

Contents

- 4 This Guide
- 6 **Country Profile**
 - Map
 - Country
 - Climate
 - Population
 - History
 - Religion
 - Language
 - Currency
 - National Holidays
- 13 **Visa Requirements**
- 17 **To Start With ...**
- 22 **What will I earn?**
- 26 **Taxation matters**
- 32 **Management Culture**
 - 32 Being Irish
- 35 **Organisational Structure**
 - Hierarchy
 - Strategy
- 36 **Decision Making Process**
 - Meetings
 - Negotiations
 - Decisions
- 38 **Conception of Time**
 - Time Perception
 - Appointments
- 39 **Business Behaviour**
 - Meeting & Greeting
 - Dress Code
 - Wining & Dining
 - Use of Business Cards
- 43 **An International Career in Dublin**
- 47 **Labour Mobility ABC**
- 54 **Self- assessment tests**
- 56 **Questions to ask yourself**
- 58 **Important Sectors**
- 61 **Top 5 of the largest companies in Ireland**

- 63 **Main Routes to Employment**
- 65 Key facts: Irish graduate labour market
- 66 **General Advice on Job Hunting**
Strong employability skills for the Italian market
The Application Letter
The Curriculum Vitae
The Application Procedure
Online recruitment
Apprenticeships
Salaries & Holidays
Sample CV
- 76 **An International Career in Limerick**
- 79 **Checklist for an International Move**
- 87 **Test: Successful Expat Qualities**
- 89 **More Information**
Useful Addresses
Internet Sites
Further Reading
Expertise in Labour Mobility
Career Consult
Looking for Work in ... Guides
- 101 **Quiz on Ireland**
- 107 About the Authors
- 109 Acknowledgements

This Guide

Working abroad sounds to many people as an adventure.

However, without thorough preparation, starting with a successful application, it is bound to fail. Therefore, Expertise in Labour Mobility (ELM) has prepared a set of country guides describing the main routes to employment in over 40 countries. Are you interested in working in Australia, Italy or Japan? Has your partner accepted a job in Hungary, the United States of America, or the United Arab Emirates?

Are you looking for an internship possibility in Spain, Singapore or Switzerland? The Looking for work in... guides from ELM will help you with accurate information and practical tips on working cultures and differences in job hunting in over 40 countries.

As an extra addition to the series – following many requests - ELM introduced a new guide: Looking for work in International Organisations which explains how to successfully look for work in for instance the institutes of the European Commission, UN institutions and NGO's.

This guide contains information on Ireland. It tells you how to apply for a job in Ireland and the cultural differences that you will come across when looking for a job in Ireland. Do not underestimate those national differences. What is common in one country might be very unusual in another country. Despite globalisation, to find a job abroad you need to be aware that national differences manifest themselves not only in different languages, but also

in different recruitment practices. Thus, looking for work in another country involves more than writing your CV/resume in another language.

No matter the country in which you are looking for work, the key focus of your CV should be to persuade the employer to invite you for a job interview. Accordingly, your CV should be regarded as a marketing tool, adapted to the market in which you intend to use it. The information in this guide, together with the sample CV, will help you to adapt your application for the Irish job market. However, make sure your application remains a reflection of your personality. Working abroad is one thing, but having a job that does not suit you will definitely cause homesickness!

A handwritten signature in black ink, appearing to read 'Nannette Ripmeester', with a horizontal line underneath.

Nannette Ripmeester, MA
Managing Director
Expertise in Labour Mobility





Country Profile

Country

The country is located on the north-west of main-land Europe and has a surface of 70,280 square kilometres (43,670 square miles). It has only one land border with the United Kingdom (Northern Ireland). Ireland has a population of 4.20 million inhabitants (2007). The capital of Ireland is Dublin, which has almost 1.2 million inhabitants. Other main cities are Cork, Galway and Limerick.

Climate

Despite its image, Ireland is no wetter than most West European countries. The climate is temperate maritime. Modified by a North Atlantic current with mild winters and cool summers, the weather in

Ireland is never really hot, but also rarely extremely cold.

Ireland is known for its nature, which remained unchanged for centuries. The countryside is diverse with forests, beautiful coastlines, plains and peat landscapes.

History

Ireland has a very rich history that dates back to 5000 BC when the first invasion of the Celts took place. The traditional Irish culture - Gaelic - is derived from these Celts. The Celtic society was based on clans and collective property.

The country was divided into hundreds of small kingdoms, from which some castles can still be found in the Irish landscape. Around 400 AD Ireland gradually Christianised.

In the 18th century 90 percent of the country was owned by the protestant Anglo-Irish minority, which also had political power. Despite their wealth and privileges the Anglo-Irish had little influence on the governance of Ireland. Ireland was mainly ruled by the British parliament. As a reaction several nationalist movements arose. The nationalist movement, the United Irishmen, demanded a totally independent, republican Ireland. At first, the British government tried to end dissatisfaction by allowing Catholics to own land and to grant them other civil rights. This, however, led to heavy

conflicts. In 1800, London had the Irish parliament dissolved and through the Act of Union Ireland came under British government. At the beginning of the 20th century new tensions in Ireland resulted in seven years of armed resistance, tough negotiations and civil war. In 1922, finally an agreement was reached and the island was divided into the Irish Free State and Northern Ireland. The last remained British until now, while Ireland is called the Republic of Ireland since 1949, when it left the British Commonwealth.

The 1960s were known for its major economic change and the introduction of free second-level education.

In the 1970s followed global economic problems due to oil crises, while in 1973 the Republic entered the European Economic Community, together with the UK. The structural help of the European Community boosted the economy of the Republic at large and economic growth rates became among the highest of Europe in the 1980s. This led to a fast growing population in the 1990s which gave the Republic the name of the Celtic Tiger in the European Union, and figured as a model for the possible economic development in the Eastern member states with help of the EU. In recent years, the Republic adopted relatively liberal social policies, like the legalisation of divorces.

Ireland's history has played an important role in English literature, with well-known writers such as: W.B. Yeats, Oscar Wilde, Samuel Beckett and James Joyce.

Religion

88.4 percent of the population of Ireland is Roman Catholic.

Language

Ireland has two official languages: English and Gaelic. English is the main language. For only 5% of Ireland's population, living in the west and south-west of the country, Gaelic is the first official language.

Currency

Since the first of January 2002, the monetary unit of Ireland is the Euro (€), the currency of the European Union. The Euro is divided into 100 eurocents.

National Holidays

New Year's Day	1 January
St. Patrick's Day	17 March
Good Friday	varies
Easter	varies
Bank Holidays	First Monday in May
Bank Holidays	First Monday in June
Bank Holidays	First Monday in August
Bank Holidays	Last Monday in October
Christmas	25 & 26 December