

DILLON  EUSTACE

DUBLIN CAYMAN ISLANDS NEW YORK TOKYO

Graduate Programme

A Bridge To Your Future





INTRODUCTION

TITLE
Managing
Partner



MARK THORNE

Having been the first and the only trainee in Dillon Eustace when it was established in 1992, I have the honour of saying that I was the first Dillon Eustace trainee to become Managing Partner. I have no doubt that I will be the first of many.

Our firm is a young firm established in 1992 and has been growing and evolving ever since. Our ethos and culture is one of teamwork, innovation and excellence and our success to date has been built on having a hugely talented and energetic team at all stages of the firm's life to date.

In tandem with Ireland's development as a leading international financial services centre, the firm has developed a dynamic team of lawyers representing a strong blue chip international and domestic client base. Our focus is on excellence, both in the service we provide to our clients which must be of the highest quality and professional standard, and in the calibre of people we have working for us. Our success depends on the skills and experience of all our staff and therefore we place great emphasis on selecting the best people to join the firm. We invest in their continued growth and development, which supports our competitive drive for excellence both now and for the future of the firm.

Our investment and focus on our trainees and our younger solicitors in the office is essential to this. I hope this brochure gives you a flavour of the Dillon Eustace training programme and what it means to the firm.

Thank you for your interest in Dillon Eustace.


Mark Thorne

OUR CULTURE OUR PEOPLE



ETAIN DeVALERA

TITLE

Partner, Asset Management and Investment Funds with responsibility for our Graduate Programme

EDUCATION

Trinity College Dublin

Our future development is closely linked to our programme for hiring the best quality candidates and developing quality trainees who will contribute to the firm's ongoing success. Many of the partners at Dillon Eustace started their legal careers as trainee solicitors, a clear sign of the career opportunities available to those who are looking to develop and progress their careers with the firm. We believe strongly that our excellence in the provision of services to our clients is best supported by the talent of the people who provide those services.

“We are focussed on supporting staff's ongoing development so that everyone can reach their full potential.”

We actively encourage our people to take on responsibility and to look for new opportunities that will allow them to grow, and we provide the supports to achieve this. We are committed to investing in the training and development required to allow our

people be the best they can be. As part of your training our partners and experienced solicitors are available to provide advice and guidance, to answer any of your questions, and their door is always open. We have a strong culture of teamwork and friendliness which creates a secure and supportive environment for our staff to take the opportunities that will allow them to develop.

We recognise that making a decision to pursue a career in law is one of the most important decisions you will make and marks the start of what will be a fulfilling and rewarding career for you. At Dillon Eustace we are committed to ensuring that for those who are successful in achieving a place on our trainee programme that you will be provided with the training, the opportunities and the experience that will support you to become a successful lawyer. You will get the opportunity to work alongside and be mentored by some of the most highly regarded and experienced solicitors in our various practice areas with a view to building your own expertise and knowledge to help you fulfil your career ambitions.

FUNDS



CILLIAN BREDIN

TITLE

Partner

PRACTICE AREA

Asset Management and Investment Funds

EDUCATION

Trinity College Dublin

I studied Law and German in Trinity College Dublin, graduated in 2004 and joined Dillon Eustace as a trainee in 2005. I qualified in 2008 and became a partner in the Asset Management and Investment Funds in 2015. My client base is made up mostly of international asset managers from the UK, North America, mainland Europe and as far away as Australia.

During my numerous rotations as a trainee I was exposed to various departments within the firm, however there was never any doubt (in my mind at least!) that I would qualify into investment funds.

Dillon Eustace are the market leaders in funds and the firm has always been at the cutting edge of the funds industry in Ireland offering clients practical, commercial and solution driven advice along with a service tailored to each client's individual needs. I am proud to be a part of that.

The funds industry has gone through huge change, which means you need get up to speed on changes very quickly so you can advise clients how any updates impact them. This can be challenging at times due to the pace and volume of changes however it ensures you continue to learn and develop which is very rewarding.

I was one of a group of 15 trainees and thoroughly enjoyed that time in my life and career. Our intake was a tight knit group and continues to be and I think that is testament to the relaxed and collegiate culture which permeates through the firm. I have been lucky enough to be seconded to the legal department of a large US asset manager client based in London as well carrying out a secondment to the Dillon Eustace, Cayman Islands office, which provided me with great opportunities for learning.

Having worked with partners and solicitors who mentored and invested their time in me, doing the same for trainees and more junior members is very important to both me and the firm.

“Every trainee is a potential future partner.”

There is a huge amount of organic growth within the firm with many of the current partners having joined as trainees. As a trainee in Dillon Eustace, you are given every opportunity to realise your full potential and to become equipped with every skill to make that progression.

LITIGATION

TITLE
Senior
Associate

PRACTICE AREA
Litigation and
Dispute Resolution

EDUCATION
University College Dublin



RACHEL HALLIGAN

I joined Dillon Eustace as a trainee in 2007 where I worked mainly in the Financial Services team, predominantly in the area of investment funds. I joined the Litigation and Dispute Resolution team in July 2009 and qualified as a solicitor in December 2009.

Dillon Eustace has a well established and highly regarded Litigation and Dispute Resolution team which represents both domestic and international corporations, organisations and individuals. In my current role I advise mainly in relation to insurance law and professional negligence. I advise insurance companies on policy wording, interpretation and complex coverage disputes, in particular relating to financial lines policies and directors' and officers' claims. I also manage a significant number of professional negligence cases, concerning accountants, solicitors, insurance brokers, stockbrokers and architects, for a variety of insurers, and I advise various parties on complaints brought before the Financial Services Ombudsman.

One of the best aspects of working in Dillon Eustace, which was evident from the outset of my traineeship, is the culture of collegiality. This atmosphere makes it more enjoyable to work together, giving you the feel that you are part of a team rather than competing against each other. There is also a great social side to the firm, with a wide range of events arranged throughout the year.

My advice to future trainees is to enjoy your rotations and get involved in the firm, be it social events or on one of our sports teams. I have made some lifelong friends since I started here in 2007.

The best piece of advice that I received as a trainee is to try to learn as much as you can and never be afraid to ask questions!

“Every lawyer was a trainee at some point!”

BANKING

TITLE
Associate

PRACTICE AREA
Banking and
Capital Markets

EDUCATION
University of Limerick



DAVID O'SHEA

I am a solicitor in the Banking and Capital Markets team and I also assist the Insolvency and Restructuring team with large insolvency related assignments.

In my current role, I advise a wide variety of clients, including domestic and international financial institutions and corporate entities on all aspects of corporate banking and finance related transactions. I also advise both lenders and obligors on consensual work-outs, restructurings, debt buy-back arrangements, enforcement options and loan portfolio sales and acquisitions.

For me, there are two aspects to my role which are really interesting. Firstly, the transactional nature of the work, where your team works towards a completion date, overcoming “11th hour” issues to eventually closing the transaction and moving on to the next one. While this can require hard work, good communication skills and certainly a degree of endurance, it helps build a strong sense of collegiality within the team. Equally, it means collaborating with solicitors from other practice areas in the firm, as these types of corporate banking transactions rarely fall conveniently within one

practice area. It's this sense of collaboration and feeling part of a team that makes it more enjoyable to move on to the next transaction. Secondly, the complexity of the transactions and the scale of deals, ranging from simple financial deals to complex global transactions involving sophisticated financing arrangements is a big draw.

My main advice to someone interested in pursuing a career in law would be to do your research, speak to others and try to get a feel of what the role of a solicitor entails. Gain experience working in a law firm, particularly a corporate law firm if that is something that interests you.

“There is no better proof as to the realities of the solicitor profession than working in a law firm for a few weeks.”

Once your traineeship starts, make the most of your rotations, get stuck in and see what areas of law excite you. Always remain positive, get involved and enjoy your traineeship as time flies!

CORPORATE

TITLE
Senior
Associate

PRACTICE AREA
Corporate and
M&A

EDUCATION
University of Limerick



CATHERINE HICKS

I joined Dillon Eustace early in my career in 2007. My first observation of the firm was the open door policy which is apparent at every level where everyone across the firm is approachable and willing to lend their thoughts and experience to any queries that arise. This has continued to be my experience thankfully as the variety of work that crosses my desk in the Corporate and Commercial team means that engaging with colleagues in other departments and specialties is a daily occurrence.

It is this aspect of commercial work which I find keeps the role interesting, from the broad spectrum of industry which our clients are engaged in to the range of issues which arise for them within those industries. I deal with clients from industries ranging from healthcare to travel advising them on day to day issues and once off transactions. From Irish to international and private to public companies, the size and scale of transactions vary greatly. This range of work brings the added dimension of regular engagement with other

departments whether because the value of the target business being acquired in a transaction is reliant on the centrally located properties it owns or because due diligence uncovers a potential litigation issue which must be explored.

“My advice to trainees is not to be afraid to get stuck in and try your best to tackle any tasks given.”

Equally don't be afraid to ask questions, the more you understand the work you are doing the more you will enjoy it, the better the job you will do and the more experience you will gain.

FUNDS

TITLE
Solicitor

PRACTICE AREA
Asset Management and
Investment Funds

EDUCATION
University College Dublin



ALANNA HANNON

After graduating from Business and Law at UCD I secured a place on the firms Trainee Programme. I qualified in 2014 and I now work in the Asset Management and Investment Funds team.

I assist in the provision of advice on the establishment, authorisation, operation and regulation of a wide variety of investment funds and their service providers. The clients I deal with daily are based across a number of jurisdictions including Ireland, America, the UK and France and I enjoy the daily interaction with dynamic and interesting clients with whom I have developed a friendly rapport. Dillon Eustace's multi-jurisdictional client base also presents frequent opportunities to gain experience working abroad. Shortly after I qualified I was offered a six month secondment with a leading asset manager in London which was an incredibly worthwhile experience and one I will never forget.

Due to the nature of the funds industry and the constant change and evolution required to keep up with increased regulation, the transactions and projects I work on are varied and challenging. Additionally, Dillon Eustace's leading position in the industry

means that I am working with and learning from solicitors who excel in their area of expertise.

“The friendly and personable atmosphere is something I consider to be one of Dillon Eustace's most attractive features.”

This, in combination with the events organised by the social committee allows for an enjoyable work-life balance and the formation of close friendships and excellent working relations.

For potential trainee candidates, I would recommend reaching out to contacts you might have in the industry and obtaining a more detailed understanding of what is involved in pursuing a career in law. Gaining practical experience working in a law firm for a short period would also be of huge benefit and I personally found that my internship in Dillon Eustace gave me an excellent opportunity to determine whether I would be suited to the role of a solicitor.

TRAINEE PROGRAMME



Having made the decision to pursue a career in law, securing a traineeship with a firm that will be the best fit for you is the next most important decision you will make.

Our Trainee Programme will provide you with the legal knowledge, expertise and interpersonal skills to support your professional and personal development to become a successful lawyer. Our structured training programme provides you with the opportunity to rotate across our main practice areas, where you will work as an integral part of the team. In this way you will gain a good understanding of the legal work involved and so can determine first-hand the area of law that most interests you. During each rotation you will be provided with strong guidance from the partners and solicitors on the team, who will always be available to answer any questions you have. Our open door policy and mentoring programme ensure that all our trainees are provided with the support and encouragement they need to grow and develop during their traineeship.

For those who excel, secondment opportunities may also be available. For example we have had secondees, both final year trainees and newly qualified solicitors, with client companies in Paris, London and New York. Throughout your traineeship we give you every opportunity to develop and perform to your personal best, providing you with the supports to achieve this from the partner within your practice area rotations, the broader solicitor team and from our HR department, who are all available to answer any questions you may have.

Our Trainee Solicitor Programme is an integral part of the firm's ongoing recruitment and therefore our aim is to retain as many of those trainees who have performed to a high level and also see Dillon Eustace as a firm where they are committed to developing their career long term.

BENEFITS FOR TRAINEES

- A competitive salary
- Full salary paid while at PPCI & PPCII
- PPCI & PPCII fees paid
- 20 days annual leave
- Rotations through our main practice areas
- CPD sessions
- Access to the Tax Saver Commuter scheme
- Access to Bike to Work scheme
- Overseas and secondment opportunities
- An active sports & social club
- Regular funded social events such as summer drinks, annual BBQ and Christmas party

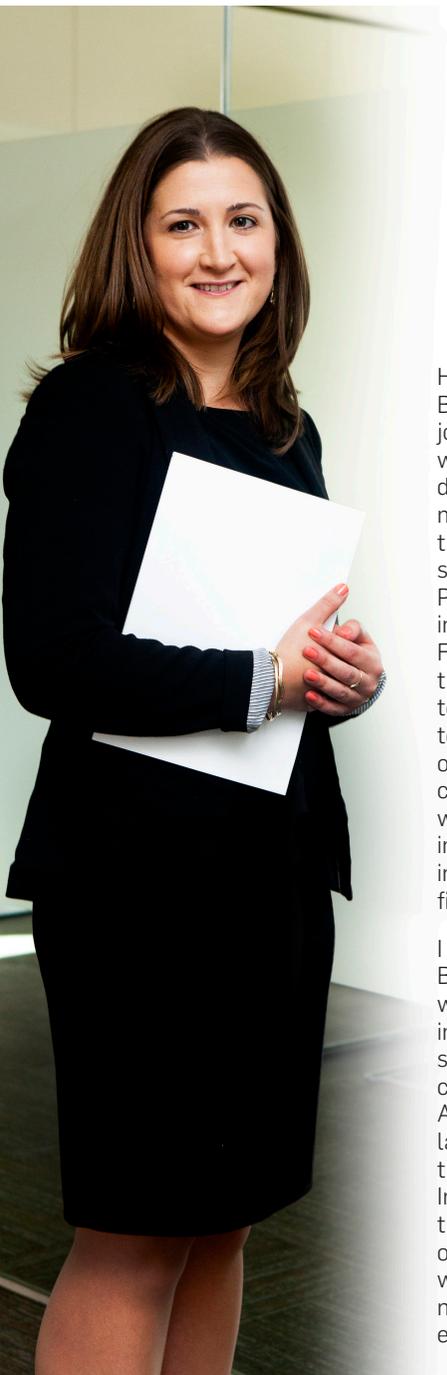


TRAINEE

ELAINE CUMMINS

EDUCATION

Trinity College Dublin



Having completed a Bachelor of Business Studies Degree in DCU, I joined Dillon Eustace in 2010 and worked in the company secretarial department while completing my FE-1s exams. I secured my training contract in 2013 and have since completed both PPCI and PPCII and undertaken rotations in the Litigation, the Investment Funds and Asset Management and the Banking and Capital Markets teams. I was also lucky enough to undertake a secondment to one of the firm's largest funds clients in London for seven months where I worked alongside the in-house legal counsel and gained invaluable experience in the financial services industry.

I am currently working in the Banking and Capital Markets team which is predominantly involved in a variety of securitisation, structured finance and debt capital markets transactions. As a banking trainee, there is a large amount of interaction with the Corporate, Property, Tax and Insolvency teams which provides trainees with exposure to a variety of different practice areas. The work is largely transactional in nature and I have found it to be extremely interesting. There is

a real sense of team work and collegiality in the team from the moment you join which makes it a really enjoyable and supportive place to work.

The open door policy and friendly, approachable nature of all staff, from junior solicitors to partners, together with the firm's commitment to providing trainees with high quality training is what attracted me to Dillon Eustace. As well as the formal training seminars which cover a wide variety of legal areas, trainees are also provided with departmental training during each rotation which focuses on the particular detailed knowledge and skills required for that practice area. As you develop and gain more experience in each practice area, you are afforded more responsibility and encouraged to take ownership of your work.

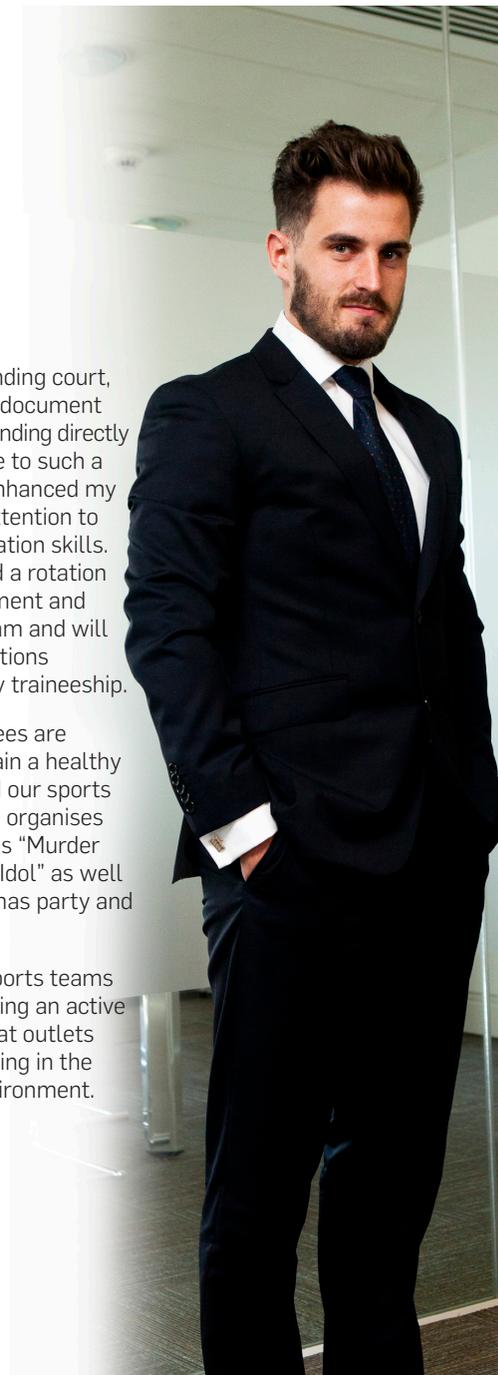
There is also a fantastic social scene with a variety of activities organised by the social committee throughout the year. The trainee weekend away, summer BBQ and Christmas party are a great way to meet people from different parts of the firm.

TRAINEE

DANIEL CLIFFORD

EDUCATION

University College Dublin



I graduated from Business and Law at UCD and secured my training contract with Dillon Eustace in 2015. Since then, I have completed PPCI and I am currently in my second rotation, in the Commercial Litigation team.

I have always had a particular interest in the Commercial and Financial Services aspect of law, so when deciding to pursue a career in law, I knew I wanted to work in a large corporate law firm.

Considering Dillon Eustace has one of the largest Financial Services legal practices in Ireland serving clients across a whole range of activities worldwide, it is a firm that has allowed me to further my interests.

Initially from the interview process and now from my experiences within the office, I am convinced that it is the people within Dillon Eustace which set it apart from any other firm. This friendly and personable culture is what convinced me that Dillon Eustace was the right fit for me.

As a Commercial Litigation trainee, the work is varied and challenging, it includes sitting in on

client meetings, attending court, conducting research, document drafting and corresponding directly with clients. Exposure to such a variety of work has enhanced my time management, attention to detail and communication skills. I have also completed a rotation in the Asset Management and Investment Funds team and will have two further rotations before completing my traineeship.

Trainees and employees are encouraged to maintain a healthy work-life balance and our sports and social committee organises regular events such as "Murder Mystery" and "Chef's Idol" as well as the annual Christmas party and summer BBQ.

The Dillon Eustace sports teams play regularly, and being an active person, these are great outlets to keep fit while working in the challenging legal environment.

SUMMER INTERN PROGRAMME

The Dillon Eustace Summer Intern Programme is an excellent opportunity for you to experience first-hand the work of a solicitor and the legal work practiced by a leading international financial services, banking, Insurance, litigation and corporate law firm. It will allow you to get a real understanding of the culture and working environment at Dillon Eustace and if we are the right firm for you. The aim of our Intern Programme is help you experience a real live corporate law firm and help you make a decision on your future practice speciality while helping us to identify from our Interns suitable candidates for our future Trainee Programmes.

Our Intern Programme is focussed on selecting a small number of Interns who will each be assigned to a practice area for 4 weeks. In this way we can give our Interns an individual experience supported by our expert solicitors in the relevant practice area. You will be involved in working with solicitors on real-life cases, including conducting research and writing reports, as well as attending court sessions and/or client meetings. You will also get the opportunity to attend our ongoing Continuous Professional Development (CPD) sessions scheduled during your time with us and department meetings.

INTERN

NIAMH TUOHY

EDUCATION

University College Cork

I completed my degree in Law and French in University College Cork in May 2016 and joined Dillon Eustace as a summer intern shortly after my final exams.

Having never worked in a corporate environment before, I was unsure whether I was a suitable fit for the firm; however the interview process quickly dispelled any doubts I had. I submitted an online application and was called to interview a short time later. The interview was extremely enjoyable, and focused on my interests and personality as well as my academic achievements. The approach taken to the interview process is definitely a reflection of the firm's wider culture and I knew immediately that this was the kind of environment I wanted to work in.

I completed my four-week internship in the Banking department. The team were immediately welcoming, from the trainees to the partners, and everyone was willing to share their knowledge and expertise, no matter how small the query. I was engaged in a wide variety of work including researching for client queries and drafting presentations for department

workshops. Summer interns also undertake their own research project which is presented to the heads of the department at the end of the internship. At first this was a daunting experience but one which I believe really stands to you and gives you an opportunity to showcase the skills and knowledge you have developed over the course of the four weeks.

My experience on the Summer Internship Programme dramatically changed my perception of life in a corporate law firm. I gained fantastic insight into the work of a trainee and when I was lucky enough to be offered a training contract with Dillon Eustace at the end of the internship I accepted without any hesitation. It's an amazing opportunity to train with a growing law firm which still retains a real sense of community.

There are plenty of opportunities within the firm to get to know people outside of your team. From Social Committee activities to the trainee weekends away, it takes no time to get to know everyone and helps to establish a real work life balance.



SPORTS & SOCIAL

Dillon Eustace has an active Sports & Social committee who organise many activities during the year including:

- Tag rugby
- Soccer team
- Table quizzes
- Tennis tournament
- Theatre & comedy nights
- Chef academy
- Wine tasting
- Murder mystery evening
- Treasure hunt
- Charity run
- Christmas party
- Summer BBQ
- Weekends away
- Society of Young Solicitors Conferences



THE APPLICATION PROCESS

HOW TO APPLY

To apply to Dillon Eustace please complete the application form on the Graduate Recruitment page on our website:

www.dilloneustace.ie/Careers/Graduate-Recruitment

Please complete all sections of the form and submit your application before the published closing date.

Late applications will not be accepted.

We do not require a CV as part of your application.

Applications for our Trainee Programme open in September 2016 and close in October 2016.

Applications for our Summer Intern Programme open in January 2017 and close in February 2017.

For more information, email:
gradrecruitment@dilloneustace.ie

Dillon Eustace will be attending a number of University Careers Fairs throughout the year. Please visit our website for further details.

DILLON EUSTACE



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