

# Your future in law starts now

Shape your future in a  
firm that values you



**Dillon Eustace**



OUR GRADUATE PROGRAMMES

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# Becoming a leader in our firm

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**Donnacha O'Connor | Managing Partner**

Dillon Eustace recruits a small number of Trainees each year with a view to them becoming leaders in our firm and shaping its future. We give each Trainee what we believe is excellent hands-on training and an opportunity to develop a very rewarding legal career.

We provide our domestic and international clients with focussed, sophisticated legal services often involving complex and challenging work.

During your traineeship you could be working on the re-structuring of a family-owned business, a Commercial Court dispute, a new large-scale residential development or the sale of an office building, a structured finance transaction or the establishment of a high frequency trading firm or an exchange-traded fund. We will provide you with the foundation and support to become an expert in your chosen area, to be creative, commercial and solutions-oriented and to represent your clients with loyalty and vigour.

Choosing a law firm with which to train is about more than just legal work; it is also about choosing a firm in which you will enjoy working. We are large enough to compete for the best and most interesting work and small enough to be a close-knit, collegiate and inclusive team.

I hope this brochure gives you a flavour of our firm and our training programme. If you have any questions or need any further information, please don't hesitate to contact us.

Thank you for your interest in Dillon Eustace and we look forward to receiving your application.



**We give each Trainee  
what we believe is  
excellent hands-on  
training**

# About Us

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**Dillon Eustace is a leading Irish commercial law firm.**

Dillon Eustace advises our clients on Irish and Cayman Islands law across a global network of three international offices.

Our practice includes all aspects of commercial law, with particular expertise in financial services.

Our lawyers provide sophisticated, tailored advice in asset management & investment funds, banking and capital markets, corporate and M&A, employment, financial services, insurance, litigation and dispute resolution, real estate and taxation.

We work across disciplines, sectors and jurisdictions to deliver a seamless service to our clients and have the necessary skills, expertise and scale to handle the most demanding, complex and innovative instructions.



we have **3 offices** in  
Dublin, Cayman Islands  
and New York



we have **39 Partners**  
covering all aspects of  
commercial law



we have almost **200 staff**  
working in our global  
offices

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**We work across disciplines, sectors and jurisdictions to deliver a seamless service to our clients**

# Our Graduate Programmes

## A creative and clear path to a legal career

Recruiting the right Trainees and Interns for the Firm is important to us. Our Trainee Partner, Colman O’Loughlen and the HR team oversee all Trainee and Intern related matters from recruitment and selection to ongoing training and development.

Our Graduate Programmes are an integral part of the firm’s ongoing recruitment and offer a dynamic start – your launchpad – for a successful legal career. We also have a range of programmes that are completely dedicated to your professional training and development – to make you an expert lawyer and business adviser.

### GRADUATE PROGRAMMES

### PLACES

### DURATION

Trainee Solicitor Programme

10

2.5 years

Summer Intern Programme

30

2 programmes of 4 weeks  
*June & July*

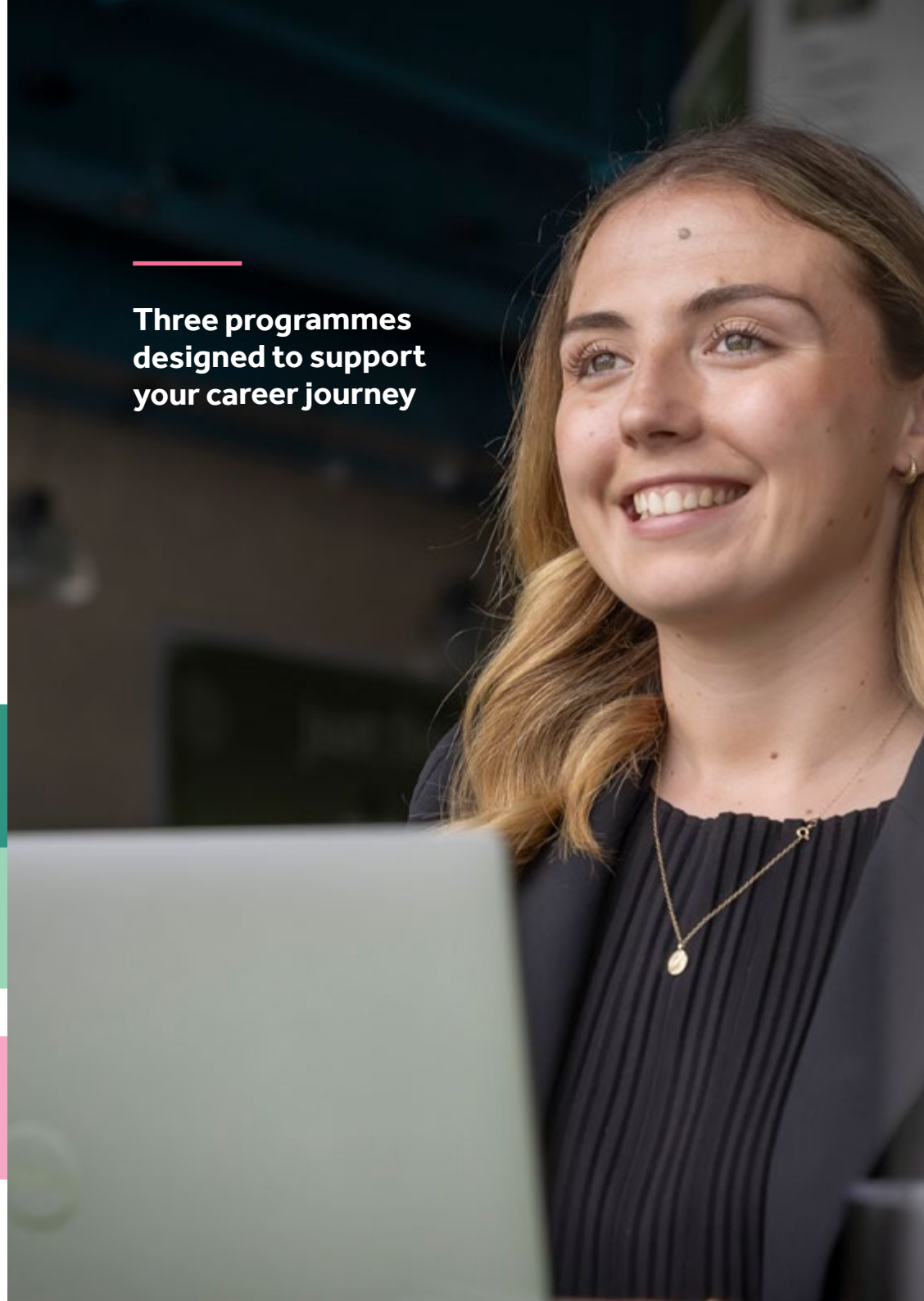
### OTHER PROGRAMMES

Transition Year Programme

24

4 days  
*January & April*

## Three programmes designed to support your career journey



# Colman O'Loughlen

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**Partner | Asset Management & Investment Funds with  
responsibility for our Graduate Programmes**

Our future development is closely linked to our programme for hiring the best quality candidates and developing quality Trainees who will contribute to the firm's ongoing success. Many of the Partners at Dillon Eustace started their legal careers as Trainee solicitors, a clear sign of the career opportunities available to those who are looking to develop and progress their careers with the firm. We believe strongly that our excellence in the provision of services to our clients is best supported by the talent of the people who provide those services. We actively encourage our people to take on responsibility and to look for new opportunities that will allow them to grow and we provide the supports to achieve this. We are committed to investing in the training and development required to allow our people to be the best they can be.

We have a strong culture of teamwork and friendliness which creates a secure and supportive environment for our staff to take the opportunities that will allow them to develop. We are focussed on supporting staff's ongoing development so that everyone can reach their full potential. We recognise that making a decision to pursue a career in law is one of the most important decisions you will make and marks the start of what will be a fulfilling and rewarding career for you.

At Dillon Eustace we are committed to ensuring that for those who are successful in achieving a place on our Trainee programme that you will be provided with the training, the opportunities and the experience that will support you to become a successful lawyer. You will get the opportunity to work alongside and be mentored by some of the most highly regarded and experienced solicitors in our various practice areas with a view to building your own expertise and knowledge to help you fulfil your career ambitions.



**As part of your training  
our Partners and  
experienced solicitors  
are available to provide  
advice and guidance,  
to answer any of your  
questions and their  
door is always open.**



# Trainee Solicitor Programme

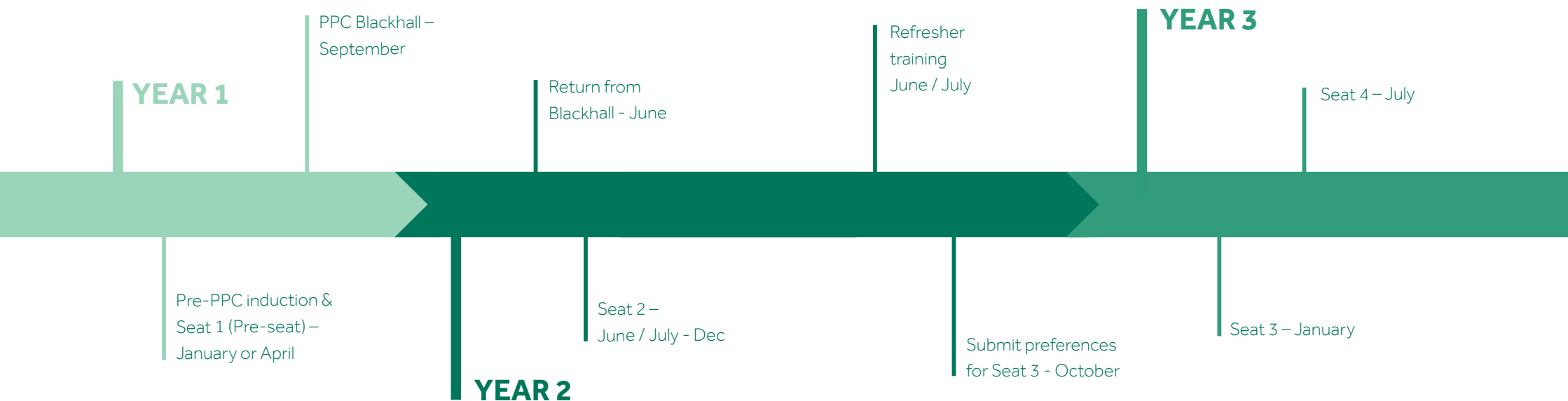
**Once you have decided to pursue a career in law, your next big decision is choosing a firm**

Our Trainee Solicitor Programme will set you on the path to becoming a successful lawyer. The programme provides you with legal knowledge, experience, expertise and interpersonal skills to support your professional and personal development.

Through our structured training programme, you will complete a number of rotations and so will have the opportunity to gain varied experience across our main practice areas.

## What rotations will you complete?

- Asset Management and Investment Funds
- Banking and Capital Markets
- Corporate and M&A
- Real Estate
- Restructuring and Insolvency
- Litigation and Dispute Resolution
- Taxation
- Financial Regulation
- Company Secretarial (pre-seat)





## Benefits

Our Trainee Solicitor Programme is an investment in your future and in the future of Dillon Eustace LLP. It is an integral part of the firm's ongoing recruitment, so we aim to retain as many of our high-performing Trainees as possible. Our firm includes Partners and Senior Associates who started their careers as Dillon Eustace Trainees and are continuing to build successful careers with us.

 <p>A competitive salary</p>	<p>Full salary paid while attending Blackhall</p>	 <p>Regular social events</p>	<p>PPC &amp; Advanced Electives course fees paid</p>
<p>Health insurance allowance, critical illness, PHI, and life assurance</p>	 <p>20 days annual leave</p>	<p>Access to the Tax Saver Commuter scheme</p>	 <p>CPD sessions</p>
 <p>An active social club</p>	<p>Secondment opportunities</p>	 <p>Access to the Bike to Work scheme</p>	<p>Rotations through our main practice areas</p>

## Application Process

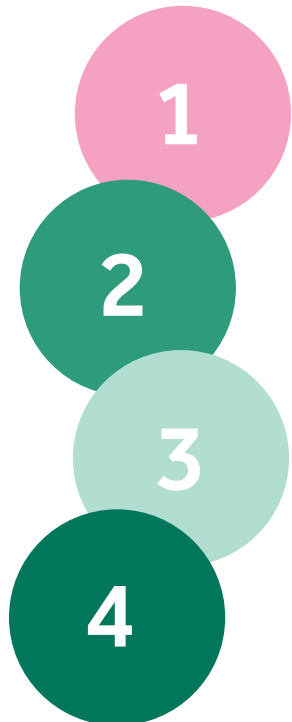
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The application process for our Trainee Solicitor Programme opens in September. Our online application form is very straight forward and you should be able to complete it in no more than 30 minutes. It's important that all sections are completed as this is the firm's first impression of you.

We invite chosen applicants to an interview before making offers.

We pride ourselves in providing a streamlined application process to quickly and efficiently identify those who would be the best fit for our firm.

No time-consuming presentations, no awkward group interviews, just bring your authentic self!



### September

Applications open via our online application form

### September & October

College Fairs:  
TCD – Tuesday 30 September  
UCD – Wednesday 1 October

### October

Applications close in October

### November

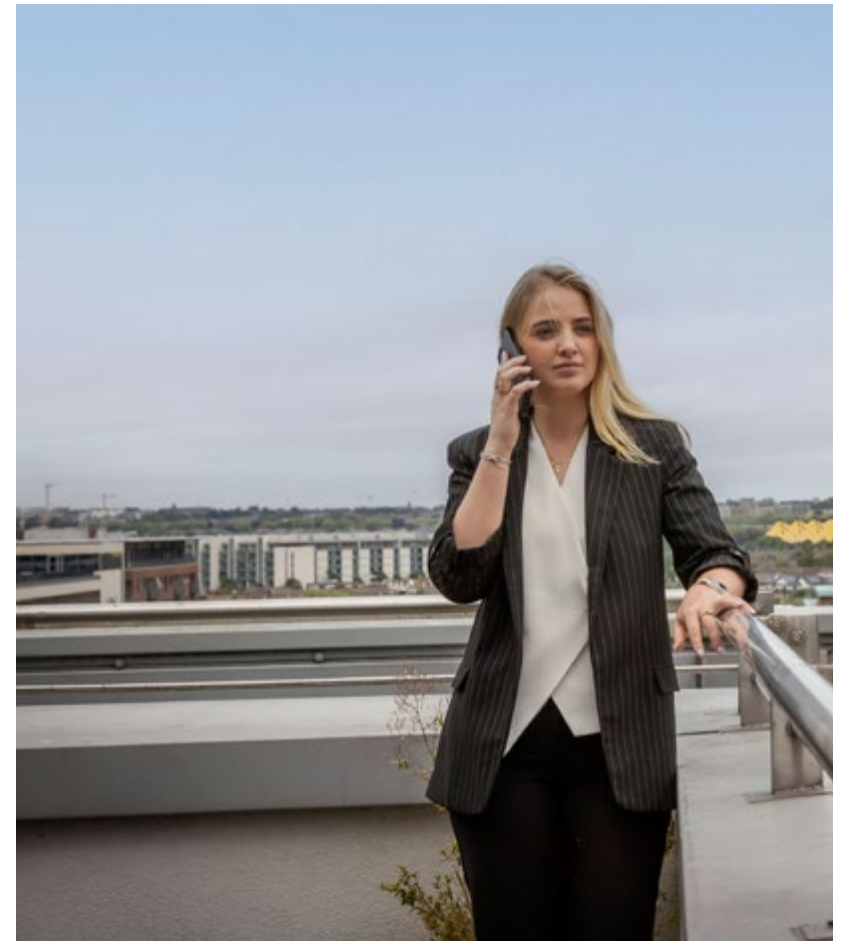
Interviews take place. Two rounds of 30-minute interviews. Offers made by end of November

## Who Can Apply?

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You must be in your penultimate or final year of college, or have already graduated.

If your application progresses to interview stage, two rounds of 30-minute interviews take place in November with offers made by the end of November.



# What our Trainees Say

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## Niamh Newman

*Trainee, 2024 intake*



From my very first day in the firm, I've felt welcomed by all my colleagues who value collaboration and mentorship. The firm's culture fosters personal and professional growth, providing ample opportunities to work on engaging and challenging matters while receiving valuable guidance from experienced colleagues.

## Adam Duggan

*Trainee, 2024 intake*



From the very first time I set foot in the Dillon Eustace office for my traineeship interview, I knew I had found the firm for me. The firm emphasises a strong mentorship culture for Trainees, providing hands-on experience early on in a controlled and supportive environment. Trainees are given meaningful responsibilities in their day-to-day work, but the strong support network ensures that they can always seek guidance from a Partner or Solicitor on their team.

## Áine Burke

*Trainee, 2024 intake*



I completed my pre-seat in the Asset Management and Investment Funds Department and even though I had no prior experience working in this area, I easily became comfortable with the work due to the incredible support I received from the members of my team. I felt that a lot of time was assigned to helping me to gain knowledge in the area and I was grateful for how encouraging everybody was in ensuring I understood the work that I was involved with. This in turn enabled me to complete tasks to a higher standard. I always felt appreciated for the work that I was carrying out, which gave me purpose in my role as a Trainee.



# Summer Intern Programme

**An excellent opportunity for you to experience first-hand the work of a leading commercial law firm**

Our Summer Intern Programme will allow you to get a real understanding of the culture and working environment at Dillon Eustace and if we are the right firm for you. The aim of our Summer Intern Programme is to help you experience a fast-paced commercial law firm and help you to make a decision on your future speciality, while helping us to identify suitable candidates for our future Trainee Programme.

Our Summer Intern Programme is focussed on selecting a small number of Interns who will each be assigned to a practice area for four weeks. In this way we can give our Interns an individual experience supported by our expert Solicitors in the relevant practice area. You will be involved in working with Solicitors on real-life cases, including conducting research and writing reports, as well as attending court sessions and/ or client meetings. You will also get the opportunity to attend our ongoing Continuous Professional Development (CPD) sessions scheduled during your time with us and department meetings.



Those who participate on the Summer Intern Programme will have the opportunity to be considered for a place on our future Trainee Programmes.

As well as support from our HR Team, each Intern will be assigned a Mentor (one of our senior Solicitors) and a Buddy (one of our Trainees). They will provide you with any support you need during the programme as well as insight into working at Dillon Eustace.

## Application Process

Our application process for the Summer Intern Programme opens in January each year. Following completion of the online application form, one round of interviews take place.

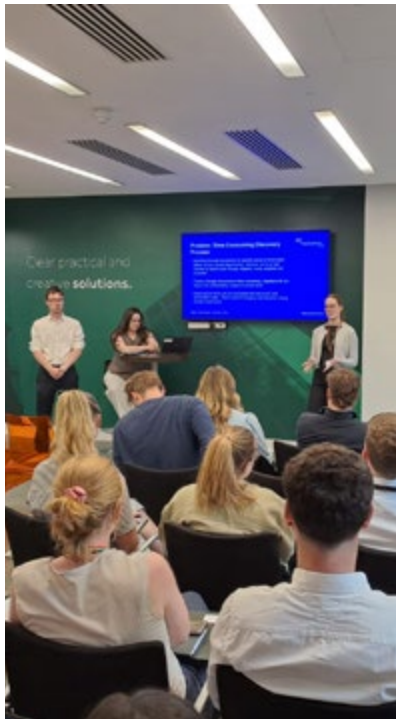


# DE Hackathon



## Intern hackathons solving real challenges through teamwork and creativity

Our Innovation and Legal Technology Group run hackathons for our Summer Interns, who work in small cross-functional teams of Trainees and Interns to identify and tackle a challenge or process within their practice area that could benefit from improvement. This could involve streamlining a manual task, improving access to information, or introducing a technology-based solution to enhance efficiency.



# What our Interns Say

## Sinead O'Connell

*Trainee, 2025 intake & former Intern*



The Summer Internship Programme gave me an invaluable insight into what life at Dillon Eustace is like and gave me a real sense of the firm's culture and values. The warm atmosphere and sense of collegiality in the firm was evident from my first day as a summer Intern. Each Intern is assigned both a Trainee and a Partner who offer support and mentorship throughout the programme. This network of support allows our Interns the opportunity to ask questions, to learn more about the firm and make the most out of their time spent with us.

## Orlaith Trayers

*Trainee, 2025 intake & former Intern*



The Dillon Eustace Summer Internship Programme was an exceptional opportunity that offered direct engagement with Partners and senior staff from day one. I was immersed in real legal work, gaining invaluable hands-on experience in a supportive and approachable environment. Returning as a Trainee solicitor two years later felt natural—familiar faces, sincere encouragement, and a clear investment in my personal and professional growth. Dillon Eustace is a place where meaningful connections are built, and opportunities truly flourish.

# Our Culture

Our working environment is collegial, collaborative, open and supportive. You will be encouraged to perform at the highest levels, and your opinions and ideas on new ways of working will always be welcomed. We have an open-door policy where Partners are approachable and take the time to explain the context of a deal, enabling Trainees to develop their professional skills in a supported manner.

We also want our people to bring their authentic selves to work and have a well-rounded experience as part of their life at Dillon Eustace. We aim to have a positive impact on the community in which we operate through the initiatives of our CSR and Diversity and Inclusion committees. There are lots of opportunities to get involved and we have an active social club which organises various events and activities throughout the year.

Hiking Club | Film Club | Running Club

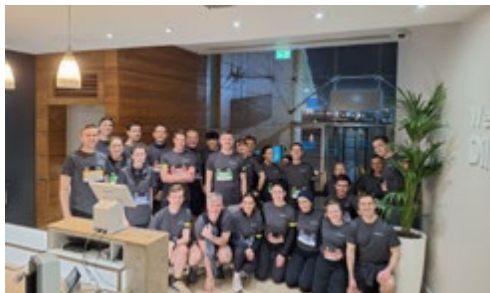
## Social Events

There is far more to life at Dillon Eustace than just the day job. There is a great social element to being a Trainee here. Our social club organises numerous events throughout the year, giving you the opportunity to get to know your fellow Trainees and colleagues.

## Social Clubs

To enhance our workplace culture and provide a platform for our staff to connect with colleagues who share similar interests, we have a number of social clubs meeting and organising activities regularly.





## Diversity and Inclusion

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At Dillon Eustace our achievements and culture are all built on our people. Creating an inclusive and welcoming environment is a priority for the firm. We appreciate that each of our employees is unique and by respecting all our differences we can develop a workplace where all people belong, are valued and empowered. Our dedicated Diversity and Inclusion (D&I) committee was established in 2022 and is responsible for driving the firm's D&I strategy, policies and initiatives.

## Corporate Social Responsibility

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Corporate Social Responsibility (CSR) is an integral part of our culture – it is about running our business in a responsible and sustainable manner and having a positive impact on our community and society. It is about treating our staff and clients well, ensuring our suppliers conduct their business in an ethical manner, being environmentally friendly and working to improve our relations in the local community. Our dedicated CSR committee oversees delivery of our programme and activities both internally and externally, and as a Trainee, there are lots of opportunities to participate in volunteering initiatives. Dillon Eustace has partnered with two Irish charities for 2025, Focus Ireland and the Irish Cancer Society, with a view to having a meaningful impact and engagement with these partners.

# From Trainee to Partner

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**Alanna Hannon | University College Dublin**  
**Partner in Asset Management & Investment Funds**

My career as a Solicitor started when I studied Business and Law in University College Dublin. On graduating in 2011, I completed a summer internship in Dillon Eustace before sitting the FE1s. After completing the FE1s, I started my traineeship with Dillon Eustace in 2012.

During my traineeship I rotated across various departments within the firm, however, it quickly became clear to me that I would like to **qualify into investment funds** so I was thrilled to be offered a position in the department on my qualification in 2015.

Following qualification, I was lucky to be offered the opportunity to complete a secondment in a large investment bank client in London in 2015 which was a fantastic experience. In 2022, I became a Partner in the Asset Management and Investment Funds department.

As part of my role, I advise clients on a wide range of legal and regulatory investment fund matters including the structuring, establishment and operation of all types of funds. My client base primarily consists of international asset managers from Ireland, the UK, America, Canada and mainland Europe.

The duration of my entire career with Dillon Eustace, from summer Intern to my role as Partner today, has been **incredibly interesting, rewarding and enjoyable**. I completed my traineeship along with my dedicated Trainee intake but the collegiate and relaxed culture in Dillon Eustace meant that I had the opportunity to get to know the rest of my colleagues very early on. There is a really welcoming and open policy in the firm that allows everyone to connect, support each other and work really comfortably together.



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I'm also on the firm's Social Committee where we organise social events for staff throughout the year including our annual pub quiz, movie nights, comedy festivals, the Big Grill and nights at the theatre which has been really rewarding.

Additionally, I am on our Corporate Social Responsibility (CSR) Committee which focuses on **how we, as a firm, can give back to our community through participating in events and raising money for our charity partners**, getting involved in practical initiatives in our local community and considering ways in which we as a firm can become more sustainable and make changes for the benefit of the environment.

One thing that has always stood out to me in Dillon Eustace is the **organic growth and career progression** within the firm. Solicitors in Dillon Eustace train here, qualify here and continue to consistently choose to stay and progress within the firm. Additionally, we as a firm are really invested in supporting and mentoring our staff. I myself have massively benefited from those who have taken the time to support and mentor me so I am committed to doing the same for those who are seeking to progress their careers within the firm.

# The Application Process

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## How To Apply

Our application process for the Summer Intern Programme opens in January each year and for the Trainee Solicitor Programme the process opens in September.

To apply for a place on one of our programmes, please complete the relevant online application form in full, when available, and email to [gradrecruitment@dilloneustace.ie](mailto:gradrecruitment@dilloneustace.ie).

Please also take note of the relevant closing date for your application.

Thank you for your interest in our Graduate Programmes and we wish you the very best with your application.



OUR GRADUATE PROGRAMMES

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Shape your future in a  
firm that values you



**Dillon Eustace**