

SLAUGHTER AND MAY/

BUSINESS DEVELOPMENT ACADEMY

A graduate scheme



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Welcome

I am delighted to be launching the third year of our Business Development Academy, starting in September 2023. Our first cohort of graduates joined us in 2021, they are in their second year of the programme and will graduate at the time you arrive – we look forward to seeing what they do next. Our second cohort of graduates joined us this September and are settling into the team quickly. All of our graduates are a fantastic addition to the team adding real value, it is lovely to see them all thrive and showcase their strengths within the workplace. You can learn more about them, and their experiences so far at the back of this brochure. We are now looking for engaged and thoughtful individuals to form our 2023 cohort.

Business development brings together commercial acumen with creative thinking and that has never been more important than in the continuously changing global landscape we find ourselves in. We are alive to the challenges and opportunities this creates and adapt both our strategy and processes to deliver effective business development to grow client relationships.

We do this by creating an environment in which everyone has the opportunity to learn and develop – working collaboratively, making connections, identifying opportunities and striving to be better, through innovation, creativity and being actively open minded.

Over the two year period of the Academy you will work with almost all of our talented team members across digital marketing, global client development, communications and PR, research and insight, pitching and events. You will learn how each specialism works and more importantly, how they all fit together, developing both technical marketing and BD skills as well as human and people skills along the way. This foundation will help you to thrive, wherever your career takes you next.

Personally, I'm always impressed by the energy and drive in my team. Whether it's spotting an opportunity to support a client, developing a new piece of content with colleagues or working to open up a new channel, the team have so many great ideas and I learn from them every day. We'd love for you to come and join us and find out for yourself. I look forward to meeting you.

Michelle Holford

Director of
Business Development,
Slaughter and May



The opportunity

We are looking to recruit talented individuals to join our Marketing and Business Development department as part of our graduate scheme – the 'Business Development Academy' - in **September 2023**.

This is a two year programme designed to give a thorough understanding of BD within a professional services environment and to gain experience in different marketing-related disciplines. There is a full plan of coaching and training throughout the programme to help support your development into a well-rounded marketing professional with a broad business skillset.

You will work alongside some of the world's best lawyers and the most astute professionals across the business services teams, who will challenge and stimulate you to be your best whilst working together, growing and developing our fantastic client relationships.

We advise some of the world's largest and most complex businesses and our challenge is to find ways to communicate and engage with them to enhance these relationships.

Your colleagues will value your input and help you develop your expertise. They will look to you to deliver practical results and demonstrate the ways in which marketing and BD adds real value to our business and our clients.

As a team we have embraced a hybrid way of working to ensure we can work effectively in a virtual team working environment. It incorporates exciting new tools and working processes developed as a result of enforced virtual working that has become the future of working practices for collaborative teams. You will experience working from our London-based headquarters, alongside working from home.

It should be noted that this graduate scheme is not a platform for individuals who are looking to eventually secure a legal training contract. We are looking for individuals motivated to explore a career in marketing, communications, PR, events and business development.

Who we are

Slaughter and May is a leading international law firm advising on high-profile and ground-breaking transactions and disputes around the world. The firm has a global reputation for being elite in what we do - providing

clients with a professional service of the highest calibre, combining technical excellence with commercial awareness and a practical, constructive approach to legal issues.

Why choose us?

We offer the opportunity to be part of a team supporting the provision of world-class legal advice to some of the world's leading businesses. At Slaughter and May, everyone's contribution is valued and we all enjoy an open, friendly and supportive culture. In addition, there are excellent benefits and facilities and a variety of development

opportunities to support you in your role. By the end of the programme you will be a confident marketing and BD professional, with strong technical, stakeholder management and interpersonal skills ready for a great career, wherever that might take you.

Some of the household names on our client list



abrdn	Centrica	ITV	Rolls-Royce
Alibaba	Cineworld	John Lewis	Royal Mail
American Express	Coca Cola Europacific Partners	Just Eat Takeaway.com	Santander
Arsenal FC	Deutsche Bank	Legal & General	Standard Chartered
Aviva	Diageo	Meta	Taylor Wimpey
ASOS	FirstGroup	Mitsubishi	Virgin Group
Barclays	Google	Ocado	Walmart
Bupa	GSK	Prada	Whitbread
Burberry	Entain	Premier Foods	
Cathay Pacific	INEOS	Richemont	

"We represent more FTSE 100 companies than any other law firm, as well as over 100 companies in the Fortune 500."

What will you be doing?

On the programme you will undertake four rotations, of six months each, from the six different areas of marketing and business development: communications and PR, digital marketing, global client development, pitching, events and research and insight. During each rotation you will be taught key skills unique to that discipline, whilst also developing the more general skills essential in today's business environment.

In addition to your day-to-day work, you will be given a variety of core technical and business training modules and workshops by our dedicated Learning and Development team. There is also coaching and additional elective business skills courses and talks which are scheduled regularly throughout the year. Some of the courses you could choose from are: personal impact, time management, resilience, assertiveness, presentation and communication skills.

The teams

Communications and PR Team

Responsible for shaping and enhancing the firm's messaging and profile, internally and externally, while protecting its brand and reputation

- Writing press announcements and distributing to the media
- Monitoring firm press coverage
- Writing award and submissions on key deals
- Writing content for The Weekly One, our internal newsletter
- Working behind the scenes to create The Weekly One
- Analysing data around Weekly One articles and press coverage
- Supporting content campaigns

Digital Marketing Team

Responsible for the firm's digital strategy and marketing technology stack

- Continuous development and management of the firm's website
- Managing intranet content and advising the publisher community
- Advising on strategy and coordinating content and posting on the firm's social media channels
- Development and management of our CRM system and integrated email marketing solution
- Oversight of the client facing videography, podcasts and photography produced by our in-house design team, the AV team and external agencies
- Creation of Native and Web based Apps

Events Team

Delivering firm-wide and client events with the aim to maintain and grow relationships

- Supporting the team across the full range of internal and external events from conception through to delivery, including: gala dinners, drinks receptions, retreats, conferences and half/full day content led programmes in a hybrid, in-person and virtual format
- Supporting the team in managing the firm's corporate memberships/sponsorships, client hospitality packages and full circle campaigns
- Supporting the business with events data requests and analysis
- Updating Dynamics campaigns with event data such as; attendee registrations, logistical requirements and budgets

Global Client Development Team

Helping the firm win work and grow client relationships on a global basis

- Conducting research to help support client targeting initiatives
- Conducting analysis on clients as part of our client retention initiatives and assisting with the preparation of materials for client meetings
- Supporting fee-earners to maintain, develop and support client relationships and law firm (referral partner) relationships
- Assisting in the planning and coordination of client value-adds, which could include events, content campaigns and trips
- Working with colleagues to help create content that is specific to issues that clients are facing
- Working with colleagues across different practice streams and jurisdictions to connect opportunities
- Working with colleagues and fee earners to manage referral data
- Providing day-to-day responses to BD needs - no day is ever the same!



Pitch Team

The frontline of winning work, responding to pitch opportunities

- Supporting the team across the full bid lifecycle, from attending kick-off meetings to agree strategy and messaging, drafting winning content for client pitches, shadowing on rehearsals for presentations and following up on outcomes and feedback
- Maintaining our core infrastructure such as our pitch tracker, pitch database, CV library, standard content library and case study library
- Pulling together targeted credentials lists and CVs
- Maintaining our client procurement portals
- Preparing pitch statistics to help feed into regular reports
- Developing our approach to consistency and best practice

Research and Insight Team

Providing information and data in a way that best supports strategic decision making

- Producing insights based on market and industry trends and forecasts to inform business development
- Using data visualisation techniques to make complex data digestible
- Creating models and approaches for efficient client targeting and identifying commercial opportunities

This is by no means an exhaustive list of all the things you might be doing but it gives you an idea of what working in our BD team could be like.

What are we looking for?

In order to qualify for this programme you must be a graduate or final year university student with three good A levels (or equivalent) and a 2:1 degree (or equivalent work experience). We also look for proficiency in Microsoft Word, PPT and Excel.

We will consider all qualifying applicants, irrespective of their chosen degree discipline, and we are open to more experienced graduates as well as those who have completed their course of study more recently.

The rationale for our flexibility regarding background is simply that we aim to employ those with the brightest minds, regardless of what or where they have studied. Background, race, colour, ethnic or national origin, gender, sexual orientation, marital status, disability, religious beliefs and age are all irrelevant to our application process.

We have thought hard about the kinds of people that work well in our team and the kinds of colleagues we enjoy working with, and we have settled on the following team values:

Value	Description	In practice
CURIOS	I am intellectually interested in the world in which Slaughter and May operates. This allows me to think dynamically and challenge the status quo.	Always learning and developing
TENACIOUS	I am committed and strive to overcome challenges. This allows me to get the job done well.	Excellence in everything I do
'ABOVE AND BEYOND'	I do not accept 'just good enough' because it is the easiest solution but always strive for the best possible outcome. This allows me to exceed expectations.	Simply 'above and beyond'!
OWNERSHIP	I take ownership of challenges and projects and lead from the front. I am not afraid to do what is right. I am prepared to give and accept recognition. This allows me to learn from my mistakes.	Being a good team player and having respect for each other
SKILLED COMMUNICATOR	I am self-aware and honest with my colleagues. I communicate clearly, effectively and concisely. I can relate to those around me. This allows me to keep my sense of humour!	Being a good ambassador for BD

What will you get out of the BD Academy?



A launchpad for your career, whether that be in marketing, BD, professional services or something else entirely!



A great network of peers and colleagues



An understanding of the purpose, priorities and working models of different areas of marketing



The ability to communicate with various types of stakeholders, including writing creatively, as well as presenting and oral communication



Learning to challenge, persuade and influence effectively



An understanding of the challenges facing our industry and clients



Experience working under pressure in a fast paced environment with multiple priorities and tight deadlines



Advanced knowledge of technical marketing skills and tools (eg. CRM, PMS, data analytics, website editing etc.) and Microsoft Office packages (in particular Word, Excel and PowerPoint)

"To thrive here, you will need enthusiasm, commitment and a willingness to accept responsibility."

Your development

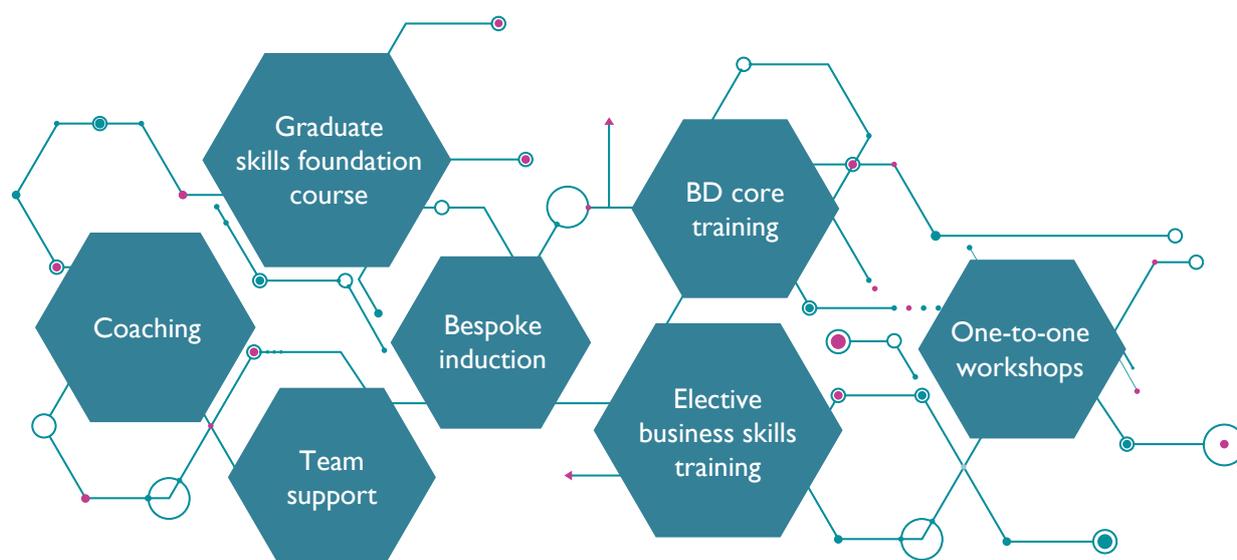
In your first week you will start with an induction and training that provides an overview of the firm, our businesses and the industry. We will create networking opportunities for you to begin meeting colleagues across the firm and to hear from senior leaders. You will also be assigned your first rotation and given an overview of the work areas within that team.

In addition to your day-to-day work in each rotation, you will be provided with a variety of core technical and business skills training modules by our dedicated Learning and Development team. Coaching will also help you develop throughout the programme; monthly meetings will support your progress and help guide you in each rotation.

We deliver regular training sessions as a BD team which forms part of our commitment to continual improvement and upskilling in order to meet the evolving needs of our clients. Training is also an integral part of our graduate scheme. Each rotation

requires a different skill set so you will receive a lot of bespoke one-to-one training at the outset of each rotation as well as participating in our wider team training sessions. Our Learning and Development team provide key business skills training throughout the year (including personal impact, performing under pressure and managing time and others) which you will also benefit from. Overall, you will receive training opportunities to increase your technical BD and marketing understanding, widen your market knowledge and enhance your people skills. We will continuously monitor your training needs, as we do across the team, and will develop and implement further training as required.

We feel strongly that training not only helps personal development and advances career progression, but also helps our people network and build strong firm wide relationships across teams and at different levels, all of which fosters a collaborative and inclusive culture.



Our recruitment process

Online application form

In order to apply you will need to complete the application form on our careers site before **Friday 6 January 2023**. There are three questions for you to answer to help establish your creativity, analytical

abilities and written skills. You will also need to attach your CV and we'll ask you to complete a voluntary diversity and equality questionnaire, because we truly believe that with diversity comes strength.

They are

Writing Sample

You are writing a blog post, which targets Slaughter and May clients as its audience. Please write about a recent political, economic or technological development or trend of your choice, and its potential implications for our clients. (300 words)

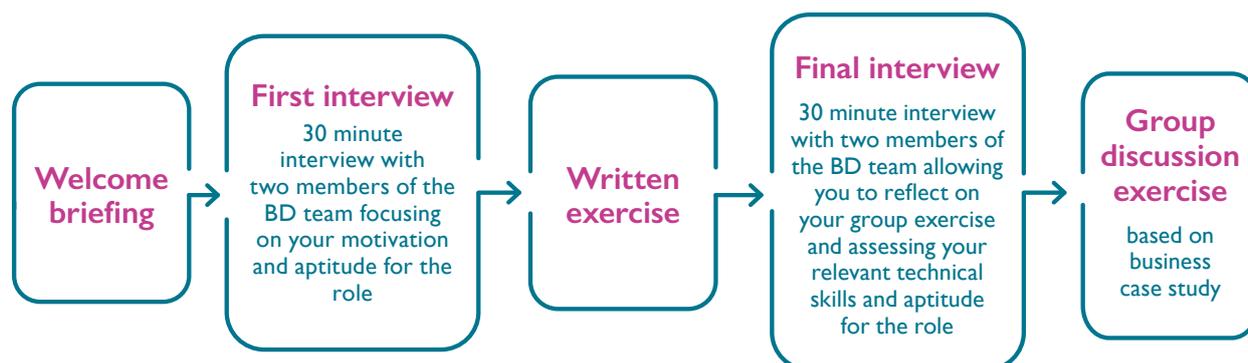
Problem Solving Questions

We will provide data and charts on global merger and acquisition (M&A) trends. You will answer two questions based on this data. (300 words per question)

We will wait until we have received all applications before we invite successful candidates to the next stage. Applications will be screened by HR and the business development team. Those invited to assessment centres will be asked to complete a range of online assessments testing your Microsoft Word, PPT and Excel skills ahead of the assessment centre in **February 2023**. We will then host assessment centres on **27 February 2023, 1 March 2023 and 2 March 2023**.



The Assessment Centre



After the Assessment Centre we will provide you with feedback and if you are successful we will make an offer for you to join the BD Academy in **September 2023**.

We are committed to ensuring that our recruitment processes are barrier-free and as inclusive as possible to everyone. Therefore, we will use contextualised recruitment – which means we will look at your personal circumstances and takes these into account when looking at your application. We will also make adjustments for

people who have a disability or a long-term condition. If you have any questions, or require any adjustments to be made to the application process or interview process, please contact Nina Galliano at Nina.Galliano@slaughterandmay.com.

Any offer of employment will be subject to the firm's receipt of confirmation of your academic results and satisfactory completion of the firm's pre-employment screening process, which is carried out by a nominated third party screening provider, Vero Screening.



Meet a couple of our current graduates



Sophie Hargrave

Job Title:
Business Development
Graduate

University:
Newcastle University

Degree:
Geography

Year Joined:
2021

Working at Slaughter and May

What have you most enjoyed in your first year here?

The first year has flown by and that's a testament to how much I have enjoyed the scheme! I have thoroughly enjoyed working with a cross-section of people in the firm – Partners, the Responsible Business team and the firm's internal networks, just to name a few. The diversity of projects I have worked on has been a key highlight. To give a flavour of what this has involved - in my first rotation in the Global Client Development (GCD) team I worked on client targeting and research projects. In the Digital team, I have been working with internal teams to review and enhance what we publish externally on the website, email and social media.

What rotation have you just completed? What does this team do? What responsibilities were you given during your rotation?

I have just completed my rotation with the Digital team. The team manages all the firm's external digital channels including the website and social media, as well as email communication to clients. I worked closely with teams across the firm to find creative solutions in how best to present and distribute client communications. During my time in the team, I worked on sending out client briefings and newsletters, the launch of our 'LinkedIn Life' career pages, assisted in internal video production and the social media Pride campaign.

What has been your biggest learning so far?

Stakeholder management. In Business Development we work with many different teams and often on the same project. I have learnt that communication is key and regular touch points for all parties involved is very useful. This is still a skill I am continuing to develop but one that is important as part of the Business Development team here at Slaughter and May.

Our culture

How would you describe the culture of Slaughter and May?

The culture here is very supportive and collaborative. Working with others is encouraged - as the Business Development Graduates we have a Peer-to-Peer Network group with the Legal Operations Graduates and meet monthly to discuss our successes and challenges with each other. It is a space where we can ask for advice and bounce ideas off one another. Asking questions to people at all levels is always welcomed, it shows your curiosity and allows us all to work better as a team.

How have you found the flexible working arrangements offered by the firm?

It's been really helpful to have flexible working arrangements. When we first joined the firm and at the beginning of each rotation, it has been great to be in the office as it has allowed me to connect with the team and peers. I've joined the gym in the last year and the flexible working means I easily fit in a class after work.

Any advice?

What are you hoping to get out of the BD Academy?

Last year my answer to this question was that I wanted to learn as much as possible and work on a range of projects with people across the firm – including individuals in business services, as well as lawyers. Over the past year I have managed to achieve just that. The scheme is also a unique opportunity for me to gain a broad understanding of the Business Development function and take my learnings and insights from each team, to the next.

What advice would you give to students looking to join the BD Academy?

During your 6 month rotation the time flies by! In order to get as much out of your time in each team, my top tip is to get involved with as much as you can. This may include asking to sit in on calls and meetings even if just to take notes – definitely don't be afraid to ask! Everyone is very willing to get you involved with a broad range of projects and tasks.



Nimrah Sharif

Job Title:
Business Development
Graduate

University:
Queen Mary University
of London

Degree:
Politics with Business
Management, Political
Science and Government

Year Joined:
2021

Working at Slaughter and May

What have you most enjoyed in your first year here?

From my time here, I have most enjoyed witnessing my personal career development from transitioning from Research and Insight to the Pitch team. I have been challenged, supported and professionally mentored to manage stakeholders, respond to queries and problem solve. Having done the Research and Insight seat for 6 months, it has been quite interesting to see how the skills developed in my previous rotation have benefited my current team – providing the team with a new perspective. You begin to see how you are adding value to the team!

What projects have you been involved in so far and what have you most enjoyed about them?

The exposure to both Research and Insight and Pitch so far has allowed me to work on a variety of tasks and projects, ranging from coordinating researched company profiles to working on a panel pitch opportunity for one of our most strategic clients. I have enjoyed working with the team closely to produce high quality content for internal and external audiences. Each project has taught me new things about how the entire BD team works collaboratively, and I have gained a better understanding of each team's main priorities.

Our culture

What are your hobbies/interests?

My main hobbies are playing guitar, going to the gym and cooking. Outside of work, I try to work on at least one of these hobbies. I also love to travel to new places or venture out on a walk around the city,

and I feel privileged that I can discover different parts of London after work.

Have you got involved in any of the firm's networks/clubs?

I have joined the Muslim Network to get to know more people across the firm who share my faith, I think it's quite necessary to network and connect with likeminded people. Since being involved, I have attended weekly catch ups with fellow network members as well as attend a few firm-led and external events around the holy month of Ramadan and Eid celebration. It's great to see that we have a dedicated partner assigned to the network who oversees the activity and ensures that our presence is known.

Any advice?

What are you hoping to get out of the BD Academy?

I hope that my time in the BD Academy will help facilitate my professional career, open me up to new sectors and industries and provides me with the skills to navigate this. I intend on seeking new opportunities in every rotation I undertake, and learn everything I can from experienced professionals within the BD team and the wider firm.

Is there anything you wish you had known before you joined – about Slaughter and May or the team?

In preparation for the job interviews, I had done some preliminary research on the firm regarding its market position, practice areas and familiarised myself with a client list. To help ease my transition to the firm, I would have liked to have done more research on the legal industry, FTSE client research and conducted some sort of competitor analysis to build a stronger foundation.

Meet a few members of our team



Charlotte Boden

Job Title:

BD Executive, Global
Client Development Team

Joined the firm:

September 2019

Role overview

I sit in the firm's Global Client Development team, with a particular focus on the IP/Tech practice, supporting the lawyers with all of their BD needs as they build, strengthen and broaden their relationships with both clients and targets. This includes working on client targeting initiatives, organising practice-led events, helping to produce and distribute content to clients, and raising the profile of the group and the work they are doing through directory submissions, events and speaking opportunities.

Working at Slaughter and May

What do you most enjoy about your role?

The variety of the tasks and work we can get involved in makes it enjoyable, no two days are the same. Every day you are doing something different, from client targeting research and opportunity spotting, working on content and thought leadership, contributing to a pitch or helping organise client events. For me, working on practice or firm wide initiatives and events is always an exciting opportunity as you are involved in putting something together right from the initial idea and concept and then seeing it all come together and knowing you have played a part in that for the firm.

Our culture

How would you describe the culture of Slaughter and May?

You get a real sense of being part of the firm and a team at Slaughter and May. Everyone brings their own individual strengths and experience to the firm but we work collaboratively to contribute to the firm's success – there is a real team spirit. The culture is open, honest and supportive, allowing you to bring ideas and challenge the way things are done. Striving for excellence across the firm motivates you to constantly improve and develop in your role.

Any advice?

What advice would you give to students looking to join the BD Academy?

Be yourself. I think the BD team, and also the wider firm, benefits from the fact that everyone has a different way of thinking and approach to working. We all bring different perspectives and experience which means we are constantly encouraging and challenging each other to try things we might not have initially considered.



Alexandra McGowan

Job Title:
BD Executive, Global
Client Development Team

Joined the firm:
September 2021

Role overview

I sit in the firm's Global Client Development team, with a particular focus on the Disputes and Investigations practice. I enjoy Business Development in its purest form – client targeting. Research and strategic thinking are key here. It's intellectually fulfilling to keep one step ahead of what could be on the horizon for clients and potential clients. The role pushes and stretches you to think further and deeper than you have before on each BD topic making for a rewarding day in the office.

Working at Slaughter and May

What skills does your job require?

Keeping calm under pressure is key. Once mastered, you'll have the level head to make critical decisions on prioritisation, successfully project managing your time and responsibilities, as well as thinking deeply on strategic planning and client targeting. Perfecting the art of balancing multiple demanding priorities is challenging for everyone, but this role allows me to practice and develop it every day.

Our culture

How have you found managing your work-life balance?

I've had a very positive experience of maintaining a healthy work-life balance in my role, and I feel the team is a big supporter of this. With effective prioritisation and time management I'm able to enjoy lunch breaks with colleagues, as well as head to the gym in the evening. Enjoying my hobbies in my spare time brings greater focus to my work and strengthens my wellbeing.

Any advice?

What advice would you give to students looking to join the BD Academy?

Express yourself. Be sure to contribute and engage in meetings and team scenarios. Don't hold back sharing your suggestions and ideas, they're always welcomed. This will help you make the most of your opportunity to grow and develop professionally within a highly supportive team.



Tom Lott

Job Title:
Pitch Manager

Joined the firm:
July 2021

Role overview

I sit in the pitch team, responsible for leading the strategic planning, execution and analysis of key firm wide pitching opportunities. Our team are at the forefront of helping our lawyers to win more work, offering strategic and technical support to provide the highest quality, engaging responses to pitch requests.

Working at Slaughter and May

What has been your biggest learning so far?

The level of trust that partners have in the pitch team has been a huge learning experience. Pitching can sometimes be thought of as a 'churn exercise', but that is certainly not the case here. We are a valued team of specialists and partners really rely on us to provide strategic and technical guidance to ensure clients receive pitch responses of the highest quality.

Our culture

Have you got involved in any of the firm's networks/clubs?

Absolutely, there are plenty available ranging from sports to other interests and I would encourage anyone to get involved. I have taken full advantage of the football offering and am keen to start climbing the rungs of the Slaughter and May squash ladder.

Any advice?

What advice would you give to students looking to join the BD Academy?

Be a sponge. The BD Academy gives you a fantastic opportunity to learn about how a law firm works and the crucial functions that support it, so make the most of it. Be curious, keep an open mind and ask questions!

Investing in you

Our current benefits package

In addition to offering a competitive salary of £30,000, the firm currently offers the benefits listed below. These may change from time-to-time so please consult our website for the most recent listing. We will detail the benefits package for the successful candidates in our offer letter.



Key benefits

30 days of annual leave with the option to apply annually for up to five days unpaid leave (pro rated for part-time employees)

Interest-free season ticket loan

Money purchase pension scheme

Life assurance

Group Income Protection



Lifestyle benefits

Subsidised restaurant and coffee bar

Enhanced family leave pay

Emergency Childcare

Access to a range of special offers and shopping discounts

Concierge service

A variety of entertainment benefits at London theatres and galleries through our corporate memberships

Bike racks, lockers and shower rooms

Cycle to work scheme

Payroll giving for tax-free donations to charity

Matched funding for individual fundraisers

Nine diversity support networks

Prayer and contemplation space

Annual dinner dance, social events and networking



Wellness benefits

Subsidised health club membership

Private medical insurance (personal and family)

Dental Insurance (self-paid)

Onsite and virtual GP service

Health screenings

Personal accident cover

Confidential Employee Assistance Programme

A range of sports and clubs

Mental health and wellbeing platform

Getting involved

Extra-curricular and social activities

We're lucky that we enjoy each other's company, and this extends into social, community outreach and sporting activities. We will encourage you to continue with the interests that made you interesting to us. Who knows, perhaps you'll introduce one of them to us?

Clubs



Art



Book



Choral



Cricket



Cycling



Football



Gardening



Hockey



Netball



Rugby



Squash

Volunteering opportunities



Mentoring, tutoring and work insight programmes for young people from disadvantaged backgrounds



Working on strategic projects to build the capacity and sustainability of local charities



Employability and enterprise mentoring in the local community



Befriending older people



Reading with primary school pupils



Charity fundraising challenges

Once you join us there are plenty of activities to get involved in – both within your group and with the rest of the firm. We have a variety of clubs, including football, rugby, cricket, netball, art and a book club. Our diversity networks organise talks on a range of subjects and hold regular social events open to everyone in the firm.

Responsible business

While our global reputation for providing exceptional legal service defines us as a business, we strongly believe in championing a better way of doing business and ensuring we make a substantial and positive impact to the world around us. We do not see the two things as being mutually exclusive.

Taking a sustainable approach to our business means that, as well as adding value for our clients, we have a positive social and environmental

impact. Our aim is to integrate sustainability into the strategic and operational decisions made at the firm so that it becomes part of our everyday business activity.

In addition to our sustainability commitments, our people sit at the heart of our Responsible Business strategy. We strongly believe that an inclusive workplace drives collaboration and enhances business performance.



Our Network of Networks

We have nine internal diversity networks, run by our people and supported by partners.

Each network is designed to strengthen the spirit of inclusion at the firm and to encourage employees who share a similar background, perspective or interest, as well as allies, to come together. They support the implementation of the firm's diversity and inclusion strategy and mark significant events such as Mental Health Awareness Month, Black History Month, Pride, International Women's Day and religious festivals.

Our networks also recognise the importance of spotlighting intersectionality, reminding us all that

our experiences are often shaped by our unique identities. As such, our networks regularly collaborate together on events and campaigns. For example, to mark International Day of Families, our Family and Gender Equality Networks spoke to members of the firm about their experiences of having children and seeing them grow up.

We strive to create an environment where everyone can feel valued, included and able to be themselves. The networks are a great way to meet new people across the firm as well as celebrate differences and learn about a variety of experiences and perspectives.



CHRISTIAN /



DIVERSE /



EMPOWERED /



FAMILY /



GEN /



J-NET /



MUSLIM /



PRISM /



THRIVE /

Key contacts



Elana Wicks

Programme Manager

elana.wicks@slaughterandmay.com

// I encourage anyone who wants to start their career in Business Development to apply for the BD Academy. It's a fantastic opportunity to work in a variety of teams and work out which team suits your skillset.

It has been lovely to see the grads grow in confidence, work hard and add value, and become integral members of the team. Our current graduates are doing really well. I can't wait to see what the future holds for them, and to welcome our next cohort of course. //



Laura Bissell

Senior Pitch Manager

laura.bissell@slaughterandmay.com

// It has been a valuable experience having a graduate in the pitch team. We've seen them grow as a young professional during the course of their seat. The team has also benefitted from the fresh perspective and ideas that the graduate has brought to our projects – we've learnt as much from them as they have from us. //



Nina Galliano

Recruitment Adviser

nina.galliano@slaughterandmay.com

// The BD Academy has changed and improved the way we recruit junior team members across Business Development and our application process ensures we attract and progress a diverse group of candidates. //

