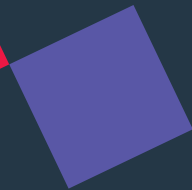


WILLIAM FRY

Graduate Programmes



williamfry.com/trainees



William Fry has grown significantly in recent years with over 320 legal and tax professionals. We are currently **one of the largest recruiters of Trainees in Ireland** and we hire for the long term.

We are **ambitious** and **optimistic** about the Firm's future which is reflected by the move a few years ago to our current high-quality and modern offices, as well as the opening of both a Cork office and a third US office in San Francisco.

From the outset, you will be working for high-profile clients as a member of a client service team where each individual's contribution is valued and encouraged. Our goal is to reward your input with a Trainee experience that is second to none – **because your success is vital to the future of our business.**



■ Why William Fry?

With a long-standing reputation for innovative advice and superior client service, William Fry is one of Ireland's premier law firms, ranked in the top tier by legal market commentators such as Chambers Global and the Legal 500. Our clients include leading Irish companies in all major sectors of the economy, Government departments and agencies, and household names on the FTSE 100 and Fortune 500. William Fry Partners are widely recognised as leaders in their areas of expertise, and the Firm is renowned for the strength and depth of its long-lasting client relationships.

We have over 450 people working in Dublin, Cork, London, New York, San Francisco and Silicon Valley, as well as a formal association with Tughans, Northern Ireland's largest commercial law firm.

William Fry is an exciting, challenging environment which continually provides our people with opportunities to demonstrate their shared commitment to delivering practical legal solutions for clients who demand the very best. Working as a team, we demand a lot of ourselves and never settle for second best. Our friendly open-door approach fosters learning and encourages and rewards initiative. Drawn from a diverse range of backgrounds and academic disciplines, William Fry people welcome new ideas and want to make a difference – both in our work for clients and through involvement in charitable, community and environmental initiatives.



“At William Fry we want to attract the very best people to train with us in a challenging and positive environment. We invest heavily in their training and development - after all, today's Trainees and Interns are the Firm's future Partners.”

Bryan Bourke,
Managing Partner

■ What does this mean for you?

From the outset, you will be working for high-profile clients as a member of a client service team where each individual's contribution is valued and encouraged. We thrive on the Firm's capacity to take on the most complex challenges and on our dedication to finding practical, commercial solutions to legal problems.

We operate an open-door policy and facilitate a collaborative working environment. Our people are friendly, supportive and want to see our Trainees and Interns succeed and do well with Partners acting as mentors at every stage of an individual's development. From day one we start equipping our Trainees with the skills they need to deliver to clients in this way.

“Our aim is to hire ambitious self-starters with an appetite for learning. In return, we offer top-tier rewards and career progression in a friendly and fulfilling work environment.”

Lisa McCarthy
People Partner



■ What We Look For

Our success depends on our ability to attract, nurture and retain talented people who understand client requirements and can work effectively with others to provide a high-quality legal service.

We are looking for Trainees who are bright and academically able, who can both see the big picture and pay attention to detail, who have excellent communication, interpersonal and analytical skills, and who will thrive in a fast-paced, dynamic and challenging team environment.

In return, we will give you a high level of responsibility within an environment that encourages and supports you as you reach the highest professional standards and develop both your technical skills and commercial instincts. It is a proven recipe for high achievement and makes for an exciting Trainee experience.



What Our Trainees Say

“William Fry provides Trainees with the necessary skills and expertise to develop professionally through their continuous focus on learning and development. The collegial and supportive atmosphere within the Firm results in a Traineeship which is both enjoyable and fulfilling.”

Denis Forde
NUIG, BCL



“At William Fry you have the opportunity to work with and learn from industry leading experts providing you with an excellent framework to begin your career as a Solicitor. When you combine this with the challenging and diverse work you undertake as a Trainee, it results in an unparalleled training experience.”

Aoife McCarthy
UCC, BCL (Law and Irish)



“It is clear the firm has a focus on developing Trainees into the partners of the future. The combination of the fast-paced environment, welcoming work culture, support, and level of responsibility given to Trainees, clearly fosters rapid growth and development”

Colin Russell
LLB, Trinity



WFirst

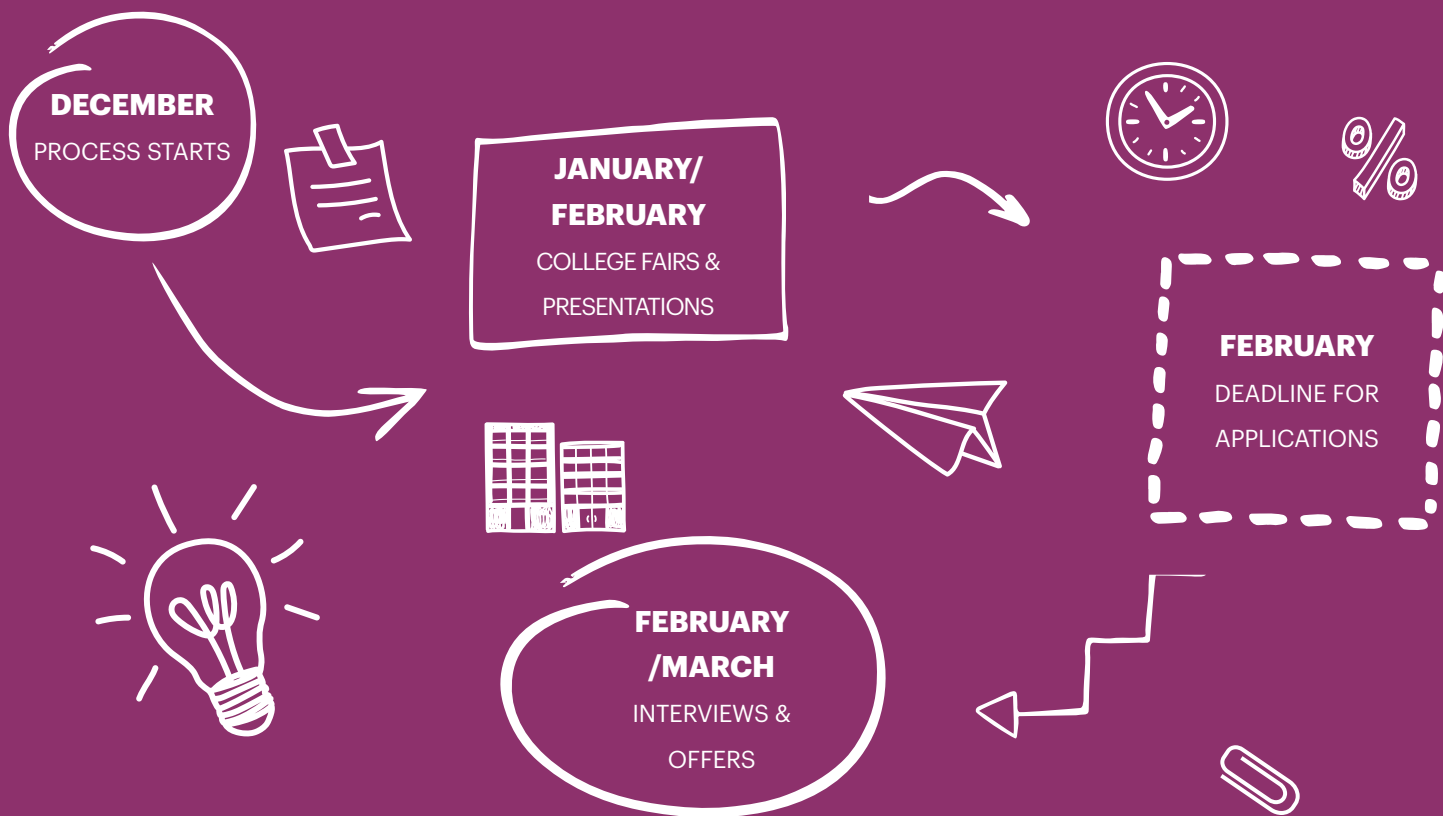
WFirst is a one day event for 1st and 2nd year college students from any university and discipline, designed to offer you an insight into William Fry and to help you understand what a career with us involves. The event takes place in January, and over the course of one day, you will gain exposure to the work we do through:

- ✓ Skills Training with our Learning & Development team
- ✓ Review of our Application and Interview Process
- ✓ Meeting our Graduate Recruitment team
- ✓ Trainee Panel Discussion
- ✓ Networking Lunch with our Partners
- ✓ Shadowing a Trainee for the afternoon

Selection is based solely on your CV and Cover Letter - no interviews are held.
Applications open in November.

If you have any queries,
please email Lisa, our
Graduate Programme
Manager at
lisa.mcgoldrick@williamfry.com.

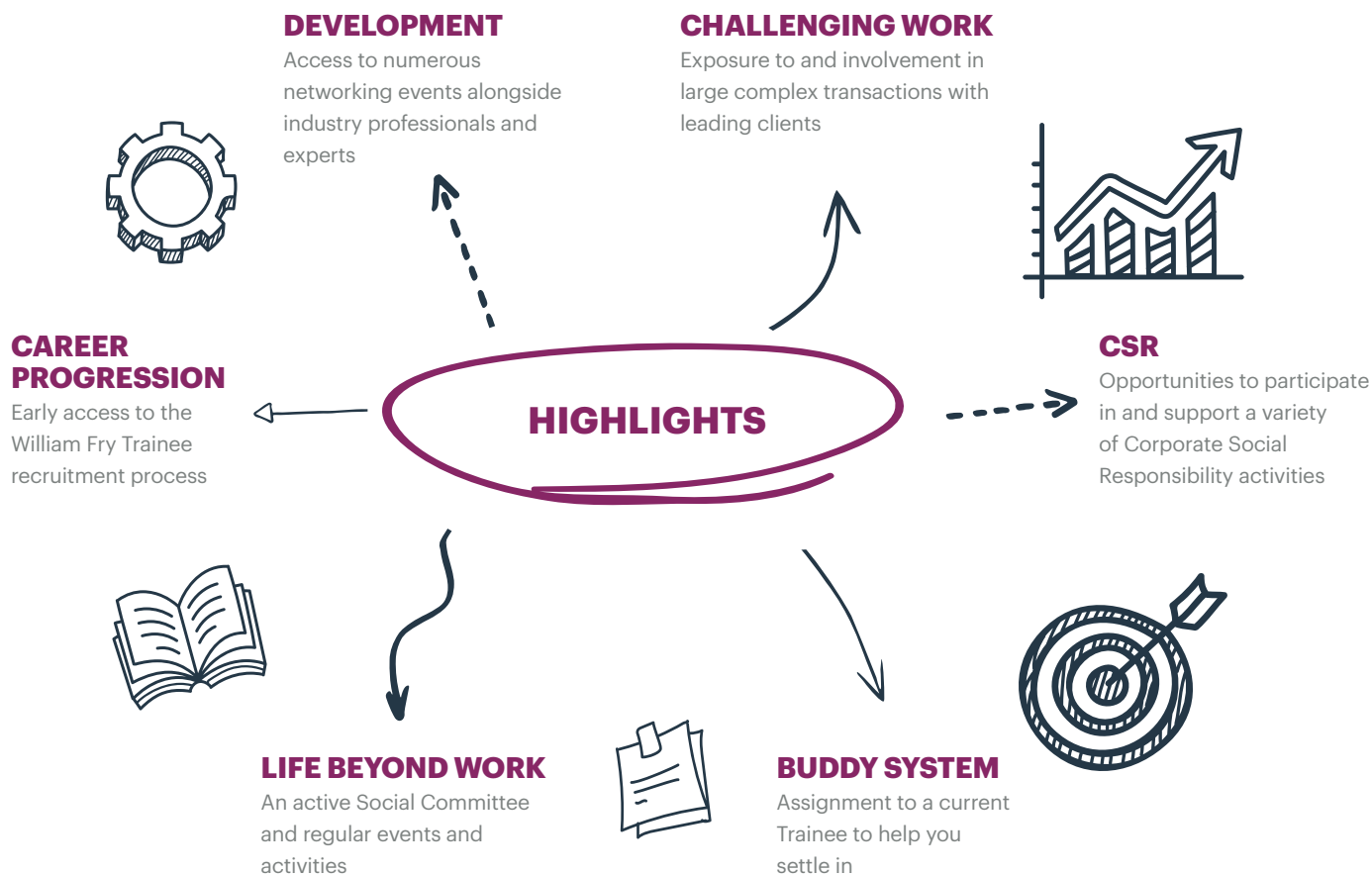
■ Summer Internship Programme: Application Process



For more details and an application form please go to
www.williamfry.com/trainees

■ Summer Internship Programme: Highlights

As a William Fry Intern, you will benefit from a structured programme designed to build your knowledge and experience during your Internship. You will have access to an award-winning Learning and Development Programme which commences on day one with a comprehensive induction. Applications are open to students who have completed at least two years of their university or college course.



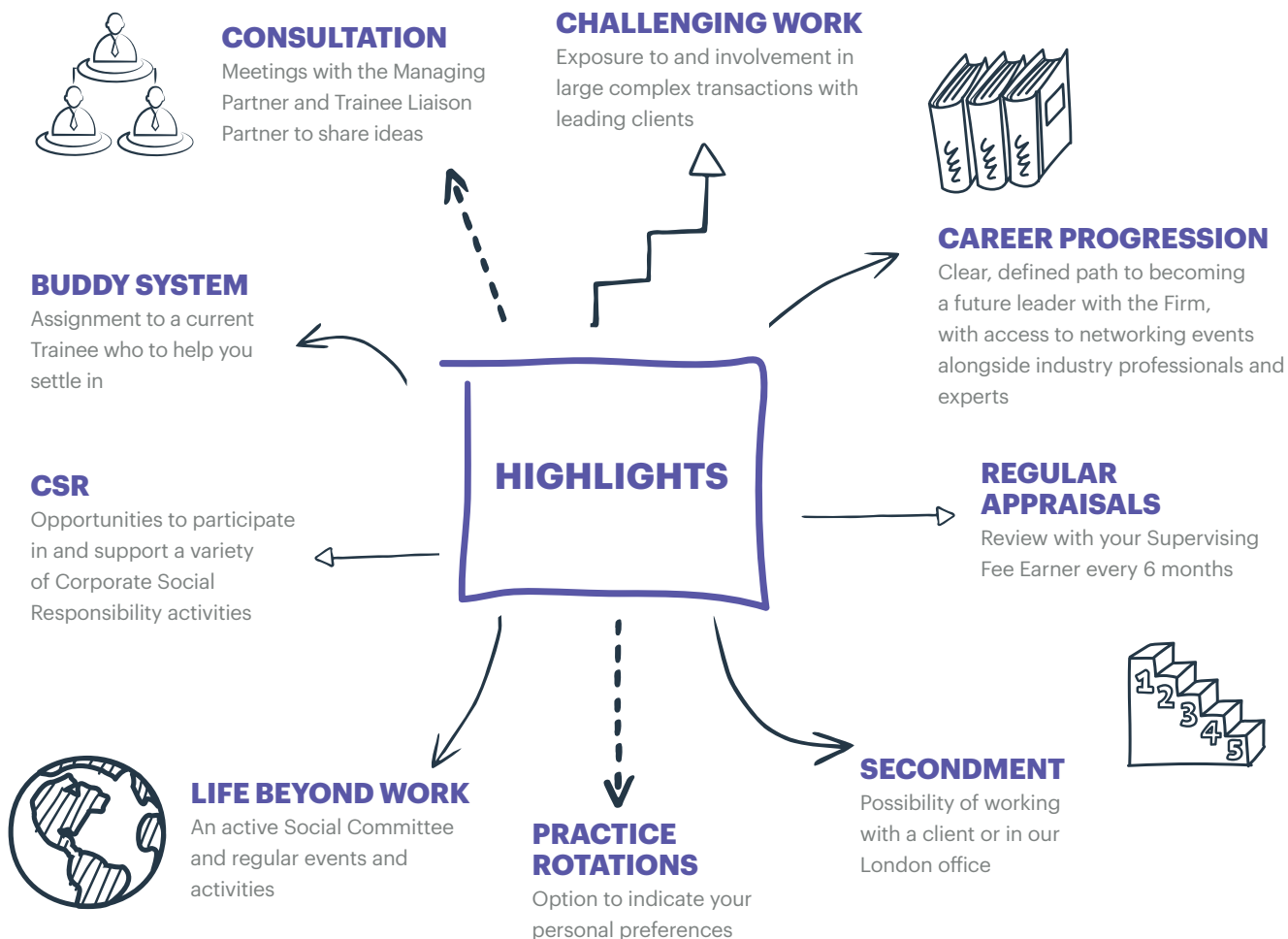
■ Trainee Solicitor Programme: Application Process



For more details and an application form please go to
www.williamfry.com/trainees

Trainee Solicitor Programme: Highlights

As a William Fry Trainee, you will benefit from a structured programme designed to build your knowledge and experience during your Traineeship. You will have access to an award-winning Learning and Development Programme which commences on day one with a comprehensive induction. Our Trainee Solicitor Programme is open to penultimate and final year students as well as graduates.





■ What We Offer

William fry offers dynamic Internships and Traineeships in a collegial, supportive environment. We want the best people as our future legal professionals and we offer attractive compensation packages which reflect our determination to attract the top talent.



■ Our Trainee compensation package

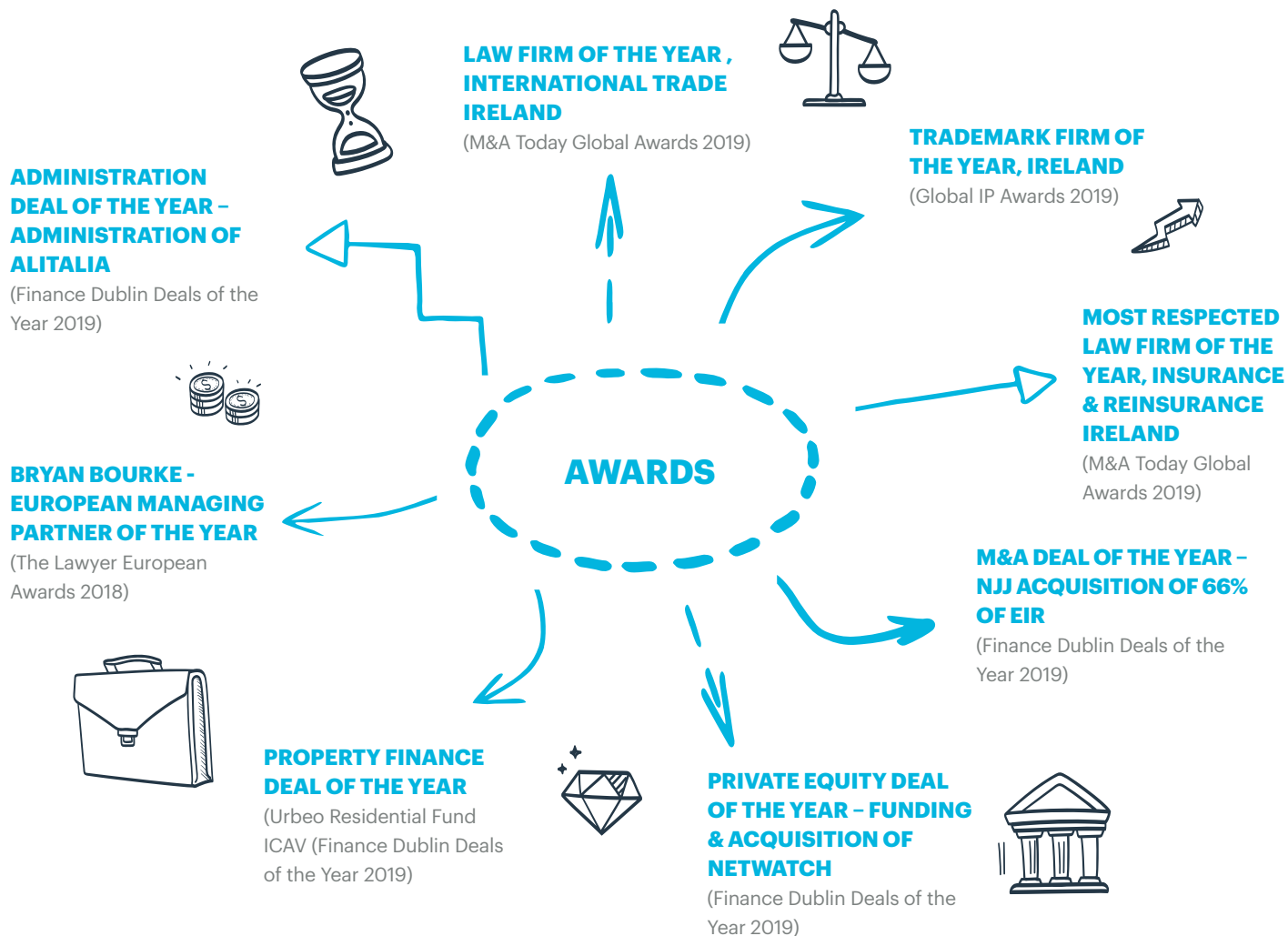
- ✓ Competitive salary which continues to be paid while you attend Blackhall Place
- ✓ Law Society fees including reimbursement of FE-1 fees and full payment of indentures, PPC I and PPC II fees
- ✓ Generous annual leave and paid exam, study, maternity & paternity leave
- ✓ Generous subsidy towards your annual Travel Pass
- ✓ Access to the government-driven 'Cycle to Work Scheme'
- ✓ Commission scheme for introducing new business to the Firm
- ✓ Annual Trainee qualification dinner and funding for other trainee social activities
- ✓ Part-subsidised on-site restaurant and barista service as well as access to late-night food facilities
- ✓ Regular health and wellbeing events and initiatives and a free confidential EAP counselling and advisory service (with an external provider) for our employees and their families
- ✓ Access to an on-site gym with free membership, access to a personal trainer and discounted classes
- ✓ A free towel service as well as access to bike racks, lockers, showers and a drying room
- ✓ Access to corporate discounts including a discounted on-site dry cleaning service



“Our learning culture and the focus of the Firm’s dedicated learning and development unit enables William Fry to stand out from the crowd and deliver top-quality service to clients.”

Stephen Keogh,
Trainee Liaison Partner

Recent Awards



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