



EMPLOYEE VALUE PROPOSITION

AN GRÚPA AERFORT NA
Sionainne

THE
Shannon
AIRPORT GROUP



WHO WE ARE

The Shannon Airport Group, located in County Clare, Ireland, is an integral component of Ireland's infrastructure and economic development. Shannon Airport is recognised by the Red C Brand Index 2023, 2024 and 2025 as Ireland's top-ranked airport brand, reflecting our strong commitment to the communities and industries we serve. Beyond airport operations, we also manage a growing commercial property business, offering comprehensive services and facilities to businesses setting up or expanding their operations in the Midwest of Ireland.

Our team of property experts specialise in leasing, managing and developing industrial and office spaces, multi-let technology parks and zoned development sites for a bespoke commercial solution.

The Shannon Airport Group have grown as an employer known for our community focus, exceptional customer care, and deep commitment to diversity and inclusion. We are profoundly embedded in the cultural and economic fabric of the Mid-West region and beyond, proudly supporting trade, tourism, and employment throughout Ireland.

CAREERS AT THE SHANNON AIRPORT GROUP

We are more than an Airport and a job with us is much more than just a job. We are proud to offer opportunities that connect regions, facilitate global trade and tourism and drive economic growth, all while maintaining a close-knit community workforce. We recently celebrated the dedication of 74 staff members who collectively have over 2,200 years of service, highlighting the deep loyalty and commitment within our team.

Our staff, seen as a long-standing community unit, are embedded with a culture of pride and dedication, ensuring that every customer and passenger interaction is positive and supportive. A career with The Shannon Airport Group means being part of a respected organisation, advancing your career by contributing to meaningful projects that impact both local and international markets.

We have many varied and interesting departments across the Group such as: Airport Operations, Finance, Shared Services, HR, Procurement, Marketing, PR and Communications, IT, Legal, Sustainability, Property Development, Services and Facilities, Airport Police and Fire Service, Airport Search Unit, Maintenance, Retail, Aviation Development and Leasing and Asset Sales.



CAREER OPPORTUNITIES AND ADVANCEMENT

The Shannon Airport Group offers various training and mentorship programs that enable our employees to grow and take on new challenges. Succession planning and leadership development are key focuses, offering clear pathways for career advancement and skill enhancement where possible. Through practical, hands-on training, we aim to prepare employees not only for their current roles but for future opportunities that may arise. Our Leadership and Communications Programme is central to this approach. This certified training, available to a targeted group, features customised coaching sessions, interactive webinars, and live, in-person events focused on improving both operational efficiency and individual development.

As Ireland's Favourite Airport we invest in customer care service training so we can create "moments that matter" for our valued customers.

The Shannon Airport Group's HR and management team plays a critical role in employee advancement. By providing comprehensive training and development opportunities, the HR team ensures management are well-equipped to support employees in their role and to contribute positively to the airport's success. They also mentor new hires and continuously engage with teams to address any specific workforce needs, serving as a supportive pillar within The Shannon Airport Group.

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COMMUNITY ENGAGEMENT AND SUPPORT

We believe in the power of community and the role we can play in fostering growth, education, and sustainability. Empowering the next generation is central to this value. We host an annual work experience programme for transition year students, providing young people with the opportunity to develop their skills and education. We recently provided refurbished laptops to local school students, a sustainable initiative which helps to ensure students have access to technology required for learning.

We actively support future leadership through partnering with An Garda Síochána in the Clare Garda Youth Awards, recognising young individuals who make a positive impact in their communities.

Investing in education for community development, we also host over 700 students annually for the ITLG Young Innovators competition and the Limerick for Engineering showcase.

Our extensive charity work reflects our dedication to social responsibility and our commitment to giving back. The Shannon Airport Group illuminated our facilities in green as part of the Samaritans' longest night' campaign, reminding the community that support is always available during difficult times. This is just one example to demonstrate our core value of People, because we care.



We believe it is now more critical than ever to ensure that everything we do has a positive impact, environmentally, socially, and economically. We are on a journey and have ambitious plans to do more.

Mary Considine
CEO, The Shannon Airport Group

EMPLOYEE WELLBEING

We support our employees through all of life's stages, ensuring they have the resources they need to succeed both professionally and personally. Our dedication to the welfare of our employees is reflected by the comprehensive benefits included in our package, including leading pension plans, life assurance, and flexible working policies. Understanding the challenges of maintaining work-life balance, particularly in a 24/7 operational environment, we strive to actively implement improved policies that promote employee satisfaction and well-being. Our on-site 3km walking and running trail connects our site to the beautiful Shannon Estuary Walk, offering employees a peaceful outdoor space to enjoy during their lunch break or before or after their working day.

Our dedicated team is committed to fostering a nurturing and supportive environment. They proactively support employee relations from initial onboarding throughout their career, ensuring that all team members feel valued and empowered. In line with our vision for a healthy, safe, and inclusive workplace, where everyone feels supported and valued, we have established an employee assistance program that aids staff and their families in times of crisis or emotional distress.

Addressing life's external challenges, this programme also provides tools and resources to help staff thrive at home and at work, ensuring The Shannon Airport Group is a proud and fulfilling workplace.

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DIVERSITY, EQUALITY, AND INCLUSION

The Shannon Airport Group are deeply committed to fostering a workplace that not only values diversity, equality, and inclusion across all spectrums but actively champion it. Our dedication extends beyond policies; we actively educate our team on DE&I topics through initiatives such as the specialised sunflower training programme focused on non-visible disabilities, as well as providing inclusive facilities like the sensory room. Each employee undergoes comprehensive DE&I induction and ongoing training to embed these values deeply within our team.

Understanding the critical role of diverse perspectives in driving innovation, we recognise prior international learning and qualifications to ensure a fair recruitment process and equal opportunity for all applicants. We recently partnered with the Women in Aviation Mid-West Region network to celebrate the organisation's first anniversary.

The initiative brought together over 80 professionals to support and empower women in the aviation industry, facilitating collaboration and connections. Through our ongoing initiatives aimed at promoting gender and cultural diversity, we aim to lead by example in DE&I practices and create a truly inclusive workplace for all.



WHAT WE OFFER

As an employee of The Shannon Airport Group, you will enjoy...



A competitive benefits package



Access to a generous pension saving scheme



Training and development opportunities



Employee wellbeing initiatives



Employee support systems



Complimentary airport parking



Discounts with our food and beverage partners



Shopping incentives in our retail outlets



SUSTAINABILITY

We work tirelessly towards a more sustainable future for our community. Our team has developed innovative projects, such as our newly approved solar farm. Our biodiversity programmes focus on restoring local habitats and actively involving staff and community members in sustainability initiatives. These efforts aim to protect and preserve the natural beauty and rich biodiversity of our region for future generations.

Our dedicated team spearheads green projects and sustainability initiatives both internally and externally, helping to further embed eco-consciousness within our company culture. Open to the public and local community, our on-site 3km trail also provides a perfect space to experience nature, greenery, and enjoy exercise or leisure activities.



HISTORY AT SHANNON AIRPORT

Shannon Airport has a rich history of innovation, beginning with its first transatlantic flight in 1939.

In 1945, the airport became Ireland's first transatlantic hub. Just two years later, it revolutionised travel retail with the world's first duty-free shop, a concept that would spread across the globe and become a staple at international airports.

The establishment of the Shannon Free Zone in 1959 not only bolstered the local economy but also attracted global business, transforming Shannon into an international commercial hub. In 1986, Shannon became the first European airport to offer U.S. border preclearance, allowing passengers to complete immigration checks before boarding their flight to the U.S.

This service was later extended in 2010 to private aircraft, another global first. Throughout its history, Shannon has been at the forefront of aviation, innovation, and regional development, with continued growth and milestones like the creation of Shannon Group in 2014, now trading as The Shannon Airport Group, integrating airport operations with property and tourism development. Shannon has been a place where history is made, and the future is imagined.

We are continuously reminded of the lasting impact we've had —not just on global aviation, but on the very fabric of our region. It's a story of vision, ambition, and relentless innovation that we are incredibly proud to be part of.

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A VISION FOR THE FUTURE

The Shannon Airport Group are not only adapting to the present but actively planning for a sustainable future. Every day presents a new opportunity to contribute to a legacy of innovation and active community engagement, all while progressing your career in a supportive and vibrant environment.

Committed to sustainability and innovation, the Shannon Airport Group is a key driver of regional growth and development, propelling our community and beyond towards a thriving future. We are proud of our ability to connect regions, facilitate global trade and tourism, and drive economic growth, all while maintaining a close-knit community feel.



Joining The Shannon Airport Group means being part of shaping a thriving future, not just for our company but for the entire community and beyond.