



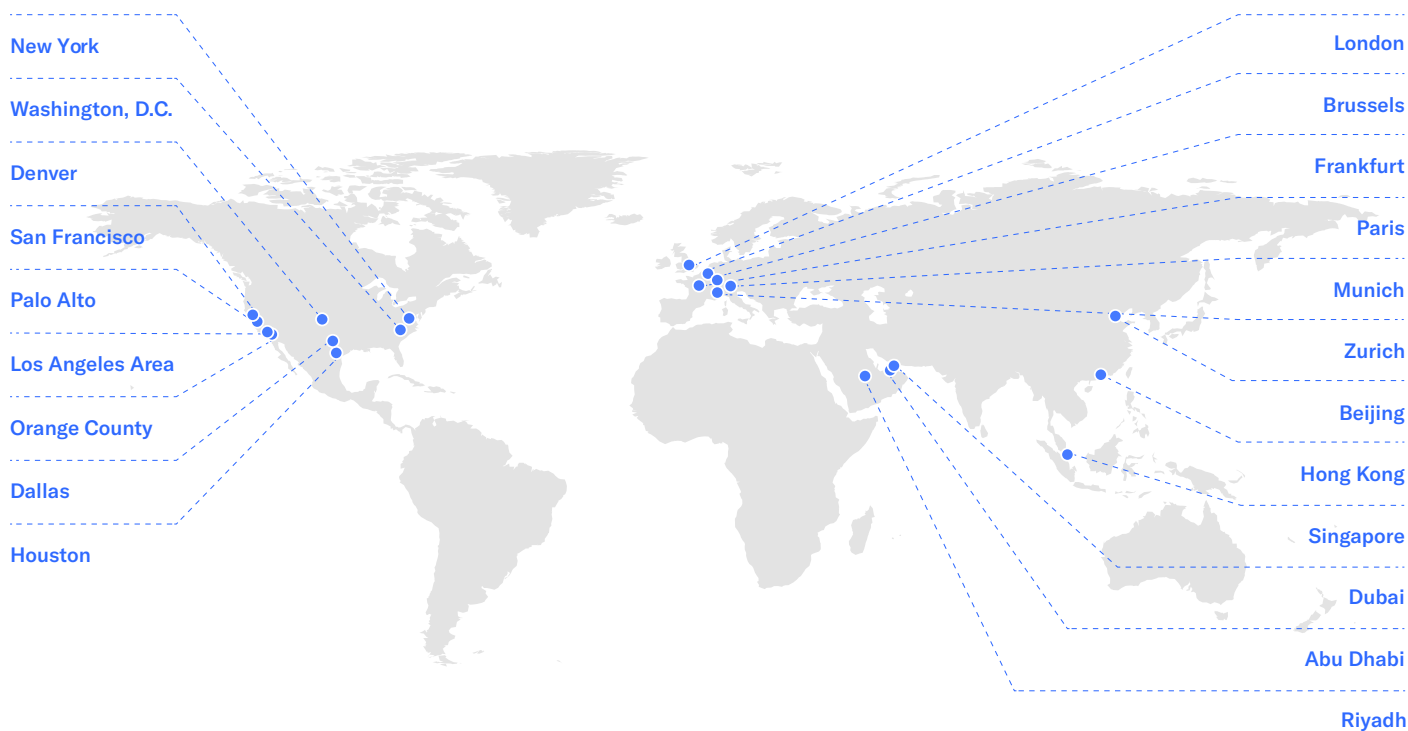
TRAINING WITH GIBSON DUNN MIDDLE EAST

GIBSON DUNN

Gibson Dunn is a leading international law firm, with a history spanning more than 135 years.

We have over 2,000 lawyers in 22 offices located in major commercial centres across the globe.

A Truly International Firm



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Jade Chu

Training Partner of the UAE Offices

JADE CHU, TRAINING PARTNER OF THE UAE OFFICES

I am delighted to welcome you as the Training Partner for our Dubai and Abu Dhabi offices. I hope that by reading this brochure, you will gain a deeper insight into who we are, what we offer, and why Gibson Dunn could be the right place for you to start your legal career. This is an exciting time for Gibson Dunn, especially for our offices in the Middle East!

What we offer is truly unique. We are one of the few firms in the region providing the opportunity to train and qualify as a solicitor under English law, all while launching a dynamic career in the Middle East. We operate as one firm, not as satellites, and our cross-office collaboration ensures that you can tap into the expertise and insights of professionals worldwide, further enhancing your development as a lawyer with exceptional opportunities to be involved in challenging cross-border work. The close-knit nature of our teams in the Middle East allows our trainees to work side-by-side with senior lawyers, receiving valuable feedback and fostering an environment where you can gain significant firsthand experience.

We are looking for candidates who have a strong desire to be part of our team. Above all, we are looking for bright, enthusiastic individuals who are committed to developing their careers in a challenging and rewarding environment, and who will contribute to our success and that of our clients.

If you have any questions after reading this brochure and [visiting our website](#), please do not hesitate to reach out to our [Graduate Recruitment team](#). I look forward to hopefully welcoming you to the firm soon.

With best wishes,
Jade Chu

Our Offices in the UAE



We have represented government-affiliated entities, prominent companies, and financial institutions in the United Arab Emirates (UAE) and Middle East for more than 40 years. Today, we have a market-leading, integrated UAE practice servicing both local and international clients across a variety of practice areas and industries. The team's 30+ lawyers in the UAE practice English, New York, and UAE law (including ADGM and DIFC).

With offices in Dubai and Abu Dhabi, our full-service UAE team covers M&A, private equity, energy and infrastructure, project development and project finance, finance (including Islamic finance) and restructuring, capital markets, regulatory and legislative matters (including financial regulatory), international arbitration and dispute resolution.

Our clients include Government-related entities (including sovereign wealth funds), family offices, multinational corporations, and financial institutions. In particular, our UAE team works closely with Abu Dhabi Government entities, across various practice areas, which has given us a holistic understanding of their requirements, preferences, and negotiation positions. Several of our team members also have experience of being seconded to Abu Dhabi Government entities.

We have accelerated our UAE In-Country Value (ICV) strategy and have a number of ongoing ICV initiatives, including establishing our formal Training Programme for UAE nationals in our Abu Dhabi and Dubai offices. Read on to discover more about this exciting programme!

Our Offices in the UAE

International Recognition & Awards

[Chambers Middle East Awards 2025](#) –
“UAE Corporate/M&A Law Firm of the Year”

[IJGlobal Awards 2024](#) – “Joint Venture of the Year” – ADNOC joint
venture with BP

[IJGlobal Awards 2024](#) –
“Bond of the Year” – ADNOC Murban RSC Limited
Bond Issuance

[IJGlobal Awards 2024](#) – “Refinance of the Year, Middle East” –
Al Dur II IWPP

[Global Banking & Markets Middle East Awards 2025](#) –
“Debut Corporate Bond Deal of the Year” – ADNOC Murban

[Bonds, Loans & Sukuk Middle East Awards 2024](#) – “Syndicated
Loan Deal of the Year” – Ministry of Finance, Kingdom of Saudi
Arabia on its \$11 billion senior term loan credit facility

[Chambers Middle East Awards 2024](#) –
“Middle East Breakthrough Law Firm of the Year”

[Law.com International Middle East Legal Awards 2025](#) –
“International Arbitration Team of the Year”

[IJInvestor Awards 2024](#) –
“Refinance of the Year, Middle East” – Al Dur II IWPP

[IJInvestor Awards 2024](#) –
“Oil & Gas Acquisition of the Year – Middle East” – ADNOC joint
venture with BP

[IJInvestor Awards 2023](#) –
“Oil & Gas Transaction of the Year” – ADNOC Gas IPO
(issuer’s counsel)

[IJGlobal Awards 2024](#) –
“Power & Transmission Deal of the Year” – Taiba-1 & Qassim-1
IPPs

[PFI Awards 2025](#) –
“Global Power Deal of the Year” – Taiba-1 & Qassim-1 IPPs

How We Work



Working life at Gibson Dunn is different from that at most other firms. In all our practice areas, we work in small, focused teams: the best lawyers, not the most lawyers. We work on a fully integrated basis with all our international offices, which means that our lawyers at all levels have regular contact with their international colleagues. 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. Inherent in our approach is the importance of client contact for our junior lawyers and trainees.

Our trainees are provided with all the support they need, both informally, with on-the-job observations and feedback, and more formally, with regular performance reviews. All trainees receive a mid and end-of-seat appraisal in addition to regular feedback.

The firm is also immensely proud of its mentoring programme. Each trainee and associate is allocated a mentor, who is always available to discuss any issues or concerns, as well as just to provide support. Each mentor has 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.

Meet Our Trainee

Shaikha AlKaabi
Trainee, Abu Dhabi
Law, Sorbonne University
Abu Dhabi

I was drawn to apply for the Training Programme at Gibson Dunn because of the guidance and inspiration I received from one of the firm's partners, who has been advising me on my career journey. Their professionalism and encouragement inspired me to think of Gibson Dunn as the best place for me to start my legal career. The firm's prestigious reputation and its supportive culture were key factors in my decision to apply. After my interviews, I became even more excited about the opportunity. Meeting several partners and experiencing their friendliness and willingness to share valuable advice gave me a sense of the firm's collaborative and supportive culture. This made me eager to work in an environment where I could grow professionally while learning from such talented individuals!

In my first seat, I was part of the Projects team, where I worked on a variety of matters, especially upstream Oil and Gas projects. Throughout this seat, I benefited greatly from mentorship with one of the Partners, who consistently provided me with valuable advice and guidance, helping me improve my legal skills and approach to problem-solving. For my second seat, I joined the Corporate team, where I had the opportunity to collaborate primarily with the Dubai office. During this seat, I was exposed to a diverse range of projects, each offering insights into distinct aspects of corporate law, from transactional work to regulatory compliance. In both seats, I had regular interaction with my supervisors, who were incredibly supportive and encouraged me to take initiative. Their feedback gave me confidence to contribute effectively to the team.

The firm places a strong emphasis on professional development through internal training programmes. One unique feature of the firm is the "Middle East Programme," where each associate has the opportunity to present on a topic of their interest. This initiative encourages a collaborative environment, allowing associates to share knowledge and insights while refining their presentation and communication skills. What truly stands out, however, is the firm's culture. The partners and associates are always approachable and are willing to offer guidance.

I advise students to enter the Training Programme with an open mind and a desire to grow both personally and professionally. By rotating across four different departments, this programme provides an excellent opportunity to learn about a range of areas of law and identify where your true interests lie. One aspect of the learning process is figuring out where you see yourself developing, and you may find that you are more drawn to one area than another. Each seat will present different challenges, but these are chances to develop your abilities and boost your self-confidence. Gibson Dunn's attorneys are exceptionally skilled and informed. They will try their best to clarify complicated concepts and help you with the tasks at hand, and they are always willing to share their expertise. Take full advantage of this by asking questions, being curious and showing initiative. Overall, my training contract so far has been a remarkable experience. I have felt both supported and challenged. I would encourage anyone to start their legal careers with Gibson Dunn because it is a great choice for aspiring lawyers.



Meet Our Associate

Mostafa Mabrouk

**Associate, Corporate,
Dubai**

**Politics, Philosophy, and
Law, King's College London**

Gibson Dunn's reputation as a global elite law firm, particularly its recently growing presence in the Middle East, was a key factor in my decision to apply for the Training Programme. I was drawn to the firm's unique combination of high-profile, complex work and a culture that values individual initiative and collaboration. The opportunity to train alongside some of the leading practitioners in the region and be part of the firm's exciting new investment in the Middle East spoke to me. During my first year, the Dubai office grew significantly, the Abu Dhabi and Riyadh offices were established, and our regional presence across the three offices has more than doubled. Additionally, Gibson Dunn's emphasis on preparing and encouraging its trainees to take on increased levels of responsibility from the very start on bespoke cross-border matters resonated strongly with me, as it reflected the firm's commitment to integrating trainees as of their very first days.

During my training contract, I have had the opportunity to work across diverse practice areas, including, Corporate/M&A, Project Finance and Dispute Resolution. In my first seat with the Corporate/M&A team, I had the opportunity to be closely involved, as part of a small team, on several high-value cross-border acquisition deals involving targets in Peru, Chile, Panama and Egypt, with buyers and sellers in the UAE, Egypt and the UK. During my second seat with the Project Finance team, I had the chance to work on several mega projects in the upstream and downstream oil and gas sector. I have also assisted the finance team representing government entities as borrowers in landmark syndicated facilities; as a trainee, I was lucky to be exposed to drafting some of the documentation in these financing transactions – which goes to show the level of responsibility that the firm is willing to offer its

trainees early on. For my third seat, I was offered a chance to do a secondment at the London office as part of their Corporate/M&A team. While I was in London, I forged long term friendships, made countless connections, and became better integrated within the Gibson Dunn network. I have also discovered a passion for hospitality work; I have assisted the team in representing Private Equity funds acquiring hotels, lenders providing funding to hotel owners, and several other aspects related to hospitality assets. The hospitality assets in these deals were located all around, from London and Rome to Zurich and Venice. In my last seat with the Dispute Resolution team in Dubai, I assisted the team in an ongoing high-profile dispute, and I had a chance to attend several strategy meetings with the team to discuss the client's objectives.

Beyond my day-to-day trainee responsibilities, I have been involved in several rewarding initiatives. First, the firm invites all new joiners, including trainees, to the New Lawyers Academy (the "NLA") which is a three-day retreat hosted yearly in the US. The NLA was a great opportunity to learn more about the firm and meet so many other colleagues from across the Gibson Dunn network. I have participated in several online law fairs to share insights about the Gibson Dunn training experience and answer questions from prospective applicants. In the Dubai office, we have also hosted short internships for students to try and share with them our experience of being part of Gibson Dunn in the Middle East and working in the legal sector. I have had the opportunity to meet with the students and deliver workshops around the typical tasks that trainees are involved in. These activities have enriched my experience and underscored Gibson Dunn's commitment to community impact and inclusivity.

Meet Our Associate

Mostafa Mabrouk

Associate, Corporate,
Dubai

Politics, Philosophy, and
Law, King's College London

I am very excited to have recently qualified into the Corporate/M&A team and look forward to continuing to grow and develop with the firm in the Middle East and as part of the Gibson Dunn network.

If you are considering applying to Gibson Dunn, my advice would be to:

Demonstrate your interest in the Middle East market:

Research Gibson Dunn's work in the region and the unique opportunities it offers. Try to showcase the reasons behind your desire to start your training and develop in the region.

Be commercially aware:

Demonstrate an understanding of the economic drivers and legal challenges impacting the region and the stakeholders operating here. It is essential to have an understating of how companies operate and what drives their success, as the clients you will be advising are mostly companies and will appreciate a lawyer that can speak their language.

Highlight your individuality:

Gibson Dunn values initiative, an entrepreneurial spirit, and a genuine passion for law. Be prepared to demonstrate how your skills and experiences align with these values. Take every opportunity to ask questions, engage with lawyers and immerse yourself in the firm's culture.

Your Training – The Nuts And Bolts



Our Middle East Training Programme offers a fantastic opportunity for UAE nationals looking to train and qualify as a solicitor under English law, all while launching a dynamic legal career in the Middle East. Although our Training Programme is young, our UAE offices are full of deep and broad experience of training and managing trainees and junior lawyers. Many of our lawyers are preeminent in their fields of practice. They have 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 Programme. This also makes us flexible; 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, always supported by colleagues of the highest caliber.

Solicitors Qualifying Examination

Our Training Programme is designed to enable our trainees to qualify as an England & Wales Solicitor via the Solicitors Qualifying Examination (SQE) route. Trainees joining us will need to undertake the SQE and complete two years of qualifying work experience (QWE). For those that have not studied an England and Wales qualifying Law degree, they will first need to complete the Postgraduate Diploma in Law (PGDL) or equivalent before undertaking the SQE. The firm will cover the full cost of the SQE and PGDL fees. There is flexibility in how and when trainees complete their legal studies, and we will discuss this with candidates upon making an offer.

Trainee Seats

During the two years of QWE, trainees spend time in different practice areas, known as “seats,” including the opportunity to get experience in projects, M&A, corporate, finance, regulatory and dispute resolution. This variety enables our trainees to develop the skills and insights that are crucial to becoming a first-rate lawyer. There may also be opportunities for overseas secondments to the firm’s other international offices. The firm is committed to ensuring that our trainees can pursue the careers they wish to the greatest extent possible. During each seat, a partner or senior associate supervises trainees. Our partners and associates have a wealth of experience, and we believe that observing how a senior lawyer goes about work is quite simply the best way to learn. Trainees will also have the opportunity to become more widely involved in the work of the practice group. In addition to regular informal feedback as well as a mid-seat review, our trainees undertake a comprehensive review at the end of each seat which provides a fantastic opportunity to discuss progress.

Structured Training

In addition to day-to-day “on the job” training, all our trainees benefit from a personalised formal training programme carefully developed by the firm, designed to provide the skills needed 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

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 Retreats: Gibson Dunn also has a number of lawyer academies and retreats, organised according to year group and practice area, enabling our lawyers to get to know, and learn with, their peers in other offices. These events are enormously popular.

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 allocated 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.

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 the 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 area of law or personal interest.

Mentoring Programme

Every trainee at Gibson Dunn can 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
- The Lawyer Awards – Pro Bono Initiative of the Year Award
- State Bar of Texas – Pro Bono Excellence Awards /The Houston Bar Association – Harris County Heart of Pro Bono Award
- Financial Times – Europe Innovative Lawyer Awards
- Sanctuary for Families – Above & Beyond Pro Bono Achievement Award
- Kids in Need of Defense (KIND) – Pro Bono Attorneys of the Year Award
- Animal Legal Defense Fund (ALDF) – Advancement in Animal Law Pro Bono Achievement Award
- PILnet – Local Impact Award

Firmwide Pro Bono Hours in 2024:

206K+

Lawyers Participated in Pro Bono in 2024:

2,000+

New Pro Bono Matters Opened in 2024:

750+

Average Pro Bono Hours (Firmwide):

96

Value of Pro Bono Hours in 2024:

\$251M+

Next Steps

Applications for our Middle East Vacation Scheme and direct Training Programme can be submitted [here](#). We recruit on a rolling basis, so early applications are encouraged. The final deadline for submissions is **24 April 2026**.

Middle East Vacation Scheme

Our Vacation Scheme offers a unique opportunity to gain meaningful legal experience in either our Dubai or Abu Dhabi office. It's designed to give you a realistic insight into our work, culture, and clients, helping you assess whether a long-term career with us is right for you. We're looking for individuals who are genuinely interested in pursuing a future at the firm, and for those whose long-term goal is to secure a training contract, performance during the scheme forms a key part of our assessment process.

The scheme is expected to take place in Summer 2026, with exact dates to be confirmed closer to the time.

Middle East Training Programme

This route is designed for individuals who are ready to begin their legal training and qualify as a solicitor under the England and Wales qualification route, whilst being based in the UAE.

Successful candidates will undertake a two-year training contract in either our Dubai or Abu Dhabi office, gaining first-rate work experience with leading lawyers in their fields, together with excellent practical training, mentoring, and support within a collegial and respectful environment.

Training will commence following the completion of any outstanding academic requirements, such as the Postgraduate Diploma in Law (PGDL) and the Solicitors Qualifying Examination (SQE).

Eligibility

We welcome applications for both the Vacation Scheme and Training Programme from:

- UAE nationals who are in their penultimate or final year of an undergraduate degree, as well as recent graduates from any university or academic background.
- Applicants should have, or be on track to achieve, a 2:1 undergraduate degree (or equivalent).
- We do take into account mitigating circumstances which may have impacted your grades and there is space on the application form to include details.

If you have any questions regarding our opportunities, please do not hesitate to contact our Graduate Recruitment & Development Team at graduaterecruitment@gibsondunn.com.



GIBSON DUNN

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