
Progress your career with us

Graduate Training Programmes

MCCANN FITZGERALD



About us

McCann FitzGerald LLP offers expert, forward-thinking legal counsel to clients in Ireland and around the world.

Our firm was established in 1965, bringing together smaller predecessor firms with roots dating back to the 1820s. Today, we have approximately 600 staff based in our offices in Dublin, London, New York and Brussels.

Our deep knowledge spans a range of industry sectors, so we can see around corners and tailor solutions that fit our clients' specific needs. We make their goals our priority, and we are ready to tackle their most complex legal challenges.

Our mission is to make progress, both for our clients and for our people.

Welcome to Riverside One

If you have the confidence and ability to test yourself on legal work of the highest quality, McCann FitzGerald LLP may be the firm for you.

Leaving behind your student days and entering into professional employment can be a daunting experience for anyone, no matter how bright and talented. This is something that we at McCann FitzGerald LLP understand, and have gone to great lengths to address in our trainee and internship programmes.

Our programmes are carefully structured to provide exposure to high-quality work in all areas of the firm's practice, while placing a strong emphasis on the personal and professional development of each individual.

The McCann FitzGerald LLP work environment is highly collegiate, with a culture of teamwork and mutual support. Our core values of leadership, integrity, progress and performance inform everything we do. Our clients know they can rely on us when the stakes are high or when the issues are particularly challenging.

We want to keep it that way. We can only do so by continuing to recruit and nurture the very best graduates as trainees. Top grades are important, but we also want people with character, energy, practicality and flexibility.

I hope this brochure helps you learn more about McCann FitzGerald LLP, our work, our culture and our people.



Stephen Holst
*Managing Partner,
McCann FitzGerald LLP*



Our people

McCann FitzGerald LLP's reputation is built on the quality of our people. Our solicitors are experts and innovators, dedicated to achieving the best possible results for our domestic and international clients. They take on interesting, challenging work, and we make sure that they develop both professionally and personally.

We recruit candidates with strong academic backgrounds, and we value their flexibility, energy and sound judgement. Many of our solicitors have gained qualifications in disciplines other than law or have previously worked in other areas of professional life. This diversity enhances our legal thinking and creates an open-minded environment where our people can thrive.



‘ALL OF OUR PARTNERS ARE TRUE OWNERS OF THE FIRM AND HAVE A SHARED INTEREST IN RECRUITING AND DEVELOPING THE BEST GRADUATES FOR THE FIRM AND OUR CLIENTS’



Our culture

Our culture is based on collaboration, not competition. We believe that mutual support and the pooling of expertise lead to a better working environment for our people and better results for our clients. We have always operated an open door policy, actively encouraging the sharing of knowledge and experience.

Our culture fosters an open and inclusive environment, where everyone is accepted, respected and expected to contribute fully. Most of our partners joined the firm as trainees. They know what it is like to be a trainee and are available, approachable and willing to give guidance and answer any questions that you might have. Together, we live our core values of leadership, integrity, progress and performance. These values are the foundation of our approach to work and are integral to our success as a firm.



Our work

McCann FitzGerald LLP has worked on some of the most complex and significant transactions of our time. We provide the highest quality legal advice to clients in the corporate, financial and business sectors, and we also advise government entities and many state bodies.

The firm is divided into four core groups: Corporate, Finance, Dispute Resolution and Litigation and Real Estate and Construction. We also operate industry sector and specialist practice groups. This allows us to provide advice and representation that is tailored to our clients' specific requirements. We make their goals our priority, so that they can meet their challenges and seize opportunities.



Our Graduate Traineeship Programme

We nurture our trainees to become outstanding solicitors, focused on the delivery of exceptional client service. Our graduate traineeship programme is designed to help you reach your potential and pursue the kind of career that matters to you.



Interesting and challenging work

Trainees are valued members of the team, and you will have the chance to get involved in interesting and challenging work that is crucial to our clients.



One-to-one training with a partner

Each trainee shares an office with a partner, working with them on a one-to-one basis as they gain experience in our core practice groups.



Regular feedback

As a trainee, you will receive regular feedback and performance reviews. Our head of legal professional training will be your mentor throughout your traineeship, answering your questions and offering you continuous support.

What we look for

We aim to attract students with excellent academic records, who have character, energy and sound judgement and who are capable of building relationships with colleagues and clients alike. In return, we will help you to succeed and surround you with people who are the very best at what they do.

Why choose us?

You will thrive in our fast-paced yet supportive environment, where you will be respected and encouraged to contribute. Our programme offers you an incredible opportunity to advance your career in law, while being mentored by some of the most experienced practitioners in the business.



Opportunities abroad

A number of our trainees spend part of their training working in our offices abroad or on secondment with one of our leading domestic or international clients.



Social life

There is a fantastic social dimension to being a trainee with McCann FitzGerald LLP. The social committee organises many events throughout the year, giving you the opportunity to get to know your fellow trainees and build lifelong friendships.



Community involvement

We are passionate about making a positive impact in the communities where we work. Through our *Love Volunteering* programme, our trainees and solicitors share their knowledge, skills and time with a variety of charitable and not-for-profit organisations.

Graduate Traineeship

Your McCann FitzGerald LLP career starts here

Your training starts the first day you walk in the door at Riverside One. We work with you to help you reach your potential, and our dedicated Head of Legal Professional Training will mentor you throughout your traineeship.



Our graduate traineeship programme is designed to expose you to the high quality work we do and help you to develop both professionally and personally. We operate a rotation system, with every trainee spending time in our core practice groups. During every “seat”, you will share an office with a partner and work with them on a one-to-one basis. In addition, you will attend regular lectures and workshops on legal topics, professional skills and legal research techniques.

Trainees thrive in our fast-paced yet supportive environment, where they are valued and encouraged to excel. Many take advantage of the opportunity to spend part of their training working in our offices abroad or on secondment with one of our leading domestic or international clients.

Our commitment to your development doesn't end when you finish your training programme; in fact, it is just the beginning. Our ongoing CPD programme will help you achieve your own ambitions throughout your legal career and ensure that you have the requisite skills to handle even the most complex legal work.

Applications open early September each year.



‘MCCANN FITZGERALD IS MORE THAN A LAW FIRM. EVERYTHING IT DOES IS ABOUT ITS PEOPLE, ITS APPRECIATION AND VALUE OF ITS PEOPLE’S DIFFERENCES, AND THE CONTINUOUS FOCUS ON BUILDING AND FOSTERING RELATIONSHIPS WHICH IS A CORNERSTONE IN PROVIDING EXCELLENT LEGAL ADVICE.’



Tobi Lawal

Trainee

Tobi completed a Masters in International Commercial Law at UL, which made her realise that a career as a commercial Solicitor was the right path.

The path to the commercial sector

Studying Law Plus at University of Limerick was the best decision because not only did I receive a comprehensive legal education for 4 years but I was also able to embark on an 8 month work placement in GE Capital Aviation Services as part of my degree which is what first piqued my interest in the commercial sector.

Collaborative culture

I applied to McCann FitzGerald during the September 2021 milk rounds and was delighted to be invited for an interview. I distinctly remember feeling a sense of ease when I met the Partners interviewing me. They were personable, kind and direct. These are traits I continuously see amongst the people in the firm.

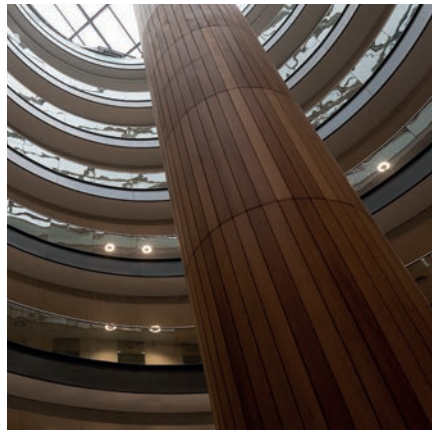
Part of the team

I worked as a Project Assistant in the Real Estate department for several months prior to starting my first seat. The knowledge, skills and confidence I gained during this period was incredibly beneficial and has aided my progress in my first seat. From the first day, I felt that I was part of the team. The open door policy in the firm is one I can personally vouch for. I find great comfort in the fact that I can approach members of my team and the wider Real Estate group with questions knowing that they are happy to support my growth as a trainee and further my career development.

Summer Internship Programme

Make decisions about your future career

Our three-week summer internship programme is primarily aimed at penultimate and final year students. It offers you the chance to gain an insight into the daily life of a commercial law firm and to work alongside some of the leading legal minds in the business.



Our summer internship programme will expose you to challenging and interesting legal work and help you make decisions about your future career. Each intern is placed in one of the firm's four core practice groups. Under the supervision of a solicitor and supported by a trainee "buddy", you will work on client projects and transactions.

Highlights of the programme include:

- Spending time in practice
- Classroom-based activities
- Firm lectures and presentations
- Informal networking and social events

At the end of the internship, you will be invited to interview for a place on our graduate traineeship programme.

Applications open early January each year.



Moya Conway

Trainee

After studying Law and French in UCC, Moya worked as a Project Assistant at McCann FitzGerald prior to commencing her traineeship.

Graduate event

Throughout my studies at UCC, I was interested in areas such as EU and company law, which prompted me to consider going down the corporate route. I attended a graduate event hosted by McCann FitzGerald and was very drawn to the firm due to the humility and good humour of the speakers and all those involved (and the canapés were nice also!) I also spoke to UCC graduates who encouraged me to apply.

Benefitting from experience

I graduated from UCC in 2020 and started working as a Regulatory Analyst in the legal company Compliance and Risks Ltd, which is based in Cork. I thoroughly enjoyed this role and feel it benefitted me immensely as it allowed me to gain experience in a corporate environment, as well as to develop skills such as legal research and summary drafting. That October, I successfully applied to McCann FitzGerald and had my interview through Zoom, such was the Covid landscape at the time.

A Project Assistant at the firm

After completing my FE1s, I began working as a Project Assistant in the firm prior to commencing my traineeship. My time as a Project Assistant gave me an invaluable insight into the work of a trainee and gave me a head start in the department where I would go on to do my first seat – Construction. I highly recommend the graduate programme at McCann’s to anyone wishing to pursue a career as a solicitor.



‘THE DEDICATION TO
TEACHING AT MCCANN’S
IS EVIDENCED BY THE
FREQUENT LECTURES AND
WORKSHOPS, THE OPEN
AND FRIENDLY ATTITUDES
OF ITS PEOPLE AS WELL AS
BY THE TRAINEES SHARING
OFFICES WITH PARTNERS.’

Law First

Gain an exclusive insight into McCann FitzGerald LLP

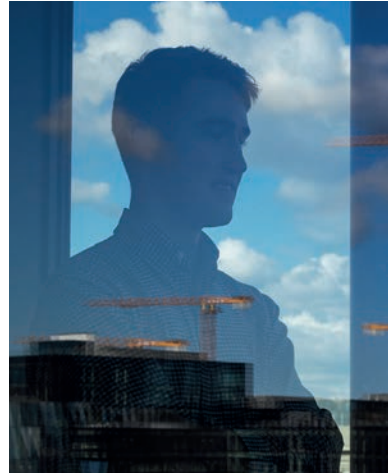
If you are a first or second year student thinking about your future legal career, then Law First may be for you. It provides a unique opportunity to explore commercial law in general, and McCann FitzGerald LLP in particular.



You'll spend a day at our offices in Riverside One, learning about our practice groups, experiencing our culture, and networking with potential colleagues. You will meet with members of our graduate recruitment team, who will give you advice on our firm's application and interview procedures. You'll also take part in a skills session delivered by our professional development manager.

Law First offers you a snapshot of what a career with McCann FitzGerald LLP can be like, and is a great first step towards securing a place on our summer internship or graduate traineeship programmes.

Applications open in November each year.



‘LAW FIRST OFFERS YOU A SNAPSHOT OF WHAT A CAREER WITH MCCANN FITZGERALD LLP CAN BE LIKE’

Darragh F. Murray

Associate

Darragh studied Law and Business at Trinity, then spent a year on Erasmus in Uppsala, Sweden, which made him realise the appeal of working in an international context.

From intern to trainee

After finishing college (while juggling work in a pub and studying for FE1s), I was offered an internship with McCann FitzGerald. Following this, I was offered a place as a trainee. I subsequently worked with a leading aircraft leasing company while completing my FE1s, which proved very useful as my first seat as a trainee was with the aviation finance team.

Open door policy

From day one of my internship with McCann FitzGerald, I was immediately struck by how approachable and friendly everyone I worked with was, and how willing they were to help. That sense of collegiality was apparent when I returned to the firm upon completion of my FE1s as a project assistant, and is still very clear as I progress as a trainee. The quality of the people at McCann FitzGerald is unmatched, and is the firm's greatest asset. There is a true open door policy, and having the opportunity to share an office with a partner has helped in my development as a trainee. Getting to work with major international clients at the cross section of law and business has been incredibly rewarding.

‘WORKING AT MCCANN
FITZGERALD MEANS BEING
INVOLVED IN SOME OF THE
MOST EXCITING DEALS AND
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FOR CLIENTS ALL OVER THE
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REACH OF THE FIRM WAS A
HUGE DRAW FOR ME.’



Trainee Recruitment and Development

John Neeson, Partner



When we recruit trainees, we are actively looking to recruit future partners. We strive to provide our clients with the highest quality legal advice, and we believe that our trainees are the key assets of our business. They are the future of our firm.

I joined McCann FitzGerald as a trainee back in 2009. The Firm had a reputation for having a market-leading training programme built upon a culture of collaboration and community. My experience to date with the Firm has surpassed my own high expectations – the Firm is committed to training and development (both personal and professional) of all of its people. This emphasis is regarded as critical to the success of the Firm and it is why the training in McCann FitzGerald starts on day 1 as a trainee and continues for the duration of your time with the Firm, long beyond the end of your training contract.

This carefully fostered sense of community learning has been imbedded in the fabric of McCann FitzGerald for many years. It is vitally important to us that each of our people feels valued, supported and encouraged to contribute. The culture of openness and sharing of expertise creates an excellent platform for our trainees to hone their legal skills.

We recognise that everyone has their individual strengths. Each trainee spends time in a wide variety of practice areas (both transactional and advisory) to experience the different facets of the Firm's practice. This gives each trainee the opportunity develop their legal knowledge into a deeper, more specialised knowledge in an area that suits their skillset and interests.

The training programme in McCann FitzGerald is core to the success of the Firm. It ensures the best experience for our people and the best results for our clients.

Applying to McCann FitzGerald LLP

Tips on getting here

A great academic record is important, but we are also interested in learning about who you are as a person.



The application form

- Take your time completing the application form, and read over it several times. Poor spelling or grammar is easy to overlook, but can make a bad first impression.
- Include as much information as possible. Our partners want to get a real sense of who you are and what interests you.
- Ask someone to look over your form before you press send. A fresh pair of eyes may spot something you've missed.
- Print a copy of your completed form and familiarise yourself with what you have written. Your answers may be discussed at the interview stage.

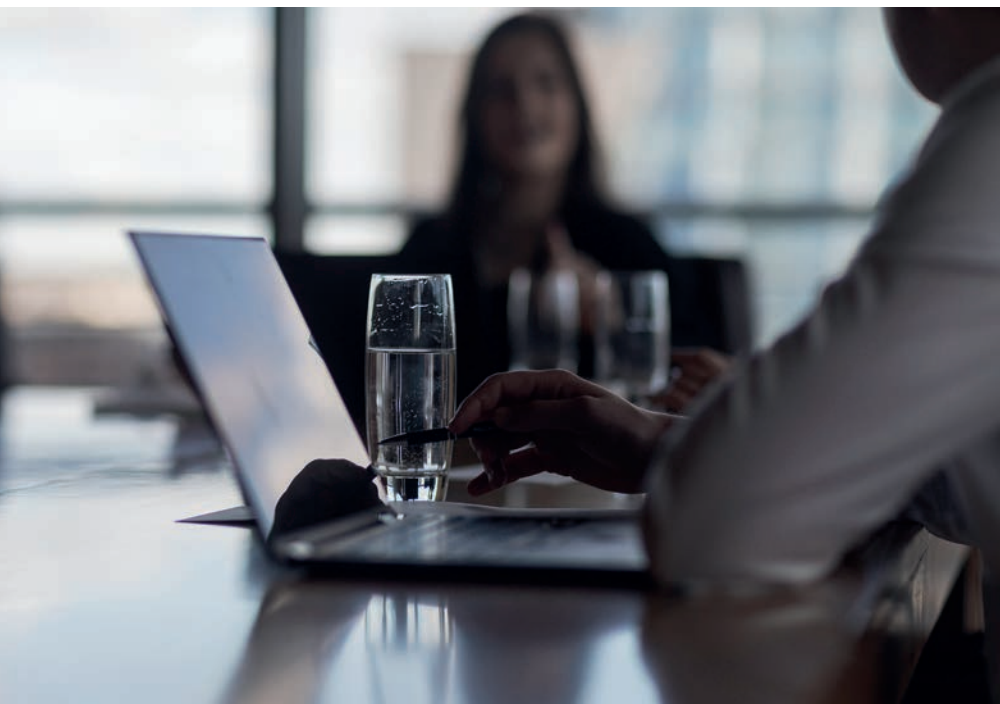
The online assessment

- The strengths-based assessment is designed to explore what motivates and energises you.
- The assessment will consist of scenario-based questions, questions about your working style, and critical reasoning questions.
- To achieve your best, find a place where you feel comfortable and at ease when completing the assessment.
- Be honest and authentic. When choosing your response, think about how you would behave in that scenario, and what your natural reaction would be.
- Read the scenario and response options carefully. Our behavioural assessment is not timed, so take your time to fully understand what the question is asking you.
- Don't overthink it or try to pre-empt what the firm might 'want' you to say. The purpose of these assessments is to understand your natural Strengths.
- Use the [Preparation Hub](#) created by our test provider Cappfinity, to do some practice questions so you know what to expect.
- You should complete the assessment in one sitting and we recommend allowing at least 60 minutes to complete it.



Preparing for the interview

- Do your homework and be prepared to show that you are informed about our industry, our firm and the role.
- Know your own skills and strengths and be ready to talk about them.
- Keep up to date with current affairs.
- Remember, we want to get to know you and find out why you want to work in commercial law and with McCann FitzGerald LLP in particular. We are genuinely interested in what you have to say, and we want you to succeed.



How to Apply

To apply for any of our programmes, please complete the application form on our graduate recruitment website. Go to mccannfitzgerald.com/graduates, where you'll also find further information on the firm and key diary dates.

Alternatively, email graduates@mccannfitzgerald.com or call our graduate recruitment team on +353 1 607 1258.

 @mccannfitzgerald
 @McCannFitz
 McCann FitzGerald LLP

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