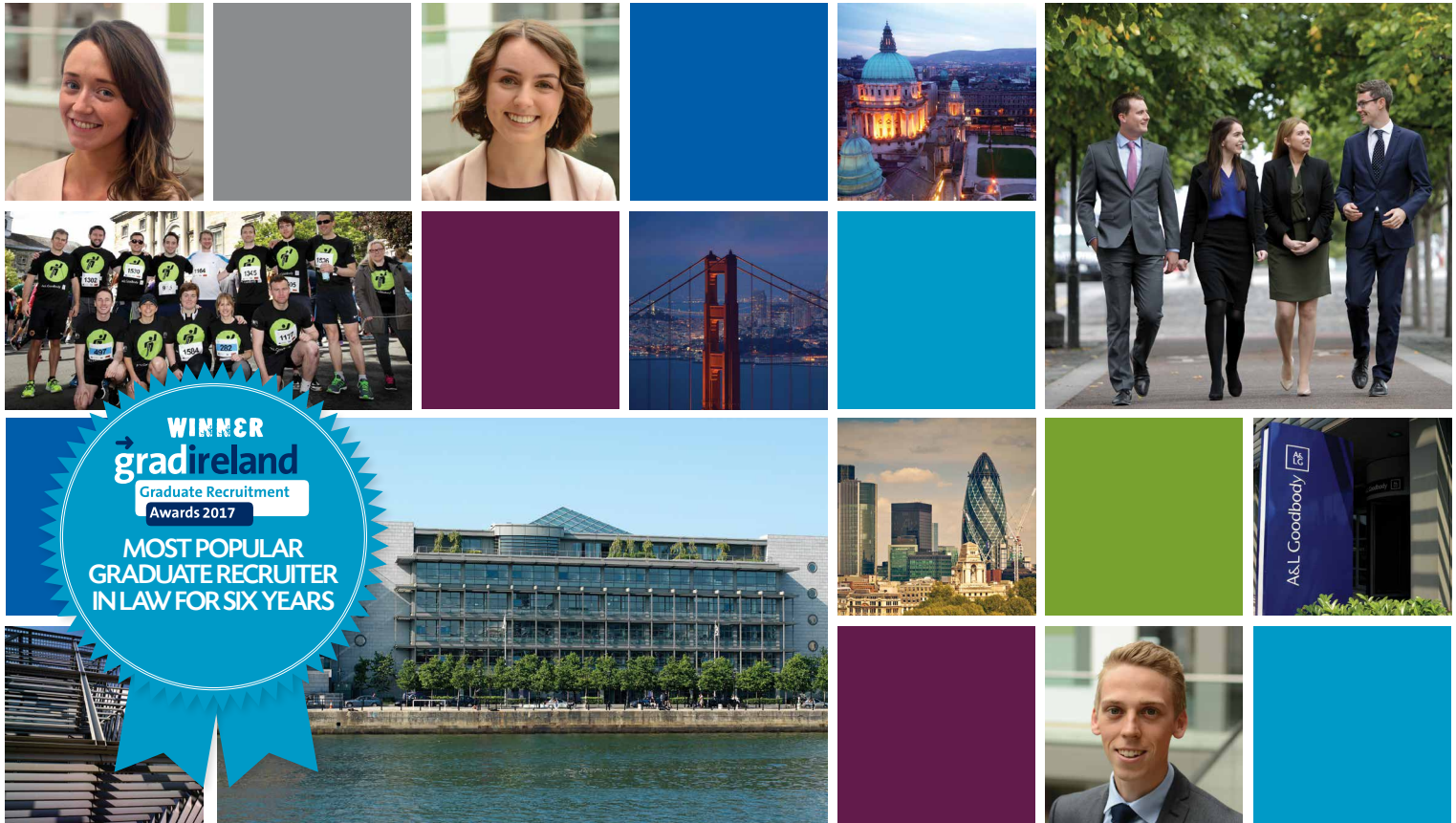
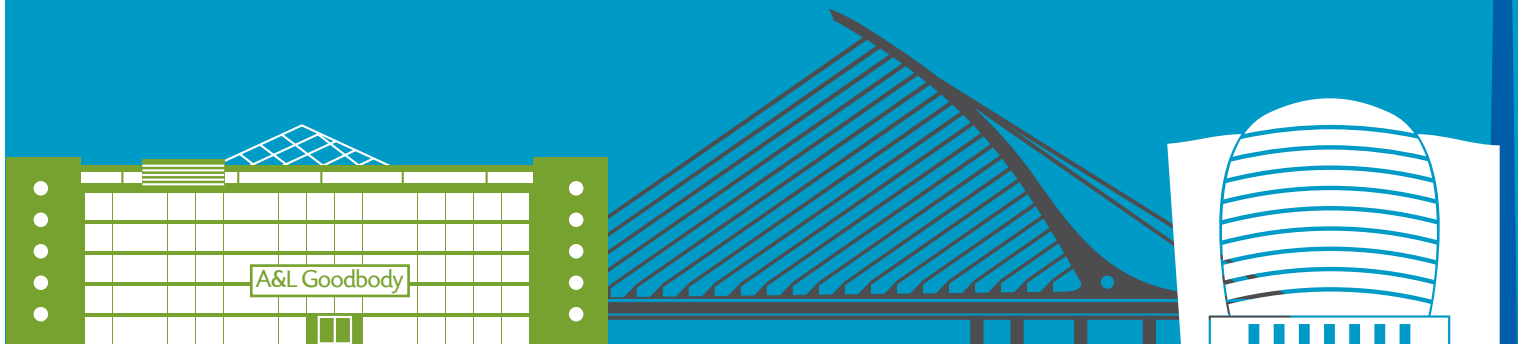


TRAINEE SOLICITOR PROGRAMME



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



YOUR CAREER JOURNEY

As a Trainee Solicitor at A&L Goodbody, you are guided every step of the way as you embark on your legal career with top tier, market leading lawyers. Throughout your training contract, your on-the-job training is fully supported by a structured Trainee Development Programme. This enables you to develop the skill set and commercial acumen you need to become one of the next generation of top international lawyers.

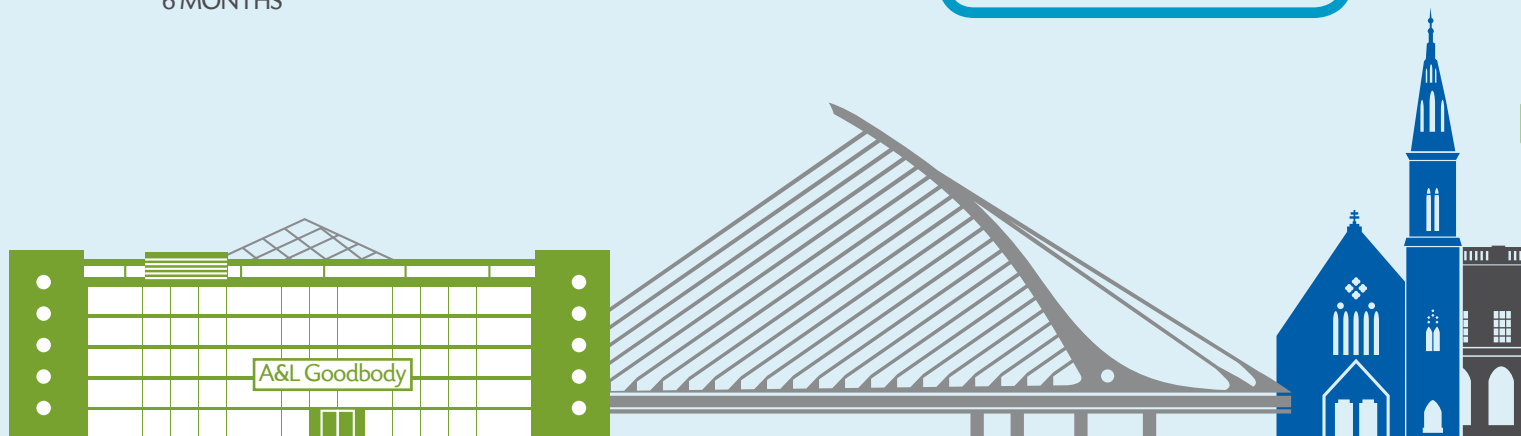
TRAINING CONTRACT
OFFICIAL START DATE
APRIL

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

LAW SOCIETY FOR
PROFESSIONAL PRACTICE
COURSE
(PPC II)
3 MONTHS





Ronan Lyons & Niamh Ryan

Partners with responsibility for Trainee Solicitor Programme

"At A&L Goodbody, we see our Trainees Solicitors as the next generation of the Firm's lawyers and Partners. Our commitment is to provide you, as a Trainee Solicitor, with the legal and business grounding you need to become an excellent corporate lawyer. As a Trainee Solicitor with A&L Goodbody, you will be working alongside our top corporate lawyers across a range of legal practice areas, all of whom are experts in their field. Your talent and ambition will be fully nurtured and developed so that you will become the best lawyer you can be and a top adviser to our clients".

IN-OFFICE
TRAINING

SEAT 4

5 MONTHS

QUALIFICATION
DECEMBER



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 91 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 and 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



EMPLOYEES

91

PARTNERS

30+

TRAINEES HIRED
EACH YEAR



PRESENCE IN 6
INTERNATIONAL OFFICES



SPECIALIST
LEGAL AREAS

OVER
€3m

WORTH OF PRO BONO
LEGAL ADVICE SINCE 2013



6 YEARS

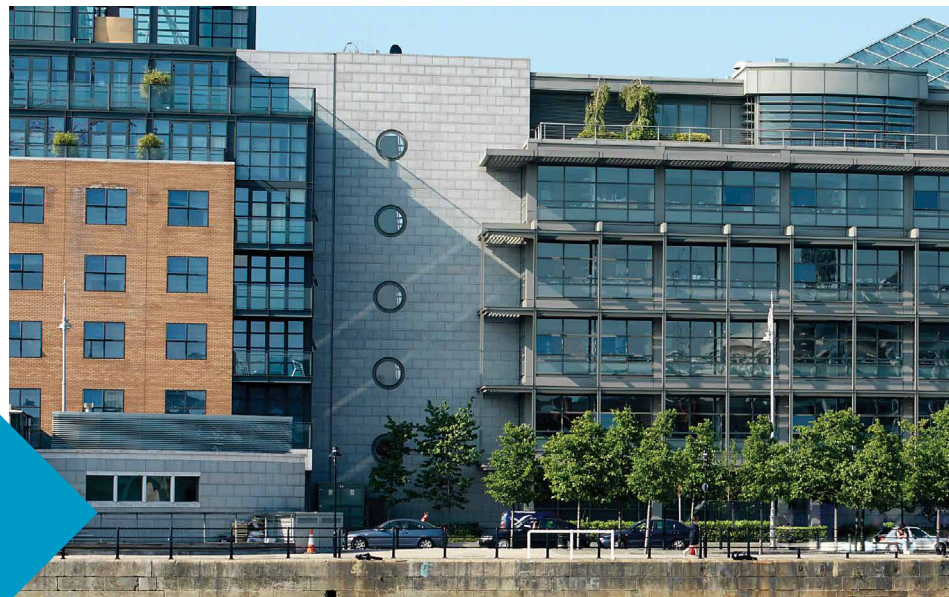
VOTED 'BEST GRADUATE
RECRUITER IN LAW'

WHY A&L GOODBODY?

Our ambition is to be our clients’ best advisers and that is what we train you to become. We see our Trainee Solicitors as the future of our Firm and we invest significant time, care and attention in 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 the recipient of the gradireland award for ‘Most Popular Graduate Recruiter in Law’ for the past six years.

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 specialising in 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, such as EU & Competition, Restructuring & Insolvency, Energy, Environment, and Intellectual Property & Technology. You will also have the opportunity to work in some of 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.



ENDA KERIN

1st Year Trainee,
Bachelor of Civil Law (Law and
French), University College Cork

"At A&L Goodbody, a holistic approach to training is adopted with top-class on-the-job training complementing practical, formal learning. This enables Trainees to develop the skills necessary to become leading international corporate lawyers.

From our initial induction week to our weekly Trainee Development Programme sessions, we learn how every team and department in the Firm interacts with each other. We also have extensive resources at our disposal that we can turn to when faced with the most challenging legal issues. I found this support invaluable in my transition from university to life to the workplace".





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:



AMY EUSTACE

2nd Year Trainee
Bachelor of Civil Law
University College Dublin

"After attending my first Professional Practice course, I began my second rotation - a client secondment in London, working in the Asset Management arm of an international bank. My secondment has given me a great opportunity to understand the needs and expectations our clients have of their lawyers. It has provided me with valuable experience in making decisions which are driven by both legal and business considerations. I have also had the opportunity to develop a strong relationship with one of the Firm's key clients and of course a wonderful time getting to know a new city.

The chance to work in a law firm with an international focus was one area that drew me to A&L Goodbody".

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 our Trainee Solicitors 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.



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 Development 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 have the personality and disposition to become top class corporate lawyers. The following are the attributes we believe make the most successful lawyers:

- ☑ Intellectual Ability, Judgement & Commercial Awareness
- ☑ Ability to Build Relationships
- ☑ Commitment to a Career in Corporate Law
- ☑ Motivation & Initiative
- ☑ Effective Communication
- ☑ Resilience

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.

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.



JO KANE

1st Year Trainee
BA European Studies, Trinity
College Dublin

Postgraduate Diploma in Law,
Dublin Institute of Technology

“My undergraduate degree was very broad, covering several disciplines. Therefore moving into law was an opportunity for me to focus and develop my skills in a more specific area, and work in a field that is both challenging and constantly evolving.

My advice to anyone considering law from a non-legal background, is to play to your strengths. Take a look at the relevant skills and qualities you have and how transferable they are to a career in law. There are plenty of people within the Firm who moved into law from another area, so there is no reason to feel you can't or shouldn't apply”.

RESPONSIBLE BUSINESS

As a Trainee Solicitor you will have the opportunity to get involved in our Community Programme called ‘Step Up’ which forms part of our overall Responsible Business Strategy. 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 have the opportunity to use your legal skills to support charities and not-for-profit organisations through our pro bono programme.

DIVERSITY & INCLUSION

As part of the Firm's commitment to equality and fostering a culture of inclusion, we established a Diversity & Inclusion Group which meets regularly to consider different aspects of diversity including disability, sexual orientation, gender, family status, ethnicity and age, with a view to ultimately ensuring that A&L Goodbody's policies and practices match its commitment to equality and inclusion. The Firm's current focus is on the areas of gender, sexual orientation, social mobility and mental health.

INNOVATION

Future Focus

At A&L Goodbody we are always looking at what is trending in business. In particular we are known for our innovative legal work and for our commitment to technology. We are proud to have been named ‘Ireland's Most Innovative Law Firm’ by the Financial Times three times in the last four years.



**INNOVATIVE
LAWYERS2016**

A&L Goodbody Bold Ideas 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 Bold Ideas Student Innovation Award which has been running for the last six 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
- A&LG Choir
- 5-a-side soccer team
- Lip Sync Battle



THOMAS O'DONNELL

Newly Qualified Solicitor
Bachelor of Civil Law
International, University
College Dublin

LLM in Competition Law,
Kings College, London

"A&LG ensures that the transition from Trainee to Newly Qualified Solicitor (NQS) is as seamless as possible, by providing the essential training that you need when you qualify. As a NQS we have already participated in a number of specialised training days which included a series of well-constructed role plays, simulating some of the more difficult scenarios that a NQS may encounter. The opportunity to experience these scenarios with Partners and real clients is both practical and really helpful.

The training is very structured and enables you to quickly adjust to your new role."

→ 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

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

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

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

 /ALGtrainees

 algoodbody

 @ALG_LawStart



A&L Goodbody

Get all the latest on our Trainee Programme by following us on Facebook, Twitter and Snapchat. [#DontMissOut](#)



 Like  Comment  Share



CONTACT US

For further queries regarding the Trainee Solicitor Programme please contact:



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Send us a private message
through Facebook or Twitter

www.algoodbody.com/trainees