

fieldfisher

A law firm built around people  
**Graduate opportunities**



Belgium | China | France | Germany | Ireland | Italy | Luxembourg | Netherlands | Spain | UK | US (Silicon Valley) | [fieldfisher.com](https://www.fieldfisher.com)

# Who we are

1,700+ people

25 offices

1 Firm Unlimited opportunities

We are a European law firm with market leading practices in many of the world's most dynamic sectors.

Fieldfisher Ireland is a full service firm and specialises in the major practice areas of law including Corporate and Commercial, Public and Regulatory, Renewable Energy, Banking and Finance, Privacy and Data Protection, Litigation and Dispute Resolution, Technology, Employment, Real Estate, Insolvency and Restructuring, and Planning and Environmental.

Our international network has more than 1,700 people working across our offices in Amsterdam, Barcelona, Beijing, Belfast, Birmingham, Bologna, Brussels, Dublin, Düsseldorf, Frankfurt, Guangzhou, Hamburg, London, Luxembourg, Madrid, Manchester, Munich, Milan, Paris, Rome, Shanghai, Turin, Venice and Silicon Valley.

Among our clients we count social media giants and high street coffee chains as well as pharmaceutical, life sciences and medical device companies, energy suppliers, banks and technology leaders.

Clients choose to work with us because we deliver commercial, pragmatic and innovative solutions through our exceptional legal expertise and experience, on time and on budget.

# What we do

## Banking and Finance

Fieldfisher's dynamic Banking and Finance team acts for a number of domestic and international lenders and borrowers including major Irish and European banks, as well as international funds and developers across a wide range of financing arrangements.

## Corporate and Commercial

Our dedicated and experienced commercial Solicitors advise clients from a wide range of corporate disciplines and business sectors. Our Corporate and Commercial department works to meet both the day-to-day and larger transactional needs of Irish and international businesses.

## Employment

Fieldfisher's dedicated Employment department has a wealth of experience providing advice and on-going support to Human Resource Managers, Directors and In-house legal (based in Ireland and EMEA) in private, regulated and semi-state organisations.



## Insolvency and Restructuring

Fieldfisher's Insolvency and Restructuring department works closely with its clients to advise and find practical and effective solutions on all aspects of corporate insolvency, personal insolvency and corporate restructuring to include contentious, non-contentious and cross border insolvency law matters.

## Litigation and Dispute Resolution

Fieldfisher's Litigation and Dispute Resolution department advises and represents clients in all aspects of litigation, disputes, mediation and arbitration. Our commercial clients include both domestic and international entities that operate in the insurance, IT, aviation, retail, banking, financial and regulatory sectors.

## Planning and Environmental

Our Planning and Environmental team is widely experienced in providing advice to public authorities in respect of the exercise of their planning and licensing functions and all aspects of planning and environmental, administrative and European law.

# What we do continued

## Real Estate

Fieldfisher's Real Estate department advises corporates, multinationals, banks, funds, investors, state agencies and local authorities across a range of sectors including healthcare, retail, hotels and leisure, social housing and construction and development.

## Renewable Energy

The Renewable Energy team at Fieldfisher advises a wide range of stakeholders operating in the energy sector, from market leading semi-state entities to private developers and banks.

## Technology

Fieldfisher has one of the largest European teams of lawyers in the field of the technology. Our Dublin based technology lawyers work alongside our European colleagues supporting the world's biggest organisations and some of Europe's most exciting growth companies across various industries.



## Privacy

Fieldfisher's Privacy team has been top ranked for well over a decade. We have one of the largest European teams of lawyers in the field and regularly support the world's biggest organisations across various industries, as well as some of Europe's most exciting growth companies.

## Public and Regulatory

Fieldfisher Ireland's Public and Regulatory department provides legal advice and representation to the CEOs, Boards and Councils of public bodies and has expert knowledge of all of the major regulatory sectors including health and social care, education, charities, finance and professional services.



# Our commitment to you



*“At Fieldfisher, we strive to provide the best training experience possible, where our Trainees feel confident and supported at every turn. Your success is our success, and we are committed to providing you with the skills and experience that you need to exceed your goals and expectations, and kick start your career as a successful Solicitor.*

*From day one, you will engage and learn from colleagues with extensive expertise in their field, at all levels from Partners and Associates to Solicitors. You will work in a friendly and collegial environment,*

*complete various rotations in several of our specialised practise areas, have unique opportunities to participate in exciting secondment projects and begin building relationships with our international network of offices, all whilst developing your technical skills.*

*We are very excited about the direction and opportunities that lie ahead as our Dublin office continues to grow and we invite you to become part of this movement. Take the next step in your career and apply for our Trainee Programme today.”*

**JP McDowell, Managing Partner**



# A career with us

## Are you keen to kickstart your legal career?

### Are you ambitious, forward thinking and entrepreneurial - just like us?

Then what are you waiting for? Apply for our Trainee Solicitor Programme today and start your career with Fieldfisher.

At Fieldfisher, our people are vital to our success. It's not just about providing award winning, cutting edge advice, it's about our relationships with our clients and with each other. We take pride in the Fieldfisher community that we have built and we believe in real work, on real matters, with real clients. Your professional and personal development is one of our top priorities.

With over 60 qualified Solicitors and 130 staff in our Dublin office, you are guaranteed to work with incredible people who will guide, nurture and inspire you throughout your training programme.

On top of this, you will also have the opportunity to work with our colleagues across our vast network of 25 offices, gaining international exposure and developing key business relationships and skills to help you to become a top-class professional.

Fieldfisher's Dublin practices are highly ranked by well-respected legal directories including Chambers and the Legal 500. For example, our Public and Regulatory department is currently the highest ranked in Ireland by Chambers for professional discipline matters. In addition, a number of our

partners have received recognition as leading individuals and up and coming/next generation partners in their chosen fields. The wider firm meanwhile has been ranked at a European and international level.

In order for Trainees to grow and match these achievements, we firmly believe in giving you maximum exposure, with a variety of experience, all within a fast paced and collegial environment, which are essential if you are to become a Solicitor of tomorrow and a trusted advisor to your clients.

Upon commencement, you will be assigned a buddy and mentor, who will help guide you throughout your Training programme and be on hand to share their own experiences with you. You will also complete technical and soft skills training through our dedicated People Development team who are there to support your training and development needs.

Throughout your training programme, you will complete a number of rotations throughout the business, allowing you to develop a thorough understanding of each practice area and help you to identify which area you most enjoy working in. You will gain practical hands on experience, be provided with autonomy and responsibility and become a valued member of the team. Along with this, you will receive continuous feedback to help you develop into a competent Solicitor who loves what they do.



# Culture, diversity and inclusion

**We are very proud of our inclusive culture that fosters a friendly and supportive environment, where everyone is accepted and treated with respect.**

We embrace individuality and encourage all Fieldfisher employees to bring their true selves to work. There is a place for every background, interest and degree discipline at our firm where the ideas

and fresh perspectives of our Trainees support our goal to be innovative and always evolving.

At Fieldfisher, we are keen to ensure you are given the opportunity to perform at your best throughout the recruitment process. If you require any adjustments to be made at any stage, please contact our recruitment team @ [hr.ireland@fieldfisher.com](mailto:hr.ireland@fieldfisher.com)

We have a strong commitment towards building a diverse workforce and strive to attract and retain the best people by providing an environment where each individual can develop and build a rewarding career.

Our 4 core values: **respect, integrity, responsibility** and **teamwork** are not just words we use. These values are central to how we operate and we ensure all staff attend our values workshops to instil these values into their day-to-day interactions.



# Our values

This is how we define our four values:

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## Respect

We **respect** all colleagues and clients whatever their role, background, gender or beliefs

## Integrity

We are **open and honest** in our dealings with colleagues and clients

## Responsibility

We **deliver on our commitments** professionally and to society

## Teamwork

We are collaborative and celebrate **team success**



# Just Purpose

## **We believe that serving the community is not just a responsibility, but a privilege.**

Fieldfisher's dedicated Just Purpose team coordinates and leads the firm's initiatives to support our nominated charities and other pro bono work, as well as overseeing sustainability and inclusion programmes. Our Just Purpose initiatives are key to our business and are governed by the same principles of innovation and commitment to excellence that we bring to all our work.

Recently a number of our Trainee's carried out pro bono work in collaboration with the Law Society of Ireland as part of a programme called "Street Law". They were involved in teaching social justice, equality and key legal principles in local DEIS (Delivering Equality of Opportunity in Schools) schools, prisons and community settings.

The Law Society have also appointed current Fieldfisher Trainee, Sara O'Sullivan as a Law School Ambassador who will be involved in assisting students from all backgrounds throughout their journey to qualification.

## **We are always looking at ways to give back to the community and encourage all our Trainees to get involved in ongoing initiatives.**

Each year the firm nominates a charity partner of the year, which is chosen by our employees, and throughout the year, employees can be found holding bake sales, running marathons, walking, climbing mountains and volunteering, all in the name of charity and fun.

### **Rebecca Oliphant, Trainee Solicitor**

*"We really enjoyed the experience and would highly recommend this programme to any upcoming trainees. Not only was it rewarding to give back to the community but it has also helped us to develop key communication and presentation skills which we apply day-to-day working in the firm."*



### **Sarah O'Sullivan, Trainee Solicitor**

*"As Law School Ambassador, I will be acting as a mentor for the PPC students during their time in the Law Society of Ireland. I look forward to being a friendly face and having the opportunity to offer first hand support having just completed PPC2 myself."*



# Life at Fieldfisher: social scene

**At Fieldfisher, we have great work life balance and we are committed to ensuring that there is always a fun element to life at the firm.**

The firm is proud to be a signatory of the Professional Wellbeing Charter with the Law Society of Ireland. As signatories to this Charter, the firm is committed to improve leadership and

championing behaviours, skills and practices that promote and enable professional wellbeing at all levels, and across all roles both virtually and physically within our firm.

Our dedicated Sports and Social committee arrange a host of events throughout the year that staff can participate in and enjoy. Whatever your interests may be, rest assured there will be something for you to get involved in.

- › Pizza and beer nights
- › Table quizzes
- › Bake sales
- › Coffee mornings
- › Our annual Summer BBQ
- › The Calcutta run
- › Race night
- › Halloween party
- › Team building days/activities
- › After work drinks
- › Annual Christmas party
- › Book Club
- › Golf Society
- › Step Challenges



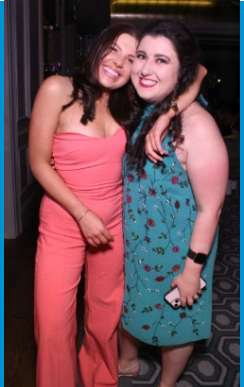
Above: The Calcutta run



[www.lawsociety.ie](http://www.lawsociety.ie)

# Life at Fieldfisher: social scene continued

## Fieldfisher Staff Party



# What Fieldfisher can offer you

Your Professional Practice Course (PPC) with the Law Society of Ireland will be fully paid by the firm whilst offering you a competitive salary (including full payment whilst attending PPC).

## Additional benefits include:

- › Rotations throughout the business
- › Tax saver travel scheme
- › Bike to work scheme
- › Hybrid working
- › On-going performance feedback to help you grow professionally
- › Learning and development opportunities
- › Career development
- › Paid wedding leave
- › Paid maternity leave
- › Paid paternity leave
- › Buddy system
- › Life assurance
- › Disability benefit
- › Employee discount scheme
- › Wellness programme
- › Employee assistance programme
- › Annual flu vaccine
- › Annual health check
- › Medical benefits
- › Early finish on Public Holiday weekends
- › Discretionary Christmas bonus
- › Sports and social club
- › Book club
- › Golf society



# From Intern to Partner



*"I began my journey with Fieldfisher (formerly McDowell Purcell) as an Intern before securing a training contract in 2007. After progressing throughout the firm, I was delighted to be appointed as a Partner in the firm's Public and Regulatory department in 2017. I currently manage a team of Solicitors advising public sector clients across a range of areas.*

*Fieldfisher invest heavily in the training and development of their staff at all levels and are genuinely committed to supporting you as you progress through each stage of your career.*

*From the very beginning I had exposure to complex legal issues and the level of experience I gained as a result was second to none. I also had the pleasure of working closely alongside colleagues who were not only top performers in their respective areas but who provided a friendly, supportive and collaborative work environment in which I could learn and develop my skills."*

**Sinéad Taaffe, Partner**



# Trainee experiences

## Rosie Callan

Bachelor of Civil Law (2014) -  
Dublin City University



*"I commenced my traineeship with Fieldfisher in July 2017, before qualifying as a solicitor in December 2020. I thoroughly enjoyed my traineeship with the firm. During my traineeship, I was exposed to a wide variety of work in a number of different departments including, Litigation, Employment, Public and Regulatory and Insolvency and Restructuring where I was given meaningful levels of responsibility. I believe that this exposure gave me the requisite skills necessary to make the transition from Trainee to Solicitor. Fieldfisher is dedicated to their Trainees and throughout my career I have always felt completely supported in my professional development. I would thoroughly recommend the Fieldfisher training programme to anyone who is keen to secure a great role in a friendly and progressive firm."*

## Evan O'Brien

Business and Law (2020) -  
University College Dublin



*"I joined Fieldfisher's Trainee Solicitor Programme in May 2022 having secured a position through the Trainee Solicitor Recruitment process in 2021. I have just completed my first rotation in the Corporate and Renewables department. During my time in this department, I was exposed to a wide range of clients in various exciting industries such as tech, food and beverage, consumer goods, engineering and manufacturing. I was trusted to work closely with our clients and gained extremely interesting legal insight and exposure into the development of green energy. I have also worked on mergers, acquisitions and investments with some of Ireland's leading companies and brands. At Fieldfisher, Trainees are given a valuable place on each team and are provided with a vast amount of responsibility. I received great engagement from Partners and senior team members throughout my rotation and I have really appreciated the opportunity to develop my skills with the backing of supportive mentors. Regardless of the team or your role at the firm, everyone is respected, everyone knows everyone and there is a real down to earth comradery in the firm that makes each day enjoyable."*

# Trainee experiences continued

## Lynday Mason

Diploma in Employment Law (2013) -  
University of Dublin

Diploma in Law (2017) -  
Law Society of Ireland



## Declan Meagher

Bachelor of Arts Sociology  
and French (2018) -  
Trinity College Dublin



*"I joined Fieldfisher as a Paralegal in 2017 and then progressed to a Trainee before qualifying as a Solicitor in the Public and Regulatory department in 2021. During my training contract, I was given the opportunity to complete a secondment with a well-known client. This secondment was instrumental in my development as a Solicitor as it facilitated my client relationship skills and provided me with insight from a client's perspective. It also enabled me to develop leadership and managerial skills as I was managing a team, which is very rare exposure to get at this level. In addition to my secondment, I completed four rotations throughout the firm; Real Estate, Employment, Litigation and Public and Regulatory. In each rotation, I was provided with guidance and support to help me develop in my role. Outside of the formal training programme, I really enjoy the social aspect of the firm. The firm host regular sports and social events where you can get to know the other Trainees and staff."*

*"I joined Fieldfisher's Public and Regulatory team as an Intern in 2019 and was immediately involved in a high profile inquiry. The case was fast paced, challenging and a great start to my legal career working alongside regulatory specialists. I was then offered a secondment opportunity with a well-known public body which broadened my knowledge of banking and commercial borrowing, and gave me experience building client relations. I gained a Trainee contract for 2021 and began my pre seat in our Planning and Environmental team whilst also assisting the Public and Regulatory team. I've since completed rotations in the Real Estate department and the Litigation and Dispute Resolution unit. Throughout my time with Fieldfisher, I have appreciated the friendly and personable culture that the firm has cultivated. I would strongly recommend applying to Fieldfisher's Trainee Solicitor Programme."*

# Trainee experiences continued

## Alice Normoyle

Bachelor of Civil Law (2018) -  
National University of Ireland,  
Galway (NUIG)



## Ayesha Ryan

Law International (2018) -  
University College Cork



*"Since commencing my training contract in 2021, I have completed my pre seat with the Corporate, Commercial and Renewable Energy team and gained both a technical and practical understanding of the laws and procedures surrounding these areas. I also got the opportunity to work on high value and often complex commercial transactions, whilst gaining invaluable experience working on renewable energy developments. I have since completed additional rotations in the Employment department and the Public and Regulatory unit. The level of training and support is unparalleled. Aside from the opportunity to gain a deep and practical understanding of law, Fieldfisher provide a friendly and inclusive working environment and really value personality and teamwork, making it the perfect place for your legal career to blossom. The combination of the firm's culture and values together with its progressive nature and unyielding dedication to delivering top quality legal advice to clients confirmed my desire to pursue my career as a Trainee Solicitor with the firm."*

*"I joined the Fieldfisher Paralegal programme in January 2019 and commenced working in the Insolvency and Restructuring department. I knew instantly that this is somewhere I would like to train to become a Solicitor. I applied for a Training Contract and was successful in my application. The recruitment process was rigorous but reaffirmed to me that Fieldfisher is where I wanted to be. Since joining the Trainee programme, I have completed rotations in the Insolvency and Restructuring, Public and Regulatory, Planning and Environmental and Real Estate departments. Throughout all rotations, I have worked closely with Solicitors and Partners who have guided me along the way and provided me with excellent exposure to the various areas of work within the firm. I have felt both valued and trusted, and gained experience and skills that will undoubtedly assist me in my journey from Trainee to newly qualified Solicitor this year. I am delighted to have secured a permanent position with our Public and Regulatory unit when I qualify and look forward to furthering my career at Fieldfisher."*



# Trainee experiences continued

## Cian Ronan

BA Law and Accounting (2020) –  
University of Limerick

Masters of Laws in International  
Commercial Law (2022) – University of Limerick



## Sara O’Sullivan

Bachelor of Law and Business (2016) –  
National University of Ireland,  
Maynooth



*“I joined Fieldfisher as a Paralegal in August 2021 in the Public and Regulatory team. When joining, I was afforded the opportunity to go on secondment with a high profile client of the firm, where I worked on a large-scale financial services project involving the investigation of breaches of contractual and other regulatory standards. This has been a unique opportunity and I have thoroughly enjoyed working directly with the client gaining valuable hands-on experience in the area of financial services and client relations. I have also been successful in obtaining a Trainee position and look forward to commencing my training contract in May of next year. During my time with Fieldfisher, I have been impressed by the firm’s willingness to provide its Paralegals and Trainees both responsibility and autonomy, as well as the continued emphasis that the firm place on its employee’s professional development. I have had the benefit of working with an open, collaborative and friendly team, who have always fostered a supportive and inclusive work environment. I look forward to continuing my career with Fieldfisher and gaining valuable experience in a market-leading international law firm.”*

*“I joined Fieldfisher in 2016 as a Paralegal and progressed to a Trainee Solicitor in 2020. I have just completed PPC2 and am currently rotating in the Public and Regulatory law department. From the beginning of my training contract, the engagement and exposure to interesting work has been second to none. Fieldfisher place a strong emphasis on teamwork, which ensures Trainees get the most out of each rotation. I have had many opportunities that have helped me develop my legal skills which will certainly shape me as a solicitor. Trainees are provided with regular feedback (formal and informal) which allow you to develop your skills. Without a doubt, Trainees play a vital role as part of each team and are exposed to all levels of support, from newly qualified Solicitors right up to Partner level. I am really enjoying my training contract and look forward to continuing my career with Fieldfisher upon qualification and to the new opportunities that lie ahead.”*

# Summer Internship Programme

**Our Summer Internship Programme forms an integral part of the firm's resourcing strategy. We see the programme as an opportunity for individuals to learn from our legal professionals, to help them identify if a career in law is suitable for them, and for us to identify future Trainees.**

During our structured internship programme, Interns gain a valuable insight into the workings of a busy legal practice. You will gain a full appreciation of the work we do, who our clients are and the role of the Trainee Solicitor. Along with gaining hands on practical experience

working with our Partners, Solicitors and Trainees, you will also be invited to attend various presentations and training courses to help you develop key skills and meet some of our current Trainees throughout the business to learn first-hand about their experience.

*"One of the main reasons that I was keen to secure a summer internship with Fieldfisher was due to their global connections and the wide variety of work they specialise in. I completed a one month internship in August 2022 where I was assigned to the Insolvency and Restructuring department to assist in an on-going banking project. The team were all incredibly kind and helpful throughout my internship and made me feel welcome from day one. I learned a lot in regards to the proceedings of a trial and was able to familiarise myself with the work and steps involved.*

*I also assisted in High Court applications, court proceedings, scheduling of title deeds and assisted in drafting letters for various clients and court offices around the country. The firm maintains a familiarity and friendliness of a small firm even though it is a European law firm with over 1700 staff, which creates an enjoyable and warm working environment. I thoroughly enjoyed my time with Fieldfisher and feel that the knowledge I have built this summer will stand to me in my future legal career."*

## **Ava Caffrey**

Bachelor of Civil Law  
(2022) University  
College Cork, Summer  
Intern in our Insolvency  
and Restructuring Unit  
August 2022



# Summer Internship Programme continued

*"Having recently completed a Masters in Common Law in University College Dublin, I was eager to begin my legal career. I have had experience in other office roles, but never one in a legal practice. I was keen to put my new-found interest in Public and Regulatory law to the test. Fieldfisher offered me the opportunity to work with them as a Summer Intern for the month of July, working in particular with the Public and Regulatory team. It was a brilliant experience and nothing like traditional intern work. I got to experience first-hand disciplinary proceedings, High Court applications and exposure with the Supreme Court during my time*

*with Fieldfisher. I was treated as one of the team, working with Partners, Solicitors and Trainees. I learned how to prepare legal documentation, including briefs for counsel as well as writing a legal blog post for the website. I fully experienced the rewarding and incredibly interesting life of a legal practitioner. Working as a Summer Intern at Fieldfisher reinforced the fact that I do indeed want to become a solicitor and as a result of my month here, I have applied to sit two FE-1 exams in October and begin on my path to becoming a solicitor."*

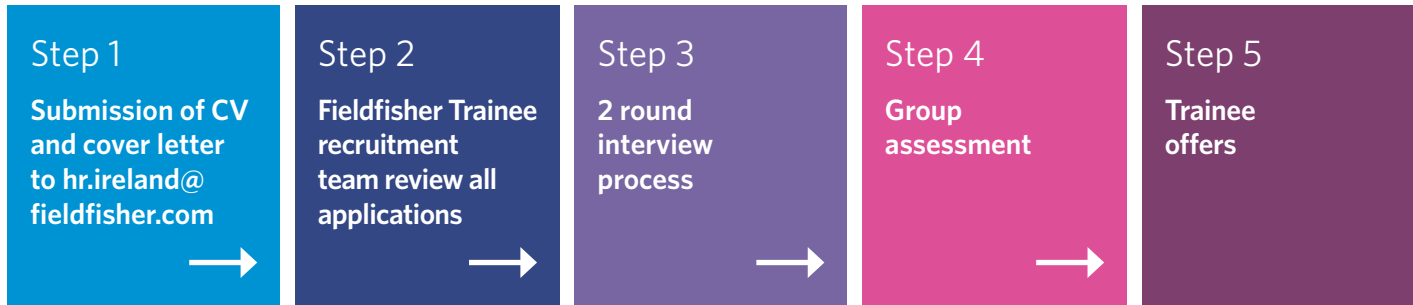
## **Evan McDonnell**

BA Politics and History (2020) and Masters of Common Law (2022)  
University College Dublin,  
Summer Intern in our  
Public and Regulatory  
Unit, July 2022



# Application process

As a firm, our ability to deliver the level of advice and service our clients expect relies on the quality of our people. With this in mind, we take the recruitment and development of our Trainees very seriously. We have designed our application process to be rigorous, yet fair. We accept applications from all degree disciplines.



Our dedicated recruitment team are on hand throughout the entire process to give you all the help and support you need.

For more information on both our traineeship and summer internship programmes, we invite you to visit our website [www.fieldfisher.com/en-ie/locations/ireland](http://www.fieldfisher.com/en-ie/locations/ireland). If you have any queries please feel free to contact our trainee recruitment team at [hr.ireland@fieldfisher.com](mailto:hr.ireland@fieldfisher.com) or on **(01) 8280600**.



# Contact us



## Closing date

Trainee Solicitor Programme  
**Dublin: Sunday 23rd October 2022**

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