



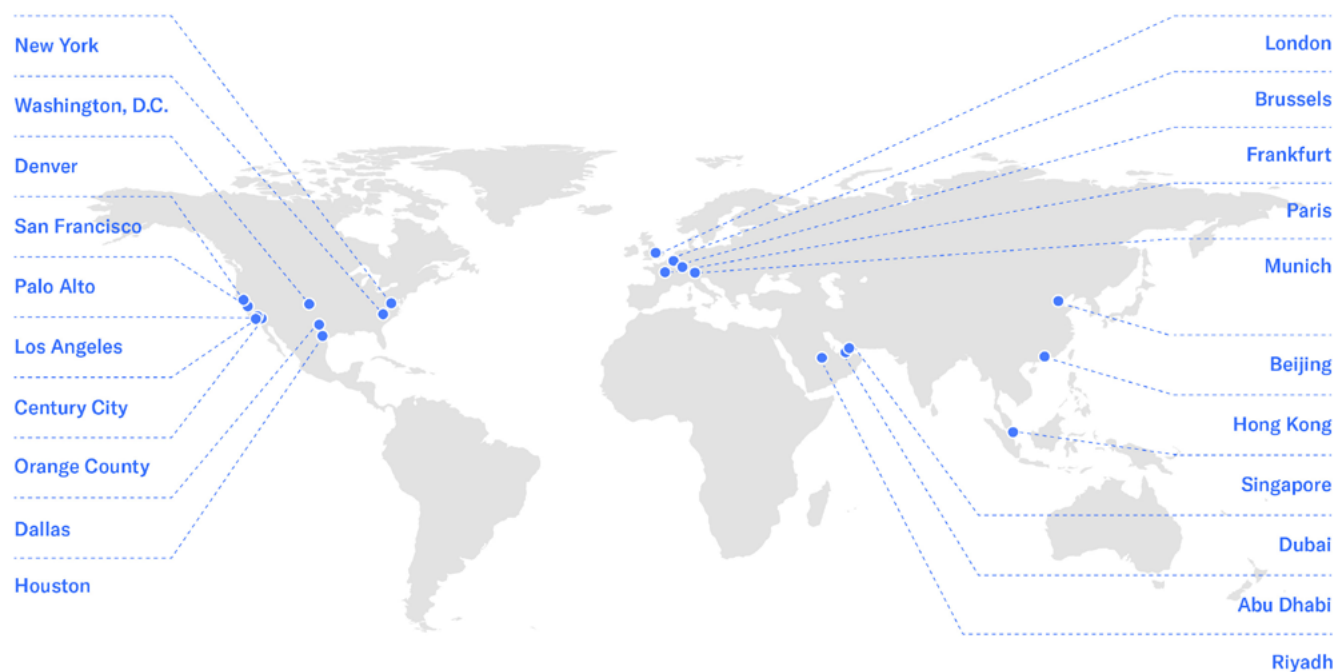
# Training with Gibson Dunn: London

Gibson, Dunn & Crutcher LLP is a leading international law firm, with a history spanning more than 130 years.

**GIBSON DUNN**

# GIBSON DUNN

## A Truly International Firm



**2,000+**  
Lawyers

**21 Offices**  
Across the Globe



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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 dark ink, appearing to be 'MS', written in a cursive style.





# The London Office

Gibson Dunn has had an office in London for 45 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 page 29.

## Major Practice Groups In London Include:

- Aerospace and Defense
- 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
- Geopolitical Strategy and International Law
- 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
- Geopolitical Strategy and International Law
- Global Investigations
- Competition and Consumer Law Disputes
- Administrative Law Disputes
- Eu Disputes
- Parliamentary and Public Inquiries

Our disputes team is repeatedly recognised as Number 1 globally and has a wealth of experience in taking complex matters to trial, advocating bet-the-company international arbitrations around the globe, and handling cutting-edge competition litigation and white-collar mandates.

Our teams are led by highly distinguished lawyers, who provide thought leadership and cutting-edge market advice; they include eminent King's Counsel, former senior U.K./EU competition/regulatory officials, and best-in-class lawyers recognised in the leading legal directories.

## Awards



Gibson Dunn recognised globally and in the Asia-Pacific, Europe, Latin America, and Middle East regions



Gibson Dunn recognised in its Asia Pacific, EMEA, Germany, Latin America, United States and UK guides.



Global Arbitration Review ranked Gibson Dunn among the 2024 GAR 30, its annual ranking of the world's leading international arbitration practices.



Best Lawyers in the United Kingdom 2025 Recognizes 25 Gibson Dunn Lawyers



Lawdragon 500 named 10 partners in London to its 2025 Leading Global Litigators list

## Representative Clients



# What We Do -

## Transactional Department

- Aerospace and Defense
- 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.

## Awards



Gibson, Dunn & Crutcher LLP

Gibson Dunn received 213 total rankings in *Chambers Global* 2025: 88 firm practice group rankings and 125 individual rankings.



Gibson, Dunn & Crutcher LLP

Gibson Dunn received 18 rankings in *Chambers Europe* 2025: 13 individual rankings and 5 firm rankings.



Gibson, Dunn & Crutcher LLP

Gibson Dunn was recognized with ten firm and 16 individual rankings in the 2025 edition of *Chambers UK*.



Gibson Dunn has taken the top spot in *Law360's* Firms of the Year, earning the most 2024 Practice Group of the Year honors.



Gibson Dunn earned 30 practice area rankings in the 2025 edition of *The Legal 500 UK*. Five partners were named to Legal 500's Hall of Fame, and eight partners were named Leading Lawyers in their respective practices.



*Best Lawyers* in the United Kingdom 2025 Recognizes 25 Gibson Dunn Lawyers.

## Representative Clients

**Brookfield**

**KKR**

**Goldman Sachs**

**INVESTCORP**

**REDBIRD**  
CAPITAL PARTNERS

**THG**

**EQT**

**BLUE OWL**

**OAKTREE**

**CARLYLE**

**H. I. G.**  
CAPITAL



# Meet Our London Trainee

**Antonia Ruddle,**  
Trainee,  
PPE, Oxford University

**Joined Gibson Dunn in 2024**



# Meet Our London Trainees

“This work is very fast-paced, and although it was challenging to get to grips with everything that was going on at first, it has been hugely rewarding.”

I first applied to Gibson Dunn because of its strong reputation in both contentious and transactional practice areas. I knew that I wanted to work at a firm where I could learn from fantastic teams in a diversity of areas. I also wanted to work somewhere with a small trainee intake, and flexibility in terms of the work trainees are able to take on: I wanted to be able to shape my own training contract, so that I gained exposure to the work that I found most interesting. I would strongly recommend applying to the firm to anyone who is seeking these things.

However, what has made me most glad that I applied to this firm is the people. Ever since my first interview at Gibson Dunn, this is really what has made it stand out to me compared to the other firms I applied to. There is a very friendly culture, where people are genuinely interested in getting to know you. Since the start of my training contract, I have felt that many of the senior lawyers around me have bought into my development, and are always more than willing to explain things to me and take my opinion into account. I think this makes the firm very special.

Prior to joining Gibson Dunn, I worked in finance for two years and spent a year working as a political consultant. The firm really encourages applications from career changers and gives you the autonomy to focus on the aspects of legal practice that you want to pursue.

In my training contract so far, I have spent six months in Disputes and six months in Corporate. The firm encourages all trainees to sit in both of these departments. I have really enjoyed both of my seats, and sitting in two different parts of the firm has allowed me to meet a broad range of people with different specialisms.

During my Disputes seat, I worked on several investigations and one large High Court litigation. This allowed me to experience different aspects of the work the firm is involved in. I found both types of work extremely interesting and really enjoyed working with different teams.

In my second seat in Corporate, I worked on several complex transactions, all with a cross-border focus. This work is very fast-paced, and although it was challenging to get to grips with everything that was going on at first, it has been hugely rewarding.

For my third seat, I am going on secondment to a Gibson Dunn client. I am very excited about this and expect that it will help me develop a new perspective on how to be an effective lawyer. The firm offers several client secondments to trainees (in addition to the international secondment) and views this as an important development opportunity for both trainees and associates.

Alongside billable work, Gibson Dunn encourages all trainees to undertake pro bono work that they are passionate about. There is a wide range of projects to be involved in: from volunteering in the family law clinic, to advising start-ups on company formation. Some of the most exciting pro bono projects I have worked on during my training contract so far include working on a criminal appeal case, helping seek a family reunification visa for asylum seekers from Afghanistan and helping on several applications for non-molestation orders on behalf of domestic violence survivors.



# Meet Our London Trainee

**Max Knowles,**  
Trainee,  
Law, University Nottingham

**Joined Gibson Dunn in 2024**

# Meet Our London Trainees

“The firm invests heavily in its trainees and places a great deal of confidence in them. In turn, this means you can expect to make meaningful contributions to matters from the moment you join the firm.”

My interest in Gibson Dunn was long-held, having first met the firm at the (then-virtual) Open Day in December 2020. Through that, I learned about Gibson Dunn’s exceptional strengths cutting across both contentious and corporate work. The associates also convincingly discussed the firm’s ‘free market’ system. Rather than funnelling trainees into specific types of deals or cases, Gibson Dunn strongly encourages its lawyers (at all levels) to take on matters that genuinely appeal to them. Coupled with the firm’s smaller trainee intake and ‘low leverage’ staffing model, this system lends trainees a great deal of autonomy from the outset. As someone who wanted to get ‘stuck in’ and play critical roles on matters, Gibson Dunn immediately appealed to me.

My experience at Gibson Dunn has comfortably surpassed my expectations. My first seat was in the Disputes team, where I worked on a competition class action case against a major technology company. With the trial just months away, the team had no time to waste. I was entrusted with valuable workstreams almost immediately. The team involved me in several fast-paced workstreams, including confidentiality review, the preparation of skeleton arguments and complex bundles in the run-up to trial. Most memorably, my first seat culminated in a seven-week trial at the Competition Appeal Tribunal. I witnessed the trial from start to finish. With the team extremely busy throughout, I had to step up and take charge of several workstreams essential to the day-to-day running of the trial. In turn, this accelerated both my skills and overall confidence by the end of the seat.

Then, I joined the Corporate team for my second seat. This is where the benefits of Gibson Dunn’s ‘low-leverage’ structure came to fruition. I have been involved in a variety of

general private acquisitions and private equity investments, all of which have been staffed by lean and streamlined teams. I have found myself working directly with senior associates and partners on several occasions. For example, I worked on the acquisition of a UK-based critical power infrastructure company by a US energy solutions company. Owing to the size of the deal, I assumed significant responsibilities over managing diligence workstreams, the closing deliverables and signing logistics. This level of responsibility is the norm at Gibson Dunn rather than the exception. The firm invests heavily in its trainees and places a great deal of confidence in them. In turn, this means you can expect to make meaningful contributions to matters from the moment you join the firm.

Above all, I have found Gibson Dunn to be an incredibly rewarding firm to work for. Gibson Dunn spares no expense in creating a well-connected culture across its global network. This is perhaps captured best by the annual ‘New Lawyers’ Academy’, wherein Gibson Dunn welcomed us to the firm by flying us to a resort in Arizona. Not only did this strengthen the bonds amongst our trainee cohort, but it also laid the groundwork for future working relationships with lawyers from our overseas offices.

Gibson Dunn is a firm that places genuine trust in its trainees. You can expect your skills and confidence to develop rapidly here, with the backing of business-minded and technically sharp lawyers throughout. If that appeals to you, then I would strongly encourage you to apply.



# Meet Our London Trainee

**Tommaso Salvatore,**  
Trainee,  
English and European Law, Queen Mary University

**Joined Gibson Dunn in 2024**



# Meet Our London Trainees

**“I was particularly drawn to Gibson Dunn because it stands out as one of the few leading US firms in London that offers a unique combination of three qualities: market-leading transactional and contentious work, a supportive and friendly culture, and a truly global platform handling international matters.”**

My decision to train at Gibson Dunn was driven by my experience of the firm’s supportive culture and the opportunity to work on market-leading matters during the vacation scheme. I was particularly drawn to Gibson Dunn because it stands out as one of the few leading US firms in London that offers a unique combination of three qualities: market-leading transactional and contentious work, a supportive and friendly culture, and a truly global platform handling international matters.

Training at Gibson Dunn provides the rare opportunity to gain exposure to both top-tier contentious and transactional teams, a significant advantage among leading US firms in London. This dual exposure not only allows trainees to discover whether they are better suited to contentious or transactional work, but also ensures that, regardless of their eventual qualification path, they benefit from high-quality experience in both areas. As a result, Gibson Dunn’s newly qualified associates emerge as well-rounded lawyers, equipped with the insight and versatility that comes from working alongside market-leading professionals in both contentious and transactional matters.

One year into my training contract, having completed seats in both the corporate and disputes departments, I have found the quality of work to be exceptional, the experience incredibly rewarding, and the professional development truly invaluable.

During my corporate seat, I benefited from the free-market approach, which allowed me to seek out work beyond my assigned team. Although I was sat in the private equity team, I was able to gain exposure to a wide variety of deals, including auction processes, pure private equity transactions, and real estate. I also had the opportunity to work on the negotiation of long-term

commercial agreements for a client in the telecoms sector.

This varied exposure meant I worked with a diverse range of assets and clients, each with their own unique goals and priorities. This not only introduced me to different working styles, but also helped me become more adaptable and quicker to learn in new situations, ultimately maximising my learning experience.

During my second seat in the disputes department, I gained experience in arbitrations, High Court litigation, and Court of Appeal matters. Throughout my seat, I attended numerous court days. A highlight was working on a Court of Appeal case concerning the enforcement of an arbitration award between a state government department and a company providing multimedia services, arising from a dispute over the lease of a portion of the country’s satellite spectrum for the creation of a communications platform.

None of the deals or cases I have been involved in have been limited to English law or solely involved English entities. I have frequently reviewed documents in various foreign languages and participated in calls conducted in languages other than English. This global exposure means you quickly become comfortable working in unfamiliar environments and develop the confidence to collaborate with colleagues and clients across multiple jurisdictions.

Perhaps the most significant aspect of Gibson Dunn is its people and culture. There is a strong and deeply rooted culture of trust and mutual respect throughout the firm. This not only creates a supportive and welcoming environment, but also positively influences the experience of trainees. The culture extends into our daily work, as trainees are given meaningful responsibilities and their perspectives are genuinely valued by associates and partners.

# Meet Our London Trainees

From the first weeks of my first seat, I was entrusted with substantial, client-facing tasks such as drafting sections of ancillary transaction documents. As I gained more experience, by the end of my first seat I was independently managing my own workstreams. For example, I coordinated all local counsel input across around 15 foreign jurisdictions during a due diligence process.

Given the firm's low-leverage model, where there are relatively more senior lawyers compared to juniors, staffing on matters is intentionally lean. As a result, trainees are given the opportunity to work at a level comparable to associates at other City firms. Whether it's drafting transaction documents in transactional seats or preparing court and inter partes correspondence in contentious seats, the hands-on experience gained early in your career is invaluable. This is only possible because of the high level of trust and accountability that exists among everyone at the firm. The supportive culture ensures excellent supervision, with senior lawyers

who are not only deeply involved in matters but are also genuinely enthusiastic about providing guidance. They are always willing to walk you through complex issues, ensuring that you are constantly learning and developing.

The trust placed in trainees is further demonstrated by the firm's Business Development Budget. Gibson Dunn is one of the few firms in London to offer each trainee a dedicated budget for business development activities. This allowed me to expand my professional network outside of Gibson Dunn and develop essential business development skills from the very beginning of my career.

Ultimately, the firm's culture fosters a friendly and social environment. Colleagues often become close friends outside of work, and the camaraderie and solidarity among the teams are especially valuable during the busiest periods. This sense of community makes training at Gibson Dunn not only extremely productive but also genuinely enjoyable.



# Meet Our London Associate

Saad Khan,  
Associate,  
Geography, Oxford University

Joined Gibson Dunn in 2023

# Meet Our London Associates

“My training contract was an incredible adventure and learning opportunity and I would highly encourage anyone seeking an intellectually stimulating and highly rewarding career in law to apply to Gibson Dunn.”

I was first drawn to Gibson Dunn because of the firm’s unique strength and expertise across both transactional and disputes practices. I also knew I wanted to work somewhere where I could be given responsibility at a very early stage, and Gibson Dunn’s ‘free-market system’, the smaller trainee intake, and even the New Lawyers Retreat, all demonstrated the high level to which trainees were entrusted at Gibson Dunn.

During my training contract, I got a true mixture of transactional, contentious, and advisory work, including finishing with a seat with the Financial Regulations team, which I’ve now qualified into!

For my second seat, I was also lucky enough to be seconded to the firm’s Abu Dhabi office. I sat with the Projects team, where I worked on a variety of different matters, ranging from acting for a large state-owned company on the development of an integrated chemical productions facilities, to working for the sponsors on the financing of a series of multibillion-dollar power plants. Gibson Dunn offers a very free market approach to work, so I was also able to assist with an IPO of a household name technology company, and the acquisition of a large consumer goods company.

A particular highlight during that seat was working on the closing deliverables of the power-plants financing, as it involved working directly with the clients and a consortium of banks to manage (and deliver) hundreds of conditions precedents.

While a key aspect of training at Gibson Dunn is the ability to take on responsibility at an early stage, an international secondment meant that I was able to take on the role (and work) of someone more senior, given the leaner teams in the smaller offices abroad. It was a steep learning curve, but I’m very grateful for it!

Alongside this, the secondment was an excellent opportunity to gain exposure to more of the firm’s attorneys and partners, as well as experience the culture of a different office. As a Muslim, it was great to be in the Abu Dhabi office during Ramadan and experience the firm’s Iftar.

Lastly, I am also proud of Gibson Dunn’s unwavering commitment to pro bono work, which encourages trainees to give involved as much as possible. I have been lucky enough to be involved in a variety of different projects, ranging from helping a pro bono client in obtaining a non-molestation order as part of the Domestic Abuse Response Alliance (DARA), to providing non-profit organizations advice on aspects of public international law and international criminal law.

My training contract was an incredible adventure and learning opportunity and I would highly encourage anyone seeking an intellectually stimulating and highly rewarding career in law to apply to Gibson Dunn.





# Meet Our London Associate

**Hui Yinn Lim,**  
Associate,  
Law, London School of Economics  
and Political Science

**Joined Gibson Dunn in 2023**

# Meet Our London Associates

“A standout experience was working on the financing for a foreign investor’s acquisition of a national newspaper, a high-profile deal that sparked significant debate and was regularly featured in the news.”

I first heard about Gibson Dunn through a friend who was a client of their UAE office. He spoke highly of the firm, describing the lawyers as bright, entrepreneurial, and great to work with, which immediately convinced me that it could be the right fit to start my legal career. I was drawn to the firm’s global presence, especially as a Chinese-Malaysian who grew up with different cultures and values diverse perspectives. I was also eager to work in an environment where I could assume meaningful responsibility from the outset, so Gibson Dunn’s smaller trainee intake and ‘free market system’ were real bonuses for me. Having now completed my training contract and experienced all four seats, I can attest that the system truly offers exceptional autonomy to work on projects that fit your interests, allowing for a unique and rewarding training experience.

In my first seat with the Finance team, I gained exposure to various matters such as cross-border financings, restructuring, leveraged buyouts, and acquisition finance. A standout experience was working on the financing for a foreign investor’s acquisition of a national newspaper, a high-profile deal that sparked significant debate and was regularly featured in the news. It was precisely the “intellectually stimulating” experience I had hoped for from my training contract! Additionally, I collaborated closely with colleagues from US and South-East Asia on deals involving joinder processes and took on substantial responsibility for managing closing deliverables and liaising directly with both local and opposing counsel. I often found myself working directly with a senior associate and a partner, who always encouraged me to take ownership of my work and engage directly with clients where appropriate.

In my second seat with the Corporate team, I continued work on the newspaper acquisition, gaining a comprehensive view of the deal’s lifecycle from financing to execution. I also worked on a transaction spanning over 30 jurisdictions, which exceeded my expectations of international work.

My third seat in the Disputes team gave me the opportunity to work on various arbitrations and white-collar matters, including enforcement proceedings against a sovereign state and a major investment scandal involving stock and securities fraud.

For my fourth seat, I joined the newly established Business Restructuring and Reorganisation team, becoming the first trainee to take on this seat at Gibson Dunn. It was a fantastic opportunity to work alongside an impressive new team who are also welcoming and very supportive. It underscored the firm’s quick growth into a truly full-service law firm, and it makes it more exciting to be qualifying here!

Across all my seats, the strong collaborative spirit at the firm has been a defining feature – team members are always willing to lend a hand, share their knowledge, or brainstorm solutions together, which turns challenges into exciting and rewarding opportunities, rather than overwhelming experiences! Additionally, I benefit from the excellent in-house training that the firm thoughtfully arranges. The sessions are well-prepared and provides a good foundation for what’s expected.

Pro bono work is deeply integrated into daily life here, and it’s inspiring to be at a firm where this commitment is valued. I contributed to the Domestic Abuse Response Alliance (DARA), working with a coalition of law firms to provide legal advice, and successfully secured a final Non-Molestation Order (NMO) for a client facing harassment. I am also involved in the Family Law Clinic, offering guidance on child arrangements, domestic violence, divorce, and more. These opportunities have been profoundly rewarding and reinforce my pride in being a trainee at Gibson Dunn.

I would encourage anyone who prioritises a culture that values excellence, collaboration, and continuous learning to apply to Gibson Dunn.



# Meet Our London Associate

Grace Atkinson,  
Associate,  
Law, Cambridge

Joined Gibson Dunn in 2023

# Meet Our London Associates

“The main reason I have enjoyed my training contract at Gibson Dunn, aside from my supervisors and the teams I have worked with, are my fellow trainees who have been a strong support system throughout my training contract thus far.”

I was initially recommended Gibson Dunn by a friend of mine, now an associate in the Hong Kong office, who had recently done a vacation scheme with the firm. He sold the firm as a fast-paced but friendly environment, with a real focus on collegiality which was what I should ‘emphasise in the interview’. Armed with his advice, I applied to Gibson Dunn for a vacation scheme in my second year of university and participated in an entirely virtual scheme due to the ongoing pandemic. Even through the screen, it was clear that my friend had not just been selling the grad-rec-dream, everyone I spoke to was engaged, willing to take the time to provide advice and guidance to me and the other vacation schemers and were involved in interesting and complex matters.

I started at the firm in September 2023, and my first seat was in real estate finance. This seat gave me the opportunity to be involved in several cross-jurisdictional deals, involving properties across the globe. I was also involved in corporate real estate deals with various members of the real estate team, which meant that I had exposure to different clients and was given certain workstreams as my own responsibility. I was also able to assist with some hospitality work, as well as pro bono leasing work. For my second seat, I moved to the Disputes department and worked mainly on a competition class action involving a major technology company. During this seat, I was given a lot of responsibility and was involved in multiple filings (including one in another jurisdiction). The fast-paced nature of this matter meant that the team really involved me throughout my seat, I worked regularly with partners and senior associates, as well as Gibson Dunn lawyers from the US and local counsel teams.

In my second year at the firm, I moved to Competition for my third seat and worked in both the advisory and transactional practices of the team. This seat gave me additional exposure to US and European deals, and I really enjoyed the fluid nature of the subject matter – requiring research and analysis on a host of interesting topics. The advisory side of my seat provided me the opportunity to practice drafting responses to regulators and an increased awareness of how regulatory investigations are conducted in different jurisdictions. For my final seat, I went on client secondment to a leading international bank and sat in the Global Litigation team. This experience was a rewarding one, the team involved me in their matters from the start of the seat and I was given the freedom to deal with matters on my own and coordinate filings on a large international docket.

The main reason I have enjoyed my training contract at Gibson Dunn, aside from my supervisors and the teams I have worked with, are my fellow trainees who have been a strong support system throughout my training contract thus far. Being part of a small cohort of trainees has meant that I now know all my fellow trainees well, and the annual ‘New Lawyers Academy’ in California helped cement the bonds in our cohort. Before joining, I was concerned about working for a ‘US’ law firm and everything that might entail but everyone I have worked with over this last two years has allayed that fear and I look forward to building my career here.





# From Application to Training Contact - **Why Gibson Dunn**

Interview with Trainees, Josephine Kroneberger,  
Leo Métais and Sam Fernandez

[Joined Gibson Dunn in 2024](#)

# From Application to Training Contact - Why Gibson Dunn?

Hi Josephine, Leo and Sam. 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?

**Josephine:** I had come across Gibson Dunn at various points during my undergraduate studies and was intrigued by its excellence in both transactional and litigious work. I also thought that the small trainee intake would suit me as I am an active learner and wanted to be given responsibility early on in my career in order to better facilitate my professional development. I was then very fortunate to be a paralegal at the firm in its financial regulatory team, which allowed me a unique insight into how the firm operates and the welcoming and empowering culture it fosters (this was before the impressive growth of the London office, but I can attest to the fact that the truly one of a kind culture at Gibson Dunn has impressively been retained, which speaks volumes for the firm's commitment to its values and hiring process). This opportunity made me realise that Gibson Dunn was the firm I wanted to train at and become the best lawyer I could be – and there is no better place for that than Gibson Dunn. I wanted to start my legal career in a fast-paced dynamic environment, being surrounded and supported in my progression as a junior lawyer by the best of the best in the field.

**Leo:** I first discovered Gibson Dunn in a Chambers Student guide. Gibson Dunn initially piqued my interest for having high-calibre clients and fascinating matters, yet a limited intake and small teams, guaranteeing high responsibility from the get-go. Reading more about it, I was admirative of the firm's year-on-year growth and the constant development of its practice areas, and thought being part of such a buoyant atmosphere would

be highly stimulating. I was able to speak with graduate recruitment at a law fair, as well as to attend the open day and speak with trainees and lawyers, and really liked how friendly and genuine everyone was, which made me decide to apply for the vacation scheme.

**Sam:** I first heard about Gibson Dunn by reading its profile in Chambers' Student Guide, and through my online research on US law firms. Upon reading about the firm, I was initially attracted to its top-tier global disputes and transactional practices, free market system and small trainee cohort. By consequence, I attended Gibson Dunn's open day in November 2021, to understand more about the firm, which seemed to – in principle – tick all my boxes. Ultimately, the open day affirmed Chambers' description of the firm, but also portrayed its culture: a select group of motivated, intelligent and personable individuals, who have your best interests at heart. After the open day, I was set on a vacation scheme (and hopefully a training contract) at Gibson Dunn.

## What was your route to joining Gibson Dunn?

**Sam:** I studied history at the University of Exeter, graduating in 2021. I subsequently moved back home and studied the GDL at the University of Law's Moorgate campus. It was during the GDL that I successfully applied for Gibson Dunn's open day, and thereafter, the vacation scheme. I attended the vacation scheme in 2022 and successfully received an offer to commence my training contract in September 2024, which I gratefully accepted.

**Josephine:** Originally from Germany, I studied law at King's College London. Unlike many of my peers, I did not apply for vacation schemes during my undergraduate studies. I studied for an LLM in International

# From Application to Training Contact - Why Gibson Dunn?

Laws in the Netherlands and went on to paralegal at several major international law firms in London, which allowed me to gain exposure to the different types of law firms (and training) available and made me realise what I wanted for myself in terms of starting my legal career. I completed the vacation scheme in 2023 and was part of the first cohort to undertake the SQE at BPP University, following which I started my training contract in 2024.

**Leo:** I grew up in France and moved to the UK after completing my baccalaureate to study law at the University of Cambridge. After graduating, I worked for news industry clients in a tech startup. I enjoyed being responsible for my own clients and learning about the business and the company's AI products, but missed the law. After being offered a training contract at Gibson Dunn, I took the LPC, and travelled the year prior to joining as a trainee.

## What did you enjoy most about the Vacation Scheme?

**Leo:** I had a fantastic time during the vacation scheme. I enjoyed the tasks I was given as well as meeting lawyers and other vacationers. Although we were sat with set teams, I really liked that we were encouraged to explore and get exposure to areas of law of our interest, which I think is very representative of how the firm views professional development once you join.

**Josephine:** I thoroughly enjoyed the sheer breadth of work I was exposed to during the scheme. I was made to feel like part of the team and that my contributions actually mattered, which was incredibly rewarding. My entire cohort was also very nice and we got along quite well. It was great to feel like we were all in it together, rather than a big competition. The firm really tried to make the three weeks as engaging as possible for

us; we had talks with every practice area as well as different committees, various social activities and lots of corridor chats with lawyers of all levels of seniority. The three weeks flew by and I was sad to see the end of it because I knew that I had found the place I wanted to become and grow as a lawyer.

**Sam:** The vacation scheme was my first experience at a US law firm, so I was very excited to immerse myself into Gibson Dunn's work and office culture. Whilst the scheme was full-on, with daily talks, assessments, general tasks and events, the scheme allowed me to understand life as a lawyer at Gibson Dunn: thought provoking, fast-paced, collaborative and exciting. Further, I enjoyed listening-in on meetings and communicating / seeking advice from fee-earners in the office, as it provided the opportunity to learn more about their experiences at the firm (and in their careers more generally).

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

**Josephine:** If I had to summarise it in one word it would be 'supportive'. I was so pleasantly surprised by how genuinely nice and welcoming everyone I spoke to was. My supervisors took their time to introduce me to their teams and made sure I felt part of it. They would regularly check in on me to make sure I was getting the right exposure during the scheme and that I wasn't working too late. I believe a strong contribution to this welcoming feel is that the firm values and encourages people to have hobbies outside of work and wants its lawyers to be well-rounded individuals. This meant that I had lots of conversations with people of all levels of seniority about work and non-work related matters – and I really got to know people as individuals and not just colleagues!

# From Application to Training Contact - Why Gibson Dunn?

This made the scheme an even more enjoyable experience, as you truly bonded with people at the firm.

**Sam:** Gibson Dunn prides itself on its supportive and collaborative culture, and the vacation scheme was no exception. On the vacation scheme, whilst you can obviously seek guidance from your supervisor, your dedicated trainee buddy and graduate recruitment, associates and trainees are always willing to offer support and provide advice. Gibson Dunn wants to create and retain the best talent, and facilitate the best environment for that talent to flourish, so its fee-earners have a vested interest in ensuring that hard-working and enthusiastic vacation schemers succeed.

**Leo:** Great! I had the opportunity to meet and learn from many brilliant lawyers. My supervisors took the time to involve me fully in their matters, explain key concepts, and answer my questions. My trainee mentor was also very helpful in ensuring I felt welcomed as part of the firm and provided me with helpful advice. I was impressed by how bright and committed people were, whilst being kind and generous with their time.

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

**Josephine:** I was very lucky to experience a wide variety of work with various different teams during the scheme. My official seats were Disputes and Real Estate Finance, where I undertook tasks such as conducting research for a white-collar investigation and reviewing and completing transaction documents. I think it is important to stress that all the tasks I was given were on real matters and of actual relevance and importance to the matter, which was incredibly rewarding. I also sought out work in other practice areas that were of interest to me in order to gain as

much experience as possible. For example, I drafted a client letter on an emerging environmental, social and governance issue. I also drafted a summary overview for a tax partner on the commercial implications of an evolving US tax policy and contributed to client work on the then-new restrictions regarding financial promotions of crypto assets, as well as drafted a client facing update on the latest round of EU sanctions on Russia. I also took full advantage of the expansive pro bono opportunities at the firm. I was involved in a Domestic Abuse Response Alliance matter and assisted on progressing an asylum application.

**Leo:** I was able to get involved in various interesting matters. First sat with the Employment team, I read and summarised employment contracts and familiarised myself with covenants and their enforceability. I also shadowed on multiple calls related to a sports tournament, which was super exciting! In the corporate department, my supervisor talked me through the basics of common deal structures, and I assisted the trainee in preparing a bible. I even had the chance to do some pro bono and draft letters of advice to prisoners.

**Sam:** During the vacation scheme, I sat with the Disputes and Financial Regulatory teams. As part of these departments, I was instructed to research various precedents and legal commentaries relating to a contentious construction matter, analyse a country's new financial regulatory policy for a piece of client advice, and draft minutes of team and client meetings. I was also fortunate to lead a pro bono call on a housing matter and assist with the firm's monthly ESG publication. As I mentioned earlier, I thoroughly enjoyed the varied and complicated tasks, and the full-on nature of the vacation scheme more generally.



# From Application to Training Contact - Why Gibson Dunn?



## What were you hoping to gain from the Vacation Scheme?

**Leo:** I was hoping to get a strong sense of what the firm does, what its culture is and where I could fit in. Reading up on the website and speaking to firm lawyers and recruitment had left me with a great impression of the firm, and I really wanted to experience being part of Gibson Dunn first hand.

**Sam:** During the vacation scheme, I was hoping to understand (and experience) how the firm's fee-earners operated day-to-day; specifically, the type of work that they were instructed on by the firm's global pool of clients. I was also hoping to engage with the firm's low-leverage trainee model and free market system so that I could understand what life as a trainee / junior associate at Gibson Dunn would entail, and whether that model would suit my personality and working style. Lastly, I hoped to embrace the firm's collaborative culture and get involved with the firm's renowned pro bono practice.

**Josephine:** I was hoping to be able to gain exposure to the different areas of law that are being practiced at the firm. During the vacation scheme, you sit in two different seats but you are also encouraged

to find work that interests you, reflecting the 'free market' system that the firm operates. I wanted to get a better appreciation for the various practice areas and how individual teams operated. Lastly, I was hoping to confirm my aspirations of practicing law and training at a US firm with a smaller trainee intake.

## Did your hopes and expectation live up to reality?

**Josephine:** They not only lived up to reality but were far exceeded! The vacation scheme not only confirmed to me that I wanted to practice law, but that Gibson Dunn was the firm for me. It is truly an exceptional law firm, made up of a community of lawyers that foster a truly welcoming, hardworking but supportive culture. The level of responsibility I was given from the first day of the scheme was extraordinary, but there was a tangible collective desire and effort across the firm for juniors (including us vac schemers) to learn and become the best professional (and personal!) version of themselves, with people willing to take time out of their busy days to support you; Culture is not just a marketing term for Gibson Dunn, it is a palpable everyday experience. I was also left truly impressed by the quality of



# From Application to Training Contact - Why Gibson Dunn?

work as well as the level of expertise of lawyers, who are consistent industry leaders in their respective fields. I could not think of a better place to start your legal career than at Gibson Dunn.

**Leo:** I had a brilliant time on the vacation scheme, and I left highly impressed by the firm and its people. The scheme was very well organised, such that I got a good balance between meeting lawyers and understanding the firm culture, and getting a sense of Gibson Dunn's work and practice areas. I was also surprised to have built strong relationships over the course of three weeks only and hoped I would be back.

**Sam:** Yes, absolutely! Due to the full-on nature of the vacation scheme, and my immediate involvement on live matters, I was able to understand more about Gibson Dunn's market leading work, and the clients and markets that the firm operates in. The opportunity to witness and experience the aptitude and critical analysis of the firm's fee-earners, alongside the quality of work on offer was second-to-none. Moreover, the vacation scheme provided an opportunity to embrace the high levels of responsibility, collaborative culture and the freedom to work across practice areas, which I thoroughly enjoyed. This exposure, and the potential for significant learning opportunities, both impressed and excited me, as I hoped to receive a training contract offer with the firm.

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

**Josephine:** The firm really makes an effort in keeping future trainees in the loop and engaged before starting. We were all invited to the summer and winter parties as well as the (very competitive) annual tag rugby event held by the Law Society,

which is a great opportunity to meet future colleagues outside the office in a fun and engaging environment, whether that is by supporting or playing yourself. We also had regular check ins from the graduate recruitment team, who were very supportive throughout the SQE.

**Leo:** Gibson Dunn made great efforts to ensure we remained engaged ahead of our training contract. We were invited to multiple socials, including the Christmas and summer parties, as well as to certain sports events like tag rugby. These were great ways to stay connected to the firm and even meet new people ahead of joining, making it all the more exciting. And, during the vacation scheme, I had formed good relationships with some of the other vacationers and lawyers, such that it felt natural to stay in touch. We also studied for the LPC together, and by the time we started as trainees, I felt like we already knew each other well.

**Sam:** The firm keeps prospective trainees involved and engaged by inviting them to all summer and winter events prior to their respective start dates. The firm also regularly updates prospective trainees with key firm developments and is happy to have a call anytime.

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

**Sam:** By applying to Gibson Dunn, you are giving yourself the opportunity to potentially work (and potentially spend a large part of your career) alongside some of the brightest and kindest legal minds in the industry. This is an opportunity that should not be taken for granted. Your application form needs to be exceptional and should illustrate some of the following: (i) why you want to be a commercial lawyer; (ii) why you want to train and thereafter practice law at Gibson Dunn;

# From Application to Training Contact - Why Gibson Dunn?

(iii) that you understand Gibson Dunn's position in the market, its departmental strengths and its client base, and how / why it is of interest to you; and (iv) how / why your strengths and competencies (be it personality, previous experiences, interests) align with Gibson Dunn's training programme, low-leverage structure and culture. Ultimately, a training contract at Gibson Dunn is an exciting, intense and highly rewarding learning opportunity. If your individualism, strengths and desire to become a trainee at the firm shines through in your application and the interview process, then you will have a great chance. Best of luck and hopefully see you soon!

**Josephine:** That sometimes clichés do hold true and one that does is 'be yourself'. Embrace your authenticity throughout the application process. Gibson Dunn is not looking for individuals who are carbon copies of a 'perfect trainee' created in a lab; Gibson Dunn values individuals who bring their unique perspectives, experiences and personalities to the table. When you apply, focus on what genuinely excites you about law and the firm, and what makes you 'you', rather than trying to pretend to be someone else. Your individuality is your greatest asset – let it shine in your application, interviews and every interaction you have with the firm.

Relatedly, be sincere; think about why you are applying to Gibson Dunn and why a career at the firm interests you. Authenticity will leave a stronger impression on the graduate recruitment team than feigned enthusiasm. Having said that, have trust in your strengths and experiences. They make you who you are. Best of luck with the application process!

**Leo:** There are so many firms out there, it can be difficult to form a view and decide where to apply. The best advice I would give is to research the firm and interact as much as possible with anyone from Gibson Dunn ahead of applying, as this will give you a good sense of our work and culture. This can be through applying for and attending the open day (which I would highly recommend), going to fairs, connecting on LinkedIn and reading firm related posts.

And be yourself! Part of what makes Gibson Dunn such a stimulating and supportive environment is its range of personalities and perspectives, which all bring something different and are all valued. So do make sure that you stay true to yourself, as this is how your abilities and strengths will stand out.

# 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 £20,000. 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, Abu Dhabi 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

Lawyers’ Committee for Civil Rights Under Law – Robert F. Mullen Pro Bono Award

Sanctuary for Families – Above & Beyond Pro Bono Achievement Award

The Lawyer Awards – Pro Bono Initiative of the Year Award

Kids in Need of Defense (KIND) – Pro Bono Attorneys of the Year Award

State Bar of Texas – Pro Bono Excellence Awards /The Houston Bar Association – Harris County Heart of Pro Bono Award

Animal Legal Defense Fund (ALDF) – Advancement in Animal Law Pro Bono Achievement Award

*Financial Times* – Europe Innovative Lawyer Awards

PILnet – Local Impact Award

Firmwide Pro Bono Hours in 2024:

206K

Firmwide Pro Bono Hours Since 2014:

1.4M+

Lawyers Participated in Pro Bono in 2024:

2,000+

Average Pro Bono Hours Per Lawyer:

96

New Pro Bono Matters in 2024:

750+

Value of Pro Bono Matters in 2024:

\$251M+

# Diversity, Talent & Inclusion



**Amar Madhani**  
Partner

**Trinh Chubbock**  
Partner

Co-Chairs of London Diversity Committee provide insights on London's DTI efforts.

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 Committee was established in 2007, and is one of the most active in the firm. The London Diversity Committee is comprised of the London Diversity Committee co-chairs, partner Diversity Committee champions and associate and staff representatives for each affinity group and is supported by the wider Diversity Committee 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 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, retention and promotion, our working environment 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.

The London DTI sub-committees cover the following affinity groups:

**Access and Social Mobility** – ensuring equal opportunities for economically disadvantaged individuals within the legal profession by 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 on work-life challenges, with opportunities 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 WorkLife Central 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
<b>Spring Vacation Scheme</b> 7 - 17 April 2026	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. Please note we recruit on a rolling basis.	<b>16 January 2026</b>
<b>Summer Vacation Scheme</b> 22 June - 3 July 2026	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. Please note we recruit on a rolling basis.	<b>16 January 2026</b>
<b>Open Day</b> 4 December 2025	Penultimate and final-year law students, final-year non-law students, and post-graduates and graduates of any discipline.	<b>14 November 2025</b>
<b>First Year Insight Day</b> 26 March 2026	Law students in their first year of study and students of other disciplines in their first or second year of study.	<b>14 November 2025</b>

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  
£60,000
- Second year trainee  
£65,000
- Newly qualified associate  
£180,000
- PDGL maintenance grant  
£12,000
- SQE maintenance grant  
£20,000

## 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.



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