

GIBSON DUNN

# TRAINING WITH GIBSON DUNN

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JEFF TRINKLEIN

CO-PARTNER-IN-CHARGE, LONDON

# MESSAGE FROM JEFF TRINKLEIN, CO-PARTNER-IN-CHARGE OF THE LONDON OFFICE

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## WELCOME TO OUR GRADUATE RECRUITMENT BROCHURE

This is a very exciting time for Gibson Dunn as a whole and for the London office in particular. In September 2015, we welcomed our first four trainees to the London office and all four qualified into their department of choice in September 2017. Our second intake of six trainees arrived in September 2016 and all six qualified into their department of choice in September 2018. You will meet some of them in these pages and hear more about their experiences training at Gibson Dunn. We will be welcoming our seventh intake of around seven trainees in September 2021.

All of our trainees, like our current associates and partners, have a unique opportunity to take full advantage of life at Gibson Dunn.

We offer an outstanding opportunity for bright and enthusiastic candidates to train and become first-class lawyers in one of the world's leading law firms. We believe we provide something unique and are delighted that you are interested in hearing more about us.

You may not yet be sure what kind of law firm you wish to join, if you want to become a solicitor or a barrister, or even if you want to be a lawyer at all. By picking up this brochure, many of you will be just testing the waters.

We all understand that perfectly and remember when we were at that stage ourselves - some more recently than others!

This brochure is designed to help you with your decision-making process by helping you get to know us and our people and giving you information about the firm that might be useful to you in the future.

We are a very diverse firm. There is no such thing as a 'typical' Gibson Dunn lawyer, nor would we want there to be. We come from a very wide range of educational, cultural and professional backgrounds and celebrate that diversity. We believe that diversity strengthens and enriches our professional and personal lives. Everyone you will meet from the firm has travelled a unique path (in my case, posts in the Orange County, New York, Dallas and Munich offices of our firm) and has a different perspective on life as a lawyer at Gibson Dunn.

After reading the brochure and visiting our website, [www.gibsondunn.com](http://www.gibsondunn.com), if you have any further questions, please do not hesitate to get in touch with one of us or with our Graduate Recruitment and Development Manager, Kathryn Edwards.

With best wishes,





WE TALK TO ONE OF OUR PIONEER TRAINEES, NOW AN ASSOCIATE IN DISPUTE RESOLUTION, JONATHAN COCKFIELD.

# TRAINING AT GIBSON DUNN

## – WHAT’S IT REALLY LIKE?

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*Our first four trainees qualified into the departments of their choice in September 2017. All of them joined us after a three-week Summer vacation scheme. So what was it like for them to be the Gibson Dunn London trainee pioneers? We chat to Jonathan Cockfield about his experiences.*

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### **Jonny, tell us a bit about yourself.**

I studied law at Oxford and then completed an LLM at Cambridge. After that I spent a year working as a parliamentary assistant to an MP before starting the LPC at BPP.

### **When did you apply to Gibson Dunn?**

I applied online during my LLM year and after an interview attended the vacation scheme in the summer. The scheme was a very good way to find out what the firm was really like. I had a great time and did some interesting work. At the end of the three-week period, I was lucky enough to be offered a training contract.

### **You were in the very first intake of only four trainees at Gibson Dunn in 2015. What did that feel like?**

I had been on the vacation scheme so got to know a lot of people then. I felt confident that the firm would provide excellent training and that the personalities would ensure a good working

environment. I knew what I was letting myself in for!

I was really struck by the variety of backgrounds of the other trainees – we attended four different universities and had all kinds of different life experiences – but particularly by how friendly and engaged with the students everyone was.

### **Tell us a bit about your seats as a trainee. Did you go on secondment?**

Like most firms, Gibson Dunn arranges its training contract into four six-month segments, called ‘seats’. Trainees share a room with a partner or a senior associate and get involved in their matters and cases. I had two seats in Dispute Resolution, and one in Corporate.

In my second seat I was given the opportunity to go on secondment to one of the firm’s biggest investment banking clients. This was a fantastic experience as it allowed me to see things from the client’s perspective and also make some great contacts.

## TRAINING AT GIBSON DUNN

### **What are your reflections generally about your two years as a trainee?**

I had a great two years. Every seat and supervisor was completely different and I was able to learn a huge amount. Gibson Dunn is one of the world's best law firms and I felt welcomed into it from day one.

One of the highlights was the fact that trainees get to attend the firm's new lawyer retreat in the US. The retreat involves new lawyers from all of the global offices converging on one resort for a long weekend and is a fantastic chance to get a sense of the size and global prominence of Gibson Dunn. It is also huge fun.

As a Gibson Dunn trainee, you are given a considerable amount of responsibility from the outset. I knew this before I joined and it was what attracted me to the firm. The firm operates quite a flat structure and you are expected to punch above your weight. Having said that, I was surrounded by friendly, helpful colleagues to support me when I needed it.

The firm is not organised along rigid department lines so you tend to get a very broad-based training across the groups. This stands you in good stead for qualification and beyond.

### **How did you weigh up the potential risks of being one of the first intake of trainees? Did you not think it better to do your training at a more established UK firm?**

I did consider a range of firms and I actually had offers from Magic Circle and other US firms. However, for me the choice was clear in deciding to train at Gibson Dunn. I liked the people I met on the vacation scheme and it was clear that I would be treated like an adult from the outset.

I also knew that, due to the practice model that the firm works to globally, there would be small teams, meaning significant partner involvement in every case or deal.

It was also clear from those in Graduate Recruitment and Practice Development that a lot of thought and planning had gone into devising and developing the training programme.

### **What type of formal training programme did you have?**

All trainees have two weeks of induction training before they start their first seat. This includes the compulsory PSC course, which we took at BPP. The induction covers everything from secretarial support to time recording as well as lots of introductions to key areas of substantive law.

Then throughout the two-year training period, trainees undergo rigorous and comprehensive training focusing on particular aspects of practice. Trainees are also invited to practice training with all the other lawyers in the relevant departments.

## TRAINING AT GIBSON DUNN

### **Can you compare the quality of training you received at Gibson Dunn with that of your peers at other firms?**

From what I can tell the quality of training at Gibson Dunn equals or exceeds that at other top firms. A huge amount of the training is actually delivered by practitioners, which shows the investment of partners and associates in the career development of trainees.

The training at Gibson Dunn is not just training for the sake of training. The emphasis is on on-the-job training and relevant, practice-focused formal training, not just “classroom”-style talks and seminars.

This suited me as I was ready to start working straight away and not be hidden away for another two years. I found that almost immediately I was an active and visible practitioner on cases and deals – often I was the only trainee in the room or sending emails.

Of course, this is not for everybody – it is challenging and can sometimes be stressful. I know that I was doing work of a higher quality and level than my peers but that was what I wanted. I was supported every step of the way.

### **On the subject of support, what kind of support is there for trainees?**

The Graduate Recruitment and Development Team, including the Training Principal, is the first port of call for all trainees and they play an

important role in the welfare of the trainees. We also have a trainee mentor who meets regularly with us. There is also a very pro-active practice development team.

The firm at all levels fosters open discussions about the challenges of navigating a career at a busy international law firm.

### **You talk about being treated as an adult at Gibson Dunn – in addition to the type and quality of work that you were exposed to as a trainee, is there anything else?**

All trainees are given a substantial business development budget which they can use to take clients or other business contacts out on their own initiative.

We also have training budgets which give us an opportunity to seek out training that is even more tailored or relevant to our personal development, for example higher rights, niche skills training, or subscriptions to specialist publications.

Trainees also attend presentations on the financial aspects of the firm by the CFO – we are really encouraged to gain a real understanding of the business of the firm from the outset.

Essentially, you know that you are not just another cog in the wheel but a valued member of the team in whom the firm wants to invest on a long-term basis.

## TRAINING AT GIBSON DUNN

**With all that work and involvement on cases and deals, did/do you have any time to get involved in other activities or initiatives?**

Absolutely. There is a bit of an urban myth around the hours culture at US law firms. In fact, if you want to be part of any quality international practice there will always be long hours and juggling of timezones. Despite this there is no “face time” culture – it’s all about quality and results.

Of course, the firm offers lots of opportunities to socialise and get involved in extra-curricular activities. For example, we have regular drinks and themed food events. We even have an annual Gibson Dunn Bake-Off!

**You mentioned you went on a client secondment. Are there any foreign secondment opportunities?**

Yes – you can go on overseas secondments, typically to our Dubai or Hong Kong offices. I was actually only in my second seat when I went on secondment to one of the firm’s major clients. I knew the firm had confidence in me and I was ready to take on the challenge. I had a huge amount of support from the firm, and felt very lucky to have had such an opportunity.

**Any final words of advice to students thinking about applying for a training contract?**

It’s a bit of a minefield out there these days with the number of firms and information available. I think students need to do proper diligence – take a look at each firm with critical eyes. Talk to people in firms you are interested in and try to understand a bit about the culture of the firm. Obviously the best way to do this is on an open day or a vacation scheme but it’s not always easy to get places on these so look out for other opportunities, like on-campus presentations and law fairs.

Best of luck to everyone!

# YOUR TRAINING – THE NUTS AND BOLTS

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Our London office is full of deep and broad experience of training and managing trainees and junior lawyers. We are managed and staffed by partners and associates hand-picked from top City and international law firms and the Bar. Many of our lawyers are preeminent in their fields of practice. Importantly for you, as a potential trainee, they all trained, qualified and practised at a wide range of different firms and have a considerable breadth and depth of experience that they have invested and continue to invest in the training scheme. This also makes us flexible; unlike some other firms, we have no traditional way of doing things. Our commitment is to excellence.

This offers an extraordinary opportunity for ambitious trainees to take control of their careers from the outset, supported at all times by

colleagues of the highest calibre. However, we do recognise that this challenge is not for everyone.

## GDL AND LPC

You will study your GDL (if necessary) and LPC at our preferred provider, in central London. We liaise closely with our provider to ensure that you receive the best possible preparation for your training contract at Gibson Dunn. We will also invite you to the office for a number of social events over the course of your time at law school so you feel part of the team from the start. Members of our Graduate Recruitment and Development Team are available at any time to discuss any issues you may have.

We cover your GDL and LPC fees in full, and also give you a maintenance allowance for each year of study.

## YOUR TRAINING – THE NUTS AND BOLTS

### YOUR TRAINEE SEATS

During your two years as a trainee solicitor at Gibson Dunn, you will spend time in different practice areas, known as “seats”. This variety enables you to develop the skills and insight that are crucial to becoming a first-rate lawyer.

You will spend at least one six-month seat in our transactional department (which handles all aspects of corporate work, including public and private M&A, private equity, finance, capital markets, tax, commercial real estate, funds, energy and restructuring and insolvency) and at least one in our dispute resolution department (which handles commercial litigation, regulatory investigations, international arbitration and employment and competition law disputes). To the extent possible, the remainder of your seats will be allocated according to your personal choice, in discussion and consultation with the Training Partner, the Graduate Recruitment and Development Team and others. The firm is committed to ensuring that its trainees are able to pursue the careers they wish to the greatest extent possible.

During each of your seats, you will share an office with a partner or senior associate supervisor who will involve you in his or her work. Our partners and associates have a wealth of experience, and we believe that sharing a room with a senior lawyer and observing how he or she goes about work is quite simply the best way to learn. You will also have the opportunity to become more widely involved in the work of the practice group as a whole. You will receive regular informal feedback

as well as a mid-seat review, and a comprehensive review at the end of each seat. This will give you the opportunity to discuss your progress, and will ensure that you grow in confidence.

### SECONDMENTS

You will be given the opportunity to apply for a secondment to one of our international offices. To date we have offered overseas secondments in our Dubai and Hong Kong offices. There is a possibility that further secondment opportunities will arise in the future. An international secondment is an excellent opportunity to further develop your legal skills in a different environment as well as to make career-developing contacts with Gibson Dunn lawyers and clients across the globe.

Of course, you will also interact with colleagues in our international offices as a day-to-day part of your working life. This may well involve travelling to meet with clients and other lawyers face to face.

We also offer a trainee secondment to one of our major clients.

### STRUCTURED TRAINING

In addition to day-to-day “on the job” training, all of our trainees benefit from a personalised formal training programme carefully developed by the firm, designed to provide you with the skills you need to thrive at Gibson Dunn, including seminars and workshops on substantive law as well as topics such as commercial awareness, drafting, negotiation, advocacy and networking.

# GETTING INVOLVED

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Gibson Dunn takes pride in helping our lawyers to nurture and grow their own careers. Our experience tells us time and time again that lawyers are much happier people – and enjoy their work more – if they are allowed to concentrate on the areas that really excite them.

What that means for trainees is that we have a number of committees in the London office and firmwide to help our lawyers take ownership of their work and their careers.

The **Social Committee** organises cultural, sporting and general social events all through the year. We recognise the importance of achieving a balance between the commitment and hard work required in order to meet the needs of our clients and personal development, well-being ... and just having a bit of well-deserved fun! The bonds formed during non-work activities out of the office allow our lawyers to work together more effectively in the office.

The **Diversity, Talent & Inclusion Committee** oversees the implementation of our commitment to diversity in every office of the firm. In London, we have an extremely active and dedicated committee, which organises regular speaker and social events and publishes a quarterly newsletter. More information about our Diversity, Talent & Inclusion Committee is on page 14.

The **Community Affairs Committee** aims to increase awareness of existing charitable and community initiatives that the firm is involved with,

support the efforts of individual colleagues who contribute to charitable and community work, and build and coordinate the firm's community work more generally in the London office.

The **Associates' Committee** is made up of associates from each of the firm's offices and acts as a liaison between associates and firm management in addressing issues and policies that affect associates. In London, our associates and trainees meet regularly both formally and informally.

## TRAINING AND RETREATS

At Gibson Dunn, formal and informal training and in-house networking does not stop with the end of your training contract but continues throughout your career at the firm.

**Training** - all partners, associates and trainees attend regular practice group training and update sessions, many in collaboration with our international offices. We also provide regular training seminars for our clients, which our associates and trainees play a key role in developing and presenting.

**US and European Retreats** – Gibson Dunn also has a number of lawyer academies and retreats, organised according to year group and practice area, enabling our lawyers (including trainees) to get to know, and learn with, their peers in other offices. These events are enormously popular.

## GETTING INVOLVED

### BUILDING YOUR PROFESSIONAL NETWORK

**Free-Market System** – all Gibson Dunn associates are empowered to accept or decline work assignments from partners. This gives our associates greater flexibility to develop and shape their careers than is possible at most other law firms.

**Client Development Allowance** – every lawyer is given an annual marketing budget to use in entertaining clients, contacts and friends in the business community, thereby fostering an entrepreneurial spirit. In addition to this allowance, our associates are encouraged to devise, design and host their own client marketing events to which they invite their peer clients and contacts. Trainees also benefit from this allowance.

**Buddy System** – all new lawyers in our London office – trainees included – are assigned a “buddy” to make their integration into the firm as smooth, and as much fun, as possible. A special “buddy allowance” for lunches and other activities is provided to this end.

**Professional Development Allowance** – all Gibson Dunn lawyers and trainees are given a budget for the purpose of funding training sessions and seminars outside the firm. This means that, in addition to formal and informal in-house training, our lawyers can take advantage of numerous high-quality events taking place on their doorstep.

**Book Allowance** – all lawyers and trainees at Gibson Dunn have a book allowance to enable

them to purchase specialist texts or periodicals relevant to their particular area of law or personal interest.

**Mentoring Programme** – every trainee at Gibson Dunn has the opportunity to participate in the firm’s mentoring programme. Mentors regularly arrange lunches and other informal meetings. The key goals of the mentoring programme are to foster and enhance personal and professional growth and opportunities.

### PRO BONO WORK

Gibson Dunn has a long-standing and greatly valued tradition of service to the community. We are privileged to be able to give back to the communities that have contributed to our success and believe that community involvement adds an important dimension to the growth and development of all of our lawyers, both as lawyers and as citizens of those communities.

We are a signatory to the Pro Bono Institute’s Pro Bono Challenge which requires the firm to use its best efforts to perform 60 hours of pro bono work per lawyer per year. The value Gibson Dunn places on pro bono work is reflected in the fact that, unlike many firms, there is no cap on the number of pro bono hours that count towards an associate’s annual billable target. The London office has a very active and passionate pro bono committee that meets regularly to identify and discuss current and potential pro bono opportunities. We look forward to welcoming onto our committee trainees who are interested in getting involved in pro bono work.

## GETTING INVOLVED

As part of this commitment, we provide pro bono advice for a wide range of different organisations, reflecting the interests of the firm as a whole as well as those of individual lawyers. Our lawyers have presented to the United Nations on women's rights issues, and have travelled to Kenya for their pro bono work.

We are also a signatory to the London Pro Bono Collaborative Plan, which seeks to boost pro bono hours in the City by sharing best practice and encouraging firms to work together. Our role in this has been to help set up a family law and domestic violence clinic in Tower Hamlets, which our lawyers regularly attend.

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Here is a selection of our most recent London pro bono clients:

- ACUMEN
- BRITISH KITE SURFING ASSOCIATION
- CENTRE FOR JEWISH LIFE
- CHANGING LIVES
- CIVITAS MAXIMA
- FAMILY LAW CLINIC, BETHNAL GREEN
- FIRST STAR
- HILLSBOROUGH FAMILY SUPPORT GROUP
- HUMAN DIGNITY TRUST
- I-ACT
- INDEPENDENT PANEL FOR SPECIAL EDUCATION ADVICE
- LAWWORKS
- LAWYERS WITHOUT BORDERS
- MEDICINEMA
- PLANT FOR THE PLANET
- REPORTERS WITHOUT BORDERS
- THE ACCOUNTABILITY UNIT
- THOMSON REUTERS FOUNDATION
- UK YOUTH
- UNITED NATIONS HUMAN RIGHTS COMMISSION
- VINSPIRED

# DIVERSITY, TALENT & INCLUSION

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## DIVERSITY, TALENT & INCLUSION

### **Finance partner, Amy Kennedy, tells us about the London Diversity, Talent & Inclusion Committee.**

“You only have to walk around one of our offices, or talk to anyone who works at Gibson Dunn, to very quickly realise that diversity is one of Gibson Dunn’s top priorities, and that diversity – in many forms – is reflected in all aspects of our business, day-to-day operations and recruitment.

Gibson Dunn has a Global Diversity Committee, which oversees our firmwide strategic efforts, and there are local diversity committees across the US and international offices.

Our London Diversity, Talent & Inclusion Committee was established in 2007, and is one of the most active in the firm. There are 25 members in London, including partners, of counsel, associates, new trainees, and recruitment, marketing and professional development personnel. Our trainees are encouraged to participate in all activities, and get involved as much as they would like. We work closely with our Global Professional Development and Pro Bono Committees and with our London Community Affairs Committee to share ideas, networks and co-host events.

The London Diversity, Talent & Inclusion Committee is an important forum for our lawyers, trainees and staff, providing all with the opportunity to discuss, explore and support a wide range of issues which impact our approach to recruitment, our working lives and the broader communities in which we and our families work and live. It is also a welcoming, supportive and fun space in which to explore ideas, voice opinions and concerns and socialise with colleagues.

Together we run a number of subcommittees and national and international networks which engage in internal and external initiatives, including:

- **Access and Social Mobility** – supporting local schools, running workshops and raising educational awareness.
- **Gender** – facilitating discussion forums, alongside networking, cross-firm mentoring and business development opportunities.
- **LGBT** – providing a social and support network within the London office, embracing the firm’s wider LGBT+ network and the professional LGBT+ community in London and promoting educational awareness both internally and externally, and engaging with the broader professional community.
- **Multi-culturalism** – celebrating cultural diversity, ethnicity and racial inclusion through social events, discussion and charitable initiatives.
- **Outreach & Communications** – providing externally focussed initiatives and outreach with third party networks.
- **Parenting & Family** – providing a network of support, and formalising internal policies.
- **Professional Development & Well-Being** – initiating workshops, training and panel events to support the advancement of individual health, wellness and development.

We also produce regular newsletters, with contributions from internal and external voices, covering such themes as mental health and well-being, work-life balance, ethnicity and multiculturalism, talent development, LGBT+, mentoring and social mobility. In addition, we work closely with other groups, networks and committees, both in London and across the firm.”

# THE LONDON OFFICE

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## THE LONDON OFFICE

Gibson Dunn has had an office in London for over 30 years, making us one of the most longstanding London offices of any international law firm. The London office occupies the ideal position of benefitting from the resources, support and expertise of a truly global organisation, whilst retaining the distinctive 'feel' of an English firm.

We offer a full range of English law services to clients all over the world. A large proportion of our work is led by lawyers in the London office. On other occasions, the London office works as part of an international team with other Gibson Dunn offices. The vast majority of our partners and associates are English-qualified (several are dual-qualified) and have trained and worked across the full range of Magic Circle and other top firms

in the City of London. This range and depth of expertise is brought to bear on a daily basis in all aspects of the Gibson Dunn training contract.

Our clients include listed companies, large private companies, investment banks, sovereign states, governmental entities, private equity firms, start-ups and many other organisations with international operations and ambitions.

Equally important to the firm and to the London office are our pro bono clients; we consider pro bono work to be part and parcel of our practice of the law. We act for a wide variety of organisations and charities. More information about our pro bono work can be found on pages 12–13.

### MAJOR PRACTICE GROUPS IN LONDON INCLUDE:

- MERGERS AND ACQUISITIONS
- LITIGATION
- INTERNATIONAL ARBITRATION
- PRIVATE EQUITY
- FINANCE
- REGULATORY AND WHITE COLLAR INVESTIGATIONS
- CAPITAL MARKETS
- ENERGY AND NATURAL RESOURCES
- REAL ESTATE
- EMPLOYMENT
- TAX
- COMPETITION
- FUNDS
- BUSINESS RESTRUCTURING AND REORGANISATION

## WHAT WE DO - CUTTING-EDGE DEALS AND CASES

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*Gibson Dunn's London office advises clients across all types of industry sectors, and its strength lies in significant, cross-border, complex matters.*

*We pride ourselves on being our clients' trusted advisers. You will be trained in the same way to ensure that you gain the skills and confidence to enable you to handle a broad range of complex legal matters from an early stage in your career. You will spend the first year of your training contract in seats within both the Dispute Resolution and Transactional departments, where you can expect to work on varied, stimulating and cutting-edge matters.*

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## WHAT WE DO - DISPUTE RESOLUTION

### COMMERCIAL LITIGATION

We have market-leading expertise and experience in high-value, complex commercial litigation, often involving multiple jurisdictions and complex questions of foreign law. Led by Lord Charles Falconer QC (one of the UK's leading commercial barristers and former Lord Chancellor and Secretary of State for Justice) and Penny Madden QC, our trial advocacy team handles major litigation in the UK and in Commonwealth jurisdictions from the beginnings of a dispute to trial and beyond.

### INTERNATIONAL ARBITRATION

Led by Cy Benson and Penny Madden QC, we specialise in handling commercial and investor-state disputes.

### MULTI-JURISDICTIONAL LITIGATION

We frequently advise on complex multi-jurisdictional litigation, involving simultaneous proceedings in courts in the UK, the US, offshore jurisdictions and across Europe.

### EMPLOYMENT LAW DISPUTES

Our team has extensive experience advising UK, US and European clients with a particular focus on complex cross-border employment issues, whistle-blowing and discrimination claims, enforcing and resisting post-employment restrictive covenants and protecting confidential information.

### WHITE COLLAR CRIME / ANTI-CORRUPTION / SANCTIONS

We advise clients on interactions with investigations by key enforcement authorities in the UK and overseas, including the SFO, the FCA, the NCA, and the U.S. Department of Justice. We also assist our clients in structuring compliance programmes. These matters almost always have a complex, multi-jurisdictional and multi-agency nature. This team has been strengthened by the recent hire of Sacha Harber-Kelly MBE, former Prosecutor and Case Controller at the SFO.

### DATA PRIVACY

We have a strong team of lawyers that advises on cases involving EU and domestic data protection laws, including issues involving the tension between free expression and privacy.

## WHAT WE DO - DISPUTE RESOLUTION

### ENERGY AND NATURAL RESOURCES

We advise a broad range of energy companies and energy investors in the oil and gas, power and mining sectors. This includes advising on disputes arising under joint venture agreements, production sharing agreements, offtake agreements, long-term sales and transportation agreements as well as price reviews. We also have a market leading practice advising investors in disputes against sovereign states arising under the Energy Charter Treaty.

### GLOBAL INVESTIGATIONS

We have extensive experience in guiding clients in responding to multi-jurisdictional regulatory and criminal investigations. Our work in this field is truly global in nature, extending to almost all fields of business and financial sector misconduct. For example, alongside colleagues across the Gibson Dunn network, we have advised a major bank on LIBOR investigations by over 20 agencies in a dozen jurisdictions. We also handle major internal investigations for financial firms.

### COMPETITION AND CONSUMER LAW DISPUTES

We handle competition and consumer law investigations and litigation in financial sector cases before the European Commission, the UK competition authorities and the UK and EU courts.

### ADMINISTRATIVE LAW DISPUTES

Our team has experience in challenging governmental decision-making and regulations through the domestic courts in a variety of countries and up to the courts of the European Union.

### EU DISPUTES

We advise on disputes relating to the interpretation and application of EU law, whether in an English law context or before domestic courts of EU Member States.

### PARLIAMENTARY AND PUBLIC INQUIRIES

Corporate wrongdoing is the subject of increasing political scrutiny in the UK. Our London disputes team has recently advised clients in connection with the Leveson Inquiry into the culture, practices and ethics of the press, the UK Parliamentary Commission on Banking Standards and the Hillsborough Inquiry on a pro bono basis.

## WHAT WE DO - OUR ADVICE IN ACTION

### DISPUTE RESOLUTION

- Acting as global counsel to UBS AG in relation to matters arising from the Madoff fraud.
- Defending a major financial institution facing a £300 million rescission claim based on alleged implied fraudulent misrepresentations.
- Successfully defending a Middle Eastern investment bank in US\$200 million proceedings involving complex fraud and conspiracy arising out of hedge fund investments. We successfully represented our client in the Court of Appeal in the Cayman Islands and in the Privy Council.
- Successfully securing conditional clearance for Gala Coral from the Competition and Markets Authority in connection with its merger with Ladbrokes.
- Representing a UK mining company in various proceedings seeking to prevent a foreign state's attempts to interfere with its operations in flagrant breach of human rights standards and the rule of law. We act for the company in English High Court proceedings and investment treaty arbitration before the International Centre for Settlement of Investment Disputes.
- Acting for a major investment bank in a cross-border tax inquiry concerning investment banking trades in shares listed on a stock exchange outside the UK.
- Representing a multi-sector conglomerate in its dispute against the government of a Middle Eastern state and its affiliates. The matter involves a range of claims including English High Court proceedings, an investment treaty arbitration claim and a claim for loss of property before a regional human rights court.
- Defending one of the world's leading retailers against claims presented on a "no win no fee" basis on behalf of thousands of claimants for alleged gender discrimination seeking equal pay.
- Representing a multinational mining company in an LCIA arbitration relating to a multi-billion-dollar pricing dispute under a supply agreement.
- Advising online betting exchange Betfair in its successful conduct of judicial review proceedings brought against the Horserace Betting Levy Board.
- Representing subsidiaries of a major oil company in multi-billion-dollar UNCITRAL proceedings alleging expropriation and other violations under the Energy Charter Treaty.
- Representing Global Telecom Holding in a multi-billion-dollar UNCITRAL investment treaty arbitration against Algeria brought under the Egypt-Algeria BIT.

## WHAT WE DO - OUR ADVICE IN ACTION

### DISPUTE RESOLUTION

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- Acting as global counsel to UBS AG in investigations by and settlements with dozens of regulatory and enforcement authorities in multiple jurisdictions in relation to alleged violations of securities and antitrust laws resulting from the manipulation of foreign exchange rates.
- Acting for UBS in litigation arising from the potential restructuring of a securitisation of a portfolio of care home ground rents including successful Part 8 proceedings before the High Court.
- Advising a major global banking client on a worldwide bribery & corruption investigation extending to over a dozen jurisdictions and involving dealings with criminal and regulatory authorities in the U.S., the U.K. and certain European jurisdictions.
- Advising a “Big 4” accountancy firm on its worldwide risk assessment in relation to the new facilitation of tax offences under the Criminal Finances Act 2017.
- Advising a leading global mining corporation on a review of its anti-bribery & corruption safeguards.
- Successfully negotiating a resolution for a client who was under investigation by the Competition and Markets Authority for various alleged breaches of consumer laws, including the negotiating and oversight of a consumer redress scheme (the first such scheme to be agreed under the new legislative regime).
- Defending UBS AG in High Court proceedings brought on behalf of a number of insolvent U.S. financial institutions alleging loss by reason of collusive suppression of the U.S. dollar LIBOR rate.

## WHAT WE DO - TRANSACTIONAL DEPARTMENT

In 2017 we continued to grow our transactional practice in London. We have worked on many significant matters with existing and new clients. In addition, we opened a new office in Frankfurt, significantly enhancing our wider European reach.

We believe that few other firms have a market-leading corporate finance capability in London on a top US platform. This is vitally important for us because of the continuing demand by businesses

around the world for access to the US capital markets and the growing extra-territorial reach of US regulators.

A critical further differentiator is that our approach is for partners to be “hands on” which ensures that trainees have the benefit of the highest level of guidance and support on a day-to-day basis.

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*At its annual awards, The Lawyer named Gibson Dunn the 2016 winner in the International Law Firm of the Year category. The judges said: “Gibson Dunn & Crutcher’s clear strategy both globally and in the UK is delivering results, positioning the firm at the very top of the market.”*

*The Lawyer noted that “the firm showed results based on a clear strategy of building a broad-based, international disputes and transactional offering in London on a US platform.”*

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**“These days, it is the top strata of US firms in London that are at least as likely to win roles not only on major private equity deals, but the biggest UK English law public M&A. There were 41 UK public deals announced between January 2016 and June 2017... and in third place, nestled alongside Freshfields Bruckhaus Deringer, was Gibson, Dunn & Crutcher. The transformation of**

**Gibson, Dunn & Crutcher’s London office over the past decade encapsulates the shift that has characterised the top end of the UK corporate market since 2005.”**

THE LAWYER, SEPTEMBER 2017

## WHAT WE DO - TRANSACTIONAL DEPARTMENT

### MERGERS AND ACQUISITIONS, JOINT VENTURES

We advise on all aspects of private and public mergers and acquisitions involving businesses and assets all over the world. We have extensive and market-leading specialism in public takeovers. A significant proportion of our cross-border transactional practice includes advising on complex international joint ventures.

### CAPITAL MARKETS

We have a wealth of experience working with companies listed on the Official List of the London Stock Exchange, AIM and on other European exchanges. We also provide UK and US securities law advice on high-yield and other debt securities offerings, as well as IPOs, block trades and rights offerings and private placements.

### COMPETITION LAW

We have one of the leading competition law practices in Europe. Many of our partners served in senior positions in competition authorities and have worked on some of the most significant corporate matters of recent years.

### REGULATORY

We have a strong team of lawyers that advises on UK and EU financial services laws impacting our asset manager, private equity and other financial services clients. The team also advises clients on all aspects of fund/entity formation, authorisations and capital raisings.

### PRIVATE EQUITY

Our work covers every type of investment and divestment activity, including early- and later- stage venture capital investments; MBOs, MBIs, IBOs and LBOs; reengineered buy-outs; public to privates; exits by sale to trade/financial buyers; equity and debt financings; and rights offerings and IPOs in the UK, elsewhere in Europe and in the US.

### FINANCE

We focus on acquisition finance, securitisation, real estate, senior and mezzanine debt, refinancings and restructurings, loan notes, funds and Shari'ah-compliant financings. Much of our work is cross-border, with particular strengths in complex financing transactions involving a variety of European jurisdictions. Our finance and real estate groups regularly work together on complex, high-end real estate private equity transactions.

### REAL ESTATE

We specialise in all aspects of commercial real estate, including corporate and investment property acquisitions and disposals, financing, development, leasing and joint ventures. We also focus on restructurings, recapitalisations, loan portfolio acquisitions and distressed trading.

## WHAT WE DO - TRANSACTIONAL DEPARTMENT

### RESTRUCTURING AND INSOLVENCY

We have wide cross-jurisdictional expertise, with particular expertise advising borrowers and creditors in restructuring transactions involving highly complex multi-tiered capital structures, both in the context of LBO transactions and in the CMBS market, in which we have market-leading expertise. We also advise purchasers in high-profile distressed mergers and acquisitions and real estate transactions, including transactions in which businesses and assets are acquired out of formal insolvency proceedings, including English administration and under Chapter 11 in the US. We have advised on recent major international restructuring cases involving the EC Regulation on Insolvency Proceedings and the UNCITRAL Model Law.

### TAX

We advise UK, US and European clients on structuring transactions, such as complex cross-border acquisitions and disposals, real estate investment, private equity, public offerings of debt and equity securities and joint ventures. We also advise on executive compensation and share incentives.

### EMPLOYMENT

We have extensive experience in advising UK, US and European clients on corporate governance, boardroom appointments and removals, employment issues facing private equity companies, cross-border employment issues, employee consultation, redundancies and workforce restructurings, TUPE, the employment aspects of public and private mergers and acquisitions and outsourcing arrangements.

### FUNDS

We have one of the world's premier private equity and private fund practices, consistently ranked among the best globally. We have over 30 years' continuous experience of raising private equity and credit funds with global fund managers. We work closely with our colleagues in the Dubai office to advise on a broad spectrum of investment funds ranging from private equity, credit, venture capital, infrastructure, real estate, hedge, distressed asset and clean technology funds and also advise fund managers on related carried interest and co-investment arrangements.

### ENERGY AND NATURAL RESOURCES

The energy and natural resources team is a synergistic fit with the firm's global energy practice, advising on a range of complex cross-border transactions, the development and financing of projects, joint ventures and restructurings. We have extensive experience in the oil and gas, liquefied natural gas (LNG), power, renewables and mining sub-sectors and routinely advise corporates, private equity investors and lenders on matters across Europe, Africa, Latin America, Asia Pacific and the Middle East, often working with our global network.

## WHAT WE DO - OUR ADVICE IN ACTION

### TRANSACTIONAL: CASE STUDY ACQUISITION OF SKY BETTING & GAMING

In 2018, Gibson Dunn represented The Stars Group Inc. on its acquisition of the Sky Betting & Gaming group (SkyBet) from CVC Capital Partners, Sky and management shareholders for US\$4.7 billion. The Stars Group is a leading provider of technology-based product offerings in the global gaming and interactive entertainment industries, with a focus on online poker, while SkyBet is one of the largest operators in the UK's online gaming market. The combination created a global leader in online gaming by combining the global leader in online poker with one of the world's best sportbooks, and also created the world's largest publicly listed online gaming company.

Gibson Dunn has a long track record of working with global betting and gaming operators, including William Hill, Kindred and MGM, and worked opposite the Stars Group on its aborted US\$4.6 billion merger with William Hill in 2016. Gibson Dunn also recently represented the State of New Jersey before the US Supreme Court, successfully overturning a law making sports betting illegal in most US states.

In 2015, CVC Capital Partners acquired SkyBet from Sky (while Sky retained a minority shareholding). SkyBet's revenue had doubled by the end of 2017 and the private equity giant was looking for an exit – accordingly, in early 2018 they had begun arrangements to float the bookmaker by way of an initial public offering (IPO) on the London Stock Exchange's main market for listed securities. The Stars Group therefore had a limited

window in order to acquire the group before the launch of an IPO in the first half of 2018 and required a law firm that thought strategically and worked intelligently – a law firm that truly gave advice as opposed to one that just executed on deals. Gibson Dunn has a low-leverage model which means that its partners are involved on deals at all stages, thus being able to use their experience to offer in-depth advice and true commercial insight, whilst also working efficiently to execute the transaction in a short time frame.

The transaction signed on 21 April 2018 and completed on 10 July 2018. Completion of the transaction was subject to a number of antitrust and regulatory conditions, which involved the Gibson Dunn antitrust team liaising with regulators in Ireland, Malta and the United Kingdom.

The transaction also had significant international elements – SkyBet is headquartered in the UK, with various assets and gambling licences across Europe; while the Stars Group is Canadian and US listed and headquartered, with global operations, and licenses or operating approvals in 19 jurisdictions. Accordingly, the Stars Group required a law firm such as Gibson Dunn with expertise across a number of jurisdictions and practices in order to get the deal over the line.

# HOW WE WORK

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Working life at Gibson Dunn is different from that at most other firms. In all of our practice areas, we work in small, focused teams: the best lawyers, not the most lawyers.

We believe that this approach allows us to remain nimble and responsive to our clients' often fast-changing needs, enabling us to provide them with the best possible service.

This approach is good news for our trainees and junior associates. It means that everyone, at whatever level, gets to have a seat at the table.

We encourage all our lawyers and trainees to work above their level of seniority, with the appropriate support and supervision. More responsibility early on means a greater exposure to the most interesting aspects of the work, as well as the opportunity to develop skills and expertise, and manage careers, much more quickly than at many other firms. Inherent in our approach is the importance of client contact for our junior lawyers and trainees.

Of course, you will still be offered all the support you need, both informally, with on-the-job observations and feedback, and more formally, with regular performance reviews. All trainees receive a mid-seat appraisal in addition to regular feedback.

The firm is very proud of its mentoring programme. Every trainee and associate is allocated a mentor, who is available at all times to discuss any issues or concerns, as well as just to provide support. Each mentor is given a special budget to take their mentee out for lunches and coffees.

At Gibson Dunn, we operate a genuine "open door" policy, with associates and partners regularly dropping into each other's offices to discuss ideas and provide mutual support.

## CLOSE-KNIT TEAMS

All trainees at Gibson Dunn work closely from day one with an associate or a partner on each of their matters, whether it be transactional or a dispute. You will be encouraged to take on as much responsibility and client contact as you can handle, and there will always be plenty of help, support and advice available when you need it.

## A GENUINELY INTERNATIONAL APPROACH

We work on a fully integrated basis with all of our international offices. This means that our lawyers at all levels have regular contact with their international colleagues. You may be working with other Gibson Dunn lawyers and clients in the Middle East in the morning and end the day with a conference call with Los Angeles. Gibson Dunn often plays a central role in major transactions, cases and investigations, coordinating foreign counsel and acting as the linchpin in complex, multi-jurisdictional matters. Travel to our overseas offices and to clients abroad is common and will help you to broaden and hone your skills as a lawyer as well as allowing you to see the world.

# FROM APPLICATION TO TRAINING CONTRACT – WHY GIBSON DUNN?

## INTERVIEW WITH INCOMING TRAINEE LILY LOEFFLER

**H**i Lily, thanks for agreeing to chat with us about your experiences on the scheme. Can you say a few words about why you applied for the vacation scheme in the first place?

Yes, sure. A number of things appealed to me, including the firm’s global team ethic, international work, small trainee intake, and commitment to a more flexible, dynamic working environment. I found the application and interview process a really positive experience because it focused on individuals and personality, ability to adapt and think quickly, as well as academic credentials.

**And when you arrived at the firm, did your hopes and expectations live up to reality?**

Most definitely! You never really know what a firm is like until you meet the people and get involved. The vacation scheme made it clear just how genuine the environment really is. Gibson Dunn is such a dynamic and collaborative place to work, at any stage of a career and no matter what background you are from. I was positively struck by being surrounded by people who take their high-profile work very seriously, without taking themselves too seriously!

**Did you find the trainees and lawyers you met supportive?**

Oh yes, there is a genuine open-door policy and a no-frills ambience in the office, both in



the ultra-modern Carmelite House and in the cosy grandeur of Telephone House. There was a supportive atmosphere from day one, and everyone was keen to answer any questions with a healthy dose of realism and interesting anecdotes. The range of social activities were also a great opportunity to ask questions, get a feel for the ‘vibe’, and gain comfort from the fact that Gibson Dunn is filled with friendly, fun, genuine people. There are no chips on shoulders, just extremely bright, motivated, ‘people persons’ whom it was a pleasure to meet and be able to work with.

## FROM APPLICATION TO TRAINING CONTRACT

### **And what did you do on a day-to-day basis?**

It was easy to be busy on something at all times on the vacation scheme. I worked on a range of matters, including a hugely interesting international pro bono project and a litigation case that had been ongoing for many years. I also enjoyed the ‘coffee conversations’ with different department members, who welcomed all of our questions and responded very helpfully.

### **You studied history as an undergraduate. Did you feel this put you at any sort of disadvantage on the Gibson Dunn scheme?**

No, definitely not. As a history student with a very wide-ranging education, access to breadth and variety is ideal in the early stages of my career, and coupled with higher levels of responsibility as a trainee, something to be grasped with enthusiasm.

I was even able to put my language skills to use and spoke to many people who use their languages every single day and are in regular contact with international clients and colleagues.

### **So you would recommend the scheme to others?**

Absolutely — the vacation scheme was a second-to-none insight into the firm, which exceeded my expectations, and a fantastic experience that I would recommend to any enthusiastic person looking for a dynamic firm unencumbered by rigid hierarchy.

### **After the scheme, you were offered a training contract for 2019. Can you tell us a little about why you accepted it?**

The intense three-week vacation scheme allowed me to set my sights on Gibson Dunn as plan A for a training contract. Having spoken to current and future trainees I realised what a unique, stimulating opportunity it would be to be amongst the early intakes of ‘organically’ grown trainees and associates.

The smaller intake, exposure to a variety of work and the level of responsibility are not for the faint-hearted; rather, for those who relish learning fast in a dynamic environment, albeit with a strong support network. With the firm being so collegiate and not organised along rigid departmental lines, there is opportunity to seek involvement in different projects and with different people. This challenge is exactly what I was interested in.

MEET OUR LONDON TRAINEES



CLEMENTINE HOLLYER, TRAINEE

PHILOSOPHY, KING'S COLLEGE, CAMBRIDGE

JOINED GIBSON DUNN IN 2017

## MEET OUR LONDON TRAINEES

Gibson Dunn offers a distinctive combination of high-profile work stemming from a preeminent client base, in addition to streamlined teams and a truly collegial working environment. The relatively small size of the London office and trainee intake means that trainees are an integral part of the fabric of the firm from the very beginning – something that stood out to me in comparison to my peers’ experience at other firms.

During my first seat in the Disputes department, my work was hugely varied and always meaningful; I attended court hearings and meetings at Parliament, assisted with client interviews and witness statements, and independently put together the first draft of several significant documents. The depth and breadth of my involvement in cases and the extent of partner and client contact decidedly exceeded my expectations as a trainee.

Although the work is demanding, the firm has been brilliant at providing support and networking opportunities. Having both a senior partner as a ‘mentor’ and a second-year trainee as a ‘buddy’ means that I always have a source of advice for all my concerns, ranging from strategising about my long-term career goals, to simple nerves about tackling a new task for the first time. The firm’s social events and training sessions also provide an

introduction to lawyers across all the departments in the office, and Gibson Dunn’s unique ‘free market system’ allows you to pursue any work opportunities that arise from these interactions.

One of the reasons I was initially drawn to Gibson Dunn was its involvement in several notable pro bono cases, including the Proposition 8 appeal in front of the U.S. Supreme Court and the Hillsborough investigation in the UK. It has been extremely gratifying to witness the firm’s continuing commitment to these values first hand during my training contract. So far I have assisted with the legal work for a complex human rights case regarding a UK national detained abroad, and I regularly attend a legal advice clinic helping members of the public with legal issues pertaining to housing and domestic violence.

It is hugely exciting to train at a firm with such a remarkable global reputation, and to work alongside the passionate and diligent lawyers who build and maintain that reputation. I am going on secondment to the Hong Kong office for my next seat, and am really looking forward to meeting my colleagues on the other side of the world, gaining invaluable foreign law experience, and building international contacts for my career going forwards.

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*“The depth and breadth of my involvement in cases and the extent of partner and client contact decidedly exceeded my expectations as a trainee.”*

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MEET OUR LONDON TRAINEES



COSMOS FUNG, TRAINEE

ECONOMICS, ST JOHN'S COLLEGE, CAMBRIDGE

JOINED GIBSON DUNN IN 2017

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## MEET OUR LONDON TRAINEES

Gibson Dunn offers young lawyers substantial responsibilities early on in their careers. I saw this first-hand during my three-week summer vacation scheme and it was one of the main reasons why I chose to join the firm as a trainee. The lean staffing model and low associate/trainee-to-partner ratio means that often a core team will consist of a partner, an associate and a trainee. This provides opportunities for trainees to be fully immersed into headline-grabbing cases and transactions. In fact, two of the deals I have been involved with appeared in the FT on the same day!

As someone who prefers learning by doing, I have found everyone at the office to be very willing to guide junior lawyers through their tasks and explain the wider significance of each task in the broader context of the project. Of course, we still benefit from a formal training program as well as departmental workshops on the latest developments in legislations and industry responses.

Gibson Dunn nurtures all-round lawyers with broad-based practice areas. The free market system allows young lawyers to try out different

types of work and craft their own specialisms. You can always approach partners and get involved in their practice areas. The open door policy, coupled with the relatively small size of the London office (around 100 lawyers), allows one to get to know lawyers in other teams very well. This makes working in multi-disciplinary teams more effective.

Due to the cross-border nature of our cases and transactions, we frequently get to collaborate with other Gibson Dunn offices. I have worked with the New York, Hong Kong, Singapore, Brussels and Washington offices in my first year here. It was especially nice to have met some of them in person at the New Joiner's Retreat when lawyers from all 20 offices flew to Palm Springs.

In addition to my day-to-day trainee work, I am involved with one of the many pro bono initiatives supported by the London office, volunteering at a local Housing Clinic. We help provide legal assistance to vulnerable people who are in need of sound advice, often in how to negotiate with the local council and landlords.

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*“As someone who prefers learning by doing, I have found everyone at the office to be very willing to guide junior lawyers through their tasks and explain the wider significance of each task in the broader context of the project.”*

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## MEET OUR LONDON ASSOCIATES

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SHANNON PEPPER, ASSOCIATE, CORPORATE

LAW, NEWCASTLE UNIVERSITY

JOINED AS A TRAINEE IN 2016, QUALIFIED SEPTEMBER 2018

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## MEET OUR LONDON ASSOCIATES

Gibson Dunn has a small trainee intake, and this, combined with the low associate-to-partner leverage ratio, means that trainees become valued members of the team and are given substantive work from the outset.

In my first year I was given the opportunity to attend a dawn raid by the National Crime Agency, aid preparations for and assist with a Commercial Court trial, and attend a whole party negotiation of a share purchase agreement. Each of these experiences enabled me to really immerse myself in the team and matter at hand, allowing my contribution to be noticed. These experiences also demonstrated to me that the firm's focus is on collaboration, hard work and recognising the talent each individual brings to the table.

When I was considering where to do my training contract, I was confident that I did not want to work in a firm where I was just another number, and therefore being in an intake with fifty to a hundred trainees would not have suited my personality. I work best through being actively involved and seeing something through, as opposed to watching or hearing about how something is best done.

Gibson Dunn very much fits my personality in this regard. Even by the end of my first week I knew all the lawyers by name, and was comfortable with approaching them for work or advice on a range of matters.

The office is a hardworking place, but this does not come without its supportive and social side too. As a trainee, despite sitting in a specified seat, you are never solely focused on just one area, which means that you are exposed to a breadth of work, a variety of people, all of whom have different working styles, and as a result you develop a broader range of skills.

This combined with the fact that you are encouraged to seek out work in areas that are of interest to you, or develop any skills you have identified that you would like to improve upon, really demonstrates that everyone at Gibson Dunn is invested in you becoming an excellent all-round lawyer.

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*“The firm’s focus is on collaboration, hard work and recognising the talent each individual brings to the table.”*

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MEET OUR LONDON ASSOCIATES



JACK CRICHTON, ASSOCIATE, DISPUTE RESOLUTION

FRENCH AND ITALIAN, SOMERVILLE COLLEGE, OXFORD

JOINED AS A TRAINEE IN 2016, QUALIFIED SEPTEMBER 2018

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## MEET OUR LONDON ASSOCIATES

Gibson Dunn offers lawyers the benefits of working for a highly regarded international firm alongside those of being part of a relatively small team. The low associate/trainee to partner ratio means that junior lawyers are given high levels of responsibility and the chance to work directly with partners and clients. The experience you gain as a result of this non-hierarchical structure is more valuable than any formal training, though of course we have plenty of the latter as well.

Lawyers and trainees also benefit from the firm's broad practice areas. Within the Corporate and Dispute Resolution departments in particular, there tend not to be specialised teams; instead, you are encouraged to make use of the free market system and to ask to help out on any matters in which you are interested. Taking on a range of work makes for a more interesting job and a well-rounded lawyer.

I experienced the benefits of both the low leverage model and the broad practice areas during my training contract. In the Corporate department, for example, I was often the only trainee assisting one associate and one partner, and I worked on an array of matters, including public and private

mergers and acquisitions, share issues and private equity transactions.

A particular highlight of my Dispute Resolution seat was a three-week arbitration hearing before a tribunal which included Lord Hoffman. I was the only trainee on the Gibson Dunn side and I attended every day of the hearing as a valued and useful member of the team. The other side's team consisted of twice the number of partners and associates, and not a single trainee.

Trainees are encouraged to take advantage of the global nature of Gibson Dunn. In my first seat, I went to the New Lawyers Retreat in Arizona, along with every other new associate/trainee from all 20 offices worldwide. Not only was the retreat good fun and informative, but also since then I have worked for and asked for help from lawyers I met there. The firm also offers trainees the chance to spend one seat in an international office. I spent my third seat in Hong Kong while others have worked in the Dubai office.

I have now qualified into the Dispute Resolution Department, where I believe the training I have received so far will stand me in good stead.

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*“In my first seat, I went to the New Lawyers Retreat in Arizona, along with every other new associate/trainee from all 20 offices worldwide.”*

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MEET OUR LONDON ASSOCIATES



KATE MEILS, ASSOCIATE, CORPORATE

INTERNATIONAL RELATIONS, EDINBURGH UNIVERSITY

JOINED AS A TRAINEE IN 2016, QUALIFIED SEPTEMBER 2018

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## MEET OUR LONDON ASSOCIATES

As someone with an international background living in London, I was especially keen to work with a US firm, and the opportunity to experience Gibson Dunn's working culture during the three-week summer vacation scheme lived up to my expectations. I quickly realised that the people of Gibson Dunn are able to balance having the highest expectations with creating a supportive work environment. During my vacation scheme, I was able to work for both associates and partners who became true mentors: explaining, guiding, and encouraging. I knew this was a firm that I wanted to call home, and Gibson Dunn made that decision even easier for me by advancing the start of my training contract by a year to fit my personal circumstances.

During the course of the two-year training contract, trainees undertake four seats allowing them to experience the daily work life of, and meet people in, four departments. But for some, the final seat is the time to return to a favourite earlier seat, to confirm one's decision to qualify into that department. I myself spent both my third and fourth seats in the Corporate department which is where I ultimately qualified.

As a trainee and as a junior associate, I have had the opportunity to work intensively with senior associates and partners, and to become an integral part of the team right out of the gate. It is always apparent that we are part of one of the leading law firms in the world, working with major clients on exciting and newsworthy projects and cases. That combination of global reach and a more intimate London office setting is an ideal balance. It affords every trainee and junior associate the chance to interact with partners and senior associates and to produce work with real impact.

Because of the firm's reputation and standing in the world, the demands are high, but for someone eager to learn and with the ambition to succeed at the highest levels, Gibson Dunn is a rewarding choice. One of the most fulfilling aspects of my work has been the ability to make use of my language skills. That has taken me on an international assignment to Zurich in one instance, giving me insight into yet another aspect of life as an international lawyer. And "international" is a word that truly describes life at Gibson Dunn's London office. Trainees, associates and partners come from all around the world. For someone like me, this international atmosphere makes Gibson Dunn feel like a place I can call home.

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*“One of the most fulfilling aspects of my work has been the ability to make use of my language skills.... [T]his international atmosphere makes Gibson Dunn feel like a place I can call home.”*

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MEET OUR LONDON ASSOCIATES



SAMIRAH HAUJEE, ASSOCIATE, CORPORATE

LAW, LONDON SCHOOL OF ECONOMICS

JOINED AS A TRAINEE IN 2015, QUALIFIED SEPTEMBER 2017

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## MEET OUR LONDON ASSOCIATES

Before qualifying into the corporate team at Gibson Dunn, I was a trainee in the finance, corporate and dispute resolution teams in the London office and spent six months on secondment in the Dubai office.

Training at Gibson Dunn is like no other law firm. Being part of a small intake affords me greater responsibility, client contact and the chance to grow in a small and nurturing environment. The focus on on-the-job training in addition to more formal sessions means that you pick up the practical skills you need as an associate earlier on in your career.

At Gibson Dunn everyone knows your name so you never feel like you are lost in a large intake. Instead you get greater exposure to the work you enjoy. For me this has been leveraged financing, private equity, public takeovers and capital markets. My time in the corporate team convinced me to qualify into that department because I genuinely enjoyed the work I was doing, the responsibility I was entrusted with and the exposure I had to associates, partners and clients.

At Gibson Dunn, like most other firms, you rotate every six months. Unlike at other firms, each of your seats are broad and so you can pretty much try your hand at anything within transactional or disputes that you enjoy and make the most of the firm's free market system. You're treated like an associate from early on and as trainees we had access to the firm's business development, professional development and book budgets. It's important to note that you never feel like you are in this alone and the firm operates a buddy system when you join and a mentoring system for the duration of your career.

I was fortunate enough to be seconded to the Dubai office for six months of my training contract where I learnt a great deal about how business works in the Middle East. Spending time in another office, especially at Gibson Dunn, gives you more exposure to other associates and partners than you would get by only training in one office. It also gave me the chance to travel and see another part of the world and also meet other trainees who were at the same stage of their career as me. It's a real opportunity to build links with other lawyers and was one of the best things about my training contract.

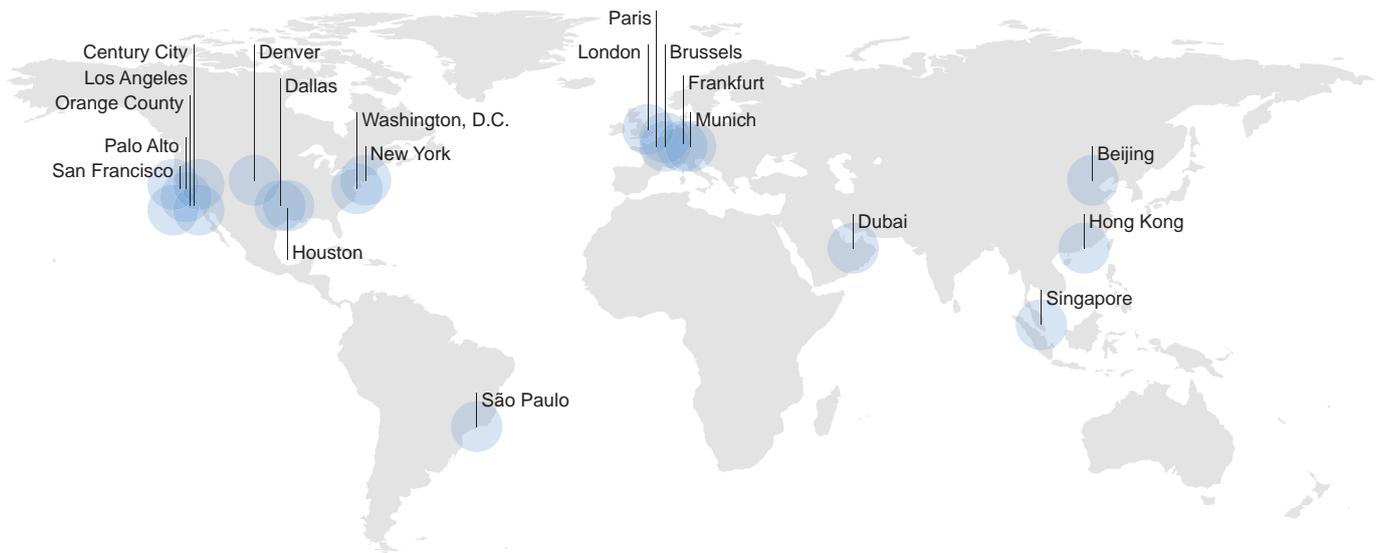
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*“I was fortunate enough to be seconded to the Dubai office for six months of my training contract where I learnt a great deal about how business works in the Middle East.”*

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# A TRULY INTERNATIONAL FIRM

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Beijing · Brussels · Century City · Dallas · Denver · Dubai · Frankfurt · Hong Kong · Houston · London · Los Angeles · Munich  
New York · Orange County · Palo Alto · Paris · San Francisco · São Paulo · Singapore · Washington, D.C.

*Gibson, Dunn & Crutcher LLP is a leading international law firm, with a history spanning more than 125 years. We have over 1,300 lawyers in 20 offices located in major commercial centres across the globe.*

# NEXT STEPS

## SUMMER VACATION SCHEME

| Date   | For   | Apply by        |
|--|---|-----------------|
| <b>Summer Vacation Scheme</b><br><b>8 - 26 July 2019</b> | Law students in their penultimate and final year of study, students of other disciplines in their final year, those who have already graduated and those who are already doing their GDL or LPC course. | 1 February 2019 |

All applications must be made online through our website. Please see our website for details on how to apply.

As a summer vacation scheme student, you will have the opportunity to sit in at least two different practice groups, and work alongside our associates and partners on real cases and deals. You will also take part in a bespoke series of seminars, workshops and talks aimed at helping you learn about the kind of work we do and at developing your skills. Our summer vacation

scheme is not all about work, and you will have plenty of opportunities to meet and chat with our lawyers at social events.

**Vacation schemes are a key part of the recruitment process at Gibson Dunn, and we aim to recruit our future trainees primarily from the schemes. To date, 93% of our trainees have been recruited from our previous summer vacation schemes. We therefore strongly encourage you to apply for a summer vacation scheme place in the first instance.**

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Awards 2018



**Best Work Placement Scheme – City Firm**

**WINNER**

**GIBSON DUNN**

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## NEXT STEPS

### OPEN DAYS AND INSIGHT DAYS

Our Open Days and Insight Days are a fantastic opportunity for you to meet lawyers from the firm in person and are a great way to dip your toe into our world, particularly if you are not entirely sure yet where your studies and career might lead you. At Gibson Dunn, these events are designed to give you lots of useful information about working in an international law firm in general, not just this firm.

During the academic year 2018/2019, we are hosting one general Open Day and one First Year Insight Day at our London office. All applications must be made online. Please see our website for more details.

| Date  | For  | Apply by         |
|---|--|------------------|
| <b>Open Day<br/>4 December 2018</b>             | Penultimate and final-year law students, final-year non-law students, and post-graduates and graduates of any discipline | 25 November 2018 |
| <b>First Year Insight Day<br/>25 April 2019</b> | Law students in their first year of study and students of other disciplines in their first or second year of study       | 14 April 2019    |

### SALARY AND BENEFITS

We offer our trainees a highly competitive salary and benefits package. The starting salary for trainees will be not less than £45,000 in the first year and not less than £50,000 in the second year. Newly qualified associates are paid £120,000 as at 2018. It is important to note that associates at Gibson Dunn “go up” a year group on 1 January of every year. We also operate a discretionary bonus scheme which will apply to trainees.

We offer an attractive benefits package, including: private health insurance, life insurance, travel insurance, corporate gym rates, a client development allowance, a professional development allowance and a book allowance.

## NEXT STEPS

### WHO SHOULD APPLY

We are looking for individuals who are capable of taking the initiative and fulfilling our clients' needs, who have exceptional intellectual, interpersonal and organisational skills and who can rise to the challenge of working directly with partners within small, focused teams and having client contact early in their careers.

Our work is intellectually demanding, so applicants for both the summer vacation scheme and for

training contracts should have at least three good A levels (AAA, AAB or ABB) or equivalent, and have obtained, or expect to obtain, a good 2:1 degree or better. It does not matter to us which university you come from or what subject you study. We are looking for genuine enthusiasm for the work we do and potential to become a first-class lawyer and trusted adviser to our clients. It also helps to be someone who enjoys teamwork and with whom others like to engage.



## MESSAGE FROM MARK SPEROTTO, TRAINING PARTNER OF THE LONDON OFFICE

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I am delighted to be the Training Partner for Gibson Dunn's graduate recruitment programme. Alongside my day-to-day corporate practice, I work closely with the partners-in-charge of the London office and our Graduate Recruitment and Development team to develop and oversee the programme. We are committed to putting in place the structures and support mechanisms to encourage and nurture the careers of our trainees in order to help them become the best lawyers they can be. We very much hope that our trainees will be the future associates and partners of the firm.

I joined Gibson Dunn from a major English City firm where I was heavily involved with recruitment throughout my career, and I really enjoy the opportunity to encourage and help trainees and younger lawyers at the outset of their careers. As Training Partner at Gibson Dunn, I will be on hand throughout your training contract to answer any questions you may have and provide support as you progress through the two years and beyond.

Having read this brochure and, I hope, had the chance to talk to some of us, you will have a better idea of who we are and what we do. I believe that Gibson Dunn offers trainees a unique opportunity to develop their careers in the London office of a truly international firm. If that sounds interesting to you, why not apply for a place on our open day or summer vacation scheme. You never know where it might lead!

I hope to welcome you to our London office soon.

With best wishes,



MARK SPEROTTO  
TRAINING PARTNER OF THE  
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