



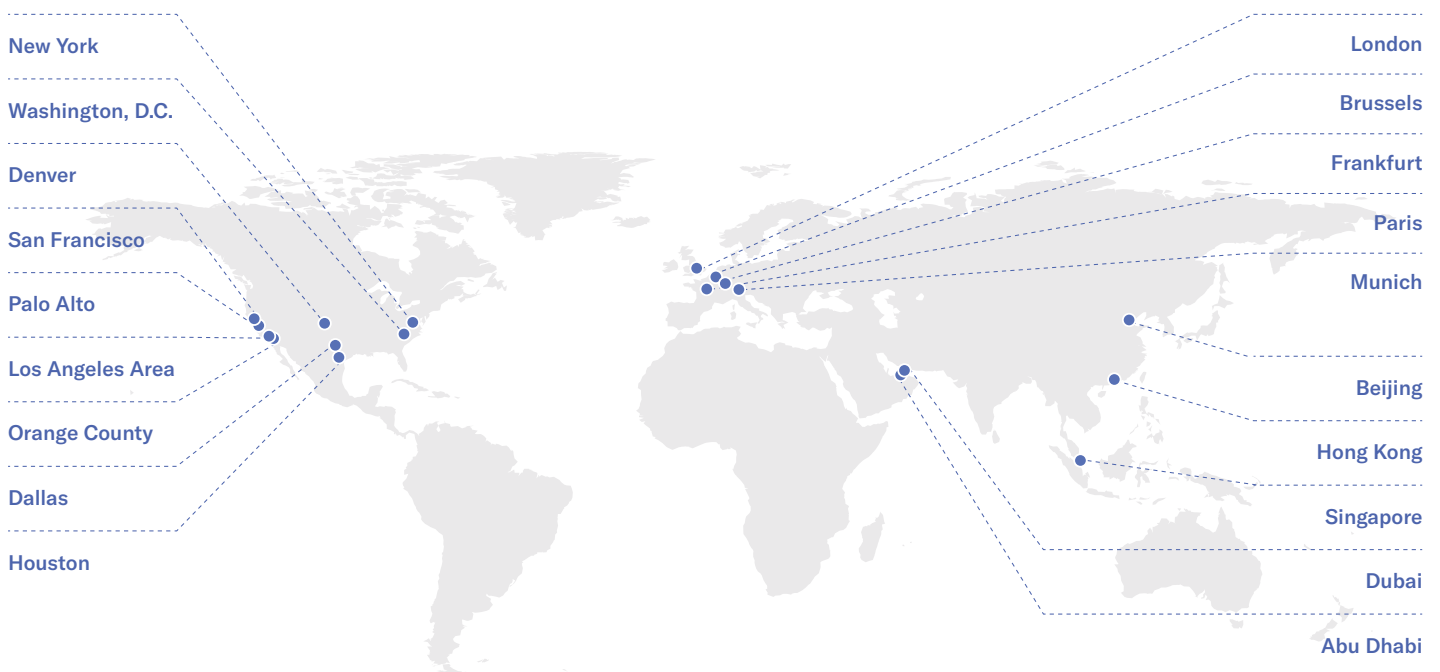
TRAINING WITH GIBSON DUNN: LONDON

GIBSON DUNN

Gibson, Dunn & Crutcher LLP is a leading international law firm, with a history spanning more than 125 years.

We have over 1,800 lawyers in 20 offices located in major commercial centres across the globe.

A Truly International Firm



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

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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 black ink, appearing to be 'MS'.

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 – Dispute Resolution

- Commercial Litigation
- International Arbitration
- Multi-Jurisdictional Litigation
- Employment Law Disputes
- White Collar Crime /
Anti-Corruption / Sanctions
- Data Privacy
- Energy and Natural
Resources
- Global Investigations
- Competition and consumer
Law Disputes
- Administrative Law Disputes
- EU Disputes
- Parliamentary and Public
Inquiries

Representative clients



Awards



Global Arbitration Review ranks Gibson Dunn among the 2022 GAR 30.



The American Lawyer named Gibson Dunn a Finalist in its 2021 Litigation Department of the Year competition.



Chambers Global 2023 recognised Gibson Dunn



Legal 500 UK 2023

What We Do - Transactional Department

- Mergers and Acquisitions, Joint Ventures
- Capital Markets
- Competition Law
- Real Estate
- Regulatory
- Private Equity
- Finance
- Restructuring and Insolvency
- Employment
- Investment Funds
- Energy and Natural Resources
- Tax

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

Recent deals

Advised [Canary Wharf Group](#) in securing a [£535m](#) loan from Cain International and Starwood Capital Group to fund the next phase of development at Wood Wharf in east London

Advised [Otro Capital](#) and [RedBird Capital](#) in their investment in Alpine Racing Ltd., a world class F1 team that finished top 4 in the 2022 F1 World Championship

Awards



Gibson, Dunn & Crutcher LLP

Chambers Global 2023 recognised Gibson Dunn with 73 firm practice group rankings



Best Lawyers' regional guides for 2023



Gibson, Dunn & Crutcher LLP

Awarded 18 individual rankings in the 2022 *Chambers UK*



Ranked across 18 practice areas, in the 2023 Legal 500 UK



Law360 named Gibson Dunn a Law Firm of the Year, among its “Firms That Dominated in 2021.”



MEET OUR LONDON ASSOCIATES

Leonne Gilpin, Newly Qualified Associate
Corporate Law, University of Liverpool
JOINED GIBSON DUNN IN 2021, QUALIFIED IN 2023

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 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.



MEET OUR LONDON ASSOCIATES

Molly Heslop, Associate

Law with European Legal Studies, Newcastle University

JOINED GIBSON DUNN IN 2021, QUALIFIED IN 2023

Meet our London Associates

“Undoubtedly another aspect that makes Gibson Dunn a special place to practice law is its pro bono work.”

Gibson Dunn’s international reputation for solving cutting-edge problems for its wide client base first attracted me to the firm. It was during the firm’s unique three-week vacation scheme that I got to experience this firsthand, and have since developed an exposure to it throughout my training contract.

Since the vacation scheme, my time spent as a trainee at Gibson Dunn has been hugely rewarding. I have gained broad experience in both the Corporate and Disputes departments whilst also undertaking a diverse range of pro bono experience. I have also spent part of my training contract on secondment to one of Gibson Dunn’s international offices (Hong Kong), which gave me the opportunity to build invaluable relationships that I will nurture throughout my career.

It was evident from the start of my training contract that trainees at Gibson Dunn have the chance to relish early responsibility; this aspect allowed me to feel embedded into both the firm’s teams and workstreams from the get-go. For example, during my first seat, I sat in the Corporate department where I had the opportunity to coordinate key transactional workstreams for sale and purchase agreements from an early stage; this experience was similarly reflected in the Disputes department where I swiftly assisted with the preparation of a hearing and drafted witness statements for an international arbitration.

It was during my third seat when I embarked on an international secondment to Gibson Dunn’s office in Hong Kong where I sat in the Competition team (where I am also qualifying in the London office). During my time in Hong Kong, I was responsible for responding to requests for information from different competition authorities across the Asia-Pacific region further to the authorities’ merger reviews of Broadcom’s acquisition of VMware for approximately \$61 billion. For

me, the secondment was reflective of the global community that the firm translates across its offices as I coordinated extremely closely with the firm’s global antitrust teams.

Upon returning to the London office, I gained further competition experience by assisting with drafting responses to the United Kingdom’s Competition Markets Authority (CMA) and also attending a hearing panelled by the CMA. In addition to this merger review experience, I have also conducted technical legal research to further advise companies on how to prepare for the anticipated Digital Markets, Competition and Consumers Bill which presents multi-faceted issues for clients. I have also assisted clients in making applications to the United Kingdom’s new Investment Screening Unit under the recently enacted National Security and Investment Act. I have found helping clients navigate the ever-changing and emerging regulatory landscapes extremely exciting.

Undoubtedly another aspect that makes Gibson Dunn a special place to practice law is its pro bono work. During my training contract, I have worked on a wide variety of pro bono matters, such as assisting with Gibson Dunn’s efforts to the humanitarian crisis in Afghanistan where I have seen the meaningful and positive impact that law firms can have on individual lives. For example, I worked alongside nonprofit organisations to provide pro bono representation by drafting applications for Afghan refugees seeking reunification with family members in the United Kingdom. I have also worked with the Domestic Abuse Response Alliance project, which provides representation to survivors of domestic abuse, by helping a client obtain a non-molestation order in the family courts.

I am very excited to continue my journey at Gibson Dunn through qualification and make the most out of every opportunity that the firm continually presents to me.



Meet our London Trainees

Daniel Boden,
Trainee
Hispanic Studies,
University of Nottingham
JOINED GIBSON DUNN
IN 2022

I was initially drawn to training at Gibson Dunn due to the firm's smaller trainee intake and the international, multi-jurisdictional matters the firm works on across the globe. It was important to me to join a firm that has a fantastic reputation both in the UK and the US and where I would have the opportunity to have a significant amount of responsibility and shape my legal career at an early stage. To this end, the firm's free-market system encourages lawyers to seek out work that appeals to them and I have been able to take advantage of this to work on the DP World Tour v LIV Golf dispute, despite not being sat in the Employment team – as a golf fan this has been a real highlight of my training contract so far!

My first seat was in the Corporate team, where I worked on private M&A deals such as a growth capital acquisition and other private equity matters such as implementing a management incentive plan for a large private equity client. In my second seat, I sat in the firm's Disputes team and worked on several high-value, complex commercial litigation matters, including defending a major technology client in two class actions. I was also able to gain first-hand experience of hearings in the Competition Appeals Tribunal and the Court of Appeal and attend key strategy meetings with clients and counsel. In both of my seats, I have always been encouraged by my supervisors and other team members to reach out to clients directly where appropriate and have greatly enjoyed the considerable level of responsibility I have been given. My colleagues have always been on hand to answer any questions I may have, as well as ensuring that I feel fully supported with the work I am asked to complete.

This collegial nature of the firm and the firm's investment in its trainees is clearly demonstrated by the fact that, in January this year, my fellow trainees and I were given the opportunity to attend the New Lawyers Academy in Palm Springs, California. Whilst there, we attended workshops and panel talks with incredible lawyers and had the opportunity to network with other new joiners across all of the firm's offices around the globe – it really was an amazing few days!

Pro bono work is also a huge part of day to day life at Gibson Dunn and it is great to work at a firm where this is a genuine priority. 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 as well as working with APPEAL, a charity law practice that fights miscarriages of justice, to challenge wrongful convictions. These experiences have been incredibly rewarding and make me very proud to be a trainee at Gibson Dunn.

My training contract has so far surpassed my expectations and I would highly encourage anyone that is seeking a high level of responsibility in a very supportive and collegial environment to apply for a training contract at Gibson Dunn.



Meet our London Trainees

**Alexander Gresty,
Trainee
Liberal Arts European
and Latin American
Comparative Literature
and Culture. Dartmouth
College, University
of Cambridge, Lucy
Cavendish
JOINED GIBSON DUNN
IN 2022**

I first came across Gibson Dunn while working in Los Angeles on a matter arising from the 2018 Woolsey Fire. I was so impressed by the Gibson Dunn attorneys opposite me and their reputation in California with other attorneys I met that I decided to apply for the vacation scheme upon returning to London. While this was an unusual experience (being online), I found the internship fascinating and the quality of work offered to be head and shoulders against comparative schemes I had completed. I was particularly drawn to the small trainee intake which has encouraged a real sense of comradery among my peers.

Training at Gibson Dunn is a hands on, informative, and highly engaging experience. The work I have had the opportunity to deliver has been wide ranging and high value. Due to the structure of the firm, as a trainee you will be working alongside often one to two associates and a partner, which is remarkable from a training perspective as one can contribute directly to the partner's briefs and assist with every aspect of a project.

My first seat was in Disputes, specialising in International Arbitration. From day one I was involved in a high-stakes, complex arbitration coming to trial. Being thrown in at the deep end is characteristic of the firm's approach to training, so from the get go I was given with a diverse variety of tasks to assist the team preparing for trial, from discovery review to drafting opening arguments to interviewing witnesses.

My second seat is in Real Estate where I have had the opportunity to contribute to an assortment of matters from regular real estate acquisitions to forward funding agreements for large real estate portfolios. Gibson Dunn offers a very free market approach to work, so I have been able to assist with substantial finance projects which was an excellent opportunity to gain exposure across the firm and to multiple attorneys and partners.

I would strongly encourage any would be trainee to consider Gibson Dunn if they are seeking a training contract that will offer them real responsibility and a chance to explore their career interests while providing unparalleled partner exposure.



Meet our London Trainees

**Lena Tarrin, Trainee
Law, University of
Durham; London School
of Economics and
Political Science**
**JOINED GIBSON DUNN
IN 2022**

My interest in Gibson Dunn was initially sparked by the truly global nature of its practices, promising the opportunity to work with colleagues and clients around the world. I also appreciated the smaller trainee intake, which facilitates team cohesiveness and the assumption of increased responsibility from day one. The firm's 'free market system', combined with its open door policy, moreover offers trainees a remarkable degree of autonomy – both in terms of the types of matters you would like to work on and the people you would like to work with.

My first seat was in the Corporate team, where I worked on various private M&A deals and private equity matters for clients in the United Kingdom, Europe and the United States. I also gained experience in Capital Markets, working closely with the firm's Dubai office on what was, at the time, the largest IPO of the year globally. My second seat was in the Employment team, where I was exposed to a wide range of both transactional and contentious work, including two high profile investigations.

During both seats, I was amazed by the quality of training and support received. I have been encouraged to take ownership of workstreams, entrusted with handling meaningful assignments and generally given every opportunity to rise to the occasion – and yet never felt as though I was 'thrown into the deep end'. I realised very early on that nurturing talent and encouraging mentorship is a key priority for the firm, and it is this supportive environment that has made being challenged exciting and rewarding rather than daunting.

I am also proud of Gibson Dunn's unwavering commitment to pro bono work, encouraging trainees and lawyers at all levels to give back as much as possible. I myself have been lucky enough to work on several incredibly interesting matters, including supporting a charity law practice that fights miscarriages of justice in investigating what we believe to be a wrongful conviction of a young woman for joint enterprise murder.

I would encourage anyone who is interested in starting their legal career at a truly international firm with an exceptional reputation and client base, complemented by an inclusive and collegial culture, to apply to Gibson Dunn!



Meet our London Trainees

**Dimitar Arabov, Trainee
Law, University College
London**

**JOINED GIBSON DUNN
IN 2022**

I was initially drawn to Gibson Dunn because of the firm's incredible expertise in both transactional and contentious work, the opportunities for trainees to take on an increased level of responsibility on matters and the great exposure that Gibson Dunn provides to cutting-edge cross-jurisdictional work. Having done two seats at Gibson Dunn thus far, I can say with confidence that my expectations were met and much more!

As part of my first seat with the Corporate team, I was exposed to a broad range of matters, including general private company acquisitions, private equity growth investments and TMT M&A transactions. A particular highlight for me was working on an acquisition in the telecommunications sector in the Middle East – I had significant amounts of responsibility in relation to managing the closing deliverables and mechanics as well as directly liaising with both local and opposing counsel. Such meaningful engagement in matters is quite common at the firm, with trainees often working solely with a senior associate and a partner on a particular matter!

As part of my Disputes seat, I was equally impressed by the breadth of work I was involved in. It ranged from advising a major global bank on its defence of an antitrust violations claim to drafting an application for the enforcement of an arbitral award against a sovereign state. Such a diverse range of matters is quite characteristic of the training contract at Gibson Dunn, with trainees being encouraged to seek the work that they are particularly interested in as part of the free market system at the firm.

Lastly, Gibson Dunn also provides a wide range of pro bono opportunities with which trainees are strongly encouraged to get involved. One personal highlight is supporting a pro bono client in obtaining a non-molestation order as part of the Domestic Abuse Response Alliance (DARA), a group of law firms which provides legal advice and representation to domestic abuse survivors.

Overall, I have thoroughly enjoyed my training contract thus far and would encourage all aspiring solicitors seeking an intellectually stimulating and highly rewarding career in 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 preminent 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, technology, 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 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.

Awards List

New Civil Liberties Alliance George Washington Award for Best Amicus Brief

Sovereign's Medal of Merit of the Order of St. John

LawWorks 2022 Awards

ALDF Advancement in Animal Law Pro Bono Achievement Award

KIND Pro Bono Team of the Year Award

TrustLaw Powered by Pro Bono Award

Firmwide Pro Bono Hours in 2022:

138K

Lawyers Participated in Pro Bono in 2022:

1,623

New Pro Bono Matters in 2022:

500+

Firmwide Pro Bono Hours Since 2013:

1.4M

Average Pro Bono Hours Per Lawyer:

72

Value of Pro Bono Matters in 2022:

\$130M

Diversity, Talent & Inclusion



Selina Sagayam
Corporate Partner

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.

Next Steps

[Apply here](#)



Summer Vacation Scheme

Date	For	Apply by
Summer Vacation Scheme 24 June 2024 – 12 July 2024	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 2024
Open Day 7 December 2023	Penultimate and final-year law students, final-year non-law students, and post-graduates and graduates of any discipline	19 November 2023
First Year Insight Day 25 April 2024	Law students in their first year of study and students of other disciplines in their first or second year of study	20 March 2024

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. We recruit and review our applications on a rolling basis.

Next Steps

Salary

- First year trainee £55,000
- Second year trainee £60,000
- Newly qualified associate £162,000
- PDGL maintenance grant £12,000
- SQE maintenance grant £17,000

Benefits:

- Discretionary bonus scheme
- Private health insurance
- Life insurance
- Travel insurance
- Corporate gym rates
- Client development allowance
- Professional development and book allowances

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.

Please do include any context on your application form if you feel your academics do not reflect your academic ability as we do take into account additional information and do not auto reject based on academics.

Contact

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020 7071 4000

Graduate Recruitment And Development Team

GraduateRecruitment@gibsondunn.com

Websites:

gibsondunn.com/careers/law-students

apply4law.com/GibsonDunn

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