

WILLKIE FARR & GALLAGHER (UK) LLP

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



Start your career

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Welcome to Willkie

We are proud to be recruiting trainee solicitors into the London office for the first time and look forward to welcoming them, and our first vacation scheme candidates, to the firm in 2021.

Now is an exciting time to join Willkie - in London we have grown by 58% from 2017 to 2020. 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.”

 **Peter Burrell**
Managing Partner, London

About us



750
lawyers

Approximately 750 lawyers across our offices

35%
female partners

35% of our London partnership are women

17
languages

17 languages spoken in London (from 120 people)

40
practice area rankings

40 practice area rankings in the 2020 editions of *Chambers USA*, *Chambers Europe*, *Chambers UK*, *Chambers FinTech* and *Chambers High Net Worth*

105
lawyer rankings

105 lawyer rankings in the 2020 editions of *Chambers USA*, *Chambers Europe*, *Chambers UK*, *Chambers FinTech* and *Chambers High Net Worth*

Antitrust & Competition

Working closely with colleagues in our New York, Washington DC, Brussels, Paris and Frankfurt offices, our team in London advises on a broad range of EU and UK competition matters, including complex cross-border and UK mergers, 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





Asset Management

Our 250+ clients in the asset management industry include the funds, advisers and/or independent fund directors or trustees of more than 30 of the world's most prominent asset management firms.

"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 Green
Associate



Business Reorganisation & Restructuring

Willkie's London restructuring team works collaboratively with our international restructuring practices in New York, Houston, Paris and Milan. We focus on complex cross-border situations, and advise all stakeholders, including debtors, creditors and officeholders. Recent highlights include advising a coordinating committee of holders of €600M senior secured notes on the financial restructuring (including a debt for equity swap) of the Lecta paper group, implemented using an English scheme of arrangement, US Chapter 15 and Spanish Homologación Judicial.

"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."

 **Iben Madsen**
Partner

Corporate Insurance

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

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

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

“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





Finance & Capital Markets

Our London Finance and Capital Markets teams 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 expertise. 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 help us to best service our clients.”

 **Lindsay Murray**
Associate



Litigation, Compliance, Investigations & Enforcement

Willkie's London team 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 on-the-ground investigations in 70+ countries, and has advised clients on anti-corruption matters involving 150+ countries.

"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

We are a preeminent law firm in the private equity sector, and have counselled sponsors for more than 50 years. Clients have looked to our team for advice on more than 250 complex deals in the past 12 months.

Globally, our 300+ private equity lawyers represent more than 250 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.

“At Willkie you’ll be part of a small transactional deal team, which means you are often given a very high degree of responsibility from an early stage of your career, which gives you client exposure from day one.”



Amelia Doughty
Associate



Tax

In London, we advise 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



Willkie in the community

Diversity and inclusion

At Willkie, we believe everyone benefits from a diverse and inclusive workplace, and we are committed to maintaining such an environment by recruiting, retaining and promoting people of all backgrounds and cultural experiences.

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. Additionally, interviews are conducted on a CV blind basis.

In London, we have an active LGBTQ+ Affinity Group, as well as 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.

Our lawyers and business service staff are also members of Willkie's firm-wide Diversity and Inclusion Committee, established approximately thirty years ago. In the past twelve months, the Diversity and Inclusion Committee has continued to host its highly successful Diversity Speaker Series, with external speakers such as Nikesh Shukla, Dr Angela Neal-Barnett, Michelle Silverthorn, Dr Russell Jeung, Kylar Broadus and Dr Tyrone Howard, amongst others. Topics have included strategies for handling the impact of racism, trauma, stress, and anxiety; inclusion and anti-racism (including rules of equity, allyship and building an inclusive workplace); the intersections of race, gender, sexuality, ethnicity and violence; how to talk to your children about race and racism; and race and immigration in the UK.

"Diversity and inclusion are essential to the proper functioning of a law firm and to the delivery of the best quality advice, because we want a diverse set of perspectives to inform the advice that we give to clients. Having come out in the 90s, I've seen what it's like not to be included ... we want to include all perspectives and listen to all ideas."



François Feuillat
Partner

Pro bono and community work



Pro bono

Willkie regularly partners with a number of clients to support myriad nonprofit organisations. These organisations are dedicated to a wide array of causes, including education, immigration and providing support to underprivileged communities.

In London, our lawyers work on a number of different projects, both in the UK and the US, a few of which are listed below. Our London office encourages our lawyers to introduce new pro bono matters to the firm.

30,000

pro bono hours

In 2019, 30,000 hours were dedicated to pro bono matters globally



Re-engage helps older people to re-engage with their communities through regular social contact, giving them a lifeline of friendship and, vitally, something to look forward to. People from our London office, both lawyers and business service professionals, volunteer for Re-engage's call companion service, a free service for older people who live alone and feel they could do with a friendly phone call every week or two.



Stop Hate UK: our London lawyers work on a pro bono basis for Stop Hate UK. The organisation started life in 1995 as a service for victims of racial harassment. The project was established in direct response to the murder of Stephen Lawrence. Stop Hate UK supports people affected by all forms of hate crime in locations across the UK.



Probonoskills provides individuals who do pro bono work with access to high quality training materials and events. The plan is to effectively support 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.



A4ID (Advocates for International Development) 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. There are also opportunities to attend and participate in events amongst other things.

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.



“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

Training contracts

From autumn 2020, we are recruiting trainee solicitors for the first time. We are looking for those who can start their training contract in September 2021, 2022 or 2023. 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, Compliance, Investigations & Enforcement and six months in Private Equity.

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 considerably in London over the past five years, and over 58 per cent from 2017 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.

In 2020, our world-class technology allowed us to seamlessly transition to remote working and stay connected with our colleagues.

Vacation schemes

From autumn 2020, we are recruiting trainee solicitors for the first time, via our vacation schemes. In 2021, we will have up to 15 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 £500 per week.

The application deadline is 31 January 2021, and we recruit on a rolling basis. Successful applications will be invited to a video interview and, if successful at this stage, will be invited to a half-day assessment centre, consisting of a written exercise and an interview.

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



“While there will be a real emphasis on the training element of our training programme, it will suit candidates who are interested in learning by doing. We don't consider there to be defined parameters of what a trainee's role and work should be. The structure of our teams means everyone needs to row in together. Trainees can expect direct exposure to partners and senior associates from the beginning. Each trainee will be given as much support and encouragement as they need to develop professionally: the rate at which that happens is then up to you.”

Jerry Healy
Associate

Salary and benefits

£50,000

Year one

£55,000

Year two

£120,000

Newly qualified

Law School

For those who have accepted a training contract with us, we offer full sponsorship of both the GDL and LPC, which covers course fees in full and a £10,000 maintenance grant, pro-rated.

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, income protection, 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. In 2019, this was held in Portugal over several days. Socially, in London the firm is very active, with monthly informal gatherings, Friday treats, a summer and a Christmas party, plus an annual ski trip (contributory). Additionally, we have regular fund-raising events with our annual charities (chosen by our staff), which includes bake offs, a pub quiz, Tour de Law and the Square Mile Run. We also hold regular in-office yoga, a weekly tennis group, networking events, sports clubs and a book club.

To ensure we remain connected while remote working, we have held regular on-line cookery and cocktail evenings (hosted by our partners, associates and business services staff), virtual pub quizzes, health and wellness activities including online yoga, bootcamp classes and cycling, water cooler chats and a Diversity & Inclusion guest speaker series amongst other activities.



"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

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