

When we say law
we mean business



Pinsent Masons

Business advisers specialising in law

- Top 15 UK law firm
- Top 100 international law firm
- An industry-recognised sector-focused business model
- High-quality work with a prestigious portfolio of UK and international clients
- A strong commitment to teamwork and early responsibility
- A supportive culture driven by an inspiring set of values embodying respect and co-operation, ambition and excellence, and openness and approachability

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Pinsent Masons is an ambitious law firm that focuses on business solutions. We apply our legal expertise to some of the toughest challenges in business and develop innovative, insightful and, above all, practical solutions for our clients. Joining us means becoming part of a remarkable and supportive team – creative, independent, commercial minds delivering business solutions to a prestigious range of UK and international clients. This is your starting point for an outstanding business career.

We are defined by our commitment to quality and by our focus on specific markets. Pinsent Masons has over 270 partners, a legal team of around 1000 and a staff of 1700, including an international network to service our clients' global needs. Our vision – to become leaders in our Core Sectors – is a bold one that will demand genuine commitment to those sectors. Achieving it means attracting people with the potential to become outstanding commercial lawyers, and then giving them everything they need to excel – the training and resources, the leadership and the opportunities to make an early impact.



We mean business

Pinsent Masons is a leading international law firm serving a diverse portfolio of FTSE 100, FTSE 250, Fortune 500, AIM-quoted and Public Sector clients in the UK and around the world. We use our legal expertise – and our deep understanding of their industries – to help them solve problems and build their businesses. What sets us apart is the way we work as business partners to our clients. At Pinsent Masons, excellence in law alone is not enough. Our lawyers are also commercially-minded individuals who understand their clients’ business needs and who use legal expertise as a tool to develop business solutions and deliver real client service.



London

Birmingham

Bristol

Edinburgh

Offices in seven of the UK's leading cities

'As first point of contact for clients, it's essential that I understand their business, their market, their strategy, and what affects them.' Jason Fisher, Trainee Solicitor



The vision that drives Pinsent Masons is our Core Sectors approach. This draws together the legal expertise of our practice areas to focus on ten Core Sectors – markets where our people, resources and industry knowledge make a real and lasting difference to our clients. By putting our clients at the centre of our business and building our services around their needs, we deliver a differentiated service. Our aim is to become the leading law firm in each of our Core Sectors. In some, we are already there.

Our Core Sectors are:

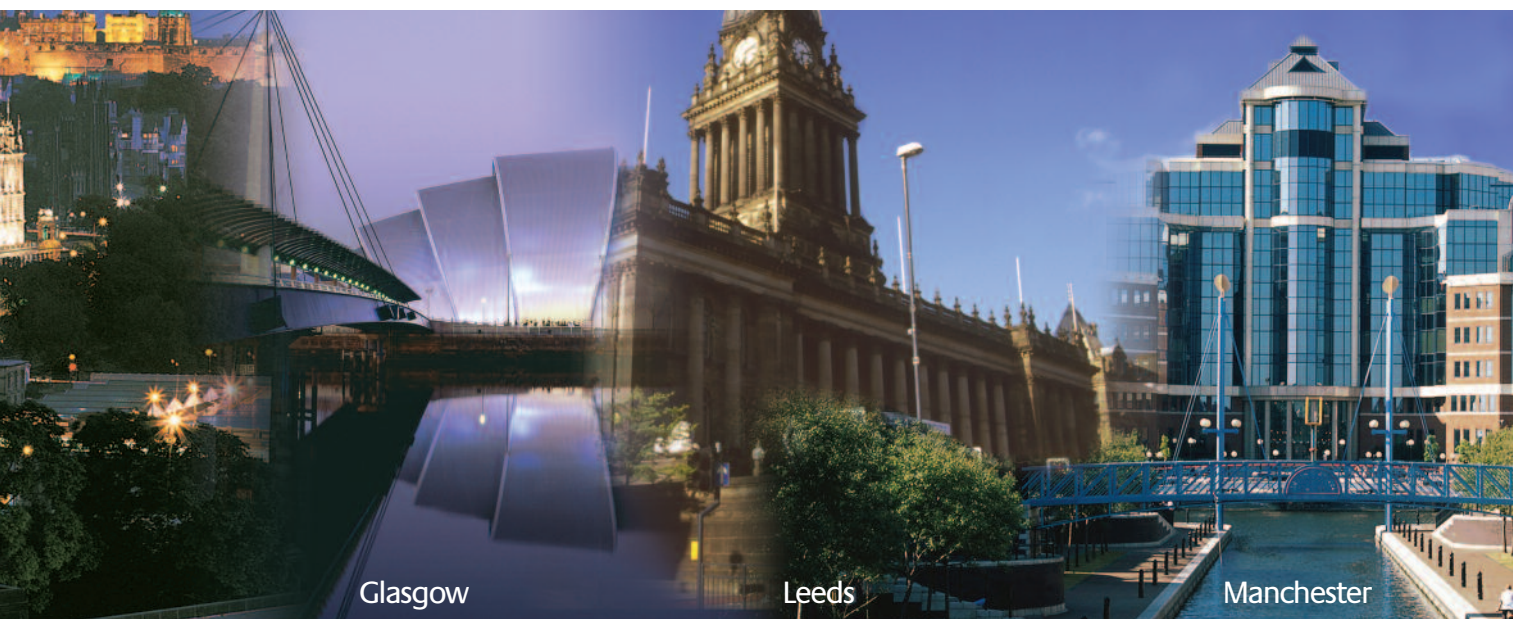
- Banks • Central Government
- Construction • Health
- Insurance • Manufacturing
- Real Estate • Retail and Leisure
- Support Services • Technology

Our Core Sectors approach has driven our rapid and continuing expansion both in the UK, where we now have offices in all the major business centres, and internationally. Pinsent Masons now offers clients a formidable cross-border capability throughout Europe and the Asia Pacific region, and through our joint ventures and strategic alliances, in the Middle East, Asia and the USA.

With international operations in Beijing, Brussels, Dubai, Hong Kong and Shanghai, and alliances covering Austria, Czech Republic, Denmark, Estonia, France, Germany, Holland, Hungary, India, Lithuania, Poland, Slovakia, Spain, Sweden, and the US, we can now offer the kind of global coverage and expertise that our ambitious clients require.

For our lawyers, this growing international focus means exposure to large-scale, high-profile cross-border work and the opportunity to play a role in a successful global, commercially-focused team.

For further information about how our Core Sectors, please visit www.pinsentmasons.com



Glasgow

Leeds

Manchester

We mean development

Pinsent Masons is an ambitious firm with a strong commitment to excellence in everything that we do. In fact, these qualities drive our activities. Central to our success in achieving our goals are the trainees who join us and who develop rapidly into confident legal and business advisers, challenging convention and offering new ideas. We are committed to providing you with the best possible platform for building a legal career through exceptional training, early responsibility and client exposure, and a close-knit supportive team environment.



‘Training and development is fundamental to our culture, and everyone – even me – has a career-long learning plan that embraces technical knowledge and management development.’ Chris Mullen, Senior Partner



At Pinsent Masons, we are looking for people with commercial potential and an instinctive commitment to quality, as well as legal ambitions. We aim to recruit people who want to help businesses and other organisations achieve commercial success and who view legal expertise as a vehicle to deliver it, rather than as an end in itself. That’s why around half of our trainees come from non-law backgrounds.

Each year we recruit fewer trainees than we require. Doing so ensures that we can provide a tailored training experience, taking into account your aspirations and strengths, as well as responding to the commercial needs of the firm. This approach also leads to a much higher profile for trainees within the firm and creates opportunities for genuine early responsibility and, as your career develops, early promotion. It is not uncommon for our trainees to achieve partnership by their early 30s.

Support from all your colleagues will play a vital part in your career. The legal market is an intensely competitive field and we set very high standards to ensure our success. Everyone at Pinsent Masons recognises that the accelerated development of our professional staff is critical to our success. You will be involved in new projects, introduced to clients, given responsibility for aspects of our work, and you will find that people at all levels take an interest in your progress and make time to help you when you have questions.

VACATION PLACEMENTS

A two-week vacation placement is the best way to experience Pinsent Masons’ unique culture, energy and supportive atmosphere. Our vacation placement scheme is open to both law and non-law students and forms a vital part of our recruitment strategy, which is why we interview for every placement. In fact, over 70% of our current trainees completed vacation placements with us.

On the scheme you will be immersed in the life of the firm as you work alongside trainees and lawyers on real client issues. You’ll also benefit from a busy programme of presentations, skills workshops and social events that will expose you to all aspects of work – and play – as a lawyer in a business-focused firm. It’s your opportunity to experience Pinsent Masons first hand, to showcase your own talents and make an early impression.

TRAINING CONTRACT

The two-year training contract at Pinsent Masons is a platform on which to build a career in law and the beginning of an ongoing commitment to your professional and career development.

As a trainee you will be on a steep learning curve from the outset and we recognise that, as your experience grows, your ambitions may change. Every six months we review your career to date and elect seats to reflect your changing needs as well as those of our business.

But whichever seats you take, and in whichever of our UK offices, you will gain valuable front-line exposure, working with and learning from experienced professionals on the issues that determine our clients’ success. Many of our trainees are offered a client secondment as one of their seats and should such an opportunity arise we recommend you take it. Working in-house with one of our clients for six months is a great way to enhance your commercial awareness and gain an insight into how our work contributes to their success.

Your formal training is broadly split into three elements beginning in England with the Law Society PSC, and in Scotland with the PCC course. You will also undertake practice-specific training that will focus on giving you the skills and knowledge to make the most of your time in each of your four seats. Seminars, workshops and courses, plus technical updates from partners in your practice area, will help you keep abreast of developments in the law and the demands of the market.

The third element of your training contract is the Trainee Development Course – an individually tailored programme to help build your commercial awareness and refine your business and practical skills.

Trainees in Scotland

Joining our fast-growing Scottish team you will share all the benefits of our other UK graduates as well as gaining additional training elements that respond to the differing requirements of the Scottish legal system. During your training contract you may also have the opportunity to spend one of your seats in one of our English offices.

Law school support

Support for your career begins early. Once you have accepted a training contract with us we will provide you with full GDL and LPC funding and maintenance in England, and financial assistance for your Diploma fees in Scotland.

Our Graduate Recruitment team will maintain close contact with you whilst you are completing your studies, keeping you up to date with the firm and organising events for you to meet and get to know the people who will become your colleagues.

We mean talent

Joining Pinsent Masons means joining a diverse and intellectually stimulating team of professionals. Our people share an entrepreneurial mindset and a total commitment to quality as they work together to provide sound advice and innovative solutions to our clients. The following pages are your opportunity to meet some of our team and to gain an insight into what they do.

To read more profiles of our team members please visit www.pinsentmasons.com/graduate



Tom Greenbank
Trainee Solicitor
Degree Social and
Environmental Studies
University Liverpool

'When I finished university I started working as an administrator for a software company. It was an exciting time as IT was booming and I rose through the ranks, learning a tremendous amount along the way. As a product manager I was working with clients and their businesses every day. When legal issues arose in areas like product licensing and copyright, I realised that I found them fascinating and over time I started to take law reference books home in the evenings.

I was subsequently advised that law firms were looking for people with industry experience like me. I applied for law school and started to research the legal firms. Pinsent Masons was at the top of my list because of its great reputation in the IT industry.

During my first seat I worked on negotiations with big-name clients and deals that I would see on the front page of the FT the next morning. This was a real eye-opener. I am now in the Outsourcing, Technology & Commercial department and have found my IT background has already been incredibly useful. Early on in the seat I produced a report on the state of an IT system for a large client where the issues were very technical. The feedback was that the client really appreciated my level of IT knowledge which for me was really rewarding.'

‘It’s a great time to be joining the firm. It’s evolving and expanding so rapidly, and this is a chance to get on board and be part of something very exciting.’



Alison Kempenaar
Trainee Solicitor
Degree Law
University King’s College
London

‘My first seat in Corporate gave me a great start. There’s such a strong element of project management to corporate work and, as a trainee, I was responsible for pulling things together and working alongside all the different specialist teams. You’re in constant contact with the clients and their legal teams, chasing up documents, drafting and managing the flow of information. You have a handle on everything, so you’re an

important part of the team – people come to you for information and updates.

The firm trusts you to contact the client directly. That’s a real responsibility very early on and you’re expected to handle it. In my first few months I was running a data room – the document library for the deal – and ensuring all the relevant documents were there. I was liaising with the clients and their legal teams, attending meetings with Partners and Associates and gaining extensive exposure to the business.

Tax, where I did my second seat, touches every aspect of what the firm does, so in many ways it’s the broadest area. You’re looking to build in tax efficiencies for the long term, so while the work can be very detailed, it is also highly

strategic. Timing, alternative jurisdictions and different transaction structures all come into play, and you’re working closely with the Corporate and Employment teams which makes for a very interesting six months.

I moved to Restructuring, which is part of Banking & Finance, for my first contentious seat. It was another big change and the start of a whole new learning curve. It’s much more focused on trying to resolve a dispute before it escalates. Within weeks I was given my own files to manage – sorting out discreet disputes. It’s the nature of the firm to let you get on with it. The support is there but no one is holding your hand. We’re expected to be organised and mature enough to take things as far as your knowledge and experience will allow you.’

Hannah Brader
Associate
Degree Law
University Sheffield

'I wanted to work in Birmingham so was immediately attracted to Pinsent Masons. It's one of the largest firms in the city and very well respected throughout the UK and internationally, which I knew would expose me to high-quality work. After spending some time talking to employees, I liked the fact they were friendly and approachable but very smart and business savvy at the same time.

After I joined, that was exactly the attitude I found here. Teamwork, collaboration and a sharing of knowledge and insight are key. Everyone here is so open and approachable. The senior associates and partners will always take time out to help you, even if they're really busy. My first two seats were in Birmingham. My third seat was on secondment to a major client in Rugby, which gave me a real insight into what the client was looking for from a law firm. With my final seat I had the opportunity to move to London.

Experiencing such a range of opportunities during my training contract gave me a fantastic overall perspective on the company, enabling me to pinpoint exactly where I wanted to develop my career. I qualified into Corporate in the London office and I love it here. London is such a vibrant place with so much to do, and I work with my team on very high-value, high-profile deals. Corporate transactions, by their nature, are very intense and within the team we have this great atmosphere; as the deadlines approach we all pull together to close the deal and when it's over, you move onto something new.

I had such a positive experience when I was a trainee that it has helped me to look after the trainees I now supervise. There is a strong focus on training and learning here, and I seek to continue that tradition. It's much easier for a trainee to do a good job if they understand the context of the deal, even if they don't need to know, just so they can see how their work fits into the bigger picture.'

'Everyone here is so open and approachable. The senior associates and partners will always take time out to help you, even when they're really busy.'





‘The teams are structured to allow trainees the chance to be deeply involved in transactions and cases.’

Mo Bhaskaran
Partner
Degree Law
University Nottingham

‘As a supervisor I think one of Pinsent Masons’ strengths is that the trainee is really part of our team and we give them exposure to our challenging work and allow them to take on real responsibility. This makes for a very co-operative and friendly environment in which people work hard for each other and develop strong team relationships. The trainees work across the whole team and gain exposure to different partners and associates, different working styles and a much broader caseload.

I started here as a trainee and have benefited from excellent training. Even at senior associate and partner level, there is a real investment in your personal development and career path. As a result, I feel that I have progressed quickly to partnership and have been able to undertake interesting and complex disputes for major clients.

For me, the enjoyment comes from really getting my head into the detail of a case and then achieving results for the client. One highlight has to be a product liability case I worked on that ran for two and half years before we achieved a settlement of £23 million just weeks before going to court.

The firm encourages a high level of client contact from day one and there is a real emphasis on making business-based decisions rather than just quoting the law. As lawyers, we aim to be seen as an extension of the client’s in-house team so that the provision of legal advice is as seamless as possible. We attend client away days and joint client training sessions in order to build solid relationships and really get to the heart of our clients’ businesses.’

Sarah Scott
Trainee Solicitor
Degree Law
University Aberdeen

'I wanted to work for Pinsent Masons because of its reputation as an international law firm. I researched the firm and talked to friends and contacts and they all said that Pinsent Masons really knows the local market everywhere it has a presence.

At the start of my training contract I spent ten days training, firstly in London and later in Leeds. It was a great opportunity to build a network of friends and contacts throughout the firm, and I catch up with the others whenever I can, either by going down to visit, or at specific firm events. There are regular training days held in other offices around the UK and we're encouraged to attend, even if it's not specifically for trainees, or for the seat we're working in. As a trainee we're always part of the conference calls and meetings between offices working on the same projects, and we have monthly team meetings between the Glasgow and Edinburgh offices. All of this gives you great perspective on the part we play within the whole firm.

My first seat was in Corporate in Glasgow and on my very first day I had the opportunity to draft a shareholder agreement. Then, three months later, I flew to Dublin, by myself, for the final stages of a completion. My role was to explain all the documentation to our client, witness his signature, and liaise with the other parties' solicitors. It was a position of huge responsibility.

My second seat is in the Edinburgh office, in UK Construction & Engineering. One of the defining characteristics here is the amount of responsibility and trust that is placed in the trainees. Straightaway, you are treated as a valued member of the team. Also, and in contrast to some firms, I felt that Pinsent Masons really views its Glasgow and Edinburgh offices as an integral part of the firm, rather than a remote outpost. When I finish my traineeship I plan to become dual qualified. This will give me the flexibility to work on larger projects with an international dimension, and I know that with our great UK base and rapid overseas expansion, there will be amazing opportunities for my future.'



'One of the defining characteristics here is the amount of responsibility and trust that is placed in the trainees.'

‘For me it’s that exposure to business decision-making that provides the real satisfaction of the job.’



Tom Leman
Partner
Degree Jurisprudence
University Oxford

‘In joining the firm as an Associate, several things influenced my decision. The first was the firm’s vision. I wanted to be part of a team that knew what it was trying to achieve and that put client service at the heart of its activity. I think the Core Sectors approach is a very powerful business model; it’s well thought out and it enables us to focus our energies and investment on the areas where we can make the greatest impact. As a private equity lawyer, I also wanted to be part of an established private equity team that would attract interesting work. And finally, I liked the people I met. You’re going to spend a lot of time with your colleagues, so it’s important that you get on and find their company stimulating.

Pinsent Masons has a reputation as a firm that takes care of its people. That means providing

them with challenging work, ensuring they have the support of senior lawyers and taking career development seriously. For trainees that means being given substantive work to do and taking responsibility for its completion. I have a trainee working with me and he’s drafting board minutes and shareholder papers, writing short ancillary agreements and due diligence reports, and producing spreadsheets to ensure the completion cashflows work – it’s very hands-on experience.

Corporate is very much a people business. Every day you’re dealing with directors of companies and they use you as a sounding board for ideas and to interpret the specialist advice offered by other parts of the firm. For me it’s that exposure to business decision-making that provides the real satisfaction of the job.’

We mean experience

Our firm is divided into practice areas which, when channelled through our Core Sectors, enable us to focus expertise from a wide range of legal specialisms on the issues and challenges our clients face. Your training contract will comprise four six-month seats within these areas and the experience you gain in these seats will provide the platform for your professional development, alongside your formal training.

BANKING & FINANCE

Working in Banking & Finance means joining a dynamic, fast-growing team to provide transactional support to all the major banks, as well as building societies and other financial institutions, in an exacting and highly competitive market. Projects are typically short and often intense. You will enjoy the opportunity to see transactions through from start to finish – or be part of a team that advises the client to pull out of a transaction. Working in this practice is all about understanding the clients' objectives and acting to protect them – whether that's through detailed due diligence on a prospective acquisition, structuring the contracts behind substantial loans to corporations or developing a restructuring strategy for a struggling business. A seat in this practice will also expose you to the work of many other parts of the firm, including Corporate, Employment and Pensions.

CORPORATE

Pinsent Masons' Corporate team is building an enviable reputation both in the City and around the UK for an ability to attract high-profile, quality work. We are currently ranked in the top 20 of FTSE 100 legal advisers and in the top 10 of legal advisers to the FTSE 250 whilst also being one of the leading advisers to AIM-quoted organisations. Trainees in the Corporate practice contribute to the deals that shape the business news, from private equity, flotations, mergers and acquisitions to disposals. Success in the Corporate practice demands commercial sense, first-class relationship-building skills and, as deadlines approach, the stamina to see the deal through.

DISPUTE RESOLUTION & LITIGATION

With over 300 litigation lawyers we are among the leading UK firms in this field. However, our aim is always to resolve disputes satisfactorily before they reach court and we are recognised as innovators and leaders in alternative dispute resolution. A seat in this practice will give you a uniquely business-led insight into litigation, working alongside in-house forensic accountants to review and cost alternative strategies before making recommendations.

‘I’m playing an important role in a team working on a £45m deal that will close any day now. I speak to the client every day and I’ve been there throughout the negotiations.’

Helen Hilton, Trainee Solicitor



EMPLOYMENT

Our Employment practice is one of the largest and most innovative in the UK, with a powerful and growing equality and diversity group focusing on issues around discrimination at work. The practice offers trainees the opportunity to work with a wide range of clients, many of them household names, on their human resources strategies in response to the welter of new legislation from the UK and European legislatures.

INSURANCE & REINSURANCE

Advising on all aspects of insurance and reinsurance, from the creation of new products and drafting the wording of policy documents to resolving major disputes, this practice area is renowned for its down-to-earth, practical approach to a complex area. A seat in this practice will give you experience of both contentious and non-contentious work across a wide range of industry sectors and may also provide secondment opportunities with insurance companies and brokers.

OUTSOURCING, TECHNOLOGY & COMMERCIAL

From e-business, intellectual property and IT products and services to outsourcing and freedom of information, this dynamic practice advises on the issues that shape today’s business world. Working with clients ranging from major telcos and software houses to banks and public sector clients, you will be exposed to a wide range of commercial and legal problems and develop your appreciation of the business imperatives driving different industry sectors. This practice also provides a number of value-added services based around OUT-LAW.COM, our IT and e-commerce website.

PENSIONS

The significance of pensions funds in major corporate transactions, following various accountancy rule changes, means that pensions law is now one of the most high-profile and fast-moving areas in the legal world. Working in this highly technical area, you will join a team that leads the industry and that advises both corporates and trustees, and which has played an influential role in a number of recent ground-breaking cases.

PROJECTS AND INTERNATIONAL CONSTRUCTION

This group is one of the premier providers of legal and advisory services to the Project and International Construction and Energy industries worldwide – throughout the lifecycle of the projects they undertake. Many of our projects involve billions of US dollars. The projects we advise on are in Eastern Europe, the Middle East and Asia, as well as throughout the UK. We have dealt with many of the world’s major energy and infrastructure projects including:

the Channel Tunnel, Chernobyl, the Dubai Palm and Three Gorges Dam in China. In the UK, we have advised on and completed more Public Private Partnership deals than any other firm, relating to such projects as the building and operating of major hospitals, railways, roads and schools. We are recognised as the leading provider of Project Services in the UK, and we have won the nomination for Projects Law Firm of the Year for two years running. We are recognised as the leading lawyers for the handling of large-scale, international construction and energy arbitrations. These take place in London, Paris, Stockholm, Vienna, Dubai, Singapore, Hong Kong and China.

PROPERTY

With over 140 expert lawyers this is one of the largest dedicated property teams in the UK, advising developers, investors, retailers and distributors, manufacturers and central and local government on development, investment and regeneration projects and property portfolio management. We have been closely associated with numerous town centre regeneration projects throughout the UK and have advised – and will continue to do so – on the London 2012 Olympic project. With so much activity in this sector, this is a particularly exciting time to be joining one of the industry’s leading property practices.

TAX

The Tax practice is a highly regarded and substantial team dealing with direct and indirect taxation issues for FTSE 350 companies, multinationals, financial institutions and high net-worth individuals. Experience in this practice area will give you the chance to learn about corporate and personal tax, and share schemes and remuneration packages – an issue for which we are recognised as industry leaders. You will work closely with colleagues in Corporate, Employment and Pensions on the tax implications of major transactions, helping our clients to realise their long-term strategic goals.

UK CONSTRUCTION & ENGINEERING

Recognised as the leading practice by the construction industry and the legal profession, our Construction & Engineering practice provides sector-specific expertise and an appreciation of the nuances of a complex industry to contractors, financial institutions, project companies, developers, insurers and property owners. Working on contentious and non-contentious issues, you will help your team to deliver practical advice and develop workable solutions in a fast-moving and ever-changing industry. You will also learn the importance of pragmatism and relationship management as you work with most of the major contractors in the UK.

We mean teamwork

Pinsent Masons is first and foremost a team. We operate as one firm across our global network. Our Core Sectors approach is distinctive, but it is our commitment to teamworking and mutual support that enables us to deliver it. In fact, respect and co-operation are fundamental values of the firm. Our culture of encouraging collaboration and the free flow of ideas and knowledge is what makes us successful. It is also what makes being a trainee at Pinsent Masons so rewarding. You will become an integral part of the team from day one, contributing ideas, gaining exposure to a broad range of opportunities and client issues, and being trusted to do a good job.



‘It’s all about teamwork. From the start you’re an integral part of the team with an important role to play. Very often you are the central co-ordinator, liaising with a range of specialists and drawing the threads together.’

Harminder Kalirai, Trainee Solicitor



Our approach is to draw together a team with complementary skills and experience to help our clients. Our people value each other’s different perspectives and talents, and recognise the privilege they enjoy in being asked to advise on our clients most significant business challenges.

So, whether you are based in London or Leeds, Glasgow or Manchester, you will play an important role in teams that extend far beyond your office and gain experience that has a national and international dimension. As a trainee it also means that you will build up an invaluable network of contacts

throughout our firm. Supported by our trainee intranet, the trainee network also plays an important part in your early career, helping you to build relationships, share insights and learn from your colleagues’ experience in different seats and on different projects.

In addition, throughout your training contract you will benefit from the advice and guidance of those around you. Your supervisor – a partner or associate – will provide you with guidance, structure, a variety of work and ongoing feedback on your performance in the form of monthly appraisals. You will also be supported by a mentor and a buddy.

Your mentor is typically a solicitor with experience that will help you with your choices and professional issues, whilst your buddy is there as a guide to the day-to-day challenges of finding your feet in a new and busy environment.

We mean balance

The work we do is exciting and challenging but it can also be demanding. Finding a balance between your work and your outside interests and commitments is important and we are committed to helping our people achieve that balance.

As well as enjoying opportunities to work with and learn from talented and inspiring colleagues, both you and your career will benefit from opportunities to refresh and recharge. We encourage all of our trainees

to make the most of the trainee solicitor networks and take advantage of the many social and networking opportunities the firm supports, whilst also enjoying the cultural, sporting and social life afforded by our city locations.

We have recently formalised our Corporate Responsibility initiative with the Starfish Programme, a pledge to invest time, money and effort in affecting positive change among our neighbours – local communities, our

people and clients, and the wider global community. We believe that personal and collective action is more beneficial to those we support and more rewarding to everyone than simply writing cheques. So, wherever possible, we combine our commitment to change with practical assistance, pro bono advice and fundraising activity. At the same time we are actively seeking to reduce our carbon footprint and develop a responsible and sustainable resource management policy.

Application notes

If you like what you have seen of Pinsent Masons, we encourage you to visit our website at www.pinsentmasons.com to learn more about the firm, our vision, our values and to meet more of our talented people.

Key points

- Top 15 UK law firm / Top 100 law firm in world
- **Global network** - Offices in Brussels, Beijing, Dubai, Hong Kong, Shanghai
- Alliances with firms in Austria, Czech Republic, Denmark, Estonia, France, Germany, Holland, Hungary, India, Lithuania, Poland, Slovakia, Spain, Sweden and the USA
- 1500 staff / 900 lawyers / 270+ partners / 110 trainees
- Bham / Bristol / Glasgow / Edinburgh / Leeds / Ldn / Man'r
- International offices: Beijing, Brussels, Dubai, Hong Kong and Shanghai
- Alliances: PHLG (ref website)
- Turnover £192m 2007

Deadlines

- Vac Programme: - 31 Jan
- Training Contracts: - England 31 July
- Scotland 21 Oct

Reqs

- 300 UCAS points (exc General Studies)
- Min 2.1 degree

Vac programme

- 2 weeks in summer June - July
- real work alongside the trainee
- practice presentations & workshops
- Socials org'd by trainees
- Part of TC assessment: over 70% of trainees were vac students

Why join?

- Ambitious firm
- Core Sectors
- Team Working - early responsibility (leads to promotion)
- Client Service: 'put clients at centre of business'
- Values driven: open & approachable
respect & cooperation
ambition & excellence

Looking for

- Business focused (work exp v. important)
- Team players (interpersonal & communication skills)
- Drive & enthusiasm (beyond just academics!)
- Org'd - planning & time management
- Prob solving & using initiative
- Take / likes responsibility
- GSOH - not stuffy!!



Start date

- Sept or March (time out to travel before TC???)

Assessment process

Interviews/Grp exercise/case study

Training

- 4X6 month seats
(collaborative approach to seat allocation)
- PSC/PCC plus other tech training from Prof Support Lawyers in practices
- Practice seat inductions (key to getting on with job)
- Commercial approach - real hands-on work with clients

Lots of responsibility

- Trainee Days (trainees get together - business update/training/ social networking)
- 20%+ of trainees - Client secondments and interoffice moves (business driven)
- Support: supervisors/team, mentor, trainee buddy
- Training prog from trainee to ptur - integrated throughout firm

Other info

- Average trainee retention rate: 80%
- Sponsored at Law School
- Corporate LPC in England

Next steps

Check out website:

- Grad website (more info & profiles)
- Core Sectors/Press releases
- Read business section in newspapers (not just the month before int'ws)
- Take a look at www.outlaw.com

Awards

Best career opportunities and working conditions for legal professionals -
Top Legal Employers in the UK 2007/8
High Growth Firm of the Year -
Scottish Legal Awards
Best Legal Adviser -
Public Private Finance Awards
Yorkshire Law Firm of the Year -
Yorkshire Lawyer Awards
OUT-LAW.COM -
UK's leading online legal brand - eSuperbrands

Further notes...

Apply on-line at
www.pinsentmasons.com/graduate
gradrecruiting@pinsentmasons.com

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