

Walkers (Ireland) LLP

Trainee Programme

Find out how a legal career at Walkers +adds up



**+ Advancement
+ Advantage
+ Adventure**

About Walkers

With a global presence, Walkers provides legal, corporate, regulatory filing, compliance and fiduciary services to the world's leading financial institutions and companies.

We understand our clients' need for both market-leading expertise and value for spend. We believe our highly qualified and experienced professionals, integrated legal and professional services offering and our significant investment in technology allows Walkers to offer a best in class service.

With our teams distributed across 10 international offices our clients receive the responsive service, clear commercial advice and jurisdiction relevant solutions that make deals happen, markets move and businesses thrive.



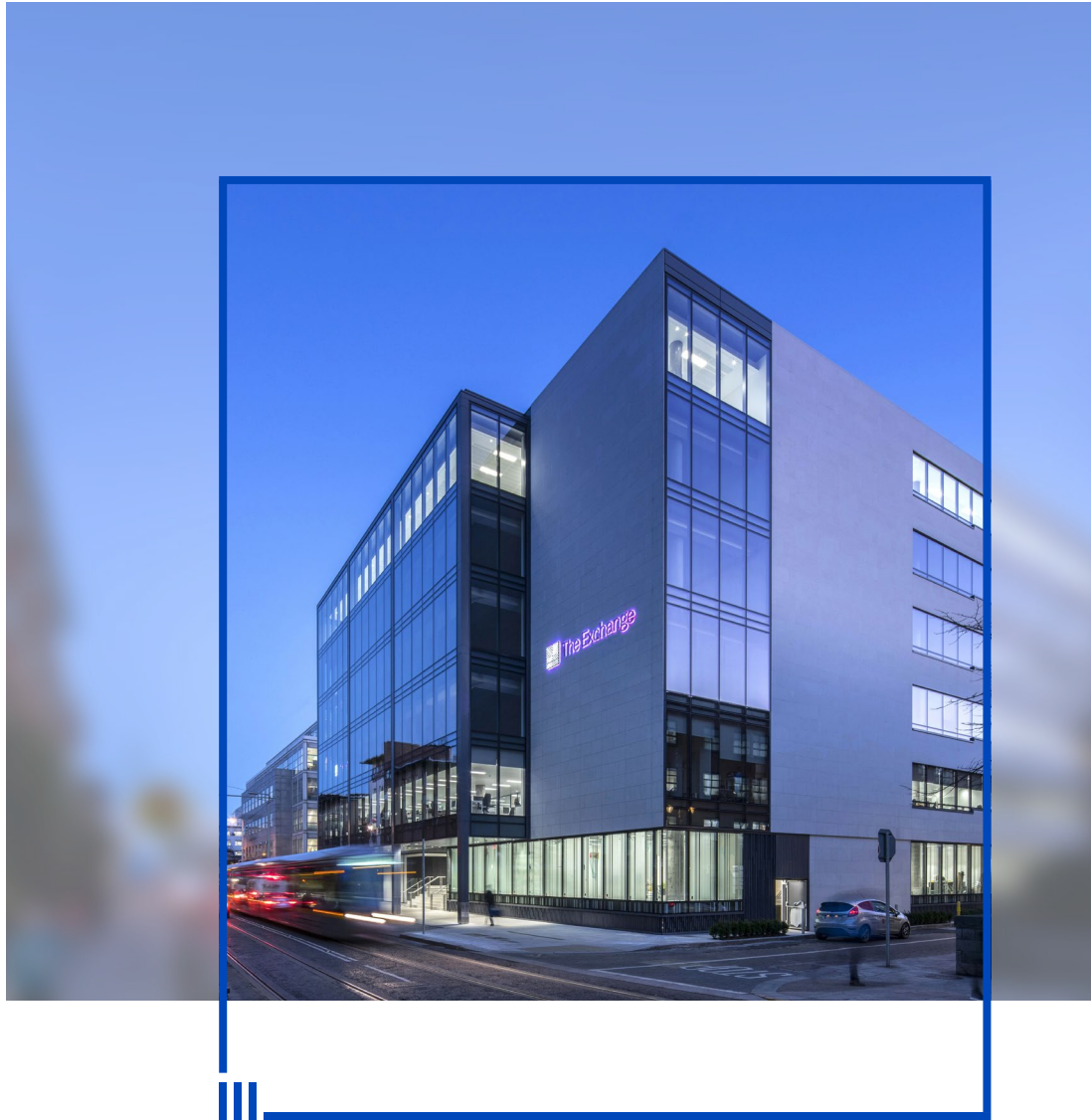


The Trainee Programme

Since 2015 we have been hiring trainee solicitors in our Dublin office and they are an integral part of the firm as we continue to grow. Trainees will gain experience in at least three of our practice areas.

During the 24-month training programme, you will work with lawyers who are experts in their field. You will be part of the team and will work alongside the partners in delivering first class legal advice to clients. Whether you are representing a client in buying or leasing an aircraft, advising a bank (we act for 85 of the top 100 banks in the world), or attending a board meeting for an investment fund, you will be involved at every stage of the process. In the world of finance, transactions move at speed and we deal with different time zones and other lawyers and clients across the globe. It isn't for everyone, but if it is for you, you won't learn your craft better anywhere else.





Why Walkers?

At Walkers, our people are our greatest asset. They shape our culture, make us stand apart from our competitors and are the reason why our clients choose to do business with us. We have an abundance of talented people in the firm which makes for a high-performing but also friendly and collaborative environment.

Walkers has an exceptional collegiate team culture which is underpinned by our core values of respect, integrity, consistency, honesty and trust. We provide excellent training and professional development opportunities, including mentoring, for all employees, leading to defined career progression.

As a global firm with 10 offices worldwide, we offer outstanding opportunities to those thinking about a career in law or professional services. Walkers is fully committed to providing continuing education and development at all levels by providing substantive and meaningful programmes in an innovative, flexible and supportive environment.



Our key practice areas in Ireland are:

- Asset Finance
- Asset Management & Investment Funds
- Corporate & Commercial
- Derivatives
- Employment
- Finance & Capital Markets
- Insolvency & Dispute Resolution
- Listings (Debt)
- Real Estate
- Regulatory & Compliance
- Taxation
- Walkers Professional Services



What are we looking for?

We are seeking candidates who have an interest in learning more about financial services law in particular. Candidates applying should consider their suitability for the role and whether they hold the following minimum requirement competencies:

- Flexibility and a willingness to learn;
- Ability to multi-task and work within strict deadlines;
- Excellent attention to detail;
- Excellent organisational, administrative prioritisation skills;
- A proactive and can-do approach; and
- Ability to work effectively under pressure.

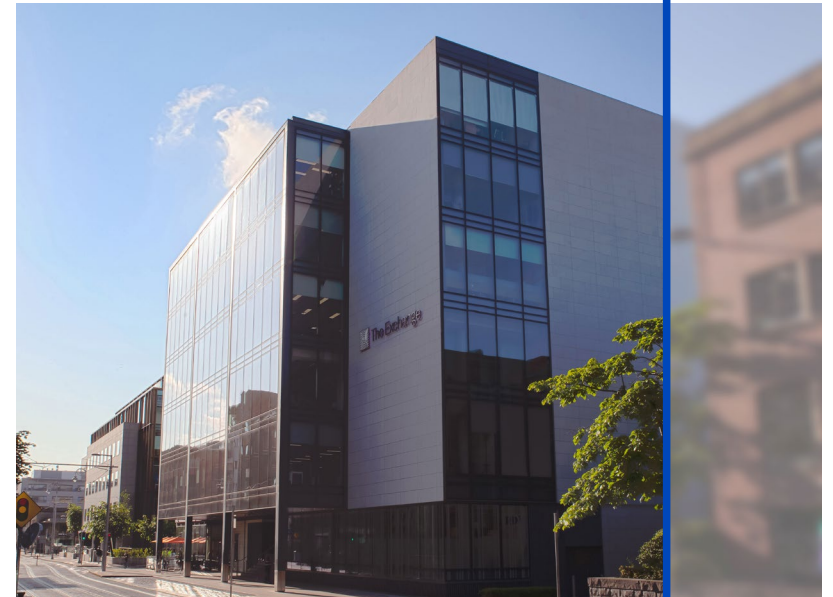
Who should apply?

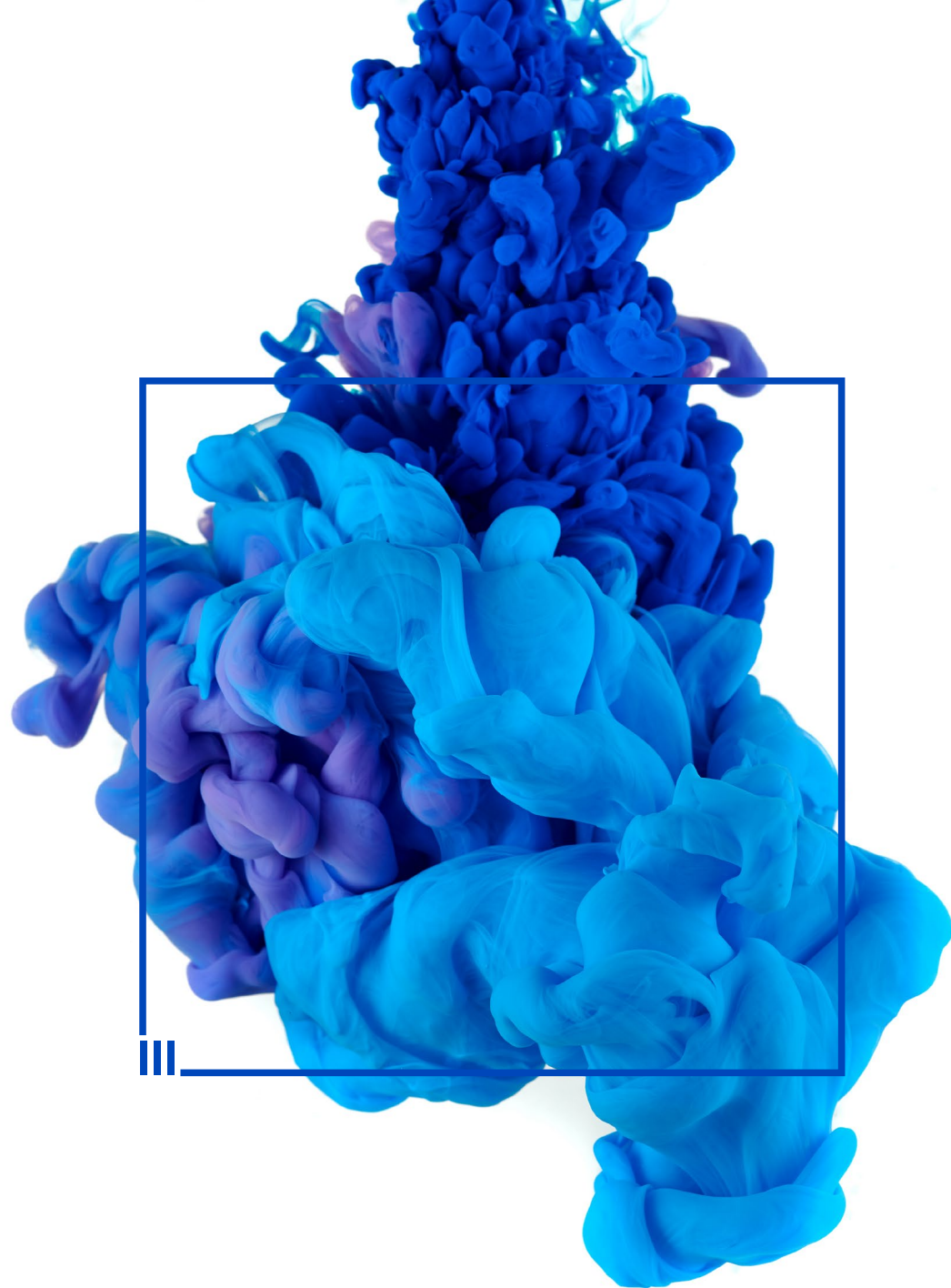
In addition to the above, applicants must demonstrate that they hold the following qualifications and experience:

- An excellent academic track record;
- Commercial awareness;
- Ability to work in a demanding, fast-paced and deadline driven environment;
- Ability to work effectively in a team environment;
- A high level of proficiency in Microsoft Office applications; and
- An interest in financial services.

What you will be doing?

Trainees work closely with our lawyers on a wide range of matters and clients. Your role will involve a range of responsibilities. There will be constant learning and development and opportunities to undertake secondments with clients. You will be guided throughout your traineeship and provided with feedback and support to aid your development. You will have the opportunity to work with international clients and challenging work and will see increased responsibility as you progress combined with appropriate support and resources.





What we offer:

- ✓ Competitive salary
- ✓ Full pay during PPC course and fees fully covered
- ✓ Supportive environment and open culture
- ✓ Prominent international clients and challenging work
- ✓ Working directly with associates and partners
- ✓ Tailored learning & development programme
- ✓ Opportunities for client secondments
- ✓ Annual leave of 20 days
- ✓ Private healthcare cover
- ✓ Pension scheme
- ✓ Life cover
- ✓ Income protection
- ✓ Education bursary (discretionary)
- ✓ Employee assistance programme
- ✓ 'Dress for your Day' dress code
- ✓ Annual & monthly taxsaver travel scheme
- ✓ Bike to work scheme
- ✓ Bank at work
- ✓ Wellness programme including annual health screening, dedicated Wellness month and onsite wellness room
- ✓ Free flu vaccination annually
- ✓ VDU eye testing and contribution towards eye sight testing and glasses/contact lenses
- ✓ Regular social events such as summer BBQ, Christmas party and dedicated trainee events
- ✓ Opportunities to participate in a range of CSR initiatives
- ✓ Active Diversity & Inclusion Committee
- ✓ Access to on-site dry cleaning service
- ✓ Onsite changing facilities and shower room with towel service and secure bike storage
- ✓ Access to agile working
- ✓ Central location in the IFSC
- ✓ Complimentary breakfast items, fresh fruit and snacks



How to apply:

Visit the Students & Graduates page of the Careers section of the Walkers website which will contain instructions on how to complete and submit your application.

Our Trainee Programme committee will review each application and will shortlist applicants for interview. The selected applicants will then be contacted by email and invited to participate in an interview in November.

Offers will be made shortly after the interview process concludes.

Life at Walkers

At Walkers, we have a dedicated social committee which includes members from across the office who get involved in organising and hosting a variety of social events throughout the year. Staying connected and maintaining social links with colleagues has never been more important. Apart from our firm wide social events, each practice area organises individual team lunches and events which gives everyone the opportunity to enjoy the company of and spending time with colleagues outside of the workplace. Some of our social activities include: Team social events; Summer BBQ; Quizzes; Wine and Cheese Tasting; Cinema, Concert and Theatre Trips; 5-a-side Soccer; Cookery Sessions; Running Club; Tennis Tournaments; and Golf Outings.

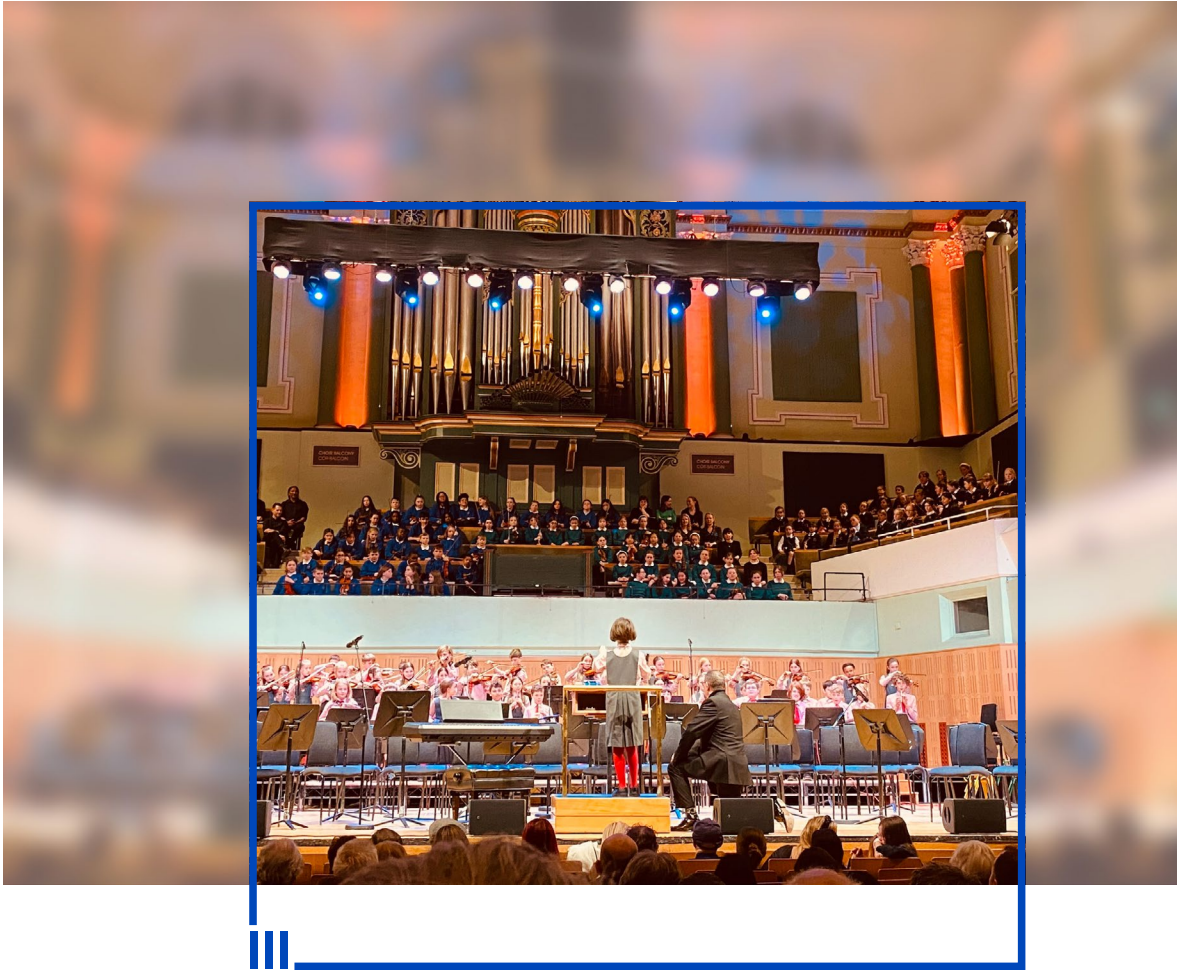


Diversity and Inclusion at Walkers

At Walkers, we are committed to building a diverse and inclusive workplace where everyone can feel comfortable, happy and confident in an inclusive environment. We believe that a diverse and inclusive business is more collaborative and innovative and therefore better serves the needs of our clients. We aim to recruit, empower, develop and retain the best people, providing opportunities for success. The best people care about inclusivity and we do too.

Our global firm is led by Managing Partner Ingrid Pierce and our senior management team is equally balanced with the gender split being almost 50:50. Our global workforce is made up of employees from over fifty different nationalities. Within our workplace, we seek to promote and encourage diversity and inclusion in respect of race, ethnicity, sexual orientation, gender identity, nationality, disability, religion, social mobility and any other distinction which makes our people unique. We have a responsibility to each other as colleagues to foster a culture in our global offices that values and celebrates our differences and individuality.





Walkers in the Community

Walkers has a strong commitment to the long-term development of the local communities in which we operate. We take pride in our active involvement in a wide range of community projects, both in terms of offering financial assistance as well as volunteering our time in support of the initiatives. In addition to our own projects, we support many initiatives chosen by our team members. On average, Walkers has committed to and champions over 50 charities, non-profit and community initiatives globally each year. We have a particular commitment to supporting children, health, education, conservation, heritage and sport. Some specific partnerships include: ALONE; Basis Point; The Blood Bank; Box of Hope; the National Concert Hall's 'Primary Ensemble Project' in partnership with The Royal Irish Academy of Music; Breast Cancer Foundation; Capuchin Day Centre; Co-operation Ireland; Cry Ireland; Hugh's House; Concern; Family Support Network; Focus Ireland; Hedge Funds Care/ Help for Children; Hurricane Relief; The Little Museum of Dublin; Irish Cancer Society; Kids at Sea; LauraLynn Children's Hospice; MacMillan Cancer Support; Mentoring Anointed Leaders Everywhere; National Council of Voluntary Organisations; Peter McVerry Trust for the Homeless; Pieta House; Pursuit of Excellence; Seeing is Believing; Team Hope; and The Hope Foundation.



Walkers Goes Green

In May of 2018, Walkers elected to move into the LEED Gold accredited Exchange Building in the IFSC when planning an office move to a larger premises. The building boasts: A3 building energy rating; all energy consumed is 100% renewable; high efficiency cascade gas boiler system; heat recovery system; high efficiency curtain wall glazing; low use water outlets; smart building management system and the LED lighting throughout. Walkers encourages reducing and, when possible, eliminating the use of disposable products. Source reduction decreases the consumption of valuable resources through various workplace practices. Walkers is fully committed to protecting the environment and sustainability principles. This support includes a commitment to purchase, use and dispose of products and materials in a manner that will best utilise natural resources and minimise any negative impact on the Earth's environment.

In February of 2019, Walkers' Dublin office launched our "Walkers Goes Green" initiative committing to investing time and resources into developing a more sustainable operation by becoming more energy efficient and reducing carbon emissions. The firm and our employees made a carbon pledge to support the biodiversity initiative, which includes more advanced methods of recycling (including the removal from general waste bins from our offices), compostable bins and organising tree planting days with the Native Woodland Trust. Over the past year, Walkers' very own Dublin city rooftop bee hives produced over 15kg of honey which we were delighted to share with clients.



Our locations

Walkers operates expert groups dedicated to specific geographical regions. Our specialist lawyers are experienced in working with clients from and investing into these regions.

From our network of offices, Walkers provides legal and professional services to the world's leading financial institutions and companies. Our global presence spans Asia, Europe, the Middle East and the Americas, so we are accessible to clients in all time zones.

