

TRAINING WITH GIBSON DUNN: LONDON 2020

GIBSON DUNN

www.gibsondunn.com





TABLE OF CONTENTS

MESSAGE FROM JEFF TRINKLEIN, CO-PARTNER-IN-CHARGE OF THE LONDON OFFICE.....	3
THE LONDON OFFICE	4
WHAT WE DO - CUTTING-EDGE DEALS AND CASES	6
HOW WE WORK.....	15
MEET OUR LONDON TRAINEES	16
MEET OUR LONDON ASSOCIATES.....	20
FROM APPLICATION TO TRAINING CONTRACT – WHY GIBSON DUNN?.....	24
TRAINING AT GIBSON DUNN - WHAT’S IT REALLY LIKE?	26
YOUR TRAINING - THE NUTS AND BOLTS	30
GETTING INVOLVED.....	32
PRO BONO	34
DIVERSITY, TALENT & INCLUSION	36
A TRULY INTERNATIONAL FIRM	38
NEXT STEPS	39
MESSAGE FROM MARK SPEROTTO, TRAINING PARTNER OF THE LONDON OFFICE.....	42



JEFF TRINKLEIN
CO-PARTNER-IN-CHARGE, LONDON

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

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. Since then, our intake numbers have grown and our eighth intake of six trainees are due to join us in September 2022.

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 a distinctive training programme 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, 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,



THE LONDON OFFICE



THE LONDON OFFICE

Gibson Dunn has had an office in London for 40 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 34-35.

MAJOR PRACTICE GROUPS IN LONDON INCLUDE :

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

WHAT WE DO - CUTTING-EDGE DEALS AND CASES

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 rotate seats every six months across different teams within the Dispute Resolution and Transactional departments, where you can expect to work on varied, stimulating and cutting-edge matters.



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 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 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 - TRANSACTIONAL DEPARTMENT

We believe that few other firms have a market-leading corporate finance capability in London on a top U.S. platform. This is vitally important for us because of the continuing demand by businesses around the world for access to the U.S. capital markets and the growing extra-territorial reach of U.S. 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.

At its annual awards, Legal Business named Gibson Dunn as the 2019 “Corporate Team of the Year” for its representation of William Hill on its entry into a U.S. partnership with Eldorado Resorts, which Legal Business described as “a groundbreaking and high-pressure transaction”



In 2017, The Lawyer noted that: “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.”

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

PROJECT PHOENIX

THE FACTS

In 2019, Gibson Dunn represented Amryt Pharma plc (“Amryt”), an English company listed on AIM and Euronext Growth, on its reverse takeover of Aegerion Pharmaceuticals, Inc. (“Aegerion”). Both the Amryt group and the Aegerion group operate in the biopharmaceutical industry globally, and focus on developing and delivering innovative new treatments to help improve the lives of patients with rare or orphan diseases¹. The combination is intended to advance Amryt’s ambition to create a global leader in rare and orphan diseases, with a diversified offering of multiple development stage and commercial assets that will provide it with the scale to support further growth.

¹In the EU, an orphan disease is defined as rare when it affects fewer than 1 in 2,000 people. In the US, an orphan disease is defined as rare when it affects fewer than 200,000 people. Rare and orphan diseases are often characterised by a high unmet medical need and, as such, there is typically high demand for effective treatment options.

In the latter part of 2018, the Aegerion group, a company headquartered in Boston, Massachusetts, had been experiencing severe financial difficulties and was unable to service its debt and other financial obligations. Aegerion was in negotiations with its principal creditors and on the verge of insolvency proceedings. Amryt already had a deep knowledge of Aegerion’s

products, holding the marketing authorisation and an exclusive licence to sell one of Aegerion’s key products (lomitapide) across the EEA and other jurisdictions. The acquisition of Aegerion by Amryt was in line with its strategy to expand its product portfolio in order to enhance shareholder value.

A COMPLEX, CROSS-BORDER TRANSACTION

Given Aegerion’s distressed situation, Amryt had a limited window in order to acquire Aegerion and needed to act quickly before the group was “snapped up” by another interested buyer. Amryt therefore required a global law firm not only with a strong presence in the US and the UK, but also with the breadth of expertise to undertake a transaction of this complexity and nature. It required a law firm that thought strategically and worked intelligently – a law firm that was innovative and practical and that was committed to understanding the business of its clients and crafting solutions, as well as working efficiently both internally and with other advisers to complete the transaction in a short timeframe. Gibson Dunn, with its global presence, extensive practice areas and premier team of restructuring and corporate lawyers fit the bill.

WHAT WE DO - OUR ADVICE IN ACTION

TRANSACTIONAL CASE STUDY

Gibson Dunn was retained by Amryt in March 2019 and, in May 2019, Amryt announced that it had reached agreement with the principal creditors of Aegerion to acquire the Aegerion group on the basis that Aegerion, with the support of its principal creditors, filed a pre-negotiated plan of reorganisation pursuant to Chapter 11 of the United States Code with the United States Bankruptcy Court. Pursuant to the plan of reorganisation, Aegerion implemented a restructuring of its indebtedness and other obligations and emerged from bankruptcy with substantially reduced liabilities and debts and with a reorganised and streamlined capital structure.

The consideration for the acquisition was the issue of consideration shares in the capital of Amryt to the creditors of Aegerion, which included hedge funds, financial institutions, corporates and individuals.

WHAT ELSE WAS INVOLVED?

- An interim placing to raise proceeds to finance the transaction and a US\$60 million equity raise which was underwritten by certain creditors of Aegerion, the net proceeds of which would be used by the Amryt group to continue to develop its pipeline of products, to develop potential new indications for its late stage product candidates, and for general corporate purposes
- a waiver of Rule 9 of the Takeover Code, the absence of which may have imposed an obligation on one of the principal creditors of Aegerion to make a general offer to acquire the entire issued share capital of Amryt following closing;
- a High Court of Justice-sanctioned scheme of arrangement to insert a new company as the holding company of the Amryt group;
- the issue of contingent value rights to existing shareholders and optionholders of Amryt in order for them to realise value in their existing holding of shares and/or options over shares in Amryt;
- the issue of US\$125 million 5.00% unsecured convertible notes due 2025;
- a US\$20 million debtor-in-possession facility to fund the operations of the Aegerion group to close;
- a new US\$81 million first-lien secured debt facility which was used to repay and restructure the existing debt facilities of the Amryt group and the Aegerion group;
- admission of the Amryt group (as enlarged by the Aegerion group) to trading on AIM and Euronext Growth; and
- the creation of an American depositary receipt (ADR) programme representing share capital of Amryt and a follow-on listing of the Amryt group (as enlarged by the Aegerion group) on Nasdaq.

WHAT WE DO - OUR ADVICE IN ACTION

TRANSACTIONAL CASE STUDY

A SEAMLESS GLOBAL APPROACH

This highly complex, multijurisdictional, multi-faceted transaction involved lawyers from across Gibson Dunn's global offices and various practice areas.

Our business restructuring and reorganisation practice group advised on the Chapter 11 process, while members of the equity capital markets team in New York advised on the issue of the ADR programme and the issue of convertible notes, and will advise on the follow-on listing on Nasdaq.

The M&A and equity capital markets teams in London advised on, among other things, the acquisition, the equity raise, the interim placing, the scheme of arrangement and the company's admission to AIM and Euronext Growth, as well as compliance by the company with its obligations under the AIM rules, the Euronext Growth rules, the Disclosure Guidance and Transparency Rules, the Market Abuse Regulations and the corporate governance rules.

Our global finance practice advised on the debt facilities and our US Food and Drug Administration, healthcare and life sciences groups in Europe, New York and Washington advised on the regulatory aspects of the transaction.

Our transactional team was supported by the tax teams in the US and London, to provide for an efficient tax structure for the Amryt group post close, as well as our employment and data protection team, who advised on new service contracts and other employee matters, as well as GDPR and its impact on the enlarged group. Gibson Dunn's low-leverage model also meant that its partners were involved at all stages of the transaction, offering Amryt in-depth advice and true commercial insight throughout the process.

Being one of the top tier global law firms, Gibson Dunn is able to provide the full range of legal services needed by any company undertaking a transaction of this complexity and nature.

HOW WE WORK

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 any 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.

MEET OUR LONDON TRAINEES



ADAM ISMAIL, TRAINEE

LAW, ST CATHERINE'S COLLEGE, UNIVERSITY OF OXFORD

JOINED GIBSON DUNN IN 2019

MEET OUR LONDON TRAINEES

I chose to join Gibson Dunn for the opportunity to take on significant responsibility from the beginning of my legal career, at a firm with a prestigious reputation worldwide. The firm offers top-level work and training, whilst also retaining a friendly and welcoming atmosphere. I was also attracted by the free-market system, which allows lawyers and trainees to seek out a broad range of work in different practice areas. The availability of international and client secondments was also very appealing to me and I am fortunate enough to be completing my third seat in our Hong Kong office.

I undertook a three-week vacation scheme at the firm in 2016, where I spent time in both the corporate and litigation departments. There were numerous social events where we were able to meet lawyers from all departments at the firm. I was grateful that, after receiving my offer, I was able to defer my training contract start date by a year to undertake a master's degree. During the period between my vacation scheme and the start of the training contract the graduate recruitment team kept in regular contact, and future trainees are invited to both the firm's Christmas and summer parties.

Trainee intakes at Gibson Dunn are small which, in conjunction with the firm's low ratio of associates to partners, gives trainees the opportunity to do meaningful work from the beginning of their training contract with some of the most distinguished experts in their legal field. Whilst there is an emphasis on learning on the job, there is also a comprehensive training programme in both the disputes and transactional departments. From my first day it was clear that everyone at the firm takes a keen interest in trainees' development, and a genuine 'open-door' policy means that there are always opportunities to seek guidance and advice from senior lawyers.

With the firm's current investment and growth in the London office, it is a really exciting time to be a trainee here.

“With the firm's current investment and growth in the London office, it is a really exciting time to be a trainee here.”

MEET OUR LONDON TRAINEES



HANNAH LEWIS, TRAINEE

HISTORY, UNIVERSITY OF BRISTOL

JOINED GIBSON DUNN IN 2019

MEET OUR LONDON TRAINEES

Gibson Dunn stood out from the crowd from my very first interview for the Vacation Scheme. The welcoming and warm attitude of the graduate recruitment team and my associate and partner interviewers was noticeably different to that of any other firm I had interviewed with - I truly felt that everyone was genuinely interested in who I was as a person and my perspective. I left the interview feeling like I had had an enjoyable and stimulating conversation, rather than a grilling! This coupled with the firm's formidable reputation, exceptional client base and breadth of work on offer meant the firm stood out to me.

I thoroughly enjoyed my three-week vacation scheme; it was an excellent combination of formal tasks such as presentations and negotiations, alongside more informal work from supervisors in different departments, and plenty of social activities! The significant duration of the scheme is testament to how much value the firm places on getting to know individuals and investing in their training programme.

This theme has continued during my first few weeks at the firm. Gibson Dunn is undoubtedly prestigious and has high expectations of you, but its atmosphere is friendly and considerate.

This makes for an exceptional working environment where you always feel you can approach someone for advice or assistance. The lack of hierarchy and open-door policy across the firm means there is always a source of guidance or advice, whether that's a fellow trainee or a partner.

My first seat was in the Corporate department, with a focus on the energy practice. This is a developing practice area at the firm and it was an exciting time to be training and working within it. Due to the free market nature of the Gibson Dunn training contract, I was also able to explore other areas of the corporate department during my first seat.

In my first week as a trainee, I was able to accompany a partner and attend a local housing clinic to give free legal advice; pro bono work is a huge priority across the firm and everyone gets involved. This is indicative of the firm's ethos - push yourself, look to shape your own experience, and you'll have interesting experiences and great exposure early on in your career.

*"Gibson Dunn is undoubtedly prestigious
and has high expectations of you,
but its atmosphere is friendly and considerate."*

MEET OUR LONDON ASSOCIATES



CLEMENTINE HOLLYER,
ASSOCIATE, DISPUTE RESOLUTION

PHILOSOPHY, KING'S COLLEGE, UNIVERSITY OF CAMBRIDGE

JOINED GIBSON DUNN IN 2017, QUALIFIED IN 2019

MEET OUR LONDON ASSOCIATES

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. It is hugely exciting to have qualified into a firm with such a remarkable global reputation, and to work alongside the passionate and diligent lawyers who build and maintain that reputation.

My time spent as a trainee at Gibson Dunn was a steep and rewarding learning curve. 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’ experiences of training at other firms. I also had the opportunity to take a six month secondment to the Hong Kong office during my training contract, and it was enormously valuable to get to meet colleagues on the other side of the world, gain invaluable foreign law experience, and build international contacts for my career going forwards.

Throughout my time as a trainee and since qualifying into the Disputes department, my work has consistently been hugely varied and always meaningful; I have 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 junior lawyer.

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, and it has been extremely gratifying to witness the firm’s continuing commitment to these values firsthand. 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.

Although the work is demanding, the firm has been brilliant at providing support and networking opportunities. The firm’s social events and regular training sessions help you to stay in touch with lawyers across all the departments in the office, and Gibson Dunn’s unique ‘free market system’ allows and encourages you to pursue any work opportunities that arise from these interactions. This distinctive structure lends young lawyers the independence to shape a career path which best suits them from the very beginning, whilst still reaping the benefits of the knowledge, experience and success of the wider Gibson Dunn community.

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

MEET OUR LONDON ASSOCIATES



KATE MEILS, ASSOCIATE, CORPORATE

INTERNATIONAL RELATIONS, EDINBURGH UNIVERSITY

JOINED AS A TRAINEE IN 2016, QUALIFIED 2018

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.

“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.”

FROM APPLICATION TO TRAINING CONTRACT – WHY GIBSON DUNN?

INTERVIEW WITH TRAINEE LILY LOEFFLER

HISTORY, UNIVERSITY OF EDINBURGH
JOINED GIBSON DUNN IN 2019

Hi Lily, thanks for agreeing to chat with us about your experiences on the scheme and as a new trainee. 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. 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!

During the vacation scheme, 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 day-to-day basis during the scheme?

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.

TRAINING AT GIBSON DUNN – WHAT’S IT REALLY LIKE?

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, Disputes Associate, about his experiences.

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 Professional Skills Course (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 Hong Kong office. 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



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. 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 banking 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

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. More information about our Diversity, Talent & Inclusion Committee is on page 36.

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.

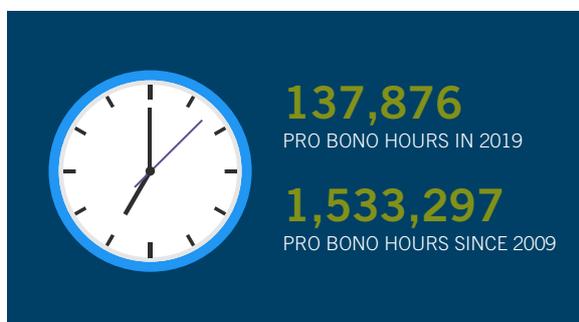
Mentoring Programme – every trainee at Gibson Dunn has the opportunity to participate in the firm’s mentoring programme. Mentors regularly arrange lunches and other informal meetings. The key goals of the mentoring programme are to foster and enhance personal and professional growth and opportunities.

PRO BONO

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.



PARTICIPATING LAWYERS,
SUMMER ASSOCIATES,
TRAINEES, AND STAFF
IN 2019

1,476



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

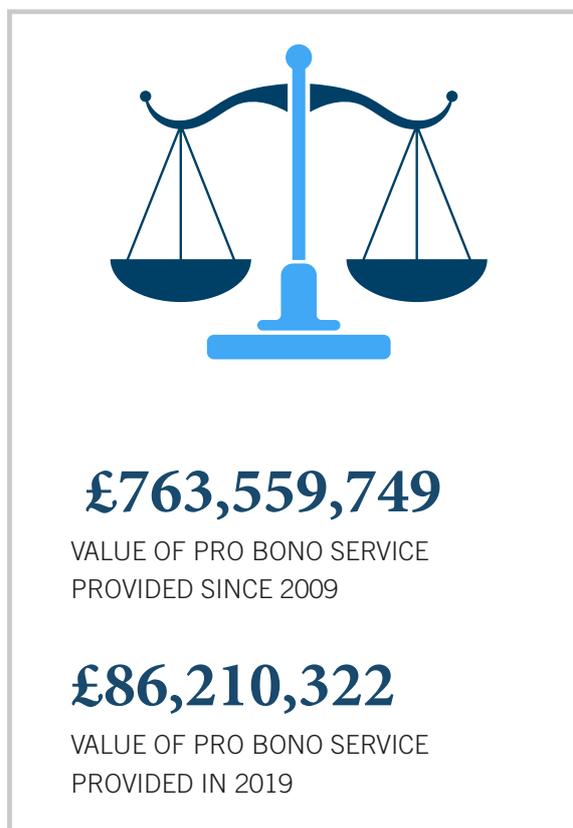
As a result of the tireless efforts of one of our London associates, a bill recognising the act of upskirting as a criminal offence received Royal Assent on 12 February 2019.

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. Gibson Dunn helped set up a family law and domestic violence clinic and a housing clinic in Tower Hamlets, both of which our lawyers regularly attend and have continued to participate in remotely throughout 2020.

PRO BONO

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



DIVERSITY, TALENT & INCLUSION

Corporate partner, Selina Sagayam, 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 realise very quickly that promotion of diversity and inclusion 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, recruitment and community efforts.

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

Our London Diversity, Talent & Inclusion Committee was established in 2007, and is one of the most active in the firm. The DTI Committee is comprised of three partners and six executive members and is supported by the London DTI Group, which includes members of the London office committed to supporting diversity and inclusion at all levels. 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 exchange ideas, capitalise on our 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 a welcoming, supportive and fun space in which our people are encouraged to voice opinions, ideas, drive forward new initiatives 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 work experience programmes and workshops, and raising educational awareness. We work with the PRIME Initiative and Speakers4Schools to offer work experience programmes.
- **Disability** – promoting equal opportunities for people with disabilities within the legal profession. The sub-group was set up to help improve and better support the experiences of members of the London office with disabilities (visible and invisible).
- **Family** – providing an informal forum to offer support, insights and to facilitate open discussion of work-life challenges, with an opportunity to hear from experts and participate in wider forums. The sub-group also hosts open events for all office personnel and families and sponsors participation in the CityParents workshops.
- **Gender** – facilitating internal and external mixed discussion forums, alongside networking, cross-firm mentoring, business and other professional development opportunities.
- **LGBT+** – bringing together LGBT+ personnel and allies across the Firm to promote an open and supportive culture and working environment for all LGBT+ personnel. The sub-group works closely with and participates in programs run by key external networks (Interlaw, the OUT leadership and Stonewall).
- **Multi-cultural Forum** – celebrating cultural diversity, ethnicity and racial inclusion through social events, workshops and charitable initiatives.
- **Wellness** – initiating workshops, training and panel events to support the advancement of individual health, wellness and development and to address issues regarding mental health.

A TRULY INTERNATIONAL FIRM



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, full-service international firm, with a history spanning more than 125 years. We have over 1,400 lawyers in 20 offices located in major commercial centres across the globe.

NEXT STEPS

SUMMER VACATION SCHEME

Date	For	Apply by
Summer Vacation Scheme 28 June - 16 July 2021	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 2021

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, around 90% 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.

LawCareers.Net
Training & Recruitment
Awards 2018



Best Work Placement Scheme – City Firm

WINNER

GIBSON DUNN

#LCNawards18

LawCareers.Net™

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 2020/2021, we are hosting one general Open Day and one First Year Insight Day. All applications must be made online. Please see our website for more details.

Date	For	Apply by
Open Day 8 December 2020	Penultimate and final-year law students, final-year non-law students, and post-graduates and graduates of any discipline	22 November 2020
First Year Insight Day 22 April 2021	Law students in their first year of study and students of other disciplines in their first or second year of study	11 April 2021

SALARY AND BENEFITS

We offer our trainees a highly competitive salary and benefits package. The starting salary for trainees will be not less than £50,000 in the first year and not less than £55,000 in the second year. Newly qualified associates are paid £120,000 as at 2020. 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

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
LONDON OFFICE

TELEPHONE HOUSE
2 - 4 TEMPLE AVENUE
LONDON EC4Y 0HB

TELEPHONE :

020 7071 4000

WEBSITE :

WWW.GIBSONDUNN.COM/CAREERS/LAW-STUDENTS/

WWW.APPLY4LAW.COM/GIBSONDUNN/

EMAIL :

GRADUATE RECRUITMENT AND DEVELOPMENT MANAGER,

KATHRYN EDWARDS,

GRADUATERECRUITMENT@GIBSONDUNN.COM

