

A&L Goodbody

Solicitor Trainee Programme

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About the Trainee Programme

Now the real decision making starts. Real decisions about your career and your future. If you want to become a solicitor, the very best training will always stand to you and help you progress. Make the right decision. Decide you want the best out of a legal career and apply for a position as a Trainee Solicitor in A&L Goodbody.

A&L Goodbody's Trainee Programme is known and admired for many reasons, mainly because of the care and attention we invest in the development of our Trainee Solicitors. We show you how to apply your knowledge to commercial situations in a practical way. But there's more to a traineeship than learning about law. You will need to understand how business works and how to interact with clients. You will be encouraged to challenge yourself and to realise all your ambitions.

You won't get training like this anywhere else. With 78 Partners and a total of 570 staff, we offer the broadest range of commercial and specialist legal services in Ireland. Excellence, commercial savvy and a practical approach are hallmarks of our service. As a participant on our Trainee Programme you can expect to develop all these attributes, together with all the skills you need to get your career off to the right start. We are confident that our programme offers the best of everything to the right candidates.

Who We Are



“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. There's great satisfaction in working on business deals and corporate projects. Job satisfaction is as important to us as it is to you, which you'll find out while working as a Trainee Solicitor with A&L Goodbody.”

Julian Yarr, Managing Partner

A&L Goodbody is one of Northern Ireland's most successful law firms with an extensive and top class client list, representing household names and international blue chip corporations. We offer breadth and depth of experience across every facet of business law, providing the full range of specialist services across the island of Ireland.

We also have an international outlook, with offices in Dublin, London, New York and Palo Alto. The Firm boasts a superb working environment, which reflects an atmosphere of achievement and excellence. First class information technology, knowledge systems and a knowledge centre allow you to thrive as a Trainee within the Firm.

For more about us and our culture and values, please go to www.algoodbody.com

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As a Trainee Solicitor

As a Trainee Solicitor you'll 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 Programme is designed to encourage and develop every person's unique qualities to the maximum.

As a Trainee Solicitor, you'll spend time in each of our main departments:

- Banking & Financial Services
- Mergers & Acquisitions and Corporate
- Commercial Property
- Employment
- Litigation & Dispute Resolution
- Restructuring & Insolvency.

In each department you'll work as part of a team with all the support, facilities and guidance you need to learn about that area of the law. We also have a range of specialist units focusing on particular areas of the law like Mergers & Acquisitions, EU & Competition, Energy, Environment and IP / IT to name but a few.

We have an ongoing Trainee Education Programme, with 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. We provide financial assistance and encourage all of our trainees to do further studies during their traineeship.

Training & 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 on-going development as a lawyer and trusted business adviser. In addition to the Law Society Professional Practices Courses which form part of your training contract, we use a combination of on-the-job experience, informal mentoring and participation in the structured training programmes available in the Firm's professional development framework.

Training Contract

A&L Goodbody is recognised as a training establishment with the law society of Northern Ireland and The Law Society of England and Wales. As such we are one of the few firms in Northern Ireland which is an accredited provider of training to LPC candidates as well as those attending the IPLS at Queens University Belfast or the University of Ulster.

The Package

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

Financial Benefits

- Top of the market salary
- Full salary paid while at IPLS
- Exam bonuses
- All Law Society fees paid during traineeship
- Discretionary Christmas bonus
- Life assurance
- Conveyancing service

Professional Development

- Assessment and feedback throughout your career with us
- Career development and mapping (following qualification)
- Award-winning Knowledge department
- Continuing professional development
- Training and development programme

Holidays

- Trainees receive 20 days holidays plus public holidays per annum and this increases with length of service up to and including 27 days per annum after 7 years service

Health and Well-being

- Contribution towards private health insurance
- Wellness and employee assistance programme
- Paid maternity/paternity
- Long term sickness policy
- VDU eye testing
- Contribution towards eye sight testing and glasses/contact lenses

Lifestyle

- Flexible working policy (on qualification)
- Unpaid leave

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Social Scene at A&L Goodbody

Apart from working hard, we like to enjoy ourselves, be it at the end of a busy day or week or to celebrate at the end of a deal. The Firm's social committee, which draws its members from all of the Firm's departments, organises a number of events throughout the year. Employees participate in Firm wide social and cultural activities as well as a number of sporting events.

We also have team and departmental lunches, get-togethers and away days, which allow us to spend a little time with our colleagues outside of the work environment.

We encourage new employees to get involved in the Firm's social life and to participate in everything the Firm has to offer. Some of our social activities include:

- Summer Barbecue
- Christmas Party
- Themed table quizzes
- Theatre & Karaoke nights
- Cinema trips
- Karting
- Paintball & Clay pigeon shooting
- Calcutta Run
- Golf outings
- Surfing weekends
- Hill walking
- Inter-office football, tennis & cricket games
- 5-a-side soccer team
- Tag rugby team

Life and Work After Training

As your training progresses, you'll begin to identify your own personal career path. You'll have received the very best training available. That will always stand to you. If you choose to work here you will come to appreciate the opportunities it presents.



“...an A&L Goodbody trainee will be exposed, from day one, to some of the most challenging and stimulating commercial legal work in the country. You will be given all the support needed to develop a reputation as a specialist in your chosen area of law.”

Gareth Walls, Partner with responsibility for Solicitor Trainee Programme

You won't be assigned to any of our departments until after your training is completed. This gives you the opportunity to pursue your chosen career path. The range of specialist services offered by the Firm enables us to provide a degree of flexibility to Trainee Solicitors and newly qualified solicitors.

We think that says something about the atmosphere here. We'll show you how we focus on the crux of every issue on which we are instructed in order to see the bigger picture. This is perhaps the most important skill we can teach you and you will not get this focus anywhere else.

It's the mark of an A&L Goodbody solicitor.

The Application Process

What we're looking for

All applicants must be either final year law degree students, post graduates or have successfully obtained a third level qualifying degree.

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 a top class lawyer. We also look for evidence of the following attributes:

- Ambition & Commitment
- Teamwork
- Problem Solving
- Effective Communication
- Commercial Awareness
- Adaptability
- Future Leadership

How do I apply?

To apply for a position on our Trainee Programme please go to our website, www.algoodbody.com, to complete and submit your online application. The stages of our application process are outlined below. Timelines for this year's recruitment process are available on our website.

Stages in the Application Process

Stage 1	Application	Application forms available on our website
Stage 2	Selection for Interview	Our Trainee Solicitor Committee reviews all applications and selects candidates for interview.
Stage 3	Interview	Interviews for Trainee positions are held in our Belfast office.
Stage 4	Offer	Verbal and written offers are made to successful candidates.
Stage 5	Acceptance	Candidates confirm acceptance of offers.

For further queries regarding the Trainee Solicitor Programme please contact:

Gareth Walls

Partner with responsibility for Solicitor Trainee Programme
T: +44 28 9072 7402
E: gwalls@algoodbody.com

Visit us at www.algoodbody.com/trainees

Clodagh Collier

Trainee and Intern Programme Manager
T: +353 1 649 2273
E: ccollier@algoodbody.com

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Participant Feedback



Aisling Owens

Newly Qualified Solicitor, LLB law (Liverpool John Moores University)

“The apprenticeship programme is well structured providing you with a strong foundation upon qualification. At A&L Goodbody you work with individuals who are at the top of their profession and as their trainee you are exposed to excellent work. My secondment opportunity in our Dublin office was a particular highlight.”



Sinead Mitchell

Second Year Trainee, BCL Int. and LLM Commercial (UCD)

“A&L Goodbody has a positive, constructive and friendly atmosphere. There is a continuous learning process. Doing your traineeship as part of a large group of Trainees also means that you have a ready-made circle of friends and plenty of people to turn to with questions. The diversity of work in the Firm allows every Trainee to gain an understanding of a variety of areas of practice and helps you to carve a career path that suits you.”



Andrew Kennedy

First Year Trainee, BA (Mod.) Joint Honours Business and Political Science (Trinity College Dublin)

“The Trainee Education Programme comprises of weekly talks which are given by both lawyers and other trainees on topical legal issues. There is a large emphasis placed on your own learning and development by the firm throughout your traineeship. Trainees regularly attend workshops which prepare you for the work that you are exposed to throughout your seat. A&L Goodbody’s Trainee Programme really does enable you to develop the essential skills needed to become a top commercial lawyer, with Partners and solicitors training you continuously.”

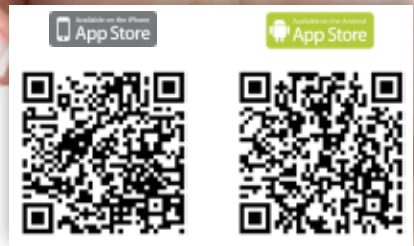


Lorna McLoughlin

First Year Trainee, BA in Applied Languages (French, German and Spanish) (University of Limerick); LLB (Trinity College Dublin)

“While a traineeship with A&L Goodbody will allow you to develop your legal skills to their fullest potential, the firm also encourages an active social life, with barbecues, tag rugby events, department lunches and evenings out being a regular occurrence! Although the trainees are drawn from a diverse range of ages, locations and study paths, we are an extremely close-knit group, with a “buddy system” ensuring that everybody integrates successfully into the Firm and has a friend and mentor from whom they can seek advice.”

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www.algoodbody.com/trainees

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