

Go Further with a career in law

Our early careers programme



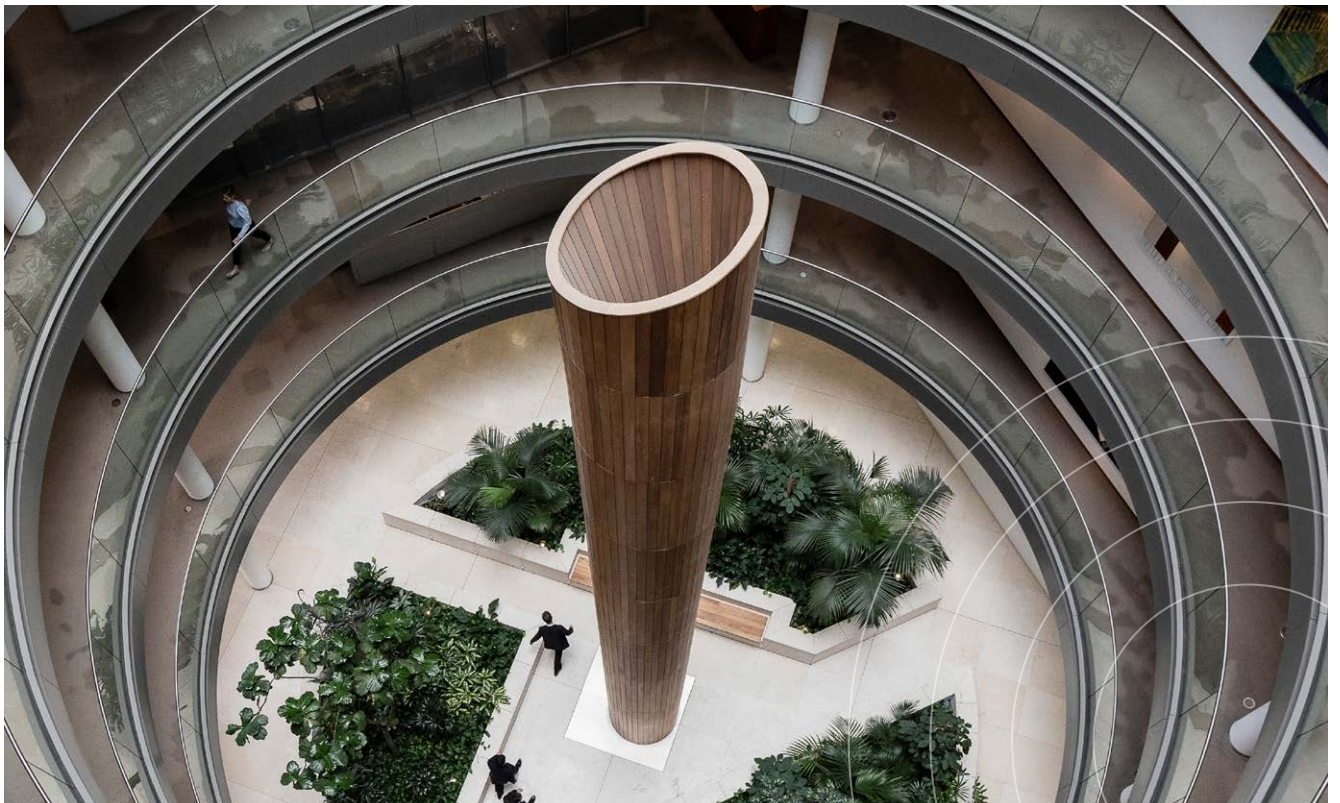
About us

At McCann FitzGerald, we've been at the forefront of the Irish legal landscape since 1965, with a heritage tracing back to the 1820s. Today, our dynamic team of over 600 is based across Dublin, London, New York, and Brussels, solving real-world challenges for our local and global clients.

We combine sharp legal expertise with a nuanced understanding of the industries we serve—going beyond the brief to navigate complexities and uncover transformative solutions. Our mission is simple – Go Further. For our clients, that means unlocking new potential and seizing opportunities. For our people, it means shaping meaningful careers that deliver real impact.



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Welcome to Riverside One

Where legal insight meets real-world impact.

Stepping from student life into the start of your legal career can feel like a big leap into the unknown. We get it—and that's why we've designed our early careers programmes to support you every step of the way.

Our programmes are carefully structured to give you hands-on experience across every area of our practice while prioritising your personal and professional development. Collaboration is at the heart of what we do. Our work environment is rooted in teamwork, support, and a shared commitment to excellence. With values like ambition, connectedness, and empowerment guiding us, we take on complex challenges with confidence—and we'll help you build that confidence, too.

As one of Ireland's leading firms, we are trusted to handle high-stakes, complex legal projects. Our clients come to us for solutions that demand sharp thinking, innovation, and technical expertise. To continue delivering at this level, we're looking for colleagues who not only excel academically but also bring character, energy, and a fresh perspective.

So, if you're ready to test yourself and go further, McCann FitzGerald may be the place for you.



**We are committed
to nurturing
exceptional talent.
The strength of
our firm lies in the
strength of
our people.**



Stephen Holst
Managing Partner,
McCann FitzGerald LLP



Our people

Our reputation is built on the calibre of our people.

From partners to trainees, we're united by our shared goal to deliver innovative legal services that make a tangible difference for our clients and communities. Diverse backgrounds, bold ideas, and a collaborative mindset are at the heart of what we do.

Many of our solicitors bring unique perspectives from outside the legal world, enriching how we think, act, and deliver—ensuring we meet and exceed expectations.



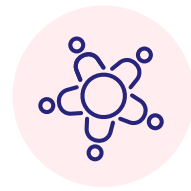
United by bold ideas and diverse perspectives, we deliver innovative legal services that make a difference for our clients and communities.

Our culture

Our culture is built on collaboration,
not competition.

We believe that when people work together, drawing on each other's strengths and perspectives, we achieve exceptional results for our clients and create a thriving environment for our people. Our open-door policy has always been central to this ethos, actively encouraging the sharing of knowledge and experience. As a trainee, you'll see this firsthand. You'll be mentored, guided, and supported by experienced professionals who value your unique skills and contributions. Many of our partners began their careers here as trainees, so they understand the challenges and opportunities you'll face. They are always willing to offer their guidance to help you grow.

We live by our core values of ambition, connectedness, empowerment, integrity, excellence, and respect. These principles guide how we work with our clients, how we support one another, and how we contribute to the wider community. Our goal is to ensure every person feels supported—that you are connected to your team, inspired by the work you do, and supported in your journey to becoming a world-class solicitor.



**We live by our
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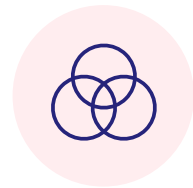


Our work

We're proud to have played a role in some of the most complex and high-profile transactions of our time.

From advising leading corporations and financial institutions to supporting government bodies and state agencies, we deliver exceptional legal expertise that helps our clients navigate challenges and seize opportunities.

Our firm is structured into four core areas: Corporate, Finance, Dispute Resolution and Litigation, and Real Estate and Construction. In addition, we operate specialist practice and industry-focused teams, ensuring our advice is always tailored to the unique needs of each client. This structure allows us to combine deep technical expertise with a clear understanding of our clients' worlds.



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Solicitor traineeship programme



Our solicitor traineeship programme

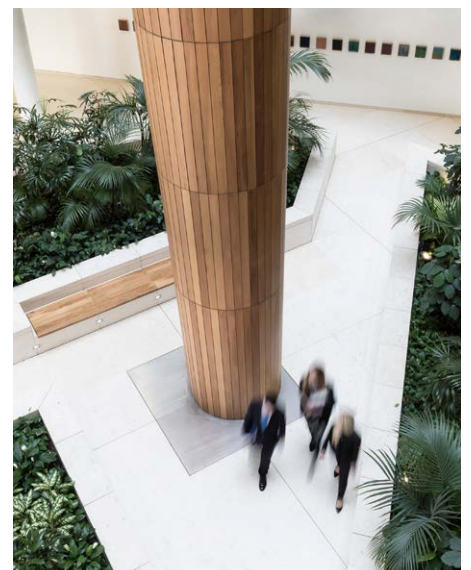
Our solicitor traineeship programme is designed to immerse you in the high-quality work we're known for while developing both your personal and professional growth.

You'll rotate through our core practice groups, gaining hands-on experience and insight into the breadth of our expertise. You will share an office with a partner, giving you one-to-one mentoring and the chance to learn directly from the best.

Throughout your traineeship, you will also attend regular lectures and workshops, enhancing your skills in legal topics, professional development, and legal research techniques.



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From the moment you walk through the door at Riverside One, your journey begins. You'll be supported every step of the way, with tailored guidance from our dedicated Trainee Programme Manager, who will mentor you throughout your traineeship.

What we look for

We seek graduates with strong academics, energy, and character. People with sound judgment and the ability to build meaningful relationships with clients and colleagues. If that's you, we'll surround you with the best in the business to help develop your career.

Why choose us?

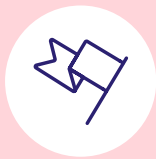
Here, you'll thrive in a fast-paced, supportive environment that values your contributions. You'll be mentored by industry-leading practitioners and gain the experience you need to take your career to the next level.

Applications open September each year.



Begin your journey with us: supported by expert mentorship, a collaborative environment, and the experience to elevate your legal career.





Real work, real impact

From day one, you're a valued member of the team. You'll tackle high-impact, challenging work that makes a difference for our clients. This experience will further your skills, confidence and the thinking needed to deliver outstanding client services.



One-to-one training with a partner

You'll share an office with a partner, gaining invaluable one-to-one guidance. This hands-on experience helps you build your expertise in our core practice groups.



Regular feedback

You'll receive regular feedback and performance reviews, supported by our Head of Legal Professional Training and our Trainee Programme Manager, who'll mentor and guide you every step of the way.



Life-long learning

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



Social connections

There is a fantastic social dimension to being a trainee here. Our social committee runs events year-round, helping you connect, unwind, and build lifelong friendships.



Community impact

We are passionate about making a positive impact in the communities where we work. Through our Responsible Business Programme, you'll be able to share your skills and time with not-for-profit organisations that make a real difference.



Global opportunities

Many trainees spend part of their programme abroad or on secondment with top domestic and international clients.

Jonathan Murchan

Trainee

Jonathan began his traineeship in March 2024, having completed the McCann FitzGerald summer internship programme.

The path to my first seat

I studied Law and Business at Trinity College Dublin. While in college I applied to McCann FitzGerald for a summer internship. After college I joined the firm's Knowledge Team as a Paralegal while completing my FE1s. I enjoyed this work and it allowed me to engage with colleagues across the whole firm and make friends with other people who would go on to join as trainees with me. The training provided by McCann FitzGerald is exceptional. Trainees receive general and department-specific training and we are continuously learning through weekly lectures, trainee workshops and monthly training lunches.

What makes McCann FitzGerald unique

While it is such a cliché, the people really are what make McCann FitzGerald unique. There is no doubt that everyone takes their work very seriously and focuses on delivering the very best for clients. At the same time, my colleagues are a diverse and fun bunch of people. There is always a buzz in the office, and we all love to have a chat over lunch or a laugh over a coffee. With my fellow trainees, it is great to know that there is always someone to eat lunch with or help me out when needed.

Applying for the internship or traineeship

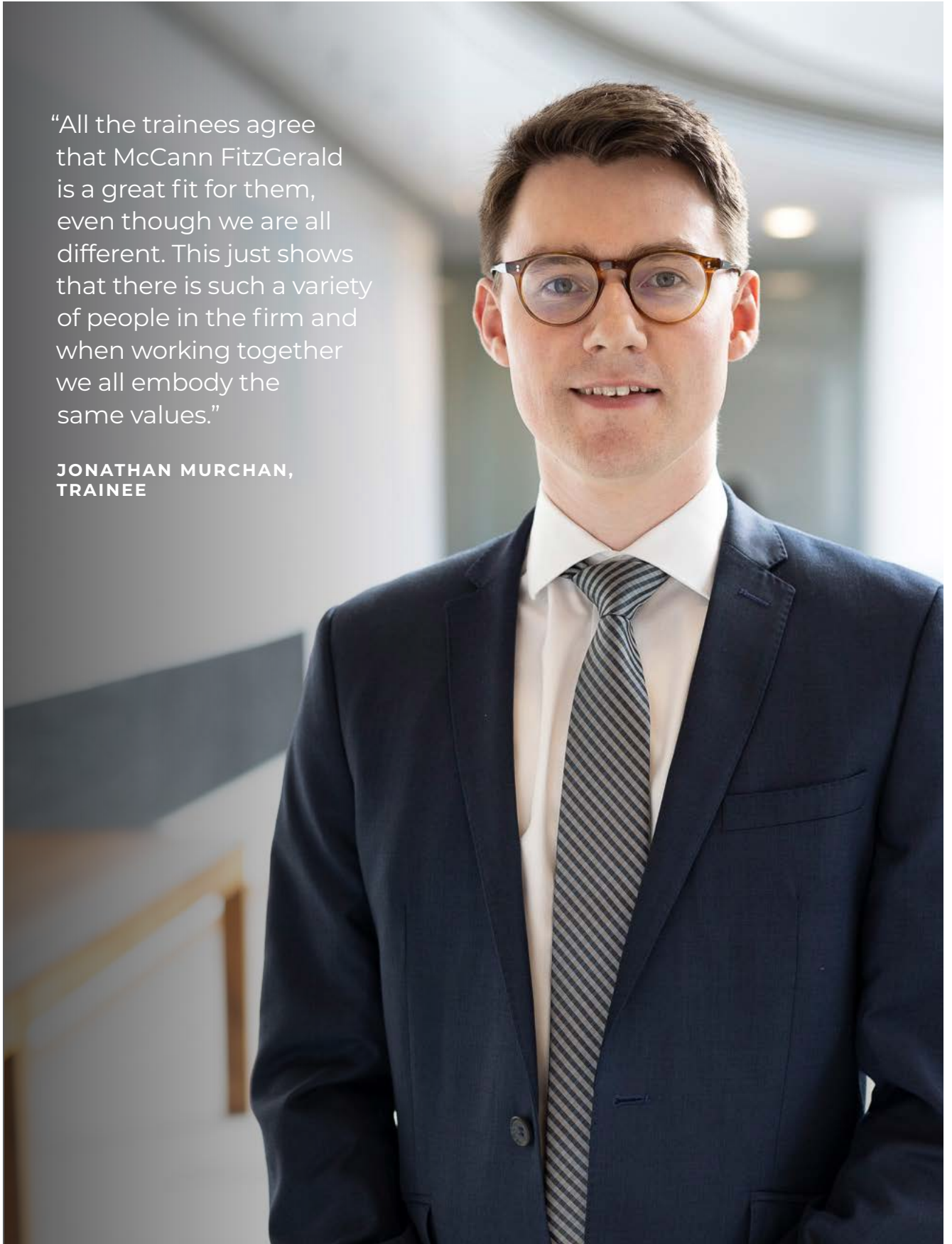
My advice to anyone applying for the internship or traineeship is to be yourself and show why you will be a great solicitor for McCann FitzGerald. In an interview, there is no better advice than to just be yourself and show the interviewer that you are someone that everyone can get along with and work alongside.



“As a trainee in McCann FitzGerald, you can be certain that you will be supported and encouraged. Not only do the partners care about your training but they are also interested in your life and your career.”

“All the trainees agree that McCann FitzGerald is a great fit for them, even though we are all different. This just shows that there is such a variety of people in the firm and when working together we all embody the same values.”

**JONATHAN MURCHAN,
TRAINEE**



Summer internship programme

Curious about a career in law?



Summer internship programme

Our three-week summer internship programme offers you a unique chance to step into the world of commercial law, gaining hands-on experience while working alongside some of the brightest legal minds in the industry.

Designed for students from second year onwards, this immersive programme will push you to think critically, solve real-world problems, and make informed decisions about your career path. You'll be placed in one of our four core practice groups, where you'll dive into challenging, high-impact work. With the support of a trainee buddy and guidance from an experienced solicitor, you'll get the opportunity to see what life in a law firm is really like.

You'll get to...

- Work directly in practice, gaining insight into the day-to-day of a leading commercial law firm.
- Engage in interactive classroom activities that sharpen your legal skills.
- Attend firm lectures and presentations from senior leaders who shape the industry.
- Network informally with partners, trainees, and fellow interns at social events.

At the end of the programme, interns are invited to interview for a place on our traineeship programme—your next step toward becoming a world-class solicitor.

Applications open in December each year.



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

Kelsey Ahern Trainee

Kelsey studied Corporate Law with Legal French at the University of Galway.

Interactions with McCann FitzGerald

During college, I regularly engaged with members of the McCann FitzGerald (“MF”) team at law fairs organised by UG and at graduate events that were hosted by the firm. Each time, I was more and more drawn by the personable and approachable nature of those I met. These interactions further incentivised me to apply to the summer internship at MF. Upon being successful in my application and completing the internship in 2022, I was offered a training contract.

Abundant opportunities

I began my training contract in 2024 after taking some time to sit the FE-1 examinations and to travel. My first seat was in Aviation Finance, and my responsibilities varied from drafting documents, communicating with clients, supporting the team by compiling documents and recording workstream developments. Although the work can be complex, the spirit of collegiality amongst the team means that it is never overwhelming and opportunities to learn and be involved in intricate transactions are abundant.

Mutual respect and excellence

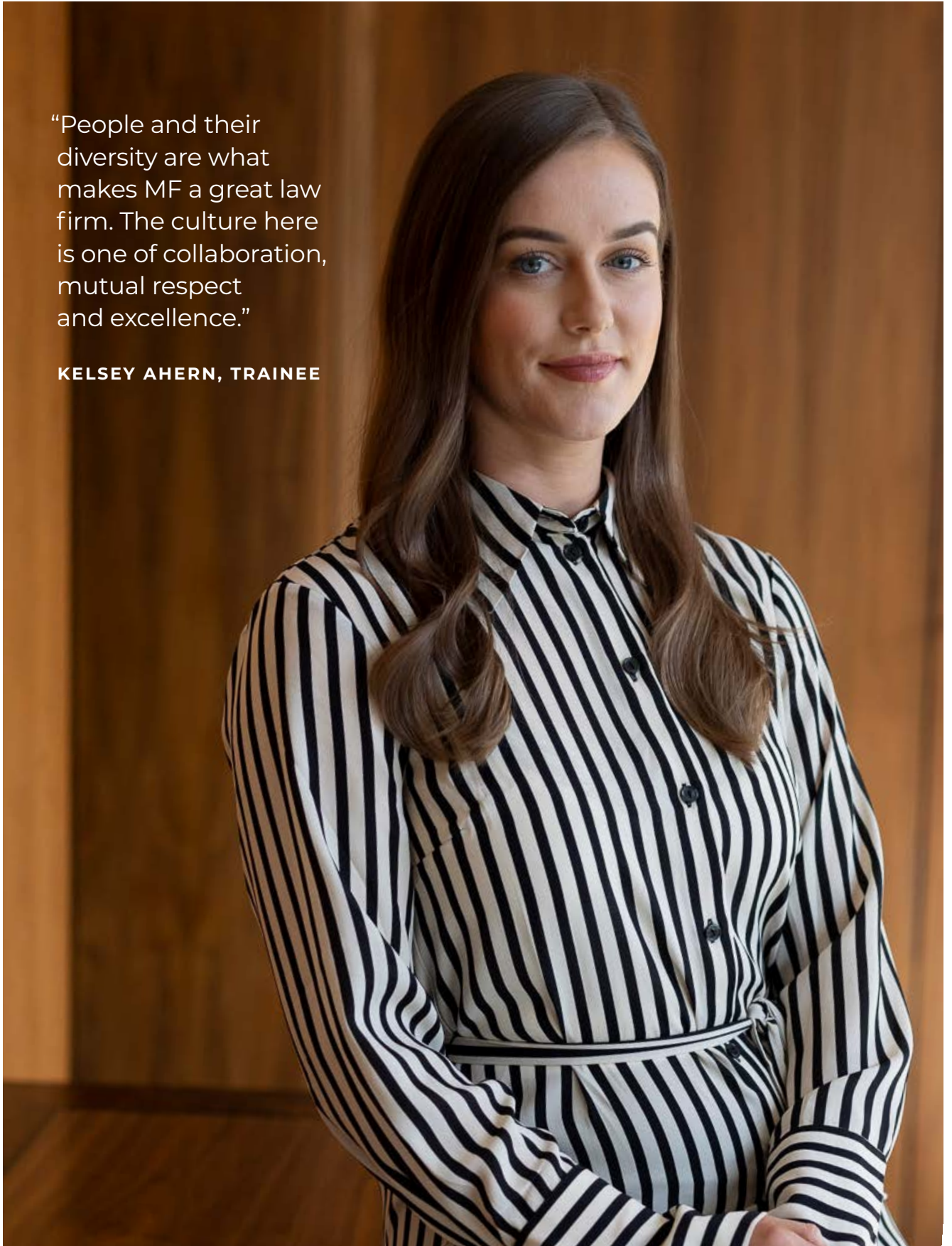
People and their diversity are what makes MF a great law firm. The culture here is one of collaboration, mutual respect and excellence. This culture is fostered by the social events that are organised by the firm year-round, such as, team drinks or coffee, the Christmas and Summer party, the charity quiz and many more events that form part of the Wellbeing Programme and, separately, the Summer Fun Programme. MF also has a trainee social committee which arranges various events for all trainees throughout the year, such as the trainee weekend away, the trainee summer party, book club, yoga classes, and lots more. These events are essential in developing and nurturing a strong rapport amongst the trainees.



“Opportunities to learn and be involved in intricate transactions are abundant.”

“People and their diversity are what makes MF a great law firm. The culture here is one of collaboration, mutual respect and excellence.”

KELSEY AHERN, TRAINEE



Law First

Step into the world
of McCann FitzGerald





Law First

If you're a first or second-year student with a passion for law and a curiosity about a future career in it, Law First is for you. This exciting programme gives you an exclusive opportunity to dive into the world of commercial law and explore what makes McCann FitzGerald unique.

Spend a day at our Riverside One offices, where you'll get to know our practice groups, experience our vibrant culture, and network with potential colleagues. You'll also meet our early careers recruitment team, who'll provide valuable insights into our application and interview process. Plus, you'll participate in a hands-on skills session led by our professional learning and development team.

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 traineeship programmes.

Applications open in November each year.



Law First offers you a snapshot of what a career with McCann FitzGerald can be like.

Shauna Flynn Trainee

Shauna studied Law Plus (German) at the University of Limerick. In her third year she had the opportunity to embark on a 6-month placement programme at McCann FitzGerald.

Inspiration from corporate law

During my placement programme, I had the pleasure of working with the company secretarial and corporate transaction teams at McCann FitzGerald. At this point of my legal career, I honestly was not sure if I wanted to be a solicitor but my experience at the firm was what sealed the deal for me. This was my first exposure to corporate law, and I couldn't believe how much I enjoyed it. I had an interview with the firm in late 2022, was offered a training contract and never looked back! Once I finished University, I rejoined the firm as a Paralegal in the construction department for 12 months while studying for my FE-1 Examinations.

A supportive, collegial environment

My favourite thing about the firm is the open-door policy it is built on. I have never felt like I could not ask a question or even just start chatting to someone in the lift. Every day I come to work I am greeted with friendly faces and a supportive, collegial environment which allows my legal career to flourish. The social side of the firm is also brilliant and allows people to become more than colleagues. I have made some of my best friends here! A few examples are summer and Christmas parties, team lunches and sporting events. We also have a Trainee Social Committee who organise trainee specific events – a highlight is always the weekend away.



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“Every day I come to work I am greeted with friendly faces and a supportive, collegial environment which allows my legal career to flourish.”

**SHAUNA FLYNN,
TRAINEE**



Trainee recruitment and development



John Neeson

Partner, trainee recruitment and development

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 key assets. They are the future of our firm.

I joined McCann FitzGerald as a trainee back in 2009. The firm had a reputation for having a market-leading training programme built upon a culture of collaboration and community. My experience to date with the firm has surpassed my own high expectations—the firm is committed to the training and development (both personal and professional) of all its people. This emphasis is regarded as critical to the success of the firm, and it is why the training in McCann FitzGerald starts on day one as a trainee and continues for the duration of your time with the Firm, long beyond the end of your training contract.

This carefully fostered sense of community learning has been embedded in the fabric of McCann FitzGerald for many years. It is vitally important to us that each of our people feels valued, supported and encouraged to contribute. The culture of openness and sharing of expertise creates an excellent platform for our trainees to hone their legal skills.

We recognise that everyone has their individual strengths. Each trainee spends time in a wide variety of practice areas (both transactional and advisory) to experience the different facets of the firm's practice. This allows each trainee to develop their legal knowledge into a deeper, more specialised area that suits their skill set and interests.

The training programme in McCann FitzGerald is core to the success of the firm. It ensures the best experience for our people and the best results for our clients.



“The training programme in McCann FitzGerald is core to the success of the firm.”

“It is vitally important to us that each of our people feels valued, supported and encouraged to contribute.”

**JOHN NEESON,
PARTNER**



Applying to McCann FitzGerald

Tips for a successful application



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

Here's how you can stand out during the application process:

The application form

Take your time

Read over your form several times. Review it carefully to avoid small errors like spelling or grammar mistakes, which can make a big difference.

Show who you are

Include as much detail as possible. Our partners want to get a real sense of who you are and what interests you.

Get a second opinion

Ask someone you trust to review your form before you press send. A fresh pair of eyes may spot something you've missed.

Be prepared for the interview

Print a copy of your completed form and be ready to discuss what you've written. Your answers may be discussed at the interview stage.

The online assessment

What to expect

The strengths-based assessment will explore what motivates and energises you. It's made up of scenario-based questions, questions about your working style, and critical reasoning challenges.

Find your flow

Choose a quiet space where you feel comfortable and relaxed to complete the assessment—this will help you perform at your best. Remember to be honest and authentic—we want to hear your natural reaction. When answering each question, think about how you'd truly behave in that scenario.

Take your time

The assessment isn't timed, so read each scenario and response options carefully. Don't rush—understanding the question fully is key. We ask that you complete the assessment in one sitting. We recommend allowing at least 60 minutes to complete it.

Be yourself

Don't overthink or try to second-guess what we might want to hear. The goal is to understand your true strengths, not to match a specific answer of what the "firm" might want.

Be prepared

Use the Preparation Hub from our test provider, Cappfinity, to get familiar with the types of questions you'll face.

The interview

Do your research

Be ready to discuss our firm, the legal industry, and the role you're applying for.

Know your strengths

Reflect on your skills and how they align with the role you want. Be ready to talk about yourself.

Stay informed

Keep up to date with current affairs, especially those related to commercial law and the industry you want to work in.

Be genuine

We want to hear what drives you—why you're passionate about a career in commercial law and why McCann FitzGerald is the place for you.

This isn't about giving the "right" answer. It's about getting to know the real you. We value authenticity, and we're genuinely excited to hear your story. If you're motivated, ambitious, and ready to make a real impact, we want you on our team.

How to apply

Ready to take the next step?

Go to our graduate recruitment site at **mccannfitzgerald.com/graduates** to complete your application. You'll also find more details on our firm and key application dates.

Alternatively, email **graduates@mccannfitzgerald.com** or call our graduate recruitment team on **+353 1 607 1258**

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