

# RDJ

Legal Insight  
Human Intelligence  
Business Impact

## Impact your Future

A career with impact starts here



TRAINEE SOLICITOR PROGRAMME

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## Welcome to RDJ's graduate training programme

**Welcome to RDJ and to our trainee solicitor programme. This programme has one focus – you.**

Everything we do during the programme is focused 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. 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.

We have been building on recent changes that have made the way we work better, offering our team new flexible work options, leveraging game changing technology to improve how we deliver legal services and creating the optimum environment for our people to be not just great lawyers but to also serve our clients well.

During the process of making you a great lawyer, we also want you to really enjoy your time with us. We do understand that all work and no play makes both Jack and Jane dull people. Whether it's our wellness initiatives, our walking and running clubs, nights out, weekends away, we know that life is about much more than work. We are a community of 280 people who spend quite a lot of time together. We want that time to be the best time for you.

Welcome to RDJ.

**Jamie Olden**  
Managing Partner, RDJ LLP





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1. RDJ team at the Dublin City Triathlon
2. Celebrating our achievements
3. RDJ Partner, Gillian Keating is a co-founder of the I WISH (Inspiring Women in Stem) social enterprise
4. Trainee solicitors receive support from a team of experienced partners and solicitors

Life at RDJ is all about impact for our colleagues and our clients.

We are

**Leaders  
Debaters  
Moderators  
Left-fielders  
Straight-talkers  
Translators  
Deliverers  
Sort-it-out-ers**



These principles guide the behaviour and culture, underpinning everything we do at RDJ.

We are

**Ambitious for Progress  
Restless for Results  
Straight Talkers  
One Team**



# Ambitious for Progress

We are never complacent about our place in the market, embracing change to be a positive force for our clients, colleagues, and communities.

We constantly invest in the progress of our people and harness new technologies to deliver better ways of getting results for our clients. Our unrelenting pursuit of progress powers agile decision-making that adds long-term business value every step of the way.



# Restless for Results

We support each other so our teams and clients reach their full potential. Our insatiable appetite to deliver results with real impact means that we invest our time and resources in diving deep into your business challenges and ambitions. By developing concise direction from clarity, we deliver results with unrivalled commerciality.



# Straight Talkers

We ensure our clients and colleagues connect. Deliberately free from elaborate hierarchies, our fuss-free, pragmatic approach means that we focus on the essentials: translating complex business challenges into clear solutions and delivering consistently high levels of service.



# One Team

We are always accessible to each other, nurturing genuine relationships where careers, co-workers, and clients' businesses grow together. We put our hands up to help each other, regardless of post or position. Whether we're supporting each other's sporting goals, pitching in on a challenging project, or building relationships with clients' in-house counsel, we believe the experience of the journey makes the destination more meaningful.





# Our Commitments

We embrace human intelligence, the most diverse views and progressive practices to create a workplace that reflects the diversity of our clients and the communities we're part of.

## DIVERSITY & INCLUSION

We embrace all our people's potential to make an impact and thrive. By taking active steps to increase our diversity and promote a culture of equality, openness and belonging, we can deliver meaningful careers and the most progressive answers for our clients.

## SUSTAINABILITY

We cultivate ways of working that add up to reduce the impact of our business on the environment every day. Our sustainability policy, created and overseen by a passionate team, ensures we reduce waste and our energy, water and paper usage, as well as purchase materials thoughtfully from environmentally sound suppliers, and reuse and recycle wherever we can.

## CORPORATE SOCIAL RESPONSIBILITY

We're invested in the communities around us. From supporting projects related to education, the arts, business and those less in need, we're a positive force for change.

## EMPLOYEE WELLBEING

We create a happy, healthy and connected workplace where we all thrive together. Our leading wellbeing initiatives, such as our healthy eating webinars, support for employees walking or cycling to work and respect for our people's work-life balance mean we've been recognised as leaders in workplace wellbeing by Ibex, as well as earning the KeepWell Mark and being listed in Leading in Wellbeing Top 100 Companies 2023.





**75%**  
of our current  
partners started  
as solicitors in RDJ.

## Our trainee solicitor programme

**At RDJ we recruit, train, and nurture trainee solicitors to become not just technically excellent and well-rounded lawyers, but also future partners and leaders of the firm.**

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 multi-nationals, global insurance companies, established Irish companies, and innovative start-ups.

### AT RDJ YOU WILL HAVE THE OPPORTUNITY TO WORK:

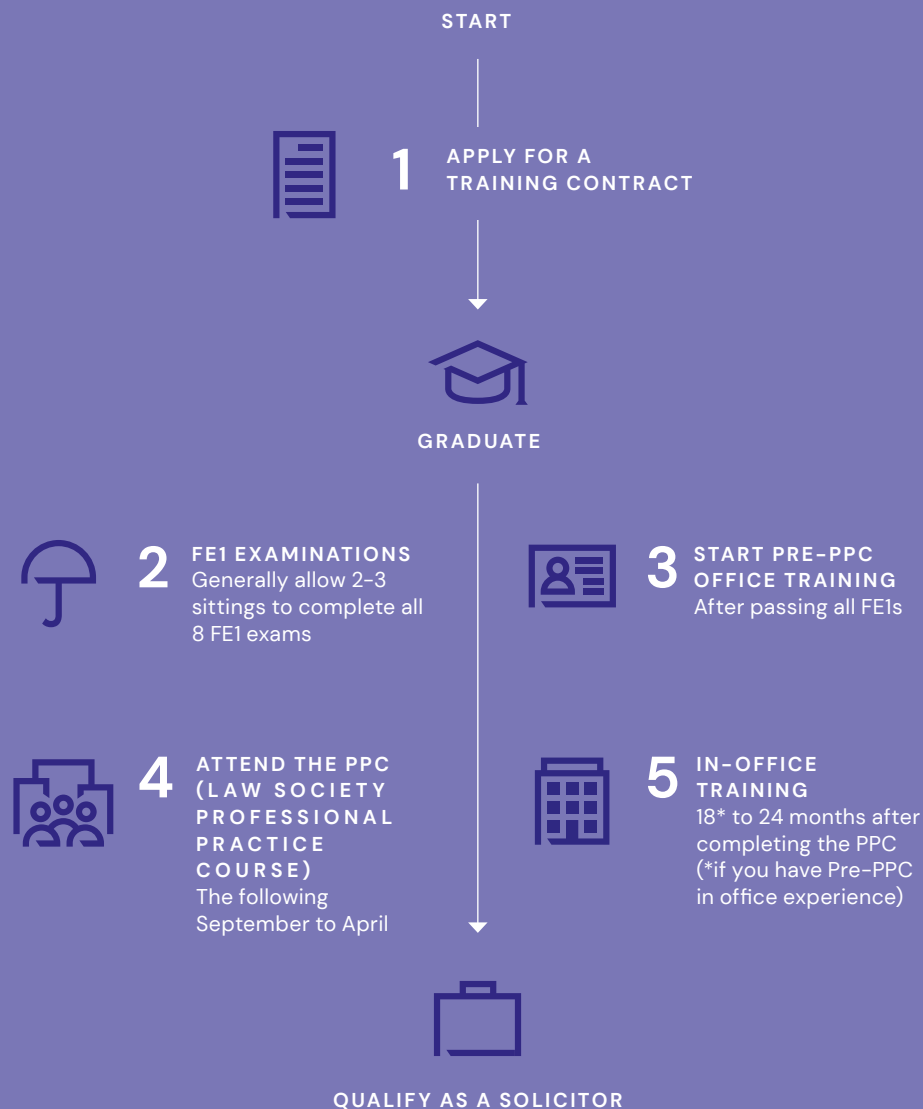
- as part of a collaborative team in a progressive and entrepreneurial environment
- alongside experienced partners and solicitors in a range of practice areas
- on a diverse range of work assignments, along with access to ongoing training and development courses that will lay the foundation for a successful 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 [rdj.ie/careers](https://rdj.ie/careers) or email [recruit@rdj.ie](mailto:recruit@rdj.ie)

# Your path to becoming a lawyer



# Leah Moriarty

TRAINEE SOLICITOR

**“...you are included from the get-go in exciting and complex matters”**

## **Talk us through the RDJ solicitor trainee programme**

RDJ is a full-service corporate law firm. As such, trainees get the opportunity to gain experience across the firm's main practice areas by completing rotations in Litigation/Dispute Resolution, Corporate & Commercial and Property, as well as do rotations in other practice areas that interest you.

This broad training was very appealing to me when applying to RDJ as getting to experience a number of practice areas allows you to see as much of the law in practice as possible and make an informed decision as to what area you would like to qualify into. So far, I have completed a rotation in the Commercial Litigation department. I have been involved in many aspects of trial preparation across matters before the Circuit Court, High Court and Court of Appeal, as well as mediations and arbitrations. It has been interesting to see how what we studied in university translates to practice.

RDJ also places a great emphasis on employee wellness and work-life balance. There are many social events organised including nights out, trainee weekends away and countless sporting and wellness activities to get involved in.

## **Why did you decide to study law?**

I initially chose to study law as I enjoy dealing with facts and solving problems. I have always been logical and rational and enjoy interacting with a variety of people on a daily basis. While studying law in University, I enjoyed problem questions involving using the law as a tool to be applied to different practical scenarios. I believed that a career as a solicitor would be both challenging and rewarding and suit my personality. A nine-month internship with RDJ as part of the BCL Clinical programme in UCC solidified that becoming a solicitor was the career choice for me.

## **What have you learned/gained most from working at RDJ?**

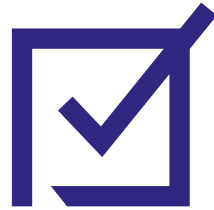
RDJ provides a fantastic training environment. You are trained at the highest level and are included from the get-go in exciting and complex matters. It has been very rewarding to see the trust and confidence partners and solicitors place in me as a part of the team. The level of responsibility entrusted to me has grown since I first started with the firm. RDJ gives trainees feedback at regular intervals on their performance and progress within the firm. I have gained a real sense of confidence in my ability from training at RDJ.

# Summer Internships

Looking to get real-world work experience at one of Ireland's leading corporate law firms? Our summer internship programme consists of six-week placements in our Cork, Dublin and Galway offices during June, July and August, where you learn from world-class lawyers and alongside trainee solicitors across the firm's main departments in Litigation, Corporate and Commercial or Commercial Property.

Visit [rdj.ie/careers/students-and-graduates](https://rdj.ie/careers/students-and-graduates) 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 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 [rdj.ie/careers](https://rdj.ie/careers) or email [recruit@rdj.ie](mailto:recruit@rdj.ie)





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