

Intern and Trainee Recruitment Programme 2026

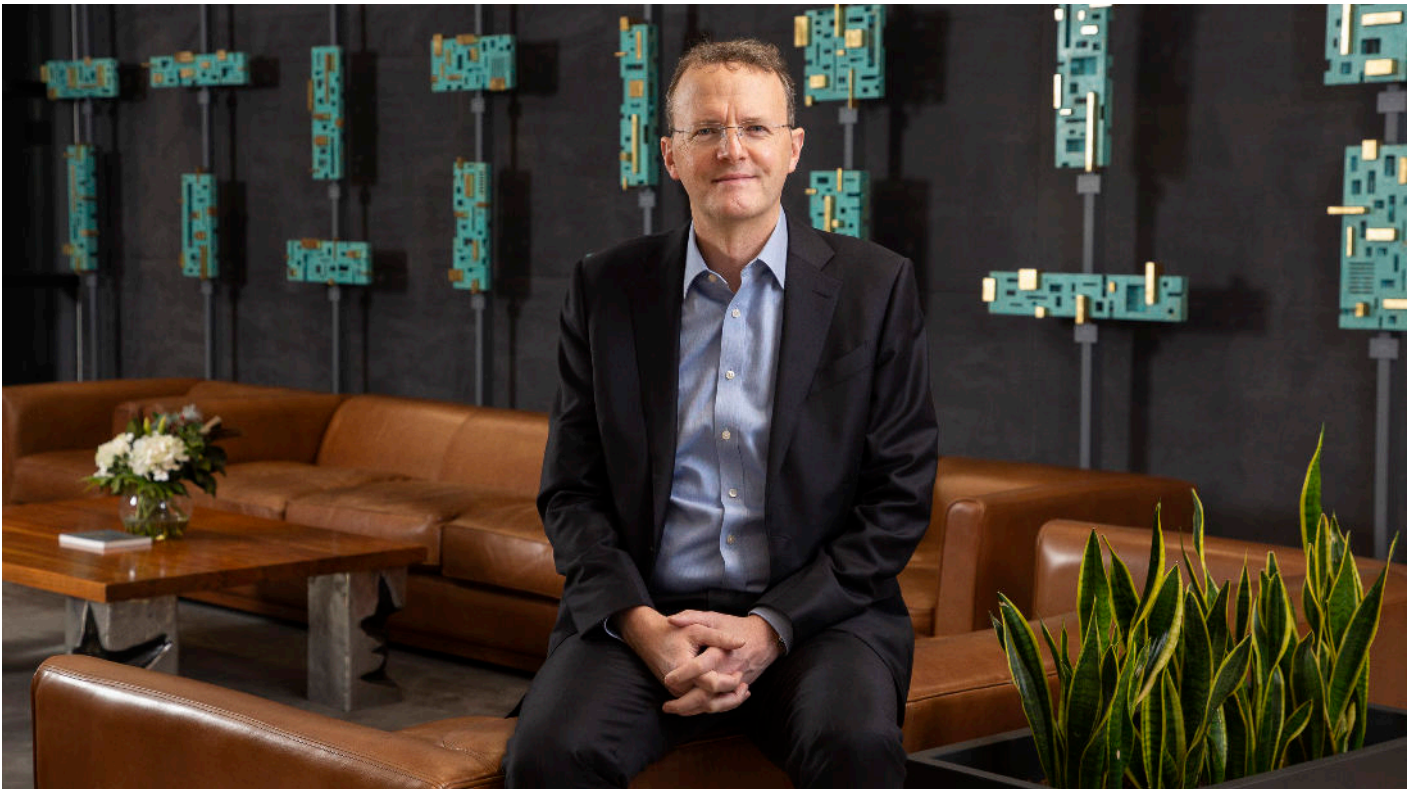
Internship and Traineeship
applications for 2026/2027
are now open.

philiplee.ie

PHILIPLEE

DUBLIN | LONDON | NEW YORK

A Note from Our Managing Partner



Dear future trainee,

Although no two law firms have exactly the same culture and outlook, it can often be a challenge for potential traineeship applicants to differentiate between them.

How can you tell law firms apart, or whether a law firm offers the kind of culture and training environment that is right for you?

At Philip Lee we embrace individuality. We place a premium not just on legal knowledge but also on the ability to push, prod and provoke.

The Philip Lee Mentoring Programme pairs trainee solicitors with partners and associates on a rotational basis, providing a supportive environment for trainees to develop their personal and professional skills.

We encourage our trainees to take a high degree of ownership and responsibility as we believe that this helps them to discover their interests and ultimately to realise their potential. The firm's culture of curiosity creates a unique learning environment where talent and personality are encouraged to flourish.

We would be delighted to receive your application if you have some or all of the following qualities:

- a love of learning
- a strong academic record
- commercial awareness
- strong writing and research skills
- an engaging and positive character
- interesting experience
- great listening skills
- an interest in the firm's areas of expertise

You will find all of the information you need regarding our application process in this booklet, and on our website philiplee.ie.

Best of luck,

Jonathan Kelly
Managing Partner

Introduction

Background

Philip Lee LLP is one of Ireland's leading corporate and commercial law firms. Our Dublin head office is enhanced by offices in London and New York. We have built a team that can advise you on every aspect of your business, both in Ireland and internationally. We are recognised leaders in several areas of legal practice, including construction, PPP, procurement, energy, environmental, real estate, planning, corporate and M&A, climate projects, media and entertainment, digital assets and blockchain, competition, data, EU, intellectual property, IT, employment and immigration.

Our first-class lawyers support businesses across all of these sectors and beyond, providing a comprehensive service to address all of their legal requirements in every specialist area. The firm is ranked 'Top Tier' by International Law Firm Guides across a number of specialist practice areas and many of our lawyers are listed as 'leading individuals' in these areas, including:

- Construction, projects and PPP
- Corporate/M&A
- Data privacy and technology
- Dispute resolution and litigation
- Employment
- Energy
- Climate Projects
- Environment and climate
- EU, competition and state aid
- Intellectual property and technology
- Media and entertainment
- Procurement
- Real estate and planning
- Tax

International Offices

The firm works closely with peers and clients based in the UK. In 2018 we made a strategic decision to open a London office to offer a wider range of services, build closer relationships and to address the changing landscape in light of Brexit. Philip Lee LLP has entered into a collaboration agreement with Philip Lee (US) LLP, a separate partnership established in the State of New York, USA. The firms' US office focuses on climate finance, carbon project development and climate-tech venture capital, amongst other decarbonisation-focused sectors. This growth reflects the firm's strengths in EU and international trade, intellectual property, information technology, foreign direct investment and venture capital. We are one of the fastest growing firms in Dublin.

Education and Social Programmes

In addition to salary, trainees will have their Law Society Professional Practice Course fees paid by the firm. The firm also provides support to staff engaging in further education and training with the assistance of our in-house Training Manager relevant to their practice area. Our social, wellness and diversity committees organise a wide range of sporting, entertainment, charitable and educational activities throughout the year.

Philip Lee Wellness Programme

At Philip Lee, we believe a strong firm needs healthy vibrant employees and we ensure our 200 employees get the support they need. We understand that in the legal profession our lawyers and support teams operate continually in a high pressure environment.

Our HR Director, Nicola McKenna launched the firm's first ever wellness programme in 2017 to support, promote and sustain the well-being of the employees. The programme is structured around four specific areas - stress reduction, mindfulness, work-life balance and health and nutrition which has been a huge success!



PHILIPLEE LLP



Responsive, transparent and commercial.



First-class legal work underpinned by sound commercial instincts.



Inside Perspectives: Intern and Trainee



Rebecca Flanagan

TRAINEE

Rebecca Flanagan

I joined Philip Lee in 2021 as part of their placement programme in collaboration with the University of Galway, where I was completing a Bachelor in Law and Business. During my time on placement, I completed rotations in the Healthcare Litigation and Real Estate departments. This exposure gave me a clear insight into how different areas of law operate in practice and greatly benefited the completion of my studies.

I was delighted to accept an internship with the Firm after graduation, and with the Firm's support I was able to complete my FE-1s while working and gaining hands-on, practical experience. I was delighted to accept a training contract with the Firm in 2024. Since the start of my training, I have completed rotations in the Corporate, Real Estate, and Employment departments, and I have also had the opportunity to go on secondment. Throughout my training, I have consistently been entrusted with meaningful work and encouraged to contribute to client calls and meetings from an early stage—an invaluable learning experience. Senior colleagues

are always willing to offer guidance and advice, and trainees' opinions are genuinely valued and respected by the team. From the outset, it was clear that Philip Lee places a strong emphasis on developing and supporting interns and trainees from the very beginning of their careers, something that is evident through the availability of study leave, the buddy and mentorship programmes, and the firm's open-door policy.

Trainees have the opportunity to learn directly from leading experts in their respective fields, which allows for continuous growth and professional development. Philip Lee's broad range of practice areas and sectors offers trainees exposure to a diverse array of legal disciplines early in their careers. This variety provides invaluable insight into how different areas of law interconnect in practice and enables trainees to develop well-rounded professional expertise. The hands-on nature of the training ensures continuous learning and professional growth, which is invaluable as you progress toward qualification.



Andrew Campbell

ASSOCIATE

Andrew Campbell

I joined Philip Lee in September 2021 as an intern in the Real Estate Department. While on my internship I was delighted to be offered a training contract with the firm. As part of my traineeship, I completed seats in the Real Estate, Intellectual Property, Employment and Projects & Construction departments. I will be qualifying as an associate in the Projects & Construction team in January 2025.

From the outset, I was given the chance to get involved in a variety of complex and challenging work allowing me to develop my practical legal skills and gain exposure to high quality matters across different departments. The firm's open-door policy and mentoring culture creates an encouraging and supportive environment in which trainees are continuously learning. There is always someone willing to offer guidance, or answer questions which makes a huge difference when settling into a team. Working closely with various partners and associates across four different practice areas has been an invaluable part of my training, allowing me to learn

directly from seasoned practitioners which has not only developed my legal knowledge but also helped me refine essential skills such as legal analysis, drafting and research.

One of the things I have really enjoyed about Philip Lee is the emphasis on maintaining a positive and inclusive work culture. Beyond the day-to-day legal work there's a great social side to the firm, with plenty of opportunities to be involved in activities outside of work. Throughout my time in Philip Lee I have gotten involved in tag rugby, tennis, and five a side football, which have all been great fun and contribute to the collegiate atmosphere that defines life at Philip Lee.

My experience at Philip Lee has been incredibly rewarding. It's a firm where you are encouraged to learn, grow and develop your career, while being supported every step of the way. I'd highly recommend applying to the internship and trainee programme to anyone looking to start their legal career in a dynamic and growing firm.

Application Process

Please note that applications for our 2026/2027 Trainee Programme are now open.

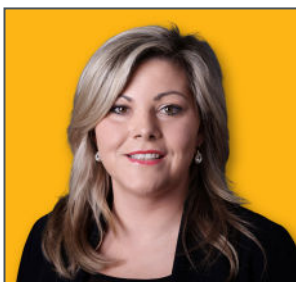
If you are interested in our Summer Internship or future Trainee Programmes, you can download a copy of the application form from our website. Completed applications, along with a cover letter, should be sent to our HR Manager, Niamh Kinsella, at careers@philiplee.ie.

For any queries regarding our summer internships or trainee opportunities, please contact HR Manager, Niamh Kinsella at +353 1 237 3700 or via email.

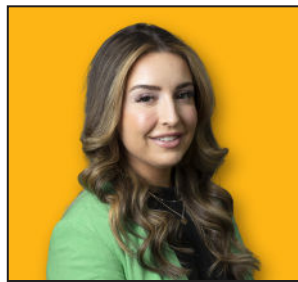
SUMMER INTERNSHIP PROGRAMME KEY STAGES



Graduate Recruitment Team



Nicola McKenna
HR Director



Niamh Kinsella
HR Manager



Hannah O'Shaughnessy
HR Executive



Katie O'Connor
HR Administrator

Social Media



[linkedin.com/company/philip-lee-solicitors/](https://www.linkedin.com/company/philip-lee-solicitors/)



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