

Pick up
this brochure
and learn why
working at
Clyde & Co is
**an altogether
better choice**

Welcome to Clyde & Co

If you are reading this brochure you are probably wondering why Clyde & Co would be a good place to start your career in law.

As a potential trainee your choice of firm will be one of the most important decisions of your career. So, the aim of this brochure is to introduce ourselves and give you an idea of what you can expect from Clyde & Co in terms of training, development and future opportunities.

We hope that you will also get a flavour of what we're like as a firm, the things that matter to us, what it's like to work in one of our offices, and what kind of people we are.

Our aim is to be an altogether better choice for someone at the beginning of their legal career. We know that starting a new career can be exciting and daunting at the same time and we realise that people aren't always sure what path to take. That's why we offer a distinct and supportive training programme that gives our trainees the opportunity to work in diverse areas of the firm and experience a wide range of contentious and non-contentious work.

One of the key themes throughout this brochure is the importance we place on working together. That's because teamwork, and the vital connections we make throughout our business, are what continue to help us develop into better lawyers and enable us to provide an altogether better service to our clients.



Matt Hannaford Training Principal

Matt Hannaford is a Partner in our Transportation Finance Group. Based in our London office, Matt specialises in shipping and offshore marine projects.

In his role as Training Principal, Matt is one of the core team responsible for graduate recruitment and also for ensuring that our trainees are given all the opportunities they need to reach their full potential.

An altogether ambitious firm

An appetite for success

If you join Clyde & Co, you'll be joining an ambitious firm. Over the past ten years we have doubled in size to become a UK top ten law firm, with a strong and respected international network of 30 offices across six continents.

This growth has been achieved as a result of our enterprising ethos and drive, and by our continual focus on our strategic objective: to be the leading international law firm in our key sectors of transportation, insurance, energy, professional practices, infrastructure, and trade and commodities.

On 1 September 2012 we had over 285 partners, 1,400 lawyers and legal staff and over 2,350 people operating across our network.

We welcome people with entrepreneurial flair. We have a long-standing reputation for taking new and bold initiatives, especially in new and emerging markets. We are one of the few UK-based firms to have an office in Sub-Saharan Africa and we have recently established an association with a firm in Mongolia.

This forward thinking approach has always been part of our DNA. Over 20 years ago we were the first international firm to set up an office in the Middle East. Now we are one of the largest firms in the region and, to keep pace with regional developments, we have recently opened new offices in Libya. These offices will complement our existing award-winning Middle Eastern practice, which we are delighted is once again the winner of a number of awards, including "Client Choice – International Law Office", "Asian-MENA Counsel Firm of the Year" and "Law Firm of the Year (UAE), Asian Counsel Awards".

We have been successful because we have chosen a strategy and stuck to it. Our people, and their commitment, their expertise and their ambition, play a vital role in helping us achieve that success. We hope that, like us, you share an appetite for success and have the passion and ambition to succeed. Together.

An altogether broader offer

Looking to expand your global knowledge?

Clyde & Co has offices in Abu Dhabi, Caracas, Dar es Salaam, Doha, Dubai, Guildford, Hong Kong, London, Manchester, Montreal, Moscow, Mumbai*, Nantes, New Delhi*, New Jersey, New York, Oxford, Paris, Perth, Piraeus, Rio de Janeiro*, Riyadh*, San Francisco, São Paulo, Shanghai, Singapore, St. Petersburg*, Sydney, Toronto, and Tripoli (*associated offices)

From local to global

Our reach is truly global. We have our own international network of offices and associate offices, and we have built partnerships and co-operation agreements all over the world. We establish these strong relationships with like minded firms because we know that our clients need a local knowledge alongside international advice.

This global presence means we work with many prestigious international clients. This gives our fee earners the opportunity to work on challenging international assignments and cross border transactions and cases. Some trainees will also have the opportunity to work in different offices around the world and learn more about how each office operates.

We have built our international practice by seeing new opportunities and having the ability and agility to be there first, particularly in new and emerging markets.

Whatever the time, a Clyde & Co lawyer is working somewhere in the world.

We have had a presence in Russia for over 15 years with an associate office in St. Petersburg and more recently a Clyde & Co office in Moscow. Our Middle Eastern group of over 160 legal staff has been established for over 20 years and operates in Dubai, Abu Dhabi, Qatar and Riyadh and now Libya and Yemen. We also have an association with the award-winning and rapidly expanding Indian firm Clasis Law, with offices in Mumbai, New Delhi and London.

In the continually evolving area of Asia Pacific our growing team has over 85 legal staff in Singapore, Hong Kong and Shanghai. Recognising the opportunities in this region we have also recently opened offices (September 2012) in Australia, in Perth and Sydney.

In North America we are one of the few UK-based firms to have found success in the region. Since opening in New York five years ago we now have over 150 lawyers across the US and Canada in New York, San Francisco, New Jersey, Toronto and Montreal.

All of which reflects our ambition and continued commitment to being a leading international firm – one where our trainees get broad experience and have the opportunity to learn, flourish and develop their careers.



An altogether hands on experience

The training contract

We hope that it is already evident that as a trainee you are extremely important to us. We will train and invest in your development, education and future. Compared to our size, we have a relatively small intake, so we can value your individuality. The people who join us aren't expected to lose their identity and become subsumed in trivial tasks. Yes, you'll have to do the basics, because that's how you'll learn how things work. But you will be an integral part of the firm – that's why we are investing in you and your future development.

Our extensive network of offices, both in the UK and abroad, gives the ambitious trainee the opportunity to explore different countries, offices, jurisdictions and client secondments within the training contract. Trainees will typically do four six-month seats across all of our practice areas. These seats can include six months in one of our international offices as well as in London, Oxford, Guildford and Manchester, and as a firm we are always looking to provide potential seats in our other international offices. We offer dedicated training contracts in Hong Kong, the Middle East and our UK offices.

We encourage our trainees to be involved in the structure of their training contract and gain experience in as many practice areas as possible. This way they can make an informed choice upon qualification as to where they wish to specialise.

As well as supervision within the seat you will also have the support of a dedicated graduate team who will meet with you on a regular basis to discuss your progress, seat options and career aims.

Your training contract will also be complemented by a wide range of training courses. By offering our

own bespoke Legal Practice Course (LPC) and Professional Skills Course (PSC) we are able to tailor the programmes to focus on areas which are of particular relevance to our practice. For example, one unique aspect of the PSC is the opportunity for trainees to spend three days at the Royal Courts of Justice taking part in advocacy training with experienced barristers.

We encourage our trainees to have as much autonomy and responsibility as possible and this will include running your own files, attending court and doing your own advocacy, attending client meetings, as well as marketing and business development events. What remains constant is that you will always have a good understanding of what you are working on, why you are doing so and how it fits with the bigger picture of the particular case or matter. We feel this holistic approach is important for our trainees both for their engagement and development.

We believe in helping people connect and there is a wide range of activities where you can meet people across the firm including our regular social activities in our in-house restaurant as well as the varied sporting and musical activities available.

The firm's pro bono and community volunteering programme is known as "Clyde & Community". It supports disadvantaged communities and charities through the provision of practical help and fundraising, and enables interaction with local communities. All staff are able to participate in a variety of projects using their professional skills and developing new skills. An annual 50 hours pro bono allowance for all fee earners was introduced in 2011, which is one of the highest amongst City law firms. Projects include improving access to justice for disadvantaged communities, arts projects and mentoring art students, assisting local schoolchildren through reading schemes, enterprise workshops, mentoring sixth formers and delivering workshops including conflict resolution training.

Clyde & Co is known for its entrepreneurialism. We have the spirit of adventure and opportunity is also in our DNA and we believe in giving our people the room to develop and the freedom to develop in their chosen field.



Vacation schemes, interview days

An increasing number of our trainees come to us through our vacation schemes. Whether you are from a law or non-law background, we will introduce you to the work of an international legal practice. Whilst with us you will sit with either a Partner or an Associate as well as working with our current trainees.

You will have the opportunity to:

- Attend meetings/negotiations and conferences with clients and/or counsel
- Attend court hearings and assist in preparing cases for trial
- Draft documents
- Prepare legal and case research, including the use of our legal databases
- Learn practical office procedures and attend training courses
- Visit the Law Courts and take part in our “Legal London Tour”
- Visit various City financial institutions, including Lloyd’s of London and the Bank of England
- Participate in sporting and social events with other members of the firm

We will consider law and non-law undergraduates, those at a different stage of their university career or those who are considering a change of career.

Interview days

If you are unable to secure a place on one of our vacation schemes, we also hold interview days at our London offices during the autumn. During the day, following a series of talks given by associates and trainees, you will undertake a series of assessments before an interview in the afternoon by members of the Graduate Recruitment Interviewing Panel.

Whether you are applying for a vacation scheme or an interview day, you need only complete our application form once. Unfortunately we are limited to the number of places we can offer for the vacation schemes and interview days. If you wish to be considered for both, simply tick the relevant boxes. All we ask is that you go back into your original application form and update when appropriate.

Drop in visits

If you are planning to be in London and would like to have a look around then please email your CV to the Graduate Recruitment team with dates you are available, who will then aim to arrange a visit.

Law Fairs

We attend a number of University Law Fairs each year, typically between October and December. For a full breakdown of which Fairs we are attending this year, please go to the firm’s website.



The Middle East training contract

Graduates who apply for the Middle East training contract complete the first year of their training in one of the UK offices and the second year in one or more of Clyde & Co's Middle East offices. Whilst in the Middle East, you will benefit from exposure to a wide variety of work and get plenty of opportunity to take on early responsibility.

The Middle East summer vacation scheme – Abu Dhabi, Dubai, Doha and Riyadh

This vacation scheme provides a fantastic opportunity to gain experience and find out more about Clyde & Co in the Middle East. This scheme may particularly appeal to candidates who have strong ties to this region.

Our offices offer two summer placement schemes, normally held during the months of June/July usually, each a fortnight long, aimed at penultimate-year law students and final-year students of other disciplines.

An altogether better choice

Our people make us different

A key part of the strength and success of Clyde & Co is founded on the diverse mix of knowledge and experience present in our fee earners. This is what has made us what we are as a firm. It is our people who create and continue to build our reputation.

When we look for new trainees we look for talent and ambition – people who understand our aspirations and want to be part of our success. We are interested in who they are, not just their qualifications. We want real people, who will share our passion and commitment to what we do.

The following profiles will give an insight into the people who make up Clyde & Co, how they operate and how they have developed their careers here.

Michelle Crorie Partner

“After completing my degree in jurisprudence at the University of Oxford, I entered the legal profession by way of the Inns of Court School of Law and a barrister’s pupillage. But after solitary trips to far flung London county courts to argue over recovering an insurance deductible, I found the possibility of top quality work within the team-based environment of a friendly City firm far more attractive.

I joined Clyde & Co in 2003. The opportunities, support and training have been excellent and I became a Legal Director in 2009 and a Partner in 2012.

Throughout my career I have worked in a wide range of insurance sectors, and have now settled in a specialist sector, dealing with sports insurance, kidnap and ransom and piracy. We address both contentious and non-contentious issues, regularly appearing in the Commercial Court or before international arbitration tribunals.

I was lucky enough to have a six-month secondment at a major insurance company, which gave me an excellent insight into the workings of a large insurer; I’ve spent time in the Paris office and travelled extensively within Europe and to North America.

The firm has been very supportive to me during my three periods of maternity leave. I have also done some pro bono projects including helping children with their reading, talking about citizenship in schools and working in my local Law Centre advising people in debt how to make a fresh start.

Clyde & Co has an unrivalled profile within insurance and a truly global reach of which we are proud and I cannot imagine working anywhere else.”

Phoebus Ebbini
Associate

“I joined Clyde & Co in September 2009, after completing an Economics degree at UCL and the GDL/LPC at BPP. I was drawn to the firm due to its strong reputation in litigation and insurance, and its global reach. I was especially interested in the prospect of doing a seat abroad.

I spent my first seat in international trade litigation, dealing with international disputes regarding commodities. I was impressed with the level of client exposure that I had, given that I was a first seater. For my second seat, I joined the property team in Guildford and was involved in work for various high street brands.

The highlight of my training contract was definitely my third seat in Dubai. I joined the Corporate Insurance team, and was involved in various interesting cases involving UAE and other Middle Eastern law, including an acquisition of a Middle Eastern insurance company.

On my return to the UK, I did my final seat in insurance litigation where, of course, Clyde & Co is one of the leading firms. This is the department that I finally qualified into. I really enjoy the high quality work within this department, which is friendly and supportive, and I am constantly challenged by the varied type of work.”





Maryam Shaikh
Trainee

“The two weeks work experience I had in the Doha office convinced me that this was the law firm for me. The unassuming and supportive culture at a renowned firm like this one was a refreshing change. I was encouraged to ask questions and discuss my interests. The open style at Clyde & Co meant I was able to walk into any lawyers’ office and have a conversation on a variety of legal and commercial topics.

The Middle East training contract is an example of the firm’s commitment to international excellence. The training contract allows you to complete two seats in the London office and the last two seats in one of the firm’s other offices, before letting you then qualify into one of the Middle East offices. Clyde & Co’s Middle East training contract enables me to learn vital skills from some of the best lawyers, and gives me a great launching pad from which to exploit the exciting new opportunities arising in the Middle East.

Having grown up in the Middle East, working in this area always attracted me. Clyde & Co enjoys a well-deserved reputation as one of the oldest and pre-eminent law firms in the region. The firm is uniquely placed to take advantage of this flourishing market.

I am currently in my first seat in London, which is Aviation Finance. It was my first choice, as Clyde & Co has dominated this field for several years now, winning the title of “the world’s leading firm in the field of aviation law” (Who’s Who Legal). To be able to work alongside the top lawyers in the industry who understand the intricacies of their field is an invaluable learning experience. I am very excited to start at a firm as reputable as Clyde & Co and look forward to developing professionally and personally with it.”



Carl Hotton
Trainee

“I studied Law at the University of Southampton and joined Clyde & Co in 2011 when the firm merged with Barlow Lyde & Gilbert, the biggest merger of two UK law firms.

When I met the recruitment team in my first week of university, I was impressed by their approachable and friendly nature. I attended the two-week vacation scheme, which is a brilliant chance to really get to know the firm and understand how law is applied in practice, while also making some new friends and enjoying a taste of life in London. I was impressed with the open door culture at the firm and the way trainees, Associates and Partners took time to put tasks into context to help give a clearer understanding and make you feel part of the team. I also played in the firm's football team, which was a great chance to socialise in a more informal setting.

I was delighted to be offered a training contract at the firm and had no hesitation in accepting the offer. Prior to starting my training contract I took the chance to defer my starting date by a year, by working in the in-house legal team, at a global insurance broker, which provided me with invaluable experience and gave me a real understanding of the workings of the insurance sector.

My first seat as a trainee was in Professional & Commercial Disputes and my second seat was in the Commercial/IP/IT team. I am currently in my third seat in Corporate Insurance. All three seats have provided me with great exposure to large and complex cases and transactions often involving cross-jurisdictional elements. I have been pleased with the amount of responsibility trainees are afforded right from the start. Despite the high-value and often complex structure of the cases and deals, client contact is encouraged in every department.”

A professional portrait of Hannah Doherty, a woman with shoulder-length brown hair, wearing a light beige blazer over a pink shirt. She is looking directly at the camera with a slight smile. The background is a blurred office setting with windows.

Hannah Doherty
Legal Director

“I have been with the firm for over 13 years and have had the opportunity to work on a broader spectrum of work than is usually the case for corporate lawyers. I have also been supported by the firm in obtaining specialist qualifications which were of particular interest to me.

After getting my LLB, I studied for a year in York for the Law Society Final Examination. I then trained and worked at a magic circle firm for five years before joining the Corporate Department at Clyde & Co in 1999.

Virtually the first matter on which I acted at the firm was a multi-million dollar fundraising with an innovative insurance twist. It was a challenging transaction, but I very much enjoyed being part of the team that brought it to a successful conclusion.

In terms of the type of work we do in the Corporate Department, there is the usual corporate diet of acquisitions, disposals and joint ventures. We also do the full range of public company work, such as listings on AIM and the Official List. Fundraisings are a cornerstone of our practice, be it private placements of shares or large-scale capital market transactions.

Rather than being specialised in just a few of these areas, over time our corporate lawyers act on the full range. The firm's aim is for everyone in the team to have a complete skill set – and, from my perspective, it has certainly made for a more interesting and varied professional life.”

Mike Swangard

Partner

"I have always believed that a good indicator of the success of any organisation – both in terms of its financial performance as well as its ability to create an interesting and stimulating working environment – is the loyalty of the people in the organisation.

By any objective commercial criteria Clyde & Co has been enormously successful in terms of its growth, both in head count and geographic spread. Less obvious is the success Clyde & Co has enjoyed as measured by a low staff turnover and the fact that many of its current senior staff and partners either started their career at Clyde & Co or have been with the firm for a significant period of time. I am a good example of this, because I (along with a number of other Clyde & Co Partners) started my career at Clyde & Co as a trainee solicitor.

My journey to joining Clyde & Co was not what one might consider a 'traditional route', which reflects the firm's willingness to look beyond the traditional routes to attract talent.

I grew up and went to school in British Columbia, Canada and studied history at the University of British Columbia in Vancouver. As a student I began to teach skiing as a way of getting free ski passes and earn a little money.

Eventually I came to the UK and completed a Law degree at the University of Wales, Cardiff followed by the LPC in Bristol. I joined Clyde & Co as a trainee in 1998. As a trainee I had seats in insurance, shipping, commodities/ship finance and international trade. I eventually qualified into the International Trade and Arbitration group as an Associate in 2000 and was made a Partner in 2008."



An altogether high standard

What's the next step?

We look for graduates with strong academic records including at least a 2.1 Honours degree in any discipline and AAB at A Level or equivalent. We expect our trainees to be able to translate this into real technical and commercial skills, and these are tested at the firm's interview days. We are keen to find candidates who will remain with the firm beyond qualification.

We welcome applications from both law and non-law students, who combine excellent academic results with strong commercial acumen and a practical approach to problem solving. Applicants need to have the social skills to enable them to communicate effectively and build relationships with clients and colleagues. We welcome graduates from a variety of backgrounds who can contribute fresh thinking and share an international and entrepreneurial outlook. An eye for detail allied with sharp analytical skills, discerning judgement, as well as a strong sense of motivation, are a must.

When and how to apply:

For UK and Middle East training contracts commencing in September 2015, applications are open from 1 October until 31 July. The vacation scheme closing date is 31 January. Application is by way of our online application form available from our website:

www.clydeco.com

To apply for a training contract in our Hong Kong office please visit:

www.clydeco.com/about/hong-kong

What others are saying:

"One of the most successful law firms."

The Lawyer

"The hallmark of Clyde & Co has been a willingness to take calculated risks in the pursuit of growth, married with a solid operational grasp and clear strategic plan... A genuinely distinct international player."

Legal Week

"Few firms have enjoyed as much success in recent years as Clyde & Co. The firm has successfully focused its practice areas around its chosen sectors – giving it clear differentiation in an increasingly competitive market."

Law Firm of the Year, Legal Business Awards 2011



Altogether we are looking forward to meeting you

By reading our brochure you will be taking your first step towards securing a training contract with Clyde & Co. We look forward to receiving your online application and to meeting you in the future.

Contact email:
theanswers@clydeco.com

The graduate recruitment team



Caroline Walsh
Head of Legal Trainee
Recruitment & Development



Hayley Ives
Graduate Officer



Emily Haseldine
Graduate Co-ordinator

Global presence



30

Offices across
six continents

285

Partners

2,350

Staff

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