working here: Diversity and Inclusion is at the heart of our culture and our interaction with our clients and the external market. This includes diversity of people, diversity of thought and diversity of leadership. We are passionate about drawing upon our peoples' unique differences to enhance the way we do business.

Where we are: We have over 1,000 people in Dublin, Belfast, Cork, Galway, Kildare, Limerick and Longford.

What we do: Grant Thornton provides Audit, Tax and Advisory services. We deliver solutions to all business challenges. Clients choose us because the breadth of financial and business services they need is available, delivered innovatively and always to the highest standards.

Our experience means that we can readily identify the critical issues affecting your business and then quickly provide specific solutions.

Size (no. of staff): We have over 1,000 people in Dublin, Belfast, Cork, Galway, Kildare, Limerick and Longford.

Opportunities (positions): Please see www.grantthornton.ie/careers

Requirements (qualifications): Dependent on position.

Benefits (holidays/pension/etc.): We offer a comprehensive benefits package.

Salary: Dependent on position.

Contact: For information please contact recruitment@ie.gt.com or graduaterecruitment@ie.gt.com

"This is an exciting time for LGBT people at Grant Thornton. As new members of GLEN, we are on our journey of creating a celebratory culture in Grant Thornton. With the complete support of management, we have the unrivalled opportunity to shape the firm's culture for the LGBT community, and we are involved in the decision making process that will make a lasting difference."



Thomas, Business Consulting



IBM is a global technology and business consulting corporation, with headquarters in Armonk, New York, USA. IBM is much more than a “hardware, software, services” company it is evolving as a cognitive solutions and cloud platform company.

More about us: IBM is helping to reshape industries by bringing together our expertise in Cloud, Analytics, Security, Mobile, and the Internet of Things. Transforming healthcare, improving the retail shopping experience, rerouting traffic and even designing the next generation fan experience in sports stadiums around the world - this is what IBMers in Ireland do. As a leader in global transformation there is no better place to launch your career or start a new one.

Who are we looking for: Join our diverse global team of thinkers and doers. You will work with extraordinary, insightful, imaginative people in an environment that cultivates creativity and individuality.

As IBM enters the era of Cognitive computing we are currently seeking Software Engineers, Developers, UI & UX Designers, Business & Technology Consultants and Sales Professional in a range of business and technology areas.

Being lesbian, gay, bisexual or transgender, working here: Diversity of thought. Diversity of people. A smarter planet for everyone.

To help us work smarter, we need ideas born from different backgrounds, different perspectives and different attitudes. That means different people. IBM is committed to provide a safe and welcoming environment to all Lesbian, Gay, Bisexual and Transgender employees. Our success in creating an open and welcoming environment, regardless of sexual orientation, gender identity or gender expression, has allowed us to attract and retain talented individuals who are proud to be IBMers.

Where we are: Locations in Dublin, Cork & Galway.
Main Location: IBM Technology Campus, Damastown Industrial Estate, Mulhuddart, Dublin 15.

What we do: We engage in Research, Development,

Business and Technology Consulting in our strategic imperative areas of Data and Analytics, Cloud, Mobile, Social Collaboration, Security and the Internet of Things.

Size (no. of staff): 3500+ employees.

Opportunities (positions): See open positions at: <http://www-05.ibm.com/employment/ie/>

Requirements (qualifications): Vary by role.

Benefits (holidays/pension/etc.):

- Pension scheme
- Bonus scheme
- Health and Life insurance
- Paid holidays
- Supported professional development

Salary: Competitive packages.

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

“For over 100 years IBM has led the way in technology innovation. We have also led the way in promoting equality, diversity and inclusiveness for our global workforce. These two facts are strongly interlinked. Since I joined IBM in 2003 I have been impressed by the ways in which IBM nurtures its LGBT employees, and I have always felt at ease being ‘out’ and ‘authentic’ at work, which leads to a culture of openness and innovation.”



Brendan Lawlor, Global HR Business Development Consultant



Our mission at LinkedIn is to connect the world's professionals to make them more productive and successful. Our long-term vision is to create economic opportunity for every member of the global workforce and ultimately to build the world's first Economic Graph - a digital map of the global economy.

More about us: Founded in 2003, LinkedIn connects the world's professionals to make them more productive and successful. With more than 430 million members worldwide, including executives from every Fortune 500 company, LinkedIn is the world's largest professional network on the Internet. The company has a diversified business model with revenue coming from Talent Solutions, Marketing Solutions, Sales Solutions, E-Learning (Lynda.com) and Premium Subscriptions products. Headquartered in Silicon Valley, LinkedIn has 30 offices across the globe.

Who are we looking for: In EMEA, we are looking for diverse talent for predominantly sales related roles as well as business partners who can support our sales organisation. In our International Headquarter in Dublin we also hire HR, Finance and Marketing Professionals as well as Insights Analysts and Customer Service Representatives. Additionally, we offer opportunities for graduates as part of our Business Leadership Programme (BLP) each year.

Being lesbian, gay, bisexual or transgender, working here: Here at LinkedIn, we are passionate about Diversity, Inclusion and Belonging. Not only do we want to hire diverse talent but also want them to feel like they belong in the organisation, something our CHRO, Pat Wadors is very passionate about. "It's time to focus on belonging. Only when we feel like we truly belong do we present our best unique selves, bringing more creativity and energy to the workplace each day. The best part about this goal is that it can be created peer-to-peer, bottoms up and tops down. YOU can make a difference. YOU can create belonging moments for others and grab onto belonging moments for yourself.

One of the other ways we do this is through an Employee Resource Groups - Out@In - LinkedIn's lesbian, gay, bisexual, transgender and ally group. We founded this in September 2013 and currently have 14 active chapters around the globe with a membership of approx. 400 employees. Our mission is to engage, educate and empower LinkedIn's LGBT community by fostering an inclusive and supportive environment. LinkedIn is involved in a number of groups supporting the LGBT community @ work. We are a founding member of InterTech Ireland, a networking group that aims to connect the tech LGBT community in Ireland, as well as to promote and share diversity and inclusion initiatives at a national level. LinkedIn is also a founding member of Open For Business, a coalition of leading global companies making the business and

economic case for LGBT inclusion. LinkedIn is also a member of OUTstanding, an executive network for LGBT executives, which offers all employees access to external events, workshops and mentoring programmes and will host their first event outside the UK in September.

Where we are: Offices globally, HQ in Mountain View, California and International HQ in Dublin, Ireland.

What we do: Being the biggest professional social networking in the world, LinkedIn is publicly held and has a diversified business model with revenues coming from talent solutions, marketing solutions and premium subscription products.

Size (no. of staff): 9,700+ with over 1,000 in Dublin, Ireland.

Opportunities (positions): We have many opportunities, please check out our careers page www.linkedin.com/company/linkedin/careers.

Requirements (qualifications): Dependent on position.

Benefits (holidays/pension/etc.): We have an attractive benefits package tailored by location. In our Dublin office you can expect to benefit from private medical health, free food, pension contribution, education reimbursement, parental/adoption leave and much more.

Salary: Competitive.

"The ability to walk into work and not only feel confident and comfortable being your authentic self, but knowing that those characteristics are actively embraced has a material impact

on your success and productivity. As a gay man, I feel that way every day at LinkedIn and through the Out@In program, we strive for every one of our LGBT employees to feel the same way."



Joshua Graff, Senior Director, UK Country Manager and Executive Sponsor of Out@In.



MetLife, Inc. (NYSE: MET), through its subsidiaries and affiliates ("MetLife"), is one of the largest life insurance companies in the world. 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: Today, MetLife's Dublin operation has grown to more than 320 people, working over five floors, with approximately 20 nationalities. Many of MetLife's European and EMEA senior management are based here, alongside Actuarial, Finance and support functions.

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 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 on any 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 320, 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): 320+

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

Requirements (qualifications): Dependent on position.

Benefits (holidays/pension/etc.): Excellent benefits package on offer which includes a competitive bonus, Defined Contribution Pension, health insurance (for employees and qualified partners), life assurance and 25 days annual leave.

Salary: Dependent on position.

Contact: <https://www.metlife.com/> & irelandrecruitment@metlife.com

"When I started at MetLife, I immediately noticed a culture of acceptance where everyone was free to be themselves without judgement. In fact, I had made the decision to come out around the time that I started in MetLife and this was only made easier by the large LGBT presence and huge volume of support from the LGBT allies."



Niall Donnelly, Actuarial Analyst, MetLife.



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.

More about us: 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 2016 or 2017. 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. Microsoft Ireland is also recognised as one of the top five LGBT employers of the year for 2015.

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.

Salary: Highly competitive.

Contact: <https://careers.microsoft.com/students/international>.

"Microsoft has proudly supported diversity and inclusion for over 20 years. Everyone is encouraged and supported to truly be themselves at work and this unrestricted approach drives our teams and business forward. Personally I have not had



any challenge in being out at work, and am proud to be a Microsoft employee."

Garvan Kelly, Director of Operations, Bing Advertising & GLEAM Executive Sponsor and Microsoft Ireland LGBT Diversity Executive Sponsor



Come as you are.
Do what you love.



www.microsoft.com/diversity





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 United States, and 20 international locations in Canada, Europe, the Middle East and the Asia-Pacific region. 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. Visit northerntrust.com or follow us on *Twitter @NorthernTrust*.

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. We are looking for people with strong business acumen, who can demonstrate professionalism, client focus, attention to detail and accuracy, as well as an aptitude to learn new skills and develop specialist knowledge.

Being lesbian, gay, bisexual or transgender, working here: At Northern Trust, we pride ourselves on ensuring that all partners can bring their whole selves to work and on the welcoming, supportive and inclusive culture we have here at Northern Trust. We believe that a supportive work environment that embraces diversity and nurtures the inclusion of all lesbian, gay, bisexual and transgender 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, Depository and Pricing.

Size (no. of staff): 1300+ (Dublin 550, Limerick 750).

Opportunities (positions): Northern Trust has committed to expanding our Ireland workforce and in order to support this, we are recruiting for multiple positions across a wide range of departments. 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.

Joining us, you would benefit from a positive work culture, where we support our employees' efforts to balance work and home life, in part by offering access to a broad range of workplace support options including: flexible working; emergency family or child care support; professional mentoring; paid volunteering days etc. We also offer an excellent training program and the ability to drive your own career at Northern Trust.

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: Visit our recruitment site at <http://careers.northerntrust.com/> to apply for specific vacancies, or click 'Join our Talent Network' to register for job alerts

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



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

More about us: To find out more about PayPal, visit www.paypal.com

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 as part of eBay Inc. 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: Our European HQ is based in Dublin. We also have a fantastic state of the art facility in 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 100+ 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.

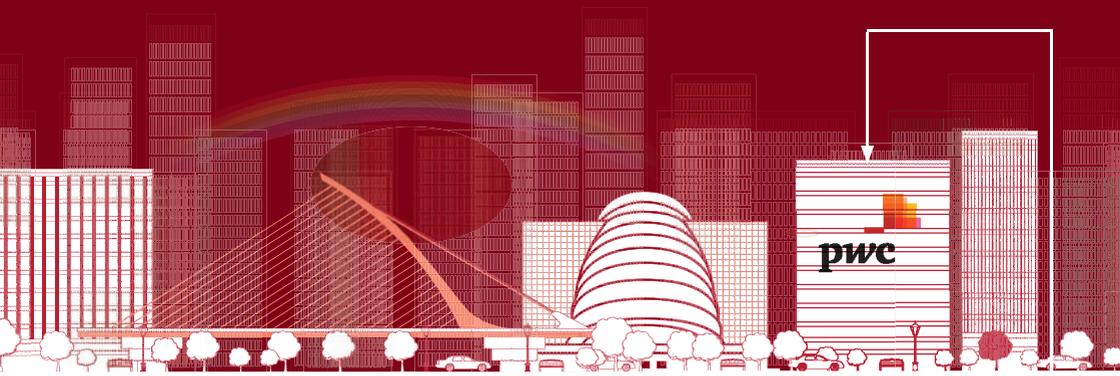
Contact: www.paypaljobsireland.com

"PayPal genuinely focuses on its people to ensure they feel included and valued and truly advocates a culture of inclusivity."



Paola, People Leader and LGBT Employee Network member, PayPal Dublin.

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PwC is the number one professional services firm in the world with 208,000 people working across 157 countries for clients all over the world.

More about us: Building trust in society and solving important problems, we help organisations and individuals create the value they're looking for, by delivering quality in assurance, tax and advisory services. PwC firms provide services to 418 companies in the Fortune Global 500 and 443 in the FT Global 500. Globally we were named the 2nd most attractive employer in the world for business students by Universum and Graduate Employer of the Year in Ireland for 2016.

Who are we looking for: We're looking for smart, motivated, passionate people. We're keen for you to be part of our lively, challenging and fun culture. We're looking forward to giving you lots of exposure to the best opportunities.

Being lesbian, gay, bisexual or transgender, working here: At PwC, we respect and value differences. We know that when people from different backgrounds and with different points of view work together, we create the most value – for our clients, our people and society. PwC is committed to an inclusive workplace and we have a Global Diversity Leadership team. We are a member of the GLEN Network and we also have a GLEE (Gay, Lesbian and Everyone Else) society. Each year we celebrate Diversity Week throughout the firm.

Where we are: We have 8 offices in Ireland and offices in 157 countries worldwide.

What we do: We offer services in Assurance, Tax and Advisory.

Size (no. of staff): 208,000 globally with 2,300 in Ireland.

Opportunities (positions): We have graduate opportunities across all of our Lines of Service, Assurance, Tax and Advisory.

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

academic track record with an expected or obtained 2.1 degree or equivalent.

Benefits (holidays/pension/etc.): 22 days' annual leave, paid overtime, enhanced study leave, sponsorship of professional qualifications, graduation day leave, on-site gym and fitness studio, Flexible Friday - 3pm finish on bank holidays and summer Fridays, firm discount programme and many more.

Salary: Competitive

Contact: Visit www.pwc.ie/graduate or email ireland.graduate@ie.pwc.com

"We are a people business and attracting the best talent is a vital component to underpin our vision, We want our people to be leaders in all parts of our organisation and express their views freely. We are an organisation where everyone regardless of their background, gender or sexual orientation is empowered to be a leader and to change our organisation for the

better. Inclusion is always at the front of my mind and I want all PwC staff to be the best they can be"



Feargal O'Rourke, Managing Partner



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

More about us: Sodexo employs 2,100 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): 2,100 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



South Dublin County Council was established in 1994. It covers an area of 222.7 sq km and is home to 278,541 people living in 100,728 homes. The county has about 6,500 businesses. People from 120 countries live in South Dublin County.

Who are we looking for: South Dublin County Council is an equal opportunities employer. We endeavour to recruit and retain high quality staff in accordance with best Human Resources practices to allow the Council to provide an efficient and effective service to the community.

Being lesbian, gay, bisexual or transgender, working here: South Dublin County Council is committed to access and equality for all staff including LGBT staff. We were the first local authority in the country to join GLEN's Diversity Champions Programme as part of our commitment to equality and diversity, including for LGBT employees.

Where we are: South Dublin County Council Headquarters are in County Hall, Tallaght, Dublin 24.

What we do: The Council provides and funds a broad range of services including housing, roads, walking and cycling routes, parks and playgrounds, libraries, sports facilities, litter control, arts centres, enterprise units, fire services, community infrastructure and financial supports. It also serves as a platform for local democracy.

Size (no. of staff): 1193

Opportunities (positions): All vacancies are advertised on our website www.sdcc.ie and in local and national papers.

Requirements (qualifications): Qualification requirements vary depending on the position being advertised.

Benefits (holidays/pension/etc.): As well as all statutory entitlements, Adoptive Leave, Carers Leave, Force Majeure, Maternity Leave, Parental Leave and Jury Service Leave.

South Dublin County Council has the following benefits:

- Career Break
- Worksharing
- New Parent Leave
- Shorter Working Year Scheme
- VDU Scheme
- Financial Assistance for PC Purchase
- Tax Saver Commuter Tickets
- Interview Leave
- Compassionate Leave
- Exam/Study Leave

Salary: Salary is dependent on position.

Contact: recruitment@sdblincoco.ie



Founded in 1592, Trinity is a university at the nexus of tradition and innovation, offering undergraduate and postgraduate programmes across 24 schools and three faculties: arts, humanities, and social sciences; engineering, mathematics and science; and health sciences.

More about us: There are currently around 17,000 students registered in Trinity, of whom 15% are from outside Ireland. 20-25% of our undergraduate intake are from under-represented groups such as mature students, people with disabilities, and students from disadvantaged schools. This is a place where diversity – of ideas, experiences and identities – is truly valued.

Trinity is committed to excellence in research, teaching, and service provision, which we believe requires an inclusive university community in which all staff and students can develop their full potential. The concept of equality is central to the university’s ethos of academic and service excellence.

Being lesbian, gay, bisexual or transgender, working here: Trinity has a proud history of support for LGBT rights – David Norris ran his early campaigns from an office in the School of English, and Trinity was the first university in Ireland to formally recognise its LGBT society. This ethos continues today with our active membership of the GLEN Diversity Champions programme, our celebration of Trinity Rainbow Week every March, and the founding of the Trinity LGBT Staff Network in 2016.

We are particularly proud of our work for transgender inclusion in recent years, founded on a comprehensive Gender Identity and Gender Expression Policy which is very much put into practice. Trinity was honoured to receive a Special Recognition Award for trans inclusion in the inaugural GLEN Workplace Equality Index awards.

For more information about being LGBT in Trinity, see www.tcd.ie/equality/equality-in-trinity/LGBT.php.

Where we are: College Green, Dublin 2.

Size (no. of staff): 3,500

Opportunities (positions): Trinity College Dublin recruits for a large range of roles including

academic, research, administration, library, technical and support positions. Full details of vacancies are available on our website at: www.tcd.ie/hr/vacancies/

There are a wide range of postgraduate courses, Masters and PhD programmes available at Trinity, with full-time and part-time options. Further information can be found on our website at: www.tcd.ie/Graduate_Studies/

Requirements (qualifications): Vacancies: www.tcd.ie/hr/vacancies/

Graduate Studies: www.tcd.ie/Graduate_Studies/

“Working here as a bisexual man is a fantastic opportunity to contribute every aspect of my personality to my work. Trinity lives up to its reputation as a progressive, welcoming and ambitious workplace and I have always felt encouraged to be confident in my sexuality and allow my identity,

and the lessons I’ve learnt from my peers in the LGBT community, to enrich my professional life”



Joel McKeever, Executive Officer, Academic Registry.



UCD is Ireland's largest third level institution. Founded over 160 years ago, UCD continues to make a unique and substantial contribution to the creation of modern Ireland based on successful engagement with Irish society on every level across every sphere of activity.

More about us: UCD is currently ranked within the top 1% of institutions world-wide and is also Ireland's most globally engaged university with over 30,000 students drawn from over 120 countries, including 5,500 students based at locations outside of Ireland.

UCD embraces its role to contribute to the flourishing of Ireland; through the study and discussion of people, society, business, economy, culture, languages and the creative arts, as well as through research and innovation.

Who are we looking for: A key strategic objective of UCD is to attract and retain an excellent and diverse cohort of students, faculty and staff, where diversity in all its forms cultivates the exchange and development of ideas, an experience and understanding of cultural differences at all levels and a challenge to the status quo. A broad range of opportunities are available at UCD and we welcome people who are committed to making a positive and proactive contribution towards building an inclusive work environment, and encourage people with a diverse range of skills and backgrounds to apply for our roles.

Being lesbian, gay, bisexual or transgender, working here: UCD is committed to creating an environment where diversity is celebrated and everyone is treated fairly. The University has a genuine commitment to equality of opportunity, and to promote and maintain an inclusive work and study environment where there is mutual respect and dignity.

The University is a member of the GLEN Diversity Champion's Programme and we have an active LGBT Network. An LGBT sub-group of the University Equality, Diversity and Inclusion group has also been established to progress LGBT initiatives.

Where we are: Belfield, Dublin 4.

What we do: Higher Education Institution.

Size (no. of staff): 3,500

Opportunities (positions): Opportunities are advertised on <http://www.ucd.ie/hr/jobvacancies/>

Requirements (qualifications): Depends on the role.

Benefits (holidays/pension/etc.): UCD offers a large number of benefits for staff, including personal and professional career opportunities, supports and networks, work-life balance and flexible working, and a wide range of campus wide facilities. A staff discount scheme is also available that provides staff with reductions on a range of services and products.

Salary: Competitive.

Contact: www.ucd.ie/hr

"UCD has a vibrant LGBT community who were delighted to see the Pride flag flying on the Belfield campus this year. The University has adopted several proactive initiatives in recent times, which are building a momentum for equality on many fronts".



**Judy Walsh, Lecturer/Assistant Professor,
School of Policy, Social Work and Social Justice**



A business that has been supporting customers' financial aspirations and fitness since 1836.

More about us: We are determined to deliver meaningful help. We acknowledge that consumers' needs are constantly evolving and as a result we are always considering what experience do they expect and need from us and how can we ensure relevancy for customers, our people and our stakeholders.

Who are we looking for: Graduates with a determination to deliver great customer experience and support us in our journey to deliver meaningful help. Graduates who get excited by doing the right thing, putting customers first, working together and have the ability to think long term.

Being lesbian, gay, bisexual or transgender, working here: Our business strives to be a great place to work for all our employees. Our experience tells us that diversity and inclusion makes for happier employees and that great teams are made great by the individualism that each employee brings.

In 2014 we signed up for membership of GLEN and are delighted to collaborate with our LGBT Rainbow network team and actively foster a culture that supports "bring the best of yourself to work".

Where we are: Constantly evolving our footprint and touch points. Our footprint currently operates in the Republic of Ireland and in Northern Ireland. We are the only all-island bank brand and very proud of this.

What we do: Encourage and support personal and business customers with their life's aspirations and financial fitness. We offer banking solutions that can help buy a home, build a business, travel, retire or start a family. Our solutions stretch the breath of financial choices and our employees have the ability and expertise to make those financial choices easy for customers to access and understand. Irrespective of customer's life stage or financial complexity we can and do help every day.

Size (no. of staff): Circa 6,000 across the island of Ireland.

Opportunities (positions): Our graduate scheme offers the chance to experience firsthand how financial services as an industry is changing and how those changes impact customers and communities financial fitness. It also offers you the unique ability

to see for yourself how a successful bank supports a successful economy.

Requirements (qualifications): Our sector is going through its most disruptive period in its history. Banking is seeking to re-shape its reputation, its business model and the technology services that consumers are now demanding.

Our next chapter is currently being written. We are open and welcoming to having team members who are excited to help write that story.

Contact: We'd love to hear from you: Get in touch with: Alex Walton, Alexandra.Walton@rbs.com

"Working here, I've always felt I can bring my true self to work. I joined in 2007 as a graduate and have worked in a number of roles across Ulster Bank and have always experienced support, inclusion and development opportunities. Ulster Bank values the strengths people from different backgrounds can bring to the organisation. I'm working with our



Rainbow Network to ensure that all areas of our workplace are LGBT inclusive to ensure we can serve all our customers better"

Barry Mulcahy, Learning Partner, Ulster Bank

A romantic scene of a man and a woman kissing in the rain. The rain is captured as a soft, blurred background, creating a dreamy atmosphere. The couple is in profile, facing each other, with their lips touching. The lighting is warm and golden, highlighting their profiles against the dark background of the rain.

Help for the change makers

Help for what matters

 Ulster Bank

Ulster Bank Ireland DAC is regulated by the Central Bank of Ireland.



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

More about us: Such innovation means Vodafone Ireland has been the first to launch a number of leading edge technologies onto the Irish market. These include opening Ireland's first 3G network in May 2003, delivering mobile broadband speeds of up to 21Mbps through HSPA+ technology in February 2010 and more recently the launch of HD Voice which enables the clearest voice call experience yet.

Vodafone Ireland secured the largest allocation of mobile spectrum available to the market in 2011. This will facilitate the fastest possible 4G rollout and allow Vodafone to deliver wider coverage and enhanced speeds to customers nationwide. Delivering 4G services is a key element of Vodafone's nationwide network enhancement programme, which in tandem is bringing 3G data everywhere there are currently voice services. This programme has already positively impacted on customers and businesses across the country who can now access high-speed data on Ireland's leading 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

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.

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 plus 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 plus performance based bonus.

Contact: Izabela.Lenkiewicz@vodafone.com

"Vodafone Ireland's greatest assets are the people which make up its diverse and multi-talented workplace. Vodafone is dedicated to investing in

the Well Being of its employees and our LGBT Network is dedicated to driving initiatives that promote, celebrate and encourage diversity"



Danny Buttle, Enterprise Customer Solutions Service Operations Manager