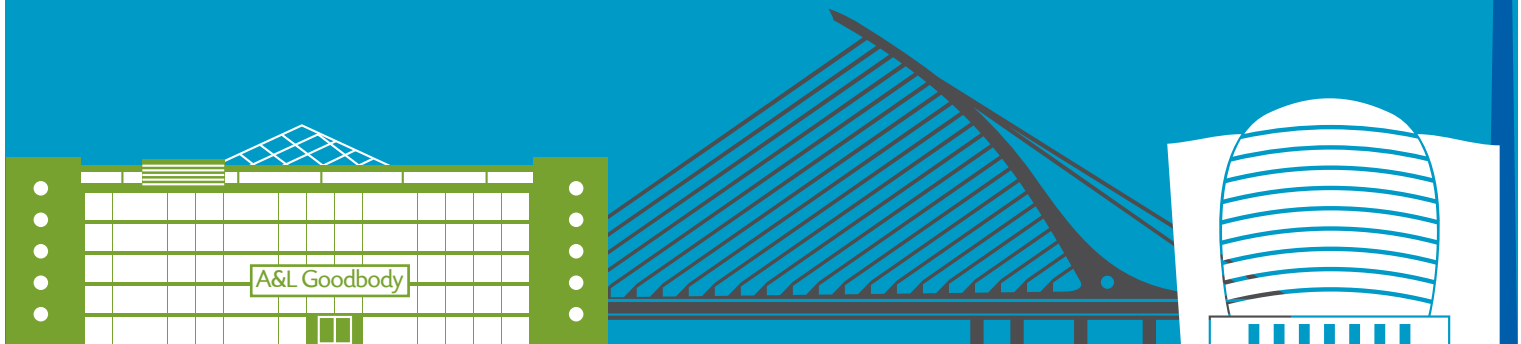


TRAINEE SOLICITOR PROGRAMME



WINNER
gradireland
Graduate Recruitment
Awards 2016
**MOST POPULAR
GRADUATE RECRUITER
IN LAW FOR FIVE YEARS**

“There is a strong emphasis placed on learning and development throughout your traineeship.”



YOUR CAREER JOURNEY

At A&L Goodbody, graduates are guided every step of the way as they embark on their legal career with top tier, market leading lawyers. Throughout your training contract, you are fully supported with a structured Trainee Development Programme which allows you to develop the skill set and commercial acumen to become the next generation of top international lawyers.

TRAINING CONTRACT
OFFICIAL START DATE

APRIL

IN-OFFICE
TRAINING

SEAT 1

6 MONTHS

LAW SOCIETY FOR PROFESSIONAL
PRACTICE COURSE

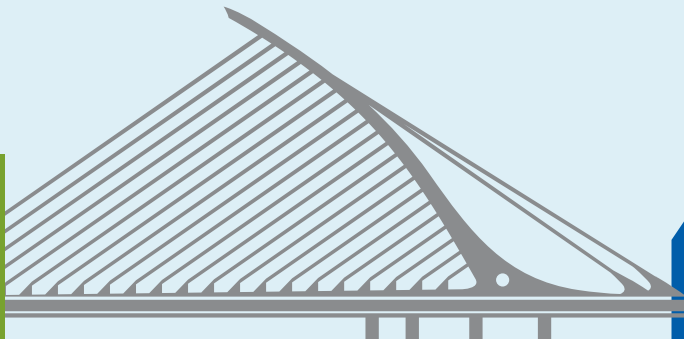
(PPC I)

6 MONTHS

IN-OFFICE
TRAINING

SEATS 2&3

11 MONTHS





Berni Hosty

Partner with responsibility for
Trainee Solicitor Programme

"At A&L Goodbody we really see our Trainee Solicitors as the next generation of the Firm. I know that because I was a Trainee Solicitor here, I was an Associate and now I'm the Partner who heads up the Trainee Solicitor Programme. There is no one type of person who makes an A&L Goodbody lawyer. It's really important that you experience not only the different types of work that we do but also the different personalities that make up the Firm and make us who we are. Our Trainee Solicitor Programme will equip you with the skill set and the knowledge you need to become a top class legal adviser."

LAW SOCIETY FOR
PROFESSIONAL PRACTICE
COURSE

(PPC II)

3 MONTHS

QUALIFICATION
DECEMBER

IN-OFFICE
TRAINING

SEAT 4

5 MONTHS

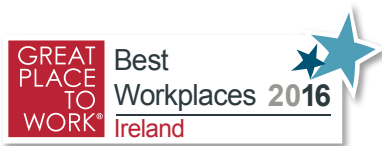


WHO WE ARE

A&L Goodbody is internationally recognised as Ireland's leading law firm. The Firm has an extensive and top class client list, representing household names, financial institutions and international blue chip corporations. With 88 Partners and over 700 staff, we offer the broadest range of commercial and specialist legal services in Ireland.

We are a full service 'all-island' law firm with offices in Dublin and Belfast. We also have international offices in London, New York, San Francisco and Palo Alto. The Firm's work environment reflects an atmosphere of achievement and excellence. First class information technology systems and an award winning Knowledge Centre support your development as a Trainee Solicitor and allow you to thrive within the Firm. A subsidised restaurant, smoothie bar, coffee dock and on site gym contribute to an enjoyable working environment.

We have a collaborative culture at A&L Goodbody. We find innovative, commercial, legal solutions as a team, and share knowledge throughout all levels of the Firm.



Julian Yarr

Managing Partner

'Ireland's Most Trusted Leader 2016'
– Great Place to Work (GPTW)

"At A&L Goodbody, we pride ourselves on our strong culture of working together. Our approachable and collaborative working environment means that we listen and learn from each other every day. We understand that we can only continue to be the best by investing in people and developing their talents into the best expertise. Everyone continues to learn throughout their career, nobody here thinks they know it all. Training at A&L Goodbody starts with our Trainee Solicitors and never stops. Job satisfaction is as important to us as it is to you, and there is particular satisfaction in working on international business deals and high profile corporate projects. As a Trainee Solicitor with A&L Goodbody we commit to giving you an experience that will maximise your potential."

AT A GLANCE

GOOD

EMPLOYEES

87

PARTNERS

35+

TRAINEES HIRED
EACH YEAR



PRESENCE IN 6
INTERNATIONAL OFFICES



SPECIALIST
LEGAL AREAS

APPROX
€3m

WORTH OF PRO BONO
LEGAL ADVICE SINCE 2013



5 YEARS

VOTED 'BEST GRADUATE
RECRUITER IN LAW'

WHY A&L GOODBODY?

Our ambition is to be our clients' best advisers and that is what we train you to become. Our Trainee Solicitors are the future of our Firm and we invest significant time, care and attention in the development of our Trainee Solicitor Programme. We are confident that our Programme offers the best training to the right candidates and we are delighted to be recognised for the strength of our Programme as recipient of the gradireland award for 'Most Popular Graduate Recruiter in Law' for the fifth consecutive year.

If you want to become a top class corporate lawyer, receiving the very best training is essential. As a Trainee Solicitor at A&L Goodbody, you are not pigeon-holed into a particular area of law too early. You have the opportunity to discover for yourself where your interests lie and what you are really good at.

We also feel that there's more to a traineeship than learning about law. You will learn how business works and how to interact with clients. We teach you how to apply your legal knowledge to commercial situations, in a practical way. You will be encouraged to challenge yourself and to realise your potential.



WHAT YOU CAN EXPECT AS A TRAINEE SOLICITOR

As a Trainee Solicitor you will have an opportunity to discover which areas of law interest and engage you most. Some people are born litigators, others love the dynamics of a commercial deal and some absorb themselves in employment law, taxation or restructuring. Our Trainee Solicitor Programme is designed to encourage and develop your unique qualities.

As a Trainee Solicitor you will spend time in our main departments; Mergers & Acquisitions and Corporate, Litigation & Dispute Resolution, Banking & Financial Services, Commercial Property, Tax and Pensions. In each department you will work as part of a team with all the support, facilities and guidance you need to learn about that area of the law. In addition, we have a range of specialist units focusing on particular areas of the law like EU & Competition, Restructuring & Insolvency, Energy, Environment, and Intellectual Property & Technology to name but a few. You will also have the opportunity to work in these areas during your traineeship.

Our approach is friendly; our office doors stay open. We are always ready to answer questions and many of our Trainee Solicitors will have the opportunity to share an office with a Partner and other senior lawyers during their traineeship.



MICHELLE NAGLE

1st Year Trainee,
Bachelor of Laws (Law Plus),
University of Limerick

“There is an excellent Trainee Development Programme consisting of weekly lectures, as well as legal skills workshops and seminars. Each Trainee gets a bursary to complete further education courses.

The emphasis on continuous learning and development in A&L Goodbody ensures that Trainees are provided with the skills and knowledge they need to become the best lawyers possible. It is not all work and no play though! I still have time to enjoy the social side of life as a Trainee Solicitor and I have participated in the many social activities organised by the Firm’s Social Committee or the Trainee group.”





DID YOU KNOW?

We encourage all of our Trainee Solicitors to do further studies during their traineeship and provide guidance and financial assistance to help you to do so.

WORK WITH THE BEST

Our clients include the world's top multinationals, financial institutions, entrepreneurs and investors. The legal work we do for them is challenging, complex and often ground-breaking. We will train you to thrive in this environment – to be the next generation of top international lawyers.

A selection of our clients include:



SCOTT MCDONNELL

2nd Year Trainee,
Bachelor of Business and Law,
University College Dublin

LEARNING & DEVELOPMENT

As a Trainee Solicitor at A&L Goodbody, you can expect to receive excellent training in the practical application of the law, from the moment you begin your career with us. We believe in investing in your ongoing development as a corporate lawyer and trusted business adviser. In addition to the Law Society's Professional Practice Courses, which form part of your training contract. Our Trainee Development Programme combines on-the-job experience, informal mentoring, and practical legal skills development through in-house workshops, seminars and full access to our extensive research and library facilities. We encourage people to take on new challenges, to acquire new skills and push themselves to realise their true potential.

INTERNATIONAL & SECONDMENT OPPORTUNITIES

All of our Trainee Solicitors have the opportunity to secure international experience or complete a client secondment. We offer a number of our Trainee Solicitors the opportunity to complete a rotation or 'seat' either in our London office, with one of our international clients, or with an international law firm. We also offer secondment opportunities with some of our key domestic clients. We believe there is no substitute for practical, hands-on experience. Giving our Trainee Solicitors the opportunity to develop these skills means they become lawyers who fully understand how business works – a real benefit to the Firm and our clients.

"I'm currently on my second rotation with the Asset Management & Investment Funds team in the A&L Goodbody London office. This unique experience of living and working in such a vibrant city has been rewarding both professionally and personally and will be highly beneficial going forward in my development as a Trainee Solicitor.

The exposure I have received in London to various high profile work streams has highlighted for me the integral part the London office plays in A&L Goodbody's international network. The connections I have made here and networking experience I have gained will be vital as my career progresses."



THE PACKAGE

A&L Goodbody offers one of the most attractive salary and benefits packages available in the market place. This package demonstrates only the tangible elements of the support and rewards we give to our Trainee Solicitors. You'll find that the reality of working in A&L Goodbody is even more rewarding.

FINANCIAL BENEFITS

- ✓ Top of the market salary
- ✓ Full salary paid while at PPC1 & PPC2 with the Law Society of Ireland
- ✓ Exam bonuses
- ✓ All Law Society fees paid during traineeship
- ✓ Discretionary Christmas bonus
- ✓ Contribution to Personal Retirement Savings Account
- ✓ Life assurance
- ✓ Tax Saver Travel Scheme
- ✓ Conveyancing service

PROFESSIONAL DEVELOPMENT

- ✓ Trainee Development Programme
- ✓ Education bursary
- ✓ Award-winning Knowledge Department
- ✓ Assessment and feedback throughout your career with us
- ✓ Career development and mapping (following qualification)

ANNUAL LEAVE

- ✓ 20 days annual leave per annum, increasing with length of service, up to and including 27 days per annum after 7 years' service
- ✓ Additional 5 days annual leave on completion of PPC1 & PPC2 with the Law Society of Ireland
- ✓ Between 3-5 days per annum additional holidays during Christmas and Easter breaks

HEALTH AND WELLBEING

- ✓ Contribution towards private health insurance
- ✓ On-site gym with a fully qualified personal trainer
- ✓ Wellness and employee assistance programme
- ✓ Long term sickness policy
- ✓ Paid maternity and adoptive leave
- ✓ VDU eye testing and contribution towards eye sight testing and glasses/contact lenses
- ✓ Annual flu injection

LIFESTYLE

- ✓ Flexible working policy (on qualification)
- ✓ Unpaid leave
- ✓ Dry cleaning drop off and collect facility
- ✓ On-site shop and ATM service
- ✓ Subsidised restaurant, smoothie bar, coffee dock
- ✓ Dress down days
- ✓ 'Great Place to Work' committee, which includes Trainee Solicitors

WHAT HAPPENS AFTER TRAINING?

As your traineeship progresses, we work with you to develop your own personal career path.

The area of law you practice upon qualification, will not be decided until you complete the Trainee Solicitor Programme. The range of specialist services offered by the Firm enables us to provide a degree of flexibility to Trainee Solicitors and newly qualified solicitors in terms of which area of law they want to focus on. We support our newly qualified solicitors with our market leading learning and development programmes, aimed at the continued development of our legal talent, through mentoring, workshops on commercial skills, seminars and further education.

Opportunities for promotion and advancement are clearly communicated. We encourage all our newly qualified solicitors to be ambitious about what they can achieve and to work hard to get it.

“We support our newly qualified solicitors with our market leading learning and development programmes.”



THE APPLICATION PROCESS

Candidate Criteria

All applicants must be either final year undergraduates, postgraduates or have successfully obtained a third level degree qualification.

Although a primary degree is a pre-requisite, we don't just look for people who are academically high achievers or limit applicants to those who have studied law. We accept degrees from all disciplines. It is also important to us that you can work as part of a team, are motivated, have initiative and have clear expectations of your future.

We look for candidates who are commercially aware, assertive and effective communicators, and have the personality and disposition to become top class corporate lawyers. We also look for evidence of the following attributes:

- Strong academic ability
- Ambition and commitment
- Teamwork
- Problem solving ability
- Adaptability
- Future leadership

HOW DO I APPLY?

To apply for a position on our Trainee Solicitor Programme visit our website www.algoodbody.com/trainees, to complete and submit your online application. The stages of our application process are outlined below. Specific timelines for this year's recruitment process are available on our website and our LawStart app.

STAGE 1	STAGE 2	STAGE 3	STAGE 4	STAGE 5
				
APPLICATION	SELECTION	INTERVIEW	OFFER	ACCEPTANCE
Online application process.	Our Trainee Solicitor Committee reviews all applications and selects candidates for interview.	Interviews for Trainee Solicitor positions are held in our Dublin office.	Verbal and written offers are made to successful candidates.	Candidates confirm acceptance of offers.



CONOR HEALY

1st Year Trainee,
Bachelors Degree in History,
University of Glasgow

“Coming from a non-legal background, Corporate law appealed to me due to the combination of a fast-paced commercial environment and the more academic elements of legal research.

I discovered that many of the skills I had developed and used during my undergraduate degree were applicable to law, for example, my research skills.

I would recommend a career in law with A&L Goodbody for anyone from a non-legal discipline. You should consider your current skill set and what’s transferable, whether this is the ability to extract key information from a large volume of sources, or more general skills like interpersonal skills.”

COMMUNITY PROGRAMME

As a Trainee Solicitor you will have the opportunity to get involved in our Community Programme called ‘Step Up’. We deliver a number of projects in partnership with the local community, focusing on supporting those most in need, through Educational and Employment Programmes. You will also get the opportunity to use your legal skills to support charities and not for profit organisations through our pro bono programme.



INNOVATION

Future Focus

At A&L Goodbody we are always looking at what is trending in business. We are known for our innovative legal work and for our approach to client communications. We were the first Irish law firm to develop a digital communication strategy, including Ireland’s first legal blog www.irelandip.com and Ireland’s first business law apps: LawStart, Irish HR Law and Irish Data Privacy Law.

Annual Student Innovation Award

Innovation is a core value of our business and we encourage our lawyers to find new and better ways to solve client problems – every day. To encourage students to do the same, we developed an annual Student Innovation Award which has been running for the last five years.



SOCIAL SCENE AT A&L GOODBODY

- Summer barbecue
- Christmas party
- Theatre & karaoke nights
- Calcutta Run
- Golf outings
- Surfing weekends
- Inter-office football, tennis & cricket games
- Tag rugby team
- Weekends away
- Cinema trips
- Karting
- Paintball & clay pigeon shooting
- Themed table quizzes
- Hill walking
- 5-a-side soccer team
- The A&LG Factor
- Strictly A&LG



NICOLA MCCAFFREY

Newly Qualified Solicitor,
Bachelor of Corporate Law
(International), LL.B.,
National University of Ireland
Galway

"The transition from Trainee to Solicitor in A&L Goodbody has been effortless as a result of the skills, mentoring and responsibility I gained throughout my traineeship. The Newly Qualified Solicitor Induction Programme prepared me for my new role, from helping me to reflect on my technical skills, to giving me a strong basis in the fundamentals I would need for my future career progression and development. This Programme continues throughout your first qualified year, with additional workshops focussed on business and negotiation skills, time management and honing of our legal skills."

→ gradireland inside buzz

We are the first and only Irish law firm to participate in gradireland's 'Inside Buzz' initiative, a European graduate satisfaction survey.

This is what our Trainees have to say:

FORMAL TRAINING

"The firm runs a fantastic training programme. You are supported and encouraged every step of the way. There are Trainee Development Programme talks every week delivered by people in different departments, so you learn about all of the departments in the firm. The firm provides you with a bursary to complete further education courses such as diplomas or certificates."

Third year Trainee

CULTURE

"There is a huge emphasis on teamwork and an 'open-door' policy. Partners listen to you when you're on their team, and there are great social events for the firm every month. The firm works hard but also enjoys free time."

Second year Trainee

TRAINEE RETENTION

"The retention rates are consistently over 90%. The firm makes a conscious decision not to over recruit at trainee level which means that retention levels for NQS remain consistently high."

Third year Trainee

DIVERSITY

"In terms of diversity, A&L Goodbody recognise that individuals with different experiences, backgrounds and attitudes bring different perspectives and ideas to the organisation."

Third year Trainee

SATISFACTION WITH WORK

“My team are very good at ensuring the trainee is involved in the transaction in a meaningful way. I have good client interaction, a lot of responsibility in drafting documents and liaising with the various parties.”

Second year Trainee

PRO BONO

“The firm has a very strong track record in relation to pro bono projects and has been nominated/won numerous corporate awards for the programme. Employees at all levels are highly encouraged to get involved in some aspect of pro bono work.”

First year Trainee

SALARY

“The firm takes the salary of its trainees very seriously and ensures it is at the top of the market in terms of pay package offered.”

Second year Trainee

INFORMAL TRAINING & MENTORING

“My partners have been extremely accessible and approachable in terms of gaining context around the transactions I have been involved in. I receive regular performance feedback and recognition when I have worked diligently.”

First year Trainee



@ALG_LawStart

Keep
up-to-date



algoodbody



A&LG LawStart App



/ALGtrainees

CONTACT US

For further queries regarding the Trainee Solicitor Programme please contact:



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E: ccollier@algoodbody.com



Send us a private message
through Facebook or Twitter

www.algoodbody.com/trainees