Associate – Employment

Employment – Dublin

## The opportunity

## Our promise

Bird & Bird is committed to maintaining an inclusive working environment and we are an equal opportunities employer. We will actively support and supervise your professional development. For those with the necessary energy and ability, we will ensure that the firm is a first-class platform on which you can develop into an industry leader. We provide a hybrid working environment in Dublin.

## We are looking for an Associate or Senior Associate to join our fast-growing team in Dublin. You would be working with an Employment Law Partner on a mix of non-contentious and contentious work. We are in the process of building up our Employment capability in our Dublin office. A very experienced Employment partner will be joining the Dublin partner team later in the year.

## This is an exciting opportunity to join an Employment team right at the start. There will be plenty of opportunities for career development within a fast growing team in Dublin.

## The office

## The Bird & Bird office in Ireland opened in June 2022. We now have 5 partners (commercial, litigation, IP, corporate, and data protection),14 associates and trainees, along with a range of business services people working in the office. We are building an employment practice.

## The growth of the office since it opened has been dynamic and above the firm’s expectations. The firm and the office are determined to make the next steps in its growth trajectory. Building an employment law capability is a key stage in this process.

## An employment partner has already been recruited and we are looking to build a collaborative team around them.

## The firm

Bird & Bird opens a world of possible for lawyers everywhere. Here you can advise major enterprises and high-growth businesses on matters that are often transformative in nature, alongside people who are truly collegiate in the way they work with everyone at Bird & Bird. We are one international firm, where over 70% of our work involves teams from across our firm. And that is only going to increase. It is this common purpose and shared approach that makes for a more productive, and collaborative place to work.

We have a stellar, global reputation for providing sophisticated, pragmatic advice to companies which are carving the world's digital future. We are interested in the world, current issues, and emerging trends. We use our sector understanding and legal expertise to unlock the issues and we take a commercial approach when applying the law.

## The international employment group

Our International Employment group is a full-service, stand-alone, practice, with over 130 employment lawyers globally.

Key features of the group include:

* Recognition as an ‘esteemed international practice’ in the International Employment Lawyer’s ‘Elite’ guide.
* Shortlisted for International Employment Law Team of the Year at the IEL Awards 2023.
* Over 140 employment lawyers internationally, across Europe, the Middle East, and Asia Pacific.
* Particularly strong on cross-border, multi-jurisdictional projects, with employment experts spread across our international offices.
* Advice across the full spectrum of employment law, including workforce restructuring, investigations, business immigration and global mobility, policy advice, incentives and benefits, and trade secrets.
* Sector-focused approach, with particular understanding of the employment landscape within the technology and life sciences sectors.
* Added value offer including our tech sector-focused Horizon Scanning report, which provides clear visibility over the shifting HR legal landscape and identifies both legislative changes and commercial trends which affect tech companies.

*"They have an in-depth understanding of our business and the law but with a very practical and pragmatic viewpoint. They get our business."*

*Chambers Global, 2023*

Check out our 'Employment Law Zone' app and our 'Frontline' newsletter.

*What you'll do*


## The post-holder will support our Employment Law Partner in all aspects of employment law, including risk assessment and mitigation, WRC hearings, mediations, and civil court proceedings.

## The post-holder will also be involved in the coordination of cross-border projects, including restructurings and compliance projects, with an expectation that you will also provide employment law support to our Corporate and Mergers & Acquisitions team.

## The firm expects associates to advise in a way that supports our client's strategic objectives, whilst being practical and commercial, and to become involved in the numerous business development opportunities.

## About you

**The successful candidate will have:**

* Excellent academic achievement.
* Solid legal training in a law firm environment.
* Experience of general employment advisory work.
* Experience of handling complex employment matters gained within a comparable environment and at an appropriate level is desirable.
* Experience of restrictive covenant litigation, including injunctions, and a range of competition and confidential information protection matters would be helpful.
* A desire to be working for a truly international firm.

**In addition, we expect all our Associates to demonstrate:**

* Flexibility, supporting cases across a broad range of Employment issues.
* The ability to manage aspects of complex matters and clients, with proven negotiation skills.
* Knowledge of key areas of the law by providing clear, precise, practical advice.
* The ability to use initiative and a confidence built upon solid success and achievements.
* The ability to liaise effectively with other fee earners from within the group, but also to liaise and coordinate with fee earners from other relevant disciplines and jurisdictions as required.
* Delegation and supervisory skills where appropriate.
* Being keen to work in a challenging, team-based environment.
* The willingness and ability to support business development activity, creating and maintaining strong client relationships and identifying new business opportunities with new and existing clients.
* A commitment to regularly update their own technical expertise and to achieve continuous improvement and development.
* The ability to contribute to the general upkeep of the group (whether that be training, precedents, or know-how generally).
* Excellent communication skills.

*The main responsibilities of this role are outlined above; however, this description is not exhaustive, and the job holder may be required to undertake additional duties from time to time to ensure the smooth running of the department.*

*Bird & Bird in Ireland operates a hybrid working environment. The current guideline is to attend the office at least 2 days per week.*

*Bird & Bird is committed to creating and sustaining a diverse and inclusive environment.*

In the event that we make an offer to you and you accept, we will conduct pre-engagement background checks, where permitted by local legislation and according to the nature of the role that may include right to work, professional and academic qualifications, criminal records, sanctions, financial stability, media, directorships and references from previous employers.

Please click below to view more detail in our Applicant Privacy Notice.

To

● Abu Dhabi ● Amsterdam ● Beijing ● Bratislava ● Brussels ● Budapest ● Casablanca ● Copenhagen ● Dubai ● Dublin ● Dusseldorf ● Frankfurt ● The Hague ● Hamburg ● Helsinki ● Hong Kong ● London ● Luxembourg ● Lyon ● Madrid ● Milan ● Munich ● Paris ● Prague ● Rome ● San Francisco ● Shanghai ● Shenzhen ● Singapore ● Stockholm ● Sydney ● Warsaw