

EVERSHEDS
SUTHERLAND

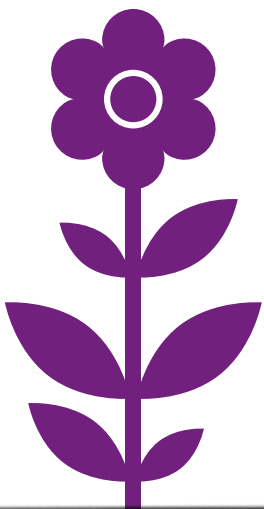


Winner of the **Best Diversity & Inclusion Participative Initiative** by the Irish Institute of Training and Development for the Summer Internship Programme



Shortlisted for **Best Talent Development Initiative** by the Irish Institute of Training and Development for the Summer Internship Programme

Future growth Summer Internship Programme



We see our interns as an **integral part of our business** and over the 11 week internship our interns have the opportunity to get involved in active transactions, meet clients, build networks and trial run the life of a trainee.

Introduction

From the first day that you join us, we see you, our interns, as an integral part of our business, getting involved in active transactions and interacting with our clients. We pride ourselves on the “hands on” training and individual attention that you receive.

We are at a hugely exciting stage of our evolution as a law firm, both locally and globally. Locally, we have been one of the fastest growing law firms in Ireland with both our Dublin and Belfast offices expanding rapidly. Globally, we have been constantly adding more colleagues and offices, moving quickly up The American Lawyer’s list of the Top 100 largest global law firms. We want you to be part of this. Our colleagues are increasingly being asked to pitch for international work for global companies; collaborating on multi-jurisdictional deals with international colleagues and spending time in our offices across the globe. Ironically, whilst the Covid-19 crisis has presented (and continues to present) significant challenges, this differentiator of being Ireland’s largest global law firm with by far the greatest strength and depth of expertise has never been more relevant for clients and has never been a more compelling story to tell.

Culture is critically important for us in Eversheds Sutherland. Our Values, being collaborative, creative, professional, inclusive and open, define us. These, combined with a

willingness to learn, an openness to change for the better and mutual respect for one another creates what we hope is an ideal learning and training environment for our interns.

Our commitment to you is not only to deliver first class training; not only to give you exposure to some of the most innovative and inspiring lawyers in the legal industry; not only to enable you to get involved in some of the most complex local and international transactions but also to do so in an environment that brings out the best in you and allows you to realise your full potential. We have a number of different international opportunities for our interns including a dedicated secondment programme.

We really appreciate your interest in Eversheds Sutherland.



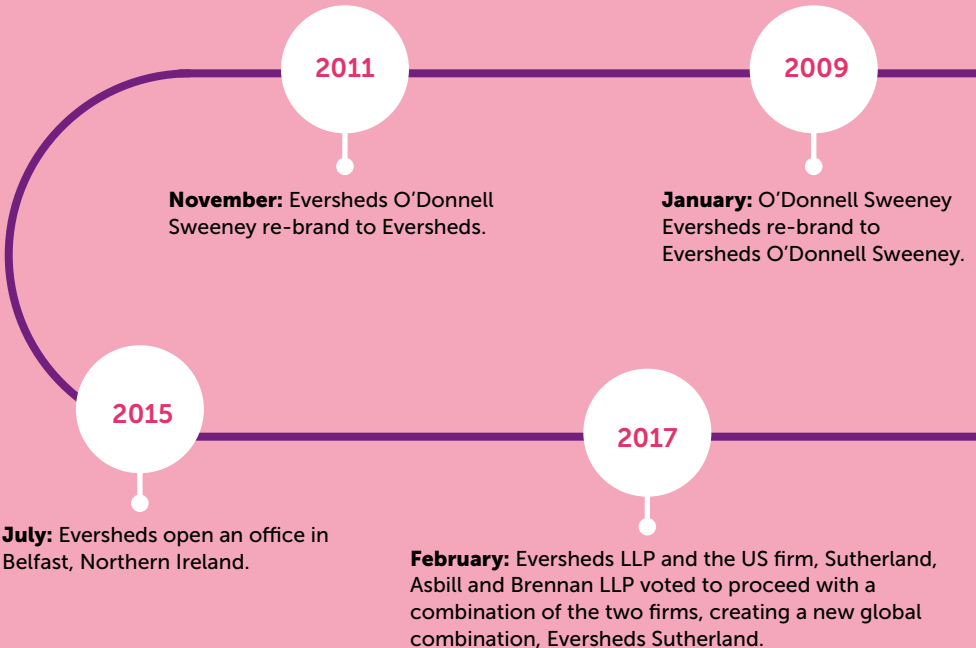
Alan Murphy
Managing Partner

Our journey



Eversheds Sutherland is Ireland's only full service international law firm handling legal matters in every major trading nation for domestic and international clients.

With over 5,000 people including 750 Partners and 3,000 lawyers, our 68 offices span 32 countries in Europe, the Middle East, Asia, Africa and the US. Eversheds Sutherland allows you to work with leading advisors across the globe on cases that make headlines.



1967

Rory O'Donnell establishes his practice on Baggot Street.

1987

Joe Sweeney opens a Dublin office of his practice.

Rory O'Donnell and Joe Sweeney merge their practices to create O'Donnell Sweeney in the mid-1990s.

1990s

2006

O'Donnell Sweeney form an association with leading UK firm, Eversheds.

1999

December: O'Donnell Sweeney move to our current location at Earlsfort Terrace with a team of 30 lawyers.

2017

November: We celebrated the Firm's journey and 50 years in Ireland.

2018

Belfast office announces plans to double in size by 2020.

2020

Our Belfast team relocates to larger office space at Montgomery Street.

Our culture

At Eversheds Sutherland we are proud of our culture. Our values create a respectful, supportive and welcoming environment for everyone. Our values make our culture strong and our firm a great place to be.

At the core of our culture is mutual respect. In Eversheds Sutherland everyone feels respected, and can prosper and develop, irrespective of their grouping. Valuing diversity means expressly valuing and respecting our people, our clients and our community for all identity groups. We consciously recognise the dynamics of difference and appreciate how we benefit from its power.

We pride ourselves on being team players who work hard (and have some fun doing it!). We work together to support, challenge and praise each other - we are proud of our talent and the expertise of our employees. Our real open door culture ensures that everyone feels valued, respected and supported.



Collaborative

We leverage our collective talents for the benefit of our clients and each other and we prize teamwork and relationships



Creative

We are innovative and creative problem-solvers, providing an enhanced client and employee experience by not being bound by custom or convention



Professional

We deliver quality and excellence and act with the utmost integrity at all times



Inclusive

We foster a diverse and inclusive culture that places respect and support for everyone at its core and empowers all our people to fulfill their potential



Open

We are approachable and nurture a culture of transparency and openness

The programme

Our award winning summer internship programme (SIP) offers interns a unique and exciting opportunity to participate in a paid 11-week programme, the longest offered by a law firm in Ireland. We have specifically tailored our SIP to support and enable interns to gain first hand exposure to what it is like to work in an international commercial law firm.

The timing and structure of our 11 week programme is unique in that it gives participants real legal/business exposure. Unlike other internships, our interns have time to show their value, become embedded in the firm, understand the culture, build networks, make a real impact and trial run the life of a trainee.

Interns complete the internship in any of our departments including Corporate, Litigation, Property or in one of our specialist departments including; Banking, IP/IT, Employment, Educations, Funds, Pensions, Tax and Construction & Projects.

We are aware that feedback is important throughout the internship. While we encourage on the job feedback, each of our interns are invited to a mid-programme feedback session with their partner. This is a great opportunity for interns to analyse their own performance, discuss their progress and identify areas of strength and development.

At Eversheds Sutherland we understand that starting a new job (possibly your first 'real office' job) can be a daunting experience, however we have put in place support to ensure every intern feels supported and welcome. Our real 'open door policy' ensures everyone feels valued and respected and creates the ideal learning environment. This extensive support network not only helps interns to settle in, but also gives them the confidence to engage in the programme to the best of their abilities.

Each intern is allocated a buddy on their first day. Our buddy's help settle first day nerves and offer support and guidance throughout the programme.

Each summer intern is invited to interview for our traineeship programme.



Manon Eymere
2019 Summer Intern

“The Eversheds Sutherland 11 week internship is a one stop shop to experiencing the proper functioning and behind-the-scenes of a commercial law firm.”

“The work I was involved in was diverse and exciting and the international edge that is unique to Eversheds Sutherland was made immediately clear through having the opportunity to correspond with other Eversheds Sutherland offices, both across the border and globally. The exposure you will receive here is second to none and you gain confidence throughout the internship thanks to the inclusive and collaborative work ethic of the people and open and honest ethos of the firm. I genuinely felt like a valued member of the team from the very beginning.

Eversheds Sutherland also invest so much in the interns by organising training programs catered to develop soft skills such as

communication, leadership and teamwork. These workshops are invaluable in supporting you professionally and also personally: the firm genuinely care about nurturing competent and ambitious future lawyers, as well as confident and proficient individuals. The buddy system is another platform where interns can seek additional guidance and are made feel at ease with any questions they may have. My time here has been extremely enjoyable, both in and out of the office as the firm have many social events organised such as GoQuest, the summer BBQ, extra-curricular sports and department away days. I would highly recommend this programme to kick-start your career in commercial law.”



Jeffrey Gault
2019 Summer Intern

“Applying for the Eversheds Sutherland Summer Internship experience has been one of the best decisions in my career as an aspiring commercial lawyer to date.”

“The programme has enabled me to develop professionally and personally by providing knowledge and skills training in commercial law and by allowing me to become involved in Corporate Social Responsibility events. Throughout the course of the internship, I have been fortunate enough to be involved in every CSR initiative imaginable from the Pride Parade to the beach clean up to the Eversheds Sutherland Women committee talks. The firm encourages all members of the firm to participate in the Pride Parade and promotes LGBT+ inclusion at all levels. Additionally, the firm is a member of the OUTLaw network, which regularly brings together LGBT+ people and allies in the Irish legal sector

Moreover, the length of the internship programme- 11 weeks- differentiates it from any other legal internship programme in Dublin. The length of the programme means you gain real commercial law exposure and become fully immersed in the Eversheds Sutherland culture. This enables you to make an informed decision about whether or not Eversheds Sutherland is the right firm for you.

For the duration of the Summer Internship Programme, I was placed in the Construction and Projects department, which enabled me to become involved in a number of incredibly exciting transactions, tenders, contract editing and proof reading and sitting in on client meetings. Furthermore, I have been fortunate enough to be able to draft attendance reports, legal memos, research memos and presentations and, most excitingly, letters to clients. I have even had the opportunity to draft a speed brief for clients on the Irish government’s recently issued Climate Action Plan as well as numerous other articles.

I would encourage anyone who is considering a career in commercial law to apply for the Eversheds Sutherland Summer Internship Programme. You will gain invaluable experience and receive the highest possible quality legal training imaginable in the Irish legal sector. Finally, interning at Eversheds Sutherland will confirm to you whether a career in commercial law is right for you.”

Support from the start

We are committed to your professional and personal development. We want our interns to know that they are supported and valued, and that the firm is committed to investing in intern development. Therefore, the firm's learning and knowledge strategy is achieved through the following resources and will support you to achieve your goal of being a technically skilled and confident legal intern.

Structured training modules

As well as significant on-the-job training, our interns attend structured, classroom-based training modules. These modules cover topics such as Writing a Research Memo, Communication Skills, Presentation Skills and much more.

Professional Support Lawyer (PSLs)

Our PSLs provide support and practical working knowledge to our interns. They deliver technical training to our interns on areas such as changes to law, practice and precedents.

Knowledge Centre

Our research service maintains our knowledge library and also assists our interns with research queries and training on our online research tools.

Secondment Opportunity

Being an international law firm brings international opportunities. Our interns have the opportunity to apply for a two-week secondment in one of our UK offices. Most recently our interns have visited both Birmingham and London.

Read about Laura's experience in our London office on the next page.





Laura Schouten
2019 Summer Intern

“As part of my internship with Eversheds Sutherland, I was delighted to have been afforded the opportunity to work in the Eversheds Sutherland office in London on secondment for two weeks.”

“Given my international background, it was important for me to work in a firm with an international presence. I saw the secondment as an ideal opportunity to develop my international legal career.

During my time in the London office, I was able to gain experience in both the Tax and Employment departments. I was involved in a wide range of both contentious and non-contentious work and gained an invaluable insight into how the firm delivers an integrated service across large, multi-jurisdictional projects. Throughout my secondment, I was able to assist partners and fee-earners in drafting legal documentation and completing legal research tasks. I regularly attended client meetings and was involved in preparing advices to clients from the outset. I also had the opportunity to attend a number of departmental Q&A talks hosted by partners, associates and trainees in each department. This gave me a unique opportunity to gain a real insight into a number of departments across the firm.

As an intern in a leading commercial firm, you will be challenged and are expected to work hard to meet the demands of partners, fee earners and clients of the firm. However, I also had the opportunity to partake in various social and CSR events during my time in the London office. For example, I was able to attend a number of round table talks and a dinner with trainees and partners from various departments. I was also afforded the opportunity to partake in a CSR event in partnership with ‘WaterAid’ in which I was able to collaborate with a group of vacation scheme students in developing a strategy to combat poor hygiene awareness in India. We were then given the opportunity to present our strategy before a panel of judges.

Overall, I had a fantastic time in the Eversheds Sutherland office in London. It was an experience that I did not anticipate when I first applied for the internship in the Dublin office and is certainly an experience I will carry with me through my legal career.”

Life beyond work

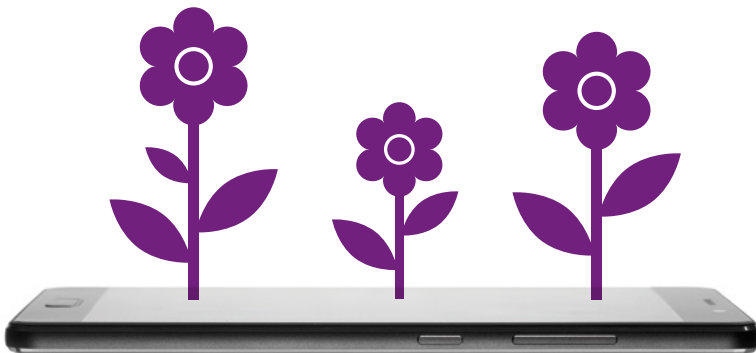
It's not all hard work. There is a great social life in the office for those who want it. Hard work and tight deadlines are all part of the parcel of working in a law firm but we pride ourselves on having a little fun while doing it.

Our active Sports & Social committee organise a variety of events throughout the internship to have some fun, and get to know our colleagues a little better. Events organised vary from the summer barbecue, bowling, quizzes and wine tasting to movie nights at the Stella and the adventure rooms to mention but a few.

The fun doesn't stop there...interns can join any of our sports clubs. We have a 'competitive' tag rugby team, soccer team, and pilates onsite. Our 'milers' club (athletics club) partake in races throughout the year including Darkness into Light, the Calcutta Run and the Grant Thornton run. There is something for everyone!

Giving back

Our Corporate Social Responsibility (CSR) programme focuses on maximising the potential of everyone in society. Our CSR goal is to inspire and galvanise the energy of our employees to instil a sense of positive contribution to our wider community and environment. Our CSR programme is based on the following pillars: Community and charity, pro bono, wellbeing, arts and culture and environmental. Our interns have the opportunity to get involved in our CSR activities from enhancement days in Barretstown and pro bono work to joining our green committee and getting involved in beach clean ups to mention but a few.



Diversity and inclusion

Diversity and Inclusion are a core part of our culture and who we are. We are committed to embracing differences, accepting people for who they are and promoting an inclusive environment where everyone can achieve their full potential and bring their true selves to work. Our Diversity and Inclusion Groups focus on the following four key strands:

Perspective

'Perspective' is our LGBT+ and supporters group. It aims to support LGBT+ colleagues in their work life, primarily through education and networking, and provides an open forum to discuss relevant issues. We are also a member of Involve (global organisation working with LGBT+ and ally leaders to drive cultural change) and a founding member of Outlaw (LGBT legal network).



Pathways

Our Pathways committee work to promote gender inclusivity within the Firm. They are committed to fostering an inclusive and positive environment with a focus on enhancing personal and professional development and encouraging confidence in meeting career aspirations.



Mental health

We are committed to promoting positive mental health through our culture, values and practical wellness programmes. Our Mental Health Policy and WRAP template are in place to assist employees in managing their mental health and reduce the stigma surrounding it.



Ability

Our Ability group focuses on the inclusion of people with disabilities and underlying health conditions in the workplace. Its aim is not just to ensure that there is no disadvantage to anyone, but to ensure that everyone can thrive.



Requirements

Applications are open to all undergraduates and postgraduates who have completed at least three years of their degree and achieved a 2.1 grade or higher. We accept applications from all degree disciplines.

How to apply

Please visit our website www.eversheds-sutherland.ie to complete our online application form. Applications open in January each year.

Our Summer Internship Recruitment Team

We would like to take this opportunity to thank you for your interest in Eversheds Sutherland and look forward to meeting with you in the near future. For more information on both our summer internship and traineeship programme, we invite you to visit our website www.eversheds-sutherland.ie. If you have any queries please feel free to contact, our HR Manager, Orla Murphy at recruitment@eversheds-sutherland.ie or on **(01) 6644200**.

Social media



@ESlawIE



[linkedin.com/company/eversheds-sutherland-ireland/](https://www.linkedin.com/company/eversheds-sutherland-ireland/)



@eversheds_sutherland_irl



'Eversheds Sutherland Inspire' – our podcast specifically designed for graduates and students:

<https://podcasts.apple.com/ie/podcast/eversheds-sutherland-inspire/id1478416583>

Key contact



Orla Murphy

HR Manager (Trainees and Interns)

(01) 6644200

recruitment@eversheds-sutherland.ie

Disclaimer

The information is for guidance purposes only and should not be regarded as a substitute for taking legal advice. Please refer to the full terms and conditions on our website.

Data protection and privacy statement

Your information will be held by Eversheds Sutherland. For details on how we use your personal information, please see our Data Protection and Privacy Policy.

eversheds-sutherland.ie

© Eversheds Sutherland 2020. All rights reserved.

EVE.DUB.2473 07/20