

# WILLKIE FARR & GALLAGHER (UK) LLP

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BRUSSELS CHICAGO FRANKFURT HOUSTON LONDON LOS ANGELES MILAN NEW YORK PALO ALTO PARIS ROME SAN FRANCISCO WASHINGTON



**Start Your Career**



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## Welcome to Willkie

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We are proud to continue our trainee solicitor programme in London, and look forward to welcoming our new trainees in September 2023 and to meeting potential new trainees over the next 12 months.

Now is an exciting time to join Willkie - in London, we have grown by over 160% in the past six years, and 51% from 2020 alone. Working here is not about maintaining the status quo but looking to the future with big ambitions. It allows for opportunity and initiative and there is a sense of excitement and pride amongst our people. At Willkie, you will work in small, nimble teams, alongside partners. Although challenging, this means that you will be integrated into deals and matters from the outset, giving you meaningful work and a platform to excel.

We want to recruit the very best talent, regardless of background. Having grown up in a council estate, attending a local comprehensive and being the first member of my family to attend university, I understand the importance of diversity and inclusion.

I hope you enjoy reading our brochure. I look forward to meeting you.



**Jane Scobie**

Tax Partner and Training Principal



“At Willkie London, we all have a little bit of an entrepreneurial spirit, actually getting involved in seeing the firm take itself to the next level; our trainees will be part of that journey.”

**PLAY FILM**  **Peter Burrell**  
Managing Partner, London

## About Us



**1,200**  
lawyers

Approximately 1,200 lawyers across 13 offices

**#1**  
fastest-growing firm

#1 in *The Lawyer's* 2022 list of the fastest-growing US firms in London by headcount

**35%**  
female partners

35% of our London partnership are women

**22**  
practice area rankings

22 practice area rankings in the 2023 editions of *Chambers UK* and *Chambers Europe*

**52**  
lawyer rankings

52 lawyer rankings in the 2023 editions of *Chambers UK* and *Chambers Europe*





“I was pleasantly surprised by how quickly I integrated with my teams during the scheme. There was a clear sense of excitement from people across the firm who genuinely wanted to see us get involved and do well.”

**Oliver Salvador**

Spring vacation scheme 2021 and training contract 2022

“Throughout my vacation scheme I was involved in varied, high-profile and genuinely interesting work with good support from associates and partners. The best part was getting along well with everyone at the firm and other vacation schemers. I knew right away that I would accept a training contract at Willkie.”

**Julia Radaszkiewicz**

Spring vacation scheme 2021, training contract 2021, associate 2023



## Antitrust & Competition

Working closely with colleagues in our New York, Washington, Brussels, Paris and Frankfurt offices, our Antitrust & Competition team in London advises on a broad range of EU and UK competition matters, including complex cross-border and UK mergers, national security investment reviews, cartel investigations, dominance cases as well as competition litigation before the EU and English courts.

“Willkie’s expansion in London has been extraordinary – it has achieved this exceptional growth by giving associates the opportunity to grow and make a real impact at the firm. The partnership is committed to continuing this trajectory by identifying the stars of the future and investing in their careers.”

**Rahul Saha**  
Partner

The London practice was named a finalist for Competition & Regulatory Team of the Year Awards 2023 by *The Lawyer*







Kemi is shortlisted  
for the 2023 Black Women  
in Asset Management  
40 Under 40 Award

## Asset Management

Willkie's market-leading Asset Management practice of 110 lawyers across seven offices across Europe and the United States, provides legal services to 250+ clients in the asset management industry, including privately owned sponsors and investment managers, publicly-traded asset management firms, broker dealers, insurance companies and banks, on fund formations, investments, restructurings, financings, mergers and acquisition transactions, compliance and regulation.

"At Willkie, you are really given the opportunity to thrive as a lawyer. We work on complex multi-jurisdictional transactions which means from day one, you gain experience of negotiations, drafting, being the point person for client interaction and driving matters forward, always with the support of the partner leading the deals. With the firm's excellent training programme for its junior lawyers, you also get the chance to put into practice everything you are learning whilst continuing to develop, not only on a personal level, but also on a professional one. The kind of hands-on experience you get at the firm is truly invaluable."

**Kemi Greene**  
Associate



The London practice  
is a finalist for  
Restructuring Team of the  
Year at *The Legal Business*  
Awards 2023

## Business Reorganisation & Restructuring

Willkie's London Business Reorganisation & Restructuring team works collaboratively with our international restructuring practices in New York, Houston, Chicago, Paris, Frankfurt and Milan. We focus on complex cross-border situations, and advise all stakeholders, including debtors, creditors and officeholders. Recent highlights include advising on the restructuring of seven companies within the Lifeways Group – the UK's leading provider of supported living services for adults with comprehensive health needs in the UK. This matter was groundbreaking as it involved the first ever successfully sanctioned restructuring plans for a UK healthcare regulated business, as well as providing helpful guidance on the summoning and holding of class meetings.

“Trainees will be thrown into some really interesting and exciting transactions .... What's really interesting about restructuring is that it's high stakes, everyone has a lot to lose in a restructuring and some people have a lot to gain. Trainees will be able to see how we work, see how we negotiate and be in that environment with us.”

**Graham Lane**  
Partner



# Competition Litigation

Willkie's Competition Litigation team in London regularly acts in most of the high-profile, high-stakes competition disputes, usually at the cutting edge of competition law.

The team has shaped the overall antitrust and competition litigation landscape in a way that few others have, achieving judgments that have impacted the conduct of competition disputes.

We are particularly at the forefront of the development of the UK's collective action regime. As one of the only teams that regularly acts for claimants and defendants, we have a unique perspective.

Competition Litigation Partner Michelle Clark recognised by Law.com in its "Rising Stars 2022" as one of the UK's top 25 female lawyers under age 40

Partner Boris Bronfentrinker was recognised by *The Lawyer* as one of only five partners to appear on four or more of the Top 20 Disputes in the UK over the past ten years

"Within three months of joining Willkie in May 2022, I managed market-leading cases, developed successful pitches to win new work, attended firm-wide high-profile client events and contributed to the firm's pro bono projects. At Willkie not only will you develop as an excellent lawyer, you will experience the firm's entrepreneurial nature and business side, and quickly become fully integrated into the firm."

**Laura Whyatt**  
Associate



# Corporate Insurance

We are a corporate and transactional practice. We advise on high profile M&A, debt and equity capital markets, structured finance, risk transfer, longevity and regulatory matters on cross-border corporate transactions.

We have flexible teams. We uniquely allow lawyers to practise in each of those specialisms relevant to insurance industry transactions instead of only one legal practice area.

We have international and diverse clients. We are integrated with our pre-eminent practice of 100+ lawyers advising the leading general insurers, life insurers, reinsurers, insurance intermediaries, insurtechs, investment banks, brokers, and private equity and hedge funds on transactions in London, Europe, the United States and Bermuda.

Willkie is recognised in Tier One for Insurance: Corporate & Regulatory by *The Legal 500, UK*

David was named 'Young ILS Professional of the Year' at the Trading Risk Awards 2022

"One of the great things about Willkie is how much interaction there is with the partners at all levels. The matters that we work on tend to be complex and our teams are streamlined. This means that all levels need to pitch in and juniors get great exposure to partners as part of a small team. It's a great way to learn from some of the best in the business."

**David Griffiths**  
Associate







Willkie is recognised as one of the UK's leading Finance practices by *Chambers UK*, 2023 for Banking & Finance: Sponsors

Willkie is recognised in the areas of Debt Capital Markets: High Yield and Equity Capital Markets: Mid-Large Cap by *The Legal 500*, UK 2023

# Finance & Capital Markets

Willkie's Finance and Capital Markets teams in London help clients who raise capital from banks or credit funds and from the US and European capital markets. They work closely with our Private Equity practice on leveraged and high-yield financings. Our capital markets practice handles a variety of cutting-edge work, such as green and sustainability-linked bonds and issuances in the insurance industry where we have market-leading experience. Our finance lawyers often work with our Business Reorganisation and Restructuring team and with our lawyers in Europe and the US to advise investors on buying, restructuring and selling distressed debt instruments, and distressed creditors on their relationships with their debtors.

"I was on secondment for six months to an asset management company. As a junior associate, my secondment was invaluable in creating relationships with clients .... and bringing that back to the office. It ensures transactions run smoothly and helps us to best service our clients."



**Lindsay Murray**  
Associate



# International Arbitration

Willkie's International Arbitration practice in London comprises an international and multi-jurisdictional team of highly experienced international arbitration lawyers. Regularly acting for states, state-owned entities, individuals and business in the aerospace, agricultural, biotechnology, construction, defence, financial services, mining, pharmaceutical, private equity, insurance and reinsurance and oil & gas industries, our team has acted as counsel in 200+ international ad hoc, as well as institutional, arbitrations.

Willkie is recognised in GAR 100 2023, *Global Arbitration Review's* annual guide to the top international arbitration firms worldwide

"Willkie's exciting growth over the past five years, particularly in London, means it is a fantastic time to join the firm. There is a huge amount of collaboration between practice teams and office, emphasising the positive, welcoming culture that has been at the forefront of my experience since joining the London office in 2022."

**Dharshini Prasad**  
Counsel





# Litigation and Investigations & Enforcement

The team recently obtained a judgment for US\$850m against a number of defendants in one of the largest trials in recent Commercial Court history

The team was named as Most Impressive Investigations Practice of the Year by *Global Investigations Review*, 2020

Willkie's Litigation and Investigations & Enforcements team in London advises clients on high profile, multi-faceted and frequently cross border issues. Clients particularly turn to us when a problem can give rise to criminal, civil or regulatory enforcement proceedings, and in many cases all three. Our focus on financial crime means that we are frequently looking at bribery, sanctions and money laundering issues as well as insider trading and modern slavery. Acting for both individuals and public companies/financial institutions, the global team has conducted more than 100 internal investigations on the ground in dozens of countries in the last three years. We are also actively engaged on advising clients on sanctions and on risk mitigation strategies around ESG issues.

"In our team, trainees will be exposed to a huge variety of work relating to all aspects of white collar crime, both civil and criminal proceedings, innovative legal advice and bespoke compliance programmes. Consequently, Willkie trainees will need to be able to pick up and adapt to each task quickly. You will be challenged, but in a truly supportive environment."

**Yannis Yuen**  
Associate



# Private Equity and Mergers & Acquisitions

Willkie's Private Equity practice is widely recognised as one of the market-leading teams in Europe and the United States, having advised private equity sponsors for over 50 years. Clients looked to our team for advice on more than 300 private equity deals in 2022 alone.

Globally, our 600+ private equity focused lawyers represent more than 300+ private equity sponsors, as well as thousands of portfolio companies and management teams. We are one of few international law firms with extensive experience in virtually every type of private equity transaction, from early-stage venture capital financings to complex cross-border, multi-billion dollar leveraged buyouts and take-private transactions.

Recent significant mandates include advising Searchlight Capital Partners in its joint offer to acquire Hyve Group plc, a UK based organiser of international trade exhibitions and conferences in a take-private transaction; and CVC portfolio company STARK Group, on its acquisition of Saint-Gobain Building Distribution Ltd, the owner of UK building merchant Jewson.

"At Willkie, we work in small teams of three or four people. This means our trainees work directly with partners and senior associates on market-leading deals, giving you client exposure and real responsibility from the outset."

**Will Buchanan**  
Associate



Private Equity Partner  
Philip Coletto ranked as a  
Top 10 Dealmaker in  
MergerLinks' 'Top Mid Cap  
M&A Lawyers in EMEA'  
rankings 2022

Private Equity Partner  
Claire McDaid named  
among the UK's leading  
female transactional  
lawyers in IFLR1000  
Women Leaders 2021  
and 2022 Guides

Willkie is recognised  
as one of the UK's  
leading practices for  
Private Equity Buyouts:  
High-end Capability by  
*Chambers UK, 2023*



# Tax

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Willkie's Tax practice in London represents clients on corporate and international tax matters, including structures for UK and international business investments, and the tax aspects of public and private M&A, private equity investments, insurance, including Lloyd's, investment structures, joint ventures/ partnerships, fund formation, reorganisations and demergers, insolvency and restructurings, capital markets issues and employee share plans.

"Since joining Willkie, I have consistently felt that the partners are very invested in seeing that everyone at the firm achieves their potential and has a successful career. I have been consistently encouraged to take on as much responsibility as I can handle on client matters. Partners have always been supportive in seeking additional development opportunities to progress my practice."

**Scott Wallace**  
Associate





# Diversity, Equity and Inclusion

Diversity, Equity & Inclusion (DEI) is at the heart of Willkie's values, in our London office and at the firm generally. 2023 saw the re-launch of our DEI Working Group in London and the appointment of partner Kirsty Maclean to lead our DEI initiatives in London, supported by a working group which represents partners, associates, trainees, paralegals and business professional staff. This re-invigoration represents a step-up in energy and support of our DEI strategy and goals.

London initiatives include:

## Affinity Groups

We have several active affinity groups, aimed at promoting inclusiveness and community in London. Groups include members representing the LGBTQI+ community, parents, the Jewish community and those with minority ethnic heritage. We also have the London Chapter of the Women's Professional Development Committee (WPDC). The WPDC was established more than a decade ago to offer professional development programmes and guidance to ensure that Willkie provides a rewarding and empowering experience to women at the firm.

## Mentoring

Trainees, paralegals and associates benefit from our mentoring programme. Trainees are assigned one partner and two associate mentors each year, with mentor pairing rotating each year until associates reach 6PQE.

Our mentoring programme provides the opportunity for our people to enhance their visibility and benefit from career guidance and practical advice from other professionals across several practice areas.

## RARE

Willkie is proud to partner with Rare Recruitment on two initiatives: Rare's Contextual Recruitment System and Vantage. Partnering with Rare means social mobility measures and educational data are embedded into our recruitment process. This means we will better understand your academic achievements.

## 10,000 Interns Foundation

In 2020, Willkie confirmed its support of this initiative, which champions under-represented young talent by providing paid internships, alongside mentoring, training and development. We welcomed two interns in summers 2022 & 2023 and look forward to our continued partnership in 2024.

## GROW

Willkie London is delighted to work with GROW, a registered charity which works with aspiring lawyers (67% of whom are socially mobile and 51% from an ethnic minority background) through one-to-one mentoring. Some 20 per cent of our London partners, associates and trainees have volunteered to mentor one or two GROW candidates.



"I am deeply committed to advancing diversity in the legal profession and want to ensure that Willkie in London is a workplace where all our people feel that they belong."

**Kirsty Maclean**

Partner



# Pro Bono and Community Work

## Pro Bono

In London, our lawyers work on a number of different projects, both in the UK and the US, certain of which are listed below. Our London office encourages our lawyers to introduce new pro bono matters to the firm. Additionally, our London lawyers work in partnership with attorneys in our US offices on immigration, family law and other pro bono matters.



**Rainbow Migration** supports LGBTQI+ people through the UK's asylum and immigration system. Willkie lawyers have taken on individual cases on behalf of Rainbow Migration's service users, providing specialist legal information and advice.



**A4ID (Advocates for International Development):** provides advice to charities and other organisations in the international development field. A4ID provide exciting opportunities for our lawyers to work on a wide variety of matters. They support development organisations in need of pro bono legal assistance throughout the world. Their work is focused around the Sustainable Development Goals/2030 Agenda.



**Probonoskills** effectively supports individuals so that they can do more, help more, and achieve more for local communities. Several London associates have delivered webinars on corporate topics and will continue to support Probonoskills' expansion in the UK.

## Cleantech Accelerator Programme:

Shortlisted for "Most Effective Pro Bono Partnership" at the LawWorks 2021 UK Pro Bono Awards, Willkie London works with Bloomberg's legal team to provide legal and business advice on a pro bono basis with a select number of cleantech start-ups from Imperial's Cleantech Accelerator Programme.

## The Queen Mary University of London Legal Advice Centre

Our trainees and associates volunteer at QMUL's student led legal advice clinics.

## Community work

We recognise the need to partner with local communities and, in London, we partner with a local school, providing work experience placements for at least two Year 11 or 12 students each year. Additionally, we have one paid apprenticeship a year, for a school leaver to work in our business services team. A number of our lawyers in London regularly mentor a Law student from Queen Mary University of London to provide advice on a career in law and to help develop each mentee's commercial awareness.

## Willkie Green

For more than a decade, Willkie has implemented myriad sustainability initiatives to reduce our environmental impact. These have spanned programs related to energy and water, technology, waste, travel, and procurement, as well as pro bono and community involvement.



[Read more about our initiatives here](#)



"Our pro bono programme encourages everyone to work on matters which are of fundamental importance to individual lives. We are proud to partner with a number of charities, including Rainbow Migration."

**Jerry Healy**

Partner and Graduate Recruitment Partner



# Training Contracts

From 1 September 2023, we are recruiting trainee solicitors who can start their training contract in September 2026. We recruit our future trainee solicitors from our spring and summer vacation schemes only.

Our training contract provides an environment where junior lawyers can excel and be challenged, in a supportive environment. You will sit in four different practice areas, with a mix of partners and associates. You will spend six months in Litigation and Investigations & Enforcement and six months in Private Equity or Corporate Insurance (M&A).

In addition to the full programme of formal training, you will work alongside our partners and associates in small teams on real matters from day one. Our people work in small, nimble teams on high-quality matters, so it is important that you are motivated, collaborative and able to pick things up quickly as you will receive a great breadth of work from the outset.

Willkie has grown by over 160% over the past six years and by 51% since 2020 alone. With this in mind, we are looking for self-starters who want to contribute to a dynamic, growing workplace, and who have a genuine interest in Willkie and our clients.



"I accepted my offer at Willkie because of the people. During my vacation scheme, associates and partners made a real effort to get to know me. Our conversations made me realise that before brilliant minds, Willkie's lawyers and staff are real, genuine and caring; the kind of people I want to work alongside."



**Anthony Otobo-Martins**

Spring vacation scheme 2021, training contract 2021, and associate 2023



# Vacation Schemes

We recruit trainee solicitors via our vacation schemes. In 2024, we will have up to 20 people in total on our spring and summer vacation schemes.


During your two-week scheme, you will sit in two different teams, with a partner and an associate, and gain hands-on experience, giving you the opportunity to undertake real, meaningful work and showcase your potential.

We hope that by the end of the two weeks, you will have met most of our people at our vacation scheme-specific workshops, seminars and social events. You will be supported throughout your time with us, by a partner mentor, an associate buddy and our graduate recruitment team, and will be paid £550 per week.

The application deadline is 20 December 2023. Successful applications will be invited to a video interview and, if successful at this stage, will be invited to complete a written exercise. Our final stage of recruitment is a CV-blind interview with partners.

We welcome applicants from all universities and degree disciplines. We are looking for consistently strong academic achievement, with a 2.1 at undergraduate level.

Willkie is proud to use Rare's Contextual Recruitment System. Partnering with Rare means social mobility measures and educational data are embedded into our recruitment process. This means we will better understand your academic achievements.

 [To apply, please click here](#)

For any questions, please connect with us at [graduaterecruitment@willkie.com](mailto:graduaterecruitment@willkie.com)

“During my vacation scheme, I contributed to real client work, demonstrating both the high calibre of matters Willkie constantly works on and how Willkie provides lawyers with high levels of responsibility. This was balanced with a welcoming and supportive environment where everyone I spoke to was willing to invest their time in me.”

**Emilia Demetriades**

Spring vacation scheme 2021  
and training contract 2022





## Salary and Benefits

£55,000

Year one

£60,000

Year two

£150,000

Newly qualified

### Law School

For those who have accepted a training contract with us, we offer full sponsorship of the GDL and SQE (as appropriate) which covers course fees in full and a £17,500 maintenance grant, pro-rated.

We will ask future trainees to complete the SQE (if they have not already completed the LPC). We are partnering with University of Law to deliver market-leading qualifications that we believe will prepare our future trainees for practice. All future trainees will study the LLM Legal Practice, which incorporates preparation for SQE 1 & 2 as well as the SQE Plus, an enhanced programme designed to go beyond the standard SQE syllabus to ensure our trainees can be confident in their ability to hit the ground running.

Future trainees who have not studied law in England and Wales will take the nine-month Postgraduate Diploma in Law, before the LLM Legal Practice, to ensure they have a solid academic foundation in law.

### Benefits

Our benefits include: 25 days' annual leave, Cycle to Work scheme, employee assistance programme for employees and their families, employer pension contribution, eye test, health & well-being allowance, interest-free season ticket loan, life assurance, private dental insurance, private medical insurance and a technology programme.

### Life at Willkie

We hold a retreat every two years for all European lawyers, taking place over several days. Most recently, in 2023, over 200 Willkie lawyers from all our European offices gathered in Portugal.

Socially, in London the firm is very active, with monthly informal gatherings, a summer and a Christmas party, plus an annual ski trip ("Willski") (contributory). We also have a very active netball team and running club, both for all abilities and genders.

On a yearly basis, we take part in fund-raising events with our annual charities (chosen by our people). In 2023, this has included a firm-wide pub quiz, the Tour de Law, the Square Mile Run, the JP Morgan Corporate Challenge, a dragon boat race and the Chiltern Walking Challenge.



"I came into the UK as an immigrant and to be given the opportunity to grow and thrive in my chosen profession has been a part of my entire journey. Diversity is also diversity of thought. If you are able to articulate positions that are different from the mainstream, then you bring something different to the firm and difference increases our collective knowledge and increases our delivery of service to clients."



**Solomon Wifa**  
Partner



“The small team size in the practice groups at Willkie means that there are many opportunities to take on varied and high quality work, even at the more junior level. You are encouraged to constantly challenge yourself and develop your skills in professional practice, and there is a supportive team environment which allows you to do so.”

**Chantal During**  
Associate





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