

TRAINING WITH GIBSON DUNN: LONDON 2022

GIBSON DUNN

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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.

Once you have read this brochure and, I hope you 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

THE LONDON OFFICE



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

Representative clients



Legal Week named Gibson Dunn the International Arbitration Team of the Year at its British Legal Awards 2020, celebrating the legal sector's achievements of the past year. The firm was recognized for its work on the Ipek Interim Measures Award, which was described as "not only interesting legally, but also important in humanitarian terms."



Global Arbitration Review ranked Gibson Dunn among its 2020 GAR 30, an annual guide to the world's top 30 arbitration practices, for helping Chevron defeat a bid to enforce an award worth US\$18 billion.



The American Lawyer named Gibson Dunn its 2020 Litigation Department of the Year, recognized as the "best of the best." This unprecedented achievement was the firm's fourth win in the last six of the publication's biennial "Litigation Department of the Year" competitions, and the sixth time in a row the firm has been a finalist.

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.

 <p><i>The American Lawyer</i> named Gibson Dunn its 2020 Litigation Department of the Year, an unprecedented achievement as the firm’s fourth win in the last six of the publication’s biennial “Litigation Department of the Year” competitions and the sixth time in a row the firm has been a finalist.</p>	 <p>Awarded 166 total rankings – 62 practice group and 104 individual and 81 leading lawyer rankings, in the 2021 <i>Chambers Global</i>.</p>
 <p>Globally, <i>Best Lawyers</i>’ regional guides for 2021 recognised 17 lawyers in France, 19 lawyers in Germany, 12 lawyers in the UK, and five lawyers in Singapore, and for 2020, one lawyer in China, and three lawyers each in Belgium and Brazil. <i>Best Lawyers in America 2021</i> also recognised 170 leading lawyers.</p>	 <p>Awarded 14 individual rankings and 4 practice group rankings in the 2021 <i>Chambers UK</i>.</p>
 <p><i>Global Competition Review 2021</i> ranked Gibson Dunn among the world’s top antitrust practices in its GCR 100 – Global Elite, a list of the world’s top 25 antitrust practices.</p>	 <p>Global Investigations Review 2020 ranked Gibson Dunn No. 1 in its GIR 30, its annual “ranking of the world’s best investigations practices,” for the third consecutive year.</p>
 <p>Named Corporate Team of the Year at the UK Legal Business Awards 2019.</p>	 <p>Recognised in the <i>IFLR1000</i> 2021, a guide to the world’s leading financial law firms, in 27 international categories across Western Europe, Asia-Pacific, and Middle East regions, as well as 12 U.S. categories.</p>

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.

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.

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 leveraged and acquisition finance at all levels of the capital structure including holdco, senior, junior and unitrache debt transactions, real estate and other asset-backed finance, fund finance, refinancings, special situations deals including for distressed businesses or in connection with a restructuring, loan notes and Shari'ah-compliant financings. Much of our work is cross-border, with particular strengths in complex financings for international businesses that operate in multiple jurisdictions. Our finance and real estate groups regularly work together on complex, high-end real estate private equity transactions.

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 both distressed businesses and specialist fund lenders on special situation debt and preferred equity transactions together with 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 UNCITRAL Model Law.

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.

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.

WHAT WE DO - OUR ADVICE IN ACTION

TRANSACTIONAL CASE STUDY

THE HUT GROUP IPO

BACKGROUND

In 2020, Gibson Dunn acted on the initial public offering (“IPO”) of The Hut Group (“THG”), a UK-incorporated, global e-commerce and technology group and beauty and nutrition brand owner behind well-known websites and brands within the prestige beauty industry and the nutrition market including *Lookfantastic*, *Grow Gorgeous*, *Glossybox* and *MyProtein*. THG operates *THG Ingenuity*, which provides an end-to-end direct-to-consumer e-commerce solution for THG’s own products, as well as for those of well established brands such as *Estee Lauder*, *P&G*, *Nestle*, *L’Occitane* and *Walgreens*, amongst others.

For the financial year ended 31 December 2019, THG’s revenue was approximately £1.15 billion and the average number of employees in that year was approximately 5,000.

In 2019, THG was the world’s largest online pure-play beauty specialty retailer, and MyProtein and its family of sub-brands were the largest online direct-to-consumer sports nutrition brand globally in terms of revenue.

Approximately £1.9 billion of THG shares were offered in the IPO, and THG had a market capitalisation of approximately £5.4 billion (based on the IPO offer price), making the THG IPO the largest e-commerce IPO in Europe and the second largest technology listing on

the London Stock Exchange (“LSE”) by capital raised, at the time.

As is customary for a London-listed IPO, the offering was directed at institutional investors in the United Kingdom, the United States, and in certain other key jurisdictions in accordance with relevant public offer exemptions, hence requiring the coordination of legal advice across many jurisdictions.

WHAT IS AN IPO?

An IPO is the process by which a company obtains a public listing of its shares on a stock exchange or market and new shares are issued and/or existing shares are sold to investors (colloquially known as *listing*, *floating*, or *going public*). After the IPO, the shares are traded on the relevant market, the LSE in the case of the THG IPO.

WHY DO COMPANIES CHOOSE TO GO PUBLIC?

Companies choose to go public for a number of reasons including to raise funds via the issue of new listed shares, to create liquidity for existing investors by enabling them to sell their shares in the IPO or following listing, to be able to offer listed share incentive schemes to employees and use listed shares as an acquisition currency, and to raise the company’s profile and capitalise on the enhanced corporate image that can result from being a listed company.

WHAT WE DO - OUR ADVICE IN ACTION

TRANSACTIONAL CASE STUDY

WHY WAS DISTINCTIVE ABOUT THE IPO OF THG?

The IPO was the second largest technology listing on the LSE by capital raised. It was viewed as being a positive development for the London market in that THG decided to list in London as opposed to in the US, where Nasdaq and NYSE have been strong competitors in relation to technology IPOs. A number of other e-commerce and technology companies proceeded with London-listed IPOs following the success of THG's IPO.

The IPO was marketed on the back of a fixed price of 500p per share, as opposed to the more customary approach of marketing the IPO on the back of a price range and determining the final offer price at the end of the marketing period. The fixed price was underpinned by significant interest from 5 "cornerstone" investors who, prior to the marketing period beginning and subject to the IPO proceeding, committed to buy £615 million of new shares from the company at 500p per share.

THG has an innovative capital structure in that THG's founder holds a special share which in the event of a change of control provides the holder thereof, for a period of three years following admission to listing, with such number of voting rights as is necessary to ensure that any resolution can be passed or defeated. The special share is intended to deter an acquisition of THG that would not, in the holder's opinion, deliver sufficient value compared with what the holder considers could

be generated by THG in the three years following admission to listing.

Introduction of such a share required extensive consultation with the Takeover Panel and the Financial Conduct Authority. As a result of the special share, THG was not eligible for a premium London listing and instead opted for a standard listing, which has less onerous eligibility requirements and continuing obligations. Companies with a standard listing are not eligible for FTSE index inclusion. Index inclusion can be considered to be beneficial, as index tracking investment funds will be required to invest in any shares that form part of the relevant index, thereby leading to additional demand for the shares.

WHAT WAS GIBSON DUNN'S ROLE ON THE IPO?

Gibson Dunn acted for the investment banks which were underwriting the IPO. Given the size of the THG IPO, a syndicate of 7 banks was appointed, which comprised Citigroup, J.P. Morgan Cazenove, Barclays, Goldman Sachs, HSBC, Jefferies and Numis.

The underwriters are responsible for using reasonable endeavours to procure investors to acquire the shares being offered and to underwrite any default by such investors in acquiring the shares.

In connection with this role, amongst other things, the underwriters will assist the company with

WHAT WE DO - OUR ADVICE IN ACTION

TRANSACTIONAL CASE STUDY

developing the “equity story” (i.e. the key factors relevant to investors) and investor marketing and will comment on, or assist with the drafting of, offering relating materials. They will also conduct due diligence on the company.

Our role as underwriters’ counsel involved advising the underwriters on all legal aspects, conducting legal due diligence, reviewing and commenting on offering related materials (including the prospectus), drafting research guidelines in relation to the preparation of research on the company by independent analysts connected with the underwriters and also by unconnected analysts, and drafting the underwriting agreement entered into between the underwriters and the company, its directors and the selling shareholders (pursuant to which the underwriters agree to underwrite the offering and the other parties to the agreement provide certain warranties, undertakings and indemnities to the underwriters), as well as the agreement between the underwriters (which sets out the arrangements between the underwriters in relation to their underwriting obligations and related matters) and lock-up agreements (whereby shareholders agree not to sell for a period of time following the IPO in

order to manage the supply of shares entering the market during such period).

WHO WAS INVOLVED AT GIBSON DUNN?

The Gibson Dunn team was led by English corporate partner Chris Haynes, working closely with US securities law partner Steve Thierbach, and supported by corporate associates Sarah Leiper and Lucy Conway, amongst others. Both Chris and Steve are recognised as leading lawyers by *Chambers and Partners*, *IFLR 1000* and *Legal 500*.

Gibson Dunn has acted for THG on numerous matters, including recently on its \$350 million acquisition of Dermstore.com, a leading US online retailer of prestige skincare and specialty beauty brands.

It has been a busy period for London IPOs with the same partner team also advising Trustpilot on its recent London IPO, supported by corporate associates Thomas Barker, Ade Adesiyani and Lucy Conway and trainee Katherine Tomsett, amongst others.

MEET OUR LONDON TRAINEES



KATHERINE TOMSETT, TRAINEE

HUMAN SCIENCES, NEW COLLEGE, UNIVERSITY OF OXFORD

JOINED GIBSON DUNN IN 2020

MEET OUR LONDON TRAINEES

I was first drawn to Gibson Dunn due to the exciting cross-border nature of its work, its reputation for excellence, and the degree of responsibility given to its trainees. Since starting my training contract, I have realised the extent to which these points are true: I have worked for clients all over the world on complex matters, and been trusted to take ownership of tasks which in other firms would be managed by associates. However, whilst being given a considerable degree of responsibility, I know that I have the benefit of exceptional supervision from my colleagues, who are always on hand to give guidance and support. Gibson Dunn has also provided me with opportunities to travel: I am looking forward to a six-month secondment to the Hong Kong office in September.

My first seat was in the Corporate team, where I worked on private mergers and acquisitions for clients in Europe, the United States and China, and gained experience in capital markets while working on an IPO. I am now sitting with the Litigation team, and have worked on cases in the High Court and Competition Appeals Tribunal.

The firm's free-market system has enabled me to carve out my own training to some extent, which has resulted in a wider experience-base and a greater breadth of skills. Gibson Dunn encourages lawyers to seek out work that appeals to them, and this is particularly true with regard to pro-bono opportunities. I reached out to colleagues in the Denver office to assist with their work for a non-profit that aims to exonerate wrongly convicted individuals, and we reviewed the case of an individual convicted of murder. Closer to home, I have helped colleagues in the London office to provide advice to prisoners, and assisted with our domestic violence and housing clinics. The firm's commitment to pro-bono work is something that really sets it apart, and makes me proud to be a Gibson Dunn trainee.

I would encourage anyone hoping for an stimulating, collegiate, and highly rewarding career in the law to apply to Gibson Dunn.

“I would encourage anyone hoping for an stimulating, collegiate, and highly rewarding career in the law to apply to Gibson Dunn.”

MEET OUR LONDON TRAINEES



HORATIU DUMITRU, TRAINEE

LAW, UNIVERSITY COLLEGE LONDON

JOINED GIBSON DUNN IN 2020

MEET OUR LONDON TRAINEES

Gibson Dunn first stood out to me when I undertook my research into the values, quality of work and social identity of law firms I would be interested to join as a trainee. It struck me as a firm that is a market leader in most areas of practice it offers, which speaks to the excellent work it produces and clients it serves, while being dedicated to effecting real social change through its extensive pro bono efforts. The successful marriage between these two aspects indicated a welcoming, intellectually resourceful and socially responsible environment that I considered ideal for my development as a young solicitor.

The first confirmation of that impression came during my vacation scheme interview. As it was led by a senior partner and associate who were both recognised as exceptional individuals within their respective practice areas, the interview was primed to be a disconcerting and intimidating experience, as encountered at other firms perceived as peer institutions to Gibson Dunn. Instead, the interview felt like a warm team proactively looking for a new member that suited its values and work ethic – it was refreshing to see that the interview being a two-way assessment was not just a vague hope, but a concrete reality.

This positive culture was further reinforced during the three-week vacation scheme, which served as a taste of what the firm has to offer in terms of both legal and pro-bono work, as well as social activities.

I am currently completing my second seat, doing Finance work as part of the wider transactional team, having previously completed a seat in Corporate Energy. Whilst the associates and partners I have worked with are highly accomplished lawyers working on complex matters at the top of the profession, the firm maintains an openness that enables us, as juniors, to seek guidance and advice from them in an informal manner. The firm places an expectation on all of its lawyers to carve their own path for their careers, and provides them with all the tools needed to do so.

My training contract experience so far has bolstered my belief that Gibson Dunn provides an exceptional professional environment to develop into – it offers intellectually stimulating, varied and meaningful work, while maintaining a positive and open-minded culture.

"The firm places an expectation on all of its lawyers to carve their own path for their careers, and provides them with all the tools needed to do so."

MEET OUR LONDON ASSOCIATES



HANNAH LEWIS, ASSOCIATE,
DISPUTE RESOLUTION

HISTORY, UNIVERSITY OF BRISTOL

JOINED GIBSON DUNN IN 2019, QUALIFIED IN 2021

MEET OUR LONDON ASSOCIATES

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 impressed me from every angle.

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 entire training contract and beyond. 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 trainee or a partner. I have particularly felt that camaraderie on display during the pandemic where colleagues really rallied round to support one another all whilst ensuring the very best work output for our clients.

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

FROM APPLICATION TO TRAINING CONTRACT – WHY GIBSON DUNN?

INTERVIEW WITH TRAINEES REBECCA BARRY, SARAH DORÉ AND
FREDDIE BATHO
JOINED GIBSON DUNN IN 2020

Hi Rebecca, Sarah and Freddie. Thank you for agreeing to share your experiences. How did you hear about Gibson Dunn?

Rebecca: I met Gibson Dunn at my University's law fair, and a conversation with a trainee confirmed that the firm offered what I was looking for - high-profile international work, large amounts of responsibility from the small trainee intake and relatively small office, and a friendly office culture. I was interested to experience this for myself and was later successful in my applications to the Open Day and Vacation Scheme – the rest is history!

Why did you choose to apply to Gibson Dunn Vacation Scheme?

Rebecca: I applied for the Gibson Dunn Open Day in my final year of University and recall being impressed by how interactive the day was compared to other events I'd attended. We were provided with opportunities to meet with the whole office, from the trainees up to and including the partners. It was clear from this how invested Gibson Dunn was in its training programme and the focus on learning about you as an individual. After this, I knew I wanted to apply for the Vacation Scheme to have another chance to meet and interact with the London office and learn more about the firm.



Sarah: I thought that the best way to get a feel of the firm and the type of work it did was to come and see it for myself on the Vacation Scheme. I had also read online that Gibson Dunn recruits most of its trainees through its Vacation Scheme, so I thought it would give me the best chance of a training contract, and a chance to see if the firm really was for me.

Freddie: I applied to the Gibson Dunn Vacation Scheme because it offered me the opportunity to experience both transactional and contentious

FROM APPLICATION TO TRAINING CONTRACT

seats. Having not studied law at university, I really valued that I would get this broad range of exposure. I also wanted to get a sense of the firm's culture, to ensure that it was the right fit for me for my two-year training contract. By attending the Vacation Scheme, rather than directly applying for the training contract, I was provided with a three-week insight into how the firm worked and an opportunity to meet lawyers from the office.

What was your route to joining Gibson Dunn?

Sarah: I went to school at a state comprehensive, before studying Human, Social and Political Sciences at St John's College, Cambridge. When I graduated, I considered going into law, but wasn't sure if it was the right route for me. Instead, I spent two years on a graduate scheme in local government, before deciding to change career. I attended open days and talks at several City law firms, and secured two Vacation Schemes with US law firms. I left my job to do the Gibson Dunn Vacation Scheme, which was pretty scary, but by that point I was determined that law was the right career for me. Luckily Gibson Dunn offered me a training contract at the end of the Vacation Scheme! I then did the GDL and the LPC at BPP, before starting with the firm in August 2020.

Rebecca: I studied Law with Australian Law at the University of Nottingham, spending a year abroad at the University of Sydney as part of my degree. I met Gibson Dunn in my final year of University and after graduating, worked as an in-house paralegal before starting the LPC.

Freddie: Whilst at university, where I studied English Language and Literature, I first considered a career in the law. However, when I graduated, I instead decided to move to France, where I worked as a primary school English teacher. Whilst working abroad, I decided that I wanted to try a career as a solicitor, which led me to apply for the Gibson Dunn Vacation Scheme. I was fortunate to be offered a training contract at the end of it. I then went to law school for two years, where I studied the GDL and LPC, before starting at Gibson Dunn in September 2020.

Did your hopes and expectations live up to reality?

Freddie: Yes, the training contract has really lived up to my expectations! When applying, I liked the fact that Gibson Dunn had a smaller trainee intake than many other firms, meaning I would get greater exposure to more senior lawyers earlier in my career. Since starting, this has been the reality. As a result of the firm's low-leverage model, I have regularly worked in small, collegiate and close-knit teams, which I have really enjoyed. I frequently have the opportunity to work directly with senior lawyers, and these experiences have been great for my learning and development.

Rebecca: Definitely. I found Gibson Dunn's culture welcoming and supportive, and was excited to start at the firm as a trainee last September. Since starting my training contract I've been involved first-hand with Gibson Dunn's international work and have enjoyed the levels of responsibility I've been given. Despite starting remotely, the firm has supported me throughout.

FROM APPLICATION TO TRAINING CONTRACT

How did you find the interaction with your supervisors, mentors and other lawyers you met?

Sarah: I thought that the interaction I had with lawyers in the office was really good. I sat with both of my supervisors (one in the Corporate team, one in Disputes), and picked up a lot just from talking to them and hearing them talk to other lawyers and to clients. I also felt that I met a good range of lawyers and staff at the social events I attended, all of whom were really friendly and interested in the Vacation Scheme students.

Rebecca: One thing that really stood out to me, on the Open Day, the Vacation Scheme and now working as a trainee is how friendly and approachable everyone at Gibson Dunn is. The supportive, collegiate atmosphere is unique, and it's encouraging to be asked for your perspective on a matter and being given the opportunity to discuss that with the team.

Freddie: I found the interactions great – everyone was so friendly. I went for coffees with lots of different people, which was a great way to hear about their work and their experiences working at Gibson Dunn. I was lucky to even have opportunities to talk one-on-one to partners about their work and careers during the Vacation Scheme.

What did you enjoy most about the Vacation Scheme?

Rebecca: It's quite hard to pick just one aspect! By the end of the three-week Vacation Scheme I had really got to know the London office and felt

welcomed into the Gibson Dunn team. I was able to get extensively involved in ongoing client work, and really enjoyed the opportunities to enhance my own skills through drafting, presentation and negotiation workshops. Coffee conversations offered a chance to meet teams from across the office and the social events were great fun too – the scavenger hunt around London being a particular highlight!

Sarah: I enjoyed spending time working at Gibson Dunn and getting to know the firm. I also really enjoyed getting to know the other Vacation Scheme students, and of course the social events! My favourite social event was the treasure hunt around the City. I'm not originally from London, so it was a fun way to get my bearings and explore the area around the office.

Can you tell us about some of the work related tasks you were given?

Freddie: Whilst sitting in the disputes department, I helped compile a spreadsheet of news alerts relating to our client, in preparation for an upcoming arbitration. I also proof-read the final report that the team had prepared as part of a major client's internal investigation. Whilst sitting in the finance department, I helped with some drafting of contracts and was tasked with proofing and cross-checking conditions precedent for a closing.

Rebecca: I was lucky enough to be asked to attend and take a note of a witness interview for an ongoing competition investigation during my Vacation Scheme. As a Vacation Scheme

FROM APPLICATION TO TRAINING CONTRACT

student, being responsible for taking the primary note of the interview was quite daunting, but was a great opportunity and one that showed me the level of responsibility I could expect as a trainee at Gibson Dunn. In my corporate seat I was asked to update the drafting of board minutes and shareholder resolutions which I then had to send to the other side's solicitors.

Did you feel at a disadvantage by not studying Law?

Freddie: I did not feel like I was at a disadvantage at all. My supervisors, the other lawyers and the graduate recruitment team all recognised that, like many of the other non-law vacation schemers, I did not have a wealth of legal knowledge. The tasks that I was set were appropriate for my level of legal knowledge, none of which required years of studying law. The focus of the many of the tasks was on intellectual curiosity, attention to detail and strong written communication skills – skills you can build during any academically rigorous degree.

Sarah: I didn't feel disadvantaged. There were some assessed tasks where a basic understanding of law might have been helpful, but I felt it was clear that those assessing the tasks would take into account that you'd never studied law. I think actually practicing law at a firm like Gibson Dunn is pretty different from the academic study of law in any event, so it's ok if you don't have a background in law before coming on the Vacation Scheme.

What were you hoping to gain from the Vacation Scheme?

Rebecca: I thoroughly enjoyed the Open Day and after this, was excited to learn more about the firm during the Vacation Scheme to see if what everyone had said about the culture was true in practice. I wanted to get involved with some of the high-profile, international work I had heard about and understand more what day-to-day life as a trainee would be like at Gibson Dunn.

Sarah: I hoped to gain an insight into what it would actually be like to work at Gibson Dunn. When you're applying for training contracts, the term "firm culture" is thrown around a lot, but I think it's hard to really get a sense of what a firm is like from the outside. A Vacation Scheme is the perfect way to get to know a firm and figure out if you would be happy working there.

Freddie: I was hoping to gain a greater sense of the typical work and the culture of the London office and to understand whether Gibson Dunn was the right fit for me. I found that the atmosphere in the office was very friendly and approachable, showing that this was a place where I could really see myself working.

How did you stay engaged with the firm after accepting your offer and before starting your Training Contract?

Rebecca: The Graduate Recruitment team kept in regular contact after the Vacation Scheme and the future trainees are invited to the firm's annual Christmas and summer parties. A couple

FROM APPLICATION TO TRAINING CONTRACT

of months before starting the training contract we also had a call with the current trainees which was a great opportunity to get to know your future colleagues.

Sarah: The main contact was invites to the Christmas and summer office parties. It was really enjoyable to go along to those and connect with the others trainees in your intake, along with other lawyers and staff at the firm. Gibson Dunn's London office is small enough that people remember you from your Vacation Scheme, which makes it a bit less daunting!

Freddie: After the Vacation Scheme, I connected to many future colleagues on LinkedIn. As a future trainee, I was also invited to the Christmas and summer parties. These were a great way to catch up with colleagues between accepting the offer and starting the training contract.

What advice would you give to students who are considering applying to Gibson Dunn?

Sarah: Do your research into the firm and what we're looking for. Then, consider your own experiences and what skills you have that match that. This doesn't necessarily have to be legal work experience. I spent two years working in local government before making a career change, and I found there was plenty to talk about from that experience, even though it had very little to do with law and was in the public sector.

Freddie: I would advise that you take the time to research what makes Gibson Dunn stand out and what interests you specifically about the firm.

Rebecca: I'd say that the best way to determine whether Gibson Dunn is the right firm for you is to meet and interact with the firm. Both the Open Day and the Vacation Scheme demonstrated to me that Gibson Dunn's office culture was unique, and combined with the firm's international reputation I knew that it was a fantastic place to begin my future career.

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.

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.

SOLICITORS QUALIFYING EXAMINATION (SQE)

As of 1 September 2021, the SRA have introduced the Solicitors Qualifying Examination (SQE), a new centralised assessment for anyone who wishes to qualify as a solicitor in England and Wales. This will replace the previous routes to qualification of the GDL, LPC and PSC.

To support your experience at Gibson Dunn, we remain committed to offer top-quality training and support. We will liaise closely with our chosen learning provider to ensure you receive the best preparation before joining us. Trainees joining us from September 2024 will need to undertake the SQE and prep courses. For those who have started or completed the LPC there will be exemptions available.

At Gibson Dunn we continue to welcome trainees from all degree disciplines. If you have studied a non-law subject at degree level, we will give you first-rate training and an introduction to the legal world before the SQE prep courses begin.

YOUR TRAINING – THE NUTS AND BOLTS

We will cover your course fees in full, and also give you a maintenance allowance for each year of study of £10,500. 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.

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 UPDATE

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.



AVERAGE PRO BONO
HOURS PER LAWYER

FIRMWIDE: 105.7

85% OF ALL LAWYERS
PARTICIPATED IN
PRO BONO IN 2020

1,396



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

Awards List:

Brooklyn Bar Association:
2020 Dedication to Justice Award

Washington Lawyers' Committee:
2020 Outstanding Achievement Award

Law Society of England & Wales:
*2020 Outstanding Contribution During
Covid Excellence Award*

**Domestic Violence Legal
Empowerment and Appeals
Project (DV LEAP):**
2019 Pro Bono Team of the Year

**Interfaith Action for Human Rights
(IAHR):** *2020 Award on behalf of
Inmate Advocacy*

**Salvadoran American Leadership
and Educational Fund:**
2019 Corporate Responsibility Award

**National Legal Aid & Defender
Association (NLADA):**
2020 Beacon of Justice Award

National Immigration Law Center:
2019 Courageous Luminary Award



\$136,404,880

VALUE OF PRO BONO SERVICE
PROVIDED IN 2020

\$1,060,484,138

TOTAL VALUE OF PRO BONO SERVICE
PROVIDED SINCE 2010

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 27 June - 15 July 2022	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 2022

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.

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 2021/2022, 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 9 December 2021	Penultimate and final-year law students, final-year non-law students, and post-graduates and graduates of any discipline	22 November 2021
First Year Insight Day 28 April 2022	Law students in their first year of study and students of other disciplines in their first or second year of study	11 April 2022

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 £145,000 for 2021. 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.



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