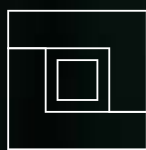


Our Graduate Programmes



Dillon Eustace

Dublin • Cayman Islands • New York • Tokyo

dilloneustace.com



Dillon Eustace recruits a small number of trainees each year with a view to them

BECOMING LEADERS IN OUR FIRM

and shaping its future. We give each trainee what we believe is excellent hands-on training and an opportunity to develop a very rewarding legal career.

We provide our domestic and international clients with focussed, sophisticated legal services often involving complex and challenging work. During your traineeship you could be working on the re-structuring of a family-owned business, a Commercial Court dispute, a new large-scale residential development or the sale of an office building, a structured finance transaction or the establishment of a high frequency trading firm or an exchange-traded fund. We will provide you with the foundation and support to become an expert in your chosen area, to be creative, commercial and solutions-oriented and to represent your clients with loyalty and vigour.

Choosing a law firm with which to train is about more than just legal work; it is also about choosing a firm in which you will enjoy working. We are large enough to compete for the best and most interesting work and small enough to be a close-knit, collegiate and inclusive team.

I hope this brochure gives you a flavour of our firm and our training programme. If you have any questions or need any further information, please don't hesitate to contact us.

Thank you for your interest in Dillon Eustace and we look forward to receiving your application.

Donnacha O'Connor, Managing Partner

ABOUT

US

Dillon Eustace is a leading Irish corporate law firm. We advise our clients on Irish and Cayman Islands law across a global network of four international offices.

Our practice includes all aspects of corporate law, with particular expertise in financial services. Our lawyers provide sophisticated, tailored advice in asset management & investment funds, banking and capital markets, corporate and M&A, employment, financial services, insurance, litigation and dispute resolution, real estate and taxation.

We work across disciplines, sectors and jurisdictions to deliver a seamless service to our clients and have the necessary skills, expertise and scale to handle the most demanding, complex and innovative instructions.

ESTABLISHED



1992
IN DUBLIN

GRAND CAYMAN NEW YORK DUBLIN TOKYO



FOUR
OFFICES

42 PARTNERS



ALMOST **200** STAFF

WHY WORK WITH US?

Once you have decided to pursue a career in law, your next big decision is to secure a traineeship with a firm that will be the best fit for you. As a Trainee Solicitor with Dillon Eustace, you will work with lawyers who are leaders in their field and gain exposure to the highest calibre of work. You will be an integral part of the team you rotate into and will gain a good understanding of the legal work involved so you can decide on the area of law that interests you most.



You will have every opportunity to perform to your personal best, supported by the partners in your practice area rotations and the broader solicitor team. You will also be supported to develop legal and business skills and will benefit from focussed development programmes in a supportive and high-performance environment.

Our open-door policy and mentoring programme ensure that you get the support and encouragement you need to grow and develop during your traineeship. We are committed to supporting all our people and we encourage, mentor, inspire and support you to develop your skills and so reach your full professional and personal potential.

Employee Benefits

- Competitive salaries
- Discretionary performance bonus
- Generous annual leave
- Training and development opportunities
- Educational sponsorship
- Health insurance allowance
- Income protection cover
- Life assurance
- Critical Illness cover
- Access to pension scheme
- Wellness Programme
- Employee Assistance Programme
- Travel Tax Saver Scheme
- Social club
- Bike to Work Scheme

The firm operates a hybrid working policy, which was developed based on feedback from our staff and how we work to best support our clients. Our approach is designed to give employees the best of both worlds. It offers flexibility, with our teams coming together in the office on designated days each week, so ensuring we collaborate in person, stay connected and build relationships.

OUR CULTURE

Our working environment is collegial, collaborative, open and supportive. You will be encouraged to perform at the highest levels, and your opinions and ideas on new ways of working will always be welcomed.

We have an open-door policy where partners are approachable and take the time to explain the context of a deal, enabling trainees to develop their professional skills in a supported manner.

We also want our people to bring their authentic selves to work and have a well-rounded experience as part of their life at Dillon Eustace. We aim to have a positive impact on the community in which we operate through the initiatives of our CSR and ED&I committees. There are lots of opportunities to get involved and we have an active social club which organises various events and activities throughout the year.



Social Events

There is far more to life at Dillon Eustace than just the day job. There is a great social element to being a trainee here. Our social club organises numerous events throughout the year, giving you the opportunity to get to know your fellow trainees and colleagues.

Equality, Diversity and inclusion

At Dillon Eustace our achievements and culture are all built on our people. Creating an inclusive and welcoming environment is a priority for the firm.

We appreciate that each of our employees is unique and by respecting all our differences we can develop a workplace where all people belong, are valued and empowered.

Our dedicated Equality, Diversity and Inclusion (EDI) committee was established in 2022 and is responsible for driving the firm's EDI strategy, policies and initiatives.



CSR

Corporate Social Responsibility (CSR) is an integral part of our culture – it is about running our business in a responsible and sustainable manner and having a positive impact on our community and society. It is about treating our staff and clients well, ensuring our suppliers conduct their business in an ethical manner, being environmentally friendly and working to improve our relations in the local community.

Our dedicated CSR committee oversees delivery of our programme and activities both internally and externally, and as a trainee, there are lots of opportunities to participate in volunteering initiatives. Dillon Eustace has partnered with two Irish charities for 2023, Focus Ireland and the Irish Cancer Society, with a view to having a meaningful impact and engagement with these partners.





OUR GRADUATE PROGRAMMES

Recruiting the right Trainees and Interns for the Firm is important to us. Our Trainee Partner, Colman O’Loughlen and the HR team oversee all trainee and intern related matters from recruitment and selection to ongoing training and development.

Our Graduate Programmes are an integral part of the firm’s ongoing recruitment and offer a dynamic start – your launchpad – for a successful legal career. We also have a range of programmes that are completely dedicated to your professional training and development – to make you an expert lawyer and business adviser.

Colman O’Loughlen, Partner | Asset Management & Investment Funds with responsibility for our Graduate Programmes.

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 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 to 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 are focussed on supporting staff’s ongoing development so that everyone can reach their full potential”

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.

TRAINEE PROGRAMME



Once you have decided to pursue a career in law, your next big decision is choosing a firm that will be the best fit for you – and securing a traineeship.

Our Trainee Solicitor Programme will set you on the path to becoming a successful lawyer. The programme provides you with legal knowledge, experience, expertise and interpersonal skills to support your professional and personal development.

Through our structured training programme, you will complete a number of rotations and so will have the opportunity to gain varied experience across our main practice areas. As a Trainee Solicitor you will be an integral part of the team you rotate into and will gain a good understanding of the legal work involved so you can decide the area of law that interests you most. During each rotation you will be provided with strong guidance from the partners and solicitors on the team.

STEP #1

SEPTEMBER

Applications open via our online application form

Our open-door policy and mentoring programme ensure that you get the support and encouragement you need to grow and develop during your traineeship. You will have every opportunity to perform to your personal best, supported by the partners within your practice area rotations, the broader solicitor team, and our HR team, who are all available to answer any questions you may have.

If you excel, you may get the opportunity to further your learning experience on secondment at a client organisation. In recent years, we have placed secondees – both final

STEP #2

OCTOBER

College Fairs

STEP #3

OCTOBER

Application deadline in October

year trainees and newly qualified solicitors – with client companies in Dublin, Paris, London and New York.

Our Trainee Solicitor Programme is an investment in your future and in the future of Dillon Eustace LLP. It is an integral part of the firm's ongoing recruitment, so we aim to retain as many of our high-performing Trainees as possible. Our firm includes partners and senior associates who started their careers as Dillon Eustace Trainees and are continuing to build successful careers with us.

STEP #4

NOVEMBER

Interviews and offers by end of November

THE BENEFIT PACKAGE AVAILABLE TO TRAINEES INCLUDES:

- A competitive salary
- Full salary paid while attending Blackhall
- PPC and Advanced Electives course fees paid
- 20 days annual leave
- Health insurance allowance, critical illness, PHI, and life assurance
- Access to the Tax Saver Commuter scheme
- Access to the Bike to Work scheme
- Rotations through our main practice areas
- CPD sessions
- Overseas and secondment opportunities
- An active Social club
- Regular social events such as summer drinks, annual Summer and Christmas parties

SUMMER INTERNSHIP

STEP #1

STEP #2

STEP #3

STEP #4

JANUARY

Applications open via our online application form

FEBRUARY

College Fairs

FEBRUARY

Application deadline early February

MARCH

Interviews and offers by start of March

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 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 Summer Intern Programme is to help you experience a real live corporate law firm and help you make a decision on your future speciality, while helping us to identify suitable candidates for our future Trainee Programme.

Our Summer 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.



WHAT PARTNERS, SOLICITORS AND TRAINEES SAY

From Trainee to Partner

Cillian Bredin

Partner, Asset Management & 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 department 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 is the market leader 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.

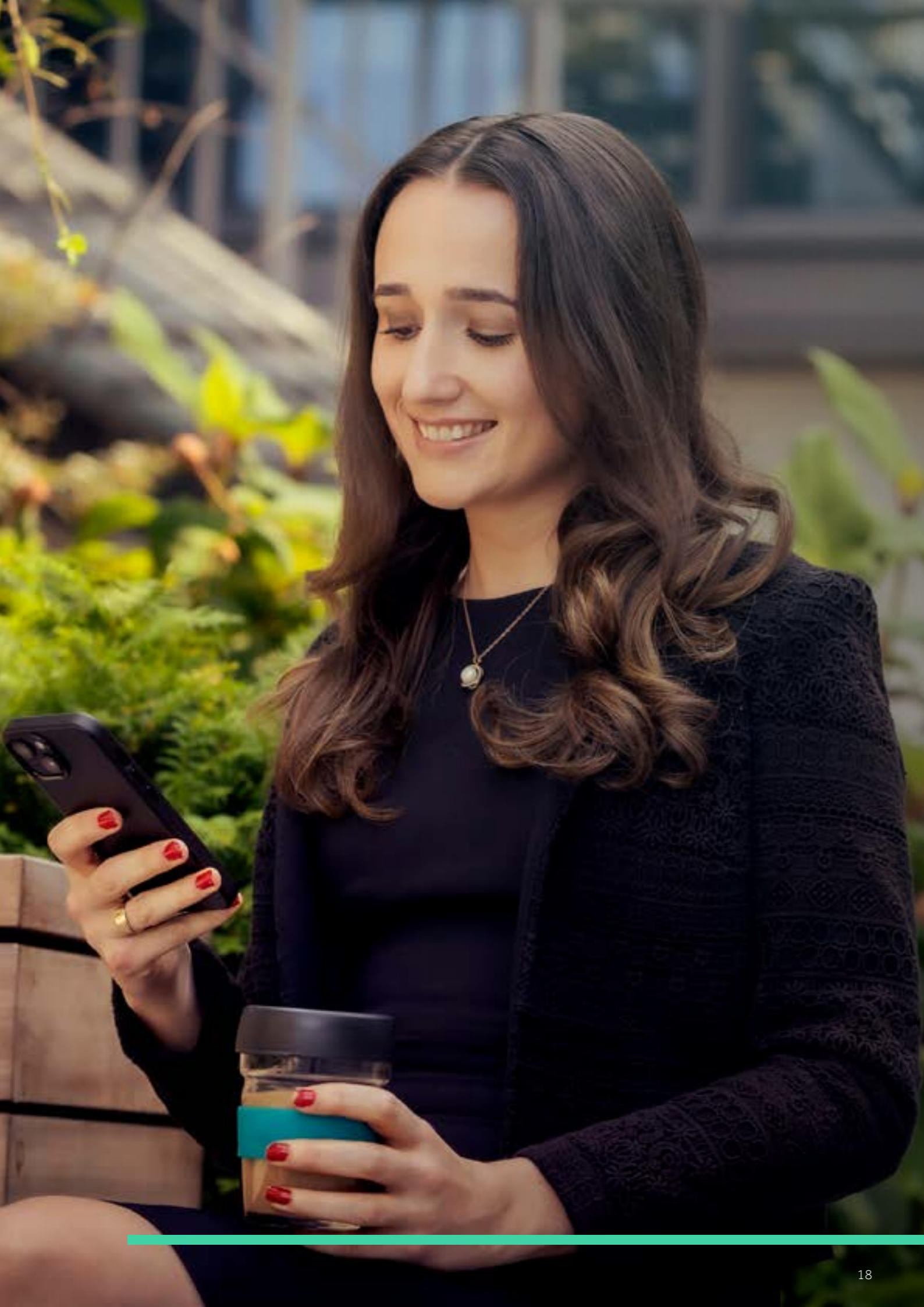
The funds industry has gone through huge change, which means you need to get up to speed on changes very quickly so you can advise clients how any updates impact them. This can be challenging at times due to the pace and volume of changes.

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.





WHAT PARTNERS, SOLICITORS AND TRAINEES SAY

Emily Macilwraith

Trainee Solicitor

“Choosing to train in Dillon Eustace has all the advantages of gaining experience in a large firm with a variety of practice areas, while also maintaining a warm and friendly atmosphere. Asking questions is encouraged and the office is a great space to learn and develop in. There is quite a good work-life balance at Dillon Eustace that is not common across all law firms. Many events also take place throughout the year, including summer drinks during the summer months, tag rugby leagues, table quizzes and charity events. The firm also sponsors an annual weekend away for trainees. All of this encourages everyone, especially trainees, to bond and form close relationships”.

WHAT PARTNERS, SOLICITORS AND TRAINEES SAY

Christopher Burns

Trainee Solicitor

"The reason why I decided to train at Dillon Eustace was because of the people. In July 2019, I participated in the Summer Internship Programme and was made to feel incredibly welcome from my first day which made me want to train at Dillon Eustace.

The people are what sets the firm apart from others, all team members ensure that trainees feel valued, respected and cared for as a person, not an employee. The culture of Dillon Eustace is highlighted by my partner from my internship in 2019 recognising me years later, asking me how I have been and providing advice on how best to learn moving forward, four years later when I returned as a trainee solicitor.

Dillon Eustace is very understanding of trainees, especially trainees' time and capabilities. Every member of staff will take their time to fully explain a task and answer any questions to ensure that you are best prepared to complete the work to the highest standard. The firm operates an open-door policy whereby a trainee can ask any member of staff a question which allows for greater communication. This allows trainees to feel more welcomed and develop their skills at a faster rate as questions are easily asked".



WHAT PARTNERS, SOLICITORS AND TRAINEES SAY

Brian McGlone

Trainee Solicitor

“The work of a trainee can be demanding but Dillon Eustace effectively negotiates the balance between challenging us and providing assistance when it is required. Since returning from the PPC course, I have learned a lot purely through practical experience. I enjoy working closely with my colleagues and I appreciate the fact that people are approachable, regardless of their position within the Firm. I chose to train with the Firm because it is smaller than some other corporate Dublin firms, yet it is large enough to provide a broad range of practice areas. I look forward to experiencing and engaging with different aspects of the law in each of my rotations. My advice for anyone applying would be to stress the importance of camaraderie and team spirit in the workplace. These are values at the heart of Dillon Eustace”.



WHAT PARTNERS, SOLICITORS AND TRAINEES SAY

Anna McEvoy

Trainee Solicitor

"Dillon Eustace's Summer Internship Programme was a fantastic insight into the true day to day life of a DE employee. We were brought in on matters straight away and got to experience the firm's fantastic social side. I felt so welcomed from day one as an intern and this unique culture is what drew me back to the firm to continue as a trainee".

THE APPLICATION PROCESS

HOW TO APPLY

Our application process for the Summer Intern Programme opens in January each year and for the Trainee Solicitor Programme the process opens in September.

To apply for a place on one of our programmes, please complete the relevant online application form in full, when available, and email to gradrecruitment@dilloneustace.ie. Please also take note of the relevant closing date for your application.

Thank you for your interest in our Graduate Programmes and we wish you the very best with your application.

“My main tip for applying for a training contract would be to be true to yourself and how you are as a person. It is key to ensure that you treat every person you interact with in your career with the same respect that you would expect, regardless of their position or title”.

Christopher Burns, Trainee Solicitor
