Surround yourself with the best

Start your legal career with Matheson

GRADUATE PROGRAMME
Matheson has an unrivalled record of achievement dating back to 1825. We are not just the largest law firm in Ireland, we are the stand-out success story in the legal sector over the last two decades.

Our success has been built on the implementation of a clear market-led strategy, a commitment to excellence and the calibre of our people.

As a firm, we fundamentally believe that talented people with relevant expertise are the surest route to success. You cannot be the best law firm in the market without the best people in the market. This sounds like a very simple philosophy. The challenge lies in its implementation, first by believing in it and then by living it day in and day out.

We live our philosophy by investing in our people, by our teamwork and by our commitment to a culture of excellence.

We invest more in the training and development of our people than any other Irish law firm and we will continue to do so. Most recently, we have demonstrated this commitment by the appointment of Dr. Maura Kelly as Director of Graduate Recruitment and Lawyer Training. Dr. Kelly’s primary responsibility within the firm is to lead our graduate and lawyer training programmes which include our award winning Graduate Workplace Programme.

We also fundamentally believe that our success (to date and in the future) is and will be founded on more than an aggregation of individual skills and talents. It is and will be founded on our diversity and our ability to collaborate. In a word, teamwork. Teamwork requires positive attitudes such as ambition, determination and drive. It also requires humility, mutual respect and shared commitment.

Just as the pursuit of individual excellence is a continuous learning process, sustaining a culture of excellence is also a continuous process. By culture, I mean what we, as a firm, believe and how we behave every day. At its heart, a culture of excellence entails the sharing of knowledge and expertise. Knowledge and expertise shared is knowledge and expertise multiplied.

Investing in talented people, teamwork and sustaining a culture of excellence are key values of our firm. They are values in which I believe and by which I strive to live every day. I know that if you also share these values, Matheson is the firm where you can realise your full potential. We look forward to the opportunity to help you do so.

Liam Quirke
Managing Partner
Matheson ©
Bernadette Coleman, Trainee Programme Manager, Tara Doyle, Partner and Maura Kelly, Director of Graduate Recruitment and Lawyer Training
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Throughout the recruitment process we are interested in getting to know you as a person and identifying if you have the right qualities to join our highly successful Trainee Lawyer or Summer Internship programmes. We look for people with a mix of high academic and personal achievements. We select candidates who best fit the firm’s values and culture and who display a clear level of understanding of what is required to work in a commercial law firm.

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Our Values

Driven by talent
We believe our people are our competitive advantage. To be the best law firm in the market, we need the best people in the market. People with positive attitudes such as ambition, determination and drive.

Succeeding through teamwork
We succeed together. Teamwork requires mutual respect, commitment and cooperation. We understand and fundamentally believe that people matter.

Driven by excellence
We are driven by excellence in everything we do. We share our knowledge and expertise. We believe excellence is a continuous learning process.

Our clients are at the centre of all we do
We strive to excel at servicing our clients. Our success depends on growing their satisfaction and trust. We do this by delivering excellent advice and service every time.

Driven by results
We ensure we deliver best results by being innovative, progressive and adaptable to changing circumstances. We do this by focusing on understanding the needs of our clients and delivering the best results to them.
Trainee Programme

Our trainee programme is one of the best in Ireland. Our commitment to our trainees is to provide them with the training and opportunities they need to become a successful lawyer.

Our programme is designed to help you make the transition from law student to qualified lawyer and to provide you with the knowledge, skills and expertise that our clients demand. As a trainee lawyer in Matheson, you will have the opportunity to develop your expertise working alongside some of Ireland’s leading lawyers acting for international companies and financial institutions doing business in and through Ireland. We will help you develop the skills required to provide our clients with exemplary service, enhance your knowledge of the law and introduce you to new and innovative areas of practice.

During your two-year training programme, you will work in a number of different departments and will gain invaluable experience working with partners and associates who will provide mentoring and support.

What makes our approach to training unique is the focus we bring to your skills development. Our comprehensive approach ensures that you develop these skills through a combination of in-office partner mentoring, project work, formal training sessions and regular feedback.

“ Our programme is designed to help you make the transition from law student to qualified lawyer ”

Visit our website to read about the application procedure and learn more about our trainee programme

www.matheson.com/graduate-programme
What to expect from the Trainee Programme at Matheson

Induction

We understand that starting your legal career can seem daunting. When you commence your apprenticeship with Matheson, you will participate in an in-depth induction programme which has been designed to put you at ease. It allows you to get to know your fellow trainees and helps you to quickly become a member of the Matheson team.

Quality of work

You will be working with the firm’s clients from the moment you begin your first rotation. You will be involved in some of the biggest cases and commercial transactions in Ireland in an exciting, deadline-driven environment.

In order for you to fully appreciate the depth and breadth of our client base, and so that you can gain as wide a range of experience as possible, you complete rotations in four different departments during your time as a trainee. You will be directly involved in choosing these rotations.

Training and development

As you grow and develop as a trainee lawyer with Matheson, your training and development grows with you. We deliver a combination of dedicated legal education programmes to assist you with your continuous professional development. We also provide a highly successful mentoring programme designed to develop your legal skills and expertise, personal development training to help you to develop your drafting and presentation skills among other things, and focused client care training in order to provide you with the information, knowledge and skills required to have a successful career with Matheson.

Focus on people

Throughout your time as a trainee you will receive continuous support from your colleagues. The partner you share an office with will be a rich source of practical advice. The associates and solicitors are always available to answer questions and help in any way they can. You will have a real opportunity to continue to learn outside the structures of the training programme.
The purpose of our Summer Internship Programme is to give you a real insight into our work, people and culture, so that you can decide if Matheson is right for you. You will experience what working in a law firm is really like, working alongside our talented legal and tax professionals and trainees on real transactions for international companies and financial institutions.

You will spend four weeks working as part of the team in one of our main departments: Corporate, Banking and Financial Services, Commercial Litigation and Dispute Resolution, Commercial Property and Tax. The work will be challenging and interesting and you will also get to enjoy an active social life.

“ The purpose of our Summer Internship Programme is to give you a real insight into our work, our people and our culture ”
What to expect from the Summer Internship Programme at Matheson

**Quality of Work**

During your internship, you will work with lawyers and trainees in our practice areas on real transactions and projects. You will be treated just like a trainee and will be invited to attend and participate in team and client meetings.

**Trainee Support**

You will work closely with one of our trainees, so that you can experience what it is like to be a trainee lawyer in Matheson. Our trainees will show you around, introduce you to people, and offer support and encouragement when working on cases.

**Training and Assessment**

Matheson is committed to providing excellent training to our employees which is evidenced by our numerous awards from the Irish Institute of Training and Development.

During the four-week programme you will receive legal skills training, from research skills to the fundamentals of company and corporate law.

Our training focuses on providing you with the skills to become a successful commercial lawyer, including how to provide an excellent service to our clients and how to present complex legal issues in a simple and understandable manner. You will also receive personal development training, which focuses on your presentation and teamwork skills.

To ensure you enhance these skills during the four weeks, you will be required to complete a written legal research assignment and presentation.

At the end of the programme an appraisal meeting will take place to discuss your performance and experience during your internship.

**Social Events**

A number of social events will also be organised during your four weeks, which will include a welcome drinks reception, welcome lunch and evening drinks. In addition you will be invited to participate in any firm-wide events that take place during your internship.
Grace Murray  | UCC (BCL) | International Business Group

I applied for a training contract with Matheson through the trainee recruitment process. My decision to join Matheson was based on the firm’s international focus and its dedication to its training programme.

What sets Matheson apart is the calibre of the firm’s clients, with Matheson working for over half of the Fortune 100 Companies.

My first rotation was in the International Business Group. The opportunity to work on one of Ireland’s largest commercial transactions has been a particularly rewarding and exciting experience, allowing me to take on a great level of responsibility from an early stage in my career, and has given me a chance to make a real contribution to my team. During my rotation, I experienced Matheson the business as well as Matheson the law firm. The group works closely with the Business Development team not only to sell Matheson to clients but also to sell Ireland as a place for international companies to do business.

I shared an office with a partner which allowed me to experience the day-to-day work of someone who is an expert in his field and also to learn by osmosis, developing skills in client management.

Everyone in the firm has a lot of time for trainees, encouraging us to ask questions and giving constructive feedback on our work. It is this supportive and collegiate culture in Matheson that made my first rotation such a positive and enjoyable experience.

My parents were solicitors so law was always a natural choice for me. I chose Matheson because of their client list, their reputation, their broad areas of expertise, their trainee-centred approach but most of all, I wanted to work in Ireland’s largest law firm. They are also quite flexible regarding your choice of rotations which is in stark contrast to other firms.

I applied through the trainee recruitment process and found it to be very straightforward. It was my first ever interview so it was obviously rather nerve-wracking but every effort was made to make me feel relaxed.

My first rotation was in the Asset Management and Investment Funds Group. The work varies from day to day. I was involved in some very interesting tasks, such as correspondence with clients, fund service providers and directors, drafting and amending fund documentation, filing documents with the Central Bank and completing Central Bank application forms. I also gained exposure to general corporate law activities such as attending board meetings, drafting minutes, having documents sworn and arranging for documents to be notarised and legalised for different countries. In particular, I enjoyed attending board meetings as it gave a good insight into the commercial elements of the funds industry, as opposed to a purely legal perspective.

What I enjoy most about Matheson are the superb facilities, the social emphasis and the top-quality training. The overall atmosphere is very friendly and while the work as a trainee lawyer can often be demanding, this is true of any law firm. I honestly believe that Matheson offers the best training programme and the most attractive training environment in the country.
Josette Gallagher | UCD (BCL) | Corporate Restructuring and Insolvency Group

I completed a Summer Internship in Matheson in the Litigation department and was impressed with the quality of the training I received, from presentation skills to legal research training. Matheson injects a huge amount of energy into the programme. I thoroughly enjoyed the internship and was sure that I wanted to progress with a career in law.

My first rotation was in the Corporate Restructuring and Insolvency Group which falls under the umbrella of Commercial Litigation and Dispute Resolution. I had exposure to banking law, company law, property law, research, drafting and of course litigation. The team has a hugely impressive grasp of many niche areas of law, given the expansive nature of insolvency proceedings. It is a steep learning curve but ultimately a very well-rounded experience.

I frequently attended on motions and got a lot of exposure to litigation in the Four Courts. It is rewarding to see the cases you have been working on play out in court. Insolvency is a hugely topical area in the current economic climate and often issues you have been working on are headlines in the papers the next day.

Throughout the internship and the training programme you really get to know your colleagues. Before starting Blackhall, Matheson provides an induction week, where numerous activities are organised. By the end of the first week, you already feel like you know your intake well. There is a great social aspect but also a really supportive atmosphere in work; everyone helps each other out and emails or calls to other trainees with queries that they may have been exposed to in the past are an everyday occurrence.

Matheson offers an excellent training programme that I am truly impressed with. The training is first class which gives me a solid grounding in my legal career. I can genuinely say I feel very lucky to be given the opportunity to train in Ireland’s largest law firm, alongside some of the country’s best legal minds, to work on high-profile cases and benefit from top-quality training.

LIFE AS AN INTERN

Gavin O’Connell | TCD (LLB) | Projects Energy and Construction Group

While studying law at Trinity College, Dublin, I applied for Matheson’s Summer Internship Programme. The outstanding Trainee Programme, the calibre of their clients, the opportunity to work alongside partners combined with a reputation for being particularly friendly and welcoming stood out amongst the other firms.

Having worked in Corporate Finance during my summer internship in both the Dublin and London offices, and in Projects, Energy and Construction as a pre-trainee / paralegal, Matheson has surpassed my expectations. The quality of work is second to none. I have been involved in, or was solely responsible for, drafting and amending construction contracts, liaising with and receiving instructions from clients, forming opinions on particular issues, carrying out essential research and helping to draft warranties as part of a share purchase agreement.

However, the people who work for Matheson are its greatest asset. The friendliness and willingness to help trainees has remained constant. Partners and senior associates will happily take the time to explain complex legal concepts to you.

The camaraderie that also exists cannot be over-stated. This camaraderie, and the genuinely friendly and helpful nature of the people who work in Matheson, is the reason I chose Matheson over other law firms.
Download our 'Graduate' App

Available on the App Store

GET IT ON Google play