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COMPREHENSIVE CAREERS ADVICE AND JOBS FOR LEGAL SECTOR

LAW

2020
Edition

opportunities in Ireland,
north and south

further study advice

barristers and solicitors
careers

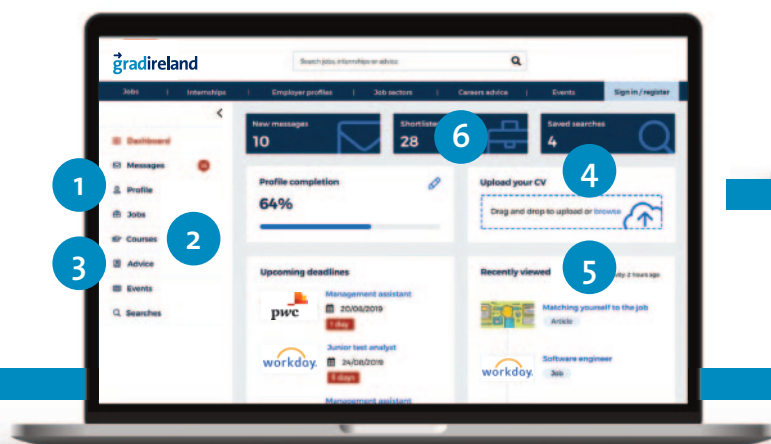
useful contacts

graduate profiles

the inside track on
getting into law



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6 Shortlisted jobs

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7 The Graduate Benchmark

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8 Recommendations

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gradireland Law 2020



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IBC = inside back cover

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Introducing your legal career

An international career

Once someone has obtained their legal qualification, it is possible for them to work in another jurisdiction. The easiest countries to do this are ones with similar legal systems, such as Great Britain, Australia, New Zealand and Canada. Some graduates opt to gain their professional practice in the US, through either the New York or California Bar Associations. They will then be qualified to practice in the state where they gained their experience. After a year of practising, they will also be eligible to practise in Ireland, provided they obtain a Certificate of Eligibility and sit the Qualified Lawyers Transfer Scheme. The EU Legal Services Directives allow legal practitioners qualified in one jurisdiction to practise in another EU state. Under one of the directives, lawyers can gain access to the local legal profession of an EU member country after three years' post-qualification practice experience. They will need to apply to have their qualifications recognised in another member state; most member states also have aptitude tests to allow for the mobility of lawyers. There are also opportunities for law graduates to work within one of the EU institutions, although proficiency in at least a second EU working language is a must. Law graduates without a practice qualification can apply through EPSO, the European Personnel Selection Office, for jobs in one of the EU institutions in areas such as administration, management, law, finance and economics. There are also opportunities for qualified legal practitioners with two to three years' post-qualifying experience.

A career in law

Law is a dynamic and stimulating profession with a varied range of career possibilities. After all, the law influences every aspect of our lives: business, finance, property, family and employment. While law is one of the most exciting career fields to be part of, it can be competitive: law degrees and follow-on professional qualification routes require high academic standards in order to secure a place. But for those interested in pursuing this career, the rewards are many if you enjoy challenges and are prepared to work hard.

The legal profession is divided into two professional practice areas: solicitor and barrister. There are also many opportunities for law graduates who do not wish to practise, as a law degree is well regarded by non-legal employers.

Legal careers in the Republic of Ireland

There are currently over 18,000 solicitors in the ROI, from latest figures from The Law Society of Ireland. Over 2,722 solicitors (according to latest data) transferred their practising licence from the UK to Ireland since the Brexit referendum of June 2016. There are also 2,300 (currently available figures) practising barristers in ROI. The numbers qualifying as solicitors and barristers in the Republic of Ireland have undergone a significant increase in recent years. Despite recent economic setbacks the legal profession remains strong, and the continued development of an increasingly complex economy means the legal system is evolving to meet its needs. New

specialist areas of law are emerging: intellectual property law is developing in response to the massive investment in research and development in science and technology, while continued breakthroughs in medicine and health have created a need for legal expertise in bioethics. Other growth areas include immigration law and human rights, EU law, family law and environmental law. The Irish-Language Bill 2007 has led to the establishment of a register of Irish-speaking legal practitioners in Ireland. There are increased and significant opportunities for competent bilingual graduates across a wide range of professional services in Ireland.

What if I don't have a law degree?

It is also possible for graduates from non-law disciplines to successfully pursue a professional practice qualification as a solicitor or barrister – see page 16 for some other ways to enter the profession.

Graduates without a law degree can work in administrative roles in legal practices as legal executives (legal professionals who usually specialise in a specific area of law), paralegals (qualified individuals who assist lawyers in their work) and clerical, administrative or

executive officers. In the Republic, these positions are relatively rare due to the amount of law graduates and recently qualified solicitors. In Northern Ireland several large firms have opened legal services divisions where there are more paralegal oriented roles. There are similar jobs available in the public sector, with the main employers including the Attorney General's Office, the Office of the Director of Public Prosecution and the Department of Justice & Equality.

Legal careers in Northern Ireland

The legal profession in Northern Ireland is divided into two distinct branches, the Bar (which comprises barristers) and the Law Society of Northern Ireland (which comprises solicitors). There are currently over 454 Barristers registered in the Barrister Directory of the Bar of Northern Ireland and more than 2,300 (currently available figures) solicitors currently practising.

Most solicitors will work in small to medium-sized private firms. There are approximately 550 firms of solicitors located across Northern Ireland, the majority of which provide general legal advice across all areas.

Most opportunities arise in small practices: almost 50 per cent of firms are single partner and less than 30 per cent of solicitors work in firms of five partners or more. Belfast has the largest number of firms of all sizes. Large practices comprising several specialised departments are few in number but are on the increase as the demand for corporate legal services grows.

In the last few years, there has been significant growth in the number of solicitors' firms in Northern Ireland. The number of practising barristers has doubled in the last 15 years.

Law graduates are in demand

The legal sector is currently experiencing a significant recruitment upturn, with speciality legal services very much in demand.



The past 18 months has seen a continuous improvement in the market for newcomers to the legal profession, or junior legal professionals. Over recent years, law firms have been aggressively seeking to obtain the best available talent. In particular demand, are commercial property lawyers and corporate mergers & acquisitions (M&A) lawyers, with demand also high for banking lawyers. Recent years have also seen a surge in opportunities for legal professionals involved in funds. Niche speciality opportunities are definitely on the increase; specialists in areas such as IP, derivatives, private equity, debt capital markets, energy, construction, pensions, competition and EU law have all been the focus of substantial recruitment efforts by large commercial firms.

Legal sector experts say that the traffic is not all one way, and that Irish firms perform well in terms of attraction and retention.

This represents an interesting divergence from the traditional four core legal disciplines of finance, litigation, real estate and corporate law. The reason is the low level of recruitment during the economic crisis, from 2009–2011. This has resulted in a sizeable skillset shortage in these areas, which is becoming apparent now that the economic recovery continues to gather pace.

Specialists in the area of legal recruitment also anticipate a 'significant' increase in construction law opportunities within larger law firms, particularly as there will be a deficit until more graduates train in that area.

The attraction of major global law firms in the UK, particularly in London, has meant that Irish employers have had to work harder to attract and retain talent. However, legal sector experts say that the traffic is not all one way, and that Irish firms perform well in terms of attraction and retention and that talented lawyers are returning to Ireland in sizeable numbers to take advantage of opportunities here.

The graduate view

A recent sector survey asked law graduates a question; if the decision was entirely your own, what would be your first choice of practice area upon qualification as a solicitor?

Responses varied according to the size of the firm. For respondents from small firms (less than 50 employees)

Specialists in the area of legal recruitment anticipate a 'significant' increase in construction law opportunities within larger law firms.

technology and IP law was the first choice practice area, with 22% expressing this preference ahead of the more traditional commercial law disciplines (14%). 18% wanted to qualify into general practice, with 16% wishing to practice in general civil litigation. Only 9% of respondents wished to qualify into family law and 9% wanted to go into commercial litigation.

Amongst trainees working in firms with between 50–300 employees, commercial litigation and banking law were the most popular choices, both at 19%. Amongst trainees working in the largest firms, with more than 300 employees, 27% of respondents would choose to qualify into commercial litigation, 17% into technology and IP law and 17% into banking law. A further 7% sought roles in corporate law and only 3% in real estate.

Opportunities in Northern Ireland

The region continues to generate graduates poised to thrive at the convergence of law and technology. Queen's University is home to the

UK's largest research Centre for Secure IT (CSIT) and an unparalleled research focus in the fields of data analytics and artificial intelligence through its Knowledge & Data Engineering Centre and its Centre for Statistical Science & Operational Research.

Ulster University is home to the Legal Innovation Centre – a collaboration between the School of Law and the School of Computing & Intelligent Systems. The first of its kind in the UK, the centre brings together research into the application and impact of new legal technology and opportunities for the education and training of current and future lawyers in essential legal tech skills. A core focus of the Legal Innovation Centre is research and development on computational law, which is a branch of legal informatics focused on the automation and mechanisation of legal analysis. Ulster University also is advancing the field of AI via its Artificial Intelligence Research Group and Intelligent Systems Research Centre.

Areas of work: solicitors

As a solicitor, you can enjoy varied work and the opportunity to specialise, along with a good starting salary and excellent long-term prospects.

Solicitors could be described as general practitioners of the law. Their role is to provide a broad service to individuals, families, businesses, large companies, corporations, and organisations and establishments of every nature. As consultants to their clients, they dispense legal advice and information; as executors and administrators, they process and implement legal procedures and transactions. The work is generally very varied. Some solicitors' firms will specialise in a few areas, while other practices will deal with every conceivable legal issue.

Solicitors' firms can range hugely in size, from one sole practitioner (rare) to very large international firms employing hundreds of legal practitioners. Larger firms are more likely to specialise, either in legal areas such as corporate mergers, acquisitions or tax, or in certain industry sectors such as IT, construction or banking. Smaller firms often work very much as general practitioners, dealing with family members, small business owners, farmers, property owners and so on.



Where can I work?

Qualified solicitors can find work in a variety of environments. The two fundamental choices are the public/state sector or the private/commercial sector.

In the Republic of Ireland, public sector employers include the Office of the Attorney General, which is made up of different offices: the Advisory Counsel, responsible for legal advice and consultation to all government departments and offices; the Office of the Parliamentary Counsel to the Government, responsible for drafting legislation and statute law revision; and the Chief State Solicitors Office, where solicitors who represent the Attorney and the State work. The Office of the Director of Public Prosecution also employs a team of solicitors. Occasional opportunities also arise with the Law Reform Commission and the Courts Service. Qualified solicitors can also work with the Legal Aid Board, which has law centres all over Ireland providing civil legal aid and a refugee legal service.

In Northern Ireland, the Public Prosecution Service employs approximately 165 solicitors as both Public Prosecutors and Senior Prosecutors, whose role it is to consider all files and cases submitted by the Police and government departments and decide and advise as to prosecution. Recruitment is via the local press and the Northern Ireland Civil Service Recruitment website.

There are also opportunities for solicitors in the Northern Ireland Courts Service and the Northern Ireland Legal Services Commission. Other organisations such as the Human Rights Commission employ legal officers.

Employment opportunities in the private sector are far more plentiful. The choices range from large to medium city-based firms to small firms in rural towns. Larger firms with a strong corporate/commercial focus – mostly Dublin-based – employ large numbers of solicitors. There are also jobs available for in-house company solicitors, mainly within multinational corporations.

Further information

- The Law Society of Ireland www.lawsociety.ie
- The Law Society of Northern Ireland www.lawsoc-ni.org
- Chief State Solicitor's Office www.csso.ie
- Office of the Director of Public Prosecutions www.dppireland.ie
- Office of the Attorney General www.attorneygeneral.ie
- Legal Aid Board www.legalaidboard.ie
- Public Prosecution Service (Northern Ireland) www.ppsni.gov.uk
- Northern Ireland Civil Service Recruitment website www.nicsrecruitment.gov.uk
- Northern Ireland Legal Services Commission www.nilsc.org.uk Public body responsible for the provision of publicly funded services in Northern Ireland
- British and Irish Legal Information Institute www.bailii.org Provides freely available public legal information
- www.legal.ie Directory of solicitors' firms and practice areas for all 32 counties
- The Council of Bars and Law Societies of Europe www.ccbe.org

Core activities

- Undertaking consultations with clients
- Advising clients on the law and how it may affect their case
- Researching and applying relevant points of law to solve clients' legal problems and needs
- Drafting legal documents to protect clients' interests.
- Briefing barristers to represent clients in court or appear in court on behalf of clients.

Key areas of work

- Advising private clients: dealing with all aspects of their needs (marital break-up, consumer complaints, personal injury, planning inquiries, etc.)
- Business and corporate: advising clients on company law, partnerships, mergers, arbitration, insolvency, intellectual property, e-commerce, etc
- Litigation: initiating or defending proceedings in court or settling claims or disputes 'out of court'
- Conveyancing: buying and selling property, preparation of title deeds, leases and other legal documents associated with the buying and leasing of private or commercial properties
- Wills, probates and administration of estates: advising on and preparing assets for tax; administration and distribution of estates through death or contained in a trust.

Specialisms

Big firms with larger staff resources have departments dedicated to specialist areas, and the requirement for specialised legal services is on the increase. Typical examples of groups of legal teams and departments include banking and financial services, planning and environment, intellectual property, corporate, regulatory, risk management and compliance. All large firms engage extensively in work for corporate and commercial clients, and solicitors providing these services need to be fully attuned to the latest developments in the legal and business world. Key

specialisms include corporate law, property law, family law and criminal law.

Starting out

Most newly qualified solicitors remain with the firm they have trained with for the first year. Despite recent economic difficulties, research shows that an increasing number of trainees are being retained, particularly in large firms.

Young solicitors can expect to work very hard, ideally gaining a broad range of practice experience while beginning to define themselves professionally, taking opportunities to gain more in-depth experience in law fields they are particularly interested in. Adapting to the changing market for legal services involves acquiring experience in new growth areas within law, and commitment to continuing professional development opportunities.

Salaries

Less than one year after qualifying, solicitors can expect to earn generally between €40,000–€50,000 outside Dublin and between €45,000–€55,000 approximately in Dublin. Partners in large firms can earn over €100,000. Solicitors in large firms can earn approximately 20 per cent more than those in small firms. Bonuses vary: broadly speaking, solicitors receive between 10 and 30 per cent of fees generated. In Northern Ireland, newly qualified solicitors can earn between £22,000–£26,000 while partners can earn up to £80,000.

Who would it suit?

The essential qualities and skills for a fulfilling and successful career as a solicitor include:

- well developed communication and interpersonal skills
- the ability to work effectively as part of a team
- research, analytical and evaluative skills
- initiative
- willingness to work hard
- the ability to work well under pressure
- common sense.

Areas of work: barristers

The work of a barrister is wide ranging and complex, whether inside the court room or out. In fact, most of the work undertaken by barristers is settled outside the courtroom.

Barristers are professional advocates who deal with court work at all levels. They are sole practitioners, which means they depend entirely on themselves for work and income. They largely rely on solicitors for work.

A barrister's role is to specialise in providing an advisory and/or advocacy service for which they are 'briefed' by a solicitor (or professional body etc.). Barristers therefore can be seen as consultants to solicitors. A lot of the work involves conducting research. Some barristers specialise in specific areas of law. Criminal, commercial and family law are the most common, while other specialisms can include employment or labour law and human rights law, personal injury and litigation.

Many legal cases are settled out of court. However, when a case is brought to court, a barrister will then appear to argue the case on behalf of the client, defending or prosecuting. In the Irish and UK legal system, court hearings in contested cases are conducted in an adversarial manner. Each side presents its case and seeks to challenge that of its opponent through the evidence of its own witnesses, cross-examination and legal argument. This forms the core work of the barrister.

Hours

The working hours can vary greatly for a barrister, depending on how many cases they juggle in any given

week. The hours spent in court reflect a very small portion of the number of hours actually worked. Long hours are spent researching and preparing cases, in addition to conducting briefs with solicitors.

Location

Barristers in the Republic of Ireland are based at the Law Library in Dublin. The Irish legal jurisdiction is divided into circuits (the geographical areas where a circuit court judge resides). Barristers are attached to certain circuits, although they are not confined to practising in their circuit. Newly qualified barristers will attach themselves to one circuit and will generally remain based there for the duration of their professional career.

In Northern Ireland, barristers are based at the Bar Library in Belfast, which provides office and library facilities. They also work at a number of other courts and tribunals around Northern Ireland. Like all barristers, they will also do much preparation work at home.

Core activities

- Pleading cases in courts
- Representing individuals and organisations who appear before public enquiries and tribunals
- Giving advice on legal matters, drafting legal documents and giving expert legal opinions on particular issues.



Starting out

Qualification as a barrister takes place in three stages: the academic stage, the vocational stage and the trainee stage (see page 17).

Life as a newly qualified barrister is guaranteed to be precarious and insecure for the first four to five years. It can be difficult to become established, and financial support from family or another source of income may be essential in those first years.

The costs of getting started are considerable. In the Republic of Ireland all barristers must pay an annual subscription to the Law Library; in Northern Ireland, new

Further information

- The Law Library www.lawlibrary.ie
- The Bar Council www.lawlibrary.ie
- Irish Courts Service www.courts.ie
- The Bar Council and Bar Library of Northern Ireland. www.barlibrary.com
- The Northern Ireland Court Service www.courtsni.gov.uk

barristers pay an annual 'practising certificate' fee to the Bar Library.

The first briefs that a new barrister takes on are vitally important. Solicitors and more experienced colleagues will closely watch the way they are handled and presented in court. If they are impressed by what they see, more briefs may be offered.

Where can I find work

The choices largely fall into two categories: go into practice and work in what is essentially a self-employed capacity or work in the public sector.

Practising barristers in the Republic of Ireland can work in one of seven circuits (geographically defined legal practice areas): Munster circuit – which in practice can be divided into the Cork circuit and the South Western circuit – Northern circuit, Western circuit, Midlands circuit, Eastern circuit and Dublin circuit. Barristers will normally practise in one circuit.

In Northern Ireland, barristers are based at the Bar Library in Belfast, which provides office and library facilities. Barristers work from a new library building in Chichester Street and the old library at the Royal Courts of Justice. They also work at a number of other courts and tribunals around Northern Ireland.

In the public sector, barristers in ROI can find work in the Office of the Attorney General, the Office of the Director of Public Prosecution, the Law Reform Commission, the Courts Service, and the Legal Aid Board www.legalaidboard.ie. They may also take on prosecution work on behalf of the state. The Civil Service has been a traditional career path for many qualified barristers, who can enter at Administrative Officer level or higher, working in any government department. A few in-house legal counsel positions arise with corporations and large organisations, and are usually open to barristers or solicitors. In Northern Ireland, there are a limited number of opportunities for barristers in the public sector. In most cases, they will need to have between three and five years' experience to be eligible to apply. The Attorney General's Office and the Public Prosecution Service provide the main opportunities for barristers.

Career development

When a newly qualified barrister is called to the Bar, they are known as a Junior Counsel. A Junior Counsel can apply to become a Senior Counsel after gaining 12 or more years' experience as a Junior. Senior Counsel will generally practise only in the High Court and Supreme Court. It is most common for Senior Counsel to specialise in a particular area of law. High Court work involves giving more time to preparation and presentation of cases and provision of specialised legal opinions. The more specialised nature of the work of a Senior Counsel is reflected in the fees charged.

In Northern Ireland, the most senior barristers are known as Queen's Counsel. Other barristers (who may also be very experienced) are known as Junior Counsel.

Barristers have a long tradition of public service; in the Republic of Ireland many have become members of the Dáil and the Seanad, and the Attorney General is always a member of the Bar. Senior judges are selected from the ranks of members of the Bar.

Who would it suit?

A barrister needs to display evidence of thorough, organised and well researched preparation and, most importantly, the ability to think and act on his or her feet. Since barristers depend almost entirely on solicitors for work, they need to be able to network effectively and build on any contacts they already have.

Essential qualities for a successful career at the Bar are:

- articulate communication
- excellent research skills
- confidence
- resilience
- the ability to work under pressure
- initiative.

Employment and volunteering opportunities for law graduates

Internships can be very helpful in assisting graduates with career choices. A number of voluntary organisations employ or place law graduates to support their work. Some of these organisations may also run internship programmes. The following is an overview of some of these organisations.

Free Legal Advice Centres

Internships are available with FLAC from time to time. These internships offer an opportunity to join the organisation for a specified period. An intern is usually a law student or law graduate who engages in a variety of roles, including information provision, legal research and events organisation. Check the FLAC website at: www.flac.ie

Irish Penal Reform Trust

Employment opportunities arise with the Irish Penal Reform Trust from time to time. See www.iprt.ie for further details

Irish Council for Civil Liberties

Irish Council for Civil Liberties: an independent organisation which lobbies primarily in the arenas of human rights and equality. Visit www.iccl.ie for further details.

Northern Ireland

Children's Law Centre

The Children's Law Centre is one of the leading children's charities in NI. It works to protect the rights of all children living in NI but in particular those who are the most disadvantaged, especially children who are living with disabilities, have special educational needs, mental health problems and are experiencing discrimination. The Centre welcomes professional volunteers, such as those with legal training. Visit www.childrenslawcentre.org.uk for more details.

Law Centre (NI)

The Law Centre runs the Legal Support Project (LSP), which can provide help by way of advice or representation in social security

appeals and industrial tribunals to claimants who do not have access to alternative representation. The LSP is looking for volunteers from a wide variety of legal/advice backgrounds and experience. The project will be of particular interest to experienced advisers, law graduates and newly qualified lawyers who want to gain valuable representation experience. Visit www.lawcentreni.org/lsp/about-lsp.html for more details.

Work opportunities in the European Commission

If you have a second language you can work within one of the EU Institutions. There are twice yearly traineeship intakes, see: www.ec.europa.eu/stages/index_en.htm

Non-governmental organisations

Internships in non-governmental organisations (NGO's). Many NGO's advertise for internships each year, for example, Amnesty International. These are voluntary positions for approximately four to six months. Vacancies with Amnesty International become available from time to time in Ireland and in other offices abroad. The eligibility requirements for these positions vary from job to job. A background in law and in particular human rights law is normally a requirement for positions advertised. For more information visit: www.amnesty.ie/get-involved/work-with-us.

Northern Ireland has a growing reputation as a centre for legal services.

Alternative careers

Many law graduates choose to pursue non-law oriented career paths, using their transferable skills successfully across a wide range of roles.

Not all law graduates choose to practise, as the knowledge and skills gained through a law degree make them highly employable in other areas. Law graduates emerge from university with an ability to analyse, interpret, evaluate, assimilate and synthesise large amounts of information. As such, they are usually good communicators and have well developed problem-solving ability. These are all valuable skills that transfer well.

Some of the most popular alternative career destinations for law graduates are finance, accountancy and tax. The sector career guide **gradireland Finance** will help you find out more about some of these careers.

Banking

Most banks recruit from all disciplines. Graduate opportunities extend across different areas. Typical training options include retail banking, capital markets, commercial and corporate banking, and accountancy (chartered or management). Banks start their recruitment process early in the year so getting organised in the first few weeks of your final year is essential. You need to have an impressive CV and effective online application skills. Be prepared for assessment centres and interviews before Christmas.

Accountancy

Accountancy is one of the most popular 'change of direction' routes for graduates from all disciplines. A qualification in accountancy offers a future full of career development opportunities across all areas of

finance, business and industry. There are four main qualification routes within accountancy. Many employers also opt to add a taxation qualification while training or on completion of final accountancy exams. It is possible to gain a qualification while training in a business environment or practice.

Tax consultancy

The core work of the tax consultant is to ensure that their clients pay their tax and comply with all tax regulations. The work involves combining technical knowledge, business acumen and legal knowledge to inform and advise clients. The work is very varied: clients can include individuals making decisions about pensions, investments, buying or selling a property, or setting up or restructuring a business. Corporate clients could be large multinational firms, banks or even government departments. Tax consultancy can have a strong European and international element, given the continuing development of European Union legislation and the large international investment in Ireland. There is a considerable overlap between law and tax consultancy, much of the work requiring legal expertise.

Tax consultants can find work with a range of employers: accountancy firms, large financial institutions, big law firms, multinational organisations and the Civil Service. The Irish Taxation Institute (ITI) is the training and qualifying body in Ireland (www.taxinstitute.ie). Law graduates apply for an exemption from certain

parts of the ITI qualification. ITI-qualified tax consultants can also work in all other EU member states.

The professional body for the UK is the Chartered Institute of Taxation, which has a Northern Ireland branch (www.tax.org.uk).

Management training programmes

Many employers recruit new graduates each year, providing intensive training and mentoring designed to equip trainees with the skills for management. Many organisations offer specific graduate management programmes in areas such as marketing, HR, IT and general management. Many recruiters visit campuses during the autumn milkround season and will also attend recruitment fairs on campus, providing an effective and informal way of finding out what life might be like working for them. While some application deadlines are open, most employers have fixed application deadline dates. The *gradireland* directory and the website gradireland.com/graduate-employers include details of many employers offering graduate training programmes.

Postgraduate conversion courses

A postgraduate conversion course can help you to move in a different direction. There is increased mobility across disciplines. The gradireland.com/further-study website has a database of available courses.

Drive, ambition and tenacity are what we look for



gradireland Law talks to **Aaron Boyle**, senior partner in the Infrastructure, Construction and Utilities group at Arthur Cox about what graduates can expect from a career with a major firm such as theirs.

Arthur Cox is a major Irish corporate law firm, encompassing all aspects of corporate and business law. With over 450 lawyers and a total headcount exceeding 850, it is one of the largest law firms in Ireland. Aaron sits on the firm's Trainee Steering Group, alongside two other senior partners. The Group has overall responsibility for all trainee-related matters – from ensuring the firm attracts and recruits the highest calibre graduates, right through to ensuring the trainees receive the best learning experience in a supportive environment.

Can you tell us about some of the opportunities that Arthur Cox offers students and graduates?

Arthur Cox offers a range of opportunities for undergraduates and graduates including:

Accelerate Programme – an information and networking event for first and second year students from all disciplines to gain an understanding of what it is like to work in a leading corporate law firm.

Summer Intern Programme – At Arthur Cox we run two four-week summer internship programmes a year (generally one at the start and one at the end of the summer). The internships are paid and

accommodation is provided free of charge for students from outside Dublin. We accept applications from students in second year or above, from law and non-law courses.

Trainee Programme – As an Arthur Cox trainee, you will advise market-leading domestic and international clients. You will work as an integral part of a team with lawyers who are thought-leaders in their fields. At every stage of your training and development, you will be encouraged to push your boundaries and to get involved in work of the highest calibre in an environment designed to support your professional growth and development. There is comprehensive learning and development programme provided to develop each trainee's individual potential. The programme focuses on both professional and personal development. The firm also has award-winning Women in the firm and Alliance (LGBTQ+) initiatives, and our diversity and inclusion programme also covers mental health, parenting and a range of other areas. The founder of our firm, Arthur Cox, was a well-known philanthropist, and the firm retains this ethos. One of the unique things about the Arthur Cox Trainee Programme is the opportunity given to trainees to take part in our award-winning, entirely trainee-led, Zambia

Project. The Zambia Project was established by trainees in 2008 and since then over 100 trainees have travelled to Zambia and have raised over €600,000 to benefit the region.

Trainees are heavily involved in the social activities of the firm. This includes taking part in sport and gym activities, the Arthur Cox choir, the book club and participating in the many social and fundraising activities that take place throughout the year.

We also offer trainees the opportunity to do placement work with bodies such as the Immigration Council, an overseas secondment in Brussels as well as a trainee rotation in our London office.

What the firm is looking for when interviewing graduates?

- **Grades** – We look for graduates who can demonstrate the ability to produce high-quality work in a collaborative environment. Having a strong and consistent academic record is a good indicator of this and therefore grades are an important part of the selection process, however we consider each application in its entirety, not just the grades. Every application we receive is reviewed in person and there is no cut-off point in terms of grades.

- Work experience – We will be interested in hearing about your work experience at interview. It does not have to be legal or commercial experience, what matters is how you obtained the placement, what you learned and what you achieved.
- Extra-curricular interests – We are looking for rounded individuals who have an interest in the world around them. If you are a member of a club or society, or if you volunteer with any charitable organisations, mention this in your application.
- Drive – The culture of the firm is rich and dynamic. It suits those who have a continuous thirst to develop legal expertise, who have ambitious career goals and who prefer an entrepreneurial atmosphere. You should aim to demonstrate drive, ambition and tenacity through your responses at interview.
- Teamwork – The importance of teamwork cannot be underestimated. Our graduates will be required to work closely with their colleagues in the practice groups they are assigned to. In order to succeed, graduates need to be able to work with others collaboratively to achieve a shared goal.
- Commercial acumen – Arthur Cox lawyers are recognised for the high-quality, commercially astute advice that they provide. Candidates should be in a position to demonstrate business-focus and commercial common sense at interview. We are looking for problem-solvers with business acumen who set high standards and achieve them.
- Alignment to our values – Our values as a firm are at the core of everything we do. Our graduates will be expected to familiarise themselves with these values and demonstrate their alignment with these values through their responses.

What makes some graduates stand out during interview and what can students do to prepare well for the interview?

- Be yourself – The purpose of the interview process is to get to know you; your strengths, your motivation and ultimately your fit for Arthur Cox and vice versa. We encourage graduates to be themselves at interview. We are an inclusive and diverse workplace and we encourage everyone to bring their whole self to work.
- Demonstrate the key characteristics sought - candidates should prepare examples to demonstrate their strengths in the areas mentioned above and also examples that demonstrate how the graduate aligns with our corporate values.
- Empathy – interviews are a dynamic environment. Candidates should engage with interviewers, listen and demonstrate their understanding of topics and issues discussed.
- Commercial Awareness – Conveying a good understanding of the business environment in which Arthur Cox operates is very important.

What can graduates expect in the early stages of the graduate programme?

Our trainees generally start in either January or May each year. Those starting in January will complete six rotations over the course of their traineeship, those in May will complete five.

The trainee programme begins with comprehensive orientation training programme to ensure trainees know the systems and have the skills they need to thrive, ensuring a smooth transition into the work place. The focus on learning and development continues throughout the 2.5 years with a bespoke training programme in place to support the professional and personal development of the trainees.

From the very start of the traineeship our trainees are supported

and guided – most of our trainees get to share an office with a partner or senior associate which ensures they are exposed first hand to high quality work. Trainees are given feedback during and at the end of each rotation, to recognise their strengths and achievements and assist them in identifying areas for improvement and development.

What are some of the major challenges facing graduate recruiters in the law sphere and how is the firm adapting to meet them?

- Highly competitive market – The graduate recruitment market is highly competitive and this trend looks set to continue. At Arthur Cox we are working hard to ensure our Trainee Programme and remuneration package are market leading, and that the firm offers a supportive, diverse and friendly environment, so that we attract the highest calibre graduates.
- Attracting graduates from diverse backgrounds – Arthur Cox strives to provide our clients with advice that adds value to their business. We recognise the benefit of having graduates from a variety of backgrounds who bring different perspectives to business issues. We are striving to increase the number of non-law graduates who apply.
- Brexit will inevitably continue to affect the graduate recruitment market for the foreseeable future. A number of international firms have recently opened offices in Dublin, which increases competition for talent. However, on the other side of the equation, we are beginning to see graduates who would formerly have gone to the UK deciding to train in Ireland to ensure their qualification will be recognised across Europe post-Brexit.

Law careers are not just for law graduates



Patrick McNestry

Job *Trainee solicitor*

Employer *Arthur Cox*

Education *Psychology & Music (TCD), Masters in Medical Ethics & Law (King's College London, 2016)*

Why did you decide on a career in law?

I completed an undergraduate degree in Psychology and Music in Trinity College.

I wasn't sure what I wanted to do next, but I knew I was attracted to the area of law. I decided I would do further study in an area connected to law to confirm that this was something I was genuinely interested in pursuing. I applied for, and was accepted onto, a Masters programme at Kings College London to study medical ethics and law. I graduated from the Masters in January 2016.

After completing my masters, I returned to Dublin and completed an internship in a small solicitor's firm. The internship, and my masters, confirmed for me that a career in law was where I wanted to go.

Why did you decide to apply to Arthur Cox, what was the application process like?

While completing the necessary FE-1s, I applied to firms with legal practice areas that interested me. I interviewed at a number of firms, big and small, and in the end I chose to accept a training contract with Arthur Cox.

There were a few reasons for this decision. Arthur Cox is a full-service legal firm and has a diverse range of practice areas, so there was an opportunity to gain broad experience across different areas of law.

The application process for the Arthur Cox Trainee Programme was straightforward. The application form itself is very short and you are asked to submit a CV and a cover letter. I found that the cover letter gave me scope to explain my motivations and my slightly circuitous route into law, in a way that no application form would.

The interview process involved a group interview, which I was nervous about, but it was not intimidating and it felt more like a group discussion than an interview.

How do you hope to see your career developing?

I have recently returned to the office after completing my PPC2 course with the Law Society. I am currently working in the Technology and Innovation department and I am about to embark on a client secondment with one of our large med tech clients. All going well, I am due to qualify as a solicitor in December. The past two years have flown by. To date, I have had the opportunity to complete rotations in Corporate, Property, Litigation and Funds.

How have you found the challenge of working in a major law firm?

I found it challenging switching from the academic mind-set of demonstrating everything you know, to the professional mind-set of providing

commercially-focused, concise, practical solutions. This is something that takes a lot of adjustment and it's something that I've found has improved over time as I gain experience.

One of the biggest misconceptions I had about working in a law firm was that I would be one of very few, if any, who had not studied law at undergraduate level. However, I found that in my firm there are a number of lawyers at all levels from trainees to partners, who come from diverse academic backgrounds.

What advice would you have for students interested in this area?

One piece of advice is that life flows and there is no reason you can't change its course. The points you got in the Leaving Certificate or the particular degree you got doesn't define you, nor does any one job or experience on your CV.

Another thing I have learnt is to trust that you are good enough, but you've a lot to learn and that's fine. Trust that you are capable and that if you do your best, you'll do a good job and continue to improve over time. You can't make experience appear out of nowhere, it takes time and it takes trying to do your best day after day. That, and making sure you make time for the other things in life that are important to you.

Make the most of all the opportunities



Kate Donegan

Job *Trainee Solicitor*

Employer *A&L Goodbody*

Education *Bachelor of Law (Trinity College Dublin, 2015)*

How did you acquire your current position?

In my third of four years studying Law at Trinity College Dublin I did a month-long internship with A&L Goodbody as part of the restructuring and insolvency team, and I really enjoyed it. As part of the internship I was engaged in workshops and on the floor, which gave me time to engage with the work and acquire a sense of what it would be like to be a trainee with A&L. On the back of my internship I got an interview for a traineeship, which was successful. In 2014 I took a year out to travel and did some paralegal work within the firm, and also took my FE1 exam. Then in 2017 I began my traineeship.

What does your role involve, and what do you like most about it?

During your time as a trainee with A&L, there are four seats. I'm currently in my second rotation and I'm in the funds department, which is part of the corporate development of the overall firm. My role is very diverse and can see me doing everything from helping senior solicitors with ongoing matters, to completing research tasks, to dealing with regulatory filings, to having my own high level of interaction with clients, which is great.

I work alongside 29 other people in my intake, which is great, as we're both colleagues and friends. We've all been through the same things together. It's really great to have them as a source of assistance, and we've formed great friendships. Working at A&L, no two weeks are the same, which I love. It's a very dynamic and ever-changing industry. A&L has an amazing corporate responsibility ethos too. Last year I was fortunate enough to take on a secondment role where one day a week I assisted with community law and mediation.

What advice would you give to students seeking to work in this sector?

As a first or second year student it's important that you hone your management and organisational skills because the application process for traineeships with firms across the country can come quite quickly and can be intense and time-consuming, especially when you're trying to balance your study. The key is to plan ahead. Keep an eye on the dates and plan the answers for your application. Being hard working and diligent is part and parcel of your role as a solicitor, and that goes hand in hand with being organised and having good management skills. There are a lot of ongoing matters and you need to keep on top of your work as well as engaging in all the different aspects the traineeship has to offer. Interpersonal

skills are also really important. A&L operates an open-door policy with a lot of informal relationships and assistance between members of different teams across departments.

I would advise first and second year students to apply for A&L's one day law start programme. Applications open in January and if successful, in May you are buddied up with a trainee to give you a sense of what the firm is like. This gives you the opportunity to determine if corporate life is suitable for you and if working in a big firm is what you wish to do. For third year, final year students, undergrads and postgrads, the internship is a really great opportunity to see if the corporate working life is what you want to do ultimately. Make the most of all the opportunities, ask questions and really see if you would be a good fit with the various firms.



Watch Kate's interview at gradireland.com/get-started-fyi/law/kate-donegan-trainee-solicitor-al-goodbody and check out almost 200 others at gradireland.com/get-started-fyi

Entry and training

Whichever route you choose to your legal career, it will involve exams, more exams and formal training.

Whether you choose to become a solicitor or a barrister – and whichever jurisdiction you choose to do this in – you will need to study for exams and complete a training contract before you qualify. See pages 8–9 for details on how to become a barrister and pages 6–7 on how to become a solicitor. The information on this page applies, whichever route you take.

Getting a training contract

You will need to be proactive and flexible in securing the traineeship you want. Relevant summer work experience puts you at a real advantage. Networking and building on contacts are a must.

It might be worth considering taking a gap year to work as a legal assistant. The experience you gain and network you develop should ensure that you get the traineeship you want.

Further information

Republic of Ireland

- The Honorable Society of King's Inns www.kingsinns.ie
- The Law Society of Ireland www.lawsociety.ie
- The Law Library www.lawlibrary.ie
- The Bar Council www.lawlibrary.ie

Northern Ireland

- The Institute of Professional Legal Studies www.qub.ac.uk/ipls
- The Law Society of Northern Ireland (regulates the solicitors' profession in Northern Ireland) www.lawsoc-ni.org
- The Honorable Society of the Inn of Court of Northern Ireland www.barlibrary.com

What if I don't have a law degree?

There are a number of preparatory and conversion courses available for both law and non-law graduates. These include the Postgraduate Diploma in Law at the Dublin Institute of Technology, the Conversion to Law Preparatory course at Holy Trinity College Cork Law School, the Law Society of Ireland FE1 part-time/online Preparatory course at Griffith College Professional Law School, Dublin, and Masters in Legal Science at Queen's University Belfast.

Postgraduate courses for law graduates

Although this is not specifically an entry requirement, many people preparing for a career in law decide to undertake a postgraduate course before seeking entry into a law firm. For some, a higher qualification may help to enhance career prospects but there is no hard and fast rule as you may also gain similar specialist expertise over the course of your career. If you have a genuinely deep interest in a particular area, however, a postgraduate qualification may prove valuable.

Those involved in recruitment, especially in the medium to larger firms, have differing views on the value of postgraduate degrees. Some feel that the quality of your undergraduate degree is the most important thing, and what matters most are the reasons why you wanted to study law in the first place. Gaining a postgraduate degree, however, is often seen as demonstrating initiative, and an extra year of maturity is also viewed favourably by recruiters. Taking a

postgraduate degree in a non-legal subject, such as business, can also be valuable, as it allows you to see learning from a different perspective.

There is a wide range of taught courses available, and you should check the course database on gradireland.com/further-study for an up-to-date list. Master of Laws courses are offered in a number of universities, both in the Republic of Ireland and in Northern Ireland. These include subjects such as European and comparative law, human rights law and commercial law.

MSc courses may be chosen in subjects such as human rights, criminal justice management and corporate governance. There is a wide range of postgraduate diplomas to choose from at a number of institutions. These range from criminology to environmental law. The Law Society of Ireland provides a number of diploma courses in Dublin and Cork, which you can undertake after graduation.

These currently include:

- Employment law
- Corporate law
- Finance law
- Intellectual property and information technology
- Insolvency
- Legal French
- Legal German
- Human rights
- In-house practice
- Investment funds
- Aviation leasing and finance
- Child law
- Compliance management
- Banking law and practice.

Entry and training: barristers

The steps you must take before you are called to the Bar.



Republic of Ireland

Qualification as a barrister takes place in three stages: the academic stage, the vocational stage and the practical training stage.

The academic stage

This refers to the primary degree that the barrister holds.

The vocational stage

The Honorable Society of the King's Inns is the body that provides education and training for barristers. It runs the Barrister-at-Law degree course in Dublin. Law graduates with an approved degree must apply by late May.

In order to secure a place, students must sit an entrance examination in five subjects: Contract Law, Criminal Law, Irish Constitutional Law, Law of Torts, and Law of Evidence.

The King's Inns provides the course in two ways, to help those students who may have work commitments or are unable to move to Dublin.

The full-time course runs from October to the end of May, with classes running all day Monday to Friday. The modular course lasts for two years and runs every third weekend, all day Saturday and Sunday, plus additional attendance of ten compulsory weekdays during

term time. Contact the King's Inn for details of the next course.

Law graduates with an approved degree are entitled to apply for a place on the Barrister-at-Law degree course. Law graduates must have studied several compulsory subjects. If they do not have this experience, they must pass an examination in the omitted subjects in the Society's Diploma in Legal Studies course.

Law graduates must also sit an entrance examination, which covers various aspects of law. More information is available from the King's Inns office or at www.kingsinns.ie.

Non-law graduates with an approved third-level degree are eligible to apply for a place on the Diploma in Legal Studies (two years part time). Graduates of the Diploma can then apply to sit the entrance examination for the Barrister-at-Law degree.

Some places are allocated to mature applicants (over 23 years old) who have a level of experience and/or education which is deemed acceptable to King's Inns. They first need to sit an examination.

To be eligible to be called to the Bar, students need to:

- pass the Barrister-at-Law degree
- pass a specified examination in the Irish language
- submit a declaration to the benchers.

Pupillage

Newly qualified barristers have to train with an experienced Dublin-based barrister (Master) for a minimum of one year following their call to the Bar. This work is commonly known as 'devilling', and the training period known as 'pupillage'. The work is unpaid and forms the essential learning period where they have an opportunity to apply their knowledge in a practical setting. Masters usually allocate a lot of background research, and much of the training period is spent drafting documents. The

Masters usually allocate a lot of background research and much of the training period is spent drafting documents.

barrister accompanies their Master to court and observes the skills applied in the courtroom.

Some newly qualified barristers train with a different Master for a second year. If they plan to attach themselves to a circuit outside Dublin, a second year of devilling in their chosen circuit is essential. A longer traineeship not only enables them to consolidate their learning, but it also expands their network of solicitors.

Northern Ireland

Qualification in Northern Ireland also takes the structure of the academic, professional/vocational and traineeship stages.

Vocational stage

The Honorable Society of the Inn of Court of Northern Ireland is the professional body which governs the education, training and admittance of barristers in NI. This responsibility is partly delegated to the Institute of Professional Legal Studies, a part of Queen's University Belfast.

The Institute of Professional Legal Studies is responsible for training barristers and solicitors in Northern Ireland. The Institute offers a one-year, full-time postgraduate vocational training course for trainee barristers. Bar trainees must spend four weeks working in a citizens' advice bureau or law centre and one week shadowing a barrister prior to starting their certificate course.

The Institute admits 20 Bar trainees each year. Pressure for places is intense and competitive, though unsuccessful applicants often successfully re-apply the following year. A pilot scheme allowing six Bar trainees to take the course after a two-year period is currently running. Visit the Institute

Bar trainees must spend four weeks working in a citizens' advice bureau or law centre and one week shadowing a barrister prior to starting their certificate course.

of Professional Legal Studies website for more information.

Applicants must hold a recognised law degree. Core subjects must include: constitutional law, criminal law, contract, tort, land law, equity, evidence and European law. Applicants must sit a written admissions test in mid-December, which is the same admissions test as solicitor applicants. The application deadline is mid-November.

Students may apply for the Bar and solicitor trainee courses at the same time, but must indicate their order of preference. Bar and solicitor trainees largely receive the same training, with some small modifications.

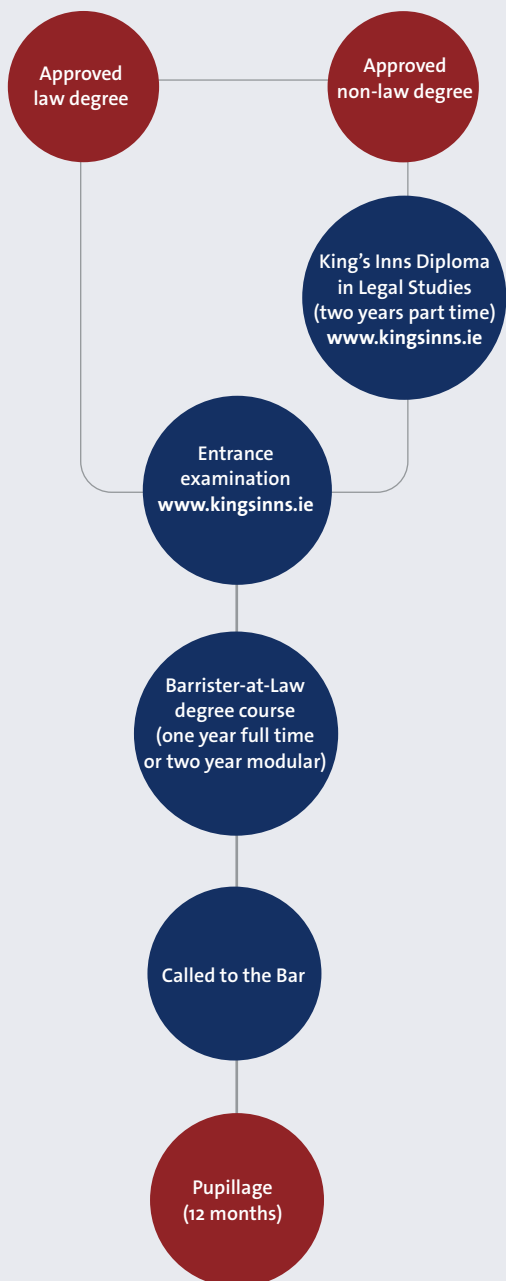
It is essential for Bar trainees to apply for admittance to the Inn of Court before starting the course.

Pupillage

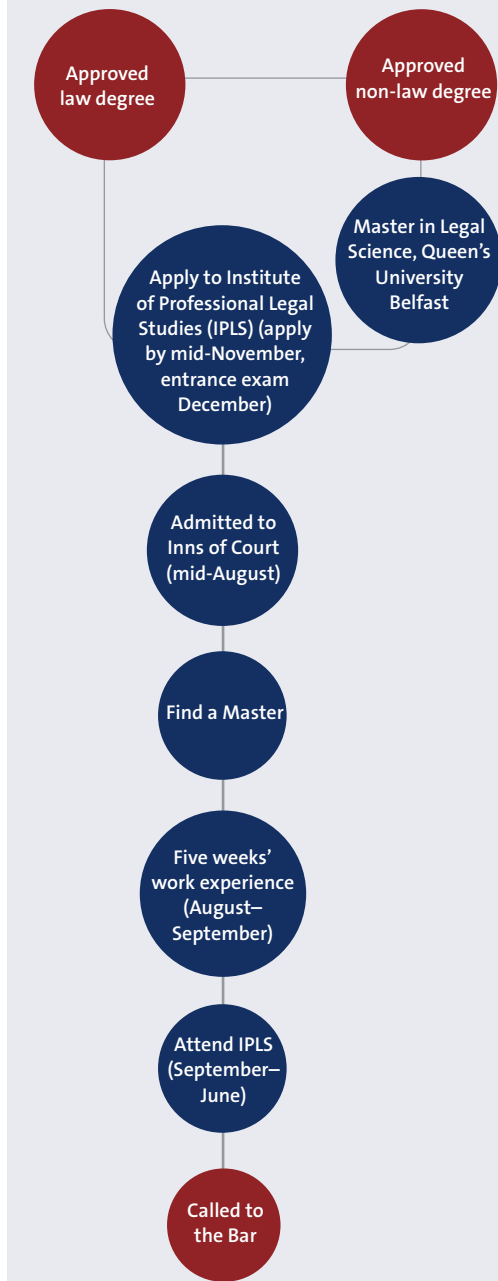
All newly qualified barristers must spend a minimum of 12 months training with an experienced barrister and must complete at least six months of pupillage before taking a brief on their own. The barrister assists and learns from their Master in the same way as in the ROI.

Routes in: barristers

Republic of Ireland



Northern Ireland



Entry and training: solicitors

Becoming a solicitor involves studying for exams and completing a training contract.

Republic of Ireland

The Law Society of Ireland, Blackhall Place, Dublin is responsible for the education and training of solicitors. Blackhall Place runs the Professional Practice Course, parts I and II, which forms the solicitor's essential training. Completion of the Professional Practice Courses, plus a traineeship with an approved solicitor leads to qualification as a solicitor.

Steps to qualification

The entire training period from start to finish involves a seven-step process.

Step one

Sit and pass the Law Society entrance examination, the Final Examination – First Part (FE-1). Exams are held twice a year, in autumn and spring, and there are eight papers.

Step two

Secure a two-year training contract (Indentures of Apprenticeship) with an eligible solicitor who has been practising for at least four years. An eligible solicitor must be a partner within a firm or a sole practitioner.

Step three

Apply to start Professional Practice Course I. Courses run in Dublin and Cork and start in September, running through to April–June when examinations are held. The Law Society is now offering a Professional Practice Course Hybrid

(PPC Hybrid) which combines online lectures with face-to-face tuition. Commencing 10 January 2020 The PPC Hybrid is a more flexible route into practice that does not include the requirement to be on-site in the Law School for a substantial continuous period. The course is also structured so that trainees will potentially be able to continue working during the PPC Hybrid. The new offering may be of particular interest to some trainees located outside Dublin.

Course delivery

This PPC Hybrid delivers an optimised blended learning experience through:

- Incremental release of lectures in play on demand mode
- On-site face-to-face tuition through weekend sessions (10 monthly weekend sessions for PPC I)
- On-site educationally immersive week-long sessions (two week-long sessions for PPC I).

In-office training

The same two-year in-office training requirement will apply, but the trainee solicitor may also be in a position to accrue credit of up to five months for in-office training occurring during PPC I. (PPC II for the 2020 PPC Hybrid will commence in August 2021).

Step four

Begin 24-month training contract/apprenticeship.

Step five

Return to Law Society for Professional Practice Course II. Courses start in April and last for 12 weeks, with final examinations in June.

Step six

Return to training solicitor to complete in-office training, usually 11 months.

Step seven

Apply for admission to the Roll of Solicitors. The Law Society has a trainee recruitment register on their website where students can upload their CVs and firms looking for trainees can register online. The Law Society also provides support by holding seminars on securing your training contract at least once a year.

Northern Ireland

Training to be a solicitor in Northern Ireland takes two years and differs slightly from the process in the Republic. There are now two training options. The Institute of Professional Legal Studies at Queen's University Belfast is responsible for the training and education of both solicitors and barristers. The Graduate School of Professional Legal Education at the University of Ulster now also provides vocational training for solicitors only, through their Postgraduate Diploma in Legal Practice. Eligibility requirements for admittance to both courses are the same.

Ultimately, if you feel you would enjoy working in a challenging and rewarding environment, then a career in law is definitely for you.

Trainee Solicitor

Steps to qualification

There are nine steps to qualification:

Step one

Submit application for Certificate in Professional Legal Studies by mid-November.

Step two

Secure a traineeship with an approved solicitor. It is never too early to start.

Step three

Sit a written admissions test, just before Christmas. This comprises two papers: a numeracy test and a second paper to test students' ability to apply knowledge of law in a practical way, problem-solving skills, communication and organisational skills.

Step four

Acceptance of offer of place. First round offers are made mid-March, second round offers from July through the summer.

Step five

Register with the Law Society of Northern Ireland. The closing deadline is mid-August and early registration is advisable.

Step six

Begin apprenticeship: three months' in-office training from first Monday of September to end of December.

Step seven

January to end of December: 12 months of attendance and

examinations for Certificate of Professional Legal Studies (Tuesday–Friday). Mondays and holiday periods are spent in-office with a Master.

Step eight

January to August, year two: eight months of further in-office training.

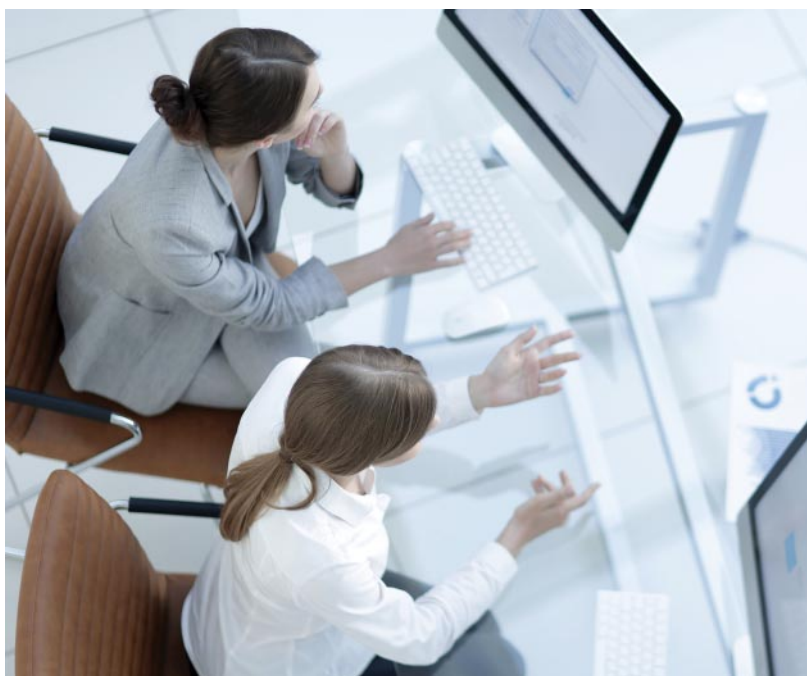
Step nine

Awarded a Restricted Practice Certificate, enabling newly qualified solicitors to practise. However, they cannot do so on their own or in partnership for three years (this can be reduced to two years by attending a continuing legal education programme run by the Law Faculty).

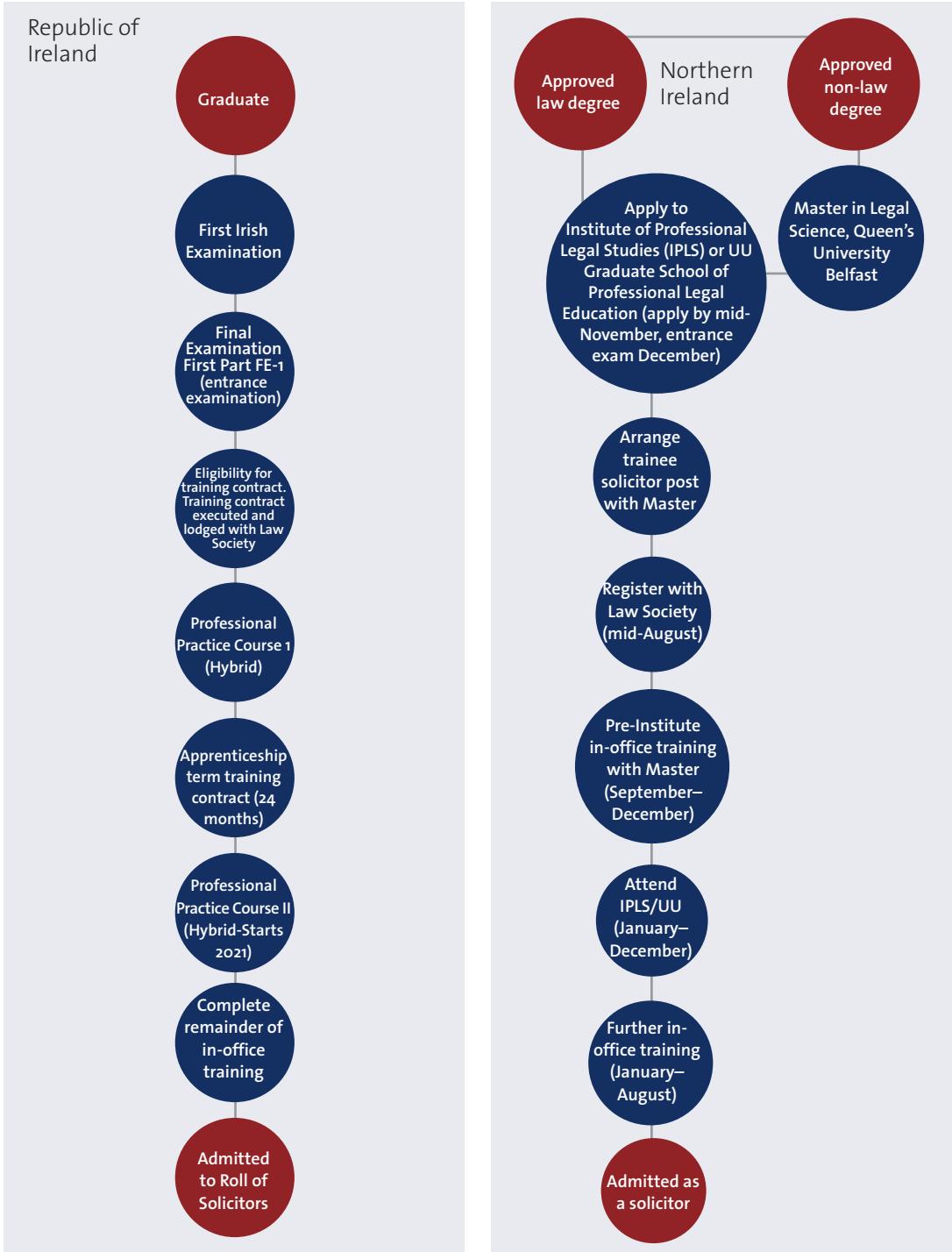
The situation regarding securing a Master is similar to that in the Republic: the demand is greater than the supply so it is advisable to make as many applications as possible at an early stage.

Further information

- The Law Society of Ireland
www.lawsociety.ie
- The Institute of Professional Legal Studies
www.qub.ac.uk/ipls
- University of Ulster School of Law
www.socsci.ulster.ac.uk/law



Routes in: solicitors



The legal sector and diversity

While the legal sector presents a unique range of opportunities and rewards for graduates, the reality is that it can be a daunting, competitive environment in which to start your career, like many other sectors. However, the chances of success can be greatly compromised if you're coming from a background which may not have presented the same opportunities as others enjoy, or if you're from a minority group, either social or ethnic, or if you have a disability.

It is to be welcomed that an increasing number of legal firms value the strengths that a diverse workforce can bring, but there is still work to be done with underrepresented groups in the legal profession to ensure they have the information they need in order to be able to access the profession.

Aspiring Solicitors, established in the UK but about to launch in Ireland, was set up with the express mission of increasing diversity in the legal profession. "What we do is offer aspiring solicitors in the legal profession unique access to a variety of law firms and legal teams and opportunities to help them throughout the legal application process," says Aspiring Solicitors Chris White.

Initiatives

Currently there are more than 19,000 Aspiring Solicitors members. Membership is completely free and is open to undergrad, postgrad and graduates from all disciplines, as well as those seeking to change career direction to work within the legal sphere. Since 2014, the organisation has staged over 100 events for its members in the shape of skills workshops, internship opportunities and open days. "We've established a professional ambassador network in the UK, with over 250 legal

professionals from over 80 law firms offering online support and assistance to our members. These professional ambassadors range from global managing partners through to future trainees, from private practice and in-house professionals to HR and academic professionals."

In addition, their UK operation has already put in place more than 300 Student Ambassadors who can promote the range of opportunities, and the advice which people from diverse backgrounds need in order to access legal careers.

Other supports

There are existing supports already in place in order to reach out to people of diverse, or disadvantaged backgrounds, when it comes to the a career in the legal profession. In order to promote fair access to the profession, the Law Society of Ireland have been operating the Law Society Access Scholarship Programme since 2001. The programme aims to assist students from socio-economically disadvantaged backgrounds to gain access to professional legal education. It's aims are to contribute to the creation of a broader spectrum of solicitors from a diverse range of backgrounds. In addition, the Bar Council of Ireland have started an outreach initiative to transition year students to help remove barriers that

could prevent students from disadvantaged backgrounds from pursuing a career in law. Each February, they welcome 100 transition year students for one week, with 20 places reserved for students from schools in the Delivering Equality of Opportunity in Schools (DEIS) programme. To apply students must write an 800 word essay explaining why they are interested in a career in law. According to those working with transition year students such programmes are vital as these students normally don't have the family or professional connections within the legal sector, or they may be coming from a background where third-level education was not the norm.

"We aim to demystify the process of law firm recruitment," adds Chris White of Aspiring Solicitors. "Initiatives like our springboard programme, which we run with University of Law, are geared to empower our members to secure vacation scheme placements (internships) and ultimately a training contract. Our material is written and delivered by current and former legal graduate recruitment managers, eager to share unique insights and tips to increase the chances of success for our members." Visit www.aspiringsolicitors.co.uk for more information about their upcoming UK and Irish events.

Top employers in law

Every year, we carry out a survey of students to decide the most popular graduate employers in the country. The trendence Graduate Barometer is the largest annual career survey in Ireland and the votes decide the winners of the gradireland Graduate Recruitment Awards and the composition of Ireland's 100 leading graduate employers.

Here are the winners and shortlist for law.

- 1 A&L Goodbody
- 2 Arthur Cox
- 3 Matheson
- 4 McCann FitzGerald
- 5 William Fry
- 6 Goodbody
- 7 Mason Hayes & Curran
- 8 Maples & Calder
- 9 Eversheds Sutherland
- 10 Byrne Wallace



Make yourself heard

Vote for your favourite employer at www.trendence.co.uk/graduatestudyireland between September and early January.



A–Z of employers

- 26 A&L Goodbody
- 28 Arthur Cox
- 30 EY
- 32 PwC

display advertisement
organisation name

Factfinder

	banking and finance	commercial law	corporate law	criminal law	dispute resolution	employment and pensions	EU and competition	family law	insolvency/recovery	insurance	intellectual property	litigation	real estate/property	tax	other
IBC A&L Goodbody www.algoodbody.com/trainees	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
OBC Arthur Cox www.arthurcox.com/trainee	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
– EY eyirelandcareers.ey.com	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
– PwC www.pwc.ie/graduate	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•

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Clodagh Collier, Trainee & Intern Programme Manager

Tel +353 (0)1 649 2273

Email gradrecruitment@algoodbody.com

Web www.algoodbody.com/careers/trainees-interns

Social media Instagram [algoodbody](#); Facebook [ALGtrainees](#); Twitter [ALG_LawStart](#); Snapchat [algoodbody](#)

Jobs

Type of work

• banking and finance • commercial law • corporate law • dispute resolution • employment and pensions • EU and competition • insolvency/recovery • insurance • intellectual property • litigation • real estate/property • tax

Salary

Market leading

Benefits • bonus (discretionary) • education bursary • gym membership/subsidy • life assurance • pension scheme with company contributions • private healthcare • days holiday: 25+ • top of the range salary • PPC1 & PPC2 Law Society fees paid • full salary paid whilst at Blackhall Place • exam bonuses • extra holidays after completing each Law Society course • medical insurance assistance • excellent working conditions • social activities

Number of vacancies

45

Work experience

Summer Internship Programme

4 weeks

Student Placement Programme

3 weeks to 9 months

LawStart Programme (1 day)

Number of positions 60–65

Locations

• Republic of Ireland • Northern Ireland

Apply

• Online Closing date 31/10/19



Who we are

A&L Goodbody is internationally recognised as Ireland's leading law firm. We have an extensive and top class client list, representing household names, financial institutions and international blue chip corporations.

As a full service 'all-island' law firm, we have offices in Dublin and Belfast. We also have international offices in London, New York, San Francisco and Palo Alto. Our 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.

We have a collaborative culture here at ALG. We find innovative and commercial legal solutions as a team, and share knowledge throughout all levels of the firm.

What are our graduate opportunities?

Our Trainee Solicitor Programme offers the best possible start to your career as a lawyer. As your traineeship progresses, we work with you to develop your own personal career path. As a trainee solicitor in ALG 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 on-going development as a lawyer and as a trusted business adviser, because we know how important it is to reach your full potential.

How do we select our Trainee Solicitors?

We have an online application process. Application forms can be completed via our website at www.algoodbody.com/careers/trainees-interns. All applicants must be either final year degree students, postgraduates or have successfully obtained a third level 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.



A&L Goodbody



Name: *Alexandra Spain*
Position: *Trainee Solicitor*
University: *Trinity College Dublin*

I studied Law in Trinity College Dublin and did the Summer Internship Programme (SIP) in A&L Goodbody in 2015 from which I was offered a training contract. SIP was a great way to experience life in a corporate law firm and see if the firm was a good fit for me.

I am now a first year trainee in ALG and am currently working in the Environmental & Planning department. I really enjoy the variety of work. Every week is different and I get to experience both the advisory and the litigation work that the team are involved in. The work is challenging and often time sensitive but the team is very supportive and you get to see the contribution that you make to the overall work. The continual feedback I receive helps me to improve and develop my skills. I enjoy getting more and more responsibility as my training progresses.

The trainee solicitor programme is very well structured. As well as on-the-job training there are weekly workshops, tailored training sessions, study supports and interesting lectures. These have really helped me to develop a range of skills that will help me in my legal career.

ALG prides itself as being a 'Great Place to Work' and encourages a healthy work-life balance. I have continued to play hockey since starting my traineeship. There is a great social side too with a summer barbeque, tennis tournaments, tag teams, themed weeks, as well as trainee solicitor weekends away.

I have really enjoyed my first year with ALG and would highly recommend it to anyone looking to start their career in a top commercial law firm.



Name: *Conor Bell*
Position: *Trainee Solicitor*
University: *Queen's University Belfast*

I am a first year trainee in A&L Goodbody. I studied Law at Queen's University Belfast and worked as a paralegal at another firm before applying for a traineeship with ALG. I didn't participate in ALG's Summer Internship Programme, however the firm's recruitment process and open evening allowed me to get a real feel for the firm before I joined.

I am currently on my first of four rotations, so over the course of my training I'll get to chance to work in four different departments. At the moment I'm working with the Litigation & Dispute Resolution team and I'm really enjoying it. The weekly training and development workshops for trainee solicitors have been invaluable and have helped me to develop as a trainee. Combined with the access to a great Knowledge Centre with lots of resources, learning is made easy at ALG.

Life at ALG isn't all about corporate legal work – there is a great social and corporate responsibility side too. The firm organises regular social events and encourages you to get involved in pro bono work. During my short time at ALG, I have attended quizzes and barbeques, and got involved in some local community work - spending an afternoon on a boat decluttering the River Liffey! I am also involved with the Mercy Law Resource Centre, which provides free legal advice to people at risk of homelessness. The work that the firm attracts, the training you receive and the social and community culture of the firm makes ALG a really great place to work.

Arthur Cox

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Contact

Eimear Power,
Graduate Recruitment Manager

Tel +353 (0)1 920 1000

Email traineeprogramme@arthurcox.com

Web www.arthurcox.com/trainee

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Jobs

Type of work

• banking and finance • commercial law • corporate law • dispute resolution • employment and pensions • EU and competition • Insolvency/recovery • insurance • intellectual property • litigation • real estate/property • tax

Salary Very competitive

Benefits • bonus (discretionary) • full salary whilst at Blackhall Place • Law Society fees paid • FE1 fees repaid • educational bursary • 25 days' holidays • free onsite gym and fitness classes • pension scheme • life assurance • subsidised staff restaurant

Number of vacancies 45+

Work experience

Summer Intern Programme – 4 weeks and placements – 1-12 months

Locations

• Republic of Ireland

Apply online

Trainee Programme – 31 October 2019

Summer Intern Programme – February 2020



Who We Are

Arthur Cox is a leading Irish commercial law firm which offers services across every facet of corporate and business law. In 2020, we will celebrate 100 years of being at the forefront of developments in the legal profession in Ireland. With over 450 lawyers and a total headcount exceeding 850, we are one of Ireland's largest law firms.

We are an "all-island" firm with offices in Dublin and Belfast. The firm also has offices in London, New York and Silicon Valley.

What We Offer

Trainee Programme

Our Trainee Programme is a two and a half year programme which combines a comprehensive in-house training and development programme, on-the-job learning from some of the best lawyers in the country and external professional training with the Law Society. On completion of the programme the trainees will be qualified solicitors.

Our trainees are given the opportunity to complete rotations in five different practice groups in order to give them a well-rounded experience and training in different areas of law, and to allow them to experience as many practice areas as possible before qualifying. Arthur Cox trainees also have the opportunity to do a rotation in our London office.

The Arthur Cox Trainee Programme does not leave the development of excellent lawyers to chance. At every stage of their training and development, our trainees are encouraged to push their boundaries and to get involved in work of the highest calibre in an environment designed to support their professional growth and development.

A career with Arthur Cox is exciting, challenging, interesting, varied and demanding. As a trainee lawyer, you will work with some of Ireland's leading lawyers on the largest, most complex and innovative transactions and cases.

Summer Intern Programme

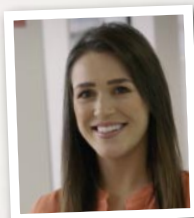
The Arthur Cox Summer Intern Programme is a four-week long programme designed to give those who are interested in a career practising law a real introduction to life in a large commercial law firm. With over 450 lawyers and a total headcount exceeding 850, we are one of Ireland's largest law firms.

Summer interns can choose between our June or August programme. It is a paid internship, and this reflects the fact that we expect interns to make a valuable contribution to the team to which they are assigned.

Accelerate

Accelerate is an information and networking event for first and second year students from all disciplines. It is designed to give students an insight into the myriad of different career paths open to them within law, as well as to introduce them to the work of a corporate law firm.





Sinéad McDonagh

Degree *Business and Law, Trinity College, graduated 2016.*

Current role *Trainee solicitor.*

Why did you decide that you wanted to pursue a career in law?

I was unsure about what I wanted to do when I left school so I chose a broad course – Business and Law. I really enjoyed both aspects of my degree and felt that working in corporate law would allow me to combine the two.

Why did you decide to apply to Arthur Cox and what was the application process like and what tips would you have for other graduates looking to apply?

In my second year of college I applied for the Summer Intern Programme in Arthur Cox as I knew the firm had an excellent reputation and worked with interesting clients. This experience made me realise I wanted to train in Arthur Cox.

Over the course of the internship I got a great sense of the firm's culture. Arthur Cox has an 'open door' policy where trainees share offices with partners and everyone is encouraged to ask questions. This fosters a great learning environment where experts in different fields help others to develop their skills. I also learned about the strong CSR programme in Arthur Cox. Particularly the trainee-led Zambia Project, which gives trainees the opportunity to volunteer in rural regions in Zambia. The whole firm is very supportive of this unique opportunity.

I applied for the Summer Intern Programme through the online application form on the Arthur Cox website and was lucky enough to be offered a training contract at the end of the internship. My advice to other graduates would be to partake in an internship programme if possible. These programmes can help you to decide not only whether you want to work in a corporate law firm, but also whether the firm is a good fit for you personally.

What is life like working as a trainee in Arthur Cox?

Arthur Cox offers trainees a chance to complete one of their rotations in the offices in London. I was fortunate to complete my Finance rotation in the London office. It was a fantastic experience living and working in London for six months. The office is smaller than Dublin and there is a close-knit team. I had great exposure to drafting documents for different transactions and liaising with clients. Business development was another important aspect of the London rotation and I regularly attended and met clients at different events.

In Arthur Cox we have the opportunity to do five rotations, one rotation more than most firms. Over the last two years I have completed rotations in Litigation, Finance, Corporate, Infrastructure, Construction and Utilities, and I am about to commence my final rotation in Capital Markets. All going well I will qualify as a solicitor in December.

Working on large international transactions is both challenging and rewarding. Co-ordinating a large number of parties requires strict deadlines and the deals can be very fast-moving. However the benefit of working on these transactions is that you have the opportunity to work with the best lawyers from the biggest law firms all over the world on really interesting projects.



Everybody has a natural talent. At EY, we want to help you develop yours, naturally.

Can you play a musical instrument? Reading music needs an analytical mind, critical thinking and inventive solutions. Maybe you're good at crosswords? That takes patience, concentration and problem-solving. What about art? Art takes perception, subjectivity and experimentation. Whatever your natural talents, at EY we help you develop them naturally into a meaningful career where you can use them to excel.

Why Law graduates excel at EY

Law graduates require the ability to think logically, build solutions and communicate succinctly. That's why the natural talent that brought them to law, is perfect for starting the EY Graduate Programme in Audit, Tax, Transactions, Advisory and even IT, Data Analytics & Cyber. We look for law graduates to help us create a diverse workforce, with an array of skills and new ideas that can help us build a better working world.

Start your career journey with EY

We're looking to take your natural talent and develop it across one of our five graduate programmes:

- Assurance (Audit) – become a Chartered Accountant, providing solutions to help our clients make informed decisions that increase stakeholder confidence.
- Advisory – become an experienced Consultant, providing expert knowledge to advise on a broad range of issues across a variety of industries for companies looking to grow, change or improve performance.
- Tax – become a qualified Chartered Tax Advisor, predicting how tax will evolve and advising our clients on how best to react to those changes.
- Transactions (Corporate Finance) – become a Chartered Accountant, advising clients on when and how to buy, sell or merge companies in order to improve growth, competitiveness and profitability
- IT, Data Analytics & Cyber – become an expert in your field, test-driving market-leading analytical software, taking part in knowledge-sharing sessions, working on client proposals, identifying gaps in the market and pitching exciting new solutions.

You'll join a firm that offers world-class coaching and career development. While there will be a certain focus on building your technical skillset, we also want you to gain the skills needed to manage your workload and create a healthy work/life balance.

The EY Graduate Programme is your career incubator, you'll become one of the most employable young people in Europe. Quite simply, it's the perfect foundation to develop your natural talents, naturally.

If you'd like to join Ireland's most successful graduate employer (winning 10 gradireland awards in three years), we'd love to have you!

Whatever your talent, apply it at EY.

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Jobs

Type of work Assurance (Audit); Data Analytics; Tax; Transactions (Corporate Finance); Financial Services; Advisory (Management Consultancy – across Digital, Cyber, IT, Cloud Computing, Tech, Change Management, Strategy, Finance and Operations); Risk Advisory; IT Risk & Assurance

Salary

Competitive
Benefits Free gym membership, Time bank, Generous study leave, WebDoctor, 2 charity days per year, Bonus scheme, Pension contribution, Discounted health insurance, Ability to buy 5 extra holidays per year, Employee referral programme, Recognition awards, Travel pass, Bike to work scheme, Graduation day paid leave, Wellbeing support programme, Thrive wellbeing portal, Unlimited learning

Number of vacancies

270+ Graduates and 200+ Interns

Degrees sought

Put simply, EY hires from all backgrounds and disciplines because we believe everyone has something to offer and our world works better when we have a diverse workforce.

Work experience

Summer Internship: 12 weeks,
Work Placement: 6–12 months

Locations

Dublin, Cork, Limerick, Waterford, Galway & Belfast

Apply

Complete our online application in just 15 minutes

Closing date Please check out our website & social media for details





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PwC



PwC Ireland: #mygraduatelife

Your graduate life is about more than just a place on a graduate programme. You want to build on your unique strengths and find your place in the world. We want you to think beyond what success means to you.

Why should I choose PwC?

It's a place to grow and make a difference

From the very start you'll be working with clients, sharing your unique perspective and making a difference. The work you do will be as varied and interesting as the clients you'll work with.

Our graduate programme is the ideal launchpad for your career. We offer continuous learning opportunities to accelerate your personal and professional growth. You can gain a professional qualification or take up an international secondment. When it comes to your development, the only limit is your desire to grow. We reward your progress with salary and grade progression.

As well as making a positive difference to your clients, you'll also be able to take part in our various CSR initiatives and give back to the community.

It's full of opportunities for people like me

No two career paths are the same at PwC. What defines them all is choice. You'll get the opportunity to work in a variety of areas. If you want to improve your skills, if there's a team you want to work on - all you have to do is ask.

You can build on your own unique strengths, or choose to stretch yourself in a completely new field. We want your individual talent to shine wherever you decide you can add the most value.

You'll work with people from different backgrounds, with different skill-sets and expertise. Being yourself and lending your individuality to the mix is what will lead you - and us - to success.

It's more than a place to work

PwC is much more than a good career move. We care about you, not just the job you do. Your life shouldn't be on hold from Monday to Friday. We have social, health and well-being facilities and programmes available for everyone.

We won't lie to you, we expect you to work hard and meet your deadlines. During busy times, you might have to put in some extra hours. But in turn, we allow you to build up your overtime and use it to take time off.

You'll be starting alongside over 300 other graduates. You'll learn from each other as much as you'll learn from us. And you'll make life-long friends along the way.

What are our graduate opportunities?

We have graduate positions available in our Assurance, Risk Assurance, Tax and Consulting departments. We choose the best people from a wide range of backgrounds and degree disciplines. You are eligible to apply if you are in line to achieve a minimum of a 2.1 degree.

Join the firm recognised as gradireland's Best Graduate Specialist/Professional Training and Development Programme 2019, and find out why we're number one.



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Jobs

Type of work

- Banking and finance • Commercial law • Corporate law • Criminal law • Dispute resolution • Employment and pensions • EU and competition • Family law • Insolvency/recovery • Insurance • Intellectual property • Litigation • Real estate/property • Tax

Salary Competitive package worth over €32,000

Benefits

- 22 days annual leave, increasing with promotion • Flexible Friday – 3pm finish during the summer and bank holiday week-ends • Paid overtime or time off in lieu of overtime • Life assurance & PwC pension plan • 24 hour on-site gym & fitness classes • Holistic and beauty therapies • Subsidised healthcare insurance • Optional extra Christmas leave days • Wedding leave and gratuity • Paid maternity leave and new parent leave • Smarter travel options

Number of vacancies Over 350

Degrees sought

We accept applications from all degree disciplines

Work experience Yes

Duration Flexible per individual requirements

Locations

- Republic of Ireland

Apply

Online

Closing date

Dependent on position

A&L Goodbody

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with the best.





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APPLICATIONS

TRAINEE PROGRAMME
SEPT 2019

SUMMER INTERN
PROGRAMME
JANUARY 2020

THINK
DIFFERENTLY

ARTHUR COX TRAINEE PROGRAMME

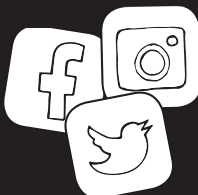
At Arthur Cox we are looking for ambitious thinkers who want to be challenged from the start. Our trainees are the future of the firm and our Trainee Programme is designed to give you the professional training and development you need to become an expert lawyer.

To find out more about our Trainee Programme and Summer Intern Programme, visit www.arthurcox.com/trainee

TO FIND OUT MORE, CONTACT:

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