

Great
minds
think differently

SLAUGHTER AND MAY

WHY SLAUGHTER AND MAY?

- 04 A distinctive culture
- 08 Quality of clients and work
- 10 Partner profile – Jeff Twentyman
- 14 Breadth of experience
- 18 High calibre of people
- 22 Global reach

TRAINEE SECONDMENT STORIES

- 02 Kurt Ma, New York
- 06 Louis Eggar, Barcelona
- 12 James Bridges, Sydney
- 16 Samantha Brady, Stockholm
- 20 John Cameron, Hong Kong

ESSENTIAL INFORMATION

- 24 The application process – Selina Randhawa
- 26 The training contract
- 27 Trainee interview – Tessa Lister
- 29 Volunteering and charitable giving
- 30 The social side
- 32 Salaries and benefits
- 34 Work experience schemes, open days and workshops
- 35 The application process
- 36 Application and career timeline

COVERS

- Front Key dates for your diary
- Back How to apply
How to find our London office
Contact us



“Whatever it does, it does fantastically well’
commentators declare about this ‘first-class firm’.”

KEY DATES FOR YOUR DIARY

TRAINING CONTRACTS 2014

Non-Law Students / Graduates

Applications open: Monday 3 October 2011
Applications close: There is no deadline for receipt of applications but we encourage applications to be submitted as early as possible

Law Students / Graduates

Applications open: Friday 1 June 2012
Applications close: Tuesday 31 July 2012 (5 pm)

WORK EXPERIENCE SCHEMES, OPEN DAYS AND WORKSHOPS 2011/12

Christmas Two-day Workshops 2011

Applications open: Thursday 1 September 2011
Applications close: Friday 21 October 2011 (5 pm)
Eligible to apply: Non-law finalists and non-law graduates

Easter Work Experience Scheme 2012

Applications open: Tuesday 1 November 2011
Applications close: Friday 16 December 2011 (5 pm)
Eligible to apply: Penultimate year students (law and non-law)

Easter 1st year Open Day 2012

Applications open: Monday 3 October 2011
Applications close: Wednesday 30 November 2011 (5 pm)
Eligible to apply: First year law students

Summer Work Experience Schemes 2012

Applications open: Tuesday 1 November 2011
Applications close: Friday 13 January 2012 (5 pm)
Eligible to apply: Penultimate year students (law and non-law)

WELCOME TO THE SLAUGHTER AND MAY TRAINEE RECRUITMENT BROCHURE

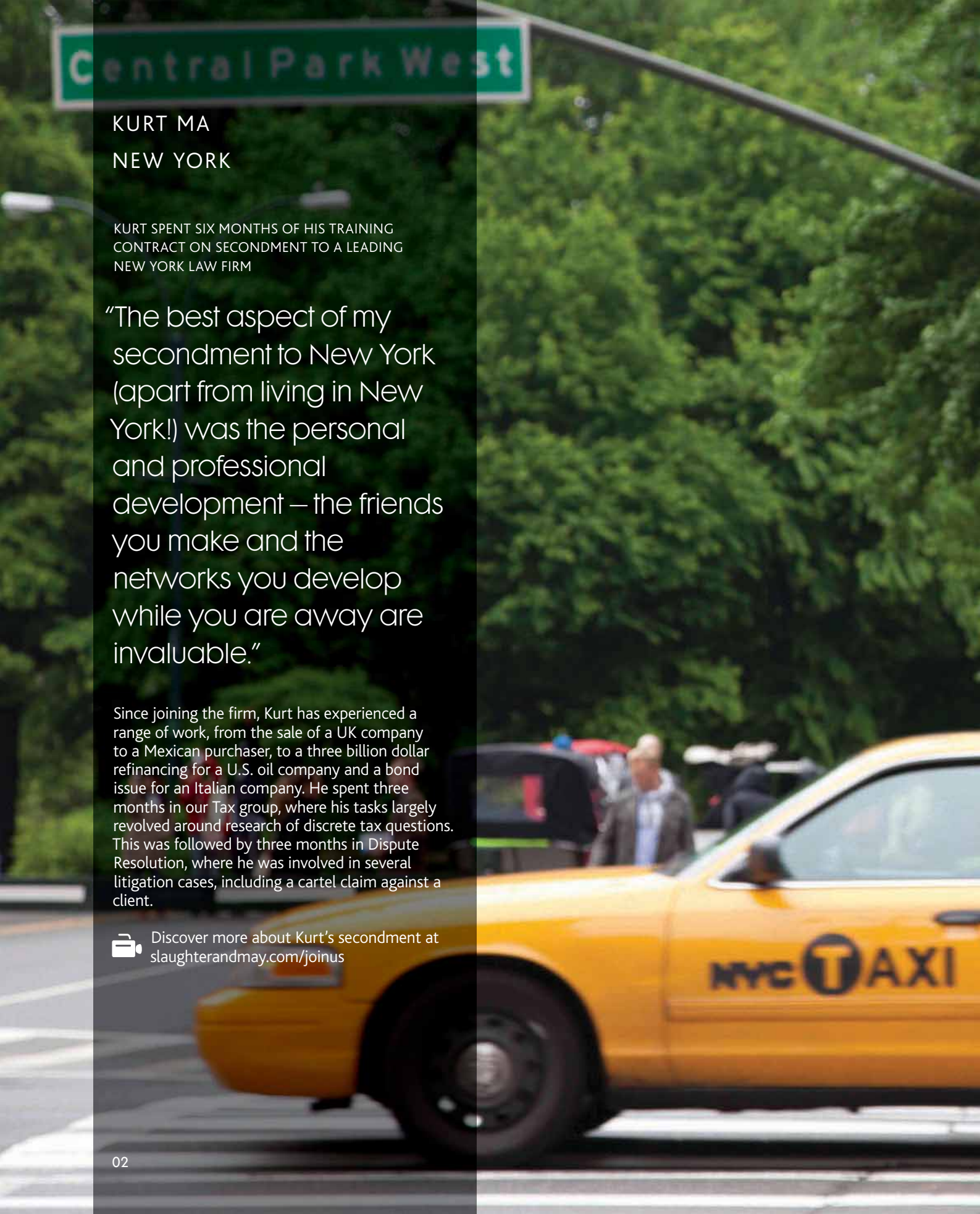


"We are delighted to be regarded as one of the most prestigious law firms in the world. We advise on high-profile and groundbreaking international transactions and have an excellent and varied client list that includes leading corporations, financial institutions and governments.

We live in a changing world and there is an ever-increasing focus on quality of advice and service. Clients come to us because they recognise our commitment to providing excellent service and finding innovative solutions to their problems.

I hope that this brochure will give you an insight into Slaughter and May – why we are different and what qualities we look for in our trainees. If you would like to find out more about us, please visit slaughterandmay.com."

GRAHAM WHITE
EXECUTIVE PARTNER



Central Park West

KURT MA
NEW YORK

KURT SPENT SIX MONTHS OF HIS TRAINING CONTRACT ON SECONDMENT TO A LEADING NEW YORK LAW FIRM

“The best aspect of my secondment to New York (apart from living in New York!) was the personal and professional development – the friends you make and the networks you develop while you are away are invaluable.”

Since joining the firm, Kurt has experienced a range of work, from the sale of a UK company to a Mexican purchaser, to a three billion dollar refinancing for a U.S. oil company and a bond issue for an Italian company. He spent three months in our Tax group, where his tasks largely revolved around research of discrete tax questions. This was followed by three months in Dispute Resolution, where he was involved in several litigation cases, including a cartel claim against a client.



Discover more about Kurt's secondment at slaughterandmay.com/joinus



A DISTINCTIVE CULTURE

The most successful and enduring global businesses have distinctive cultures that set them apart. Slaughter and May is no exception. We pride ourselves on our supportive, friendly and collegiate atmosphere, in which individuality and independence of thought are encouraged. We achieve excellence through collective effort and a willingness to share expertise.

Many of our people have spent their entire careers with us. Most of our partners joined as trainees and all worked as associates here before being elected to our partnership – we have never elected anyone from outside the firm directly into partnership. This loyalty and commitment is inspired by a pride in what we do and who we are, and by a common goal: doing our very best for our clients and maintaining our position as the premier London law firm.

The responsibility that we give our trainees, and our expectation that they be as meticulous and thoughtful as any partner, ingrains a professionalism that they carry with them for the rest of their careers.

At Slaughter and May you will work at the highest level with the brightest legal minds in a non-competitive environment. We will provide you with all the training you need to develop your skills and expertise to their full potential; you will be highly valued as an integral member of our team.

FIRM OVERVIEW

Partners: 125
Employees worldwide: over 1,165
Lawyers worldwide: over 730



INSIDE VIEW ON... CULTURE

“My peer group is very supportive – there is always someone who has experienced what you are going through and who is willing to help.”

SAMYUKTHA RAJAGOPAL

Samyuktha studied Sociology at the University of Madras followed by an MSc in Development Studies at the London School of Economics. She joined the firm in September 2010.



WATCH OUR *INSIDE VIEW* VIDEOS
slaughterandmay.com/joinus





LOUIS EGGAR
BARCELONA

LOUIS SPENT SIX MONTHS OF HIS TRAINING CONTRACT ON SECONDMENT TO URÍA MENÉNDEZ IN BARCELONA

“Since joining the firm I have taken full advantage of the language classes available, with weekly Spanish tuition. As soon as I received confirmation of my secondment I took additional classes to improve my grammar and conversation. This enabled me to settle in quickly, increased my exposure to work and helped me to make the most of my time abroad.”

Since qualifying into our Competition group, Louis has been involved in a number of large transactions, including antitrust notifications to the European Commission and other jurisdictions, cartel investigations and regulation. But it is not all work – his Spanish classes are ongoing, he still plays rugby for the firm’s team and he is also on the Hackney Schools’ Mentoring Programme. In September 2011 he began a one year secondment to Allens Arthur Robinson in Sydney.

QUALITY OF CLIENTS AND WORK

Reputation is a precious asset. It is because of our reputation for excellence that we are appointed as legal advisers to the world's leading companies on high-profile and often landmark transactions.

We have clients throughout the world. They range from governments to entrepreneurs, from funds to leading banks, from retailers to entertainment companies and from diversified industrial conglomerates to Premier League football clubs. We have an extensive practice providing a full range of legal services so it follows that our work is tremendously varied.

We were the only law firm to have been involved in almost every aspect of the UK financial crisis. Working closely with Treasury legal advisers, we were at the centre of the measures taken by the Government to support the banking sector and we are continuing to advise on many aspects of these measures.

We acted for Liverpool Football Club on its sale to New England Sports Ventures and for British Airways on its merger

with Iberia – both exciting transactions that attracted a great deal of media attention.

Our reputation is not built on results alone: we offer our clients an exceptional service. The absence of billing or time-recorded targets benefits both our clients and our fee earners. While our clients appreciate the value we add, our lawyers are able to focus exclusively on the work in hand and are not burdened by an hours-driven culture.

For our trainees the benefits are clear. The calibre of our clients and the transactions they bring us have a direct bearing on the range and quality of the work trainees do every day. Complex and challenging work requires intense focus and commitment, underpinned by a capacity for innovative thought and attention to detail.

SOME OF THE HOUSEHOLD NAMES ON OUR CLIENT LIST

- American Express
- Arsenal
- Aviva
- BHP Billiton
- British Airways
- Burberry
- Diageo
- Ericsson
- Gatwick Airport
- General Electric
- GlaxoSmithKline
- Goldman Sachs
- HM Treasury
- ITV
- Ladbrokes
- Liverpool FC
- Marks and Spencer
- Morgan Stanley
- Mothercare
- Ocado
- Prudential
- Reckitt Benckiser
- Rightmove
- Royal Mail
- Santander
- Shell
- Standard Chartered
- Standard Life
- Taylor Wimpey
- Thomas Cook
- Unilever
- Whitbread



INSIDE VIEW ON... WORK

“The best part of my secondment to Brussels was the variety and high-profile nature of the work in which I was involved. I got the opportunity to experience some really cutting-edge investigations.”

VASSILENA KARADAKOVA

Vassilena studied Law at Cambridge University. She completed our summer work experience scheme in 2007 and joined the firm in September 2010.



WATCH OUR *INSIDE VIEW* VIDEOS
slaughterandmay.com/joinus

PARTNER PROFILE – JEFF TWENTYMAN

Jeff Twentyman is the Head of our Private Equity group. He joined Slaughter and May as a trainee in 1989 and became a partner in 1998. Here he talks about how it all began, some of the highlights – and challenges – of his career so far, and what it takes to be a successful lawyer.

HOW IT ALL BEGAN

"I liked watching courtroom dramas, I liked arguing, and I once had quite a debate with a policeman. He said "you should be a lawyer", and it all came together. However, I was not a model student and my tutor was rather surprised when I told him that I would indeed like to qualify as a lawyer. By that time I had missed a place at law school (now the LPC) so I spent a year working in a bank, lending small sums to the unemployed, farmers and students, and sometimes having to go around and ask for it back. I didn't really have any help with choosing a law firm. I gathered a few brochures and sent off some letters. I came here for an interview and liked the look of the place so I accepted."

MY FIRST DAY

"I turned up with 70 or so others and felt completely out of my depth. Surrounded by people who seemed confident, intelligent and sophisticated – not words that I would choose for me. But soon enough, I worked out that first impressions aren't always right and it was a job that was rather practical in fact and you could get a lot done by smiling and trying hard."

A VALUABLE LESSON

"I remember going along to my first meeting with a senior partner. He had arranged it and, as we set off, he asked me where we were going and what we were going to talk about. I had no idea. But he was making a point and I remember thinking those two little things would be useful facts to find out for the next meeting."

MON STAGE À PARIS

"I spent some time in Paris as a trainee, living in a little flat in Montmartre. I couldn't believe my luck. I worked really hard doing all sorts of things but also had a great experience both professionally and personally."

QUALIFIED!

"Then I qualified into the Corporate and Commercial group in September 1991. They were exciting times and the pace was frenetic, but there were lots of us at it, and the team spirit was good: a mixture of camaraderie through shared suffering and pride to be doing really the best work around. I was learning at an incredible rate and making contacts that have remained with me ever since. Many of the clients I worked for back then remain clients now. You meet people and, when you get on with them, and can make them laugh (even if it's at you), a feeling of loyalty is created. And I think clients can tell when you are committed to getting a good result for them."

"I only think of myself
as a lawyer when I am
in the building."

TAKING RESPONSIBILITY

"I always found that Slaughter and May gave me the space to develop and take on responsibility. I had to earn it, but the rewards made it worthwhile. I remember one time singing a song in a bar (the culmination of a charity event) with some blokes from a company I had never heard of, and the next working day being surprised/sheepish to find myself advising them on the early stages of a public takeover. I never felt there was a limit to what I would be allowed to do and felt encouraged to develop my own style. Gradually I started to believe that I wouldn't be found out after all."

JOINING THE PARTNERSHIP

"When I became a partner I realised that wasn't an end but a beginning. I work with many of the clients I worked with as an associate, but now I'm responsible for that relationship. I inherited some clients from older partners but also found



that with the support that was available to me, I established new client relationships and I now manage a number.”

A PEOPLE BUSINESS

“I like the people I work with, clients and colleagues, at least most of the time. It’s really important to understand that this is a people business. You have to be able to communicate and get on with people, but it is also a service business: we do things for other people. If you don’t enjoy these features, it’s not the job for you.”

WORK-LIFE BALANCE

“I have a busy life both inside and outside the office. As well as looking after my clients I have just joined the partnership board. Away from work, I act as a mentor to a few charities and I am vice-chairman of a legal industry project that addresses the legal sector’s climate impact. I have never felt overwhelmed by my work (for very long) – at most it is occasionally first priority – and only think of myself as a lawyer when I am in the building.”

COPING WITH THE CHALLENGES

“There are frustrations too. Sometimes work interferes with your interests; sometimes the people you deal with aren’t on your wavelength; sometimes you just cannot get the outcome you want, but you learn from the frustrations and hope to be wiser next time.

“My work is now a mixture of liaising with clients, communicating with the teams here, making sure we are doing our best for our clients and doing the work itself (which means reading and writing legal documents). Above all, it’s a practical job and we are very sleeves-rolled-up here. This can be quite intense and demanding but I balance that with plenty of other things too. After some years now as a partner, I keep learning about people and the importance in a serious job to laugh and make others laugh too.”

“I never felt there was a limit to what I would be allowed to do and felt encouraged to develop my own style.”

KEY DATES IN JEFF’S CAREER

- 1987 Graduated from Newcastle University
- 1989 Joined the firm
- 1991 Qualified
- 1990 Six-month secondment in Paris
- 1998 Became a partner
- 2008 Became Head of Private Equity



JAMES BRIDGES SYDNEY

JAMES SPENT SIX MONTHS OF HIS TRAINING CONTRACT ON SECONDMENT TO ALLENS ARTHUR ROBINSON IN SYDNEY

“The firm has been there throughout my secondment process, making the relocation abroad very straightforward. The HR team organised my flights, visas and medical check-ups before I left and provided me with fantastic accommodation within walking distance of the office. They have done all the hard work, leaving me free to concentrate on making the most of this amazing opportunity.”

Since joining the firm, James has been involved in a £2.25 billion share offering and related acquisition, English law aspects of the purchase of an Australian company, several EU merger cases and OFT competition inquiries, and a high-profile energy-related dispute.



BREADTH OF EXPERIENCE

Working at Slaughter and May means that you will not be pigeonholed and will develop an awareness of the bigger picture. Our lawyers are multi-specialists: they are equipped to advise each client on a wide range of legal issues. This expertise enables them to enjoy a challenging, varied and interesting workload.

As a trainee in one of our multi-specialist Corporate and Commercial and Financing groups, you will work on the full range of transactions on which those groups advise. One month you could be working with a client on the defence of a hostile public takeover and the next month you could be advising the same client on a bond issue.

This is in sharp contrast to the experience that you might have at other City firms where, as a trainee in, say, a financing group, you might well work in a very specialised area of finance and not see the bigger picture. A broader base of knowledge will enable you to make a much better and more informed decision about which practice group you should join on qualification.

LEGAL SERVICES OVERVIEW

PRACTICE AREAS

- Asset Management
- Capital Markets
- Commercial Real Estate
- Competition
- Competition Litigation
- Corporate and Commercial
- Corporate Recovery and Insolvency
- Dispute Resolution
- Environment
- Financial Regulation
- Financing
- Information Technology
- Infrastructure, Energy and Natural Resources
- Intellectual Property
- Mergers and Acquisitions
- Outsourcing
- Pensions and Employment
- Private Equity
- Sport
- Tax

INDUSTRY SECTORS

- Aerospace and Defence
- Automobiles and Parts
- Consumer Goods
- Electricity, Nuclear and Renewables
- Financial Institutions
- Industrial Products and Services
- Media
- Mining and Minerals
- Oil and Gas
- Pharmaceuticals, Biotechnology and Healthcare
- Real Estate, Housebuilding and Construction
- Retailers
- Technology
- Telecoms
- Transport and Logistics
- Travel and Leisure
- Water and Waste Management



INSIDE VIEW ON... MULTI-SPECIALISM

“The multi-specialist approach makes things interesting because you never quite know what you will be expected to do next or what the next transaction will be.”

RICHARD MARRON

Richard studied Law at Trinity College, Dublin. He joined the firm in September 2009.

 WATCH OUR *INSIDE VIEW* VIDEOS
slaughterandmay.com/joinus



SAMANTHA BRADY
STOCKHOLM

SAMANTHA SPENT SIX MONTHS OF HER TRAINING CONTRACT ON SECONDMENT TO MANNHEIMER SWARTLING IN STOCKHOLM

“My loyalties were put to the test when I played football for Slaughter and May against Mannheimer Swartling during a “Best Friends” tournament in Milan. Off the pitch, I really enjoyed introducing my Swedish colleagues to my Slaughter and May colleagues and swapping stories of life in Stockholm and London.”

Since qualifying into our Commercial Real Estate group, Samantha has advised international chemical companies on the environmental liability aspects of corporate transactions and managed the sale of a large UK property. She has kept in touch with her former colleagues at Mannheimer Swartling and has even found herself on the same deal team advising a Swedish client.



HIGH CALIBRE OF PEOPLE

It is fundamental to our success that we work as teams of individuals where differing personalities are bound together by a commonly held belief in excellence, quality and service. There is no recognisable Slaughter and May type.

We regard common sense, commercial awareness and strong interpersonal skills as essential qualities; integrity and ambition as key. Our trainees possess a genuine underlying interest in the law and a desire always to do their very best for our clients.

We aim to employ the brightest minds regardless of what, or where, they may have studied. Approximately 50% of our lawyers studied law at university and historians, biologists, linguists, psychologists and many others are also represented. You will find graduates from 56 universities at Slaughter and May.

Background, race, colour, ethnic or national origin, gender, sexual orientation, marital status, disability, religious beliefs and age are all irrelevant to our application process. This diversity does more than enhance our legal thinking and the way we relate to our clients – it is integral and helps create an open-minded and varied environment where individuals can flourish and realise their ambitions.

OUR DIVERSITY

Universities attended: 56

Nationalities: 25

Courses studied: 136



INSIDE VIEW ON... PEOPLE

“We are not just looking for one particular type of trainee – we are looking for people who have the whole range of skills, and they come in very different packages.”

SARAH LEE

Sarah joined Slaughter and May as an associate in 1993 and became a partner in our Dispute Resolution group in 1999. She is jointly responsible for trainee solicitor recruitment and is also our Diversity Partner.

 WATCH OUR *INSIDE VIEW* VIDEOS
[slaughterandmay.com/joinus](https://www.slaughterandmay.com/joinus)



JOHN CAMERON
HONG KONG

JOHN SPENT SIX MONTHS OF HIS TRAINING CONTRACT ON SECONDMENT TO OUR HONG KONG OFFICE

“One of the best things about working in Hong Kong is that within fifteen minutes of leaving the office you can be on board the firm’s junk [boat], at the races, on the sports pitch or in your favourite bar. The ‘work hard, play hard’ philosophy takes on a whole new meaning here.”

Since qualifying into our Financial Regulation group John has worked on a wide range of matters in the asset management, banking and insurance spheres. The international aspect of his work has continued, with clients based in Australia, Hong Kong and Canada as well as the UK. Outside the office, he still finds time for sport and can often be found in the pool or on his bike.

禁吸煙
NO SMOKING
罰款 MAXIMUM PENALTY \$5000

行警視工作時
切勿靠近纜索及纜繩
PLEASE KEEP CLEAR OF YACHTING BITS
AND ROPE WHEN YACHTING OPERATIONS
ARE IN PROGRESS



GLOBAL REACH

Our approach to international work is driven by the fundamental principle that complex transactions require first-class independent legal expertise rooted in a deep knowledge of local practice, procedures and culture.

Beyond London, we have offices in Brussels, Hong Kong and Beijing. We also have close working relationships with leading independent law firms in the world's major financial centres – these are our “Best Friends”.

Our “Best Friends” have a reputation for excellence and independence that matches our own. We work together on top international deals in integrated teams to provide a tailor-made and seamless service. In the first half of 2011, together

with “Best Friends” based in France, Germany, Italy, Spain, Sweden and the Netherlands, we advised on more European mergers and acquisitions deals than any other law firm.

The international nature of our practice means that our trainees and associates have the opportunity to work abroad, either in our overseas offices or on secondment with our “Best Friends”.

RECENT TRAINEE SECONDMENTS INCLUDE

- Australia
- Belgium
- Finland
- France
- Germany
- Hong Kong
- Italy
- Japan
- New Zealand
- Norway
- Spain
- Sweden
- The Netherlands
- USA

EXPLORE THE INTERACTIVE SECONDMENT LOCATION MAP ON OUR WEBSITE
slaughterandmay.com/joinus



INSIDE VIEW ON... INTERNATIONAL

“You get a different kind of challenge when you are seconded to a “Best Friend” office. You’re not just in a new country, you’re in a new culture and there’s a new office and a new brand to associate with. I found that challenge immensely rewarding.”

RICHARD MASSEY

Richard studied Theology at Oxford University. He completed our summer work experience scheme in 2005 and joined the firm in September 2009.



WATCH OUR *INSIDE VIEW* VIDEOS
slaughterandmay.com/joinus



THE APPLICATION PROCESS

SELINA RANDHAWA

SELINA STUDIED LAW AT THE LONDON SCHOOL OF ECONOMICS. SHE JOINED THE FIRM IN SEPTEMBER 2009

“The application process reflected the down-to-earth nature of the firm. The application form was relatively short and the interview was actually an enjoyable experience. The partners encouraged me to relax and be myself and their questions focussed on my CV, interests and current affairs.”

Since starting her training contract, Selina has been involved in a variety of transactions, including the merger of British Airways with Iberia. During her seat in our Dispute Resolution group, she travelled to Dubai to attend witness interviews for a case on which she was working.



THE TRAINING CONTRACT

We combine hands-on experience with practitioner-led training sessions.

During your first two weeks there is an induction programme introducing you to the way we work and giving you an opportunity to develop essential skills, such as learning how to use our research resources.

Our aim is to provide you with an exceptional depth of knowledge and breadth of experience. During your two years as a trainee solicitor you will spend time in different practice areas. This will help you to decide the area in which you are most interested and start developing the versatility and vision essential to becoming a trusted legal adviser to your clients.

The areas you choose are referred to as "seats". Each seat lasts either three or six months and together they give you the opportunity to experience both contentious and non-contentious work. During each seat you will share an office

with an experienced lawyer who will guide you through complex points of law and practice and ensure that you are actively involved in their work.

Most trainees spend at least two six-month seats in our multi-specialist Corporate and Commercial and Financing groups. Subject to gaining some contentious experience, you choose how you spend the remaining time. It can be divided into two or three specialist areas or focused on one. Our specialist groups include Competition, Dispute Resolution, Tax, Commercial Real Estate, Pensions and Employment, Financial Regulation, Information Technology and Intellectual Property.

SUPPORT ON THE TRAINING CONTRACT

- office sharing with senior associates or partners
- ongoing professional development programme
- a friendly, supportive culture
- easily accessible know-how



TRAINEE INTERVIEW – TESSA LISTER

Tessa studied English at Leeds University. She joined the firm in March 2010.

WHAT KIND OF WORK HAVE YOU BEEN INVOLVED IN?

"A wide variety. I've already worked on an arbitration and attended the hearing, drafted documents for corporate transactions, and written client letters and memorandums. I've also carried out a range of legal research tasks, including equity-focused queries and issues relating to listed company transactions."

WHAT LEVEL OF SUPPORT HAVE YOU RECEIVED?

"All of my supervisors have been really supportive and always on hand to answer questions and offer guidance – they have been a great source of feedback. My supervisors have also been instrumental in my professional development, encouraging me to get involved in a broad range of work to ensure that I am constantly progressing."

HAVE YOU BEEN GIVEN MUCH RESPONSIBILITY?

"Yes, you're encouraged to take the initiative here (but with the reassurance that there is always someone around to provide guidance should you need it). I've handled a few client matters on my own and recently managed a large team on a document review."

HOW MUCH CLIENT CONTACT DO YOU HAVE?

"I deal with clients via email and telephone pretty much every day. I've also attended a few client meetings. Building client relationships is important, so it's great to be allowed such regular contact and opportunities to liaise with them."

READ THE REST OF TESSA'S INTERVIEW

slaughterandmay.com/joinus

A DAY IN TESSA'S LIFE

- 09:00 Pick up breakfast from coffee bar
- 09:10 Check emails and list of tasks for day ahead
- 09:40 Discuss new research task relating to potential client transaction with supervisor, then start reading background material
- 12:30 Lunch with fellow trainees in the staff restaurant
- 13:30 Start drafting structure for memorandum of client advice
- 14:00 Listen to conference call with client regarding early stages of potential transaction
- 14:30 Adapt memorandum to reflect additional points arising from call, then carry out further research and write final version of memorandum
- 17:30 Discuss with supervisor: conclusions drawn from memorandum and client matter, and how these will affect transaction
- 18:15 Email client with advice and organise next steps
- 19:00 Leave the office

Your days will be varied, demanding and rewarding.

You could find yourself drafting a commercial agreement; going to court to seek a high court injunction; or attending a meeting at an investment bank to agree the offer terms for a public takeover that will make headlines in the next issue of the *Financial Times*.

Every month a partner will review your progress and, at the end of each seat, you will be given a full appraisal. You will also receive regular informal feedback. All of these reviews are designed to benefit you. They provide a forum in which to discuss your progress and ways to develop your legal knowledge, skills and experience.

Our training department organises a comprehensive legal and commercial education programme for trainees. Being a successful City lawyer requires more than purely legal knowledge. Your personal training schedule will cover technical legal knowledge; legal skills, such as negotiation, drafting, advocacy and client care; and commercial and financial awareness.

TASKS YOU MIGHT BE CARRYING OUT

- coordinating overseas lawyers' advice on a cross-border takeover bid
- drafting a commercial agreement
- collecting evidence for a tax appeal before the first tier tribunal
- attending a meeting to complete a property purchase
- preparing information for a submission or a pitch
- helping to search premises following a high court order
- preparing a note of conference with counsel
- preparing a memorandum on recent developments in European law
- discussing problems in raising funds for an overseas client

VOLUNTEERING AND CHARITABLE GIVING

Our volunteering work and charitable giving are integral to the way we interact with the wider community. You may take an active role but there is no pressure to do so.

There are plenty of legal and non-legal volunteering opportunities here, including the work we do with local schools. As a volunteer, you may participate in a literacy scheme of regular reading sessions at two local primary schools, support Year 12 students in writing their personal statements for university or help older local residents learn how to use the Internet.

We support a variety of good causes through our charitable trust and focus on forming long-lasting, robust relationships with our partner charities. We run a payroll-giving scheme that allows you to donate to charity in a tax-efficient way and we support individual fundraising efforts through our "Funds for Fundraisers" scheme – as a future trainee you can take part in the scheme before you join.

"Being given the opportunity to volunteer as a future trainee made a big difference. Not only did it give me more understanding of community affairs work, it also made me feel part of the firm very early on."

DANIEL CARRALL-GREEN
FUTURE TRAINEE

LEARN MORE ABOUT OUR VOLUNTEERING
AND CHARITABLE GIVING

slaughterandmay.com/community



SOME OF OUR VOLUNTEERING PROGRAMMES

- law centre volunteering*
- Royal Courts of Justice Advice Bureau
- Career Academies UK
- sports coaching
- ACDiversity
- Lawyers in Schools
- Primary Partners
- PC Pals
- the UCAS Project*
- street collection volunteering*

*Future trainees can take part in these programmes – this is a great way to meet both current employees and other future trainees

THE SOCIAL SIDE

Even before starting your training contract you will have plenty of opportunities to meet other trainees, both future and present.

After accepting our offer, you will receive a regular flow of invitations to both social events and legal presentations (complementing your learning on the Graduate Diploma in Law or Legal Practice Course). Our Trainee Solicitors' Committee is a group of trainees elected by their peers to organise activities and parties at various venues in London throughout the year. They also arrange welcome drinks for new trainees. Once in your seat, there will be many social occasions to attend – both within your group and with the rest of the firm, including our annual dinner dance.

We have numerous clubs and activities ranging from football, netball and softball to singing. A variety of language courses is available to those with A-level standard and above. We host regular lunchtime cultural talks focusing on an extensive range of subjects including art, music, history and science.

We also have close links with the arts, enabling you to take advantage of numerous corporate membership benefits at London theatres and galleries, such as free or discounted tickets.

You may have to work long hours from time to time. To make life a little easier, we have an excellent restaurant and coffee bar on-site and a concierge service. We also have a prayer and contemplation room and support and networking groups, including Parents@SlaughterandMay, LGBT (lesbian, gay, bisexual and transgender), the Muslim Network, the Christian group and BME (black and minority ethnic). For cyclists, private lockers and shower rooms are available. On the same street as our London office is a Virgin Active Health Club – membership of which is heavily subsidised by the firm – with a pool, extensive gym equipment and a variety of classes.



- 1 — The Barbican Centre: our employees are invited to a number of private members' evenings throughout the year
- 2 — Trainee Solicitors' Committee summer social event
- 3 — BME Network organised concert and drinks evening
- 4 — Partners v Staff cricket match
- 5 — Annual dinner dance at the Grosvenor House Hotel
- 6 — Ladies team at a "Best Friends" Football Tournament, Milan



“Whether on the sports pitch or at one of the firm’s excellent social events, there is always an opportunity to get to know fellow trainees and other members of the firm in a relaxed, friendly and fun atmosphere.”

HARRY BACON
MEMBER OF TRAINEE SOLICITORS' COMMITTEE

 **LEARN MORE ABOUT THE SOCIAL SIDE OF LIFE HERE**
slaughterandmay.com/joinus



SALARIES AND BENEFITS

We offer a competitive salary and benefits package that is reviewed twice a year.

We pay prospective trainees a maintenance allowance and cover tuition and examination fees for both the Graduate Diploma in Law and the Legal Practice Course. In some cases we offer grants for other relevant postgraduate studies and language courses. In addition, we award a £500 prize to all those who go on to achieve first class honours in their undergraduate degree after accepting our offer.

Salaries for our trainees as at 01 May 2011 are:

- first 12 months: £38,000
- second 12 months: £43,000
- on qualifying: £61,500

OUR BENEFITS INCLUDE:

- 25 days of annual leave
- private medical insurance (personal and family)
- money purchase pension scheme with life cover
- up to £2,000 interest-free loan on joining
- interest-free season ticket loan on joining
- personal accident cover
- confidential Employee Assistance Programme
- health screenings
- childcare vouchers
- subsidised restaurant and coffee bar
- special membership terms for Virgin Active Health Clubs (one of which is a few minutes' walk from our London office)
- business travel insurance
- variety of entertainment benefits at London theatres and galleries through our corporate memberships
- concierge service



INSIDE VIEW ON... SALARIES AND BENEFITS

“The £2,000 interest-free loan was good because I had just been travelling and was not quite financially afloat. It meant I could buy suits, train tickets and other practical things.”

THOMAS WILLIAMS

Thomas studied Law at Sheffield University. He joined the firm in September 2010.



WATCH OUR *INSIDE VIEW* VIDEOS
slaughterandmay.com/joinus

WORK EXPERIENCE SCHEMES, OPEN DAYS AND WORKSHOPS

In addition to our campus events, we offer opportunities for you to visit our offices to experience life as a lawyer in a leading city law firm.

EASTER WORK EXPERIENCE SCHEMES

We run a one-week scheme in our London office at Easter for law and non-law students in the penultimate year of their degree course (i.e. those who are in the second year of a three-year course or the third year of a four-year course). Selection is based solely on your application form. To help cover your expenses, we will pay you £300 per week.

SUMMER WORK EXPERIENCE SCHEMES

We also run two-week schemes in our London office during the summer. These are aimed at law and non-law students in the penultimate year of their degree course. Interviews are conducted at the end of January or early February and, where possible, on campus. Students on a four-year degree course spending their third year overseas should apply for the summer scheme during their penultimate year. We are happy to conduct interviews by telephone for those who are overseas. To help cover your expenses whilst attending the scheme, we will pay you £300 per week.

EASTER 1ST YEAR OPEN DAY

During the Easter break we will hold an open day for first year law students. The aim of the day is to provide an insight into the legal profession in general and more specifically the work of a City law firm. Selection is based solely on your application form and you should explain in your covering letter your reasons for applying. Reasonable travelling expenses will be reimbursed.

CHRISTMAS TWO-DAY WORKSHOPS

We will host 2 two-day workshops in December for non-law graduates and non-law students in the final year of your degree. The workshops are structured to give students an insight into the firm and the work we do. We will run a variety of interactive sessions and presentations during the two days and students will have the opportunity to talk informally with trainees and partners. Reasonable accommodation and travelling expenses will be reimbursed.

APPLICATION PROCESS

Applications for work experience, open days and workshops are made through the online application form accessible via our website. You will be asked to complete a short form and attach a copy of your covering letter and CV – this should include a full percentage breakdown of all examination results. We advise applying as early as possible within the dates specified on our website.

LEARN MORE ABOUT WORK EXPERIENCE SCHEMES, OPEN DAYS AND WORKSHOPS

slaughterandmay.com/joinus

THE APPLICATION PROCESS

The application process begins at least two years before the date on which you are expecting to join us.

Our interviews are a dialogue between you and two partners, not a one-way grilling. After the interview, a trainee will show you around the office, talk to you about the way we work and answer any questions.

We do not conduct psychometric tests or hold assessment days. We believe that the qualities we are looking for in trainees, such as common sense, a sharp intellect, independent thought, judgement and a good sense of humour, are best assessed through an interview. Our approach reflects the kind of firm we are and the value we place on personal judgement.

For successful candidates, training contracts begin in either March or September. For those who wish to take time off beforehand, this should be done before you begin the Legal Practice Course (LPC).

REQUIREMENTS

All future trainees must study the LPC at BPP Law School in Holborn, London. Together with four other City law firms and BPP, we have designed a specific course to give our students a thorough training in the law relevant to the commercial transactions on which we advise. The course is run as an accelerated programme over 7½ months as opposed to the traditional 10 months. There are two LPC intakes each year in February and August.

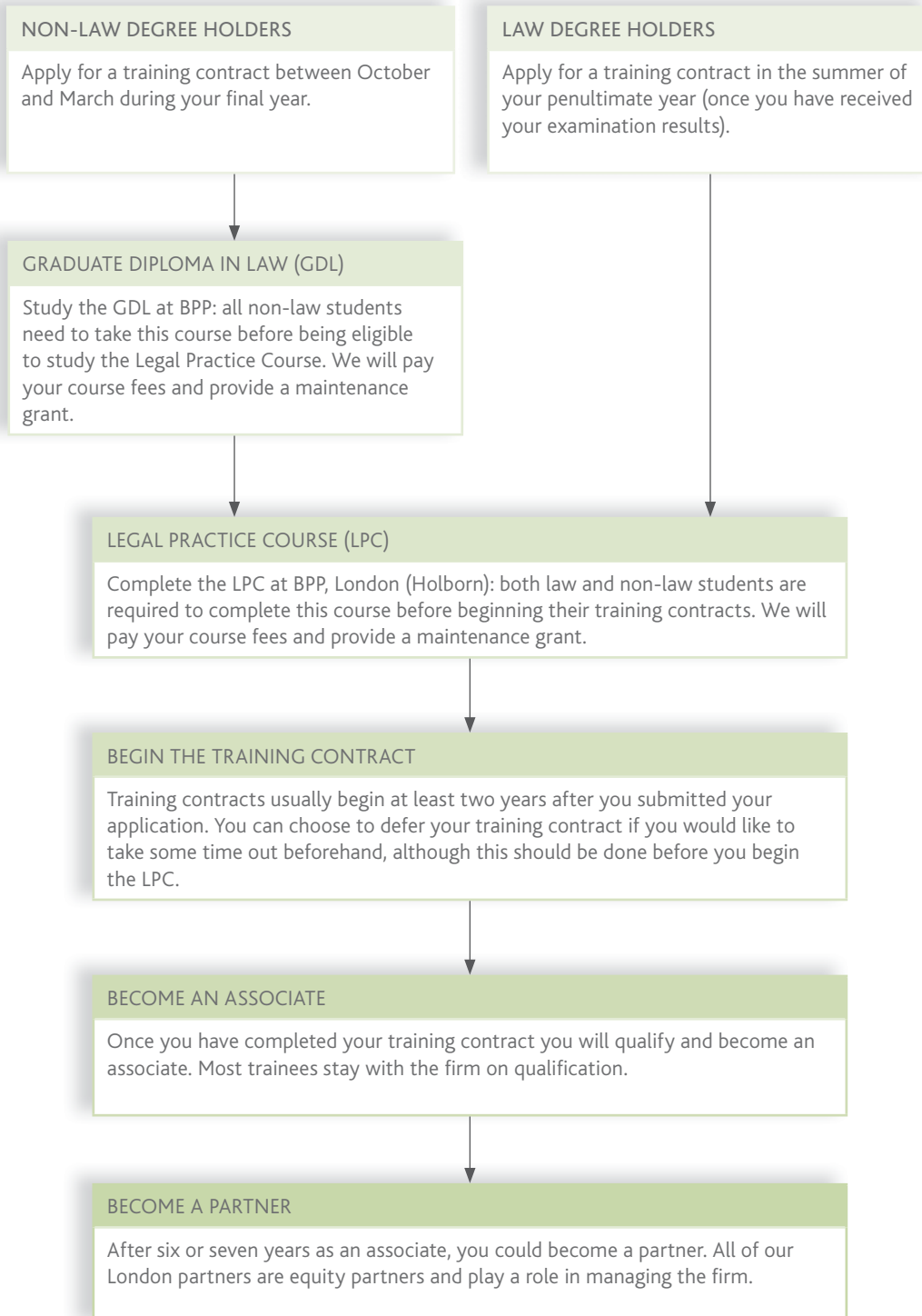
Those who have not studied law will also be required to study the Graduate Diploma in Law at BPP. We have a strong preference for this to be studied in London.

LEARN MORE ABOUT THE APPLICATION PROCESS

slaughterandmay.com/joinus

For further information on joining us see the "How to apply" page.

APPLICATION AND CAREER TIMELINE



HOW TO APPLY

All applications should be made via our website. You will be asked to complete a short form and attach a copy of your covering letter and CV.

YOUR CV SHOULD INCLUDE:

- your name, address and other contact details
- your qualifications, including a full percentage breakdown of all undergraduate and postgraduate results – we cannot consider your application without these
- your hobbies and interests
- work experience – legal and non-legal
- any other achievements or information that you think will give us a better understanding of you
- the name, address and contact details of an academic referee who knows you and your work or, if more appropriate, a professional referee

Your covering letter should be no more than one side of A4.

FIND OUT MORE

slaughterandmay.com/joinus

For any questions that are not answered either in this brochure or on our website,
email: trainee.recruit@slaughterandmay.com

If you are unable to complete an online application and wish to discuss an alternative method, please contact the Trainee Recruitment team at the London office, address provided overleaf.

HOW TO FIND OUR LONDON OFFICE



CONTACT US

LONDON


One Bunhill Row
London EC1Y 8YY
United Kingdom
T +44 (0)20 7600 1200
F +44 (0)20 7090 5000

slaughterandmay.com

For our international offices please see our website.

KEY

 Barclays Cycle Hire Docking Station ('Boris Bikes')

 Car parking

 Landmarks

 Overground station

 Underground station

WALKING TO OUR LONDON OFFICE

Bank underground station	14 minutes
Barbican underground station	5 minutes
Liverpool Street station	10 minutes
Moorgate station	5 minutes



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