MORE THAN LAW
IT’S ABOUT YOUR FUTURE

TAKE YOUR CAREER TO
THE NEXT LEVEL WITH RDJ
Welcome to RDJ and to our trainee solicitor programme. This programme has one focus – you

Everything we do during the programme is focussed on providing you with the best possible training from the best lawyers in a broad range of legal disciplines. We do this because we know that you are our future.

We thrive on excelling at law and, just as importantly, giving our clients what they need, when they need it because our clients are at the absolute centre of everything that we do. Our programme is designed to bring you with us on a journey to a time and place at RDJ where our client chooses you as their lawyer.

During the process of making you a great lawyer, we want you to really enjoy your time with us. We understand that all work and no play makes both Jack and Jane dull people. Even with the constraints of a pandemic, we’re finding ways to compete with each other with virtual team events which involve walking, cycling, and running. We’re also bringing people together in a range off fun online initiatives. I hope that it won’t be too long before we’re back to nights out, weekends away, group cycles, swims, runs, and in-person coffee meets. Life at RDJ is not just about work. We are a community of 260 people who spend quite a lot of time together. We want that time to be the best time for you.

Welcome to RDJ.

RICHARD MARTIN
MANAGING PARTNER
MORE THAN LAW

It’s about understanding, connecting, partnering, problem solving, industry knowledge, and a personal experience.

RDJ is a top 10 Irish law firm with over 260 employees in Cork, Dublin, Galway, and London. With strong coverage of Ireland’s main commercial centres, we are uniquely placed to offer an all-Ireland service.

A unique national footprint is further strengthened by strategic alliances with UK, Northern Ireland and US law firms, allowing us to offer a multi-jurisdictional service across Europe, the US, and Asia.

Our clients include scaling and established Irish companies, multinationals, financial institutions, and global insurance companies. RDJ has been recognised as a leading firm in Chambers Europe, Chambers Global, The Legal 500, and Best Lawyers, and is an accredited ISO27001 practitioner.

OUR CULTURE AT RONAN DALY JERMYN

At RDJ we believe in partnerships. We believe in working together to deliver excellence. By investing in understanding our client’s business inside and out, we leverage our deep sectoral expertise for their benefit.
WE'RE NOT ALL BUSINESS

At RDJ, we understand that our people are our business. They are an integral part of what sets us apart from other firms.

We are about more than law and this principle is evident in our passionate and progressive team. Our people are thought leaders and forward thinkers. Our collaborative culture is one that celebrates inclusive relationships and investment in our people; where everyone can achieve their full potential and maintain a strong work-life balance.

We see every new hire as an investment in our future and welcome candidates who want to be part of a team that delivers excellent legal advice while working across practice areas and locations in Cork, Dublin, and Galway.
OUR COMMUNITY

Do you want to be part of a team that believes in making a real impact?

At RDJ, we are dedicated to making a positive contribution to those most in need. Across our offices, we support national and regional initiatives related to education, the environment, arts, sport, business and those less well off in the community.

RDJ is a proud sponsor of the annual Cork Santa Cycle in aid of Cappagh Kids, a holistic joint venture with Cappagh National Orthopaedic Hospital, Children’s Health Ireland, paediatric orthopaedic surgeons, and Cappagh Hospital Foundation to create a child and family friendly space in the hospital’s Department of Paediatric Orthopaedics.

RDJ Partner Gillian Keating is a co-founder of the highly-successful and award-winning I WISH (Inspiring Women in STEM) social enterprise. I WISH is an initiative to inspire young women to consider careers in Science, Technology, Engineering and Maths (STEM) and in this way help address the skills gap in STEM.

RDJ was delighted to support Creatives Against Covid-19, a campaign to raise funds for vulnerable women and children suffering as a result of self-isolation. The campaign called on the creative industry to create posters of hope, optimism, resilience, all under the theme of ‘Soon’. Artists, graphic designers, photographers, illustrators, typographers, and writers from over 30 countries responded with their own personal vision of hope in submitting over 1300 posters. All proceeds from the sale of the posters were donated to ISPCC Childline and Women’s Aid.
Our People

DIVERSITY AND INCLUSION

At RDJ we are committed to fostering an environment of diversity and inclusion through recruitment, career development, and ongoing outreach to the communities in which RDJ has a presence.

We believe in creating a workplace that reflects the diversity of our clients and of the communities in which we work and live; an inclusive workplace that celebrates diverse talent, varied perspectives and experiences, and one which that allows us to better serve our clients.

RDJ is a participant in the 30% Club, a collaborative business-led effort to make real change in Ireland, aiming towards increased female representation in senior management. Through our participation in the 30% Club, we are committed to women comprising at least 30% of RDJ’s senior management team.

RDJ has been recognised by the Irish Centre for Diversity and awarded their Investors in Diversity Bronze Standard. We are one of only a few organisations in Ireland to have achieved this standard.
Our trainee solicitor programme is intended to introduce you to as many opportunities as possible. We believe the more areas of law you explore, the better lawyer you will become. You will be given the opportunity to work in a range of practice areas and will fully engage in project-based legal assignments for a variety of clients to include large multinationals, global insurance companies, established Irish companies, and innovative startups.

At RDJ you will have the opportunity to work:
- as part of a collaborative team in a progressive and entrepreneurial environment
- alongside experienced partners and solicitors in a range of practice areas
- on a diverse range of work assignments, along with access to ongoing training and development courses that will lay the foundation for a successful legal career

We look not only for academic excellence but motivation, leadership skills, and a deep commitment to exceptional service and the provision of high quality legal advice.

How to apply
To apply for any of our programmes, please visit www.rdj.ie/careers or email recruit@rdj.ie

Your Career |
**Trainee Interview**

The most important thing I have learned is self-awareness and the ability to adapt to changing circumstances.

*JAMES LEAHY*

**TRAINEE SOLICITOR**

**TALK US THROUGH THE RDJ SOLICITOR TRAINEE PROGRAMME**

Before I became a trainee in RDJ I was an intern in the Cork office for seven months. This internship was part of my BCL Clinical degree in University College Cork. Following on from my internship I was offered a training contract with the firm which began in January 2019. My first rotation took place in the Commercial Litigation department where I assisted with research for cases, drafted pleadings, and attended the District, Circuit, and High Courts. There is a continuous flow of work for trainees and both solicitors and partners are eager for you to learn from the start.

I started my second rotation in the Corporate and Commercial Department after I returned from PPCI. It was evident from the beginning of this seat that I was now becoming more trusted as a trainee having completed my first of two stints in the Law Society. The work was varied in this department from attending client calls to drafting documents and being involved in complex transactions.

My third rotation is the Commercial Property department. It is an invaluable opportunity to work with leading professionals in this area on large-scale commercial transactions and residential matters. Following my third rotation I will be attending PPCII and upon completion I will be completing my final rotation before qualifying as a solicitor.

**WHEN DID YOU DECIDE TO STUDY LAW?**

Going into sixth year in secondary school, I still did not know what to put down on my CAO form. I subsequently attended a law open day at University College Cork and I was immediately drawn to studying law. I have always had an interest in public speaking and debating and they were the key reasons why I chose to study law. While completing my internship with RDJ I knew I wanted to become a solicitor. It became apparent that it was a career with a lot of variety and it is highly rewarding working to achieve a successful outcome for your client.

**SOMETHING YOU’VE LEARNED BEING HERE AT RDJ**

RDJ affords you the environment to train at the highest level. The most important thing I have learned is self-awareness and the ability to adapt to changing circumstances. No two days are the same given the variety and pace of the work. From the outset you are encouraged to be part of the team and as time goes by you are trusted and challenged more and more. The direct interaction with clients and being heavily involved in transactions allows you to build self-awareness, which I believe has become an invaluable asset to me.
SUMMER INTERNSHIPS

RDJ’s summer internship programme is an outstanding opportunity for anyone interested in a career in law to gain valuable work experience. The programme consists of six-week placements in our Cork, Dublin, and Galway offices during June, July, and August. Successful candidates will be assigned to one of the firm’s main departments – Litigation, Corporate & Commercial, or Commercial Property – to gain work experience alongside qualified solicitors and trainee solicitors in those departments.

Visit www.rdj.ie/graduate-programme for more details on how to apply.
**INTERVIEW TIPS**

**Preparing for the interview**
- Examine the firm’s website, blogs, and articles
- Be aware of issues facing the legal industry
- Make sure your LinkedIn profile is up-to-date
- Audit your social media generally and remove any questionable material
- Prepare set-piece answers in relation to work experience, why you want to work for this firm, etc.

**The interview**
- Leave yourself plenty of time to arrive to the interview
- Dress for the job you want
- You will be asked questions about your application so know it inside out
- Think before you speak and give measured answers
- Ask questions
- Remember, an interview isn’t a test of knowledge. Don’t be afraid to say “I don’t know”
- Be confident, professional, and most importantly, yourself. Law firms hire people, not just grades

**After**
- Send a follow-up email thanking them for the opportunity to interview

**How to apply**
To apply for any of our programmes, please visit www.rdj.ie/careers or email recruit@rdj.ie
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WWW.RDJ.IE