

Lisney Graduate Programme

WELCOME TO YOUR FUTURE

Start your Career in
Commercial Real Estate

Lisney

COMMERCIAL REAL ESTATE

A welcome from our CEO

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.



Aoife Brennan
CEO



**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.

See
commercial
real estate
from every
angle.

Shape your
career.



The Graduate Programme

Our Graduate Programme gives you hands-on experience across commercial real estate from day one. You'll work on live instructions alongside experienced professionals, building your technical knowledge, commercial understanding and client skills.

Over two to three years, you'll rotate through two to three departments, gaining broad market exposure and developing the expertise to progress your career.

Experience from Day One

- Work on live instructions with guidance from senior professionals
- Rotate across two to three departments
- Gain exposure to different areas of commercial real estate
- Start with a dedicated graduate induction and welcome pack

Training & Development

- Ongoing support from an APC Supervisor and Counsellor
- Internal and external training, including CPD seminars and workshops
- Paid membership of relevant professional bodies, including SCSi, RICS and IPFMA
- Preparation for your APC Final Assessment, including coaching and mock interviews

Support Towards Chartership

- Up to five paid study days per academic year
- Five days' leave before your APC Final Assessment
- Structured support towards the APC pathway aligned with your role and professional experience

No property background?

There's another way in.

For further information, see **Lisney Pathway to Property | Career Conversion Programme**, which offers an alternative route into commercial real estate for people from any academic or professional background.

Your Rewards, Beyond The Role

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

Starting your career is about more than the work itself. Our benefits are designed to support your professional development, wellbeing and life outside work.

How We Reward You

- Competitive starting salary
- Participation in our company bonus scheme
- Employee referral bonus of €3,000 following the referee's successful completion of probation
- 15% introductory commission on personal instructions referred internally

Your Time and Flexibility

- 25 days' annual leave, including two designated benefit days
- Christmas closure from 23 December to 01 January (calendar dependent)
- An additional day of annual leave every five years for long service
- A half-day on your birthday
- Early finish ahead of bank holiday weekends
- Flexible working arrangements

Your Growth and Development

- Study and educational support up to €2,500 per course (subject to approval)
- Paid membership of relevant professional bodies, including SCSl, RICS, IPAV and IPFMA
- Internal and external CPD sessions and workshops

Your Health, Wellbeing and Community

- Enrolment in our company pension scheme from your first day.
- Life assurance and disability cover
- Tax-efficient access to our Group Healthcare Scheme through payroll
- Access to our Employee Assistance Programme
- Access to medical benefits
- Enrolment in a corporate phone plan and a discount on mobile phones
- Active Social Committee with regular events and activities



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

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.



Lucy Geoghegan
Graduate Surveyor

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.

“

The variety of work and the support I've received make Lisney an excellent place to begin a career in property.

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- Lucy Geoghegan



A photograph of four people in an office environment, overlaid with a semi-transparent red filter. Two men are standing in the background, looking down at a laptop held by a man seated on the left. A woman is seated on the right, smiling and looking towards the group. The scene suggests a collaborative work environment.

“ The mix of technical office work and on-site experience has been invaluable in developing my professional skills. ”

- James Desigar

What our graduates say

Real stories from people who started where you are now

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

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

Your Career, Your Direction

From graduate to boardroom - your journey starts here

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

**Managing Director of
Commercial Real Estate**

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



Thomas Byrne

**Director,
Investments**

I joined Lisney after graduating with a degree in Property Economics from TUD, starting in the Investment Department before rotating through Office Agency and Valuations. After completing my APC, I returned to Investments and progressed to Director, where I now advise private and institutional clients on the sale and acquisition of investment property.



Aoife Brennan

CEO

I studied Property Economics in TUD 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 CEO and head of research.

Take the first step towards a career in commercial real estate

If you're ambitious, curious and ready to learn, we'll give you the experience, training and support to develop your career at Lisney.

Many of our senior people started their careers here as graduates. With exposure to different areas of the business, support towards chartership and opportunities to progress, your Graduate Programme is just the beginning.

Ready to Apply?

Follow the link or scan the QR code to submit your application.

Want to learn more about the Graduate Programme?

Contact Chloë Mooney at **careers@lisney.com**

[Apply here](#)



Application closing date
Friday, 13 November 2026.

What happens next?

- We'll review your application
- Shortlisted applicants will be invited to interview
- Offers will be made to successful candidates
- The Graduate 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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