

## Graduate Recruitment Programme 2025 FAQ

### **What graduate positions are available?**

We are offering recently qualified graduates with drive, ambition and passion a placement for two years. We are looking specifically for recently qualified graduates (including those in their final year) to jumpstart their career with Coillte. Successful applicants will be taken into the Graduate Development Programme during Autumn 2025. We are looking specifically for graduates for the following stream:

- Forestry

Students currently participating in their final year or who awaiting results are also welcome to apply.

### **What is the closing date for application?**

Closing date is 4 March 2025.

### **How do I apply?**

To apply please submit your application online. The link to apply is available on our careers page [www.coillte.ie/careers/current-vacancies/](http://www.coillte.ie/careers/current-vacancies/). The closing date for applications is **4 March 2025**.

### **What is the expected education level to be qualified for application?**

Our graduate openings require a minimum of a bachelor's degree to apply. You must be on track for or have achieved Level 7 or above in a relevant discipline.

### **How can I check if my application has been successfully sent?**

Once you have submitted your application online you will receive a confirmation email to the address provided.

### **Does Coillte provide Financial support for Visa/Work Permit Applications?**

Yes, if you are successful in the recruitment process Coillte will financially support the application of your required Visa or Work Permit. This is just in the first instance, and it is important to note that going forward it will be the responsibility of the successful candidate to financially support the renewal of their own Visa/Work Permit.

### **Will I get notified if I am not selected for the programme?**

Yes. Unsuccessful candidates will be notified at each stage of the process email during the selection process.

### **What is involved in the recruitment process?**

After the initial screening process all successful applicants will receive an invitation to participate in a short automated video interview. This interview can be completed online at a time that suits you and can be completed using a PC, laptop, tablet or phone.

### **Assessment Centre**

If you are successful after the video interview stage, you will then be invited to participate in a half day selection assessment centre. You will also be asked to complete a Personality Profile at this stage in advance of joining us for our assessment centres. Our assessment centres will be held in our office in Newtownmountkenedy, Co. Wicklow and will include a combination of activities and interviews. Further details will be made available to any candidates invited to attend. The assessment centres will take place from 28 April to 2 May 2025.

### **Offer:**

We will contact you to confirm whether we'd like to make you an offer within ten working days following the end of the assessment centre stage.

### **Commencement Date:**

We currently expect graduates to commence working at Coillte in September 2025.

### **Interview Tips: How can I prepare for an interview?**

Advice on how to prepare for and complete a good interview:

- Prepare your information and do your research before attending an interview.
- Document accurate details of your college courses and exam results; secondary education exam results; details of any work experience or jobs you have had.
- Consider the differentiating competencies required for the roles. Use personal experiences to illustrate the skills that would help you handle the day-to-day situations at work. Document situations where you had to solve a problem, show initiative, communicate well, collaborate in a team, make a decision, organise something, juggle priorities or manage your time. Then prepare answers that describe the situation and show your skills in handling it. Analyse a task you had to carry out, the actions you took and the results you achieved.