

EVERSHEDS
SUTHERLAND

Release your potential
Traineeship Programme



Our trainees are the future leaders of our firm. You are an essential part of who and what we are and you make a valuable contribution to our culture and the fabric of our daily lives.

Introduction

From the first day that you join us, we see you, our trainees, as an integral part of our business, getting involved in active transactions and interacting with our clients. We pride ourselves on the “hands on” training and individual attention that you receive.

We are at a hugely exciting stage of our evolution as a law firm, both locally and globally. Locally, we have been one of the fastest growing law firms in Ireland with both our Dublin and Belfast offices expanding rapidly. Globally, we have been constantly adding more colleagues and offices, moving quickly up The American Lawyer's list of the Top 100 largest global law firms. We want you to be part of this. Our colleagues are increasingly being asked to pitch for international work for global companies; collaborating on multi-jurisdictional deals with international colleagues and spending time in our offices across the globe. Ironically, whilst the Covid-19 crisis has presented (and continues to present) significant challenges, this differentiator of being Ireland's largest global law firm with by far the greatest strength and depth of expertise has never been more relevant for clients and has never been a more compelling story to tell.

Culture is critically important for us in Eversheds Sutherland. Our Values, being collaborative, creative, professional, inclusive and open, define us. These, combined with a

willingness to learn, an openness to change for the better and mutual respect for one another creates what we hope is an ideal learning and training environment for our trainees.

Our commitment to you is not only to deliver first class training; not only to give you exposure to some of the most innovative and inspiring lawyers in the legal industry; not only to enable you to get involved in some of the most complex local and international transactions but also to do so in an environment that brings out the best in you and allows you to realise your full potential. We have a number of different international opportunities for our trainees including a dedicated secondment programme.

We really appreciate your interest in Eversheds Sutherland.



Alan Murphy
Managing Partner

Our journey



Eversheds Sutherland is Ireland's only full service international law firm handling legal matters in every major trading nation for domestic and international clients.

With over 5,000 people including 750 Partners and 3,000 lawyers, our 68 offices span 32 countries in Europe, the Middle East, Asia, Africa and the US. Eversheds Sutherland allows you to work with leading advisors across the globe on cases that make headlines.

2011

November: Eversheds O'Donnell Sweeney re-brand to Eversheds.

2009

January: O'Donnell Sweeney Eversheds re-brand to Eversheds O'Donnell Sweeney.

2015

July: Eversheds open an office in Belfast, Northern Ireland.

2017

February: Eversheds LLP and the US firm, Sutherland, Asbill and Brennan LLP voted to proceed with a combination of the two firms, creating a new global combination, Eversheds Sutherland.

1967

Rory O'Donnell establishes his practice on Baggot Street.

1987

Joe Sweeney opens a Dublin office of his practice.

Rory O'Donnell and Joe Sweeney merge their practices to create O'Donnell Sweeney in the mid-1990s.

1990s

2006

O'Donnell Sweeney form an association with leading UK firm, Eversheds.

1999

December: O'Donnell Sweeney move to our current location at Earlsfort Terrace with a team of 30 lawyers.

2017

November: We celebrated the Firm's journey and 50 years in Ireland.

2018

Belfast office announces plans to double in size by 2020.

2020

Our Belfast team relocates to larger office space at Montgomery Street.

Our culture

At Eversheds Sutherland we are proud of our culture. Our values create a respectful, supportive and welcoming environment for everyone. Our values make our culture strong and our firm a great place to be.

At the core of our culture is mutual respect. In Eversheds Sutherland everyone feels respected, and can prosper and develop, irrespective of their grouping. Valuing diversity means expressly valuing and respecting our people, our clients and our community for all identity groups. We consciously recognise the dynamics of difference and appreciate how we benefit from its power.

We pride ourselves on being team players who work hard (and have some fun doing it!). We work together to support, challenge and praise each other - we are proud of our talent and the expertise of our employees.

Our real open door culture ensures that everyone feels valued, respected and supported.



Collaborative

We leverage our collective talents for the benefit of our clients and each other and we prize teamwork and relationships



Creative

We are innovative and creative problem-solvers, providing an enhanced client and employee experience by not being bound by custom or convention



Professional

We deliver quality and excellence and act with the utmost integrity at all times



Inclusive

We foster a diverse and inclusive culture that places respect and support for everyone at its core and empowers all our people to fulfill their potential



Open

We are approachable and nurture a culture of transparency and openness

The programme

At Eversheds Sutherland we recognise that our trainees are the future of the firm. As a trainee, you will work with some of the most innovative and inspiring lawyers in the industry with access to a network of leading advisors based in our offices across the globe. You will receive first class training and international opportunities along with the chance to deal with top quality clients on major deals and transactions.

As a trainee you will become an integral part of our team and have the opportunity to immerse yourself in high profile and challenging work. Within our collaborative and open culture you will have exposure to everything that goes on in an international law firm with access to and investment in your training and growth.

Our trainees complete four rotations in any of our departments including Commercial, Litigation, Real Estate along with any of our specialist areas including: Banking, IP/IT, Tax, Construction & Procurement, Pensions, Funds, Employment and Education.

We recognise the role regular feedback plays in a trainees journey to growth and development. Regular performance meetings ensure that our trainees are getting the most out of each rotation. Each trainee receives

a mid-rotation review and an end-rotation review with their instructing partner. The review meetings provide an open forum for trainees to receive constructive feedback on their performance, strengths, development areas and career prospects.

As a trainee your voice is important to us. Our dedicated trainee committee meet with trainees on a regular basis to give trainees the opportunity to share feedback, ideas and suggestions.

At Eversheds Sutherland we look for well-rounded individuals who are ambitious, bright, passionate about law and ready for the challenge ahead. If you are looking for a career with a leading international law firm with the brightest minds in the industry then perhaps Eversheds Sutherland is the firm for you.



Gillian O'Rourke
Current trainee

"Eversheds Sutherland has a unique culture in that their dedication and commitment to providing you with the best possible training and development is unparalleled. I began my journey with Eversheds Sutherland by joining their Summer Internship Programme in May 2017."

"Following this, I joined the Education Team as a legal executive, where I spent the best part of 12 months. Two years later, I am a post PPC1 trainee on the Litigation and Dispute Resolution team. My experience gained to date has been invaluable, having had the opportunity to work across multiple teams, gaining exposure to a vast amount of cases, meeting and communicating with numerous clients, all whilst developing key skills.

From the very beginning, as a trainee you are introduced to work which constantly challenges you. There is an element of exposure and trust given which really makes you appreciate the importance of your role on the team. The responsibility allows you

the opportunity to develop your research, drafting and file management skills. The work is high level in what is very much a fast paced environment, which allows you to benefit from what I have found to be a continuous practical learning experience. This element of exposure coupled with the supportive culture of the firm allows you to develop your utmost potential. An important characteristic, which in my opinion goes straight to the core of a successful workforce is communication, both internally and externally, and thankfully this is something that is equally as important to Eversheds Sutherland, who thrive on teamwork and inclusion. These values are certainly reflected in their training experience."



Robert Boos
Current trainee

"When I was first asked why I wanted to be a solicitor my answer always was, and still is, teamwork. I didn't just want to work for the best solicitors but wanted to learn from them."

"The goal of any trainee should be to be a valuable member of your team, so that on qualification you can provide valuable legal services to your clients.

My career with Eversheds Sutherland began with the Summer Internship in 2017, and from my first day I was given invaluable exposure to the life of a trainee and the work expectations. At 11 weeks the summer internship programme is longer than the programmes offered by the other big law firms in Dublin, and so the immersion into trainee life and exposure to higher calibre work is far greater.

My first seat as a trainee was with the Real Estate team, an area I had no exposure to outside of my law degree, and one that I started in the midst of a global pandemic from home. Despite this, the clients and deals that you are working on are too big to slow down,

so your team views you as a vital part of the process and gives you real work from the outset, which is exactly what every trainee is looking for.

The expectations on a trainee are always far greater than that on an intern, and it is a steep learning curve to make sure you meet the mark, though the support and guidance within the firm is unparalleled. Collaboration is at the heart of Eversheds Sutherland's values, and the firm goes to great lengths to ensure that it is practised, rather than just a slogan on a website. Every trainee is supported by both their team and the firm at large, and through that support can exceed both the firm's and their own expectations of the solicitor they can be. That's what made Eversheds Sutherland the right firm for me to train with."

Support from the start

We recognise the importance of your continued development and growth. Your role here will be stimulating and enriching with a variety of development opportunities. You will also have a clear career path and regular assessments so you are aware of your progress. Our L&D team have developed a training programme that will equip you with the skills and tools needed to be successful in your role:

Trainee competency development framework

Our trainee competency development framework assists trainees in understanding their role and the skills needed to be effective. It provides transparency and clarity around career progression in the firm and the competencies and technical competencies of the trainee role.

Classroom training

Our post PPC1 induction programme is focused on supporting you throughout your traineeship, in order to help you to achieve your goal of becoming a technically skilled and confident adviser. The programme has been designed on the basis of the trainee competency framework and is also aligned to the trainee role expectations and the firm's values. The programme covers a wide variety of topics, including business writing skills, an introduction to law firm business development and managing your personal effectiveness.

Learning on demand

Our trainees also have access to a wide variety of on-demand online learning materials via our learning management system. This gives our trainees the chance to access learning whenever they need it from wherever they are.

Professional Support Lawyers (PSLs)

Our PSLs provide support and practical working knowledge to our trainees and are also available to help with any ongoing technical queries. In addition, at the start of a rotation they provide practice specific training to ensure our trainees learn in a formal setting and on a practical level.

Knowledge Centre

Our trainees need quick and easy access to current and authoritative information. Our knowledge centre offers a diverse range of resources and services to help trainees achieve these business objectives.

Secondment opportunity

Being an international law firm brings international opportunities for our trainees. As a trainee with Eversheds Sutherland you will have an opportunity to partake in our trainee secondment competition to complete four weeks work experience in one of our international offices. Our trainees have travelled to Paris, Milan and Madrid to mention but a few locations. Read about Niamh's experience in our Madrid office on the opposite page.



Niamh Diskin

Winner of the 2018 trainee
secondment competition

"I took part in the 2018 Eversheds Sutherland trainee secondment competition and was fortunate enough to be selected to complete a secondment in one of our European offices; Stockholm, Munich, Paris, Milan or Madrid."

"I chose to spend a month in Madrid as part of the TMT (Technology, Media and Telecommunications) team in the Eversheds Sutherland Nicea office. The team acts for clients in the entertainment sector, including record labels and well-known musicians, in plagiarism disputes, copyright infringements and privacy issues. One of the most interesting projects I worked on was a diversity and inclusion initiative, whereby I researched the parameters within which personal information can be requested from employees under data

privacy regulations to assess the diversity of their workforce. I also liaised with colleagues from the Employment Law Department to determine the categories of information which can be requested from employees from a Spanish labour law perspective. From getting to know our Spanish colleagues to exploring the city of Madrid, I thoroughly enjoyed the secondment and I am very grateful for the support of the firm for facilitating the experience."

Life beyond work

It's not all hard work. There is a great social life in the office for those who want it. Hard work and tight deadlines are all part of the parcel of working in a law firm but we pride ourselves on having a little fun while doing it.

Our active Sports & Social committee organise a variety of events throughout the year to have some fun, and get to know our colleagues a little better. Events organised vary from the summer barbecue, bowling, quizzes and wine tasting to movie nights at the Stella and the adventure rooms to mention but a few.

The fun doesn't stop there...trainees can join any of our sports clubs. We have a 'competitive' tag rugby team, soccer team, and pilates onsite. Our 'milers' club (athletics club) partake in races throughout the year including Darkness into Light, the Calcutta Run and the Grant Thornton run. There is something for everyone!

Giving back

Our Corporate Social Responsibility (CSR) programme focuses on maximising the potential of everyone in society. Our CSR goal is to inspire and galvanise the energy of our employees to instil a sense of positive contribution to our wider community and environment. Our CSR programme is based on the following pillars: Community and charity, pro bono, wellbeing, arts and culture and environmental.

Our trainees have the opportunity to get involved in our CSR activities such as enhancement days in Barretstown, sleep outs, pro bono work to joining our green committee, getting involved in beach clean ups and our 'Give a Little' campaign at Christmas time.



Diversity and inclusion

Diversity and Inclusion are a core part of our culture and who we are. We are committed to embracing differences, accepting people for who they are and promoting an inclusive environment where everyone can achieve their full potential and bring their true selves to work. Our Diversity and Inclusion Groups focus on the following four key strands:

Perspective

'Perspective' is our LGBT+ and supporters group. It aims to support LGBT+ colleagues in their work life, primarily through education and networking, and provides an open forum to discuss relevant issues. We are also a member of Involve (global organisation working with LGBT+ and ally leaders to drive cultural change) and a founding member of Outlaw (LGBT legal network).



Pathways

Our Pathways committee work to promote gender inclusivity within the Firm. They are committed to fostering an inclusive and positive environment with a focus on enhancing personal and professional development and encouraging confidence in meeting career aspirations.



Mental health

We are committed to promoting positive mental health through our culture, values and practical wellness programmes. Our Mental Health Policy and WRAP template are in place to assist employees in managing their mental health and reduce the stigma surrounding it.



Ability

Our Ability group focuses on the inclusion of people with disabilities and underlying health conditions in the workplace. Its aim is not just to ensure that there is no disadvantage to anyone, but to ensure that everyone can thrive.



Our offer to you



Monetary benefits

- competitive salary (including full payment while attending PPCI and PPCII courses)
- reimbursement for FE1 examination costs
- tax travel saving scheme
- bike to work
- employee saving scheme



Development

- dedicated learning and development programme
- PSL Services
- knowledge centre
- regular feedback meetings
- learning on demand
- further educational assistance (upon qualification)



Leave

- 22 days annual leave (inclusive of Good Friday and Christmas Eve)
- 3pm finish on Friday before bank holiday (May, Jun, Aug)



Risk and healthcare

- life assurance
- free online GP service
- employee assistance programme
- health and wellbeing – health checks, flu vaccinations, health seminars



Additional benefits

- CSR committee/inclusion and diversity committee
- pro bono work
- after hours policy (meal and taxi allowance)
- bank at work
- dry cleaning on site
- social and sport committee
- trainee weekend away

Requirements

Applications are open to all undergraduates and postgraduates who have completed at least three years of their degree and achieved a 2.1 grade or higher. We accept applications from all degree disciplines.

How to apply

Please visit our website **www.eversheds-sutherland.ie** to complete our online application form.

Our Graduate Recruitment Team

We would like to take this opportunity to thank you for your interest in Eversheds Sutherland and look forward to meeting with you in the near future. For more information on both our traineeship and summer internship programme, we invite you to visit our website **www.eversheds-sutherland.ie**. If you have any queries please feel free to contact, our HR Manager, Orla Murphy at **recruitment@eversheds-sutherland.ie** or on **(01) 6644200**.

Social media



@ESlawIE



[linkedin.com/company/eversheds-sutherland-ireland/](https://www.linkedin.com/company/eversheds-sutherland-ireland/)



[@eversheds_sutherland_irl](https://www.instagram.com/eversheds_sutherland_irl)



'Eversheds Sutherland Inspire' – our podcast specifically designed for graduates and students:

<https://podcasts.apple.com/ie/podcast/eversheds-sutherland-inspire/id1478416583>

Key contact



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HR Manager (Trainees and Interns)

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Disclaimer

The information is for guidance purposes only and should not be regarded as a substitute for taking legal advice. Please refer to the full terms and conditions on our website.

Data protection and privacy statement

Your information will be held by Eversheds Sutherland. For details on how we use your personal information, please see our Data Protection and Privacy Policy.

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