

TRAINEE SOLICITORS

DUBLIN



Dechert
LLP



Starting your career at Dechert



“As a trainee solicitor at Dechert, we will give you all of the support you need to realise your potential. You will be joining a global team where some of the world’s leading lawyers advise on the most challenging and complex matters.”

Our shared focus on building a supportive culture and strong community means that you will be trusted and empowered to do your very best.

We are looking for people who are committed to delivering excellence in service and innovative thinking with a keen sense for building strong relationships.

At Dechert you will be welcomed into our global community from day one.”

Carol Widger
Managing Partner, Dublin

Dechert at a glance



102,000

PRO BONO HOURS COMPLETED IN 2022



21
OFFICES
WORLDWIDE

APPROXIMATELY
1,000
LAWYERS

Dechert in Dublin

Our Dublin office opened its doors in 2010, the first major onshore transatlantic funds practice in the city. We were also one of the first international law firms to establish a presence in Ireland.

We pride ourselves on combining a collaborative working environment with a determination to provide the highest quality professional services.

RECOGNISED IN THE *FINANCIAL TIMES*
INNOVATIVE LAWYERS AWARDS

FOR NORTH AMERICA, EUROPE AND ASIA, 2021/22

Dechert was the first and is the leading law firm with a funds practice in all key European fund domiciles, including the UK, Ireland, Luxembourg, Germany and France, as well as the U.S., the Middle East and Asia.

A leading global law firm

Dechert has some of the world's leading lawyers advising on domestic and cross-border matters. We are retained to work on some of the most challenging transactions and disputes, and we pride ourselves on our ability to deliver premium legal services and sound business judgment to our clients.

We are frequently recognised for our achievements as a firm – not just for the quality of our work, but for our consistent efforts in building an innovative and diverse workplace.

Recommended across 48 capabilities –
Chambers Global, 2022

Product Liability Department of the Year –
New York Law Journal, 2023 (fifth consecutive year)

Dealmaker of the Year – *The American Lawyer, 2022*

Financial Services Law Firm of the Year – Middle Market – *The Deal, 2021*

Best Law Firm for Client Service – HFM European Hedge Fund Services Awards, 2022

Most Influential Lawyers – *Financial News, 2022*

Global #2 for international pro bono –
The American Lawyer, 2022

International Firm of the Year for Diverse Women Lawyers – *Euromoney, 2023*

Diversity Leader – *Profiles in Diversity Journal, 2023*

ESG and Community Impact Leader – *National Law Journal, 2022*

Our focus

Dublin

Financial Services and Investment Management

Dechert's Dublin office provides asset managers with full scope support in the operation of their investment products and investment management activities. Our top-ranked team forms a critical part of Dechert's global Financial Services group, which spans the leading financial hubs of Europe, the Middle East, Asia and the United States. In fact, we are the only law firm able to source in-house advice in every leading investment fund jurisdiction in Europe.

Investment management boutiques and financial services giants benefit from our "jurisdiction-neutral" advice, which blends local experience with know-how on a global scale. Our experience covers retail and institutional products for all asset classes, strategies and structures, from equity and fixed income to credit, commodities and derivatives.

At the forefront of regulatory changes, our advice on global legislative initiatives is always forward-looking and results focused. Our "one-stop shop" for investment funds is consistently top-tiered in the hedge funds space.

Your training contract also includes a rotation to sit with our London-based litigation practice.

London

Litigation

Our securities and complex litigation and enforcement and investigation groups advise governments, global corporations, corporate and sovereign debt holders, hedge funds and other financial institutions to help resolve their most intractable commercial disputes, many of which span multiple jurisdictions, cultures and legal systems. The team works seamlessly across jurisdictions and datelines and has particular experience in Europe, Russia and the CIS, the Caucasus, the Middle East and Latin America.

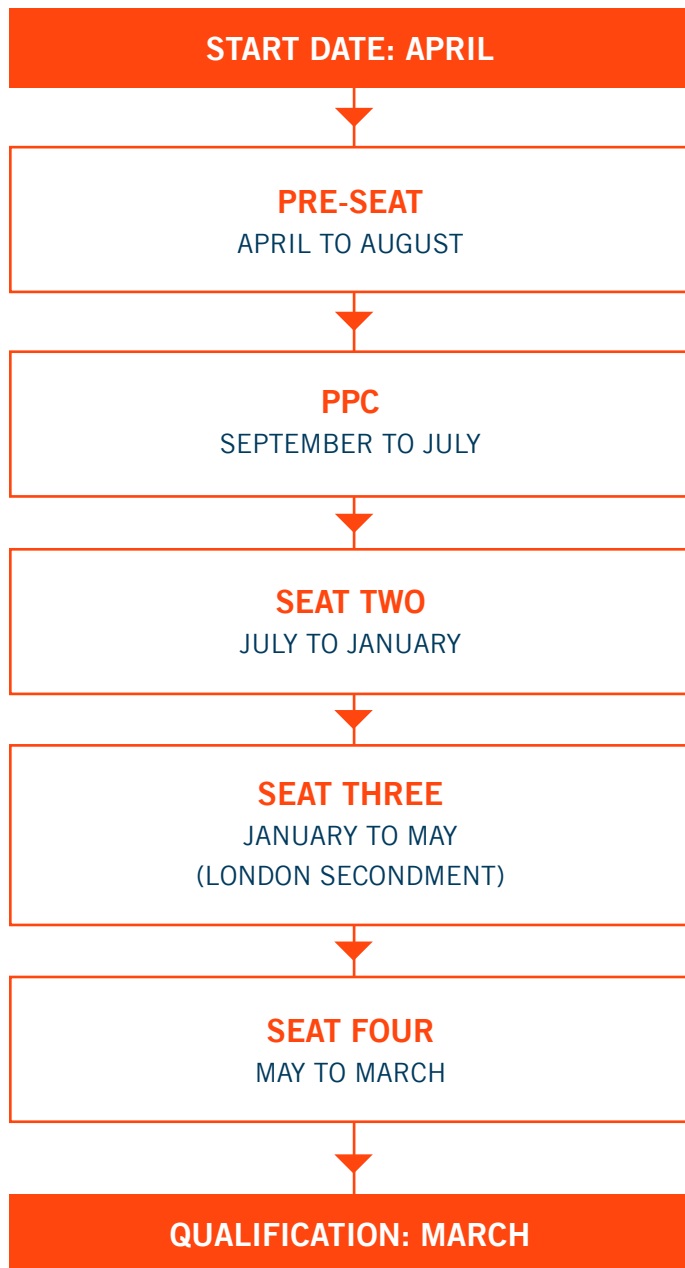
Unlike many other global law firms in London, we have substantial experience in defending companies facing criminal investigation. Our first-hand, practical experience of how enforcement is actually carried out by the world's law enforcement agencies underpins our approach to compliance. We are particularly noted for our expert handling of the most sensitive cross-border matters, such as corporate investigations.





Your training contract

We invest in the future, constantly striving to make Dechert better tomorrow than it is today.



Your training contract includes experience and training in a wide variety of legal areas, including financial services, investment funds and asset management, corporate and commercial practice. We are also a leading firm for the provision of pro bono legal advice. You will be trained on our systems and – most importantly – receive day-to-day training with our close team of lawyers and other fee-earners, who will guide your work and provide help and feedback.



Quality work
Responsibility and breadth

We provide exposure to a broad range of work and legal issues in each practice area. As you acquire new skills in each seat, you will be encouraged to take on greater responsibility to further your professional development, as you expand your network and build your business relationships. Working in smaller teams – a Dechert hallmark – helps you get more out of every experience.



Mentoring
Continuous support

Although we encourage you to take on more responsibility, we do so in a supportive environment. Your supervisors provide continuous guidance. In addition, your professional development is monitored on a regular basis by the graduate recruitment and development team as well as the partners in Dublin, all of whom are available to help.



Rotations
A wealth of opportunities

We want our trainees to gain a different perspective on the services which we provide. You will spend four months of your training contract in our London office.

What we offer

Competitive benefits

- 25 days paid annual leave
- Back-up dependent care
- Cycle to work scheme
- Eye test
- Gym membership subsidy
- Income protection
- Life assurance
- Pension scheme with company contributions
- Private dental insurance
- Private health insurance
- Wedding gift

Sponsorship

Law Society fees paid in full



Our commitment to your training

We take your training seriously, both before and after you qualify. As a trainee, you will receive legal, skills and commercial training that goes beyond black letter law, with workshops on AI innovations, effective writing, commercial know-how and building technical legal expertise in each practice group you sit in. All of our qualifiers attend orientation in Philadelphia; an initiative for all Dechert's newly qualified lawyers globally. Our associates benefit from our Critical Skills Institute, which focuses on leadership, management, communication and client relations. With Dechert's help, you will realise your full potential.

"Training at Dechert in Dublin means not just working with colleagues based in our Dublin office, but having daily contact with our colleagues in other offices. Working within the financial services group has given me great exposure to the truly global nature of Dechert. While I certainly was not an expert on funds before entering the firm, my understanding and exposure to the funds industry in Ireland grew leaps and bounds in a few short months with great training.

It is globally a one firm approach where we continually consult our colleagues in various offices on any matter without hesitation. Due to the small trainee intake, you receive great exposure to all partners in the Dublin office which means working across multiple client files. This means you are given a high level of responsibility and given latitude to attend board meetings and draft memos and contracts from the start. I have weekly exposure to clients and you are a valued member of your team."

Sinéad Flynn
Associate



Your training contract experience

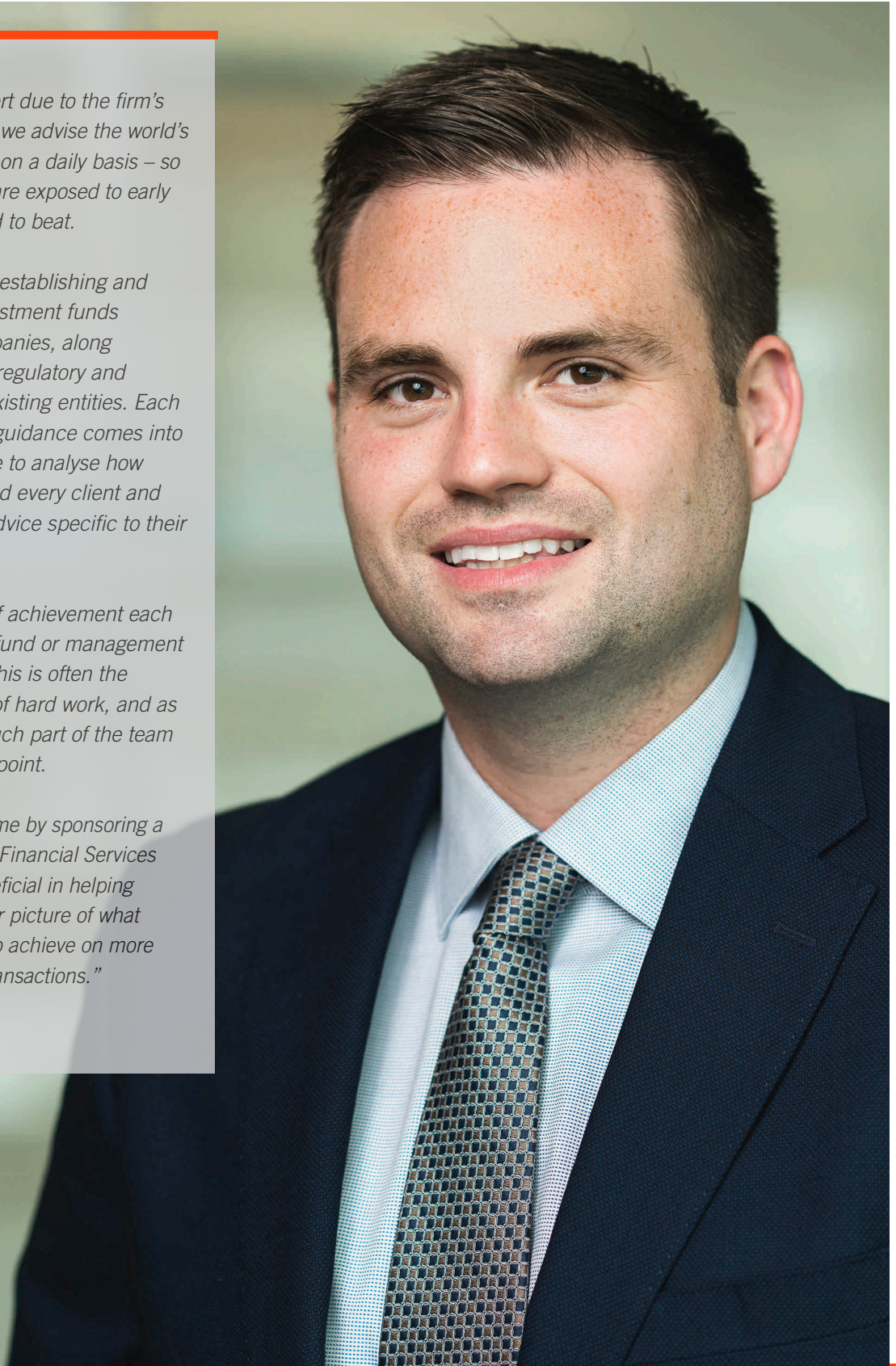
"I was attracted to Dechert due to the firm's global nature. In Dublin we advise the world's leading asset managers on a daily basis – so the quality of work you are exposed to early on in your career is hard to beat.

I have been involved in establishing and authorising various investment funds and management companies, along with providing ongoing regulatory and compliance advice to existing entities. Each time new legislation or guidance comes into force, we will often have to analyse how this will impact each and every client and provide them tailored advice specific to their circumstances.

There is a great sense of achievement each time a new investment fund or management company is launched; this is often the culmination of months of hard work, and as a trainee you're very much part of the team getting a project to this point.

The firm has supported me by sponsoring a Diploma in International Financial Services Law. This has been beneficial in helping me understand the wider picture of what our clients are seeking to achieve on more complex cross-border transactions."

Paul Sweeney
Associate



Our internships

We run a four-week paid summer internship programme in Dublin each year for up to four people.

The programme is designed to give you an idea of what it's like to be a trainee solicitor at Dechert. You will be allocated a trainee buddy as well as a supervisor (an associate or partner), and will receive work from people at all levels. You will be involved in live matters with our lawyers; depending on each fee earner, this can include research, drafting and attending meetings.

Social events, such as evening activities and dinners, are an important part of our internship programme as they enable you to build relationships with Dechert trainees, associates and partners.

The internship will take place during July 2024. The programme is open to applicants who will have completed at least two years of their degree by summer 2024, postgraduates, or applicants who have successfully obtained a third-level degree qualification.

All applications should be made via our website:
dechert.com/careers

"Internships are an essential part of our traineeship recruitment process. We regard our interns as future trainees and ensure you receive meaningful client work throughout your four weeks at Dechert. You will receive a real insight into our clients, our work and how we collaborate across the globe.

As managing partner of the Dublin office, and on behalf of the entire Dechert Dublin team, I look forward to welcoming you as you take these first new steps toward your chosen career."

Carol Widger
Managing Partner



How to apply

The first step to securing a training contract or a place on one of our internships is to complete the online application form available on our website: dechert.com/careers.

The application window for our internship programme is from **1 December 2023** to **14 February 2024**.

Successful candidates will be invited to an assessment day in our Dublin office to undertake a variety of exercises. The assessment day comprises of a partner interview, a written exercise and an office tour with trainees. We know that candidates are likely to be interviewing with other firms as well, so the interview is very much a two-way process. We provide plenty of time for you to ask questions throughout the day.

Contact us

For more information contact our graduate recruitment team at graduate.recruitment@dechert.com



Dechert giving back

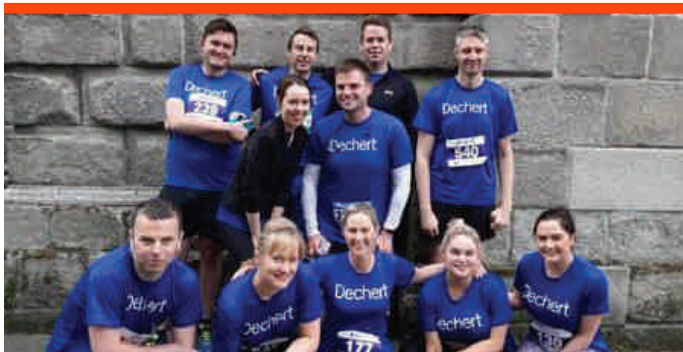
Dechert has a long-standing tradition of providing pro bono legal services to individuals and organisations who cannot otherwise afford legal counsel. All Dechert lawyers, in all offices, are required to perform at least 25 hours of pro bono work annually, and every year the firm handles hundreds of pro bono matters, covering issues including civil rights, international human rights, child advocacy, special education, access to public benefits, asylum, landlord-tenant matters and criminal law.

Belvedere Youth Club

Since 1918, Belvedere Youth Club has provided a safe environment for the young people of Dublin's north inner city to participate in social and educational activities. In the past year, Dechert has assisted with the implementation of new policies and procedures to aid their compliance with the GDPR.

Calcutta Run

Dechert has a history of annual participation in the Calcutta Run, the Law Society of Ireland's legal fundraiser. The 2019 event was another huge success, and 12 members of the Dechert team in Dublin participated in the run, with others joining for the barbecue afterwards, raising almost €1,500 which will go towards two charities which tackle the issue of homelessness, both in Ireland and in Calcutta. Since the inaugural event in 1999, over €4 million has been raised for these charities, and it is now a firm staple in the social calendar for law firms across the country.



Le Chéile

Le Chéile works with young people across Ireland, focusing on mentoring, with a view to improvements in areas such as pro-social behaviour, well-being, communication skills, drug and alcohol use, education and meaningful use of time. In advising this charity, Dechert has assisted with updating its constitutional documentation, governance structures and compliance manual.

The Innocence Project

A nonprofit legal organisation committed to exonerating wrongly convicted people through the use of DNA testing and reforming the criminal justice system to prevent further injustice. In 2020, lawyers and trainees from the Dublin office joined the global team of Dechert lawyers and support staff who assist the Innocence Project with the reviewing process of these case files in order to help identify potential instances of wrongly convicted people.

The Irish Blue Cross

The Irish Blue Cross promotes animal welfare in Ireland by providing mobile veterinary clinics across the country, together with a fixed clinic in Dublin for pet owners who struggle with the cost of private veterinary treatment. Dechert lawyers, supported by trainees, have assisted the Irish Blue Cross in a recent restructuring of its relationship with Blue Cross UK.

Louth Filmmakers

Louth Filmmakers is a charitable organisation whose members are screenwriters, based in Dundalk and the surrounding area. It is hoped that membership will expand over the next few years, with the ultimate aim of the society becoming nationwide in scope. Dechert lawyers incorporated the charity as a company, which they required in order to secure funding from Screen Eireann (formerly the Irish Film Board). Dechert also worked with the client in preparing a governance handbook.

The Rivers Trust

Founded in 2004, the Rivers Trust works to protect, promote and enhance freshwater rivers, streams and ecosystems for both people and wildlife through its 60 member trust organisations across Ireland and the UK. Dechert has assisted in advising the Rivers Trust on establishment matters in Ireland, in relation to the UK leaving the EU.



Amandeep Mann
Current trainee (2022)

“As the trainee pro bono representative, I have had the opportunity to supervise the running of the monthly Islington Law Centre (ILC), which has been ongoing for several years. Organising the clinic has provided insight into the risk and compliance procedures before on-boarding clients and liaising with the ILC to ensure the clinic runs smoothly.

I have also enjoyed assisting my cohort with getting involved in the ILC and ensuring trainees attend the minimum number of appointments before qualification.

Aside from the ILC, I have also been involved in projects such as assisting with British Citizenship applications through Kids in Need of Defence and University House benefit appeal work. Such projects have allowed me to take on significant levels of responsibility and hone my client care skills. It is extremely gratifying being able to contribute to such meaningful projects which assist individuals who need legal advice the most.”



Diversity, equity and inclusion

Firmwide initiatives

Championing diversity is part of Dechert's DNA — a culture where respecting and valuing everyone's voice and creating a shared enjoyment in all we do empowers people from different backgrounds, experiences and points of view to be fully themselves and bring their very best.

Dechert frequently earns recognition for the firm's diversity and inclusion efforts. In recent years, we were named:

Corporate Equality Index "Best Placed to Work for LGBTQ Equality" for the 10th consecutive year – *Human Rights Campaign, 2023*

Diversity Leader Award – *Profiles in Diversity Journal, 2023*

Top Companies for Executive Women for the fourth consecutive year – *Seramount, 2022*

Mansfield Plus Certification in the UK and U.S. – *Diversity Lab, 2023*

Diversity and Inclusion Committee

Our firm-wide, partner-led Diversity, Equity and Inclusion (DEI) Committee oversees policies and procedures that support diversity and inclusion. Similarly, the DEI team is responsible for the strategic oversight and implementation of the firm's diversity, equity and inclusion initiatives.

The London Diversity and Inclusion Committee promotes an inclusive culture amongst all employees and seeks to foster a greater understanding of diverse groups represented in Dechert's London community. The committee engages with other affinity groups across the firm to advance Dechert's diversity, equity, and inclusion mission.

Affinity groups

Dechert is home to several affinity groups. Not only do these groups support the development and retention of diverse attorneys, business service professionals, and allies, but they also affect change by identifying and addressing DEI-related issues. Affinity groups contribute to Dechert's diversity programming, especially heritage month events that celebrate the richness of our different backgrounds, voices, and perspectives. Our affinity groups include:

- Asian Affinity Group
- Black Lawyers Alliance
- Disability Affinity Group
- Family Network
- Global Women's Initiative
- Greater Middle Eastern Alliance
- Latino Affinity Group
- LGBTQ Affinity Group
- Dechert Heroes (Veterans Affinity Group)

LGBTQ Allies

Dechert's LGBTQ Allies Programme was developed to support our LGBTQ colleagues. Participation in the Dechert programme is voluntary and open to everyone. Allies receive training and a decal identifying them as an ally in the office. The decal is displayed on office doors and serves as a visible show of support for our LGBTQ colleagues.

Global Women's Initiative (GWI)

Dechert's GWI empowers women to succeed by encouraging an environment that provides opportunities for development, advancement and leadership within the firm. Members of the GWI meet regularly with firm leadership to identify and implement initiatives that promote opportunities for women to advance and take on leadership roles throughout the firm. The GWI's signature Sponsorship and Sustained Support (SASS) programme provides guidance and support to women associates as they navigate the path to partnership. Local GWI Chapters host welcome receptions for new women associates each year, in addition to networking and client events, and professional development programming.

Wellness and Family Planning

Although the return to in-person work may provide a sense of normalcy, we are still facing tough times that make every day uncertain. With that in mind, Dechert is committed to fostering an environment that prioritizes the well-being of our community. Through various mental health initiatives and family planning benefits, we aim to cultivate a culture of care despite life's challenges.

- **Meditation Mondays:** We host weekly online guided meditation sessions to help our community relax and re-connect.
- **Adoption and Surrogacy Reimbursement Program:** This new program provides eligible employees up to \$20,000 in financial assistance for certain adoption and surrogacy-related expenses.
- **Carrot Fertility:** Our partnership with Carrot Fertility makes family-forming care more accessible to our global community of employees and partners. It helps with costs of services related to in vitro fertilization, egg freezing, sperm freezing, adoption, gestational surrogacy, pregnancy, menopause and more. This new benefit offers a personalized plan created by experts, unlimited virtual visits with fertility healthcare and family-forming specialists, educational resources, and exclusive discounts to clinics and agencies around the world.

Racial Justice Initiatives

Diversity and Inclusion Toolkit

We have launched a comprehensive Diversity and Inclusion Toolkit, which is intended to deepen our understanding of racism, anti-racist practices and ally-ship, and is available on the firm's intranet. It includes media articles, podcasts, book recommendations, and access to training.

Juneteenth – A Day to Reflect and Recharge

Dechert encouraged our community to commemorate Juneteenth on June 19 by investing time in learning about the tragic killing of George Floyd and others and the history that preceded them.

Diversity Champions award

Dechert's annual Diversity Champions award recognises those who have played the biggest role in supporting a diverse and inclusive culture. This past year we received over 60 nominations and selected four "champions", each of whom earned a cash bonus.

Diversity, Equity and Inclusion Week

This year's theme for the firm's annual Diversity, Equity, and Inclusions week, was Together We Rise. Colleagues were encouraged to come together as a community and celebrate the diversity that truly makes us stronger. The week's activities included, food and literacy donation drives, outdoor walks, an interactive game to build connections, and a special edition of our Meditation Monday series.

Diverse Associates' Symposium

After a three-year hiatus, the Diverse Associates' Symposium resumed in-person. The theme was Stronger Together: Embracing the Power of Difference. Over 150 diverse associates and counsel from around the globe attended the symposium at the 1 Hotel Brooklyn Bridge. Through panel discussions, community service, and workshops, participants gained a better understanding of the firm, its strategic outlook, and its commitment to DEI, while also building their personal networks and developing individual road maps for career development.

Mentoring@Dechert

To enhance our mentoring efforts, the firm launched Mentoring@Dechert, a firm-wide mentoring program where all associates are matched with a partner mentor who is invested in their professional development and growth. The program is designed to provide all associates with an equitable, consistent, and development-based mentoring experience. Both associates and mentors receive training on how to share developmentally rich interactions to make the most out of the mentorship.

Internal tools and resources

Diversity Liaison Partners

Dechert continues its Diversity Liaison Partners (DLP) program, whereby Practice Group leaders identify high profile partners to oversee diversity, equity, and inclusion efforts within each practice group. DLPs participate in a rigorous training program and collaborate with the Diversity, Equity, and Inclusion team, exchanging valuable information and insights on diverse and women attorneys. They also monitor assignments for equitable distribution of opportunities and workflow, ensuring diverse individuals and women are being mentored and sponsored, advised on their professional development, and promoted internally and externally to the firm and clients.

Diversity Dashboards

To increase transparency, goal setting and follow-through, Dechert designed and launched a diversity dashboard that helps firm leaders see where things are working effectively, and where more attention is needed. The Chief Diversity, Equity and Inclusion Officer and Global Director of Diversity, Equity and Inclusion meet bi-monthly with practice group diversity liaison partners and practice group administrators to review hours, work quality and assignments.

Partner Diversity Information Card

Dechert recently launched a Partner Diversity Information Card (Info Card) dashboard to increase transparency and monitor the utilization and staffing processes for all U.S. and UK associates. The goal of the Info Card is to provide Billing, Supervising, and Consulting partners with real time data on how their matters are staffed and to remind partners of the importance of being intentional and equitable when selecting their teams. The Info Card includes an administrative interface which alerts partners if the utilization on their matters deviates significantly from the head count of the firm or their practice group and allows firm leadership to monitor and track the utilization of underrepresented populations.

Austin ▪ Beijing ▪ Boston ▪ Brussels ▪ Charlotte ▪ Chicago ▪ Dubai ▪ Dublin ▪ Frankfurt
Hong Kong ▪ London ▪ Los Angeles ▪ Luxembourg ▪ Munich ▪ New York ▪ Paris
Philadelphia ▪ San Francisco ▪ Silicon Valley ▪ Singapore ▪ Washington, D.C.

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