

BNP PARIBAS REAL ESTATE

GRADUATE PROGRAMME IRELAND

2027

IRELAND



**BNP PARIBAS
REAL ESTATE**

Real Estate
for a changing
world

WHY BNP PARIBAS REAL ESTATE?



REAL ESTATE FOR A CHANGING WORLD

BNP Paribas Real Estate is a major European real estate advisory with 4,000 real estate employees across Europe and the backing of a global financial powerhouse.

Here in Ireland, our diverse, agile and experienced team continues to expand our market share and raise the bar in terms of quality and excellence in real estate advisory.

We are an energetic & dynamic company which strives to consistently surpass client expectations, while also providing a great environment for employees to learn and grow.



**BEST IN CLASS
IN EUROPE**



**MULTI EXPERTISE
TEAMS**



**BANK
OWNERSHIP**



**23
COUNTRIES**



OUR SERVICES

- » Commercial Agency
(Offices, Industrial / Logistics & Retail)
- » Investment / Capital Markets
- » Professional Services & Valuations
- » BNP Paribas Real Estate Management
& Solutions
- » Workplace Solutions & Building / Design
Consultancy
- » Real Estate Research





THE BNPPRE GRADUATE TRAINING PROGRAMME

Our Graduate Training Programme is designed to give ambitious property graduates the foundations for a successful and rewarding career in commercial real estate.

From day one, graduates will work alongside experienced professionals & will be immersed in live projects and client work, gaining exposure to a broad range of business lines including commercial agency, capital markets, professional services and property management.

Our programme combines hands-on experience with structured professional development to support graduates through the APC process & towards qualification as a Chartered Surveyor.

We are committed to creating an environment where graduates are encouraged to develop their skills and confidence throughout their training journey.

We believe the best way to learn is through real responsibility and meaningful client exposure. Graduates are encouraged to contribute from an early stage in their career.

At BNP Paribas Real Estate, we are committed to investing in future talent and helping graduates reach their full potential. Our Graduate Training Programme offers the opportunity to learn from industry leaders, work on some of the most significant real estate projects in Ireland, and build a career within one of Europe's largest property advisory firms.



COMMERCIAL & VALUATION PATHWAY

- » Three-year rotational programme.
- » Welcome pack and induction specific to the graduate experience.
- » An assigned APC Counsellor, APC Supervisor and support from senior leadership throughout the programme.
- » Opportunity to work across multiple business lines.
- » Exposure to live projects.
- » Training in Soft Skills which include Negotiation, Networking, managing and developing Client Relationships, etc.
- » In-house CPD Seminars and access to internal APC database.
- » Graduates are encouraged to attend external training, seminars and workshops.
- » Networking and career development opportunities.
- » Preparation support for your Final Assessment, including mock interviews and APC coaching.
- » Opportunity for Non-Real Estate undergraduate degrees to be sponsored to study MSc in Real Estate.

GRADUATE BENEFITS



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- » Competitive salary
- » Participation in company bonus scheme
- » APC Completion Bonus and Pay Review
- » Generous annual leave
- » Paid study leave days
- » Contributory Company Pension Scheme
- » Sports membership subsidy
- » Mortgage subsidy
- » Company Health Benefit Scheme
- » Active social committee and regular social events funded by BNPPRE
- » Study, educational & personal development support
- » Internal and external CPD sessions and workshops
- » Early closure and smart-casual dress on Fridays
- » Wellbeing Initiatives / Employee Assistance Programme
- » Corporate mobile phone plan
- » Paid subscriptions to Professional Bodies



BE YOURSELF

Continuously improve yourself through tailored training and career progression opportunities. Be empowered to share your ideas. Be true to yourself. Be one of the many diverse perspectives within our business. Be an asset.



BE INSPIRED

Be part of a European leader that puts clients first and embraces Corporate Social Responsibility. Be exposed to every aspect of our industry. Be committed to diversity. Be forward-thinking. Be innovative. Be one of the people changing how real estate works.



BE COLLABORATIVE

Be immersed in a supportive, friendly culture. Be empowered to build strong relationships with colleagues and senior leaders across the business. Be guided by regular constructive feedback from your manager. Be a team player. Be fulfilled in your job.

TESTIMONIALS



A WORD FROM OUR GRADUATES



DANIEL COTTER

After completing my BSc in Property Economics at TUD, I joined BNP Paribas Real Estate as a Graduate Surveyor within the Professional Services department. Since joining, I have had the opportunity to gain invaluable experience across a broad range of areas, developing my knowledge and understanding of the industry.

My role has provided me with hands-on experience such as; property inspections, drafting valuation reports and conducting valuation calculations. Working along-side experienced professionals has allowed me to develop a much deeper understanding of the commercial property market.

A key benefit of the BNPPRE Graduate Programme has been the level of exposure and responsibility given to graduates from an early stage. I have been able to work on a diverse range of projects, while also collaborating with colleagues across different teams.

BNPPRE places a strong emphasis on graduate development, providing a supportive environment with structured training, in-house CPDs and exposure to experienced professionals across the business. This has allowed me to build an excellent foundation for progressing towards my APC assessment and building a long-term career in the property industry.

I would highly recommend the BNPPRE Graduate Programme to anyone looking to progress their career within an international real estate company while gaining valuable experience in a dynamic & supportive environment.



EVA MATTHEWS

In October 2024, I joined the BNP Paribas Real Estate Graduate Programme as part of the Agency Department. Following the completion of my undergraduate degree, I enrolled in a part-time Master's in Real Estate at TU Dublin, enabling me to work fulltime in the industry while continuing my studies.

BNP Paribas Real Estate have been incredibly supportive throughout the past two years as I have balanced work and study. When I first joined the team, my knowledge of commercial real estate was relatively limited, however the welcoming and supportive environment has allowed me to develop my knowledge and gain valuable hands-on experience on a daily basis.

Working on the Agency team, has provided me with exposure to both the landlord and tenant sides of letting negotiations. Acting on behalf of both sides across different projects means that no two days are the same – from client updates and property viewings to conducting market surveys and preparing marketing materials.

Another great aspect of the graduate programme is having colleagues at a similar stage of their careers progressing through the programme at the same time. This creates a strong social element & a valuable support network. I am confident that the knowledge and skills I have developed during my time on the BNPPRE Graduate Programme will prepare me for my APC assessment and prove invaluable throughout my career.



SEAN HIGGINS

I joined the Professional services department in BNP Paribas Real Estate in 2023 as part of the internship program associated with my BSc in Property Economics at TU Dublin. I was fortunate enough to remain working part time throughout my studies into final year, which provided me with invaluable practical experience while completing my degree.

Following my graduation, I returned to BNPPRE to undertake the graduate programme, which offered rotations across different departments to further develop my professional capabilities and provide a broader range of experience.

During my first year back as a Graduate Surveyor, I worked within the Property Management department. This provided me with essential knowledge and experience in areas such as disputes, budgeting, client care & accounting procedures, all of which have remained relevant in my current role within Lettings & Sales. Working alongside professionals, while also being given the freedom to make recommendations has increased my confidence when approaching new instructions. At the same time, having a strong support network around me has greatly improved my skills as a Surveyor.

BNP Paribas Real Estate has always provided me with strong support in developing my professional career. This has included one-to-one meetings with senior staff, company wide training days, and both internal and external CPD sessions with industry leaders on ever-evolving topics impacting the market. These opportunities have greatly benefited my further studies and practical experience, particularly in my preparation for my APC assessment.

The firm is also actively involved in social events both internally and externally such as team excursions and events hosted by the SCSi, such as the Nexus Ball and Annual Pub Quiz. I strongly believe that the BNP Paribas Real Estate Graduate Programme is an excellent place for any young professional starting out in their career who wishes to join a fast-growing environment where opportunities are always arising.

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