
Progressing your career with us

Career paths for Graduate Trainees

MCCANN FITZGERALD



mccannfitzgerald.com

About us

McCann FitzGerald offers expert, forward-thinking legal counsel to clients in Ireland and around the world.

We make their goals our priority, and we are ready to tackle their most complex legal challenges. Our deep knowledge spans a range of industry sectors, so we can see around corners and tailor solutions that fit their specific needs.

Our firm was established in 1965, bringing together smaller predecessor firms with roots dating back to the 1820s. Today, we have 71 partners and over 550 staff based in offices in Dublin, London, New York and Brussels. We make progress, both for our clients and for our people.

Welcome to Riverside One

If you have the confidence and ability to test yourself on legal work of the highest quality, McCann FitzGerald may be the firm for you.

Leaving behind your student days and entering into professional employment can be a daunting experience for anyone, no matter how bright and talented. This is something that we at McCann FitzGerald understand, and have gone to great lengths to address in our trainee and internship programmes.

Our programmes are carefully structured to provide exposure to high-quality work in all areas of the firm's practice, while placing a strong emphasis on the personal and professional development of each individual.

The McCann FitzGerald work environment is highly collegiate, with a culture of teamwork and mutual support. Our core values of leadership, integrity, progress and performance inform everything we do. Our clients know they can rely on us when the stakes are high or when the issues are particularly challenging.

We want to keep it that way. We can only do so by continuing to recruit and nurture the very best graduates as trainees. Top grades are important, but we also want people with character, energy, practicality and flexibility.

I hope this brochure helps you learn more about McCann FitzGerald, our work, our culture and our people.



Barry Devereux

Managing Partner, McCann FitzGerald



Our people

McCann FitzGerald's reputation is built on the quality of our people. Our solicitors are experts and innovators, dedicated to achieving the best possible results for our domestic and international clients. They take on interesting, challenging work, and we make sure that they develop both professionally and personally.

We recruit candidates with strong academic backgrounds, and we value their flexibility, energy and sound judgement. Many of our solicitors have gained qualifications in disciplines other than law or have previously worked in other areas of professional life. This diversity enhances our legal thinking and creates an open-minded environment where our people can thrive.



‘ALL OF OUR PARTNERS ARE TRUE OWNERS OF THE FIRM AND HAVE A SHARED INTEREST IN RECRUITING AND DEVELOPING THE BEST GRADUATES FOR THE FIRM AND OUR CLIENTS’



Our culture

Our culture is based on collaboration, not competition. We believe that mutual support and the pooling of expertise lead to a better working environment for our people and better results for our clients. We have always operated an open door policy, actively encouraging the sharing of knowledge and experience.

Our culture fosters an open and inclusive environment, where everyone is accepted, respected and expected to contribute fully. Most of our partners joined the firm as trainees. They know what it is like to be a trainee and are available, approachable and willing to give guidance and answer any questions that you might have. Together, we live our core values of leadership, integrity, progress and performance. These values are the foundation of our approach to work and are integral to our success as a firm.



Our work

McCann FitzGerald has worked on some of the most complex and significant transactions of our time. We provide the highest quality legal advice to clients in the corporate, financial and business sectors, and we also advise government entities and many state bodies.

The firm is divided into four core groups: Corporate, Finance, Dispute Resolution and Litigation and Real Estate and Construction. We also operate industry sector and specialist practice groups. This allows us to provide advice and representation that is tailored to our clients' specific requirements. We make their goals our priority, so that they can meet their challenges and seize opportunities.



Our Graduate Traineeship Programme

We nurture our trainees to become outstanding solicitors, focused on the delivery of exceptional client service. Our graduate traineeship programme is designed to help you reach your potential and pursue the kind of career that matters to you.



Interesting and challenging work

Trainees are valued members of the team, and you will have the chance to get involved in interesting and challenging work that is crucial to our clients.



One-to-one training with a partner

Each trainee shares an office with a partner, working with them on a one-to-one basis as they gain experience in our core practice groups.



Regular feedback

As a trainee, you will receive regular feedback and performance reviews. Our director of training will be your mentor throughout your traineeship, answering your questions and offering you continuous support.

What we look for

We aim to attract students with excellent academic records, who have character, energy and sound judgement and who are capable of building relationships with colleagues and clients alike. In return, we will help you to succeed and surround you with people who are the very best at what they do.

Why choose us?

You will thrive in our fast-paced yet supportive environment, where you will be respected and encouraged to contribute. Our programme offers you an incredible opportunity to advance your career in law, while being mentored by some of the most experienced practitioners in the business.



Opportunities abroad

Many of our trainees spend part of their training working in our offices abroad or on secondment with one of our leading domestic or international clients.



Social life

There is a fantastic social dimension to being a trainee with McCann FitzGerald. The social committee organises many events throughout the year, giving you the opportunity to get to know your fellow trainees and build lifelong friendships.



Community involvement

We are passionate about making a positive impact in the communities where we work. Through our *Love Volunteering* programme, our trainees and solicitors share their knowledge, skills and time with a variety of charitable and not-for-profit organisations.

Graduate Traineeship

Your McCann FitzGerald career starts here

Your training starts the first day you walk in the door at Riverside One. We work with you to help you reach your potential, and our dedicated director of training will mentor you throughout your traineeship.



Our graduate traineeship programme is designed to expose you to the high quality work we do and help you to develop both professionally and personally. We operate a rotation system, with every trainee spending time in our core practice groups. During every “seat”, you will share an office with a partner and work with them on a one-to-one basis. In addition, you will attend regular lectures and workshops on legal topics, professional skills and legal research techniques.

Trainees thrive in our fast-paced yet supportive environment, where they are valued and encouraged to excel. Many take advantage of the opportunity to spend part of their training working in our offices abroad or on secondment with one of our leading domestic or international clients.

Our commitment to your development doesn't end when you finish your training programme; in fact, it is just the beginning. Our ongoing CPD programme will help you achieve your own ambitions throughout your legal career and ensure that you have the requisite skills to handle even the most complex legal work.

Applications open early September.



Glen Rogers

Trainee

Glen's interest in the law was apparent from an early age. 'From when I was about 13, I was watching legal TV shows... I was fascinated by the machinery of the state, by how ordinary people and big companies, even foreign countries, can make their voices heard through the courts.'

After the law degree

After a Law degree at Trinity, Glen applied to several major firms, but was most impressed by the McCann FitzGerald process.

'With McCann FitzGerald, it was very clear from the beginning that the two partners had read my application in complete depth and had ideas in their heads of what they wanted to ask me. I immediately felt like I was being listened to and treated like a future employee of the firm.'

Life as a trainee

Glen was offered a traineeship, and he spent two and a half years working as a legal executive while he completed his FE1 exams.

'I got a lot of experience as a legal executive in the litigation department and that was actually where I did my first seat as a trainee. I enjoy the contentious side of things, it's very much about representing your client's best interests, and the standard of cases we deal with is exceptional.'

'One of the untold benefits of a traineeship with McCann FitzGerald is that everybody is at the top of their game, they know what they're talking about, and yet no question that you have is considered trivial.'

Long-term future

Glen sees his long-term future with the firm. 'So many of our partners did their own training here, and trainees are constantly referred to as the partners of the future. There is a definite sense that it's a path that is open to you if you are willing to work hard enough.'



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Summer Internship Programme

Make decisions about your future career

Our three-week summer internship programme is primarily aimed at penultimate and final year students. It offers you the chance to gain an insight into the daily life of a commercial law firm and to work alongside some of the leading legal minds in the business.



Our summer internship programme will expose you to challenging and interesting legal work and help you make decisions about your future career. Each intern is placed in one of the firm's four core practice groups. Under the supervision of a solicitor and supported by a trainee "buddy", you will work on client projects and transactions.

Highlights of the programme include:

- Spending time in practice
- Classroom-based activities
- Firm lectures and presentations
- Informal networking and social events

At the end of the internship, you will be invited to interview for a place on our graduate traineeship programme.

Applications open early January.





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TRANSACTIONS, AND THE WORK THAT YOU
DO IS NECESSARY AND APPRECIATED’

Aoife Nannery

Trainee

An interest in both the arts and the law led Aoife to a Law with History degree at UCD and ultimately a traineeship with McCann FitzGerald.

A different career path

‘I went to an open day at UCD and was impressed by the introductory law lecture that I attended; I liked how they spoke about the career path. I did a Law with History degree and in my final year I applied for an internship with McCann FitzGerald.’

‘I had friends who had previously done the internship at McCann FitzGerald, and they spoke very highly of the experience. People were welcoming and friendly, and that was important to me – it was my first real experience working in an office environment, so I wasn’t sure what to expect.’

Life as a trainee

‘As a trainee, you are treated like a valued colleague. You have the chance to help with important cases and transactions, and the work that you do is necessary and appreciated.’

‘I’ve also had the chance to assist our solicitors at the Free Legal Advice Centres, and through that I have become very aware that the law can be intimidating for a lot of people. I appreciate the opportunity to bring it home to them that it can actually come to their aid and help them in their lives.’

My advice

‘I would advise anyone who is thinking about doing a legal traineeship to consider applying to McCann FitzGerald. It’s a great chance to receive excellent training in a stimulating environment, to qualify into a profession and advance your career.’

Law First

Gain an exclusive insight into McCann FitzGerald

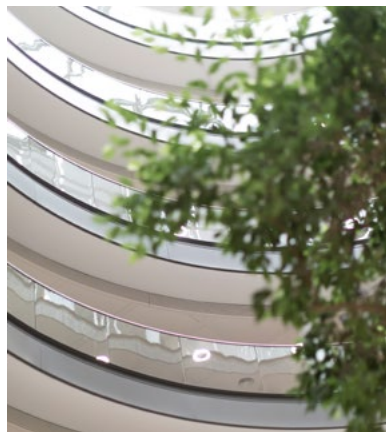
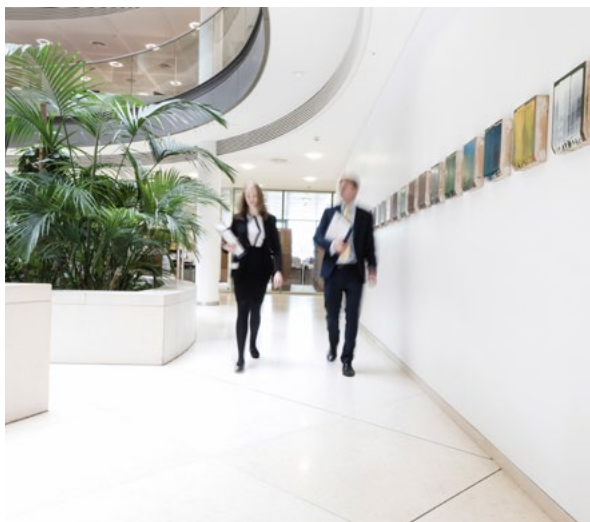
If you are a first or second year student thinking about your future legal career, then Law First may be for you. It provides a unique opportunity to explore commercial law in general, and McCann FitzGerald in particular.



You'll spend a day at our offices in Riverside One, learning about our practice groups, experiencing our culture, and networking with potential colleagues. You will meet with members of our graduate recruitment team, who will give you advice on our firm's application and interview procedures. You'll also take part in a skills session delivered by our learning and development manager.

Law First offers you a snapshot of what a career with McCann FitzGerald can be like, and is a great first step towards securing a place on our summer internship or graduate traineeship programmes.

Applications open early November.



‘LAW FIRST OFFERS YOU A SNAPSHOT OF WHAT A
CAREER WITH MCCANN FITZGERALD CAN BE LIKE’

Ross Mullane

Trainee

Ross was intrigued by the world of business from a young age, but was also attracted to psychology and law. This led him to a Law and Psychology degree at UL, followed by a master's in International Law and Business at UCD.

The path to commercial law

Ross had explored criminal law, but ultimately decided to take the commercial law route as it was more aligned with his interest in business. 'In the final year of my degree, McCann FitzGerald ran an advocacy competition. I was lucky enough to win, and part of the prize was an internship with the firm. We worked on live matters and attended lectures, and we got to know our fellow interns at social events and dinners.'


'We were given a real taste of life here, but the people and the culture were what really sold it for me.'

Progressing with McCann FitzGerald

After the internship, Ross was offered an interview for the traineeship programme. 'I expected it all to be quite formal, but it turned out to be a genuine conversation that was centered on me. We talked about why I chose to do psychology as part of my degree and how that might be relevant to my work at the firm. I believe that the interviewers got a real sense of who I am and what I wanted to do.'

Next steps

Ross would advise applicants to research their target firms before clicking send. 'Know what you want, especially in terms of culture – that's really the distinguishing factor when it comes to the big firms.'

A man with short brown hair and a friendly smile is sitting on a wooden bench. He is wearing a dark navy blue suit jacket, a white dress shirt, and a blue patterned tie. His hands are clasped together in his lap, and he is wearing a black wristwatch on his left wrist. The background is a blurred cityscape with modern buildings and a glass railing, suggesting an outdoor urban setting. The lighting is soft and natural, highlighting his features and the texture of his clothing.

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OF LIFE HERE, BUT THE PEOPLE
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Trainee Recruitment and Development

Claire Lenny, Partner

When we recruit trainees, we are actively looking to recruit future partners. We strive to provide our clients with the highest quality legal advice, and we believe that our trainees are the walking assets of our business. They are the future of our firm.

When I joined McCann FitzGerald, I was immediately struck by the emphasis placed on training. It is regarded as critical, both to the success of the firm and to the standard of the work that we produce.

We give our trainees an excellent foundation from which to pursue a career as a solicitor. Each trainee spends time in different practice seats and has the opportunity to develop their broad basic legal knowledge into deeper, more specialist knowledge as they continue on the programme.

It's important to us that our people feel that they are valued and that they have something to contribute, so we invest significantly in our team's ongoing professional and personal development. For example, we hold morning lectures every week and we are all strongly encouraged to attend so that we can continue to learn and deepen our skills.

We pursue excellence and continually seek to improve. This leads to openness and the sharing of expertise, ensuring the best results for our clients and for our people.

Applying to McCann FitzGerald

Tips on getting here

A great academic record is important, but we are also interested in learning about who you are as a person.

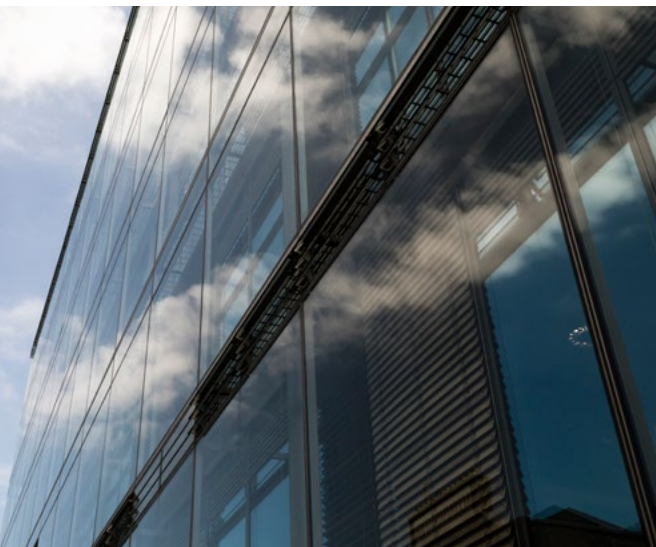


The application form

- Take your time completing the application form, and read over it several times. Poor spelling or grammar is easy to overlook, but can make a bad first impression.
- Include as much information as possible. Our partners want to get a real sense of who you are and what interests you.
- Ask someone to look over your form before you press send. A fresh pair of eyes may spot something you've missed.
- Print a copy of your completed form and familiarise yourself with what you have written. Your answers may be discussed at the interview stage.

Preparing for the interview

- Do your homework and be prepared to show that you are informed about our industry, our firm and the role.
- Know your own skills and strengths and be ready to talk about them.
- Keep up to date with current affairs.
- Remember, we want to get to know you and find out why you want to work in commercial law and with McCann FitzGerald. We are genuinely interested in what you have to say, and we want you to succeed.



How to Apply

To apply for any of our programmes, please complete the application form on our graduate recruitment website. Go to mccannfitzgerald.com/careers/graduates, where you'll also find further information on the firm and key diary dates.

Alternatively, email graduates@mccannfitzgerald.com or call our graduate recruitment team on +353 1 511 1612.

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