

ARTHUR COX

Go further and lead the way

Discover more about our Summer Intern Programme
and what to expect from life at Arthur Cox

SPRING 2021



A word from the editor

Eimear Power, Graduate Recruitment Manager



Eimear Power

Welcome to the second edition of the Arthur Cox Magazine.

In 2019, in a bid to make our recruitment activities more sustainable and reduce our environmental impact, we stopped printing physical brochures and moved our brochure entirely online.

In 2020 we took a further step becoming the first Irish law firm to sign up to the Sustainable Recruitment Alliance. We hope you will find this digital magazine format engaging and, like life in Arthur Cox, more than you expected!

The last ten months have been extremely challenging for everyone and I have huge respect and admiration for those of you who have completed exams in the midst of this pandemic.

Due to the COVID-19 pandemic we were unable to run our Summer Intern Programme in 2020. We hope that this year we will be able to offer the immersive experience and real-life insight into the firm that our Summer Intern Programme is known for.

For this reason we have moved our intern programme to August/September 2021 in the hope that restrictions will be at a level in which this is feasible. Of course we will have a contingency plan if we need to amend our plans but we remain optimistic that we will be able to run our intern programme in the usual format.

I hope after reading this magazine you will consider applying to Arthur Cox to start your legal career and I look forward to receiving your application!

Eimear

In this edition...

4 The Summer Intern Programme
Find out what you can expect from the Summer Intern Programme

8 Meet the TSG
Interviews with each of the three trainee steering group members

11 A snapshot of Arthur Cox
Arthur Cox is an award-winning firm that builds on a rich history and culture of excellence

12 More than one hundred years of looking forward
Arthur Cox celebrates 100 years of being at the forefront of developments in the legal profession in Ireland

13 Arthur Cox, more than just a law firm
Read the blog about Arthur Cox from the UCD Cultural Heritage Collections

14 From trainee to managing partner
Geoff Moore talks about his journey to the top

16 Diversity & Inclusion
"We believe that D&I is the responsibility of every single person in the firm"

18 One team
An interview with the co-chairs of alliance, Arthur Cox's LGBT+ network

21 The Arthur Cox Zambia Project
Since 2008, over 200 of our trainees have travelled to Zambia

22 Sustainable Business
Doing business in a socially responsible manner

24 Pro bono in Arthur Cox
An interview with Carolann Minnock

26 The digital transformation of legal services
What is legal tech?

28 A little bit of advice...
Our trainees offer advice for students applying to the programme

30 Applications
How, where and when to apply to the Summer Intern Programme



The Summer Intern Programme

The Summer Intern Programme is an important talent pipeline for our Trainee Programme. The programme allows us to identify future trainees.

Our Summer Intern Programme is designed to give those who are interested in a career practising law a real introduction to life in a large commercial law firm, while experiencing the unique culture our firm is so proud of. It helps our interns to identify a career which will challenge and fulfil them and it helps us to identify future trainees.

The internship involves a comprehensive training and development programme, which will enable you to get the most from your internship experience.

Interns will be placed in one of our five main practice areas, giving them excellent exposure to high quality work. Interns will also get exposure to all of the practice areas within the firm through a series of workshops. We pride ourselves in the immersive experience we offer our interns. Our interns work on real client matters and pro bono projects. We supplement this with seminars, skills sessions and group competitions in order to give the interns a realistic insight into the busy and diverse nature of life as a trainee.

We accept applications for our Summer Intern Programme from students and graduates of all disciplines from their second year of study and above. You do not have to be studying law or a related subject.

Upon completion of the internship, interns are given the opportunity to interview for a place on the Trainee Programme.





At Arthur Cox we are proud of our reputation for excellence. Our clients expect a lot from us and we, in turn, expect a lot from our trainees and interns. In return, we offer a market-leading salary and benefits package as well as exceptional career development opportunities and exposure to the highest calibre clients and challenging work.

A career with Arthur Cox is exciting, challenging, interesting, varied and demanding. The skills required to excel include intellectual rigour, commitment, teamwork, drive and ambition. We strive to create and provide an environment where you will excel, realise your potential and achieve your ambitions.

Our success depends on attracting the best people and nurturing their talent in order to enable us to continue to offer services of the highest calibre. By achieving this goal, we are able to provide our clients with consistently high quality advice that combines technical expertise and a deep appreciation and understanding of the Irish commercial world.

We know how demanding a career at a leading law firm can be. With this in mind, every lawyer who has spent four years as an associate with the firm is eligible for a four week paid sabbatical.

The firm has appointed three People Partners who work with the firm's management and partnership to ensure that the culture and working environment at Arthur Cox is one where you will feel valued and supported.

At Arthur Cox, our people are integral to our success. We value our people and we invest in them.

Our vibrant, friendly culture is one of our most valuable assets. We have an open door policy throughout the firm and the atmosphere is one of genuine approachability. Our culture is a reflection of our commitment to one another.

The friendly and supportive environment is mentioned time and time again as one of the key attractions of working in Arthur Cox.

“The welcoming atmosphere of the firm's people stood out most to me, and this has remained true despite the strangeness of our current working environment “

Eamonn Butler

People in Arthur Cox take their work and their clients very seriously, but don't take themselves too seriously. There is a friendly atmosphere in the firm.



We understand the importance of socialising and camaraderie within the workplace. So much so that we have a dedicated social committee who arrange a wide variety of social events throughout the year including cycling, quizzes and even talent competitions!

Whether it is tag rugby, volunteering, using our onsite state of the art gym or singing in the Arthur Cox choir, we are sure that you will find something that appeals to you.

Below is a sample of the social activities that we host throughout the year:

- Tag Rugby
- Solicitor Soccer League
- Golf Society
- Summer BBQ
- Calcutta Run
- Pride Run
- Christmas Party
- Arthur Cox Choir
- Yoga
- Gym with onsite classes
- Volunteering with charities, including Special Olympics
- Zambia Project Fundraisers
- Cookery Classes
- Lunch Time Concerts at the NCH
- Friday Night Drinks
- Family Fun day
- Cinema Visits
- Mindfulness Sessions

What You Can Expect From Us

- Market-leading salary
- 25 days' annual leave
- Exposure to high-calibre clients and work
- Additional week's pay at Christmas
- Reimbursement of FE1 fees for all exams passed
- Comprehensive training programme
- Supportive environment
- Excellent career progression
- City centre location
- Defined contribution pension with matching 5% employer contribution
- Life assurance
- Annual Tax saver travel ticket
- Complimentary conveyancing service
- Cycle to Work Scheme
- Onsite restaurant and barista bar
- Full pay while at Blackhall Place
- All PPC costs covered
- Free onsite state of the art gym
- Employee Assistance Programme
- Paid sick leave
- Free flu jab annually
- Fully paid maternity leave
- Paternity leave
- Maternity coaching
- Shared parenting leave
- Wedding leave
- Firmwide social events

What We Expect From You

- Commitment
- Commercial acumen
- Teamwork
- Organisational skills
- Relationship management skills
- Time management skills



Meet the TSG

INTERVIEW

The Trainee Steering Group (TSG) is a group of three partners who are responsible for everything trainee and intern-related, from attraction and recruitment, to training and qualification. The TSG works closely with the Trainee department to ensure the firm is hiring the brightest and best minds and providing them with exceptional training and development during the course of their internship.



AARON BOYLE
Partner, Infrastructure
Construction & Utilities

Where are you from?

Belfast

What and where did you study?

Law at Trinity College Dublin

When did you join AC?

2006

When did you become a partner?

2007

Why did you choose law as a career?

At the time I didn't quite know what I wanted to do and thought law would be a good degree to provide options for a number of careers.

Why did you choose AC?

I came to AC because of the stellar client list and the AC "business" approach to meeting client needs. We are very much focused not just on providing excellent legal advice but providing solutions to clients that they can readily implement in their businesses.

What is the best piece of career advice you have ever been given?

From my careers teacher in school (a long time ago...) two things (1) be flexible and keep an open mind on the options available to you (2) if you work hard enough you will get where you want to.

What has been the highlight of your career to date?

I have been lucky to have been involved in lots of really interesting transactions over the years. Working on the National Broadband Project over recent years has been a highlight. On the social side playing with the AC football team in years gone by was always great fun as was appearing as Elvis with three colleagues in the Arthur Cox Factor fundraiser for the Zambia Project a few years ago; not sure the quality of the music was great but the Elvis jumpsuits went down a treat!

If you weren't a lawyer what would you be?

I play the guitar (badly). In an ideal world I'd have liked to have been a musician. Or a soccer player.

Where are you from?

Wexford

What and where did you study?

I studied Law and French Law in UCD with my Erasmus year in Toulouse

When did you join AC?

As a trainee in 2006

When did you become a partner?

2018

Why did you choose law as a career?

I actually don't really recall it being a big life decision; more, that I thought it worth doing a degree that had the potential to lead to a defined role and I liked the sound of the course and the opportunity to study abroad. The career bit sort of fell into place afterwards.

Why did you choose AC?

In my final year in UCD I applied to the Top 5 firms and interviewed with each of them. I was fortunate to receive a number of offers but got the best vibe and feeling from Arthur Cox and the people I met through the interview

process. Its reputation as a leading firm involved in the highest profile transactions was also a big draw. Happily, both continue to be real positives for me!

What is the best piece of career advice you have ever been given?

"Every day's a school day" – you're never too experienced or too senior to learn something from the people around you and it's important to remember that.

What has been the highlight of your career to date?

It's hard to pick one deal or event as a particular highlight but the thing that does stand out for me is the quality of teams across the firm that I get to work with. People who are the experts in their areas with solution focused attitudes to get each job done – it's both challenging and rewarding; busy but rarely dull!

If you weren't a lawyer what would you be?

I'd love to be a florist or a travel writer.



DEIRDRE SHEEHAN
Partner, Real Estate

INTERVIEW



KEITH SMITH
Partner, Litigation

Where are you from?

Wexford

What and where did you study?

BCL in UCC followed by an LLM in UCD

When did you join AC?

2000

When did you become a partner?

2010

Why did you choose law as a career?

The subjects which I enjoyed in school were naturally steering me towards humanities courses anyway and I had a really good career guidance teacher who thought that law would be a good fit for me. I enjoyed studying law, joined AC as

a trainee and found that I enjoyed it even more in practice.

Why did you choose AC?

To be honest, I didn't know very much about the various Dublin law firms before applying to them. However, during the trainee recruitment process, I was really struck by the lack of formality and approachability among the AC partners, associates and trainees that I met. The prospect of working somewhere where people worked hard, did really interesting work but didn't take themselves too seriously really appealed to me.

What is the best piece of career advice you have ever been given?

There are two pieces of advice have stuck with me over the years - try to find something that you enjoy doing and there's no substitute for hard work!

What has been the highlight of your career to date?

Over the last 20 years, I have been fortunate enough to work on some of the biggest cases before the Irish courts so it is difficult to pick out one of them. I think that one of the most enjoyable aspects of my job is when you can deliver a good result for a client, particularly when you know that the outcome is likely to have a really big impact on them.

If you weren't a lawyer what would you be?

Growing up on a farm, I wanted to be a vet until I realised that there was a requirement for Honours Chemistry!

INTERVIEW



A snapshot of Arthur Cox...

5 OFFICES | 550 LEGAL STAFF |
97 PARTNERS | 800 EMPLOYEES |



AWARDS

European Corporate Team of the Year 2020 – The Lawyer European Awards

Structured Finance & Securitisation Deal of the Year 2020 (*Stenn trade receivables securitisation*) – IFLR Europe Awards

Outstanding Company 2020 – The Galas LGBT+ Awards

Ireland Law Firm of the Year 2020
Chambers Europe Awards

Ireland Law Firm of the Year 2020
International Financial Law Review (IFLR) Europe Awards

Best Firm in Ireland 2020 & 2019
Europe Women in Business Law Awards

Best Firm for Talent Management (2020); Minority Women Lawyers (2020 & 2019); Mentoring Programme (2019 & 2018)
Europe Women in Business Law Awards

Best National Firm for Women in Business Law 2019 & 2018
Europe Women in Business Law Awards

Ireland M&A Legal Adviser of the Year 2019 & 2018
Mergermarket European M&A Awards

Ireland Law Firm of the Year 2019 & 2018
Who's Who Legal

Most Inclusive Law Firm 2019
Managing Partners' Forum Awards

Ireland Client Service Law Firm of the Year 2018
Chambers Europe Awards

Our practice encompasses all aspects of corporate and business law. Arthur Cox acts for major Irish companies and leading international and global businesses present in Ireland. We are involved in the largest, most complex and innovative transactions in Ireland. At Arthur Cox, our aim is to provide each client with advice that adds value to its business. Our approach demands the highest levels of knowledge, technical skill and service delivery, allowing us to provide accurate, reliable, timely and cost-effective advice across a range of industry groups and sectors.

Arthur Cox is an award-winning firm that builds on a rich history and culture of excellence. Our international reputation is based on proven professional skills, sound commercial judgment, a thorough understanding of client requirements and a practical approach to resolving commercial problems. We offer breadth and depth across every facet of corporate and business law, and have the resources to successfully manage transactions to achieve our clients' objectives.

“Having used several Irish law firms, I hold Arthur Cox in the highest regard. I find their work to be consistently good across the whole range of their practice areas.”

IFLR 1000: The Guide to the World's Leading Financial Law Firms, 2020

- 2020 Five offices worldwide, over 500 fee earners, almost 800 staff
- 2019 Office opens in San Francisco, replacing Silicon Valley
- 2017 Arthur Cox relocates its HQ to Ten Earlsfort Terrace
- 2017 First Irish law firm to launch LGBT+ network, 300 allies
- 2015 Firm launches the first shared parenting leave policy in Ireland
- 2012 Office opens in Silicon Valley
- 2009 Design and establishment of NAMA
- 2007 Arthur Cox is now the largest firm in Ireland with over 500 people
- 2003 Merger with Gerrard Scallan & O'Brien
- 2001 Arthur Cox London Office opens
- 1999 Firm doubles in size with over 200 people
- 1998 Firm relocates from St Stephens Green to larger offices in Earlsfort Terrace
- 1996 Office opens in Belfast and Arthur Cox merges with Norman Wilson & Co.
- 1985 Firm expands to 41 St Stephen's Green and is renamed as Arthur Cox
- 1980 Office opens in North America
- 1990 Total staff of over 100, including over 60 fee earners
- 1974 Firm moves to second floor of 44/45 St Stephens Green
- 1972 Total staff of 57, including 14 solicitors
- 1971 Arthur Cox & Co. merges with DR Pigot & Co.
- 1963 The firm drafts the Companies Act 1963
- 1963 Arthur Cox is ordained as a priest
- 1961 Arthur Cox retires from practice
- 1926 Practice moves to 42/43 St Stephen's Green
- 1922 Firm advises the drafters of the Irish Constitution
- 1920 Establishment of Arthur Cox & Co. at 5 St Stephen's Green

More than one hundred years of looking forward

“There are times when people realise the value of an experienced adviser who is prepared to listen to their troubles, to warn, and to recommend. Very few lawyers in any time brought to their work a mind so richly cultivated as that of Arthur Cox.”

The Irish Times
6 September 1958

At Arthur Cox, we are very proud of our heritage. In 2020 the firm celebrated 100 years of being at the forefront of developments in the legal profession in Ireland. Our lawyers have literally written the laws of the land. 99 years ago our founder, Arthur Cox, advised the drafters of the Irish Constitution. Years later, he drafted the Companies Act 1963. Fast forward to the present and our lawyers are still advising on and drafting legislation as well as being involved in the most high profile, complex and ground-breaking cases and transactions in Ireland and globally.

At Arthur Cox, not only do you apply the law, but you get the opportunity to shape it.

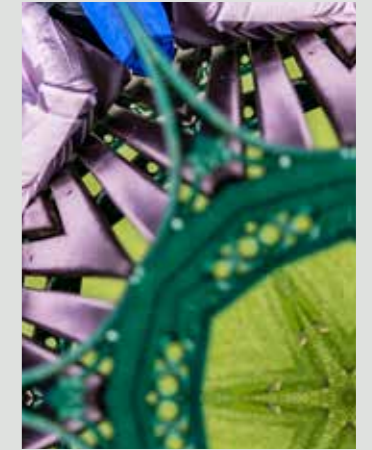
Our story has been defined by our progressive outlook. For 100 years, we have led the way in the legal field in Ireland, and have constantly worked towards our goals. That approach comes from our spirited founder Arthur Cox, and goes right through to the bright, open-minded people in the firm today.

We are proud of our firm's heritage and of how our history is interwoven with that of the Irish State. Arthur Cox himself played a key role in the early history of the Irish State – advising on the Anglo-Irish Treaty and later in the 1920s on the national electrification scheme which led to the establishment of the ESB.

Arthur Cox & Co commenced practice in 1920 at 5 St Stephen's Green. There were two partners. Now we have 97 partners and occupy a 12,000 sq. m purpose-built office building at Ten Earlsfort Terrace which accommodates close to 800 staff.

The firm has grown significantly but has managed to maintain a lot of the qualities of a smaller firm including a friendly, approachable and collegiate atmosphere.

In celebrating our centenary, we fondly reflected on how far the firm has come over the last 100 years, and we look forward with great anticipation to the next 100 years.



Arthur Cox, more than just a law firm

The below blog post is reproduced here with permission from the [UCD Cultural Heritage Collections](#) (part of the UCD Library). This article was first published on 9 July 2020. You can read the original post [here](#) which includes some photographs relating to Arthur Cox's life.

When you hear the name Arthur Cox it's most likely that the internationally renowned law firm is the first thing that springs to mind. But the man, Arthur Cox, was not only one of the founders of this law firm he was also a politician, an artist and a priest.

Arthur was born in Dublin in 1891 to Michael Francis and Elizabeth Mary Cox. Michael was one of Dublin's leading medical practitioners having studied medicine at the Catholic University of Ireland (now UCD). Michael was a proud nationalist and a supporter of the Irish language. He counted John Redmond, John Dillon and Charles Stewart Parnell amongst his friends. Housed in UCD Archives are the papers of the Cox Family. This collection consists of correspondence between Michael and John Dillon, material relating to Arthur's life, his sketch books and a substantial number of photographs ranging from family holiday snaps to formal studio portraits.

The close relationship between the Cox and Dillon families can be seen in a letter from John Dillon's wife, Elizabeth, to Michael requesting him to place pressure on John to take a rest from political activity for the good of his health believing...

'I cannot see that the shortening of his life could be other than a misfortune to the very cause he lives to serve.'

Arthur followed in his father's footsteps by studying at UCD and graduated from the law department in 1913. Arthur qualified as a solicitor in 1915 and established his law firm in 1920. During his studies Arthur had become friends

with people who would later be important players on the Irish political stage: Kevin O'Higgins, Patrick Hogan, Patrick McGilligan and John A. Costello.

The birth of the Irish Free State created many opportunities for work and as a friend and trusted advisor to the State's founders, Arthur Cox's influence in shaping industrial policy over the next three decades was immense. He opined on many landmark documents such as the Treaty and is widely acknowledged as the architect of The Companies Act (as it then was) in 1963. Although an intensely private individual, Arthur Cox ventured somewhat reluctantly into public life during the 1950s. He served as President of the Incorporated Law Society 1951/52 and was nominated by the Taoiseach to the Senate in 1954, where he sat for three years.

In 1940 Arthur married Brigid O'Higgins, widow of his friend Kevin O'Higgins, who was assassinated in 1927. They had 21 years of married life together but it came to an end when Brigid died in 1961. Arthur's thoughts turned swiftly towards becoming a priest and after two years in Milltown Park he was ordained in 1963. The following year he left Ireland to become a missionary in Northern Rhodesia, now modern Zambia. But in June 1965 Arthur was involved in a fatal car crash and subsequently died.

The papers of the Cox family help to show the individual that was Arthur Cox. It is true that he was a solicitor and founded a hugely successful law firm. But Arthur Cox was certainly more than just a name.

From trainee to managing partner

Geoff Moore
Manager Partner at Arthur Cox



INTERVIEW

“Our culture suits those with a drive to be the best lawyer and business adviser they can be, and who want to pursue this fulfilling career path in a supportive and friendly environment.”

E: Geoff, many thanks for joining me, I know you're a busy man

G: Not at all, I'm always happy to do my bit to recruit trainees, who are the future of the firm.

E: Can you tell us a bit about yourself and your journey to Managing Partner of Arthur Cox?

G: I'm a proud Cork man. I studied law in UCC and then completed a Master's in Trinity. I joined Arthur Cox as a trainee in 1998, I was one of eight trainees in my intake, spread over a two year period. I had barely heard of Arthur Cox when I arrived for my interview. I knew no one in the firm, I actually knew no one in law at all.

I qualified as a solicitor in 2000. I left the firm on qualification to work with a leading law firm in New York. I returned to Ireland, and the firm, in 2002 and was appointed a partner in 2007. My practice area is mergers and acquisitions, corporate finance and private equity. In 2019 I was appointed Managing Partner of the firm.

E: Did you always want to be a lawyer?

G: No, in fact I did a year of BComm before changing to law. At the time, I wanted to be an economist. It was a subject I loved in secondary school but I hated it in college! I ended up choosing law because I liked English and problem-solving and, so far, it seems to have worked out all right.

E: What is the best piece of career advice you have been given?

G: I have been given lots of great career advice over the years but I would say the best piece of career, and life, advice I was ever given was 'don't be afraid to push yourself out of your comfort zone'. As a junior lawyer that meant pushing myself to work on cases, transactions and projects that may have seemed overly complex or above my level and putting myself forward to work with senior lawyers in the firm. It was a little nerve wracking at first but it was the best way to learn.

E: What would you like your legacy as MP to be?

G: I will be happy if, after my tenure as Managing Partner, I can say that I have left the firm in an even better place than when I inherited it. This firm has given me incredible opportunities and I want to ensure that the firm is in the position to offer such opportunities to many others long after my term as Managing Partner ends.

Inclusion and sustainability are key areas of focus for me. They are areas that the firm has focused on very successfully to date but I would like to see even more progress in both areas. We have a robust gender diversity programme in place and we have recently published our ambitious target to have 40 per cent female partners by 2028. I would be very pleased if by the end of my term we were well on track to achieve this target.

E: What has been the highlight of your career so far?

Without a doubt, it has to be being appointed Managing Partner of the firm last year. To be chosen by your peers to lead is an enormous privilege, and a great responsibility.

E: Are you optimistic about the future?

G: Yes, I am optimistic. There is huge uncertainty in the world right now because of COVID-19 but I believe that every crisis throws up so many opportunities and I think Arthur Cox, as a firm, is really well placed to capitalise on the opportunities that come out of the current crisis. The firm is 100 years old this year and so has survived and emerged stronger from various other historical crisis and I passionately believe that it will from this one too.

E: Describe Arthur Cox in 5 words

G: Supportive, Challenging, Progressive and Never Dull!

E: Do you see legal tech a threat or an opportunity for lawyers?

G: I think legal tech is definitely an opportunity for lawyers. It allows lawyers to deliver great advice to clients in a more progressive way. Tech based solutions are more efficient and cost effective and take away some of the more time consuming, and often mundane, work that trainees would have had to do in the past, meaning this frees up junior lawyers for more interesting work.

I don't worry that legal tech is going to do away with lawyers. Good judgment is not something that can be outsourced to technology.

E: Why should future lawyers choose to train in AC?

G: You will be doing cutting edge, headline work with some of the brightest and most progressive people in the sector, in a collegial and inclusive environment. Our culture suits those with a drive to be the best lawyer and business adviser they can be, and who want to pursue this fulfilling career path in a supportive and friendly environment.

E: What do you do in your spare time?

G: I enjoy playing golf and cycling. I also like watching movies.

E: What is your favourite movie?

G: That's a tough one! I'd say The Departed, although The Usual Suspects and The Godfather 2 are also worthy of a mention. The Irishman was a recent movie that I really enjoyed.

Diversity & inclusion

At Arthur Cox we strive to ensure that everyone in the firm feels welcome, at ease and supported at all times. We are focused on creating, developing and nurturing an inclusive and diverse workplace where individuals are valued and supported.



Grainne Hennessy



Simon Hannigan

Diversity & inclusion is important to the firm, not just because it is the right thing to do, but because it makes our firm stronger and better by encouraging and inspiring our people to reach their full potential.

The firm has two D&I partners and a D&I committee made up of partners from different practice areas. However, we believe that D&I is the responsibility of every single person in the firm.

Gender Diversity

Gender diversity has been high on the agenda in the firm for a number of years. The firm has recently launched a new gender diversity strategy, which includes targets for female fixed share partners and female equity partners.

We are the only law firm in Ireland to set and publicise such targets and we strongly believe in transparency.

The overarching aim of the strategy is to proactively seek to improve the career paths of our female talent and to encourage the promotion of women in the firm. The strategy includes, amongst other things, a sponsorship programme for female associates and a focus on how work on key client projects is allocated.

We were proud to be the first Irish law firm to offer shared parenting leave and, recently, we became the first Irish law firm to offer 12 weeks paid paternity leave. We offer maternity coaching and reduced working weeks for two weeks on return from maternity leave. We have also implemented a number of family friendly work practices, such as agile working (before it was cool!).

We have a long-standing relationship with the 30% Club Ireland and regularly host mentoring events, round table lunches and targeted networking events for female employees and clients.

Race & Ethnicity

In January 2020 we started a series of workshops in which all staff were invited to participate on the topic of race and ethnicity in the firm, and in the industry in general. We also carried out a staff survey, which sought to identify challenges across all areas of diversity and inclusion including race and ethnicity. We are currently establishing a race and ethnicity focus group to ensure a more inclusive working environment for all employees and to celebrate the ethnic diversity in our firm.

Ability & Health

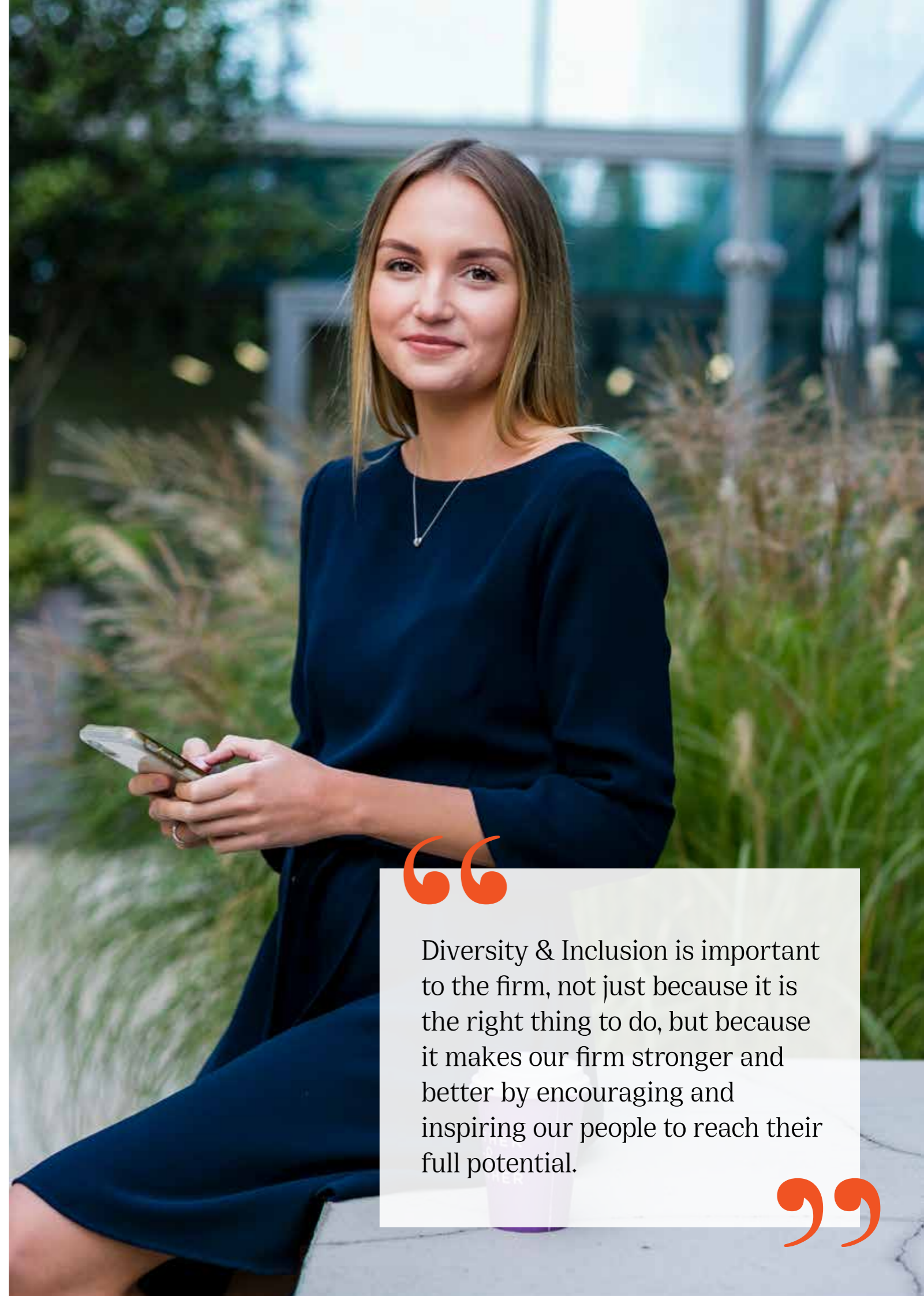
The health and wellbeing of our employees is of fundamental importance to the firm. Our aim is to ensure everyone is physically and mentally fit and to implement strategies to protect and support our staff members.

We do this through various means including our state-of-the-art onsite gym, lunch time pilates and yoga classes and various seminars throughout the year covering topics related to parenting, physical health and mental health with guest speakers including Bressie and Brent Pope. All employees, and their families, have access to the Employee Assistance Programme, which offers information services, seminars and counselling. We also offer mental health first aid courses to employees.

LGBT+

Our aim is to be strong supporters of the LGBT+ community as a whole, and to proactively support our LGBT+ employees. In 2017 we became the first Irish law firm to launch an LGBT+ network called Alliance. In 2020 we won the Outstanding Company award at the GALA awards.

Find out more about Alliance in our interview with the Chairs of the network, Daniel Price and Elaine Guckian.



Diversity & Inclusion is important to the firm, not just because it is the right thing to do, but because it makes our firm stronger and better by encouraging and inspiring our people to reach their full potential.



INTERVIEW



one team

In this interview, we speak to the co-chair's of Alliance, Arthur Cox's LGBT+ network, Daniel Price and Elaine Guckian.

EP: Dan, Elaine, thank you for agreeing to be interviewed for the magazine. Would you mind introducing yourselves?

DP: Sure, I'm Daniel Price, I am an Associate in the Corporate and M&A group in Arthur Cox. I studied pure Law in Trinity. During the summers of 3rd and 4th year I completed a number of internships, including one with Arthur Cox. I was offered a traineeship on the back of the summer internship and I started as a trainee in 2016. I qualified as a solicitor last year. I have been one of the co-chair's of alliance since 2019.

EG: I'm Elaine Guckian, I am a trainee in Arthur Cox. I also did a law degree in Trinity. I graduated in 2016 and completed an internship in Arthur Cox in the summer of 2016. Like Dan, I was offered a traineeship after the internship and I started as a trainee in 2018. I am due to qualify as a solicitor at the end of this year. I have recently taken up the position of co-chair of alliance.

EP: Can you tell me about the history of alliance?

DP: Before alliance was formally established there were informal networks in the firm going back a long time. It was decided to formalise things and to improve visibility of all of the good things that were going on in these networks. alliance was launched in 2017 making Arthur Cox the first Irish law firm to have an LGBT+ network. An Taoiseach Leo Varadkar attended the launch event in the office and there was a big party to celebrate.

Since its launch in 2017 alliance has grown to 300 + members.

EP: What is the aim of alliance?

DP: The key aim of alliance is to create an inclusive workplace where everyone can be themselves. Another key aim is to improve visibility – to get people talking about issues affecting the LGBT+ community.

We provide mentoring for LGBT+ employees as well as training for allies. We organise speakers throughout the year to come in and give lunchtime talks to staff about various issues affecting the LGBT+ community.

We celebrate Pride Week with a number of events culminating in a Pride brunch, which takes place in the courtyard in the firm. The event is for employees and their families and friends who then join in the parade.

EP: How did you become involved in alliance?

DP: I had attended a number of the events organised by alliance and I got to know the committee. When a vacancy arose on the committee I decide to join, and last year, when the opportunity arose, I became co-chair.

EG: I attended the new joiner's brunch that alliance runs periodically and I got talking to some of the members. I initially joined the Pride committee and I have recently become co-chair.

EP: You both joined the firm as trainees; how important was the existence of alliance to your decision to choose Arthur Cox?

EG: It was very important for me. I had been involved in QSoc during my time in Trinity and we had run a joint event with Arthur Cox on being LGBT+ in Law. I was impressed

“the group of people who are really passionate and energetic about Alliance and are willing to put in the time and effort to make Alliance work”



that they were so keen to get involved in the event. I did a lot of research when applying for internships. Arthur Cox's commitment to inclusivity was well publicised and genuine and I had first-hand experience of it.

DP: To be honest, it wasn't really a factor for me at the time. I had come out late in college so it wasn't on my radar even though it probably should have been. Fortunately, I was very lucky to find myself in a firm that is committed to inclusivity and where I feel comfortable to be myself.

EP: Dan, what has been the highlight of your time as co-chair so far?

DP: There are a few options but I think I would go with a panel event we ran last year called 'Belonging in the Workplace'. The panel comprised of myself and some LGBT+ colleagues from all levels of the firm, as well as some 'allies'. We were interviewed by the then Managing Partner, Brian O'Gorman. There was a great turnout and it was a really interesting discussion. The panellists weren't afraid to be completely honest and, at times, vulnerable, which to me is a great sign of the kind of workplace Arthur Cox is.

EP: Elaine, what are your objectives for your tenure as co-chair?

EG: It's early days but at a high level I would like to focus on network building, both internally in the firm, and externally with other LGBT+ networks in other organisations and industry wide organisations. I would also like to organise more social events, but that is obviously COVID contingent.

EP: What do you think has been the biggest challenge so far for alliance?

DP: So far, it would have to be celebrating Pride week during lockdown. Pride week is about everyone coming together to celebrate, and visibility for the LGBT+ community. It was very challenging to ensure that experience was achieved remotely. We had to ensure that our online presence was as visible, interesting and engaging as possible. We put together a video of people at all different levels of the firm talking about why Pride is important to them. We had daily emails circulated to everyone in the firm highlighting the different events going

on around Ireland and the world and highlighting charitable organisations that operate in the LGBT+ sphere. The fabulous Arthur Cox choir recorded an amazing performance of A Little Respect by Erasure. Finally, we ran a photo competition where colleagues sent in photos of them and their loved ones celebrating Pride. It was really nice to see that the support was still there, albeit remotely.

EP: What do you think will be the biggest challenge in the future?

DP: Probably something we're not even aware of yet! I think the LGBT+ umbrella is very big. There are so many people within the community, all with different experiences and facing different challenges. We need to constantly take a fresh look at what we are doing to ensure we are providing a positive working environment for everyone under that umbrella.

EG: I think adapting alliance to the world we are now living in is the biggest challenge for the future. Many of the events we ran involved people gathering in large groups and that is not going to be possible for the foreseeable future. It is going to be a challenge to adapt. Our ability to casually check in on people and offer support has been compromised, as everything now requires a pre-organised Zoom invite, you can't just drop by someone's office for a chat. Having said that, I think we can apply our innovative problem solving skills from our day jobs to find a successful work-around.

EP: Why do you think alliance has been so successful in Arthur Cox?

DP: There are three cohorts who come together to make it successful. Firstly, the group of people who are really passionate and energetic about alliance and are willing to put in the time and effort to make alliance work. Secondly, the very supportive people at the top of the firm, including the Managing Partner and partner sponsors who were really keen to back the initiative and offer support. Finally, the allies in the firm who are eager to engage and come to our events to support us and to learn. If you have those three elements, an initiative is bound to succeed.

For more information on alliance, please visit arthurcox.com/alliance

The Arthur Cox Zambia Project

Since 2008, over 200 of our trainees have travelled to Zambia in 12 successful trips and raised approximately €600,000 to fund the project's activities.

The Arthur Cox Zambia project aims to raise standards of living in some of the most rural regions of Zambia, by developing sustainable health, education and agricultural infrastructure, hand in hand with local communities. To ensure sustainability and avoid dependence, the project's initiatives are designed to become self-funding and are conducted within defined timescales with carefully managed handover to community leaders on exit, together with ongoing monitoring of progress. Community decision making, planning, ownership and handover are key pillars of the project aimed at ensuring its success and sustainability. This has ensured the project's continued success and sustainability for the past 12 years.

The Arthur Cox Zambia Project was set up as a volunteer programme by a group of the firm's trainees in 2008. The inspiration for the project was the firm's founder, Arthur Cox himself, a philanthropist, who upon finishing his career in law in the 1960s moved to Zambia to work on the missions.

The Arthur Cox Zambia project has focused on health and agriculture in rural Zambia, by renovating a rural medical clinic in the village of Masese which provides services to a population of 5,700 people, installing a bore hole water supply and running water as well as building a seven-bed maternity ward.

Since 2014, the project has been based in the Chikuni region and has been involved in building six rural radio schools. These radio schools provide a government approved curriculum to children who cannot attend formal schools due to geographic and financial barriers. There are currently 18 centres with 18 mentors and upwards of 1811 pupils attending.

In 2015/16, the project launched a programme called 'Dignity Dreams' in partner schools in the Mwandia region to deliver washable and re-usable sanitary wear for female students, who miss out on up to 6-8 weeks of school every year. This programme has increased school attendances significantly and the project has recently assisted in establishing a small-scale manufacturing facility in the capital, Lusaka.

The project has also pioneered a rice growing project in the region to empower farmers reliant on maize to grow rice for the first time. In May 2019, the Loanja Rice Growers Limited was incorporated and it aims to engage 405 farmer

households to produce 180 metric tonnes of rice for sale to market in the 2019/20 season.

How we make it happen

The involvement of our staff is key to the success of this project – particularly from a fundraising perspective. Each year, the group of trainees who are travelling to Zambia, are tasked with coming up with new, innovative and fun ways of raising funds that are vital to progress the project. These very entertaining events that involve staff from all areas of the firm. Over the years we have enjoyed watching our colleagues participate in Arthur Cox versions of X-Factor, Strictly Ballroom Dancing, The Weakest Link and A League of their Own. Not only are these events fun to attend and participate in, they are real opportunities for all of our staff to be part of the Zambia project. Each year we are all informed on the latest developments and get to hear first hand from those who have been in Zambia how we are all contributing to the initiative.

Sustainability

The sustainability of this project has always been at the forefront of the firm's mind from its inception 12 years ago. Continuity is ensured through the Zambia Leaders from the firm who oversee the project and manage the recruitment and training of new groups that travel to Zambia each year. This group of leaders have all travelled to Zambia themselves and led a group each year, passing on their knowledge and experience from one year to the next. Developing projects in conjunction with the local communities in Zambia is also key to the Arthur Cox Zambia Project's continued success. All projects are ultimately handed over to the communities. New ideas and developments are always stress tested and researched in association with local experts and implemented within the communities where they are needed.

Due to the current COVID-19 pandemic the difficult decision was taken not to travel to Zambia this July. However despite this, fundraising will still continue throughout the year so the ongoing projects in Zambia can progress.

Sustainable Business

Jean Maxwell
Sustainable Business Manager

Doing business in a socially responsible manner and making a positive contribution to the communities in which we operate, is an intrinsic part of our culture at Arthur Cox – not because it is expected, but because we firmly believe that it is the right thing to do.

Our sustainable business programme comprises of Charitable Activities, Volunteering and the Environment.

CHARITABLE ACTIVITIES

The employees of Arthur Cox select three principal charity partners to work with every two years. In 2019 the three charity partners chosen by our employees were **Alzheimer Society of Ireland, Dublin Simon Community and Solas Project**. Our partnerships with these charities involve more than just financial support – we offer assistance in relation to marketing activities, event hosting, pro bono work and volunteering. Regular fundraising activities are held in the firm throughout the year.

VOLUNTEERING

Our volunteering programme continues to go from strength to strength and we are proud to report that over **560 staff members** participated in volunteering activities organised by the firm in the past 12 months.

Alone and Family Carers Ireland: Most recently, during the COVID-19 pandemic, a large number of Arthur Cox employees signed up to assist ALONE, the charity that provides vital helpline services for older people living alone; as well as with Family Carers Ireland, the national charity that supports family carers across the country. Our employees, while working remotely, helped with ALONE and Family Carers Ireland's check-in calls and new membership support during this critical time.

Special Olympics: For the past 11 years Arthur Cox volunteers have worked closely with Special Olympics Ireland. Each November over 50 trained volunteers from the firm manage and run an aquatics event at The Curragh Camp, Co Kildare. It is open to all staff members and is a key volunteering event in the Arthur Cox volunteering calendar.

St Vincent de Paul: We have a long-standing volunteering relationship with St Vincent de Paul (SVP) and every December volunteers from the firm go to SVP headquarters to help with the unloading of gifts, sorting and distribution of hampers of food and toys for those who are assisted by SVP.

The Early Learning Initiative: The firm is proud to be the first corporate organisation to be involved in a Restorative Practices programme with the Early Learning Initiative (ELI) at the National College of Ireland. Opening communications between corporates and Inner City local communities is the theme of the Opening Doors initiative. This project has been ongoing since November 2017 with the young people from Belvedere Youth Club in the North Inner City.

PRIME

For the past nine years the firm has run its PRIME work experience programme aimed specifically at students from less privileged communities and backgrounds. The aim is to encourage students to continue in education and to help them explore the possibilities that exist for them. To date over 200 students have participated in the programme, with over 100 staff volunteers from the firm helping to ensure its success each year.

ENVIRONMENT

Arthur Cox launched its Small Steps, Big Impact environmental initiative as part of the firm's commitment to running its business in the most environmentally friendly manner possible.

The relocation to our new offices in 2017 resulted in 650 computers which were wiped, refurbished and ready for reuse. The firm arranged for these old computers to be shipped to Zambia in 2018 where they greatly benefitted the schools and partners of the Arthur Cox Zambia Project.

In March 2019 we also dramatically reduced our daily usage of 1,000 disposable cups per day by replacing them with ceramic mugs.

In June 2019 the firm became the first commercial office space in Dublin to have secured what is currently the highest international standard for certification of energy management.

ISO50001:2018 Energy System certification was achieved through our commitment to making efficient use of energy at our office in order to conserve natural resources and reduce carbon emissions.

Being a sustainable and responsible business is aligned with our core values and we are committed to minimising our impact on the environment.

Recently we became the first Irish law firm to join the Sustainable Recruitment Alliance.

The firm has recently joined The Sustainable Recruitment Alliance as part of our sustainable business programme and commitment to the environment. This Alliance, which is led by Clifford Chance in the UK, aims to encourage employers who engage in graduate recruitment to take a more eco-friendly approach to early talent recruitment. We are proud to be the first Irish law firm to join the alliance.



Pro bono with Carolann Minnock

“Working in conflict zones meant that security briefings, electricity shortages, restrictions on movement and lockdowns were part of daily life”.



Carolann Minnock
Pro Bono Associate

INTERVIEW

Tell me about your career to date and how you got into pro bono

I qualified as a solicitor in 2008 and worked in private practice and in house for a number of years. I was interested in working in the NGO sector internationally and was lucky to get an opportunity with Irish Rule of Law Malawi where I worked with prosecutors and police officers to help improve access to justice for young people.

After this role I moved to Kabul, Afghanistan to run a juvenile justice project for a Swiss NGO. The programme was implemented across the country and my team worked in detention centres and alongside government departments to improve services and inform policy. I continued to work on access to justice in Afghanistan with the International Development Law Organization based between Rome and Kabul. I oversaw a multi-million dollar project which strengthened access to justice by improving access to legal aid, legal information and gender equality.

In 2016, I moved to Bangkok, Thailand to manage the Asia region for Internews, a US international NGO working in access to information, free speech and human rights. In addition, I was the Country Representative for Thailand where I oversaw a number projects in the areas of business and human rights, digital rights and access to justice.

Following my time overseas, I was delighted to return to Ireland to take up the position of pro bono associate with Arthur Cox, the first pro bono associate to be appointed by the firm and the second dedicated pro bono associate in the country. I am passionate about access to justice and it has been a pleasure to return to Ireland to continue working this area.

Tell me about the pro bono practice in AC

Providing high-quality legal services to those without the means to pay has long been a part of the firm's culture and part of our commitment to give back to the communities where we live and work. Arthur Cox recognises that pro bono work is an important component of a lawyer's professional responsibility and as lawyers we have a professional responsibility to use our legal skills for the public good. We focus on promoting access to justice for our target groups, including women, children, people with disabilities, people at risk of homelessness, trafficking survivors, LGBT+ people, and refugees.

What does the future of pro bono in AC look like?

In 2020 Arthur Cox adopted an ambitious target of 25 pro bono hours per fee earner per year. Over the coming years we will achieve this target through collaboration with NGOs, charities and independent law centres who deliver frontline legal services to the most vulnerable people in the community. Through these partnerships we will continue to provide quality legal services to a wide range of clients, from individual refugees and social enterprises to not-for-profit organisations.

What have you found to be the biggest difference between working for a not-for-profit and a corporate firm?

While the work itself is quite similar the differences between a not-for-profit and corporate environment are significant. Working in conflict zones meant that security briefings, electricity shortages, restrictions on movement and lockdowns were part of daily life. The benefits to undertaking pro bono work in a law firm are that we have the resources and support to achieve impact, making a sustainable difference to people's lives.

What is the benefit for trainees of getting involved in pro bono work?

The benefits to pro bono work are varied, firstly it provides lawyers with opportunities to give back to their community and make a real difference in someone's life. Pro bono work also has a number of career benefits. It provides opportunities for significant interaction with clients and colleagues as well as opportunities to develop skills and gain experience by working on a wide range of subjects and areas of law.

What is the most rewarding project you've worked on since you joined AC?

One project that captures the power of pro bono is a project led by Kids in Need of Defence, and supported by the Immigrant Council of Ireland and the Irish Refugee Council, whereby Arthur Cox lawyers represent unaccompanied minors entering the State as refugees in their applications for family reunification. Our clients continue to increase and today seven clients are assisted by over 20 lawyers across the firm.

LEGAL TECH

The digital transformation of legal services

Niamh Murphy
Director of e-Discovery,
Legal Tech & Innovation Services

The pace of change in the delivery of legal services is accelerating. We are operating in a marketplace where our clients face pressure to balance cost, quality and risk. In response, we established the Legal Tech and Innovation Services Group.

So what exactly is Legal Tech?

Legal Tech refers to the use of technology and software to provide legal services and support the legal industry. Legal tech include the likes of Artificial Intelligence, Cloud computing, Big Data and legal research and automation.

The success of all legal tech depends hugely on the willingness of innovative law firms to embrace it. For the past ten years, Arthur Cox has been at the forefront of the development of non-traditional service delivery models and tech enabled legal services. The firm has made significant investment in our digital transformation strategy.

The Arthur Cox Legal Tech Group (LTIS) was established to provide tech enabled legal service for large scale, labour intensive projects. We combine expert legal and project management skills with embedded technology and process-orientated workflows to drive efficiencies across data heavy projects. The group offers our clients a world-class solution for large scale, data intensive projects such as, due diligence, contract reviews, large scale regulatory investigations, data access requests and loan due diligence.

Our legal tech offering is unique in the Irish market in having in-house expertise in both legal services and Legal Tech. The multi-disciplinary team comprises legal, project management, accounting and Legal Tech specialists.

Why is it important for the modern lawyer to have access to legal tech?

The global financial crisis together with the explosion of data, resulting in legal tech emerging as a response to the challenges that the legal industry faces. These challenges include greater demands on firms, pressure to cut costs, attracting and retaining clients in the competitive market after the recession, as well as competition from new companies that rejected the traditional law model. Legal tech has now become a way of life for all lawyers and should be embraced.

Do future lawyers have to be technologists as well?

No industry is immune to the transformative effects of technology and this includes the legal industry. A successful lawyer will be someone who embraces this culture of change, rather than shying away from it and can adapt and excel in a continually progressing environment. Firm wide, our partners, associates and trainees are leveraging the latest technologies and realising efficiencies by embedding them into their day-to-day work activities. Applying legal tech solutions can result in reduced time and cost in the delivery of legal services. That said, LTIS are the experts in this area and are on hand to assist our lawyers in implementing these technologies for their, and their clients', benefit.

So what is next for Legal Tech?

Arthur Cox firmly believes that to stand still is to be left behind so we maintain a constant focus on evolving and improving how we deliver legal services for our clients in the most cost effective and efficient manner. We achieve this through ongoing investment in people, in process improvement, in tech, and through embedding a culture of continual review and improvement.



At Arthur Cox, we have and continue to invest strategically in the latest legal technology, including in-house platforms for:-

- Artificial Intelligence (AI) assisted contract reviews and due diligence,
- Best in class eDiscovery and investigations,
- Case management, collaboration and process workflow and
- Reporting platforms.

Our Legal Tech team maintains a close watch on the legal tech market and regularly attend leading Legal Tech conferences. Our expert awareness of the Legal Tech landscape will be extremely valuable to our clients as we evaluate and implement their own legal tech solutions.

Are lawyers going to be replaced by technology?

There is no doubt that advances in technology are transforming the way legal work is done and it is arguable that these developments could replace many parts of a lawyers job with technology. However, at Arthur Cox we believe that the biggest technological advancements will make the everyday jobs of lawyers easier, make their practices more efficient, and make their results more rapid. Legal tech is not going to do away with the need for lawyers, it will instead help to make the legal industry flourish and give lawyers the tools they need to be even more effective at the services they provide.

So what does this mean for trainees?

For trainees, legal tech takes away a lot of the more time-consuming, and to be frank, mundane, work which was traditionally the remit of trainees. This frees trainees up to take on more complex and interesting work.

a little bit of advice...

Our trainees offer some helpful advice and tips to students considering applying to Arthur Cox.



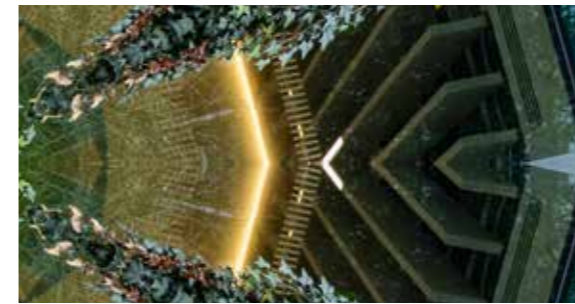
My advice for students would be not to abandon your extra-curricular interests; grades are important but they're not everything - I would recommend getting involved in societies or sports teams or volunteering during college as they will enrich your college experience and provide an opportunity to develop skills that you will need in your career as a solicitor. Additionally, they provide great conversation pieces in interviews. People get intimidated by interviews but the Arthur Cox interview is really a chat and the partners want to know about you, your interests, what type of person you are and so having something like this on your CV is a great way to get the conversation going.

Kate Fagan
Law, Trinity College
From Wicklow



One piece of advice that I would have for a student is to always remember to be kind to yourself. The habits that you bring to your professional life begin to form long before you ever set foot in an office. The process of qualifying as a solicitor can be a long and arduous one with twists and turns along the way. Be sure to take ownership of your mental well-being by asking yourself, 'would I say the same to a friend in a similar situation?'. We are our own worst critics and reserve our compassion for others rather than ourselves. Enjoy the process and trust in it.

Fintan Doherty
Law, UCD
From Meath



The advice I would give a student would be: 1) Practice balance between work/study and life as early as possible in your career, 2) Keep an eye on what is happening in the world as it will enrich your understanding of business and how the law relates to it and 3) Be kind to yourself during the traineeship application/FE1 process. No one finds it easy!

Freda McCusker
Law, Trinity College Dublin
From Donegal

One piece of advice I would give to anyone who is applying for a training contract now is to be unapologetically you. Do not compare yourself to anyone else. It doesn't matter how many firms other people are applying for or how many interviews other people have - all YOU need is the ONE interview to get where you want to go.

Find your unique selling point and translate that individuality into your application form. Despite what you may think, good grades will only get you so far. Find out what it is that sets you apart as a candidate and highlight it.

Lorraine Sheridan
Business & Law, UCD
From Offaly



I would encourage every student to try and get an insight into a corporate law firm by applying for the Summer Intern Programme or by taking part in Arthur Cox's Accelerate programme. These programmes are an opportunity to see into a corporate law firm and connect with people who work in this area. They can also help you to decide whether a career in a corporate law firm is for you, you might surprise yourself!

Claire Murnane
Business & Law, UCD
From Kildare



If I was to give one small piece of advice to a student it would be, first and foremost, to pursue the areas which interest you most. From subject choices to decisions on your career, choosing based on what you enjoy would be the single most important consideration over all others for me. I have peers in my intake who didn't study law at all so don't get hung up on which law subject to choose to impress at interview.

Eamonn Butler
Law & History, UCD
From Tipperary



If you are interested in doing an internship (or a few), I would definitely recommend it. It's great way to get a taste for something and to see whether you might like it, or not. I would also recommend going to as many grad fairs or events as possible and asking lots of questions while you are there. Talk to people ahead of you about their experiences - the more you know about these things the more opportunities you will have open to you. Most importantly though, enjoy the fun of college and try not to take it all too seriously!

Jordan Lynch
Business & Law, UCD
From Wicklow

There can at times be pressure to get your FE1s completed and traineeship started, but be sure to work abroad, take some time out after college, or simply just travel for a period if this is something you would like to do.

James Sweeney
Corporate Law & French, NUIG
From Clare

Applications to Arthur Cox

Who can apply?

We welcome applications from students and graduates of all disciplines from second year onwards.

You do not have to be studying law or a related subject to apply. If you have a strong academic record and can prove you are determined and eager to learn, we would love to hear from you.

We assess applications on more than just academic achievement. We want to get to know the person behind the grades, to find out what sets you apart.

What we look for

- Drive
- Intellectual rigour
- Commercial awareness
- Teamwork
- Ambition

How to apply

Visit our website www.arthurcox.com/trainees-and-interns and click on [Apply Now](#).

Complete the short application form.

Attach a cover letter and CV.

Your cover letter should include your background (academic, hobbies and interests), why you are interested in a career in law and why you want to intern with Arthur Cox.

Applications close at midnight **15 February 2021**.

Next Steps

All applications will be reviewed in person on their merit.

Interviews will take place virtually in March.



Arthur Cox are proud to be the **first Irish firm** to join the Sustainable Recruitment Alliance





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