

LISNEY GRADUATE PROGRAMME

Welcome to Your Future

Lisney
COMMERCIAL REAL ESTATE

Lisney
Sotheby's
INTERNATIONAL REALTY

A welcome from our Managing Director

At Lisney, people are at the heart of everything we do. We are looking for curious, ambitious graduates who want to make an impact on Ireland's property landscape.

Our Graduate Programme is recognised as one of the best in the industry. From day one, you'll be supported in developing your technical expertise as well as your interpersonal, teamwork and organisational skills. The scale of our business means you'll gain hands-on experience on exciting projects across all property types and locations in Ireland.

We want graduates with energy, passion and drive. To deliver the premium service our clients expect, we invest in the very best people. We support, train and reward you as you grow. If this is you, I look forward to welcoming you to Lisney.



David Byrne
Managing Director



**A trusted name built on heritage,
driven by innovation**



Shaping Ireland's Property Landscape Since 1934

For more than 90 years, Lisney has been at the heart of Ireland's evolving property market. Over the years, Lisney has grown into one of Ireland's most respected firms of chartered surveyors and property consultants. Our resiliency through war, political change, recessions and market fluctuations is rooted in our ability to adapt to the curve. While we are proud of our heritage, we are firmly focused on the future.

A Team You Can Trust

Our people are the reason clients trust us. With over 120 professionals across five offices in Dublin and one each in Cork and Belfast, we combine deep local expertise with national reach. Being independently owned, every shareholder works full-time and is actively involved in the business as a Senior Director. Every advisor in Lisney is a member of a relevant professional body such as RICS, SCSi, IPAV or CI Arb.

Comprehensive Property Expertise

Lisney is a full-service company offering a complete range of property solutions across commercial and residential markets. We operate as Lisney Commercial Real Estate and Lisney Sotheby's International Realty, working with financial institutions, developers, investors, occupiers, and state bodies.



Our Locations

Our services

Commercial Agency

Acquisition, disposal and consultancy across office, retail, industrial & logistics, licensed & leisure premises and development land sectors.

Investment

Advice and deal completions on property investment acquisitions, disposals and loan portfolio sales.

Advisory & Valuation

Strategic advice in commercial and residential valuations, landlord & tenant services, commercial rates and compulsory purchase orders.

New Homes

Assistance with all stages of planning and development, through to marketing and sales.

Residential Sales and Lettings

Lisney is the exclusive Irish affiliate of Sotheby's International Realty and the network with 1,115 offices in 84 countries.

Asset and Property Management

Optimising performance and managing properties for owners, investors and occupiers.

Facilities Management

Day-to-day building operations, maintenance, compliance and sustainability services.

Research

Market-leading insights into local and international economic and property market trends.



Get hands-on with
high-profile projects
and Ireland's
leading investors

Commercial Pathway

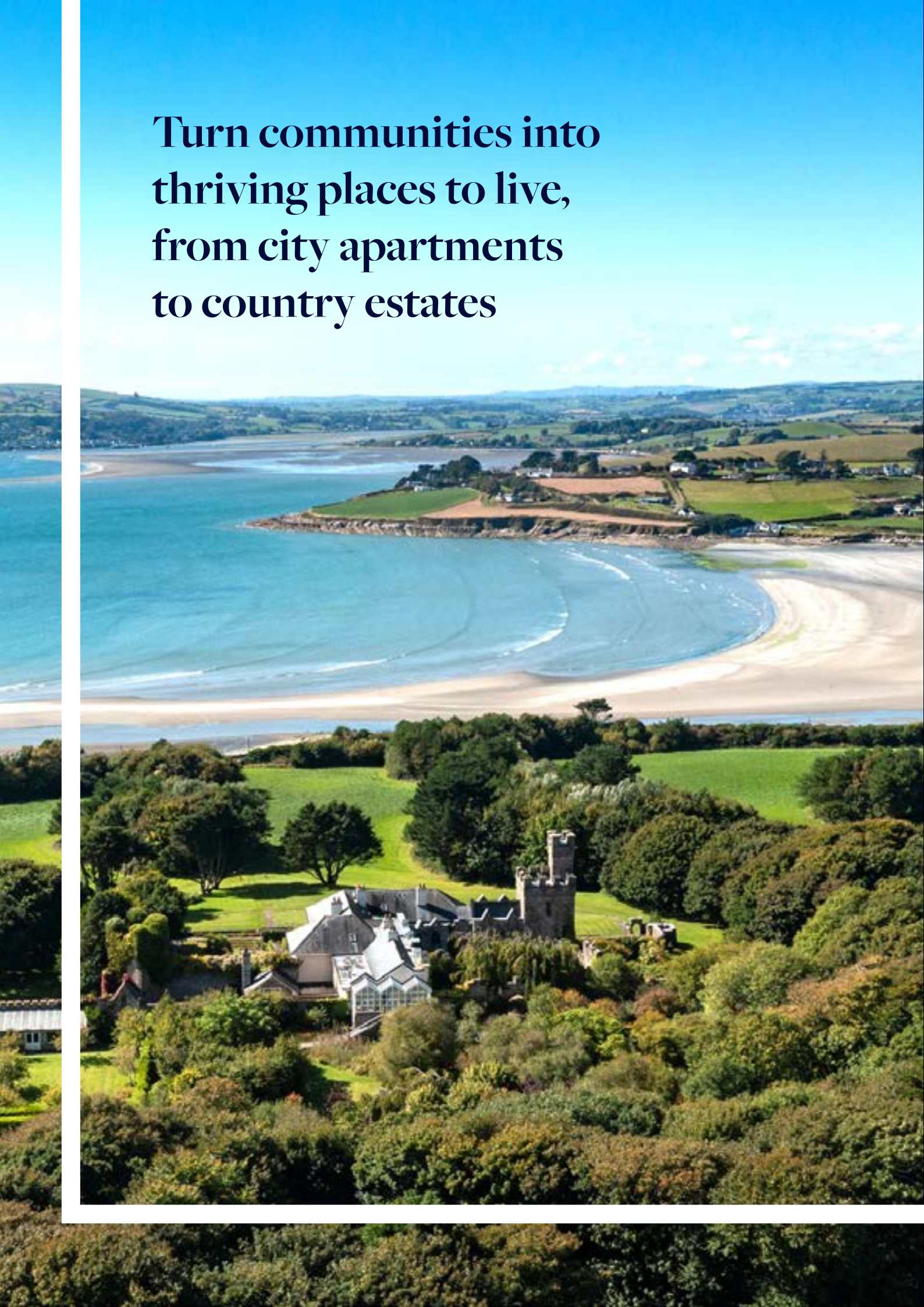
Get hands-on with high-profile projects
and Ireland's leading investors

Our Commercial Pathway is designed for graduates who want to work on some of Ireland's most exciting projects and gain experience across a broad range of real estate sectors.

Over the course of two to three years, you'll rotate through departments and develop the expertise you need to launch a successful career.

- Work on live projects from day one, guided by senior leaders who share their knowledge and experience
- Rotate across two to three departments
- Receive a graduate welcome pack and dedicated induction
- Ongoing mentorship from an APC Supervisor and Counsellor
- Access to internal and external training, including CPD seminars and workshops
- Paid memberships to relevant professional bodies such as SCSl, RICS and IPFMA
- Up to five paid study days per academic year
- Five days leave directly before the APC sitting date
- Preparation support for your Final Assessment, including mock interviews and APC coaching
- All degree backgrounds welcome
- Sponsorship opportunities for non-property graduates to complete an MSc in Real Estate

Lisney | COMMERCIAL
REAL ESTATE



Turn communities into
thriving places to live,
from city apartments
to country estates

Residential Pathway

Turn communities into thriving places to live,
from city apartments to country estates

If you're passionate about homes, communities and the residential market, our Residential Pathway offers a dynamic and rewarding start to your career.

You'll work across our residential business, gaining exposure to everything from new developments to prestigious country homes & castles.

- Our Graduate Programme runs for two to three years
- You'll have the opportunity to work across different branches such as new homes, existing homes, lettings, and country homes and castles
- Mentorship and support from senior professionals across the business
- Receive a graduate welcome pack and dedicated induction
- Access to internal and external training, including CPD seminars and workshops
- Paid memberships to relevant professional bodies such as SCSl, RICS and IPAV
- All educational backgrounds are welcome
- Opportunity to complete an apprenticeship in Auctioneering and Property Services (Level 6) at City of Dublin FET College
- Sponsorship opportunities for non-property graduates to complete an MSc in Real Estate

Lisney | Sotheby's
INTERNATIONAL REALTY

Your Rewards, Beyond The Role

We invest in your growth, wellbeing, and life outside work

We believe that launching your career is about more than just a job. It's also about growth, balance and enjoying the journey. Our benefits package is designed to support you at every stage.

How We Reward You

- Competitive starting salary
- Participation in our company bonus scheme
- 25 days of annual leave, including two designated benefit days
- Christmas closure from 23 December to 01 January (calendar dependent)
- An additional annual leave day every 5 years for long service (up to a maximum of 28 days)
- A half-day on your birthday
- Early finish ahead of bank holiday weekends, as part of our commitment to work-life balance.

Your Growth and Development

- Study and educational support, including up to €2,500 per course (subject to approval)
- Up to five paid study days per year
- Five days leave for APC Preparation
- Paid professional memberships (SCSI, RICS, IPAV, IPFMA, etc.)
- Final assessment preparation support
- Internal and external CPD sessions and workshops

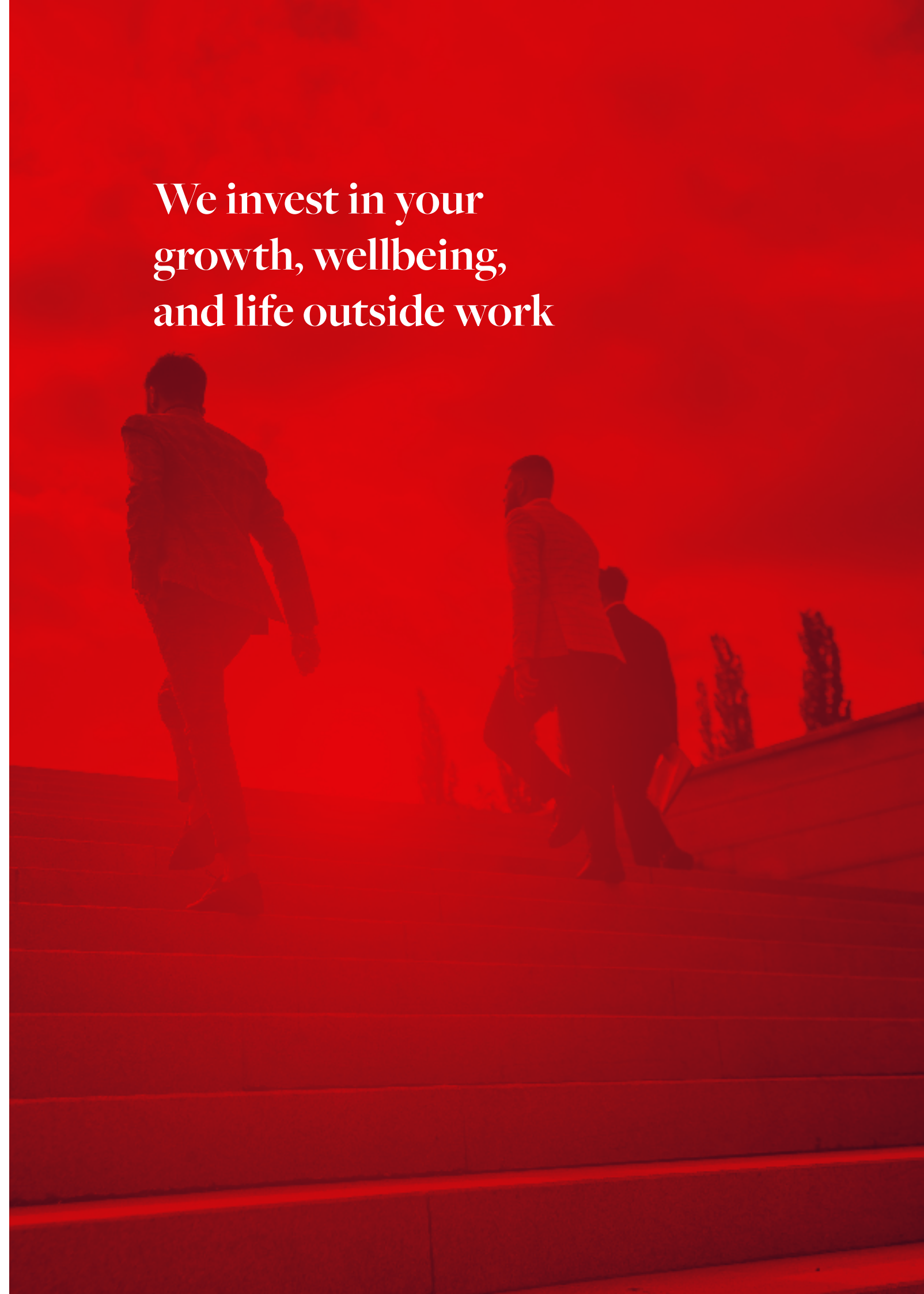
Your Health and Wellbeing

- Enrolment in our company pension scheme from your first day.
- Life assurance and disability cover
- Tax-efficient access to our Group Healthcare Scheme via payroll Flexible working arrangements
- Access to our Employee Assistance Programme
- Access to medical benefits

Your Lifestyle and Community

- Enrolment in a corporate phone plan and a discount on mobile phones
- 15% introductory commission on personal instructions referred internally
- Active Social Committee with regular events and activities
- Smart-casual dress Fridays

We invest in your growth, wellbeing, and life outside work



What our graduates say

Real stories from people who started where you are now



Danny Taaffe
Graduate Surveyor
Commercial Pathway

I joined Lisney in June 2024 after completing my BSc in Property Economics at TUD. My graduate rotation began in the Advisory & Valuation department, where I gained experience in property inspections, drafting valuation reports, and conducting valuation calculations using Argus Enterprise, Argus Developer, and Excel. This hands-on work gave me invaluable insight into the commercial and residential markets across all sectors.

Building on my experience in Advisory & Valuation, I have continued my graduate rotation and have moved into the Office Agency department, where I am involved in the sale and letting of a variety of office properties. This has allowed me to broaden my skills, deepen my commercial knowledge, and gain a new perspective on another core area of commercial real estate.

I am confident that my time at Lisney will prepare me well for my APC assessment under the Valuation pathway. Lisney places a strong emphasis on graduate development, offering hands-on experience, structured training, in-house CPDs, and access to industry-leading guest speakers. I would highly recommend the Lisney graduate programme to anyone seeking an exceptional environment to develop their skills and grow within a strong and supportive culture.



Maeve Suttle
Negotiator Support
Residential Pathway

I joined Lisney Sotheby's International Realty in 2021 and had the pleasure of participating in the Apprenticeship Programme at Ballsbridge College of Further Education. The 2-year part-time programme provided an excellent foundation, blending practical skills with industry knowledge, and gave me the confidence to grow within a professional real estate environment.

As a mature student, the apprenticeship model was ideal because it allowed me to study while also earning and gaining practical experience. This balance suited my work and personal life, making it possible to progress my career without having to step away from full-time employment.

One of the most rewarding aspects of the apprenticeship was the invaluable guidance I received from my mentor, whose support and advice was instrumental in helping me develop both professionally and personally. I was also fortunate to work alongside colleagues whose interest and industry knowledge greatly enriched my learning experience.

The support and training I received from the college, combined with the hands-on experience at Lisney SIR, allowed me to develop not only technical expertise but also strong communication and client-service skills.



Lucy Geoghegan
Graduate Surveyor
Commercial Pathway

I began my graduate journey with Lisney in August 2024 after completing my degree in Auctioneering, Valuations and Estate Agency at TUD. From day one, I felt part of a structured and supportive programme designed to help graduates grow both professionally and personally. I started in the Office Agency team, gaining experience on both the landlord and tenant sides. What stood out most to me was how varied each day was – from viewings and client updates to marketing campaigns and lease analysis. I am currently with the Professional Services and Valuation department, where I'm getting great hands-on experience across a wide range of property types.

Alongside the programme, I'm also in the final year of my part-time Property Economics degree at TUD. Balancing study with work has been a challenge, and Lisney's support has allowed me to progress academically while developing my career.

What stands out most about the Lisney Graduate Programme is the strong support network and structured training. Between assigned APC supervisors, monthly CPD sessions, and day-to-day learning, there's a real focus on continuous development. It's been a fantastic experience so far, and I feel very fortunate to learn from such experienced professionals every day.

Lisney Graduate Programme

I have always had a strong interest in pursuing a career in property and worked in the industry prior to joining Lisney in 2022 as an administrator. Soon after joining, I decided to further develop my career in real estate by enrolling in the two-year Auctioneering course at Ballsbridge College of Further Education, attending classes every Tuesday while continuing to work full time. The course covered a wide range of modules, including valuation, law, marketing, and professional practice, which gave me a strong academic foundation and a deeper understanding of the property industry.

Throughout my apprenticeship, I gained invaluable hands-on experience, applying what I learned in the classroom directly to real-world situations. The support and guidance I received from my colleagues, along with the practical exposure across different areas of the business, helped me grow in confidence and develop essential skills.

On completing the course, I was promoted to Negotiator, a role that has allowed me to build on everything I've learned and continue developing my career. The combination of structured study, on-the-job learning, and a supportive team has made Lisney an excellent place to grow and advance within the property industry.



Sophie Murphy
Negotiator
Residential Pathway

I joined Lisney in June 2025 as a Graduate Surveyor and I am currently working in the Advisory & Valuation department while undertaking my APC assessment on the Valuation pathway.

The department provides exposure to all aspects of the property market, and I have been fortunate to gain first-hand experience across a wide variety of work. This has included invaluable in-office experience collaborating with the team, as well as on-site inspections where I've had the opportunity to be directly involved in projects. I am due to rotate to a new department shortly.

My work in the advisory & valuation department has allowed me to contribute to valuations of both residential and commercial properties, as well as gain exposure to compulsory purchase orders (CPOs) and follow projects from their earliest stages. The combination of practical site experience and technical office work has been instrumental in developing my professional skills.

Throughout my time at Lisney, I have benefited from working with a supportive and highly knowledgeable team who are invested in helping graduates succeed. The graduate programme has provided me with the perfect platform to apply the knowledge I gained during my degree to real-world practice and has been key in helping me progress in my career.



James Desigar
Graduate Surveyor
Commercial Pathway

Having joined the Lisney Graduate programme and obtaining my APC qualification, I'm now a Senior Chartered Surveyor in the Advisory & Valuation Department. During my time on the Graduate programme, I was provided with support from my colleagues and designated supervisor and counsellor. The in-house CPD hours assisted with developing my knowledge to cover each competency with the APC pathway.

From the start, I was involved with carrying out inspections of properties to completing advice and reports for clients. As Lisney cover a diverse range of property valuations, one day I could be at a shopping centre and another day inspecting farmland or an industrial building. The one-on-one support provided by my supervisor throughout the Graduate programme was beneficial when I became a Chartered Surveyor and took on my own clients and responsibilities.

A great part about the graduate programme was that you also had peers going through it at the same time, providing a social aspect to the working environment. Now, I can provide support to the current Graduates in Lisney and guide them through the APC process.



Sarah Barry
Senior Surveyor
Commercial Pathway

Your Career, Your Direction

Your first role at Lisney is just the beginning. We're committed to helping you grow, learn and build a career that excites you. Many of our senior leaders began their journeys here as graduates, and their success stories show what's possible.

From graduate surveyor to senior director, we offer a clear path for progression, with plenty of opportunities to advance as you develop your skills and experience. You'll be supported every step of the way through mentorship, training and hands-on experience that help you reach your full potential.



James Nugent
Senior Director – Head of CRE

I started working in Lisney's Dun Laoghaire residential branch office during my school summer holidays. After finishing my property course in DIT in 1995, I joined the Office Agency department as a graduate. After eight years, I was appointed to the board of directors.



David Byrne
Managing Director

I did work experience in Lisney at the age of 16 and loved it, I came back summer after summer while I was in college completing an arts degree. I started working in the residential department full time in 2001 and studied for my BSc in Property Studies at the weekends. I was appointed a divisional director in 2007, a director in 2014 and became managing director in 2020.



Aoife Brennan
Senior Director - Research

I studied Property Economics in DIT and worked in both valuations and investment as a graduate. I gained vital experience and knowledge in these departments, which gave me a great grounding for later involvement in development consultancy and then research. Today, I am a senior director and head of research.

Take the first step toward a rewarding career

We welcome graduates from all backgrounds. If you have the drive to succeed, we'll give you the tools, training and support to build a rewarding career. If you're ambitious, curious, and ready to learn, we'd love to hear from you.

Applications

We want to make the application process as simple as possible. Simply follow the link or scan the QR code for your preferred pathway and submit your application.

[Commercial Pathway
Graduate Programme - 2026](#)



[Residential Pathway
Graduate Programme - 2026](#)



Application closing date: Friday, 14 November 2025.

Want to learn more about our Graduate Programme?

Contact Chloë Mooney through email at [**careers@lisney.com**](mailto:careers@lisney.com)

What happens next?

- Once we receive your application, our graduate recruitment team will review it carefully
- Shortlisted applicants will be invited to the interview process
- Offers will then be made to successful candidates, and the programme commences in either Spring or Autumn

Why Start With Us?

At Lisney, you're not just starting a job – you're joining a company where your ideas matter, your growth is supported, and your work shapes the built environment around you. Graduates here learn from experts, work on high-impact projects, and build careers that last.

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