

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 300 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. Employees at RDJ Bike Week
3. RDJ Volunteers at Beach Clean Day
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.



Ambitious for a Better Tomorrow

A hallmark of a responsible business is its focus on a sustainable future. At RDJ, we don't just address today's needs, we anticipate tomorrow's challenges and prioritise what matters most: people and planet.

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. Through emission reductions, energy efficiency improvements, responsible waste management and digital upgrades, we're taking incremental and monumental steps forward for a climate-positive future.

SOCIAL IMPACT

We believe in giving back to the communities where we live and work through impactful funding, volunteering and pro bono initiatives. From supporting projects related to the environment, the arts, business and those less in need, we're a positive force for change.

EMPLOYEE WELLBEING

At RDJ, we believe in work-life harmony, ensuring everyone feels supported to be their best in their professional and personal lives. A dedicated Wellness Committee organises activities such as sea swims, yoga, hikes, runs, and workshops on mental wellbeing, stress management, and nutrition, with each of our offices also featuring designated wellness rooms.



50%
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 multinationals, global insurance companies, established Irish companies, and innovative start-ups.

AT RDJ YOU WILL HAVE THE OPPORTUNITY TO WORK:

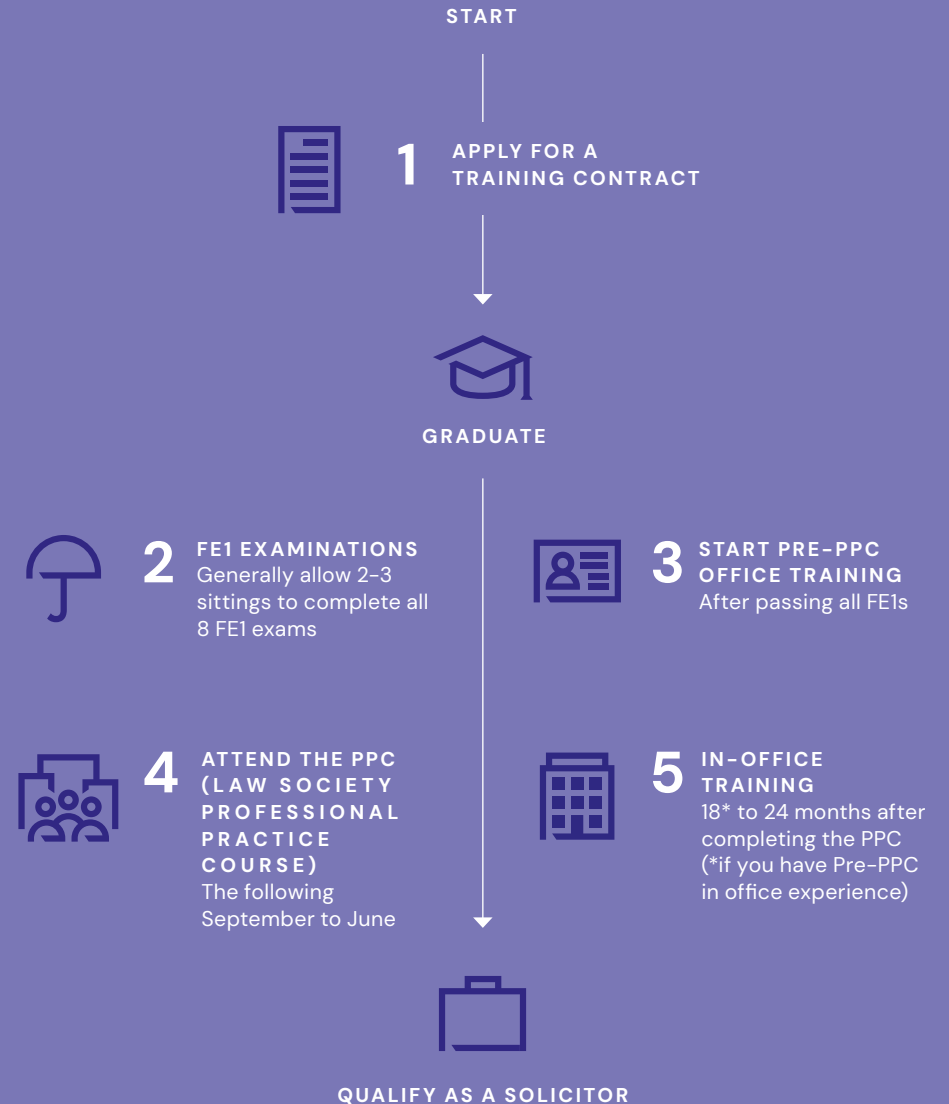
- as part of a collaborative team in a progressive and entrepreneurial environment
- alongside experienced partners and solicitors in a range of practice areas
- on a diverse range of work assignments, along with access to ongoing training and development courses that will lay the foundation for a successful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

Your path to becoming a lawyer



Rob Hedderman

TRAINEE SOLICITOR

“...I was immersed in hands-on work that accelerated my learning and experience.”

Describe your experience of the RDJ Solicitor Training Programme.

The RDJ Solicitor Training Programme offers a comprehensive and well-balanced foundation in legal practice, placing equal emphasis on developing both technical legal expertise and interpersonal skills. The firm provides trainees with the opportunity to rotate through its core practice areas—including Dispute Resolution, Corporate & Commercial, Property & Banking, Healthcare, and Employment Law—ensuring a well-rounded and practical understanding of the profession. Trainees benefit from an exceptional learning environment, working alongside some of Ireland’s leading lawyers across a broad spectrum of legal disciplines. From day one, you’re immersed in meaningful work, gaining hands-on experience and learning directly from experienced professionals in the field.

RDJ is committed to being a forward-thinking law firm, continuously evolving how legal services are delivered while empowering its people to thrive both professionally and personally. With flexible working arrangements, a strong focus on sustainability, and a genuine commitment to work-life balance, RDJ fosters an environment where innovation and wellbeing go hand in hand.

From wellness initiatives and mid-week yoga to walking and running clubs and team social events, RDJ recognises that a balanced lifestyle is key to cultivating a progressive and supportive workplace culture.

Why you decided to study law?

I decided to study law as I enjoy thinking critically and problem solving. Law is a dynamic area with changes constantly being implemented, requiring one to be adaptable with the ability to think on your feet.

I have always enjoyed interacting with people and working in a team environment, and a legal career strikes a great balance between the two. After a ten-month internship with RDJ as part of my third-year placement with UCC, I was keen to take the path of a trainee solicitor. My internship sparked my interest as I was both challenged and rewarded in work each day. The natural step was to apply for a traineeship with RDJ.

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

RDJ has provided me with exceptional legal training while supporting my continued involvement in rugby. From the outset of my traineeship, I was welcomed as a valued member of the team and actively involved in real cases. Whether attending court or contributing to complex transactions, I was immersed in hands-on work that accelerated my learning and experience.

The trust placed in trainees by solicitors and partners significantly boosted my confidence and professional growth. RDJ’s open-door policy and the team’s eagerness to encourage questions and foster learning created an environment where I felt empowered to take initiative and tackle tasks independently.

One of the most impactful lessons I’ve learned at RDJ is the importance they place on leadership, motivation, and an unwavering commitment to delivering top-tier legal services.

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 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 enough time to arrive at 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 or email recruit@rdj.ie



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