



TRAINING WITH GIBSON DUNN: LONDON

GIBSON DUNN



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MESSAGE FROM MARK SPEROTTO, TRAINING PARTNER OF THE LONDON OFFICE



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,

A handwritten signature in blue ink, appearing to be 'MS', written in a cursive style.

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 benefiting 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 33-34.

Major Practice Groups In London Include:

- Business and Human Rights
- Business Restructuring and Reorganisation
- Capital Markets
- Commercial Litigation
- Commercial Real Estate
- Competition
- Data Privacy, Cyber and Data Innovation
- Employment
- Energy and Natural Resources
- Finance
- Financial Regulatory
- Investment Funds
- International Arbitration
- Mergers and Acquisitions
- Private Equity
- Projects and Infrastructure
- Regulatory and White Collar Investigations
- Tax
- Tech Transactions

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



Morgan Stanley

VEON



Global Arbitration Review ranks Gibson Dunn among the 2022 GAR 30, its annual guide to the world's top 30 arbitration practices noting that the Firm is “a force to be reckoned with and frequently seen on high-stakes matters.”



The American Lawyer named Gibson Dunn a Finalist in its 2021 Litigation Department of the Year competition, noting that “when news breaks and the pressure rises, clients call Gibson Dunn’s litigators to regain control.” This award follows our unprecedented four wins in this biennial competition.



Gibson, Dunn & Crutcher LLP

Chambers Global: The World’s Leading Lawyers for Business 2022 recognized Gibson Dunn with 67 firm practice group rankings including Dispute Resolution: International Arbitration UK and Europe-wide International Arbitration and just over 110 individual rankings, including Cyrus Benson and Penny Madden QC and Jeffrey Sullivan QC.



Legal 500 UK 2022 recognized Gibson Dunn with 16 practice area rankings and named seven partners. The firm was ranked in International Arbitration, with Cyrus Benson and Jeffrey Sullivan QC named to the “Hall of Fame”, Penny Madden QC is listed as a “Leading Individual”, Osma Hudda and Doug Watson are recognised. The firm was also ranked in Commercial Litigation, with Philip Rocher named to the “Hall of Fame”, Allan Neil and Doug Watson are recognised.

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.

Representative Clients

Brookfield

IPI

KKR



Awarded 183 total rankings – 67 practice group and 116 individual rankings and 91 leading lawyer rankings, in the 2022 *Chambers Global* including Capital Markets, Energy and Natural Resources: Oil and Gas, Employment, Tax and Competition.



Globally, *Best Lawyers'* regional guides for 2023 recognized 18 lawyers in the UK, 18 lawyers in France, 26 lawyers in Germany, 6 lawyers in Singapore, and 4 in Belgium; for 2022 3 lawyers in Brazil, and for 2020 1 lawyer in China. *Best Lawyers in America 2022* also recognised 175 leading lawyers.



Awarded 18 individual rankings and 6 practice group rankings in the 2022 *Chambers UK* including Capital Markets, Competition, Energy and Natural Resources: Oil and Gas, Employment, Real Estate and Tax.



Ranked across 16 practice areas, in the 2022 Legal 500 UK including Mergers and Acquisitions, Private Equity and Capital Markets. Six partners were included in the 'Hall of Fame', and seven partners were named 'Leading Lawyers' in their respective practices.



Law360 named Gibson Dunn a Law Firm of the Year, among its “Firms That Dominated in 2021.” The firm “led the pack, picking up the top Firm of the Year spot with eight [Practice Group of the Year] wins.”

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.

Investment 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 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

What We Do - Our Advice In Action

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 Adesiyun and Lucy Conway and trainee Katherine Tomsett, amongst others.



MEET OUR LONDON TRAINEES

Leonne Gilpin, Trainee
Law, University of Liverpool
JOINED GIBSON DUNN IN 2021

Meet Our London Trainees

“My training contract experience so far has exceeded my expectations. I would strongly encourage anyone hoping for a highly rewarding legal career to apply to Gibson Dunn.”

I was first introduced to Gibson Dunn at a Diversity Careers Fair. After speaking to the Graduate Recruitment team and lawyers from the London office, I decided to apply for the firm’s Open Day and Summer Vacation Scheme. The three-week scheme consisted of both formal tasks, such as presentations and department specific exercises, and plenty of social activities!

My first seat was in the Finance team, where I worked on a range of cross-border financings and restructurings advising borrowers, sponsors, lenders, creditors and investors. As the only trainee in the team, I was given a considerable degree of responsibility whilst having exceptional supervision from my colleagues, who were very supportive and always on hand to answer my questions. During my second seat in the Corporate team, I was provided with a broad range of experiences, where I worked on general private mergers and acquisitions, private equity growth investments and energy focused deals. Due to the recent growth of the Private M&A team in London, this was a very exciting time to join the team.

This year, Gibson Dunn also provided me with the opportunity to attend two retreats – the New Lawyers Academy in San Diego and the firm’s inaugural Black Attorney Retreat in Los Angeles – where more than 50 black attorneys from the different Gibson Dunn offices were in attendance. Both retreats were truly inspirational, as I was able to attend workshops and panel talks with phenomenal lawyers and partners from across the world, some of whom now mentor me.

Gibson Dunn also encourages lawyers to seek out work that appeals to them, and this is particularly true with regard to pro-bono opportunities. I have assisted with the Domestic Abuse Response Alliance (DARA), a group of law firms which provide legal advice and representation to survivors of domestic abuse in need of protective injunctions. This rewarding experience made me proud to be a Gibson Dunn trainee.

My training contract experience so far has exceeded my expectations. I would strongly encourage anyone hoping for a highly rewarding legal career to apply to Gibson Dunn.



MEET OUR LONDON TRAINEES

Oliver Hill, Trainee
History, University of Durham
JOINED GIBSON DUNN IN 2021

Meet Our London Trainees

“On a daily basis, trainees can expect to be interacting with colleagues and clients based all around the world. Whether you are sitting in the disputes department or the transactional team, the clients and third parties you work with are almost always industry leaders and often household names.”

I was initially drawn to training at Gibson Dunn due to the international, cutting-edge matters the firm is known for working on. On a daily basis, trainees can expect to be interacting with colleagues and clients based all around the world. Whether you are sitting in the disputes department or the transactional team, the clients and third parties you work with are almost always industry leaders and often household names.

Another feature of the training contract which I found appealing was the small trainee intake. Not only does this nurture close and supportive friendships amongst junior members of the firm, it also allows you to take on the sort of responsibility you might not expect to experience until further on in your career. For example, it is not uncommon at all to be working on matters with a team consisting of a trainee, an associate and a partner; sometimes, it may even be just you and the partner! This unique way of structuring teams not only provides great opportunities to work closely with fantastic lawyers, but also enables you, as a trainee, to proactively develop your skills by taking on appropriately challenging tasks in a close-knit and supportive environment.

My first seat was in the Corporate team, where I worked on private M&A deals, private equity matters and energy transactions. In my second seat, I sat in the firm’s international arbitration practice and had first-hand experience of two energy related arbitration hearings. In both seats, my supervisors and other team members were excellent at proactively encouraging client exposure and ensuring that I was equipped with the necessary skillset to tackle anything sent my way.

Pro bono work is also a really integral part of day to day life at Gibson Dunn and I am proud to work at a firm that holds this as a genuine priority in its outlook. Personally, I have been lucky enough to have worked on a number of incredibly rewarding matters including recently assisting US colleagues in the preparation of application materials for asylum seekers from Afghanistan. Whatever pro bono matters you would like to become involved in, the office’s dedicated Pro Bono Committee is always happy to accommodate your preferences.

I would highly encourage anyone seeking a supportive, entrepreneurial and intellectually stimulating training experience to apply to Gibson Dunn.



MEET OUR LONDON ASSOCIATES

Katherine Tomsett, Associate

Dispute Resolution

Human Sciences, New College, University of Oxford

JOINED GIBSON DUNN IN 2020, QUALIFIED IN 2022

Meet our London Associates

“My time in Hong Kong has stood out as a defining highlight of my training at Gibson Dunn. Working for clients in the Asian market has given me an exciting new perspective, while spending time in another Gibson Dunn office has provided a new set of formidable lawyers to learn from.”

Gibson Dunn originally stood out to me due to the cross-border nature of its work, the international opportunities it offers, and the degree of responsibility that it affords to trainees. The course of my training contract has demonstrated the extent to which these points are true: I have worked for clients all over the world on complex matters, spent ten months on secondment to the firm’s Hong Kong office, and been trusted to take ownership of tasks which in other firms would be managed by associates.

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 then sat with the Litigation team, working on cases in the High Court and Competition Appeals Tribunal. Finally, I undertook seats with the Financial Regulatory and Investigations teams in Hong Kong, serving clients in Asia and beyond while expanding my professional and personal horizons. Throughout my training I have been trusted to make decisions and been treated as a peer by associates. However, whilst being given a considerable degree of responsibility, I have also had the benefit of exceptional supervision from my colleagues, who are always on hand to give guidance and support. On qualification, I am looking forward to returning to London to work in the Disputes department, and developing my experience in white collar and investigations work.

My time in Hong Kong has stood out as a defining highlight of my training at Gibson Dunn. Working for clients in the Asian market has given me an exciting new perspective, while

spending time in another Gibson Dunn office has provided a new set of formidable lawyers to learn from. I have also developed both my professional and personal networks, building relationships that I will carry with me throughout my career, and developed a deeper understanding of Chinese culture and international business practices.

In both London and Hong Kong, 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 cases of two individuals convicted of murder. I have helped colleagues in the London office to provide advice to prisoners, and assisted with our domestic violence and housing clinics. In Hong Kong, I worked with an international wildlife charity aiming to close certain loopholes that exist in the region’s ivory trade legislation. 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.

Overall, I have thoroughly enjoyed my training contract, and have developed enormously as a person throughout the process. I would encourage anyone hoping for a stimulating, collegiate, and highly rewarding career in the law to apply to Gibson Dunn.



FROM APPLICATION TO TRAINING CONTRACT – WHY GIBSON DUNN?

Interview with Trainees, Ryan Butcher,
Sophie Hammond and Ruby Taylor

[JOINED GIBSON DUNN IN 2021](#)

From Application to Training Contract – Why Gibson Dunn?

Hi Ryan, Sophie and Ruby. Thank you for agreeing to share your experiences with us. How did you hear about Gibson Dunn and why did you apply for the Vacation Scheme?

Sophie: I first met Gibson Dunn at a university careers event where they were present. I knew that I wanted to join a firm with a small trainee intake, so I was looking mostly at US firms. I applied specifically to Gibson Dunn based on my experience of meeting people from the firm at the careers event – everyone was very approachable, friendly and willing to help so the firm seemed very inviting!

Ruby: I heard about Gibson Dunn via Chambers Student and it appeared to be unique as it was the only firm that offered a three week Vacation Scheme. I felt the extra week would allow me to see more of the firm. I wanted to join a small firm but I didn't want to compromise on the quality of the work offered so the vacation scheme was a way for me to see how this works in practice. Due to there being a small cohort of trainees each year, I found that I would be able to work closely with senior associates and partners on client matters. Finding this out on the Vacation Scheme made me confirm this was the kind of firm I wanted to train at to help me develop during the formative years of my career.

Ryan: The first time I heard of Gibson Dunn was when I was working as a paralegal in the litigation department of a US investment bank and Gibson Dunn was the lead counsel on one of our cases at the time. I wanted to train at firm where it would be possible to take on a large amount of responsibility at an early stage and to have early interaction with clients and senior colleagues. Gibson Dunn seemed like a perfect fit in this regard, and the Vacation Scheme seemed like the best route to ultimately securing a training contract at the firm! I was also very impressed by Gibson Dunn's commitment to Pro Bono work.

What was your route to joining Gibson Dunn?

Ruby: I studied History BA and following that went to study World History and Cultures MA at King's College London. During my masters, I applied for the Vacation Scheme in 2018 and completed the scheme in July 2019. Once I was awarded a training contract, I completed the GDL and LPC during 2019-2021 and officially joined the firm as a trainee in September 2021.

Sophie: I studied Law with Geography at university. I completed the Vacation Scheme at the end of my third year of a four year degree. Once I graduated I did the LPC (as I already had a law degree so did not need to do the GDL) and started my training contract the year after.

What did you enjoy most about the Vacation Scheme?

Ryan: Meeting the different people who work at Gibson Dunn in London. There was a real sense of excitement in the office during the three weeks we were there and it made for a very welcoming environment. The coffee conversations with different associates and partners at the firm were also a highlight, and provided a great opportunity to learn more about the firm's different practice areas in a relaxed and informal environment. The negotiation exercise was also great fun!

Sophie: I really enjoyed being able to get involved with actual legal work during the vacation scheme as well as working on the specific tasks set for the vacation scheme. There were also social events which allowed us to get to know a variety of people at the firm and to meet them in a really relaxing environment where it was easy to ask any questions and get a real feel for the culture of the firm.

From Application to Training Contract – Why Gibson Dunn?

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

Sophie: The supervisor system during the vacation was really useful to have one specific point of contact that you sat with and could essentially shadow to experience what working at the firm would be like. In general I found that everyone was really happy to assist and get involved in the vacation scheme so I met a really broad range of people from the firm during the three weeks I was there. Everyone was very welcoming!

Ruby: I found everyone at the firm was very friendly and welcoming throughout the whole duration of the Vacation Scheme. I enjoyed talking to the lawyers and staff about their interests outside of work too as this helped me form genuine connections.

Ryan: I felt very well supported by both my supervisors – I sat with a disputes associate for the first half of my scheme and a transactional associate for the second half. The current trainees at the firm were also incredibly welcoming, and made sure to take the time to meet everyone.

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

Sophie: I was given quite a wide range of tasks, from research related tasks to helping on pro bono matters. We also undertook some tasks that were set specifically for the Vacation Scheme which encouraged us to think critically about certain information in a written task, have a go at drafting an agreement, and also to give a presentation which required thought about the commercial significance of certain fact patterns.

Ruby: I enjoyed my corporate tasks as I helped by supervisor on a verification exercise on a public M&A deal. I also attended client calls as well as meeting lawyers at another firm who were assisting us on a deal. It was great to see how Gibson Dunn work with other law firms to assist the client. In my disputes seat I did a lot of interesting research based tasks which I also enjoyed.

Ryan: In my disputes seat I assisted with legal research and drafting a response to a letter from lawyers acting for the other side in a large construction dispute. On the transactional side, I was able to assist with a closing on a large deal and listen and take a note of various client calls. Although condensed into three weeks, I feel the Vacation Scheme really provided me with a solid understanding of the differences between the disputes and transactional departments.

What were you hoping to gain from the Vacation Scheme?

Sophie: I wanted to gain insight into what a career as a solicitor would look like practically and was hoping to confirm my thoughts that it was what I wanted to do as a career. Given that I really enjoyed the scheme and the insight into the firm, I was also hoping to be offered a training contract!

Ryan: To get a feel for the people at the firm and whether it was somewhere I could see myself working for the long term. And, if the answer to both was yes – to hopefully get a training contract offer!

Ruby: Aside from a training contract offer, I wanted to get a better insight into what it is like to work at a US law firm in London and what the day to day tasks of a trainee comprises of.

From Application to Training Contract – Why Gibson Dunn?

Did your hopes and expectation live up to reality?

Ryan: The Vacation Scheme certainly exceeded my expectations. I left with a clear sense of what Gibson Dunn was about – both in terms of the high quality nature of the work, but also in terms of the people and culture of the firm. I felt at ease from the beginning and excited about the prospect of working with and learning from people who take their work seriously, but are also fun, approachable and kind.

Sophie: Yes most definitely! I found immediately that I enjoyed the kind of work on offer at the firm and the culture felt like a good fit for me.

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

Sophie: We were invited to firm social events such as the Christmas party and also had social events arranged specifically for us before we started so that we could all stay in touch, ask any questions that we had about the joining process, and generally continue to get to know other people at the firm. My trainee intake did the LPC together which was another great way of getting to know each other better ahead of starting our training contracts (although that involved a lot of being together in online classes because of COVID!). Finally, while I was still finishing my final year at university, members of the firm who were visiting my university to participate in open days or careers event would always get in touch so that we could get coffee or I could come along to see them.

Ryan: The firm was great at keeping in touch and inviting us to all of the social events taking place at the firm. I attended the firm's Christmas party with the rest of my intake in the December following our Vacation Scheme. In person engagement was

unfortunately not possible for most of 2020 and 2021 due to the COVID-19 pandemic, but we had regular zoom catch ups with existing trainees and the wider firm, and I felt ready to hit the ground running when I joined as a trainee in September 2021.

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

Ryan: Go for it! I think Gibson Dunn provides a great opportunity for those who want to get involved in high profile work within small and focused teams from the outset of their career. It's a cliché – but I would also say to be yourself, the firm is filled with diverse people from different backgrounds – and it is part of what makes it such a great place to work.

Ruby: I would say you should definitely apply to Gibson Dunn if you have an entrepreneurial spirit, hard work ethic and you are a good team player! The firm values candidates who are willing to push themselves out of their comfort zone and adapt quickly to client needs. While I have had to push myself and learn very quickly, I have felt that I have been given the freedom to do so while also being supported.

Sophie: The toughest part of deciding where to apply is the huge number of different firms and the different things that they all offer. I think it is really important to narrow down exactly what kind of firm you would like to work for – I knew that I wanted a small trainee intake, flexible training, lots of international work, the opportunity for international secondments, and to work with high quality clients, which is what led me to choose Gibson Dunn. It is so important that you find something that fits right for you, as you will get so much more out of your career that way!

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.

We will cover your course fees in full, and also give you a maintenance allowance for each year of study of £12,000. For those undertaking the SQE qualification route, we offer a maintenance allowance of £17,000. 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 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.

Building Your Professional Network

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

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

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

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

Book Allowance – all lawyers and trainees at Gibson Dunn have a book allowance to enable them to purchase specialist texts or periodicals relevant to their particular area of law or personal interest.

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

Pro Bono Work

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.

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.



140,482

FIRMWIDE
PRO BONO HOURS IN 2021

1,774,088

FIRMWIDE PRO BONO HOURS SINCE 2009

1,484

LAWYERS PARTICIPATED IN
PRO BONO IN 2021



AVERAGE PRO BONO
HOURS PER LAWYER

FIRMWIDE: 83.2

600+

NEW CLIENTS SERVED IN 2021

5,129

LONDON PRO BONO HOURS IN 2021

43,887

LONDON PRO BONO HOURS
SINCE 2011

2011-2021
2021

43,887
5,129

Pro Bono Work

Awards List:

Union Settlement awarded Gibson Dunn its **2021 Law Firm Partner Award**.

Giffords Law Center honored Gibson Dunn with its **Pro Bono Partner Award**.

The Western Justice Center honored Gibson Dunn as the recipient of its **2021 Defenders of Justice Award** in recognition of the Firm's pro bono work to promote racial justice and equity.

The National Immigration Project of the National Lawyers Guild ("NIPNLG") honored Gibson Dunn as one of the recipients of its **2021 Impact in the Courts Award**,

Neighborhood Defender Service ("NDS") honored Gibson Dunn at its 30th Anniversary Gala with the **Corporate Social Responsibility Award**.

The National Legal Aid & Defender Association announced Gibson Dunn as a recipient of its **2020 Beacon of Justice Award** in recognition of the Firm's efforts to address systemic racial disparities and advance racial equity.

Brooklyn Bar Association:
2020 Dedication to Justice Award

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

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

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

Washington Lawyers' Committee:
2020 Outstanding Achievement 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



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.

Diversity, Talent & Inclusion

Together we run a number of sub-committees 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 | Dubai | Los Angeles | Paris |
| Brussels | Frankfurt | Munich | San Francisco |
| Century City | Hong Kong | New York | São Paulo |
| Dallas | Houston | Orange County | Singapore |
| Denver | London | Palo Alto | 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 1,600 lawyers in 20 offices located in major commercial centres across the globe.

Next Steps

Summer Vacation Scheme

Date	For	Apply by
Summer Vacation Scheme 26 June 2023 – 14 July 2023	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 PGDL and SQE courses.	16 January 2023

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 2022/2023, 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 2022	Penultimate and final-year law students, final-year non-law students, and post-graduates and graduates of any discipline	19 November 2022
First Year Insight Day 27 April 2023	Law students in their first year of study and students of other disciplines in their first or second year of study	20 March 2023

Salary and Benefits

We offer our trainees a highly competitive salary and benefits package. The starting salary for trainees will be not less than £55,000 in the first year and not less than £60,000 in the second year. Newly qualified associates are paid £161,700 for 2022. 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.

**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 Team,
GraduateRecruitment@gibsondunn.com**



Gibson, Dunn & Crutcher LLP



Gibson, Dunn & Crutcher LLP Careers



[gibsondunnandcrutcher](https://www.instagram.com/gibsondunnandcrutcher)

Beijing

Unit 1301, Tower 1
China Central Place
No. 81 Jianguo Road
Chaoyang District
Beijing 100025, P.R.C.
+86 10 6502 8500

Brussels

Avenue Louise 480
1050 Brussels
Belgium
+32 (0)2 554 70 00

Century City

2029 Century Park East
Los Angeles, CA 90067-3026
+1 310.552.8500

Dallas

2001 Ross Avenue
Suite 2100
Dallas, TX 75201-6912
+1 214.698.3100

Denver

1801 California Street
Suite 4200
Denver, CO 80202-2642
+1 303.298.5700

Dubai

Building 5, Level 4
Dubai International Finance
Centre
P.O. Box 506654
Dubai, United Arab Emirates
+971 (0)4 318 4600

Frankfurt

TaunusTurm
Taunustor 1
60310 Frankfurt
Germany
+49 69 247 411 500

Hong Kong

32/F Gloucester Tower, The
Landmark
15 Queen's Road Central
Hong Kong
+852 2214 3700

Houston

811 Main Street, Suite 3000
Houston, Texas 77002-6117
+1 346.718.6600

London

Telephone House
2-4 Temple Avenue
London EC4Y OHB
England
+44 (0) 20 7071 4000

Los Angeles

333 South Grand Avenue
Los Angeles, CA 90071-3197
+1 213.229.7000

Munich

Hofgarten Palais
Marstallstrasse 11
80539 Munich
Germany
+49 89 189 33-0

New York

200 Park Avenue
New York, NY 10166-0193
+1 212.351.4000

Orange County

3161 Michelson Drive
Irvine, CA 92612-4412
+1 949.451.3800

Palo Alto

1881 Page Mill Road
Palo Alto, CA 94304-1211
+1 650.849.5300

Paris

16, avenue Matignon
75008 Paris
France
+33 (0)1 56 43 13 00

San Francisco

555 Mission Street
San Francisco, CA 94105-0921
+1 415.393.8200

São Paulo

Rua Funchal, 418, 35ºandar
Sao Paulo 04551-060
Brazil
+55 (11)3521.7160

Singapore

One Raffles Quay
Level #37-01, North Tower
Singapore 048583
+65.6507.3600

Washington, D.C.

1050 Connecticut Avenue, N.W.
Washington, D.C. 20036-5306
+1 202.955.8500