

# Role Profile

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Graduate Talent Programme –  
Retail Banking (Agriculture Graduate)

**Type of contract:** Fixed Term Contract (24 months)  
**Location:** 12 months in Head Office, St Stephen's Green, Dublin 2 - Hybrid (Republic of Ireland) and 12 months in Munster branch  
**Business Unit:** Retail Banking & Distribution  
**Level:** 5

## How to apply:

Please send your CV in PDF format to [grads@ptsb.ie](mailto:grads@ptsb.ie) no later than 5pm, Wednesday, 15<sup>th</sup> January.

## Your Role:

The PTSB Graduate Talent Programme is designed to ensure all graduates gain exposure and insight to different business areas within PTSB, encouraging them to develop and enhance multiple skills. The Programme consists of periodic rotations structured towards enabling graduates to gain insight and exposure to different teams and roles within their chosen business stream.

As an Agriculture Graduate in Retail Banking, you will complete four x 6 month rotation in:

- Product Management (Dublin) – 6 months
- Credit Risk (Dublin) – 6 months
- Business Banking (Munster) – 12 months

Rotations are supported by a 2-tier support network consisting of a Line Manager and assigned buddy. Additionally, a best in class learning and career development platform is available and educational training/assistance provided.

The Graduate will be offered a fixed term contract for a period of 24 months.

## Your Responsibilities as a Graduate:

As a Graduate in PTSB you can expect to perform some of the following activities:

- Gain exposure and contribute to business-critical projects in a fast paced environment, build strong management, interpersonal and technical skills throughout the Programme

- Adopt a continuous improvement mindset to identify customer pain points and process enhancements
- Due to the changing nature of work and rotations, we encourage flexibility amongst graduates to perform other ad-hoc activities and seize new opportunities as they arise
- Establish and maintain professional relationships with a wide range of stakeholders at different levels
- Engage with all areas of the organisation supporting colleagues and Bank wide initiatives

### Minimum requirements:

- Graduating in 2025/ Graduated in 2024
- Legally entitled to work in the Republic of Ireland without restriction\* for the duration of the programme (October 2025 – October 2027)
  - \*Without restriction refers to candidates who have a valid visa in place and do not require any sponsorship (from company or self-sponsorship) of work visa from October 2025 – October 2027.
- Candidates must have or be on track to achieve a minimum result of a 2:1 Second Class Honours, Grade 1 (60 – 69%) in their Level 8 qualification or above.

In addition, candidates should demonstrate:

- Good knowledge of Microsoft Suite such as Word, Outlook, Excel
- Demonstrates a high level of attention to detail and accuracy
- Being highly organized and demonstrating an ability to work both individually and collaboratively
- Good communication and interpersonal skills
- Meet individual and team performance targets
- Adhere to Bank policies and procedures

### Retail Banking and Distribution – Agriculture

In Retail Banking, graduates gain exposure and insight to different departments of Retail within PTSB, specifically areas related to the Agriculture business. This encourages graduates to develop and enhance multiple skills to better serve our customers. It will enable the Agriculture graduate to gain insight and exposure to relevant teams and roles such as: Business Banking in Munster, Product Management and Credit Risk in Dublin.

### Essential requirements for Retail Banking and Distribution:

Candidates must present with the following disciplines: Agricultural Science, Agri. Business or any other relevant discipline, as well as having a genuine interest in Finance

and Farm Finance specifically.

Candidates must also present a good understanding of sustainability related farming practices and an interest in overall ESG (Environmental, Social and Governance) impact and opportunities in the Agriculture sector.

### What's in it for you?

- A competitive salary
- Generous leave entitlement e.g. Holiday, Maternity, Paternity, Parental and Life Leave
- Training and Development - Support your continued education, as well as on the job training
- On-site subsidised Canteen
- Supportive team network
- Company initiatives/supports
  - Employee Resource Groups (DICE, PRISM, LiveWell, Better Balance and Adapt)
  - Employee Assistance Programme
  - Bike to work scheme
  - Holiday Fund
  - Travel Pass
  - Staff Banking

### Competencies for Your Role / Behaviours for Success:

Accountability & Decision Making	Customer Focus	Operational Excellence
Communication & Influencing	High Performance Teams	Risk Management

### Your Wellbeing:

The wellbeing of our employees throughout all stages of their career and personal lives is of paramount importance to us. As part of PTSB's investment in employee wellbeing, we offer a range of programmes and benefits to assist and support our people. As part of our Employee Proposition, our people are provided with a range of financial, physical and emotional health and wellbeing programmes and benefits. You can read more about here: <https://www.ptsb.ie/responsible-business/colleagues/colleagues/>

At PTSB we embrace a range of smarter and more flexible ways of working for employees at every level of the organisation including home working. More details on options available will be provided to you during the recruitment process.

## Who We Are:

At PTSB, we are Altogether More Human. We bring the best of technology and our people together to solve real customer needs and deliver a better banking experience.

Customer & Colleague focused. Inclusive. Caring. We manage risk and comply with regulations, where everyone works to meet our goals and are proud of the part they play. While culture is always evolving, our values and heart of our purpose remain the same.

Living our values and managing risk builds trust. We nurture an accountable and supportive workplace where everyone is encouraged to contribute meaningfully, as we become Ireland's best personal and business bank through exceptional customer experiences.

We promise to create a supportive and inclusive environment where everyone is welcome and respected. When you are your authentic self, your colleagues have better experiences working with you. This leads to exceptional customer experiences.

**We are Open. We are Inclusive. We build Trust. We are One PTSB.**



Internal applicants must have a minimum of 6 months in their current role prior to applying and have successfully passed probation.

The Bank understands the importance of a consistent and relentless focus on championing diversity and inclusion. We aim to attract, recruit, and retain individuals with diverse backgrounds, skills, competencies and abilities to work collaboratively to enhance the service we provide to all of our customers and the communities we serve.

PTSB supports Equal Opportunity and is regulated by the Central Bank of Ireland.