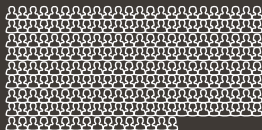




A&L Goodbody

**Your
career
in law**

Who we are



120

Total number of employees



15

Partners



6

International offices

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

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."



100

Established 100 years ago by
Alfred and Lewis Goodbody



6-10

Trainees hired
each year



8 years

Voted best graduate
recruiter for 8 years

Our programmes



Summer Intern Programme

30-40

Places

1 week



Trainee Solicitor Programme

6-10

Trainee solicitors
hired each year

2 years

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"

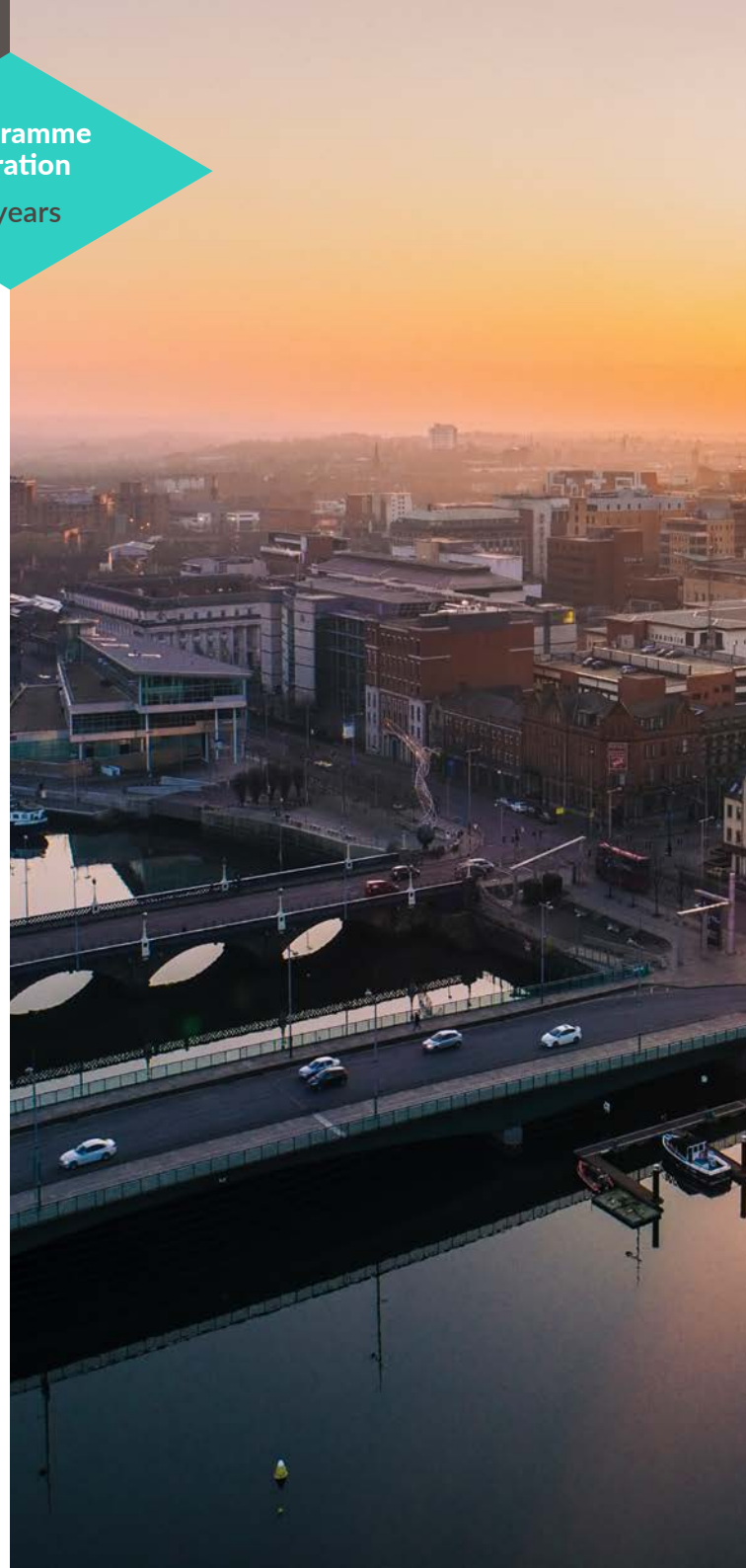
Michael Neill, Head of Belfast office

Programme
duration

2 years

Trainee Solicitor Programme

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.



EMMIE ELLISON

Trainee 2016
Solicitor, Employment

“I was very excited to embark upon my training contract with ALG. As a trainee solicitor you are given responsibility from the outset through being involved in a number of high level corporate transactions and litigation matters.

At ALG you have the benefit of rotating departments within the firm. This facilitates for a solid grounding in many areas of commercial law. Every department has away days which allows each trainee to feel welcome and get to know everyone across the firm. At ALG all the hard work pays off with the social committee planning regular events and department nights out. Life as a trainee at ALG is extremely rewarding.”

Escalate programme

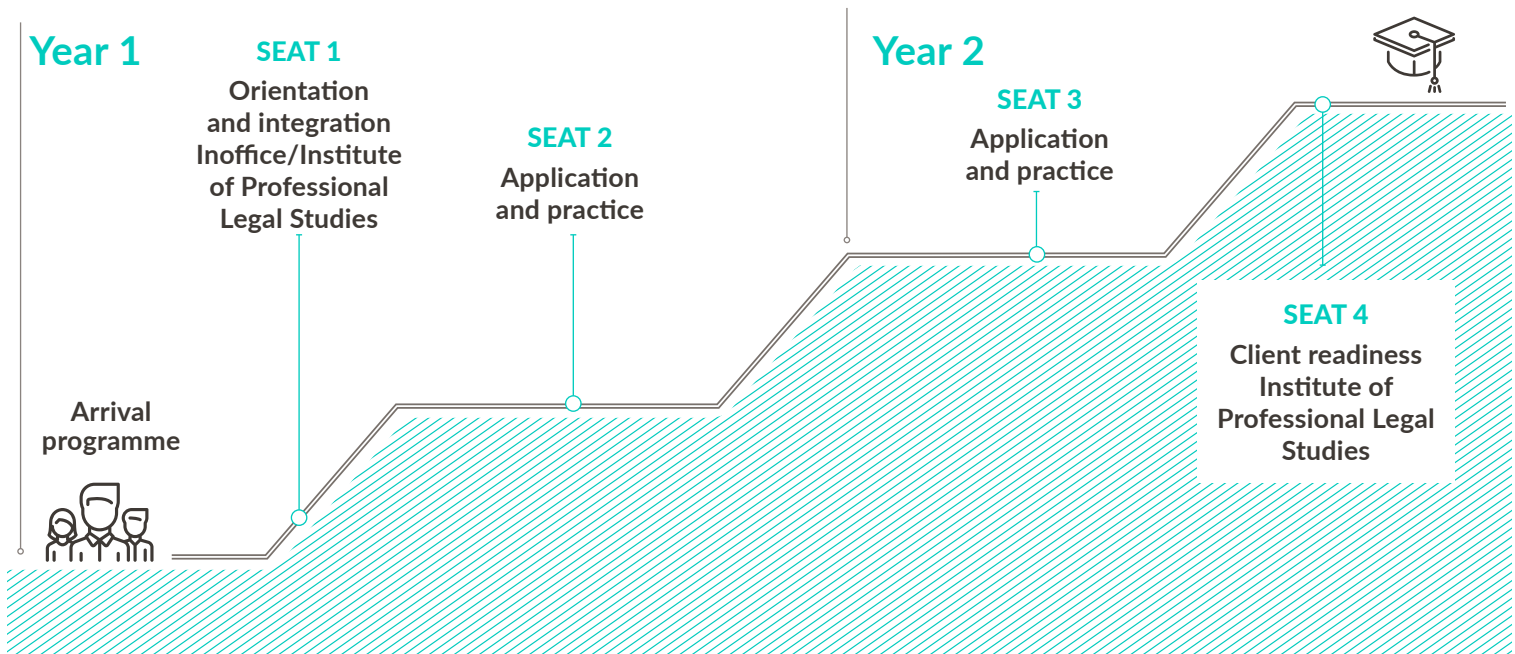
As a trainee solicitor at ALG, you are encouraged to own your development and maximise your opportunities. We know that being an excellent lawyer means more than just knowing the law. Our Escalate programme supports your development as a trainee solicitor and enables you to develop the legal, business, 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 four seats in our main departments – Litigation & Dispute Resolution, Corporate and M&A, Finance and Commercial Property.

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

A&L Goodbody offers one of the most attractive salary and benefits packages available in the marketplace. Our package provides you with a range of financial benefits, facilities and services to help you develop a truly satisfying career with ALG.

Financial benefits

- Top of the market salary
- Full salary paid whilst at the Institute of Professional and Legal Studies (IPLS)
- 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

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

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

Programme
duration

1 week

Summer Intern Programme

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
Summer Intern 2018





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 Belfast
Bachelor of Law, University of Manchester

Culture, diversity & inclusion

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.



DIVERSITY COMMITTEE

Tracy Schofield
Diversity Partner

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

Innovation

Ireland's Most Innovative Law Firm

In 2018, ALG was officially named Ireland's 'Most Innovative Law Firm' by the *Financial Times*. This prestigious award reflects our commitment to a culture of innovation and the development of brilliant lawyers.

We were honoured for our dedication to using technology to deliver innovative client solutions as well as our unique approach to the learning and development of ALG lawyers through the ALG School of Business and Law.



ALGORITHM

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

In 2018, ALG launched a firmwide Client Tech competition called ALGORITHM. ALG employees were given the opportunity to come up with a technology idea that would enhance the firm's working practices for the benefit of our clients. The winning team would see their idea brought to life.

Up to 75 teams entered ALGORITHM from our Belfast, London and Dublin offices.

After a Dragon's Den style competition finale, the 2018 winning team was announced - Áine Hughes, Jennifer Brannigan and Hannah Boyd (pictured), the Legal-IT-ies, from the Belfast office. Their idea to implement a case management system for enforcement workflow will be rolled out in ALG and will deliver significant benefit to the service we deliver to clients.



"ALG thrives on encouraging innovation in all areas of our business and we are delighted that we will get to see our idea implemented and rolled out across the firm."

Áine Hughes
Associate Belfast

Social scene

Summer BBQ

Christmas party

Calcutta Run

Tag rugby team

Golf outings

Themed table quizzes

Art classes

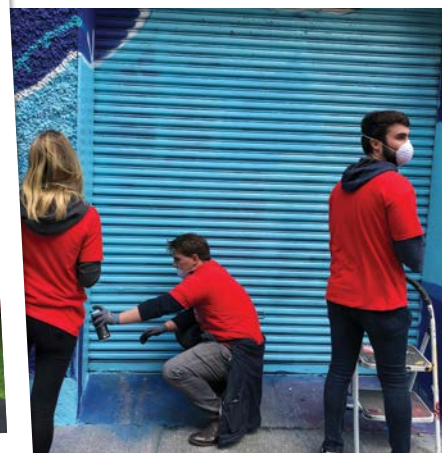
ALG Choir

5-a-side soccer team

Team away days

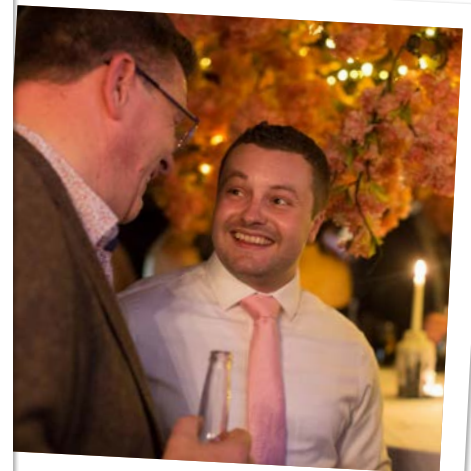
Strictly ALG

Inter-office football,
tennis & cricket games



“The firm encourages us to take part in the many and varied social and sporting events organised throughout the year. Events such as the summer BBQ, charity quiz and choir allow us to get to know each other in a fun and informal setting.”

Jill Gracey
Associate



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.



Summer Intern Programme

30-40

Places

1 week



Trainee Solicitor Programme

6-10

Hires

2 years

Application



Stage 1



Stage 2



Offer



Accept



Contact us



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