



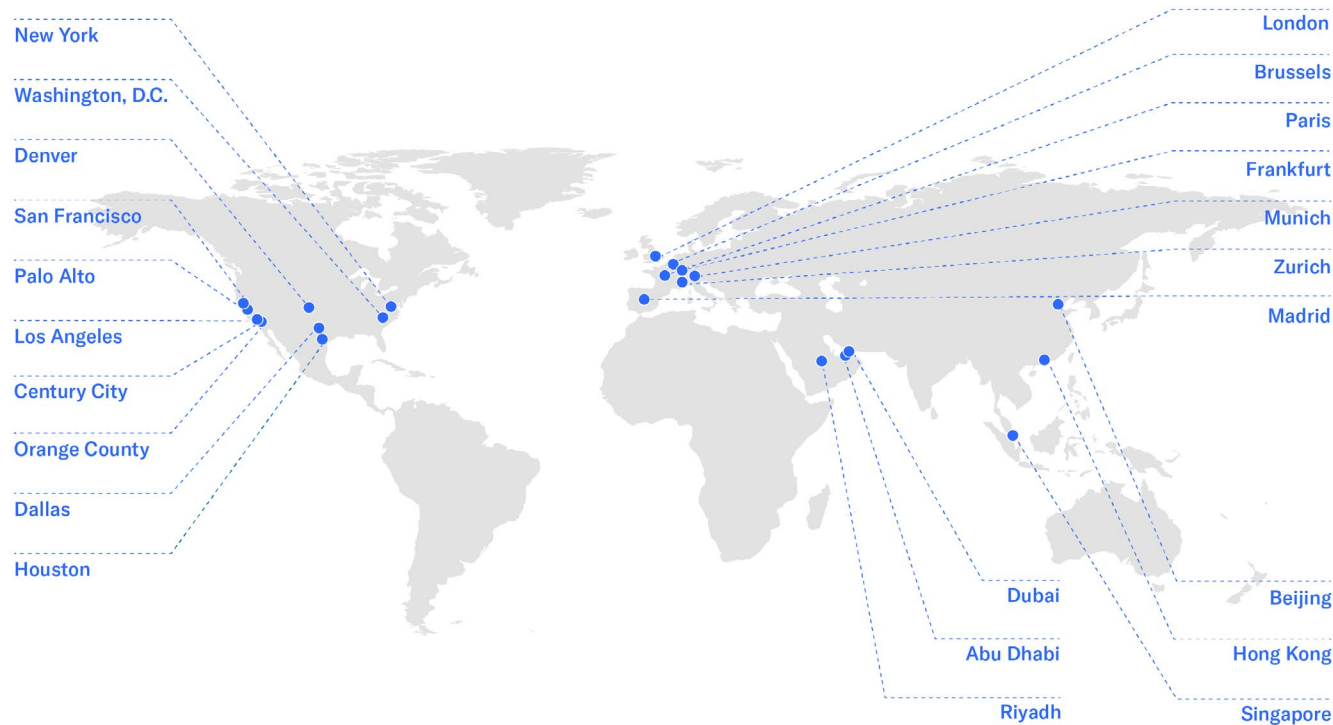
Training with Gibson Dunn: London

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

GIBSON DUNN

GIBSON DUNN

A Truly
International Firm



2,200+
Lawyers

23 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 Gibson Dunn sounds like the right fit for you, we encourage you to apply for one of our First-Year Insight Days or our Spring or Summer Vacation Schemes. 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 stylized, cursive manner.



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 by Chambers globally and in the Asia-Pacific, Europe, Latin America, and Middle East regions.



Gibson Dunn recognised in Legal 500's Asia Pacific, EMEA, Germany, Latin America, United States and UK Guides.



Global Arbitration Review ranked Gibson Dunn among the 2026 GAR 30, its annual ranking of the world's leading International Arbitration practices.



Best Lawyers in the United Kingdom Recognizes 25 Gibson Dunn lawyers.



Global Investigations Review named Gibson Dunn the number 1 corporate investigations practice in the world, the firm's 8th year in a row in the top spot.



Global Restructuring Review named Gibson Dunn the Creditor-side Law Firm of the Year at the 2025 GRR Awards.

Representative Clients



What We Do - Transactional Department

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

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



Day in the life with our **Disputes Trainee**

Tarek Eid

Trainee,

London School of Economics

Current Seat: Disputes

Previous Seat: Corporate

Next Seat: Secondment to Abu Dhabi

Joined Gibson Dunn in 2025

“
Trainees are given
real responsibility
and encouraged to
take ownership of
their work.”
”

Day in the life with our Disputes Trainee

Tarek Eid

-
- 8:15am** I arrive at the office and grab a coffee from our on-site café before working through the emails that have come in overnight. My current matters include an international arbitration and a cross-border commercial dispute before the English courts, so there is usually something waiting from colleagues or clients in other time zones.
-
- 8:45am** I check the document management systems and make sure documents are up to date and saved in the correct folders.
-
- 9:30am** The core team meets to plan the week ahead of an upcoming hearing or filing: usually a partner or counsel, two associates and me. Trainees are expected to contribute rather than simply take notes, and I flag two documents from yesterday's review that may affect how we frame a key factual issue.
-
- 10:00am** Back to document review. I review a tranche of documents, tag relevance and privilege, and pull the material that supports our narrative into a working file for the associate drafting submissions. It is detailed work, but it is where you learn the case better than anyone.
-
- 11:30am** I join a call with the client alongside the partner to take notes. Afterwards, I am asked to circulate a note of the discussion and the action points. Being trusted with client-facing output early on is one of the things that has surprised me most.
-
- 1:00pm** Lunch with a few of the other trainees. My cohort is small and close-knit, so it is easy to hear what people are doing in Corporate, Finance or White Collar. We often have pop-up lunches in the office, which are a great opportunity to catch up with colleagues from across the firm.
-
- 2:00pm** A hearing preparation meeting with the team. We discuss the approach to witness evidence and key arguments ahead of the next stage of the case. Sitting in on these conversations is one of the clearest illustrations of how case strategy is developed in practice.
-
- 3:15pm** A call with colleagues in our New York office who are working on the same case. We also loop in colleagues from supporting practices as needed. Coordinating advice across offices and practice groups is routine here, and as a trainee you see how all the pieces fit together.
-
- 4:00pm** I take a first pass at drafting a section of a witness statement and prepare the exhibit index. My draft goes to the supervising associate, who returns it with comments. We talk through the feedback rather than me simply receiving mark-ups, which is how my drafting develops.
-
- 5:00pm** I finish a research note on a point of law that arose earlier in the week. The note will form part of the advice going to the client, so the work is held to the same high standard as any other client-facing document.
-
- 5:45pm** An internal disputes training session run by associates and partners, drawing on the firm's own cases. This month's session is on effective cross-examination preparation. There is also a mentoring programme, in addition to support from our supervisors and trainee buddies.
-
- 6:30pm** A quick catch-up with my supervising associate to agree priorities for tomorrow. This evening, a group of trainees are heading out for dinner after work. Our cohort is close-knit and we try to organise regular socials throughout the year.
-

What stands out about a disputes seat at Gibson Dunn is the proximity to partners, counsel, clients and the substance of the case itself. The teams are lean, so trainees are given real responsibility and encouraged to take ownership of their work. No two days look the same, but every day provides an opportunity to learn and develop as a lawyer.



Meet Our London Trainee

Karolina Panayiotou

Trainee

Law, Cardiff University

Current Seat: Corporate

Previous Seat: Disputes

Next Seat: Secondment to Airbus

Joined Gibson Dunn in 2025

“ Variety is one of the things I enjoy most about the seat: it is difficult to predict at 9:00am exactly what I will be working on by 4:30pm. ”

Meet Our London Trainees

Karolina Panayiotou

9:00am I get in around nine and stop at the café on the way up, where there is usually an associate or member of staff to chat with. The atmosphere is very friendly and café chats are often how I hear what is happening in other departments.

9:15am The morning starts with correspondence: checking what came in overnight, updating trackers and checking for updates on the Virtual Data Rooms. I am usually on four or five transactions at once, so this helps me keep on top of priorities. On quieter mornings, I catch up on pro bono work. There are plenty of opportunities outside your main practice area: I sit on the Pro Bono Committee and have worked on matters ranging from preparing an appeal bundle to assisting with the housing and family law clinics.

10:30am Where the morning goes depends on what has come in. Sometimes that means going straight into a document that needs turning round; more often there is a call with the deal team or senior associate to run through priorities. On my most recent deal this has meant drafting: written board resolutions and stock transfer forms, taken from precedent through several rounds of comments and into execution form. I check in with my supervising associate part-way through, since a task often looks different once I have read the documents. That saves rework and is where much of the learning happens.

12:30pm When the day allows, I have lunch with the other trainees. Our cohort is small across different practice groups, so it is a good chance to hear what everyone else is working on. The office also runs pop-up lunches, which tend to fill up quickly.

2:30pm The afternoon often becomes more client-facing, particularly as US colleagues and clients come online. On one matter, I largely independently manage the process for employees joining and leaving a management incentive plan, preparing the documents, dealing directly with the client's contacts and managing everything through signature. On other days, that client contact might mean arranging a call with directors to walk them through a registry process when a short conversation is more useful than another long email. Associates encourage us to communicate directly with external parties, particularly when it helps keep a process moving.

4:30pm By late afternoon, the day can go in a number of directions. I might be turning comments on a document, preparing for a signing or picking up a legal research question. Recent research has included an intra-group share issue, distribution rules and directors' duties, which I worked into short notes before discussing my conclusions with the associate. That variety is one of the things I enjoy most about the seat: it is difficult to predict at 9:00am exactly what I will be working on by 4:30pm, as the priorities of a deal can shift significantly throughout the day.

5.00pm There is no standard finishing time. Some days I leave at a typical time, while on others I may stay later, particularly when a signing or completion is approaching. Before heading home, I check in with the associate on where each workstream stands. Depending on what is running, I may log back on from home later to pick up comments from another time zone or turn something around for the following morning. No two days in my Corporate seat are the same. What has surprised me most is the level of responsibility trainees are given. From drafting and legal research to client calls and signings, I am involved in every stage of a transaction and can quickly progress from supporting individual tasks to taking ownership of key workstreams.



From Application to Training Contact

Insights from our trainees James O'Neill,
Chloe Miller, Anna Metz and Talia Gibson

From Application to Training Contract — Applications

James O'Neill
Law, University of Durham
Joined in 2026



“

I was surprised at how personable the interview process felt. From the initial application through to the vacation scheme, I felt that the firm was interested in getting to know me as an individual.

”

Preparing My Application

I approached my application by trying to build a genuine picture of what it would be like to train at Gibson Dunn. For research, I used Legal Cheek, Chambers Student and the firm's own website, as well as previous Gibson Dunn training brochures. Chambers Student and the brochures were particularly useful in understanding the trainee experience and helped confirm that Gibson Dunn offered the hands-on training and responsibility I was looking for.

My previous experience as a corporate paralegal at another international law firm gave me a clearer idea of the areas I wanted to experience and what I was looking for in a training contract. I remember being particularly interested in the firm's representation of VMware in Broadcom's \$61 billion acquisition of the company, which gave me a sense of the scale and complexity of the M&A work I could be involved in. The firm's smaller trainee intake, while still offering a strong cohort, also appealed to me because of the greater exposure to partners and clients it offers.

Getting to Know Gibson Dunn

I first came across Gibson Dunn during my second year at university and researched the firm extensively before applying. Reading about trainees' experiences in the training brochure was particularly useful as it gave me a sense of what life at the firm might actually be like. I did not personally speak to anyone at Gibson Dunn before my vacation scheme, but I would encourage applicants to reach out to current and future trainees on LinkedIn. Since joining, I have had several applicants contact me, and I know many colleagues have similarly been happy to share their experiences.

Preparing the Interview

I prepared by thinking about the types of questions I might be asked and identifying examples from my own experiences that I could draw on. Obviously, I did not want to rehearse answers word for word and risk sounding too scripted. Instead, I focused on knowing my experiences well enough to talk about them naturally and adapt my answers

depending on how the conversation developed. I remember putting together a list of around 30 competency-based questions a couple of nights before my first interview and making sure I had strong examples prepared for each, so I could draw on them if similar questions came up.

What Surprised Me Most about the Application and Interview Process

I was surprised at how personable the interview process felt. From the initial application through to the vacation scheme, I felt that the firm was interested in getting to know me as an individual. The interviews were generally relaxed and conversational. I even remember discussing St Mirren Football Club at one point with the lawyers, which was very different from the technical questions I expected.

I do remember the case study interview being more challenging. I was given a news article and asked to form and defend an argument in response to questions. It was nerve-wracking but enjoyable, particularly as I liked debating an unfamiliar issue.

Advice for Applicants

My advice would be to think carefully about what you want from a training contract and then consider whether Gibson Dunn offers that experience. I knew I wanted the opportunity to work on international matters, a balance between transactional and disputes work, high-quality clients and responsibility from an early stage.

Above all, I would encourage applicants to be themselves. If you are prepared to push yourself, learn quickly and contribute as part of a team, I would encourage you to give the application your best shot.

Looking Back

The application process was straightforward and personable, with a genuine focus on getting to know me. That continued during the three-week summer vacation scheme, which combined engaging talks, tasks and social events. Completing the SQE was demanding, but I felt supported by Gibson Dunn throughout.

From Application to Training Contract — Vacation Scheme

Chloe Miller

Law, London School of Economics
Joined in 2026



Arriving at my vacation scheme

I applied to the firm in my second year of Law at LSE and participated in the 2024 Summer Vacation Scheme. Both the vacation scheme and the application were very smooth. The recruitment process highlighted the care and consideration at the firm and demonstrated how the firm wanted to get to know us.

Work and Responsibility

During the vacation scheme, there were several opportunities that allowed the firm to get to know us holistically. I sat in two different seats (Technology and Disputes) and had a supervisor in each, as well as a trainee buddy. These varied relationships allowed me to learn as much as possible by taking something different away from everyone. My trainee buddy related well to my stage in the process; with them, I discussed the work they were doing, gained insight into a trainee's role across different seats, and learned how best to adapt to working life after university. With my associate supervisors, I received continuous tasks and feedback, helping me improve a little bit every day. I finished the scheme feeling more confident in my abilities and clear on how I can add value, even at an early stage. Applying these lessons enabled me to take greater initiative and ownership of my work, which made me feel like a part of the firm even during the vacation scheme.

Gibson Dunn Culture

Something I particularly noticed was how generous people at all levels of seniority were with their time. By taking on tasks and sitting down with colleagues, I learned key skills like redlining, email writing, and how to navigate ambiguous tasks. I was never made to feel like I should have known these things already-everyone was kind, patient, and understanding that these experiences were new to me.

Memorable Experience on the Vacation Scheme

An event I really enjoyed was a social where we potted plants with a pro-bono client focused on helping women find jobs in horticulture after serving a prison sentence. It was a fantastic opportunity to bond as a group, take a break from work, and see firsthand the importance of the firm's pro-bono commitments.

Since receiving my training contract offer, I have completed my law degree at LSE and studied alongside my Gibson Dunn cohort at BPP, which allowed us to build strong relationships before starting our contracts. Participating in the firm's softball league, playing in a mixed tag rugby event, and attending firm socials have further reinforced my connection to the firm while studying.

“
Something I particularly noticed was how generous people at all levels of seniority were with their time.
”

From Application to Training Contract — Studies and Support

Anna Metz

Law, University of Durham
Joined in 2026



“ The genuine interest the firm took in how we were getting on with the SQE created a real sense of community that made a demanding period feel far more manageable. ”

Receiving My Training Contract Offer

I found out I had been offered a training contract while on a day trip to the lakes outside Munich with my father – the call came through and I was absolutely over the moon. I felt a mix of excitement, gratitude and relief all at once. I had felt so at home at Gibson Dunn during my vacation scheme and knew it was the right fit for me, so hearing that lawyers at the firm felt the same way was an unforgettable moment. Looking ahead to the next stage, I knew I had one more year of university left in which to really focus on my academics and explore the areas of law that interested me most. At the same time, I was excited about my upcoming move to London, to a new city and environment where I would have the chance to grow, both professionally and personally.

Preparing for the SQE

My approach to the SQE was built on consistency. I don't think anyone feels fully prepared going into these exams given the sheer volume of content. Therefore, the best you can do is hold yourself accountable and build a routine that plays to your strengths and supports your weaknesses. I found it helpful to set a realistic weekly structure early on, mapping out which subjects needed the most attention and returning to weaker areas regularly. The format itself is very different from university exams, so repeated practice with the question style mattered just as much as knowing the law itself. Working through practice questions under timed conditions, and steadily consolidating content across all thirteen subjects, made the biggest difference to how prepared I felt.

Support from Gibson Dunn

The firm covered the full cost of the SQE prep course at BPP, along with the exam fees, and a generous maintenance grant that meant I could focus fully on my studies without financial worry hanging over the year. During our year of preparation, we also had the chance to speak with current trainees and recently qualified associates about their own SQE experiences, which was reassuring to hear firsthand. We were regularly invited into the office to study together as a group, using the space to work through practice questions

and support one another. That shared space, and the genuine interest the firm took in how we were getting on, created a real sense of community that made a demanding period feel far more manageable.

Staying Connected to the Firm

From receiving my offer at the end of my second year of university through to starting my training contract, I have had the chance to stay continuously connected with the firm. We have been brought together through trainee socials of every kind, from table tennis and pizza to drinks evenings, as well as invitations to the annual Summer and Christmas parties. It has been a great opportunity to reconnect with lawyers we first met on our vacation scheme, and to meet others who have joined the firm more recently. Over the course of our SQE year, real friendships also formed within our cohort, both in and outside of BPP classes. Coming from such diverse cultural backgrounds and experiences, we got to know one another on a much more personal level. Time and time again, these experiences have highlighted to me how everyone at Gibson Dunn combines a strong work ethic with genuine warmth, and a real willingness to get stuck in to everything they do.

Looking Ahead

This period of transition — from university life to building a home in London — has helped shape me into a lawyer who isn't afraid to ask questions and take on new challenges. I have learned to be more independent, to manage my own time properly, and to push myself outside my comfort zone in ways I probably would not have otherwise. Alongside studying, I made a point of developing relationships outside the classroom and picking up new hobbies which gave me a much-needed sense of balance during an intense year. These lessons in balancing competing demands, staying organised and backing myself in unfamiliar situations feel directly relevant to life as a trainee. I feel genuinely ready to start my training contract, and I am excited to be part of industry-shaping deals, to learn from experts across the firm, and to bring the same curiosity and consistency that got me through the SQE into this next stage of my career.

From Application to Training Contract – Start of the Training Contract

Talia Gibson
Law, Cardiff University
Joined in 2025



“ What stood out most was how personal it all was. Within hours of arriving on my first day I had an email from my trainee buddy introducing herself and booking in lunch, and people across the firm already knew my name.

”

My First Week

I joined in September 2025 alongside my cohort, and we spent our entire first week in orientation together. The programme covered everything from meeting the partners and the Graduate Recruitment team to practical sessions on time recording, technology and life as a trainee, so by Friday the office already felt familiar. What stood out most was how personal it all was. Within hours of arriving, I had an email from my trainee buddy introducing herself and booking in lunch, and people across the firm already knew my name. It was a genuinely warm welcome.

Settling Into Trainee Life

My first seat was in Disputes, and the adjustment from student to trainee happened faster than I expected. The team made it easy: everyone, from fellow trainees to senior associates, was happy to answer questions, however small, and I quickly learnt that asking early is always welcomed. Getting to grips with the firm's systems and the rhythm of recording time took a couple of weeks, but sitting close to my team meant I could absorb how they worked, and regular team meetings and coffees helped me build relationships across the office from the very start.

Support and Training

The support network is layered and genuine. My supervisor and the associates around me invested real time in explaining not just what to do but why, and Graduate Recruitment checked in throughout those first weeks. Departmental training ran alongside live work, with sessions on arbitration, hearing preparation, witness evidence, legal research and the firm's document review platform. My trainee buddy came with a dedicated budget for lunches and coffees, which made it easy to ask the questions you would not raise in a meeting, and my cohort quickly became my first sounding board for everything.

Early Responsibility

Real work arrived immediately. In my first fortnight I was researching platform regulation for global technology clients and turning my findings into client-ready comparative tables. By week three I was sitting in an in-person meeting with an expert witness on a high-profile international arbitration, and within the month I had drafted a section of a procedural response in an investment arbitration and begun research on a pro bono public international law matter. The team trusted me to run document workstreams and liaise directly with a clients and by the end of the seat I was being treated as a junior associate.

What Has Surprised Me Most

The level of trust. With close-knit teams there is nowhere to hide, but the flip side is that partners and associates know you personally, invest in your development and hand you real responsibility from day one. I have been surprised by the sheer variety too: in my first seat alone I worked on international arbitration, technology regulation and pro bono public international law, before moving to Employment for my second and drafting key documents with just a Partner to review. The firm does not have a massive differentiation between juniors and seniors; as a trainee I was able to work from the Paris office and attend events for Paris Arbitration week, I have been included in client lunches, chambers drinks and a variety of client parties from the outset. The firm also provides you with a personal Business Development budget, actively encouraging building your network from the most junior level.

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)

Trainees joining us from September 2024 will need to undertake the SQE and prep courses. To support your experience at Gibson Dunn, we remain committed to offer top-quality training and support. We will liaise with our chosen training provider to ensure you receive the best preparation before joining us. 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 £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 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.

Your Training — The Nuts And Bolts

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 their 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.



Building Your Professional Network

Gibson Dunn takes pride in helping our lawyers to nurture and grow their own careers. Our experience tells us time and time again that lawyers are much happier people – and enjoy their work more – if they are allowed to concentrate on the areas that really excite them.

What that means for trainees is that we have a number of committees in the London office and firmwide to help our lawyers take ownership of their work and their careers.

The Social Committee organises cultural, sporting and general social events all through the year. We recognise the importance of achieving a balance between the commitment and hard work required in order to meet the needs of our clients and personal development, well-being ... and just having a bit of well-deserved fun! The bonds formed during non-work activities out of the office allow our lawyers to work together more effectively in the office.

The Diversity, Talent & Inclusion Committee oversees the implementation of our commitment to diversity in every office of the firm. In London, we have an extremely active and dedicated committee. More information about our Diversity, Talent & Inclusion Committee is on page 36.

The Community Affairs Committee aims to increase awareness of existing charitable and community initiatives that the firm is involved with, support the efforts of individual colleagues who contribute to charitable and community work, and build and coordinate the firm's community work more generally in the London office.

The Associates' Committee is made up of associates from each of the firm's offices and acts as a liaison between associates and firm management in addressing issues and policies that affect associates. In London, our associates and trainees meet regularly both formally and informally.

Training And Retreats

At Gibson Dunn, formal and informal training and in-house networking does not stop with the end of your training contract but continues throughout your career at the firm.

Training - all partners, associates and trainees attend regular practice group training and update sessions, many in collaboration with our international offices. We also provide regular training seminars for our clients, which our associates and trainees play a key role in developing and presenting.

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

Building Your Professional Network

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

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

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

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

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

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



Pro Bono Work

Pro Bono Work

Gibson Dunn has a long-standing and greatly valued tradition of service to the community. We are privileged to be able to give back to the communities that have contributed to our success and believe that community involvement adds an important dimension to the growth and development of all of our lawyers, both as lawyers and as citizens of those communities.

Learn more on our website

Firmwide Pro Bono
Hours in 2025:

240K+

Firmwide Pro Bono
Hours Since 2014:

1.4M+

Lawyers Participated
in Pro Bono in 2025:

2,000+

Average Pro Bono
Hours Per Lawyer:

106

New Pro Bono
Matters in 2024:

750+

Value of Pro Bono
Matters in 2025:

\$321M

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](#)

Vacation Schemes and Insight Days

Date	For	Apply by
Spring Vacation Scheme 30 March – 9 April 2027	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.	8 January 2027
Summer Vacation Scheme 21 June – 2 July 2027	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.	8 January 2027
First Year Insight Day (In-Person) 18 March 2027	Law students in their first year of study and students of other disciplines in their first or second year of study.	12 February 2027
First Year Insight Day (Online) 25 March 2027	Designed for first-year law students and first or second-year students from other disciplines, our Virtual Insight Day provides the same valuable insight and guidance as our in-person programme in a convenient on-line format.	12 February 2027

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 spring and summer vacation schemes. We therefore strongly encourage you to apply for a spring or summer vacation scheme in the first instance. We recruit and review our applications on a rolling basis.

Next Steps

Salary

- First year trainee
£65,000
- Second year trainee
£70,000
- Newly qualified associate
£180,000
- PDGL maintenance grant
£20,000
- 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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