

# WILLIAM FRY

## Student & Graduate Programmes



# Why William Fry?

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With a long-standing reputation for innovative advice and superior client service, William Fry is one of Ireland's premier law firms. William Fry partners are widely recognised as leaders in their area of expertise, and the firm is renowned for the strength and depth of its long-lasting client relationships.

We offer an exciting and challenging learning environment delivering award winning legal solutions for our international clients. Our friendly open-door approach encourages and rewards initiative. Drawn from a diverse range of backgrounds, William Fry people welcome new ideas and want to make a difference – both in our work for clients and our involvement with communities.



At William Fry we want to attract the very best people to train with us in a challenging and positive environment. We invest heavily in their training and development - after all, today's trainees and interns are the firm's future partners.

Owen O'Sullivan  
MANAGING PARTNER



## We Represent





# Our Vision, Mission & Values



## VISION

For businesses and individuals to reach their full potential, no matter what.



## MISSION

Empowering our clients and people to achieve the best possible commercial and personal success.



## VALUES

Big Thinking.  
Energetic Engagement.  
Powerfully Principled.

### BIG THINKING



- Ambition -
- Agility & Innovation -
- Performance -

### ENERGETIC ENGAGEMENT



- Challenge -
- Determination -
- Unity -

### POWERFULLY PRINCIPLED



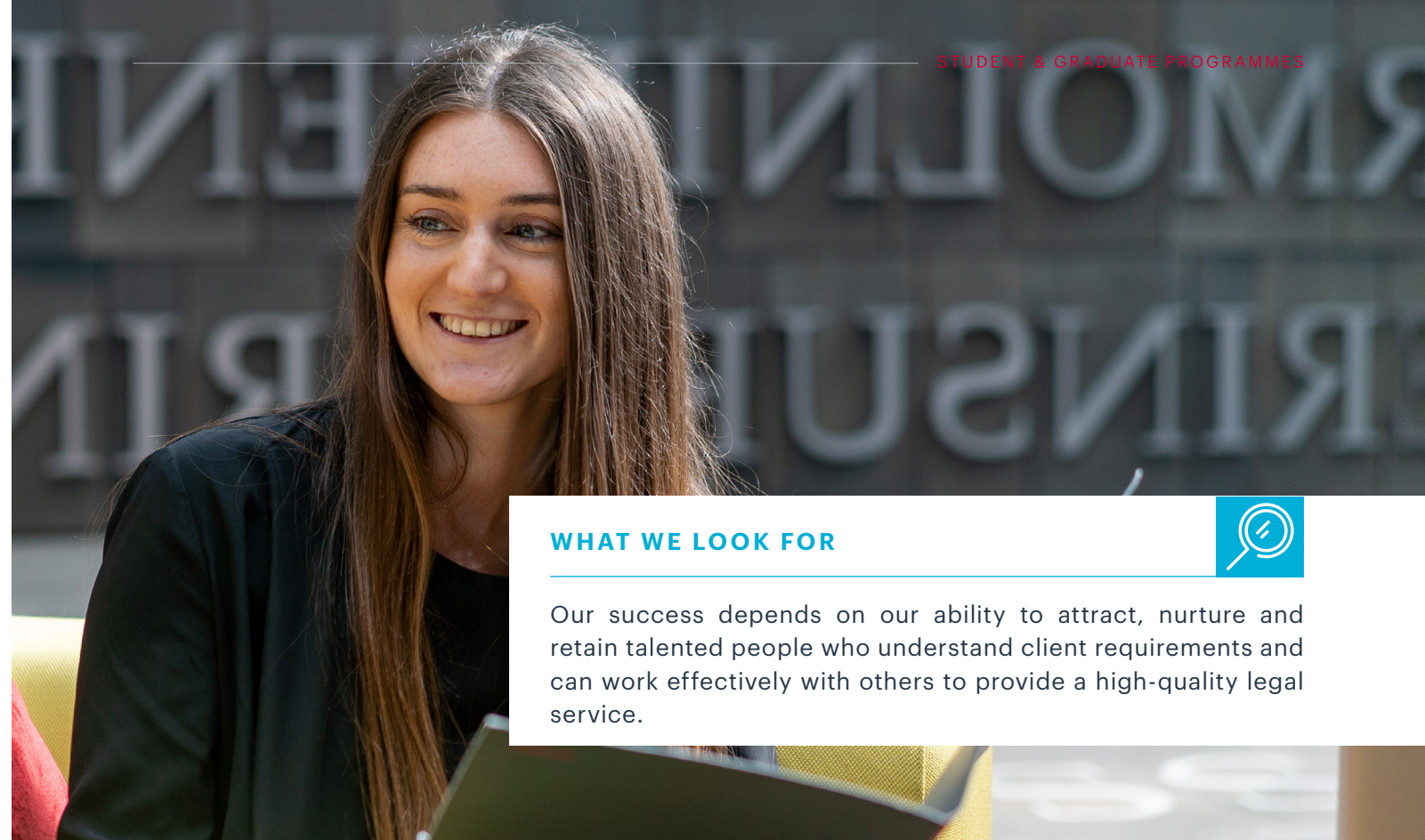
- Diversity & Inclusion -
- Respect -
- Responsibility -

Click here to view our **William Fry 175** video

# Our Programmes

Students and graduates who have a passion for corporate law can join William Fry through one of our four programmes.

The WFirst, Summer Internship and Student Placement programmes provide undergraduates with the chance to experience life at William Fry, and to determine whether a career in corporate law is for them. The William Fry traineeship nurtures and develops graduates into expert legal advisers.



## WHAT WE LOOK FOR



Our success depends on our ability to attract, nurture and retain talented people who understand client requirements and can work effectively with others to provide a high-quality legal service.



WFIRST



SUMMER INTERNSHIP



STUDENT PLACEMENT



TRAINEESHIP

PROGRAMME

PLACES

DURATION & TIMINGS

50

50

10

35

hired annually

1 day  
January & May

3 weeks  
June & July

up to 12 months  
varied start dates

2.5 years  
April start date



“ We aim to attract motivated and driven individuals who are eager to learn and develop their career. To recognise this, we provide excellent benefits and opportunities for career progression in a supportive and collaborative work environment. ”

Ben Hynes  
GRADUATE RECRUITMENT LEAD



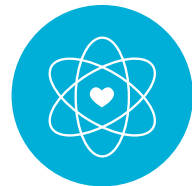
# Life at William Fry

From the outset, you will be working for high-profile clients as a member of a client service team where each individual's contribution is valued and encouraged. We thrive on the firm's capacity to take on the most complex challenges and on our dedication to finding practical, commercial solutions to legal problems.



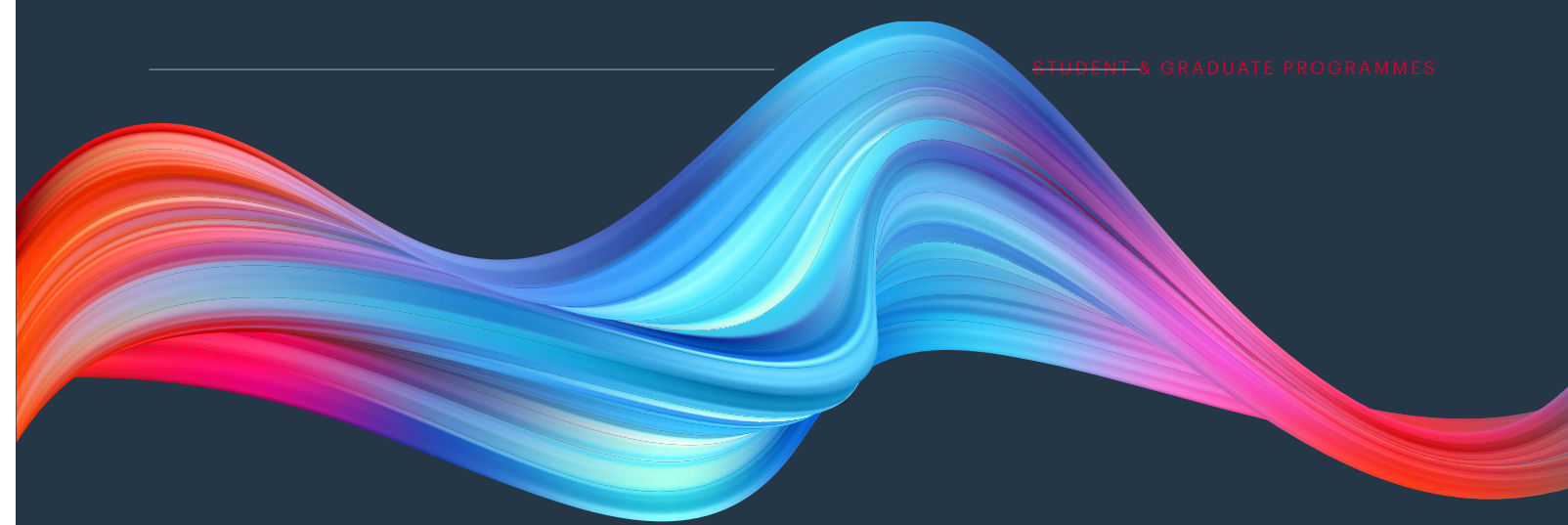
## CULTURE

We have a collaborative working environment where our people are friendly and supportive enabling our employees to thrive. You will be learning from the brightest and the best in the industry who continually challenge the boundaries to improve everything we do.



## RESPONSIBLE BUSINESS

As a trainee you will have the opportunity to make a positive and lasting difference as part of our Responsible Business programme. Whether you want to volunteer with one of our community partners, help protect Ireland's biodiversity with our environmental partner, or use your legal skills to support social enterprises through our Social Impact+ pro bono programme, our goal is to promote a culture of giving back.



## D&I

Celebrating diversity and promoting inclusion is a key part of life at William Fry. We aim to embed D&I in everything we do as a firm and to foster an environment where everyone is supported to reach their full potential. We are proud to be accredited with the Investors in Diversity Silver award from the Irish Centre of Diversity.



## SOCIAL & WELLBEING

Your health and wellbeing matters! That is why we have an extensive wellbeing programme that includes an employee assistance programme, a trained team of mental health allies, healthy eating options and gym onsite and much more. We provide an array of social clubs including a book club, running club, photography club and choir, and there will be regular events for you to get to know your fellow trainees.

# WFirst

WFirst is a one day event for 1st and 2nd year students from any university and discipline, designed to offer you an insight into William Fry and to help you understand what a career with us involves.

The event takes place twice a year in January and May, and over the course of one day, you will gain exposure to the work we do through:



Skills workshop with our Learning & Development team



Shadowing a trainee



Networking opportunities with partners and graduate recruitment team

## APPLICATION PROCESS

STEP 1

**NOVEMBER**  
Applications open



STEP 2

Selection is based solely on your CV and cover letter - no interviews are held



STEP 3

**DECEMBER**  
Offers made for May programme







# Summer Internship Programme

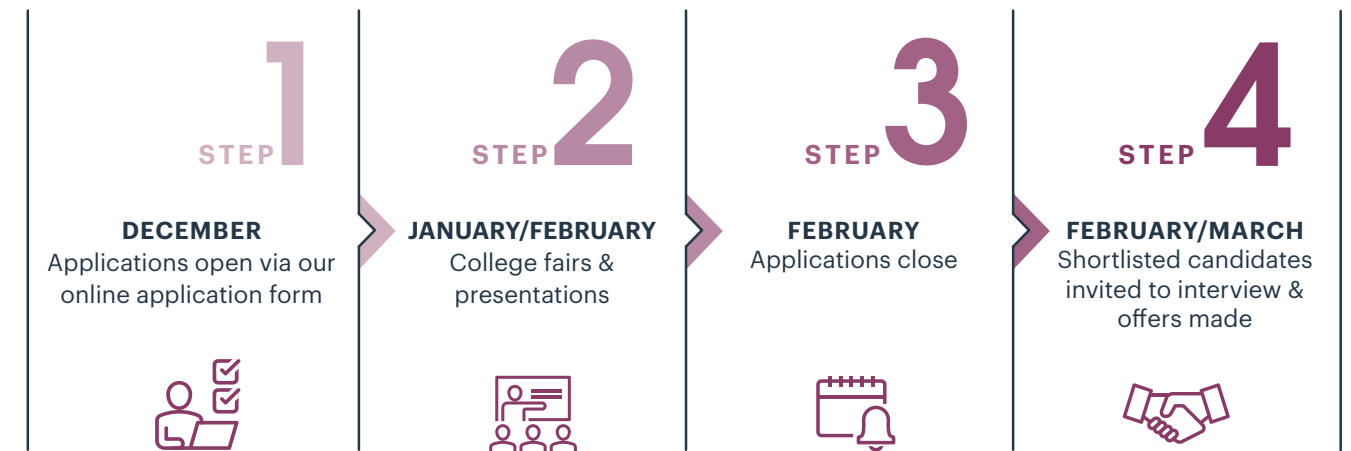
Our five week internship will provide you with a varied programme where no week will be the same. You will work alongside a trainee buddy and partner mentor, gaining insights into commercial law and life at William Fry.



## WHAT WE LOOK FOR

Second, third and final year students with strong academics from any degree background. You must display a genuine interest in law, have strong attention to detail and good written and spoken communication skills.

## APPLICATION PROCESS



## Student Placements

A placement with William Fry will equip you with the legal skills and commercial acumen to pursue a career in law and may result in a traineeship offer. For the duration of your placement, you will be assigned to one team with a supervising partner and a trainee buddy, ensuring you are fully supported throughout your placement. You will be fully immersed in client work whilst receiving formal training and mentoring, to empower you to get the most from the opportunity.

Placements are open to any student studying a course that offers a placement, and the duration will depend on the requirements of your university and course. Shortlisted applicants will be invited to interview, and applications and enquiries should be made via your university placements officer.

— “

From my personal experience, the William Fry university placement programme is unrivalled, giving you the best possible insight into your future legal career.

With the firm's continuous focus on learning and development, you are provided with training of the highest level, which enables you to experience working with the same workload and levels of responsibility afforded to trainees.

The collegial and supportive atmosphere, alongside an open door policy, provides the perfect environment for a young solicitor to prosper.

” —

Sarah Jane Hackett  
Trainee Solicitor & UCC alumni



# Trainee Solicitor Programme

As a William Fry trainee, you will benefit from a structured programme designed to build your knowledge and experience during your traineeship.

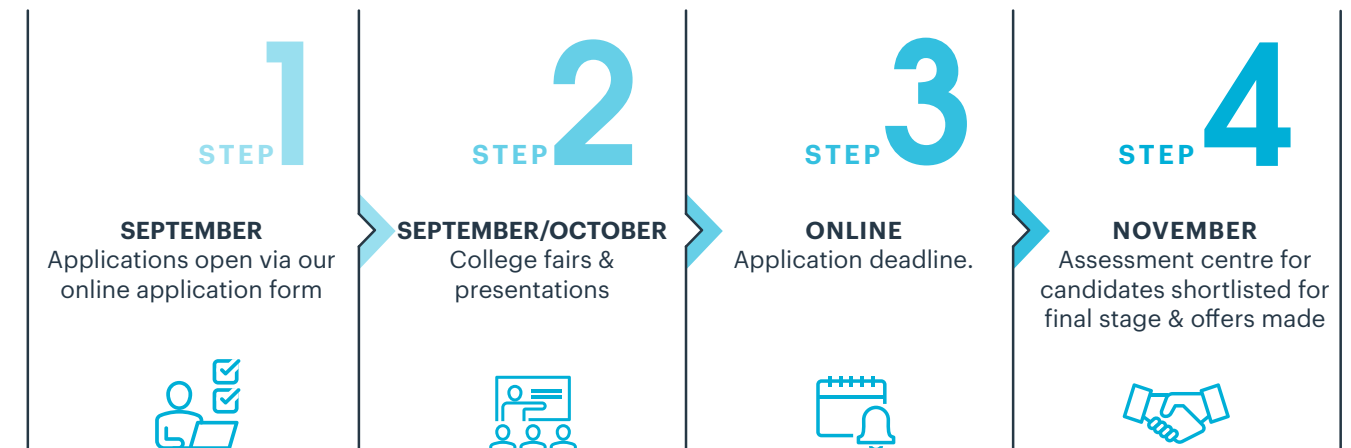


## WHAT WE LOOK FOR



Penultimate and final year students, postgraduates and graduates from all disciplines, ideally on target to achieve a 2.1 degree. We look for highly motivated people with a passion to pursue a career in corporate law. We seek good team players with excellent written and spoken communication skills and an eye for detail.

## APPLICATION PROCESS



Working in William Fry has presented me with the invaluable opportunity to go on two client secondments, working closely with client in-house legal teams. These secondments have developed my skills as a lawyer while simultaneously giving me an insight into the inner workings of our clients' businesses. They also facilitated me in expanding my own professional network while strengthening client relationships.

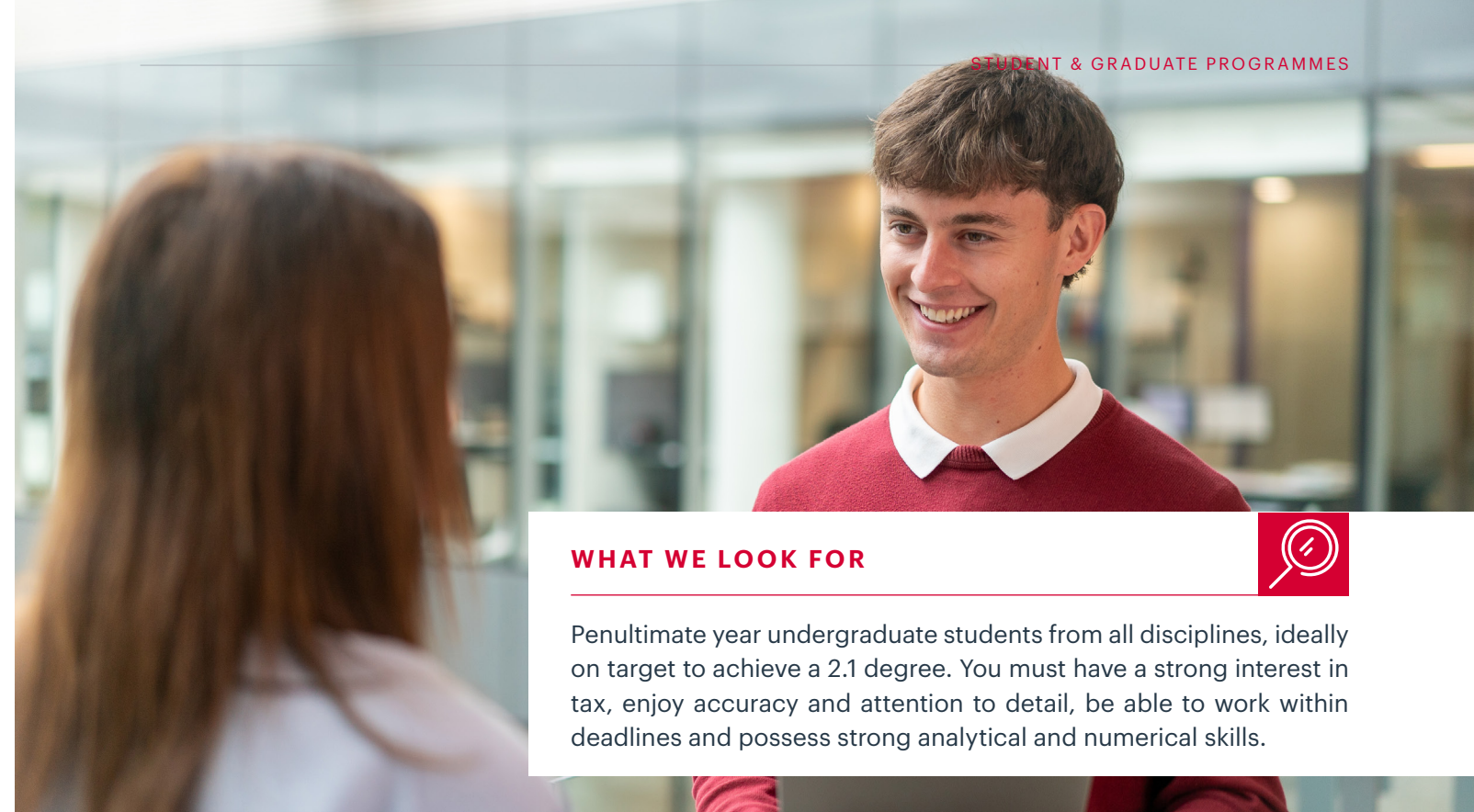


Claire O'Connor, ASSOCIATE

# Tax Internship Programme

The William Fry Tax department brings together tax lawyers, accountants and consultants in one highly innovative team. We work with domestic and international corporations, entrepreneurs, family businesses, trusts and high net worth individuals.

The tax internship mirrors the legal summer internship, however it takes place over 8 weeks to offer extensive exposure and involvement with challenging client work. No week will be the same and you will gain invaluable experience alongside industry professionals, with the opportunity to secure the offer of a tax traineeship.



## WHAT WE LOOK FOR



Penultimate year undergraduate students from all disciplines, ideally on target to achieve a 2.1 degree. You must have a strong interest in tax, enjoy accuracy and attention to detail, be able to work within deadlines and possess strong analytical and numerical skills.



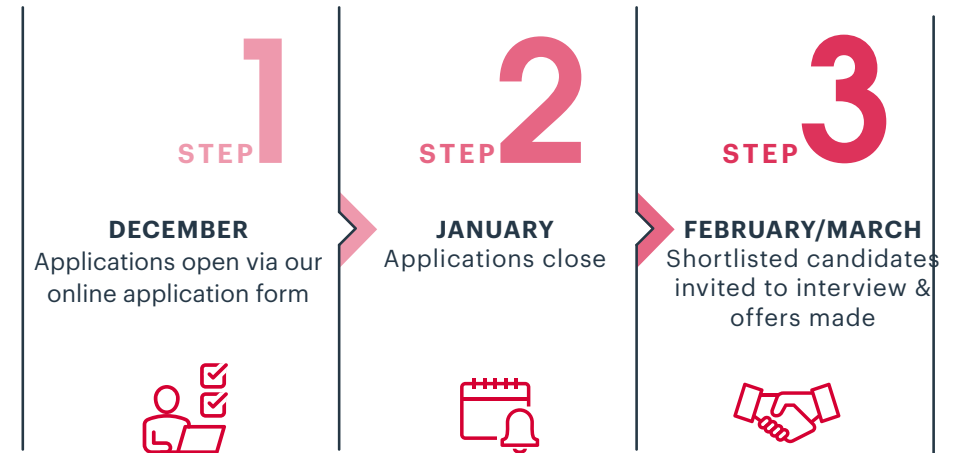
The William Fry tax internship is a unique opportunity to work in a top tier commercial law firm, but within a highly specialised team. The tax internship will allow you to develop and refine skills as well as explore a career path in tax.



Breda Fitzmaurice  
TAX CONSULTANT

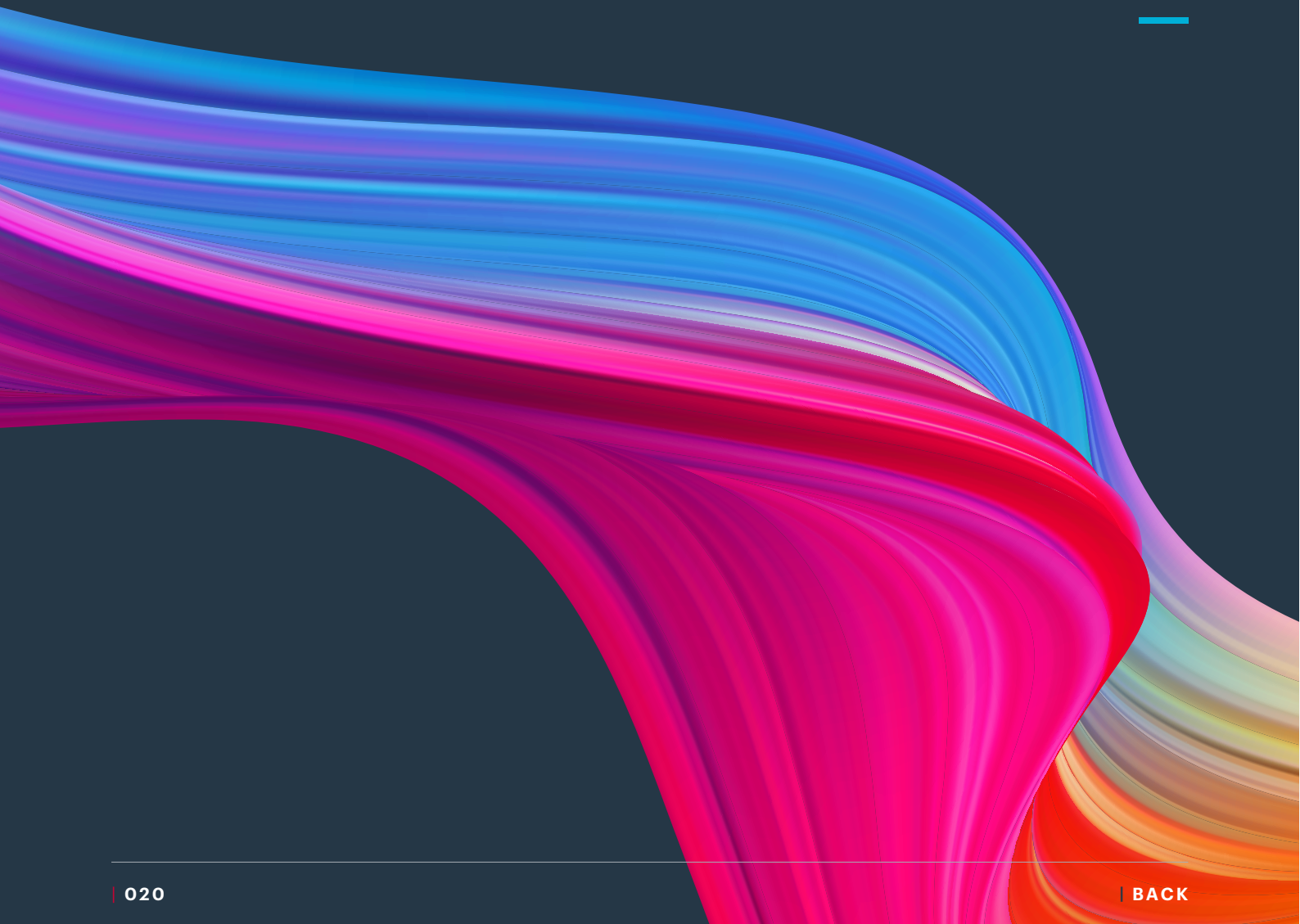


## APPLICATION PROCESS





# What our trainees say



Mark Gilsenan

“

One of my highlights of my traineeship so far has been the people I have had the opportunity to work with. Everyone is willing to help and very supportive.

”

“

One of the standout aspects of William Fry is the approachable workplace culture. The open-door policy and buddy system have fostered a supportive and collaborative environment.



Roisin O'Donoghue

”



Conor Beirth

“

The firm really invests in the development of its trainees, as evidenced by the wide range of resources provided to trainees.

”

# What's on offer



## Salary & Benefits

- €46k Year 1, €47k Year 2, €48k Year 3 salary, reviewed annually
- €75k NQ salary, reviewed annually
- Full salary is paid while you attend Blackhall Place
- Your Law Society fees including reimbursement of FE-1 fees and full payment of indentures, and PPC fees
- Commission scheme for introducing new business to the firm
- 22 days annual leave (plus extra days and Christmas and Easter)
- Paid study, paternity & maternity leave
- Discretionary Christmas voucher
- Annual trainee qualification dinner
- Subsidised on-site restaurant and barista service and access to late-night food facilities
- On-site gym with free membership, personal trainer and classes
- Up to €900 towards your annual travel pass and access to the 'Bike to Work Scheme'



Our learning culture and the focus of the firm's dedicated learning and development team enables William Fry to stand out from the crowd and deliver top-quality service to clients.



Mark Quealy  
TRAINEE LIAISON PARTNER



## Wellbeing & Social

- Award winning total health programme with year round events; winner of IBEC's Best in Class mental health award 2023
- Employee Assistance Programme & wellbeing platform with Spectrum Life available to future trainees
- Dedicated trainee sports & social committee and budget with exclusive trainee trips away
- Onsite gym with free weekly classes and PT sessions and access to bike racks, lockers, showers and a drying room
- Responsible Business programme with Pro Bono opportunities such as FryTY
- A variety of firmwide social events, clubs and committees
- Future trainee social before commencing your traineeship



# Trainee Professional Development at William Fry

At William Fry, we invest considerably in continuous learning, education and professional development for everyone and we recognise that as a trainee you have significant and specific learning needs. As a William Fry trainee, you will benefit from a bespoke in-house learning and development programme which offers you the best opportunity to excel and reach your potential.

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**.01**

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**DIFFERENTIATING FACTOR**

Trainees enjoy the support of William Fry's industry leading in-house learning and development team. The L&D team is lawyer-led and includes a dedicated learning and development manager for trainees.

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**.02**

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**PERSONALISED  
TRAINEESHIP EXPERIENCE**

Our smaller trainee group size (circa 30-35 trainees) allows for a more personalised traineeship experience, enabling you to thrive. We get to know you better one-on-one and there are more opportunities for you to get involved with firm initiatives and to influence firm strategy.

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**.03**

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**SKILLS DEVELOPMENT**

The trainee development programme at William Fry comprises personal and professional skills development, including a bi-monthly legal seminar series with industry experts. The programme is focused on building your legal technical, client care and practice/business skills, to help you achieve your full potential.

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**.04****COACHING AND MENTORING**

Trainees at William Fry have the option to take part in “STRIVE”, the firm’s award winning dedicated personal and professional coaching programme for trainees. Trainees can also participate in the firm-wide mentorship programme where they are matched with a more senior colleague.

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**.05****ROTATIONS**

Trainees rotate through four departments as part of the William Fry traineeship and complete their first rotation before attending Blackhall PPC. Trainees work directly with a partner in each rotation, building up their on-the-job experience and working with professionals who are experts in their field.

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**.06****FEEDBACK ON PERFORMANCE**

As part of each rotation, trainees benefit from both a mid-rotation and end-of-rotation review. These regular check-ins ensure trainees are given feedback on their performance throughout their traineeship.

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**.07****PROJECTS & SECONDMENTS**

During the summer months, trainees engage in innovative summer projects which enable ‘big thinking’ and empower them to bring ideas to fruition and work collaboratively with others in the firm. Examples of previous summer projects include the trainee designed and led pro-bono “FryTY” programme for TY students. Trainees also have the opportunity to go on secondment to our offices in Cork and London, and externally to clients such as IBM.

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**.08****WILLIAM FRY TRAINEE COMMUNITY**

The William Fry trainee community support each other across teams and departments with many taking on trainee buddy responsibilities. Trainees have a dedicated social committee and social budget which they control, allowing for plenty of opportunities to network and have fun with the trainee community during your traineeship.



Lisa McGoldrick  
TRAINEE DEVELOPMENT MANAGER



## Contact

If you have any queries, please email Ben, our graduate recruitment lead at [ben.hynes@williamfry.com](mailto:ben.hynes@williamfry.com)



Ben Hynes  
GRADUATE RECRUITMENT LEAD

# WILLIAM FRY

DUBLIN



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[williamfry.com/trainees](https://williamfry.com/trainees)

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