

A&L Goodbody

YOUR FUTURE WITH US

 **gradireland**
Graduate Recruitment
Awards 2021

Voted 'Most popular
graduate recruiter in law'
10 years running

Who we are



Work with the best

At A&L Goodbody (ALG) Northern Ireland, we work with the world's top multinationals, financial institutions, entrepreneurs and investors. Our client work 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.

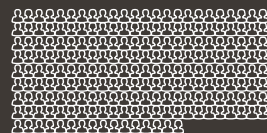
A selection of our clients include:



Brendan Fox, Louise Bailey & Christopher Jessup

Partners with responsibility for Trainee Solicitor Programme

"At ALG our Trainee Solicitor Programme offers the opportunity to be an integral part of our service delivery to clients. You will work alongside our top corporate lawyers, who are experts in their field, working on the most complex and challenging of transactions. We are committed to providing you the support, experience and guidance you need to thrive as a future lawyer. We will work closely with you to nurture your unique skills, talent and ambition to become the best lawyer you can be."



120

Total number of employees



17

Partners



6

International offices



100

Established 100 years ago by Alfred and Lewis Goodbody



8-10

Trainees hired each year



10 years

Voted best graduate recruiter for 10 years

Our programmes

 Summer Intern Programme 30-40 Places up to 1 week	 Trainee Solicitor Programme 8-10 Trainee solicitors hired each year 2 years
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At ALG Northern Ireland we offer two programmes, which give you the opportunity to experience life in a corporate law firm - whether you're curious to know if a career in corporate law is for you or you've made your mind up that it is!

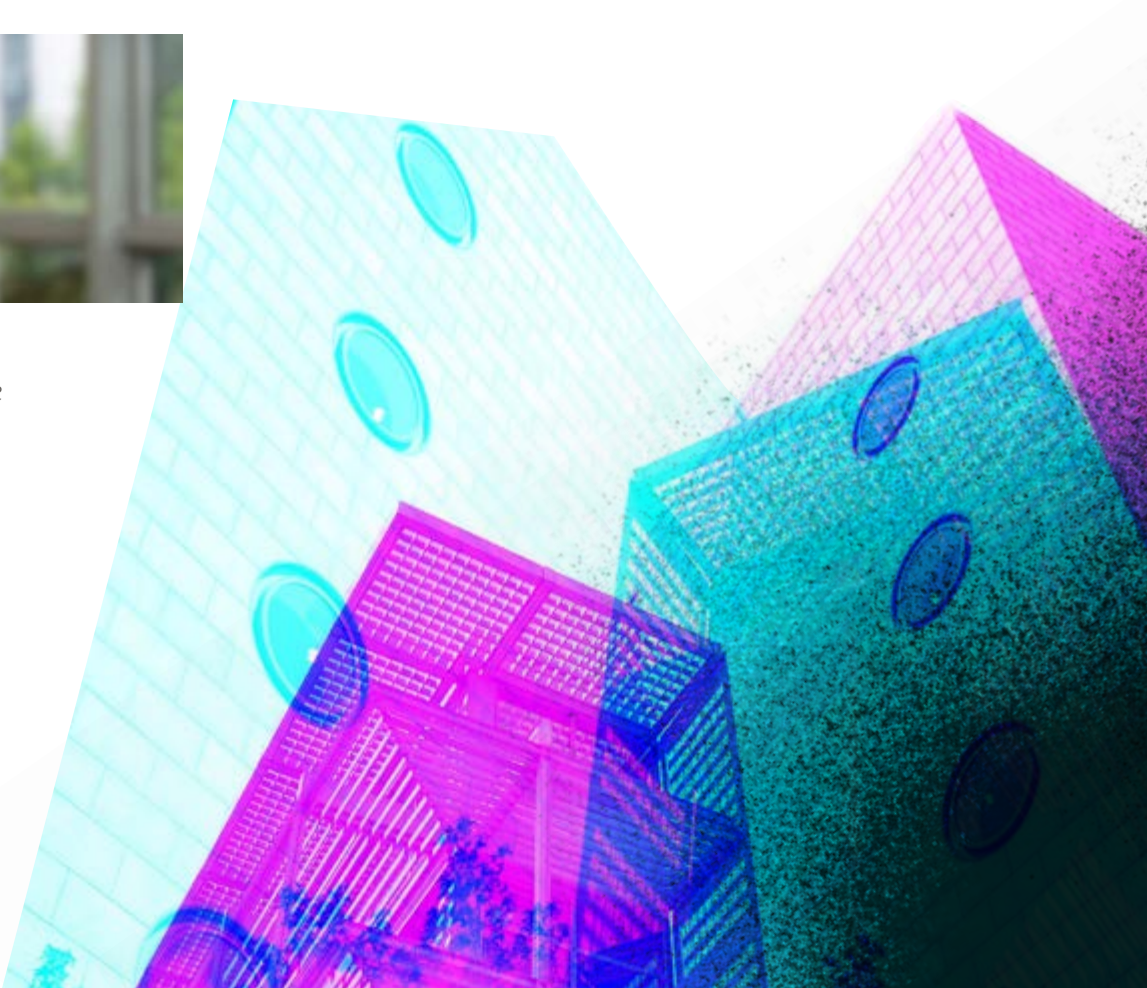
Our Summer Intern Programme gives undergraduates a realistic job preview before accepting a position on our Trainee Solicitor Programme.

We see our trainee solicitors as key future members and leaders of the firm. Our trainee solicitors and summer interns assist us in successfully delivering for our clients, time and time again.

"Trainee solicitors are an integral part of our team, there is a key focus on development throughout your traineeship"



Michael Neill,
Head of Belfast office



Trainee Solicitor Programme

Programme
duration
2 years

As a trainee solicitor with ALG you will have the best possible start to your career as a lawyer. As you progress, we work with you to develop your own personal career path. You can expect to receive excellent training in the practical application of the law, from the moment you begin your career with us. We invest in your ongoing development as a lawyer and as a trusted business advisor, giving you the support and opportunity to develop your full potential.

Developing your legal career

The foundation of our success as a firm is attracting great people and developing them into brilliant lawyers. We place a strong emphasis on your development, throughout your career with the firm. We provide a programme of development for each career stage, enabling everyone at ALG to be the best at what they do.

ALG School of Business & Law

In 2017 we launched the ALG School of Business and Law. Our school provides an integrated development programme for every stage of your legal career at ALG – from trainee solicitor to partner. Each programme builds technical legal skills alongside executive business skills. Experienced lawyers work alongside external experts to develop and deliver practical and business-focussed training. Together we have developed a bespoke programme which is fully accredited to masters level.

Escalate is the firm's two year programme for trainee solicitors and is the first stage of your career development with the firm.



TANYA SURGEON
Trainee 2014
Associate, Restructuring & Insolvency

"I was delighted be offered a training contract with ALG in 2014. Its status as a full-service, all-island law firm distinguished ALG from other opportunities in the Belfast legal market.

Our approach to rotating all trainees through the core areas of the firm allows each individual to attain a solid understanding of litigious, transactional and advisory work. My first rotation was in the firm's Restructuring & Insolvency team where I ultimately qualified in 2016, so you might say that those early days had a lasting impression on me.

ALG's reputation as the top graduate recruiter in law for the last decade (gradIreland) demonstrates how we consistently attract the best talent in Ireland year on year. Collaboration between our Dublin, Belfast, London and US offices means that we act for international clients on landmark transactions and cases which have a lasting impact in our local market.

There is something for everyone at ALG, where we foster an environment of collaboration, respect and excellence in everything that we do."

Escalate programme

As a trainee solicitor at ALG, you are encouraged to own your development and maximise your opportunities. We know that being an excellent lawyer means more than just knowing the law. Our Escalate programme supports your development as a trainee solicitor and enables you to develop the legal, business, people and communication skills you need to be a successful corporate lawyer. In each year of your traineeship you will build and practice your skills in these areas.



Practice

As a trainee solicitor you will complete a range of seats in our specialist practice areas.

This gives you the opportunity to learn through practice, discover where your interests lie and what you are really good at. Our range of specialist practice areas enable us to provide you with a degree of flexibility. The area of law you practice when you qualify will not be decided until you complete the Trainee Solicitor Programme.

Our open plan office gives you the opportunity to develop your commercial awareness and learn from different working styles from a range of individuals.

Core programme

In each seat you will participate in training sessions designed specifically for trainee solicitors, in a formal training environment. These include department specific workshops, practice group insights, core legal development training, commercial awareness, advocacy and other legal and business skills. This training is delivered by partners and experienced lawyers in the firm, in conjunction with our talent and knowledge teams. The focus is on practical, hands-on learning through a combination of workshops, seminars and projects.

Mentoring and feedback

Feedback is an integral part of your development at ALG. Our approach is friendly, we are always ready to answer questions and we actively encourage you to ask them. Assessment is both formal and informal and is a valuable opportunity to discuss your progress and areas of development you would like to focus on.

In addition, you are paired with a guide throughout your traineeship. Guides are junior solicitors and act as a 'go to' person to help you get the most from your traineeship. They have recently completed traineeship themselves and can help you with both technical and non-technical questions, as you navigate the traineeship journey.



SAM CORBETT
Trainee 2008 - Partner 2019

I started my career as a trainee with ALG in 2008 and was made a partner in 2019. During my training contract I worked in the Litigation, Corporate and Property departments but importantly for my career, I spent 8 months on secondment in ALG's Dublin office working in the Litigation and Restructuring & Insolvency (R&I) departments.

The entire training contract for me was a steep learning process but one in which I felt supported at every stage. The ALG training gave me the grounding and confidence to take the opportunities that came my way.

I always knew that I wanted to work in contentious law and when I qualified I joined the Litigation department, focusing on R&I work. The team has grown significantly over the last 10 years into one of the largest litigation departments in Northern Ireland. I am very proud to have been involved in developing the practice.

What we offer

Our benefits package provides you with a range of financial benefits, facilities and services to help you develop a truly satisfying career with ALG.

Health and wellbeing

- Contribution towards private health cash plan
- Wellness and employee assistance programme
- Enhanced maternity/paternity and adoptive leave
- VDU eye testing and contribution towards eye sight testing and glasses/contact lenses
- Annual flu injection
- Daily yoga / pilates classes
- Healthcare plan

Financial benefits

- Competitive market salary
- Full salary paid whether training via the Institute of Professional and Legal Studies (IPLS)/Solicitors Qualifying Examination (SQE) or Legal Practice Course (LPC)
- All Law Society fees paid during traineeship
- Discretionary Christmas bonus
- Contribution to Personal Retirement Savings Account
- Conveyancing fees reimbursement
- Life Insurance

Professional development

- Escalate programme
- Award-winning Knowledge Department
- Assessment and feedback throughout your career with us
- Career development and mapping
- Continuing professional development

Lifestyle

- Flexible working policy (on qualification)
- 20 days annual leave per annum, increasing with length of service
- Unpaid leave
- Discretionary 3-5 days per annum additional holidays during Christmas and Easter breaks
- Dry cleaning drop off and collect facility
- Dress down days
- Canteen area, pool table, table tennis, yoga and art classes
- Sports & Social clubs and events

Summer Intern Programme

Programme duration
up to 1 week

All summer interns work in rotation within one of our main departments: Corporate and M&A, Litigation & Dispute Resolution, Finance and Commercial Property.

By the end of your internship, you will have a full appreciation of the work that we do, who our clients are and the role of the trainee solicitor.

"Summer Intern Programme is a fantastic way to experience the work and culture of ALG. Attending ALG confirmed that I wanted to become a lawyer."

Lauren McCollum
Trainee Solicitor 2018
Corporate Solicitor 2020





Life at ALG

“ALG promotes teamwork at every level, I immediately felt part of the team and supported in my personal and professional development.”



Kourosh Abelehkoob
Trainee Solicitor 2018
Litigation Solicitor 2020

Culture, diversity & inclusion

OUR DIVERSITY & INCLUSION PRINCIPLES

BE KIND

I treat everyone with kindness and respect in a fair and consistent way.
I appreciate and value the contribution all my colleagues make to our firm.

BE CURIOUS

I ask questions, listen carefully and grow my knowledge and understanding of other people's experiences.
I seek out and am open to different perspectives.

BE BRAVE

I challenge myself and others to be inclusive in a respectful way.
I have courageous conversations to promote inclusion.

BE ACCOUNTABLE

I act with positive intent and take personal responsibility for my actions.
I take time to consider the impact of my behaviour before I act.

Different identities, shared visions

At ALG, we are committed to creating an inclusive culture where everyone can be themselves and has the opportunity to achieve their full potential. Irrespective of gender, sexual orientation, ethnic or social background, everyone in the firm is treated with respect, fairness and integrity. We celebrate diverse thinking by creating a culture where all of our employees are encouraged to draw upon their unique backgrounds, interests and viewpoints.

Our Diversity & Inclusion (D&I) group created the firm's first D&I strategy which focuses on gender, sexuality, social mobility and disability.

Our D&I guiding principles ensure our culture creates a culture of inclusivity and belonging.



DIVERSITY COMMITTEE

Greg Martin
Diversity Partner

"We celebrate, respect and value our diversity and recognise the contribution that everyone makes to the success of our firm."

Innovation

Our client technology strategy is to proactively exploit technology for the benefit of our clients. Our employees are integral to achieving our goals of efficiency and innovation across the firm.

The adoption and use of Legal Technology

We foster a culture of technology and innovation through empowering people.

The adoption of legal technology as a means of enhancing the firm's working practices for the benefit of clients is a key focus for the Belfast office. With the assistance of the Client Tech team, technology products and initiatives have been identified and incorporated into many practice areas, some of which have been generated from employees themselves. Some initiatives include the use of Relativity for e-discovery and project management and automation tools for contract management.



"Technology is changing the way in which legal services are delivered. At ALG, employees are encouraged to think innovatively in order to identify more efficient ways of providing services to meet client demands"

Áine Hughes
Associate Belfast



Social scene

Summer BBQ

Christmas party

Calcutta Run

Tag rugby team

Golf outings

Art classes

ALG Choir

Team away days

Inter-office football,
tennis & cricket games



“The firm has a wide range of social activities for everyone to get involved in, with a committee who are dedicated to planning events throughout the year. The firm encourages everyone to attend these events and it's a great way to get to know others within the firm and catch up with peers in a relaxed and informal environment. This is an important feature of our collaborative culture.”



Victoria Taylor
Associate, Banking



How to apply

To apply for a position on the programme that suits you, visit our website www.algoodbody.com/careers/trainees-interns to complete and submit your online application.

The stages of our application process are outlined here. Specific timelines for this year's recruitment process are available on our website.

	<div></div> <div>Summer Intern Programme</div> <div>30-40</div> <div>up to 1 week</div>	<div></div> <div>Trainee Solicitor Programme</div> <div>8-10</div> <div>2 years</div>
Application	✓	✓
Stage 1		✓
Stage 2	✓	✓
Offer	✓	✓
Accept	✓	✓

Contact us



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graduate recruiter in law'**
10 years running

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