

WILLIAM FRY



Graduate Programmes

williamfry.com/trainees

Contents

Why William Fry?	02
Our Programmes	04
Life at William Fry	06
WFirst	08
Summer Internship Programme	10
Student Placements	12
Trainee Solicitor Programme	14
Tax Internship Programme	16
What our trainees say	18
What's on offer	20
Trainee Professional Development at William Fry	22

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. William Fry partners are widely recognised as leaders in their area of expertise, and the firm is renowned for the strength and depth of its long-lasting client relationships.

We offer an exciting and challenging learning environment delivering award winning legal solutions for our international clients. Our friendly open-door approach encourages and rewards initiative. Drawn from a diverse range of backgrounds, William Fry people welcome new ideas and want to make a difference – both in our work for clients and our involvement with communities.



Owen O’Sullivan
MANAGING PARTNER



71
Partners



6
Offices Globally

320
Legal and Tax Professionals

est. 175
years ago

We Represent



9 of the top 10
FINANCIAL SERVICES FIRMS IN IRELAND

Forbes 6 of the top 10
FORBES 2000 COMPANIES



3 of the top 4
GLOBAL TECHNOLOGY COMPANIES



2 of the top 4
GLOBAL PHARMACEUTICAL COMPANIES

FTSE over 30% OF FTSE 100 COMPANIES

| 02

| BACK

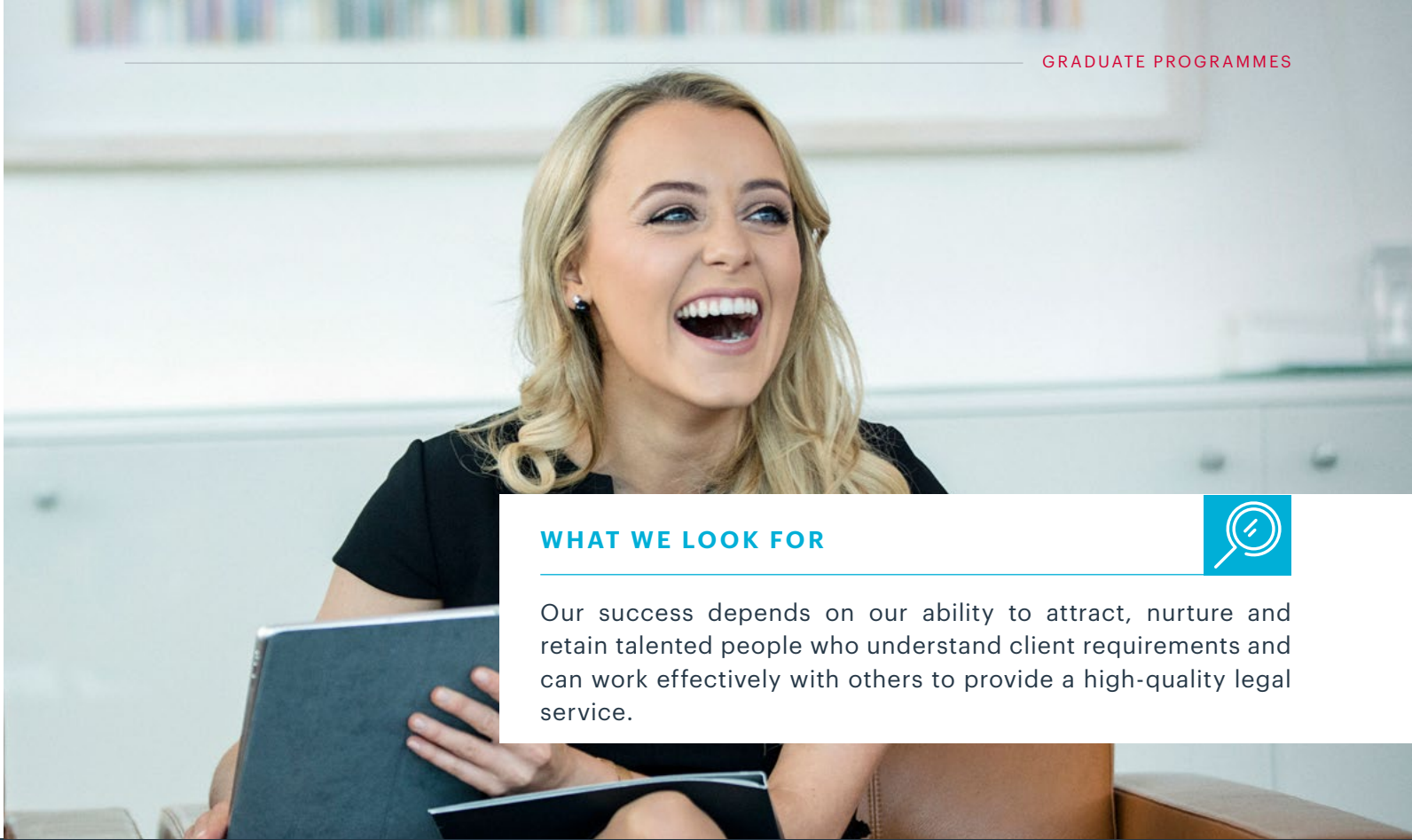
NEXT |

03 |

Our Programmes

Students and graduates who have a passion for corporate law can join William Fry through one of our four programmes.

The WFirst, Summer Internship and Student Placement programmes provide undergraduates with the chance to experience life at William Fry, and to determine whether a career in corporate law is for them. The William Fry traineeship nurtures and develops graduates into expert legal advisers.



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.

PROGRAMME	WFIRST	SUMMER INTERNSHIP	STUDENT PLACEMENT	TRAINEESHIP
PLACES	50	25	5	35 hired annually
DURATION & TIMINGS	1 day January & April	4 weeks June	up to 12 months varied start dates	2.5 years April start date



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

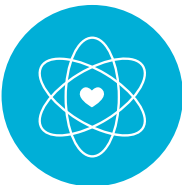
Life at William Fry

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.



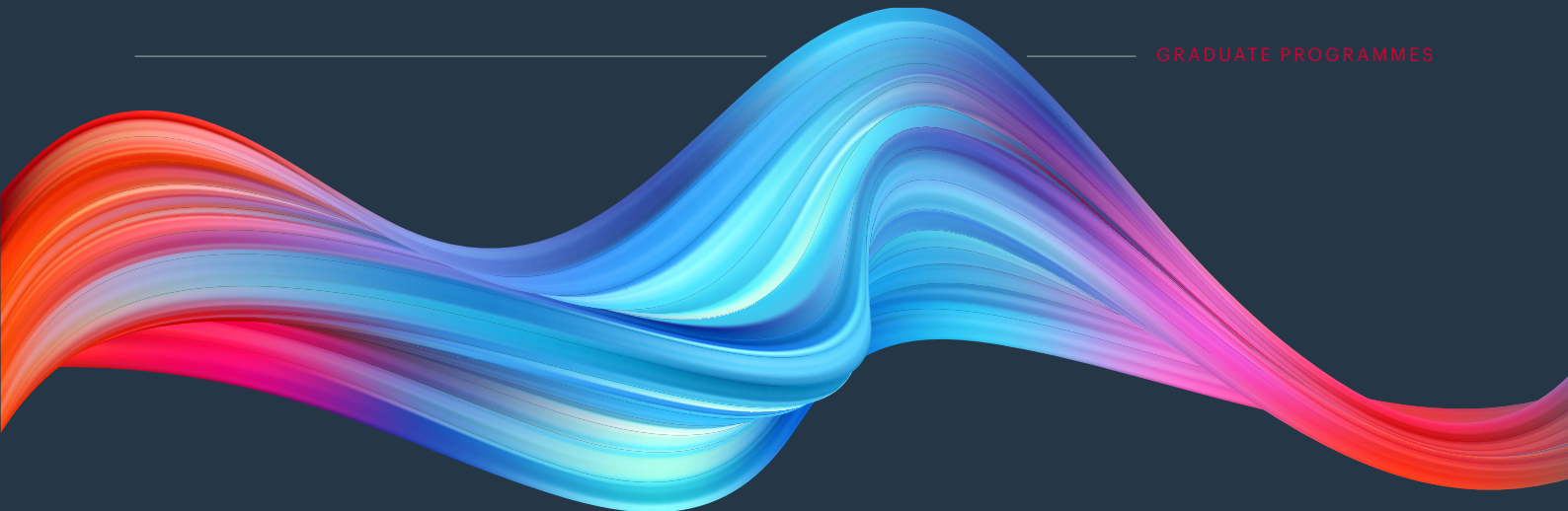
CULTURE

We have a collaborative working environment where our people are friendly and supportive enabling our employees to thrive. You will be learning from the brightest and the best in the industry who continually challenge the boundaries to improve everything we do.



RESPONSIBLE BUSINESS

As a trainee you will have the opportunity to make a positive and lasting difference as part of our Responsible Business programme. Whether you want to volunteer with one of our community partners, help protect Ireland's biodiversity with our environmental partner, or use your legal skills to support social enterprises through our Social Impact+ pro bono programme, our goal is to promote a culture of giving back.



D&I

Celebrating diversity and promoting inclusion is a key part of life at William Fry. We aim to embed D&I in everything we do as a firm and to foster an environment where everyone is supported to reach their full potential. We are proud to be accredited with the Investors in Diversity Silver award from the Irish Centre of Diversity.



SOCIAL & WELLBEING

Your health and wellbeing matters! That is why we have an extensive wellbeing programme that includes an employee assistance programme, a trained team of mental health allies, healthy eating options and gym onsite and much more. We provide an array of social clubs including a book club, running club, photography club and choir, and there will be regular events for you to get to know your fellow trainees.

WFirst



WFirst is a one day event for 1st and 2nd year 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 twice a year in January and April, and over the course of one day, you will gain exposure to the work we do through:



Skills workshop with our Learning & Development team



Shadowing a trainee



Networking opportunities with partners and graduate recruitment team

APPLICATION PROCESS

STEP 1

NOVEMBER
Applications open



STEP 2

Selection is based solely on your CV and cover letter - no interviews are held



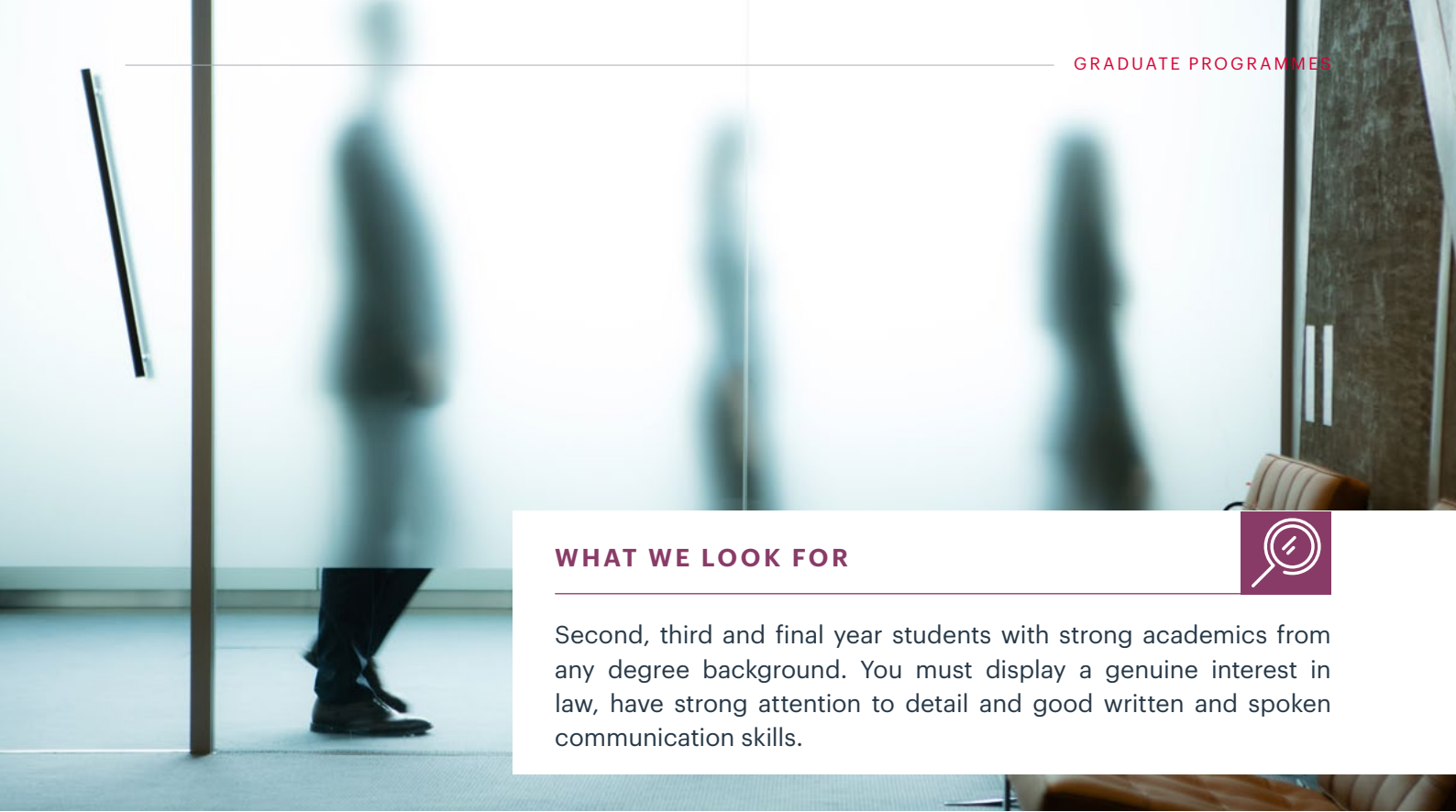
STEP 3

DECEMBER
Offers made for January and April programmes



Summer Internship Programme

Our four week internship will provide you with a varied programme where no week will be the same. You will work alongside a trainee buddy and partner mentor, gaining insights into commercial law and life at William Fry.

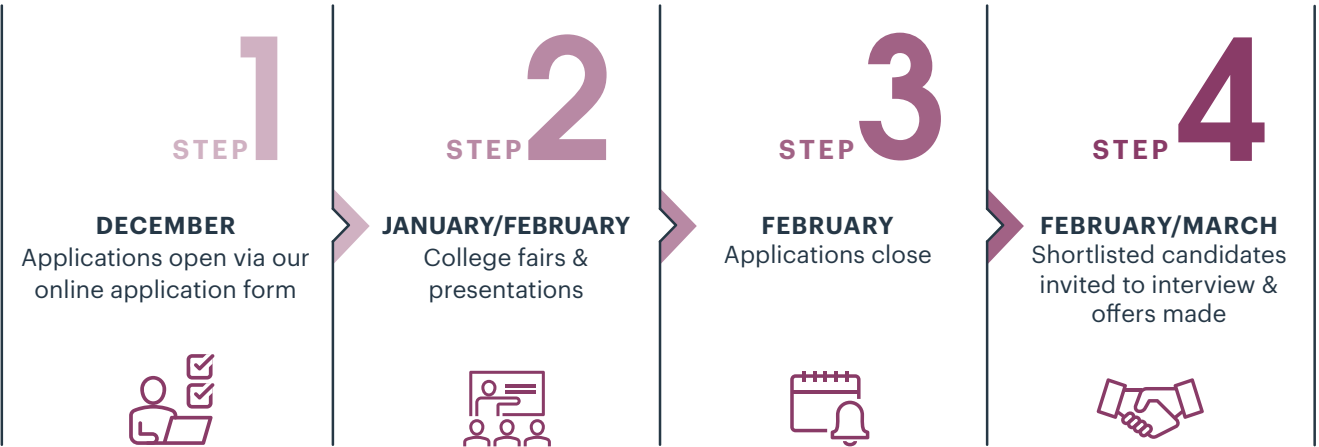


WHAT WE LOOK FOR



Second, third and final year students with strong academics from any degree background. You must display a genuine interest in law, have strong attention to detail and good written and spoken communication skills.

APPLICATION PROCESS



Student Placements

A placement with William Fry will equip you with the legal skills and commercial acumen to pursue a career in law and may result in a traineeship offer. For the duration of your placement, you will be assigned to one team with a supervising partner and a trainee buddy, ensuring you are fully supported throughout your placement. You will be fully immersed in client work whilst receiving formal training and mentoring, to empower you to get the most from the opportunity.

Placements are open to any student studying a course that offers a placement, and the duration will depend on the requirements of your university and course. Shortlisted applicants will be invited to interview, and applications and enquiries should be made via your university placements officer.

— “

From my experience, one of the strengths of the William Fry university placement programme is that there is no distinction in the day to day work assigned to the placement student and the trainees. You will be provided with the same diverse workload and levels of responsibility afforded to trainees, which combined with the collegial and supportive atmosphere and continuous focus on learning and development, provides an excellent framework to begin your career as a solicitor.

” —

Vicky Eckel
UCC

Trainee Solicitor Programme

As a William Fry trainee, you will benefit from a structured programme designed to build your knowledge and experience during your traineeship.

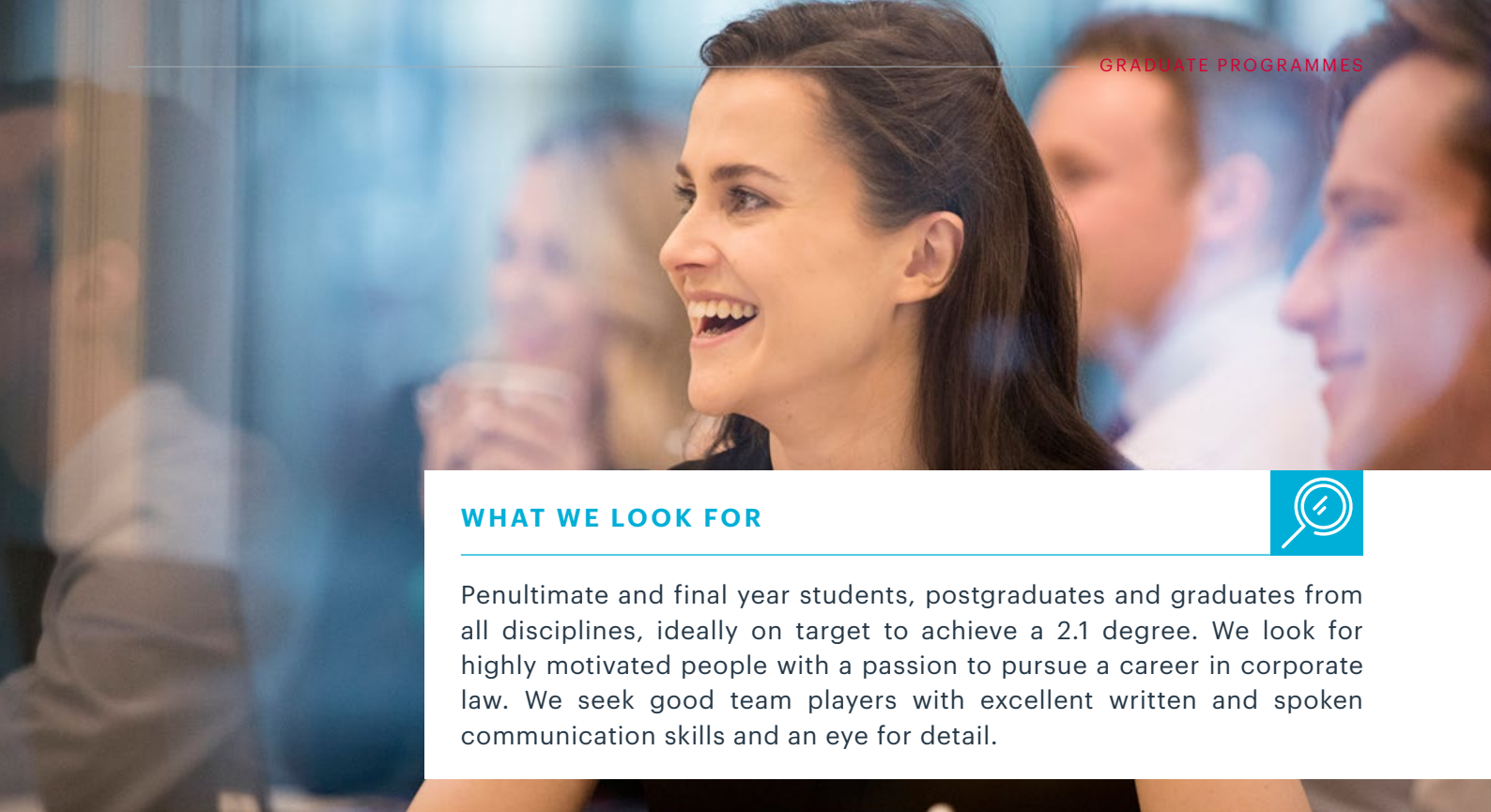


SECONDMENT

Each year there is the opportunity for trainees to complete an internal secondment or a seat within our London office. Client secondments are also available from time to time, providing the chance to experience life as a solicitor from new perspectives.

“ Working in William Fry has presented me with the invaluable opportunity to go on two client secondments, working closely with client in-house legal teams. These secondments have developed my skills as a lawyer while simultaneously giving me an insight into the inner workings of our clients’ businesses. They also facilitated me in expanding my own professional network while strengthening client relationships. ”

Claire O’Connor, **ASSOCIATE**



WHAT WE LOOK FOR

Penultimate and final year students, postgraduates and graduates from all disciplines, ideally on target to achieve a 2.1 degree. We look for highly motivated people with a passion to pursue a career in corporate law. We seek good team players with excellent written and spoken communication skills and an eye for detail.

APPLICATION PROCESS



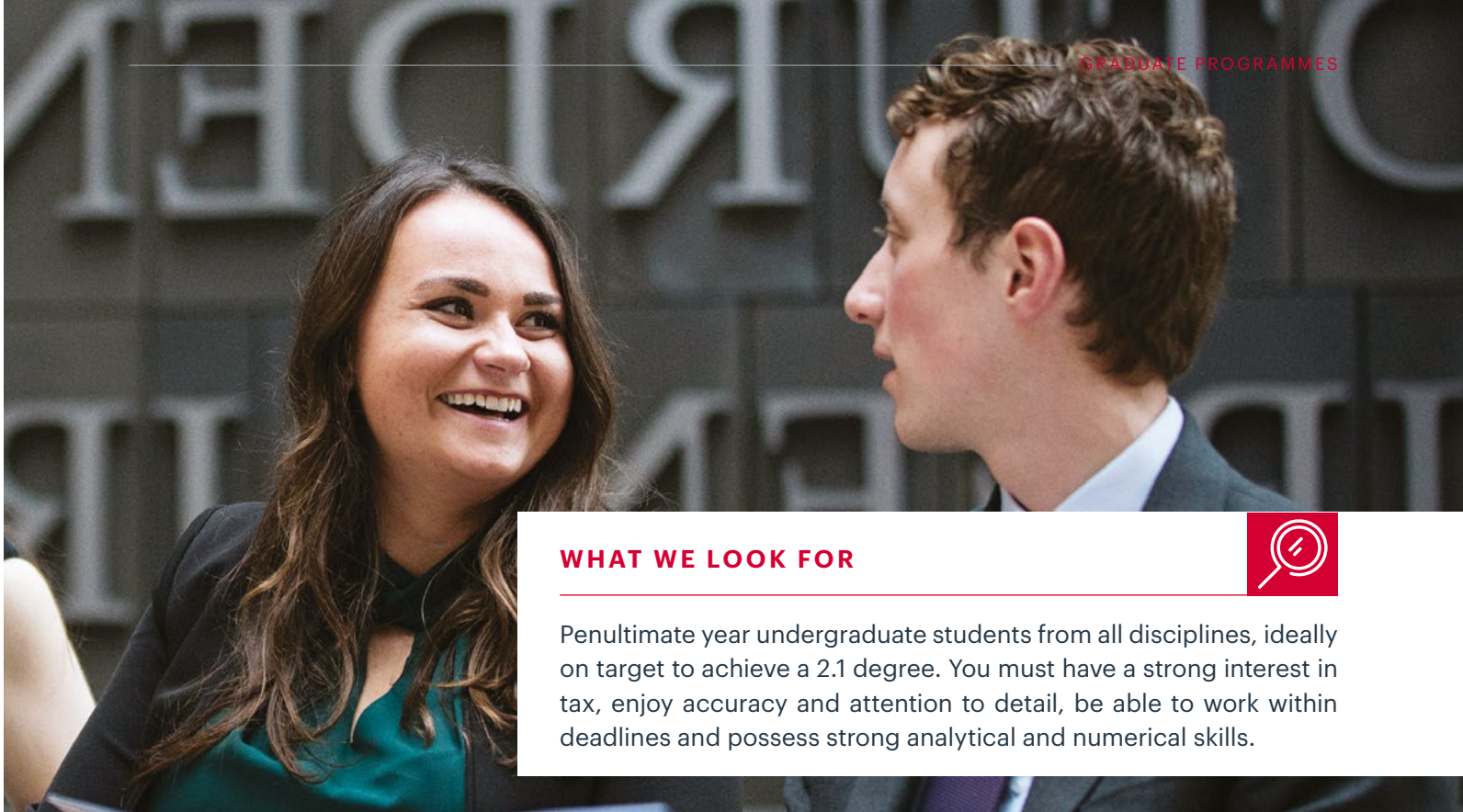
Tax Internship Programme

The William Fry Tax department brings together tax lawyers, accountants and consultants in one highly innovative team. We work with domestic and international corporations, entrepreneurs, family businesses, trusts and high net worth individuals.

The tax internship mirrors the legal summer internship, however it takes place over 12 weeks to offer extensive exposure and involvement with challenging client work. No week will be the same and you will gain invaluable experience alongside industry professionals, with the opportunity to secure the offer of a tax traineeship.

“
The William Fry tax internship is a unique opportunity to work in a top tier commercial law firm, but within a highly specialised team. The tax internship will allow you to develop and refine skills as well as explore a career path in tax.

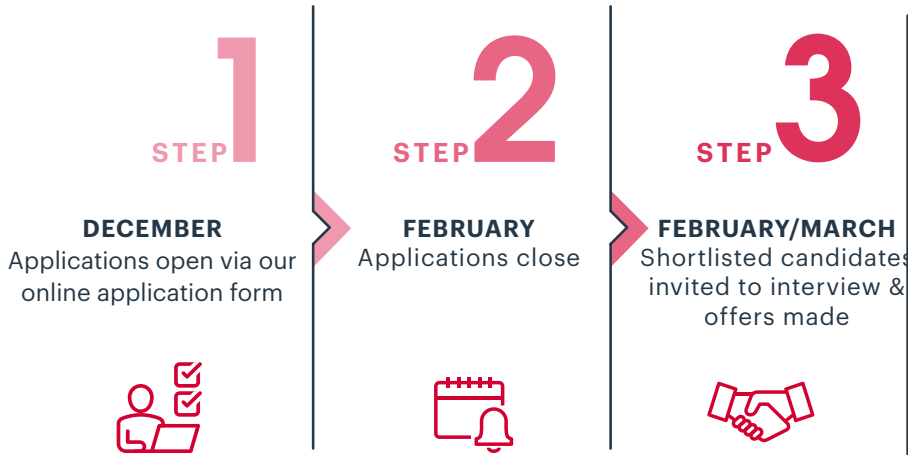
”
Rachel Fox
TAX PARTNER



WHAT WE LOOK FOR

Penultimate year undergraduate students from all disciplines, ideally on target to achieve a 2.1 degree. You must have a strong interest in tax, enjoy accuracy and attention to detail, be able to work within deadlines and possess strong analytical and numerical skills.

APPLICATION PROCESS



What our trainees say



Peter Carvill
UCD, BBL

“

From my experience, William Fry gives the trainees attention, responsibility and a sense of belonging from day one. William Fry’s traineeship programme has been an exciting, interesting, challenging and rewarding experience.

”

“

It is apparent that training is a number one priority at William Fry. The sense of collaboration and community in the firm makes for a positive working environment and provides trainees with the opportunity to hone in on their skills and talents in order to shine as legal professionals.



Mollie Lenihan McGrane
UCC, BCL Clinical

”



Colin Russell
LLB, Trinity

“

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.

”

What's on offer



COMPENSATION

- 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 subsidy towards your annual travel pass
- Access to the government-driven 'Cycle to Work Scheme'
- Commission scheme for introducing new business and employees to the firm



ANNUAL LEAVE

- 22 days annual leave
- Additional leave during Christmas and Easter breaks
- Generous family leave policies



HEALTH AND WELLBEING

- Regular health and wellbeing events and initiatives
- A free confidential EAP counselling and advisory service (with an external provider) for our employees and their families
- Access to our trained mental health ally team
- Access to an on-site gym with free membership, access to a personal trainer and discounted classes
- Annual flu jab



OFFICE BENEFITS

- A free towel service as well as access to bike racks, lockers, showers and a drying room
- Subsidised onsite restaurant
- Access to corporate discounts including on-site dry cleaning
- Regular dress down days
- Firmwide and trainee social committees organising regular events

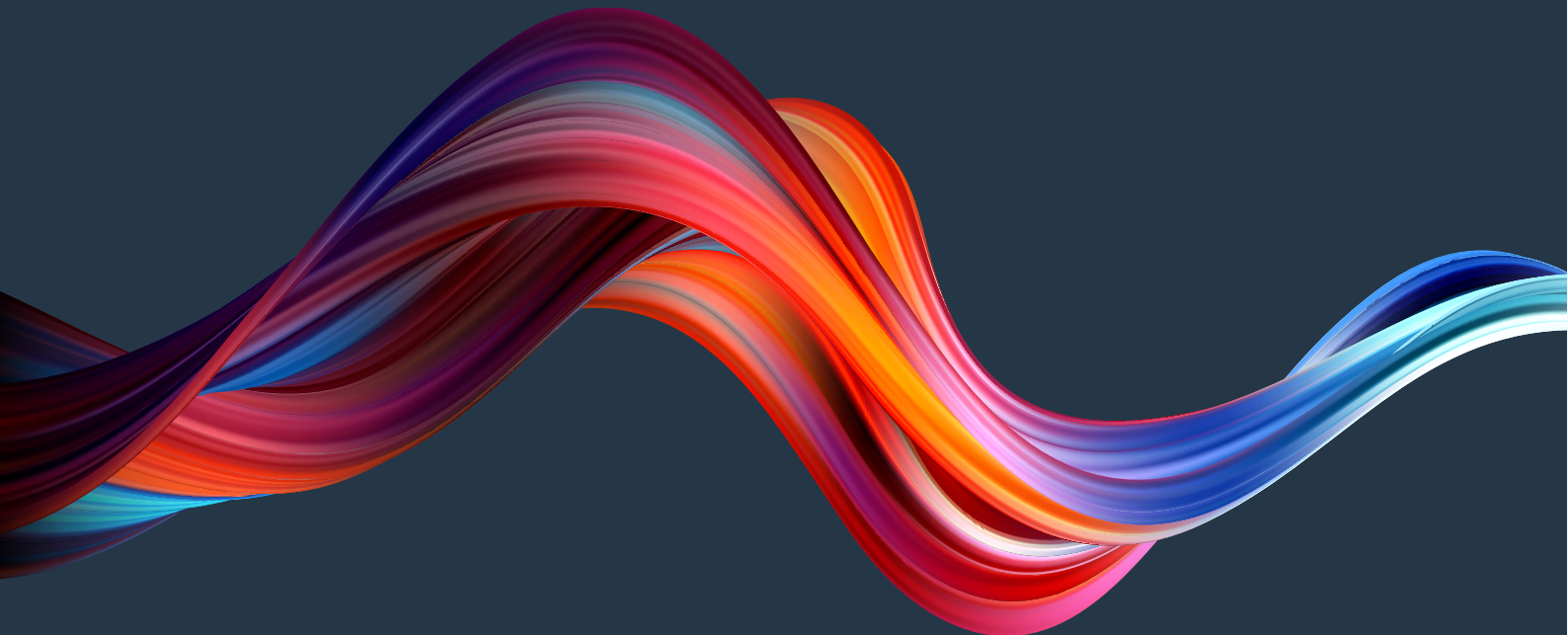
“ Our learning culture and the focus of the firm’s dedicated learning and development team enables William Fry to stand out from the crowd and deliver top-quality service to clients. ”

Stephen Keogh
TRAINEE LIAISON PARTNER



Trainee Professional Development at William Fry

At William Fry, we invest considerably in continuous learning, education and professional development for everyone and we recognise that as a trainee you have significant and specific learning needs. As a William Fry trainee, you will benefit from a bespoke in-house learning and development programme which offers you the best opportunity to excel and reach your potential.



.01

DIFFERENTIATING FACTOR – LAWYER-LED TEAM, DEDICATED TRAINEE DEVELOPMENT MANAGER

Trainees enjoy the support of William Fry's industry leading in-house learning and development team. The L&D team is lawyer-led and comprises of a team of experienced L&D professionals, including a dedicated trainee development manager. The trainee development manager has responsibility for informing and leading your programme of learning and development as a trainee.

.02

SKILLS DEVELOPMENT

The trainee development programme at William Fry comprises professional and personal skills development, including a legal seminar series. The programme complements the professional practice training you will receive from the Law Society and is focused on building your technical knowledge, client and business skills.

.03

INDUCTION AND TRAINING

When you join William Fry as a trainee, your seamless transition is a priority for us. Trainees take part in an extensive induction programme during their initial two weeks in the office, which is designed to give a full and broad overview of the business and the culture of the firm.

.04

ROTATIONS

Trainees rotate through four departments as part of the William Fry traineeship and complete their first rotation before attending Blackhall PPCI. Trainees work directly with a partner mentor in each rotation, building up their on-the-job experience and working with professionals who are experts in their field.

.05

FEEDBACK ON
PERFORMANCE

We have recently launched a competency framework for trainees which assists in professional development planning. The framework reflects the skills and competencies required by trainees in the post-pandemic legal landscape.

As part of each rotation, trainees benefit from both a mid and end-of-rotation review and an opportunity to reflect on their competency levels for their remaining time in rotation or for their next rotation. Feedback from each rotation is taken into consideration at the end of the traineeship as part of the jobs upon qualification process.

.06

COACHING AND
MENTORING

Trainees at William Fry have the option to take part in personal coaching, delivered by the trainee development manager who is a qualified coach. This is a unique opportunity which reflects the value the firm places on trainee development and the role of 1:1 coaching in assisting trainees in achieving their potential. Trainees also have the option of participating in the firm-wide mentorship programme where they are matched with a more senior colleague.

.07

PROJECT WORK

During the summer months, trainees engage in a project of strategic importance to the firm, which they can choose and develop themselves, either individually or in pairs or groups. The projects must be aligned with William Fry’s values and business objectives. Trainees are encouraged to drive their project to fruition themselves with support from the business, which helps them develop critical project management skills. Examples of previous projects include the trainee designed and led FryTY programme, a Responsible Business initiative educating transition year students on how the law impacts their everyday life and how to pursue a career in Law.

.08

WILLIAM FRY
TRAINEE COMMUNITY

The William Fry trainee community support each other across teams and departments with many taking on trainee buddy responsibilities. There are plenty of opportunities to network with trainees across the firm both professionally and personally during your traineeship.



Lisa McGoldrick
TRAINEE DEVELOPMENT MANAGER

Contact

If you have any queries, please email Lucinda, our graduate programme manager at **lucinda.farmbrough@williamfry.com**



Lucinda Farmbrough
GRADUATE PROGRAMME MANAGER

WILLIAM FRY

DUBLIN | CORK | LONDON | NEW YORK | SAN FRANCISCO | SILICON VALLEY

T. +353 1 639 5000

williamfry.com/trainees

© 2021. William Fry. All rights reserved.



[williamfrylaw](https://www.linkedin.com/company/williamfrylaw)



[williamfry](https://twitter.com/williamfry)



[williamfrytrainees](https://www.facebook.com/williamfrytrainees)



[williamfrylaw](https://www.instagram.com/williamfrylaw)