

KINGSPAN
GRADUATE
OPPORTUNITIES



'GO' BEYOND THE LIMITS

MORE THAN A GRADUATE PROGRAMME
WITH OPPORTUNITIES IN:

ENGINEERING
MATERIALS SCIENCE
SUSTAINABILITY
FINANCE
SALES + MARKETING



#KingspanGraduateOpportunities



"At Kingspan, we believe in nurturing the next generation of innovators and leaders. Our Graduate Program is designed to provide you with the skills, experiences, and opportunities to grow and excel in your career. Welcome to Kingspan, where your future begins today."

Gene Murtagh
Kingspan CEO



'GO' CREATE THE FUTURE

Kingspan is the global leader in high performance insulation and building envelope solutions. Our focus is on improving building performance, construction methods and ultimately people's lives. We help to create the schools, homes, airports, offices and other buildings where you experience life's moments. We are a global organisation with, 212 manufacturing sites and 22,000 + employees, in more than 80 countries. In 2023 we achieved annual revenue of €8.1 billion and profits of €877 million.

Since our beginnings as a family business in Ireland in 1965, we have been on a journey of evolution, pioneering new technologies and better ways of creating buildings for the world's low carbon future. We have developed a culture where innovation and entrepreneurship are celebrated and rewarded, where creating a better environment for everyone is part of our everyday work.



More than just a
graduate programme

Valley
Amsterdam



22,000+
EMPLOYEES



05
BUSINESS DIVISIONS



80+
COUNTRIES ACROSS
THE GLOBE

'GO' DESIGN THE WORLD

Participate in innovative projects that shape the future of sustainable building design. Work with cutting-edge technologies and contribute to creating energy-efficient, high-performance buildings.

4

STRATEGIC PILLARS

Planet Passionate, Innovation,
Completing the Envelope
and Globalisation

12

MONTH LEADERSHIP DEVELOPMENT PROGRAMME

Our graduate programme
consists of 12 months of in
person development workshops

50+

AWARDS

Recognized with more
than 50 industry awards
for innovation and
sustainability.

28+

GRADUATES HIRED

858m

PET BOTTLES RECYCLED

210+

FACILITIES

Around the world

HEAR FROM OUR GRADUATES

Read inspiring stories from past graduates who have successfully built their careers at Kingspan.



+ **Emily Scott**
Mechanical Engineer



+ **Luke Kinsella**
Graduate Research & Development Engineer



+ **Ioana Bucevski**
Mechanical Engineer



+ **Maria Dias**
Mechanical Engineer



+ **Oliver Fegan**
Graduate Divisional Projects Engineer



+ **Rudran Pillay**
Graduate Divisional Projects Engineer

MARIA DIAS

Divisonal Graduate
Project Engineer



Pembridge, UK



Kingspan Insulation



Master in Chemical Engineering,
University of Aveiro



1. **What does your role in Kingspan involve?**

My job is a divisional one so it means that I move from project to project which may involve being in different countries. My role consists of planning, coordinate and manage resources for the tasks I am assign for. It also involves commissioning new systems installed which is super exciting. Commissioning means moving from problem to problem so, it requires putting in practice thinking outside the box, communicate and problem-solving skills.

2. **What is the most interesting project you have been involved in since you joined?**

I am still involved in installing a system that is able to reduce the amount of VOCs (Volatile Organic Compounds) to the atmosphere. This means study different possibilities and calculate it's costs (CAPEX and OPEX) for a cleaner air.

3. **What prompted you to apply to Kingspan?**

My biggest motivation was what the job consisted of. During my studies I always knew I wanted to be involved in projects and be responsible for managing the resources and make things come into place. Becoming a project engineer was like a dream come true, never in my dreams I thought I would get an opportunity as awesome as this one. I also wanted to move outside of my home country (Portugal) and Kingspan helped and allowed me to do that.

4. **What was your experience of the Kingspan graduate recruitment process?**

One thing I will never forget is the feeling I had after leaving the interview with, at the time, my future manager. During that interview I felt like the questions were true engineering ones and it made me feel so good, inspired and enthusiastic. If I am honest I left that interview feeling like I was some hero as it made me feel so motivated and happy, a feeling I never thought I would feel after a job interview.

5. **Have you any tips for someone else thinking of applying to Kingspan?**

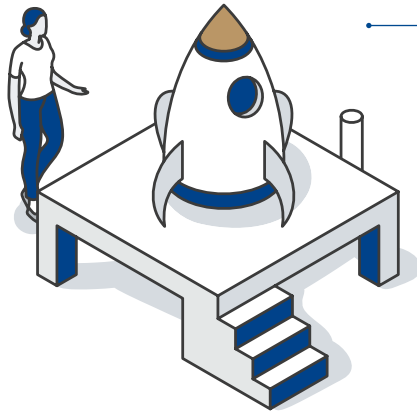
Yes. Do some research about the company, you will realise how big the company is and the different divisions. During the interviews, just be happy, be yourself and be confident. If you are doubting if you should or should not apply, you have nothing to lose.

6. **Looking back, what qualities and behaviours do you think you displayed during the recruitment process which made you a good fit for Kingspan?**

For an engineering role it is very important to be pragmatic and organised. During the recruitment session make sure you improve those. More generally speaking, be polite and honest.



GROW TOGETHER

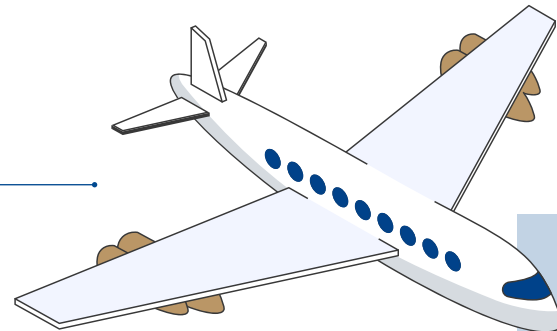


WORK WITH NO LIMITS

As a Kingspan graduate, you will be given a permanent position from day 1 – creating a unique environment where you can grow your skills and further your knowledge every day. You will be empowered to drive your career forward, with opportunities to lead your own projects and work with teams across the globe.

TRAVEL THE WORLD

With five business divisions and more than 166 facilities in over 70 countries across the globe – working with Kingspan opens up opportunities to experience different cultures, countries and businesses. The opportunities for a rewarding, challenging and varied career with Kingspan are endless.

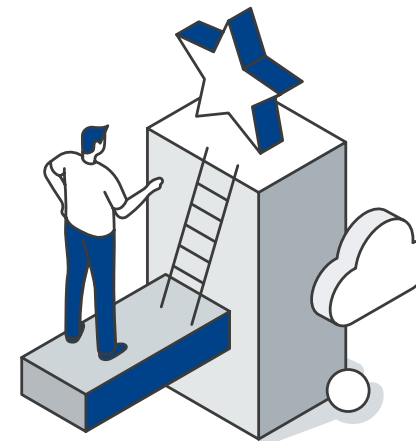


IT'S ALL ABOUT THE PEOPLE

Although we are a global company, Kingspan has always prioritised its roots as a family business. You will work in an environment where people from all disciplines, countries and seniority work together and support each other to make things happen.

WE INVEST IN YOU

At Kingspan you will never stop learning and developing. Our graduate development programme "Yours to Shape" will ensure that you meet and work with other graduates from a diverse range of backgrounds and global locations, visit Kingspan sites across the globe and learn from our senior leaders.



BE A GAME CHANGER

We love self-starting graduates who are ready to take on responsibility, share their ideas and act on their own initiative to achieve great things. If you are an innovator looking to influence the future of buildings on a global stage – Kingspan is the right place for you.

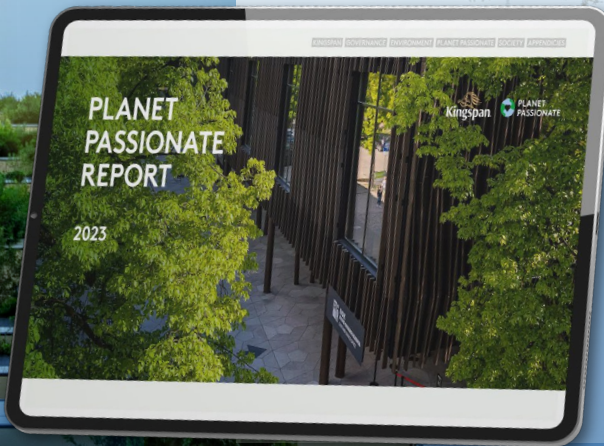
'GO' TRANSFORM THE PLANET

Join Kingspan and become part of our commitment to lead in combating climate change.

Planet Passionate is Kingspan's ambitious 10-year global sustainability programme that aims to impact three big global issues: — Climate change — Circularity — Protection of our natural world. By setting ourselves challenging targets we aim to make significant advances in the sustainability of both our business operations and our products.



Scan here to
find out more



Key Target Areas*

CARBON
164m

Estimated lifetime carbon savings from insulated systems sold in 2023

ENERGY
9bn

The capacity to create 9 billion lumens of natural light annually through our daylighting systems sold in 2023

WATER
41.3bn

Over 41 billion litres of rainwater could be harvested by our tanks produced in 2023²

CIRCULARITY
858m

In 2023 alone we recycled 858 million waste plastic bottles ³

*Further details of our Key Target Areas can be found in our [Planet Passionate Annual report](#).

DEVELOP KEY SKILLS

From the moment you join Kingspan, you will be a full-time member of the Group. You'll be given the opportunity to participate in our Graduate Development Programme – Yours to Shape – which is modular in structure and spans a 12-month period.

The programme workshops and activities will provide you with fundamental skills for developing your career at Kingspan.

KINGSPAN
GRADUATE
OPPORTUNITIES



**INTERACTIVE
WORKSHOPS**



**PEER
COACHING**



**TEAM
PROJECTS**



**CONNECT WITH
SENIOR EXECUTIVES**



**STRATEGIC PILLARS
MASTERCLASSES**



**ONLINE LEARNING
PLATFORM**

SEE IF YOU HAVE WHAT IT TAKES

If you are passionate about the planet, and your professional development, then there is no better company to join. Kingspan welcomes graduates from many disciplines, but whatever your area of study, we are looking for graduates that are ready to take responsibility, be challenged and work on their own initiative.

In return, we will support you in developing a career that really matters, give you the opportunity to work and live around the world, and of course offer a competitive salary and benefits. If that sounds like the career for you then apply today.

How to apply



Visit graduate.kingspan.com
to complete the online
application form.

Contact Details

Graduate Programme
Kingspan Group
Dublin Road, Kingscourt
Co. Cavan, Ireland

graduate@kingspan.com

Our Group Brands

