

ARTHUR COX

Go further and lead the way

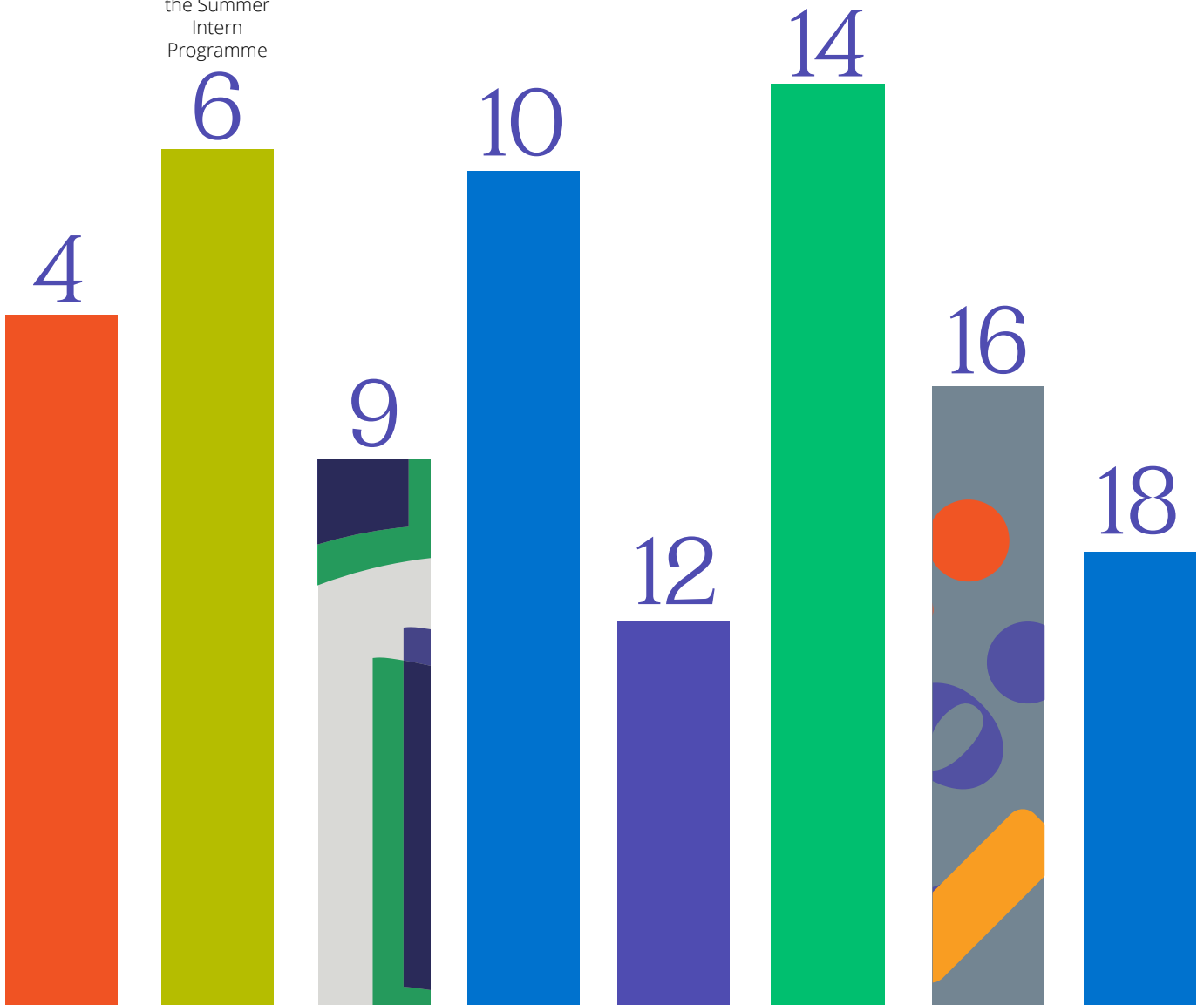
Discover more about our Summer Intern Programme
and what to expect from life at Arthur Cox

SPRING 2022

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The Summer Intern Programme

Introduction to the Summer Intern Programme



**Our Chair
in the
hot seat**

Orla O'Connor
talks about her
role as Chair of
the firm

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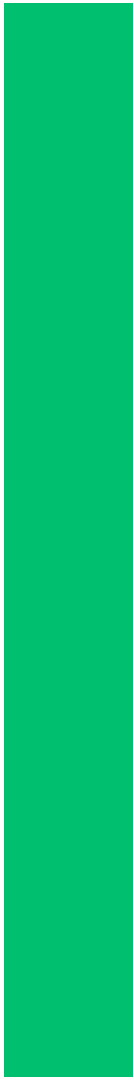
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I have thoroughly enjoyed the past few weeks, and feel I gained a really valuable insight into life at Arthur Cox. This has solidified my interest in a career in corporate law, of course more specifically with Arthur Cox. I always suspected I would like working with the firm, but now that I have had the opportunity to see firsthand just how warm and accommodating everybody at the firm is as well as how interesting the work can be, I can take comfort in knowing that I have found the correct path for me.

Isabel Gallagher

Summer Intern 2021
UCC

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Our people lead the way

5 OFFICES | 530 LEGAL STAFF |
97 PARTNERS | 740 EMPLOYEES |



Join the 2021 Irish Law Firm of the Year

Arthur Cox LLP is one of Ireland's leading law firms, recently awarded Irish Law Firm of the Year by the IFLR Europe Awards 2021. For over 100 years, we have led the way in the legal field in Ireland.

The open minds, ambitious spirits, and nurtured talent of our people make Arthur Cox LLP the law firm we are today. A firm that continues to be recognised at national and international level for both our legal services and our workplace.

Our people have led the way and set our standards to the level we're now known for.

When you join Arthur Cox, you will work with lawyers who are the Irish leaders in commercial law. You will work on the largest, most complex and innovative transactions in Ireland and become part of a team of highly respected experts.

Experts who are committed to giving you exposure to unique situations and opportunities essential for your own professional growth. Development of your professional knowledge and experience is a key feature of the Arthur Cox way.

It suits those who have a continuous thirst to develop legal expertise, who have ambitious career prospects, and who prefer an entrepreneurial atmosphere. You'll find all this in a friendly and inclusive atmosphere that retains many features of collegiality from when we were a smaller firm.

A career in Arthur Cox is challenging, exciting and rewarding. Our people are supported in meeting these challenges and developing the knowledge and skills in core areas which are essential to success as a lawyer.

These include:

- Advanced legal research for commercial practice
- Advanced writing and drafting
- Negotiation
- Project management
- Communication
- People
- Practice management
- Business development

At every stage of your career you will be encouraged to push boundaries and to get involved in work of the highest calibre in an environment designed to support your professional growth and development.

The Summer Intern Programme

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.

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I would encourage every student to try and get an insight into a corporate law firm by applying for the Summer Intern Programme. The Summer Intern Programme is an opportunity to see into a corporate law firm and connect with people who work in this area. It can also help you to decide whether a career in a corporate law firm is for you, you might surprise yourself!

Claire Murnane

Newly Qualified Associate,
former Summer Intern

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What **we're** looking for...

- Commitment
- Commercial acumen
- Teamwork
- Organisational skills
- Relationship management skills
- Time management skills
- Drive
- Ambition
- Intellectual rigour
- Curiosity
- Excellent problem solving skills
- Strong communication

What **you can** expect from us...

- Fully paid internship
- Accommodation provided for interns from outside Dublin
- Exposure to high-calibre clients and work
- Our interns are given the opportunity to work with our lawyers on real client matters
- Comprehensive training programme throughout the internship
- Supportive environment
- City centre location
- State of the art offices
- Free onsite gym
- Onsite restaurant and barista bar
- Employee Assistance Programme
- Social events
- High level of conversion from intern to trainee

What the **market** says...

AWARDS

Ireland Firm of the Year 2021
Benchmark Litigation Europe Awards

Ireland Firm of the Year 2021, 2020 & 2019;
Best National Firm for Minority Women Lawyers 2021, 2020;
Best Firm for Talent Management 2020
Women in Business Law Awards Europe

Ireland Law Firm of the Year 2021 & 2020
International Financial Law Review (IFLR) Europe Awards

Ireland Corporate Firm of the Year 2021
International Financial Law Review (IFLR) Europe Awards

M&A Deal of the Year 2021 (AbbVie / Allergan)
International Financial Law Review (IFLR) Europe Awards

2021 Winner
Accenture's Outside Counsel Diversity Awards

Ireland Law Firm of the Year 2020
Chambers Europe Awards

European Corporate Team of the Year 2020
The Lawyer Europe Awards

Structured Finance & Securitisation Deal of the Year 2020 (Stenn trade receivables securitisation)
International Financial Law Review (IFLR) Europe 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

"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



KL&D

Knowledge Learning & Development (KL&D) at Arthur Cox is about **inspiring, leading and developing our people** so that they, in turn can provide the highest standards of client service which includes the benefit of Arthur Cox's collective knowledge. We aim to foster a culture of knowledge sharing, learning and continuous improvement in the firm.

The KL&D team works closely with the Trainee and Intern department and the TSG to ensure the firm is providing our trainees and interns with exceptional training and development during the course of their internship or traineeship.

The Intern KL&D programme focuses on IT skills, legal research skills and presentation skills. The aim is to ensure the interns have the knowledge and skills they need to get the most out of their internship experience and to add real value to the practice group they are assigned to.

Interns receive technology training covering the various software applications we use, enabling them to operate in the most efficient way.

We also provide training to interns on how to conduct legal research and how to use our onsite and online library services. Interns will also receive training on presentation skills, as well as sessions on personal branding and FE1 preparation, amongst other things.

We have a comprehensive suite of online training available on our KL&D portal, allowing our interns to access information as and when they need it.

Interns will also benefit from technical legal training provided by the practice group they are assigned to. This training is provided in the first few days of the internship and ensures interns have a good understanding of the type of work the practice group does and allows them to contribute to the work of the group.



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 and traineeship.



AARON BOYLE
Partner and Head of 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



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!

What sets us apart?

Five Rotations

We are the only Irish law firm offering our trainees the opportunity to complete five rotations during their traineeship.

The five rotations allows the trainees to experience all of our core practice areas – Corporate M&A, Finance, Litigation, Real Estate and Commercial, and different types of legal work – advisory, litigious and transactional, allowing the trainee to identify their strengths and interests before choosing a group to qualify into.

Pro bono rotation

In 2021 we introduced the option of a rotation in our pro bono practice for trainees. This was in response to the keen interest amongst our trainee cohort in pro bono work. The first trainee to complete a pro bono rotation is Kate Heffernan, you can read about her experience on [page 27](#).

Opportunity to submit preferences

Arthur Cox trainees submit preferences for each rotation after their first. This allows our trainees to control the direction of their traineeship. We try our utmost to ensure trainees get one of their preferences for each rotation.

Our Trainee Programme Manager meets with each trainee before they submit preferences to offer them advice and guidance on their options.

Size of intake

Our trainee intakes usually comprise of 45 trainees. For trainees, their intake is a wonderful network and support structure and is one of the things trainees really value about training in Arthur Cox. Friendships are formed during the traineeship that last a lifetime.

One of the highlights of the social calendar each year is the Trainee Weekend Away where all of the trainees from our Dublin and Belfast offices head away for the weekend to enjoy some downtime (or so they tell us!)

Diverse academic backgrounds

At Arthur Cox we recognise the strength that comes from having diversity of thought in the teams we build.

We have trainees, associates and partners from a variety of academic backgrounds from music, psychology, maths and science, to name a few. Put simply, you don't have to study law to pursue a career in law with Arthur Cox.

We ensure that our application and interview processes do not disadvantage applicants who have not studied law. You will not be asked any legal questions during our interview process.

“Not all lawyers have law degrees. I came to law from a science background with a degree in Chemistry. Law is ultimately about constructing arguments and solving problems by reference to theoretical frameworks. At a fundamental level this is not dissimilar to much scientific work such as developing an experiment to test or explore an aspect of a new theory. One key difference is that generally it takes a lot less time to get a result in law.

While the traditional route to law is via a law degree or the training in critical thinking that comes from studying arts subjects such as English, History or Philosophy, a scientific background and the analytical training that provides can be just as effective. As a pensions lawyer my facility with numbers comes in handy on a daily basis, not least as it means I can understand what actuaries are telling me at least half the time.”

Philip Smith

Head of Pensions & Charities Law

Career progression

Our Managing Partner, Geoff Moore, our Chair, Orla O'Connor, and many of our partners, trained with Arthur Cox. The sky is the limit in terms of career progression for trainees.

Find out more about Geoff's career journey on [pages 12](#).

Zambia project

One of the most enjoyable and unique aspects of the Arthur Cox traineeship is the Arthur Cox Zambia Project. Every year our qualifying intake raises money and travels to Zambia to work on construction and development projects including radio schools and maternity hospitals. Read more about the Arthur Cox Zambia Project on [page 18](#).

Client secondments

Arthur Cox trainees have the opportunity to undertake a client secondment during their traineeship. Client secondments give trainees a unique insight into the client side of the deals and cases they will be working on in the firm.

**JAMES RINGLAND
TRAINEE, 2020 INTAKE
FINANCE SECONDMENT**

Why did you apply for a secondment?

I had found working on finance-related matters in the Banking, Corporate and Litigation departments to be challenging and interesting work. This secondment was a great opportunity for further experience in the area, to work with a longstanding client of the firm and get an insight into how an in-house legal team works.

What have you learnt from your time on secondment?

One of the main differences between working in-house and in the firm, is that on secondment your only client is the bank. This allows you to be more embedded in the institution and better understand how and why certain decisions are made. With each deal or project, I am learning more about how financial institutions operate and how we as lawyers' best provide value with our input.

How has doing a secondment benefited you as a trainee?

I have benefited from working with different lawyers and being encouraged to take ownership of my work. Ultimately, the more responsibility you can take on as a trainee, the better prepared you will find yourself when it comes to qualification. Naturally, there is a little bit of pressure that comes with joining any new team in a different environment. A secondment definitely takes you out of your comfort zone, but with the safety net of having the Arthur Cox team on speed dial if you need to sense check anything.

What does a client secondment involve?

When seconded to an in-house legal team, you are the first port of call for any internal legal queries that arise. On a given day, that might mean engaging with different business units within the company on an issue before researching and preparing advice on a specific point of law. We also manage the various transactions the company is involved in, so there are plenty of internal meetings, calls with external legal advisors and reviewing documents that have come through.

What is one thing you will take away from your secondment?

A more nuanced understanding of what financial services clients and in-house legal teams are looking for when they engage law firms like us.

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When seconded to an in-house legal team, you are the first port of call for any internal legal queries that arise.

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**LUCY MULVANEY
TECH SECONDMENT**

Why did you apply for a secondment?

I applied for a secondment as I wanted the opportunity to broaden my professional horizons and gain practical legal skills in a unique environment.

What have you learnt from your time on secondment?

Spending time in-house has helped me to appreciate clients' perspectives, gain a better understanding of the advice they need, and develop effective communication skills. By working alongside the in-house lawyers, I also gained a broad knowledge of data protection law and its practical implications for global tech companies.

How has doing a secondment benefited you as a trainee?

The insights and experience I gained while on secondment to a global tech company has allowed me to tailor advice in a way that is engaging to clients. As well as encouraging my development as an independent legal advisor, I was also fortunate enough to build relationships and further expand my professional network.

What does a client secondment involve?

A client secondment is a valuable opportunity to spend time working with a client as part of its in-house legal team.

What is one thing you will take away from our secondment?

One thing I will take away from my secondment is an improved sense of commercial awareness. Working at a global tech company has taught me to think about law in a business context, taking into account clients' wider business considerations when providing legal advice.

From trainee to managing partner

Geoff Moore
Manager Partner



“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 MP ends.”

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 Masters 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 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 MP 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 recently published a target to increase the percentage of female partners in the firm to 40% by 2028. I will be very pleased if by the end of my term we are 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 in 2019. To be chosen by your peers to lead is a great responsibility, but also an enormous privilege.

E: Describe Arthur Cox in 5 words

G: Supportive, Challenging, Progressive and Never Dull!

E: Why should prospective lawyers join Arthur Cox as interns?

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 advisor they can be, and who want to pursue this fulfilling career path in a supportive and friendly environment.

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 at the time seemed overly complex or above my level. It was a little nerve wrecking at first, but it was the best way to learn.

E: How has the firm performed over the last 2 years during the pandemic?

G: I am pleased to say that the firm performed strongly through the pandemic. As we adjusted to the practicalities of remote working, everyone in the firm really rallied together to support each other and to ensure that we continued to deliver for our clients.

E: What learnings will you take from the last 18 months into the future?

G: Definitely a heightened appreciation for the little things in life – a trip home to Cork, a cycle with friends, a coffee with my work colleagues.

From a business perspective, the positive experience of flexible and remote working through the pandemic have led us to introduce a new Hybrid Work Policy which we will roll out in October. Many people will work remotely up to 50% of the working week, but arrangements will vary by role, seniority and client need. We expect that our trainees will work from home up to 20% of the time, with the rest of their time spent working from the office for enhanced learning opportunities and to support their integration into the firm.

Diversity & inclusion



Grainne Hennessy
Diversity Partner



Simon Hannigan
Diversity Partner

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.

Arthur Cox has a very active Diversity and Inclusion Programme, which is led by our two Diversity partners, Grainne Hennessy and Simon Hannigan, who are supported by our Managing Partner, Chairperson, Management Committee, Executive Team and Human Resources Team. The aim of the programme is to make D&I an integral part of our business.

We are dedicated to establishing, developing and fostering a diverse workplace and an inclusive culture, through the implementation of our various best practice policies and initiatives. The implementation of diverse policies and initiatives actively encourages individuals to be themselves and offers support while they are reaching their full potential. We are of the opinion that by establishing an inclusive work environment it will ultimately make us a stronger and better firm.

The ethos of inclusion and diversity are embedded in our values and we consciously strive to achieve not only our five core values but to consistently represent the principles of inclusion and diversity.

Gender Diversity

Arthur Cox was one of the first Irish law firms to introduce a formal initiative for gender diversity almost ten years ago. The Women in the Firm initiative has been extremely well received, with its success attributable to a planned and strategically developed programme of events which includes programmes for our women lawyers, events for women clients and regular internal seminars. We actively collaborate with external partners such as the 30% Club Ireland. Programmes that are run internally to support the Women in the Firm initiative include Maternity Coaching provided by an external provider, networking lunches, mentoring and leadership development training for senior women lawyers.

In 2020, we published our gender diversity strategy which includes targets for women partners. We are the only Irish law firm to publish such targets. We also rolled out a sponsorship programme for all female associates who are four years+ qualified.

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.

Today 64% of our associates are women, 37% of our partners are women and our chairperson is a woman.

In the recently published Lawyer European 100, we are ranked 12th in independent law firms in Europe for our percentage of women partners.

Race & Ethnicity

In January 2020 we started a series of workshops in which all staff were invited to participate on the topic of ethnic minorities in the firm, and in the industry in general. In 2021 we formally launched EMBRACE, our ethnic minority network, to focus on making the firm a better work environment for all employees from an ethnic minority background.

Find out more about [EMBRACE](#) on page 21.

Ability & Health

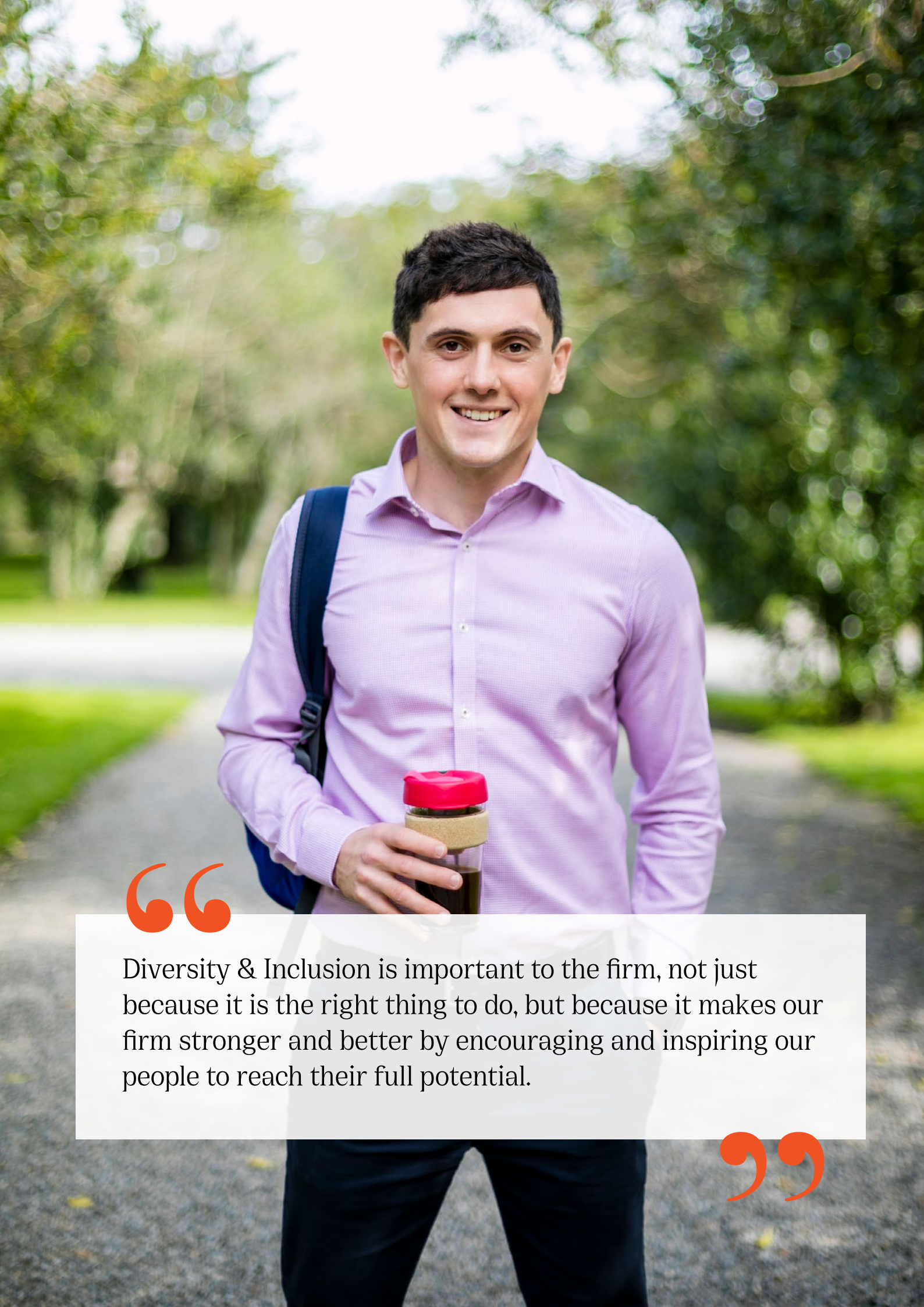
The health and wellbeing of our employees is of fundamental importance to the firm. Our aim is to ensure everyone is physically and mentally fit and to implement strategies to protect and support our staff members.

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 Chair of the network, Daniel Price](#).



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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.

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one
team



In this interview, Eimear Power speaks to the chair of alliance, Arthur Cox's LGBT+ network, Daniel Price

Dan, thank you for agreeing to be interviewed for the magazine. Would you mind introducing yourself?

Sure, I'm Dan Price, I am an Associate in the Corporate and M&A group in Arthur Cox. I studied Law in Trinity College Dublin. 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 in January 2019 and I have been involved in the alliance committee since I was a trainee.

Can you tell me about the history of alliance?

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 this space. alliance was launched in 2017 making Arthur Cox the first Irish law firm to have an LGBT+ network. An Taoiseach Leo Varadkar (as he then was) attended the launch event in the office and there was a large gathering and media presence to mark it.

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

What is the aim of alliance?

The key aim of alliance is to create an inclusive and welcoming workplace where everyone can be themselves, regardless of their sexual orientation or gender identity.

We try to do this through increased visibility, running training and initiatives to improve awareness and understanding about different parts of the LGBT+ community and hosting guest speakers to share their stories and perspectives.

We celebrate Pride Week every year with a number of events. In normal (i.e. pre-Covid) times the celebrations would culminate in a Pride brunch, in the courtyard in the firm, where employees and their families and friends gather and then join in on the parade. As we have had to move events to virtual platforms we have found new ways to celebrate and mark the occasion, including drag bingo and zoom interviews.

How did you become involved in alliance?

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 in 2019 when the opportunity arose, I became co-chair and more recently chair.

You joined the firm as a trainee; how important was the existence of alliance to your decision to choose Arthur Cox?

To be honest, at the time it wasn't a significant factor for me. However, looking back I think it should have been and fortunately, I found myself in a firm that is committed to inclusivity and where I feel comfortable to be myself.

Dan, what has been the highlight of your time as chair so far?

DP: There are a few options but I think I would go with a panel event we ran a couple years ago 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 engagement 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.

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

So far, it would have to be celebrating Pride week remotely. 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, especially in 2020. 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.

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

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.

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

There are three cohorts who come together to make it successful. First, the group of people who are really passionate and energetic about alliance and are willing to put in the time and work to make it work. Secondly, the very supportive people at the top of the firm, including the Managing Partner and partner sponsors who are always really keen to back the initiatives we run 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. When you have those three elements, an initiative is bound to succeed.

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



Our Chair in the hot seat

Orla O'Connor
Chair of the Firm

Can you tell us about your career journey so far?

After my Leaving Cert, I did a BCL degree in Trinity College. I can't say there was any great magic to my choice of law – it was mostly a result of watching too many courtroom dramas on TV! I enjoyed Trinity so much that I wanted to continue with college life so I went on to the University of Oxford when I finished and did a masters there. It was one of the best years of my life – incredibly challenging but hugely interesting and an amazing mix of people. I was lucky to make friends for life in both Trinity and Oxford and both universities gave me some great opportunities for which I am grateful to this day.

I joined Arthur Cox in 1992 as a trainee, one of only 3 in my intake. I had no family connections whatsoever in the law so aside from two summer internships in firms in London, I had no idea what to expect. My first rotation was on the inward investment team dealing with companies, like De Beers and Intel, either looking to establish or expand in Ireland. A lot of the work had a tax aspect which I knew nothing about but it sparked an interest in tax and I ended up doing the tax exams while I was a trainee.

My initial impressions of the firm was that it was not at all hierarchical, people were very friendly and approachable and it wasn't hard to get involved in work or areas that interested you. I enjoyed the work and the variety from the outset – everything from tax to insolvency to employment to banking work.

I qualified into the Banking team in 1995. At the time I actually wanted to qualify into either Tax or Insolvency but there were no jobs, and considering I am still in Banking today, I believe it was a case of everything happens for a reason. At the time the team covered banking, financial regulatory work and capital markets so the experience was very broad and it was a great area in which to learn. The team worked on the first residential mortgage securitisation in Ireland and on much of the banking crisis related work.

I was made a partner in the firm in 2000 and in 2019 I was appointed Chair of the firm.

How would you describe the role of Chair of the firm?

The role of the Chair is to represent the interests of the partners, who are ultimately the owners of the firm. While I work closely with our Managing Partner Geoff Moore, my role is to be custodian of the voice of the partnership. This involves ensuring the partners feel fully engaged and connected with the firm, are on board with decisions made in the firm and have a strong sense of shared direction.

The role of the Chair is not a full time role so I also continue my client work with the Finance team. The split is close to 50/50 but it's never quite evenly balanced, sometimes it can be busier on the client side and at other times, it is busier in the Chair role.

What does it mean to you to be the first female Chair of Arthur Cox?

The firm is a very special place to me with a unique culture so to be chosen by my peers to take on the role of Chair meant a huge amount – I hope I don't take myself too seriously but I do take the responsibility very seriously. Being the first female Chair is a special honour. When I joined the firm in 1992, there were no female partners and today 39% of our partners are female so it is really heartening to see the progress the firm has made in the intervening period.

From an early stage of my career with Arthur Cox, I have been very fortunate to have had excellent female and male mentors and sponsors (long before I even knew what that meant!). When I qualified I was lucky to work for one of the first female partners in the firm, Grainne Hennessy. Grainne had recently made partner at the age of 29 years, straight after having her first baby. Her success was very inspiring and as well as being a fantastic support and mentor, she was (and is) a great role model and has been a force behind the success of the firm's diversity and inclusion initiatives.

Why do you think Arthur Cox is the best place for young lawyers to train?

I believe that Arthur Cox is the best place for young lawyers to train for a number of reasons.

1. We offer five rotations to our trainees. This gives our trainees the opportunity to try a diverse range of practice groups over the course of their traineeship and work with clients in each of the areas. It is difficult to really know what you will enjoy until you are in a team but this gives trainees a real chance to experience areas they might favour above others. Trainees who have identified a type of work they enjoy have the option of completing complimentary seats. For example, if a trainee enjoyed litigation, they might decide to do another rotation in a contentious area like insolvency or employment.
2. There is a strong desire to involve our trainees and interns in the work of the firm. Arthur Cox is an entrepreneurial firm and a meritocracy. Young lawyers are given a lot of latitude early in their career which can be challenging but is also very empowering. Our firm suits people who like a challenge and who strive to reach their full potential.

3. Our culture is one of teamwork and collaboration and our people are friendly and approachable. We believe everyone is critical to the team and no one has the monopoly on knowledge. The size and complexity of the transactions and cases we work on require multiple specialities working together to provide our clients with a solution.
4. From an early stage in my own career, I saw how focused the firm was on retaining and developing its people. The firm has always been very supportive and inclusive and offers our people lots of career opportunities and choices.
5. Finally, the experience you get as a trainee or intern in Arthur Cox is best in class. We are market leaders across all practice areas, our clients are incredibly varied and include market leading firms in all sectors and our people are quite simply second to none. There is no doubt in my mind that the firm and our people are now as good as they have ever been.

Why do you think the Summer Intern Programme is beneficial?

I think the benefit of internships is more in how you experience the firm and its culture than the work itself. It is a great way to gauge whether you think you would like to work in a firm before you commit to a training contract and much of that comes down how you feel you fit with the firm's culture.

When I was in college the Irish law firms didn't offer summer internships but I did two summer internships in London with Clifford Chance and Slaughter & May. Doing the internships was an eye opener into the culture of those firms.

Here at Arthur Cox we make a huge effort to involve our interns in real client work. Interns are invited to sit in on team meetings and client calls and to get involved in ongoing transactions. The type of work that interns get to do includes legal research and drafting. A big benefit for the interns is that they get to know the team they are assigned to, as well as people from other practice groups across the firm. They work closely with our trainees and through them, get a real insight into what life as a trainee in the firm is like.

What would you like your legacy as Chair to be?

Being Chair of Arthur Cox is a huge honour. Success for me will be leaving the firm in a stronger position than I found it. This means being better connected and more in sync with our people and our clients and making sure the firm continues to be as progressive and questioning of itself as possible.

What has made us successful does not guarantee our future success so we need to always question how we do things, how we connect and how we can attract and develop the very best people.



The Zambia Project

Our volunteering work in the community is not confined just to Ireland. We are immensely proud of our work on our own Arthur Cox Zambia Project which was set up in memory of our founder, Arthur Cox himself, who left a legacy of community and public service that remains central to the values of the firm today.

Since 2008, over 200 volunteer trainee solicitors from Arthur Cox have travelled to Zambia on 12 successful trips and raised approximately €650,000 to fund the project's initiatives.

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. 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 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 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 involved the building of six rural radio schools. These schools provide a government approval curriculum to children who cannot attend formal schools due to geographic and financial barriers.

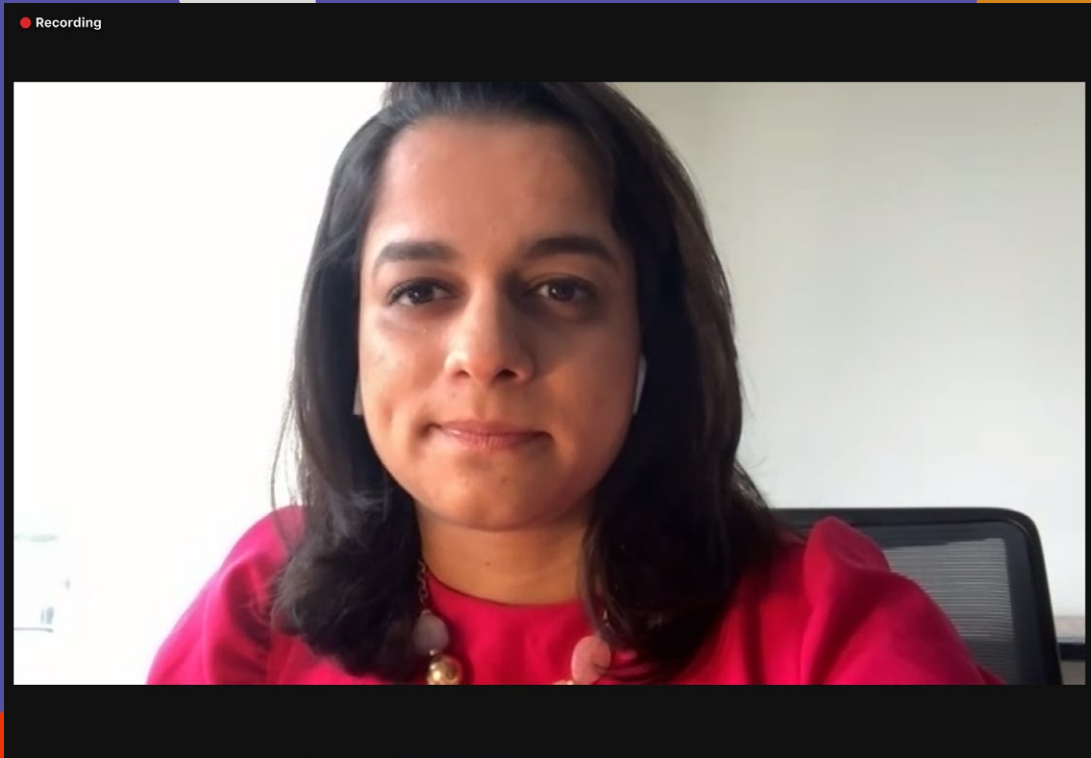
There are currently 18 centres with 18 mentors and over 2,700 pupils attending.

In 2015/16 the project launched a programme in partner with 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. The 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 (LRG) was incorporated and it aims to engage 405 farmer households to produce 180 metric tonnes of rice for sale to market. The expected rice harvest from LRG field surveys in 2021 is 54 tonnes, up from 13 tonnes on 2020.

Continuity of the Arthur Cox Zambia project 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 COVID-19 pandemic the difficult decision was taken not to travel to Zambia in July 2020 and 2021. However despite this, fundraising still continues throughout the year so the ongoing projects in Zambia can progress. The project has also supported its partners in funding vital Personal Protective Equipment (PPE) for the hospitals, schools and farmers to help them manage the challenges faced.





Chair of the Embrace committee, Sonam Gaitonde



Author and academic, Emma Dabiri, and Lord Mayor of Dublin, Hazel Chu to partake in a discussion with Simon Hannigan, Diversity & Inclusion Partner, and Orla O'Connor, Partner and Chair of the firm



What is EMBRACE?

Embrace is the firm's race and ethnicity network which launched in May 2021. The firm recognises the progress that is yet to be made in respect of racial, ethnic and socio-economic diversity among our employees. With this in mind, the aim of Embrace is to support the recruitment, inclusion, retention, and progression of people from ethnic minority and diverse backgrounds, both within our firm and in the wider community. The network also aims to celebrate diversity and ensure a more inclusive working environment for all employees.

Strategy

Embrace is overseen by a committee of employees from across the firm, including trainees. The network is led by people from various departments and at all levels within the firm. Trainees have an important role to play by introducing innovative ways to achieve the aims of the network.

Embrace provides input and feedback into the firm's recruitment process and policies, is a point of contact for employees from ethnic minorities and promotes the active involvement of the firm in internal and external events. Membership of Embrace is open to all individuals within the firm and not just those of diverse ethnic backgrounds.

Recent Events

To mark the launch of Embrace, the network invited author and academic, Emma Dabiri, and Lord Mayor of Dublin, Hazel Chu to partake in a discussion with Simon Hannigan, Diversity & Inclusion Partner, and Orla O'Connor, Partner and Chair of the firm. The network's inaugural event had an exceptional attendance and both speakers provided intriguing insights into their experiences growing up in Ireland, race and ethnic diversity today and their ideas as to how issues concerning race and ethnicity might be tackled. In introducing the event, the current chair of the Embrace committee, Sonam Gaitonde, also gave an engaging account of her personal experience of ethnic and diversity issues and highlighted the importance of the network for the firm.

Book Club

The Embrace Book Club seeks to bring individuals from across the firm together to discuss books that explore challenges faced by people of diverse racial and ethnic backgrounds. The first meeting saw the club discuss Emma Dabiri's 'What White People Can Do Next: From Allyship to Coalition'. The aim of the book club is to encourage open discussion of race and ethnicity topics and amplify the voices of authors from diverse racial and ethnic backgrounds.

Embrace seeks to create awareness on the importance of racial and ethnic diversity and welcoming trainees from diverse racial and ethnic backgrounds.

An aerial photograph of a rugged coastline with green hills and blue water. A white rectangular text box is overlaid on the left side of the image.

Sustainable Business

Working responsibly to ensure success

Being a sustainable business is one of the key pillars of Arthur Cox's strategy. We have a proud history of engaging in meaningful activities that benefit our employees, communities and other stakeholders. For many years, our Corporate Social Responsibility (CSR) programme has been a reflection of these activities.

As conceptual frameworks for corporate responsibility and sustainability have evolved, so too has our approach. We want to build on the solid foundation of our rich heritage of giving back to the community. As a forward-thinking firm, we are keen to stay ahead. In 2020 we took the decision to evolve our CSR programme into something more. We want to integrate social and environmental concerns into our decision-making and our mainstream operations. We strive to continue to take responsibility for our impact on society and to integrate sustainable and responsible business practices across our business.

CHARITY PARTNERSHIPS

When it comes to working with charities, we firmly believe in partnerships because that means there are benefits for everyone involved. As part of our commitment to charitable work, the firm selects three principal charity partners to work with. These partnerships involve more than just financial support – assistance is also offered in relation to marketing activities, event hosting, pro bono work and volunteering. Everyone at Arthur Cox is invited to be involved in the selection of our charity partners. A staff survey is conducted and the top ranking charities receive support for a two-year period.

Our last survey was conducted in July 2019 and the charities that received the most votes were:

- [The Alzheimer Society of Ireland](#)
- [Dublin Simon Community](#)
- [Solas Project](#)

In December 2020 the firm took the decision to extend our current charity partnerships by an additional year, given the devastating impact of the pandemic on the charity sector as a whole and the uncertainty created as a result. Our current partnerships therefore remain in place until the end of 2022.

VOLUNTEERING

Volunteering is part of the fabric of our culture at Arthur Cox. We have a number of long term volunteering partnerships with organisations such as The Early Learning Initiative, Special Olympics and St Vincent de Paul as well as assisting our firm-selected charity partners with their volunteering activities whenever possible. We also have our own Arthur Cox sustainable volunteering initiatives. Since 2008, the Arthur Cox Zambia Project has sought to raise the 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. In addition we also run the PRIME Transition Year work experience for young people from socially disadvantaged backgrounds that has gone from strength to strength thanks to the commitment of the firm's volunteers. With the arrival of the pandemic in 2020 however one of the things that concerned us was how we could continue to provide volunteering opportunities for our people. Despite this, over the past 12 months we have organised numerous different virtual volunteering opportunities as part of the firm's volunteering programme with organisations that included: ALONE, Age Action, Family Carers Ireland, The Early Learning Initiative, The Alzheimer Society of Ireland, Special Olympics and Rethink Ireland. Activities have included welcome calls,

mentoring, coaching and the assistance of young people from disadvantaged areas for whom English is their second language. Many of our people are involved in numerous volunteering projects across the firm because they enjoy making a real difference and it has always been an integral part of our culture.

We firmly believe in access to education for all. An important part of our work within the community is our relationships with organisations that specifically support educational development and benefit children and young adults – particularly those from a disadvantaged background. The firm has a pool of highly-educated people who have careers based on the benefit of their education. However for too many children and young adults today in our community, there is not a history of education in their families and they often lack the supports and direction to enable them to stay in school and remain focused. In addition to providing financial support, we have also developed opportunities for our people to get involved and to make a real impact on the lives of many young people through our partnerships and activities with Trinity Access Programme, DCU Access Programme and UCC. We strive to link these activities so that our programme forms a 'path' for young people that enables us to play a small part in their education journey. As a firm we connect with and support young people from primary schools, through to secondary schools and eventually third level education.

ENVIRONMENT

Environmental sustainability at Arthur Cox involves the integration of environmentally sustainable activities as a key part of our decision making for our business. We want to ensure that the principles of the circular, net-zero economy are embedded within every aspect of our business and that we play our part in contributing to positive change. We are committed to minimising our impact on the environment through the pursuit of a programme of monitoring and continuous improvement. Our focus is on increasing resource efficiency, minimising negative impact on the environment and aligning with objectives of our key stakeholders. We feel it is important to constantly review and report on our performance in relation to our impact on the environment, and we also want to promote a culture of environmental awareness throughout our organisation.

Our Carbon Offsetting Journey

In April 2021 we publicly announced our commitment to being carbon neutral in 2021 and carbon negative by 2025. As part of this carbon reduction strategy, we have committed to implementation of an ambitious strategy to reduce Scope 1, 2 and 3 emissions by 50% of 2018 levels by 2025. We are working with external consultancies to assist us in the delivery of the key measures required to achieve our carbon reduction goals. The firm is committed to being carbon neutral by investing in certified sustainable sequestration projects that meet the highest ethical and environmental standards.

In June 2021 we offset 100% of our 2018, 2019 and 2020 carbon footprint by investing in the [Zambia Safe Water Project](#) via the carbon offsetting company, CO2balance UK. The Zambia Safe Water Project is located in the Lundazi District of Zambia where, to consume safe water, communities must purify water collected from unclean sources by boiling it over fires fuelled by firewood, resulting

in the release of carbon emissions. [CO2balance](#), works with its local partner to rehabilitate broken boreholes to deliver safe water to rural communities, thereby reducing carbon emissions. To date 3,000 boreholes have been repaired. CO2balance develops projects under [Gold Standard certification](#).

The firm obtained ISO50001:2018 Energy Management System accreditation in June 2019 - the first commercial office premises in Ireland to achieve this quality standard for energy efficiency. The accreditation demonstrates not only the successful implementation of an Energy Tracking and Monitoring system, but also the commitment to demonstrate continuous improvement and reduction in energy usage year on year. Our office buildings have a number of sustainable energy features that help us conserve natural resources. We have installed a Combined Heat and Power (CHP) unit to maximise energy efficiency in our building's heating system. As a by-product of the heating, up to 12% of our electricity needs are met by the CHP, which is then used throughout the building and minimises the need to use mains electricity. The use of an Ice Bank system for our cooling system means that 33% of our electricity load can be offset to the night time tariff which takes the strain off the national grid. We have also invested in solar thermal panels to supply hot water for our showers and wash hand basins and this helps to reduce our reliance on our gas-fired water boilers. We purchase 100% renewable electricity from a licensed electricity supplier for the balance of our electricity needs.

We are proud to work with, and collaborated with, a number of organisations that help us in our commitment to minimising our impact on the environment. For example, earlier this year we worked with [Camara Education Ireland](#) on its Tech2Students campaign to supply old laptops and computers from the firm as part of our Sustainable Business programme. Following an upgrade of the firm's laptops by the IT department, we had a significant number of laptops and computers that, once wiped and reconditioned, could be used by students who urgently need them here in Ireland. To date 300 computers have been reconditioned and donated to DEIS schools based in areas of socio-economic disadvantage and in some cases rural isolation or marginalisation. We are also pleased to be part of the [The Sustainable Recruitment Alliance](#) and to be involved in the set up and implementation of the [Green Team Network \(GTN\)](#).

Sustainability at the heart of our business

At Arthur Cox, we have put sustainability at the heart of our business strategy. Our focus continues to be on building a long-term sustainable business for our employees, customers and communities for the future. We are proud of the progress we have made to date and the actions we are taking to further progress sustainability, both inside and outside of our firm. In August 2021 the firm was pleased to launch the first Arthur Cox Sustainable Business Impact Report 2020/21 which examines our achievements and progress to date. We commit to playing our part in building a more sustainable future for all, to continuously look at ways that we can improve and develop our current programme, while ensuring we lessen our impact on the environment. To read more about sustainability journey and our impact to date go to www.arthurcox.com/ImpactReport2021.

Pro bono with Carolann Minnock

In 2020, lawyers from across the firm provided approximately 10,000 hours of free legal advice, in areas such as human rights, immigration, charity and employment law.

Arthur Cox's award-winning pro bono practice provides free legal advice to organisations and individuals who otherwise may not have access to the justice system. 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.

In 2020, lawyers from across the firm provided approximately 10,000 hours of free legal advice, in areas such as human rights, immigration, charity and employment law. As a founding signatory of Pro Bono Pledge Ireland, Arthur Cox committed to a target of 20 pro bono hours per lawyer each year, a target that we surpassed this year when we achieved 26 pro bono hours per lawyer.

We will continue to achieve and hopefully exceed our annual 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.



Carolann Minnock
Pro Bono Associate

In 2021, Arthur Cox introduced a new trainee rotation in our pro bono practice. Trainees completing a rotation will work closely with charities, not-for-profit organisations and pro bono partners in providing this service.

In addition, our pro bono trainee is seconded to a pro bono partner's legal team one day per week to undertake casework and research. Through this rotation trainees work in a range of areas including litigation, immigration and housing law. This rotation will help trainees develop skills in legal research, drafting and advocacy.

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.



“There is a fantastic culture of support for pro bono work at Arthur Cox, staff at all levels are encouraged to provide pro bono services. As a trainee, I found it was a great opportunity to develop my legal skills in an area that I otherwise would not have worked in, and it's a brilliant chance to take on some responsibility as a junior member of the firm. My colleagues are genuinely happy to hear the good news stories. Above all else, we are in a position to help fulfil unmet needs in our local communities which is very rewarding. As a trainee in a corporate firm, this is an added bonus that I did not expect when I chose the corporate route.”

Bláithín Sheil, Trainee 2019 Intake



a day in the life...



My name is Kate Heffernan, and I am a current trainee in Pro Bono. I was delighted to complete a trainee rotation in the firm's pro bono practice. I am involved in a wide array of pro bono matters that touch on many exciting areas of law, such as housing law and refugee law. My week consists of splitting my time between these projects and completing a one-day placement with Mercy Law Resource Centre each week.

Recently, I have been focusing on pro bono cases involving individual refugee clients seeking to exercise their right to family reunification. My work on these cases has been very hands-on. It requires meeting frequently with individual clients, researching points of immigration law and drafting legal submissions and letters for clients. In addition, this work brings me into contact with our NGO partners at the Immigrant Council of Ireland and the Irish Refugee Council.

Another pro bono project which I work on is the FLAC Information Line project. Arthur Cox volunteers assist FLAC in responding to calls on its Information Line and dealing with legal queries from public members. This work requires providing first-stop legal information to callers facing legal issues touching on fundamental aspects of their lives (housing, welfare, employment, family, immigration, court processes etc.). As a pro bono trainee, I regularly work on the Information Line and assist in training and co-ordinating the larger team of Arthur Cox volunteers. In addition, volunteers work closely with a FLAC solicitor who provides additional direction on more complex queries. Collaborating with FLAC in this way has been a great experience and a brilliant learning opportunity.

I additionally spend one day a week working with the legal team at Mercy Law Resource Centre. My day begins with attending a case-work meeting in the morning to get updates on various housing-related cases' progress and ask questions. Through this, I have had the chance to learn a lot about nuanced legal points in housing law. Following that, I assist with legal research and drafting for various cases, some of which are the subject of litigation. In addition, I am involved in co-ordinating a legal research project for MLRC, which involves a broader team of volunteer researchers at Arthur Cox.

The pro bono practice at Arthur Cox is very busy. So I am delighted to have had the opportunity to be the first trainee to do a rotation in Pro Bono. Over my rotation, I worked with Carolann Minnock, Pro Bono Associate, the pro bono partner organisations and many devoted people across the firm who give their best to pro bono cases.

Kate Heffernan,
Trainee



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?

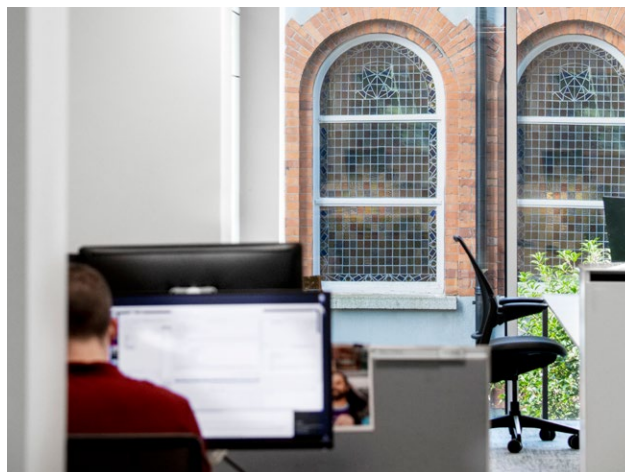
The global financial crisis together with the explosion of data, resulting in legal tech emerging as a response to the challenges that the legal industry faces. These challenges include greater demands on firms, pressure to cut costs, attracting and retaining clients in the competitive market after the 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 applicants who are interested careers in Arthur Cox.

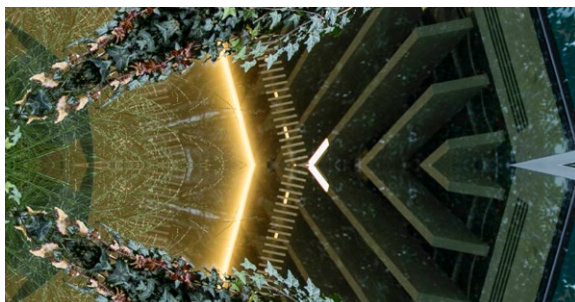
My advice for students would be not to abandon your extra-curricular interests; grades are important but they're not everything – I would recommend getting involved in societies or sports teams or volunteering during college as they will enrich your college experience and provide an opportunity to develop 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





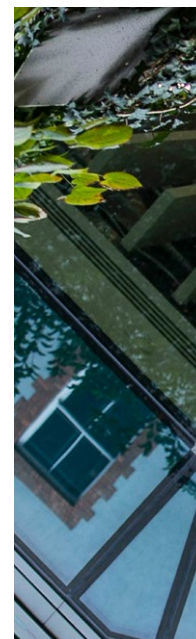
The advice I would give a student would be: 1) Practice balance between work/study and life as early as possible in your career, 2) Keep an eye on what is happening in the world as it will enrich your understanding of business and how the law relates to it and 3) Be kind to yourself during the traineeship 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:

- All graduates
- Students of any discipline from 2nd year onwards

Arthur Cox is actively seeking applications from students of all disciplines, both law and non-law. If you 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/careers and click on Apply Now.

- Complete the short application form.
- Attach a cover letter and CV.
- Complete Watson Glaser test.

Your cover letter should include your background (academic, hobbies and interests), why you have chosen a career in law and why you would like to join the Arthur Cox Summer Intern Programme.

Watson Glaser

In 2019 we successfully introduced the Watson Glaser test to our recruitment process.

What is the Watson Glaser test?

The Watson Glaser test is a type of psychometric test designed to measure the candidate's critical thinking.

What is critical thinking?

Critical thinking is the ability to separate fact from opinion during decision making.

Why is it relevant?

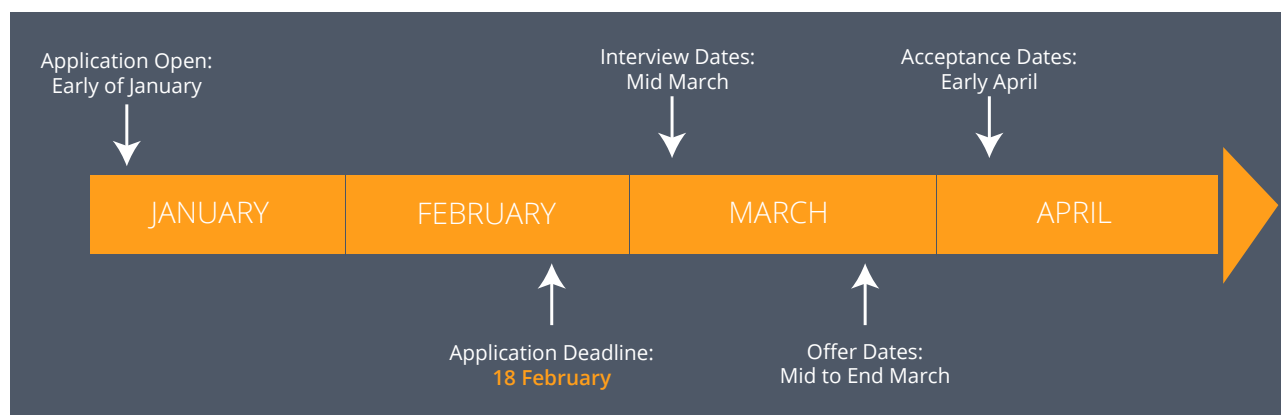
The test is used by many of the leading global law firms as it has a high predictive validity in identifying suitability for a career in law.

Why are we using it?

We are introducing the Watson Glaser test to ensure our recruitment process is objective and to improve diversity by ensuring that we are identifying the most suitable candidates.

How are we using it?

The Watson Glaser test will not be used as a filtering tool. There will be no minimum score requirement. The output of the test will be used in conjunction with the CV and Cover Letter to assist in the shortlisting process



NEXT STEPS

All CVs will be reviewed in person on their merit. Interviews will take place in March.

APPLICATIONS ARE NOW OPEN AND WILL CLOSE AT 23:59 ON 18 February 2022.



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



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