



Next
generation
law

ReedSmith
Driving progress
through partnership

Where will **your career** take you?

Who we are

Right now the most important choice for you is one of opportunity – to learn, develop, and experience.

The practice of law is constantly evolving and we are at the forefront of driving progress. That is why we are looking for talented individuals to lead the way.

We understand it's a hard decision to make. After all, what makes one law firm different from another? For us it's all about driving progress through partnership. But that's more than four words: it's our purpose, our belief, and our promise that at Reed Smith everything we do is to apply our global experience in law to drive progress for our clients, for ourselves, and for our communities.

We focus on the next – our commitment to delivering smarter, more creative legal services helps our clients to further achieve their business goals, and this approach leads to deeper trust and stronger relationships. Because we live and breathe our clients' sectors, we have an informed point of view on what's coming around the corner so we are always one step ahead.

Be part of a dynamic and progressive law firm – our clients tell us our way of doing business is fair and respectful.

This is a testament to the way we hire people and our commitment to investing in the next generation of lawyers. We are looking for people who are excited about the future of law, and ready to build and maintain strong relationships. A combination of our entrepreneurial spirit, diversity of thought, and collaborative nature means we trust and nurture our trainees right from their very first day.

A global platform

28 Offices

4 Global regions

1,700+
Lawyers

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What our people say...

“It’s a really great place to cut your teeth and have a real involvement in negotiation meetings.”

“Hard work is really recognised and people want to do their best for their department and their clients.”

“It’s an extremely collaborative place with an open door policy. Even when time is the most precious commodity, everyone is prepared to put down their pen and talk to you.”

“My group and Reed Smith in general has always felt like an energetic and dynamic place to train – you get back what you put in.”

“I was drawn to Reed Smith because of the work they continue to do with disabled students. They were strong in areas I was interested in, with a broad spread of work and down-to-earth personality.”

“From day one, I was encouraged to voice my ideas and have always been made to feel like my individual contribution was valid.”

“My favourite part of the job is becoming completely immersed in the client’s team and gaining in-depth knowledge of their business.”

“The firm gave me the opportunities to shine, and it’s a true testament to the investment they will put into you if you show the desire, eagerness and commitment to excel.”

ReedSmith

COMMERCIAL DISPUTES

“Everyone’s
hard work
is really
recognised.”



Dominic Bullen
Associate

As the tenth largest global disputes firm in London*, commercial disputes are at the heart of what we do, working with clients such as Bauer Media, PwC, and ITV.

Whatever issue our clients encounter – whether involving complex provision of services, interpretation of contract terms, fraud or fiduciary duty issues, or claims concerning the structure, governance, or operation of companies and other entities – we are on hand to provide experienced, strategic, and commercial advice, in the context of their business.

Our sector-focused approach combines industry-specific knowledge with our strong disputes and tactical experience to deliver creative solutions and powerful results. Should the situation be time-sensitive, we have significant understanding of acting in emergency situations, including obtaining preemptive remedies such as injunctions and asset-tracing orders, as well as extensive assistance with coordination of multi-jurisdictional litigation.

*The Lawyer – Global Litigation Top 50, 2018



THEN?

I enjoyed a fantastic four years of training, had a great year abroad, and loved my degree. I've always liked problem solving and was drawn to Reed Smith's big litigation focus, shipping specialism and dedication to pro bono.

NEXT?

I'd like to stay on this trajectory. I like that alongside the work I'm doing, I'm learning about what our clients are trying to achieve in their businesses – so much of the job is understanding and responding to client needs.

WHAT DOES YOUR GROUP OFFER A TRAINEE?

It is a really collegial working environment, with lots of opportunities for personal development through regular lunch-and-learn sessions. There's also our internal social platform, Yammer, a space for us to work collaboratively and form new ideas. Everyone's hard work is really recognised, and people want to do their best for their department and their clients.



CORPORATE

“Graduates in this team will be working within the highest levels of world business.”

Our corporate team have deep industry insight which enables us to anticipate and address our clients' needs.

Whether it's mergers and acquisitions, capital markets private equity transactions or any type of commercial matter, our lawyers combine vast experience from working with some of the world's most successful and sophisticated businesses with a wealth of knowledge of local law and business practice.

We are focused on future outcomes and are highly collaborative. Graduates in this team will be working within the highest levels of world business.



Charles Jurd
Partner





YOUR FAVOURITE MEMORIES SO FAR?

I remember being on secondment and working in-house as the sole UK-qualified lawyer, within the offshore business division of a leading listed renewable energy company. It was a daunting experience at first, without some of the creature comforts I was used to at the Reed Smith offices. However the insight and experience I gained into the clients business was invaluable.

HOW WOULD YOU DESCRIBE YOUR GROUP?

I would say it is both friendly and entrepreneurial. From day one, I was encouraged to voice my ideas and have always been made to feel like my individual contribution was valid. My group and Reed Smith in general has always felt like an energetic and dynamic place to train – you get back what you put in.

WHAT'S YOUR FONDEST MEMORY TO DATE?

Being a fan of Southampton football club, I received my dream instruction in 2009 when a client was interested in buying the club out of administration. I don't think any lawyer has been as eager to get stuck into a due diligence exercise before or since!



ENERGY AND NATURAL RESOURCES



“What sets us apart is the time we dedicate to the sector.”

Our Energy and Natural Resources Group is global in reach and scope.

Our team of over 100 lawyers work across our global network advising businesses engaged in the extraction, production, distribution, or financing of energy and natural resources projects, products, and services.

Combining regulatory, transactional, and litigation disciplines, we represent many of the world’s largest players in this market, meaning graduates have the opportunity to work with some of the most innovative companies in the world.

What sets us apart is the time we dedicate to the sector. Ranked by leading legal directories as a Band 1 practice in this sector, our lawyers work day in, day out to maintain our position as a market leader.



Laura Riddeck
Associate



THEN?

During my studies, I thought I would enjoy disputes work, however I loved my time in transactional construction during my training contract, and chose to qualify there, specialising in construction and engineering projects. I found that throughout my varied training here, it's good to keep an open mind about what direction you want to take.

NOW?

My work is both challenging and rewarding – no two days are the same – advising on projects all around the world. I also love the global aspect of my work, having travelled to Turkey and China for negotiations. While travel is certainly nice, I have to say that my favourite part of the job is becoming completely immersed in the client's team and gaining in-depth knowledge of their business.

WHAT WOULD APPEAL TO A GRADUATE JOINING YOUR GROUP?

The people are driven and the standards are high, but everyone is friendly, approachable, very supportive, and collaborative. I have always felt like there are colleagues I can turn to for advice and help with my career development.

The group is multi-disciplinary with experts in different specialisms. As a trainee, there are opportunities to experience all of these – physical commodities, construction, environmental and health and safety, trade finance and derivatives.



ENTERTAINMENT AND MEDIA

“We’re forging new paths where rules haven’t existed, and we’re constantly looking at innovative ways of doing things.”



Carolyn Pepper
Partner

From SoundCloud to Sony, our Entertainment and Media Group advises some of the most dynamic companies, global superstars, and the latest tech start-ups in one of the world’s most exciting industries.

We represent 90 per cent of companies currently involved in consumer music propositions: most of the major video streaming businesses, broadcasters and film studios, numerous start-ups, and many major brand advertisers.

Graduates will work closely with experienced entertainment, media, and technology lawyers based in our London office, as well as entertainment and media lawyers in our Century City (Los Angeles), New York, Munich, and Chicago offices, along with lawyers from right across the rest of the business, globally. The group advises across the entire industry, from sports, film and TV, to social media and music, and advertising and marketing.



WHY A CAREER IN LAW?

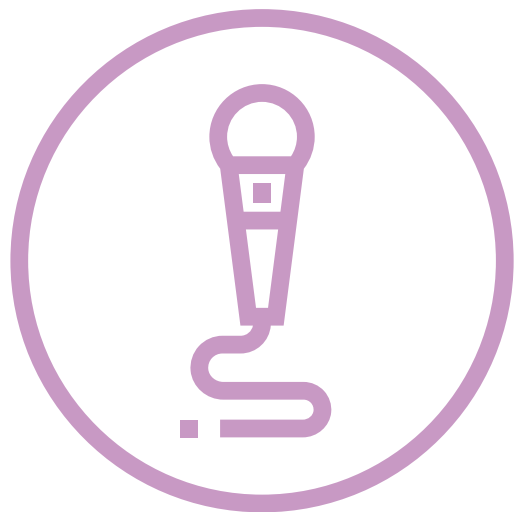
I enjoy writing, solving problems, and logically thinking through intellectual challenges – I think that’s probably why I like law. I’m also quite competitive, which helps as a litigator, and I love a good intellectual argument. Constantly learning from the range of experts in our broader team provides me with the opportunity to grow and progress.

WHY ENTERTAINMENT AND MEDIA?

I’m a partner in the Entertainment and Media Group, which combines my love of the law and all things media. It’s an amazing privilege working alongside creative people, and the buzz of working in a fast-paced media environment is difficult to beat. The scope of my working remit is really broad, with a new challenge every day.

HOW DOES YOUR GROUP DRIVE PROGRESS?

We undertake a lot of technology-related law and are always at the cutting edge of what businesses are doing with regard to technology. This includes how music is being distributed, artificial intelligence and autonomous vehicles. We’re forging new paths where rules haven’t existed, and we’re constantly looking at innovative ways of doing things.



FINANCIAL SERVICES

“We are market leaders in the hot topics of financial innovation, including impact investing, alternative financing and FinTech.”



Priya Taneja
Associate

Our Financial Industry Group acts at the cutting edge of the financial sector, advising on cross-border transactions for clients including multinational organisations, global banks, and financial institutions.

Our graduates benefit from being part of one integrated team, renowned for its global strength and capabilities. As a group, we offer graduates the opportunity to gain experience from the full spectrum of financial services, including structured finance, lending, investment management, restructuring and insolvency, and financial regulatory transactions.

Additionally, we are market leaders in the hot topics of financial innovation, including impact investing, alternative financing, and FinTech.





TELL US ABOUT JOINING REED SMITH?

I joined Reed Smith in 2014 as an associate. I had just had a baby and was anxious about juggling motherhood and a career. However, it was soon clear that I didn't need to be, as Reed Smith was wholly supportive. Thanks to that support, I was ranked as one of The Lawyers – Hot 100 Lawyers, 2017. I was specifically drawn to Reed Smith as a firm because of the platform it presented in being truly global. I also realised it was a firm that had an exceptional culture and the partners welcomed fresh ideas and new ways of doing things.

WHAT ARE YOU WORKING ON NOW?

The firm gave me opportunities to shine, and it's a true testament to the investment Reed Smith will put into you if you show the desire, eagerness, and commitment to excel. I work in financial law, which is broadly split between banking and capital markets. Over the past few years, I've witnessed brand new branches of finance law emerge – such as fund finance, social impact finance, and FinTech finance – all of which are immensely interesting and have allowed me to work on some of the most cutting-edge and bespoke transactions.

WHAT NEXT?

Finance is the heart of the economy and as a born and bred Londoner, I was always aware of London's role in the global economy.

It is relevant and current and always will be – so it feels like a good practice area to continue focusing on. The sector is continually evolving and is extremely broad, with ample opportunity to diversify your skill set. I am looking forward to developing my knowledge in new, technologically driven areas.

IP, TECH, AND DATA



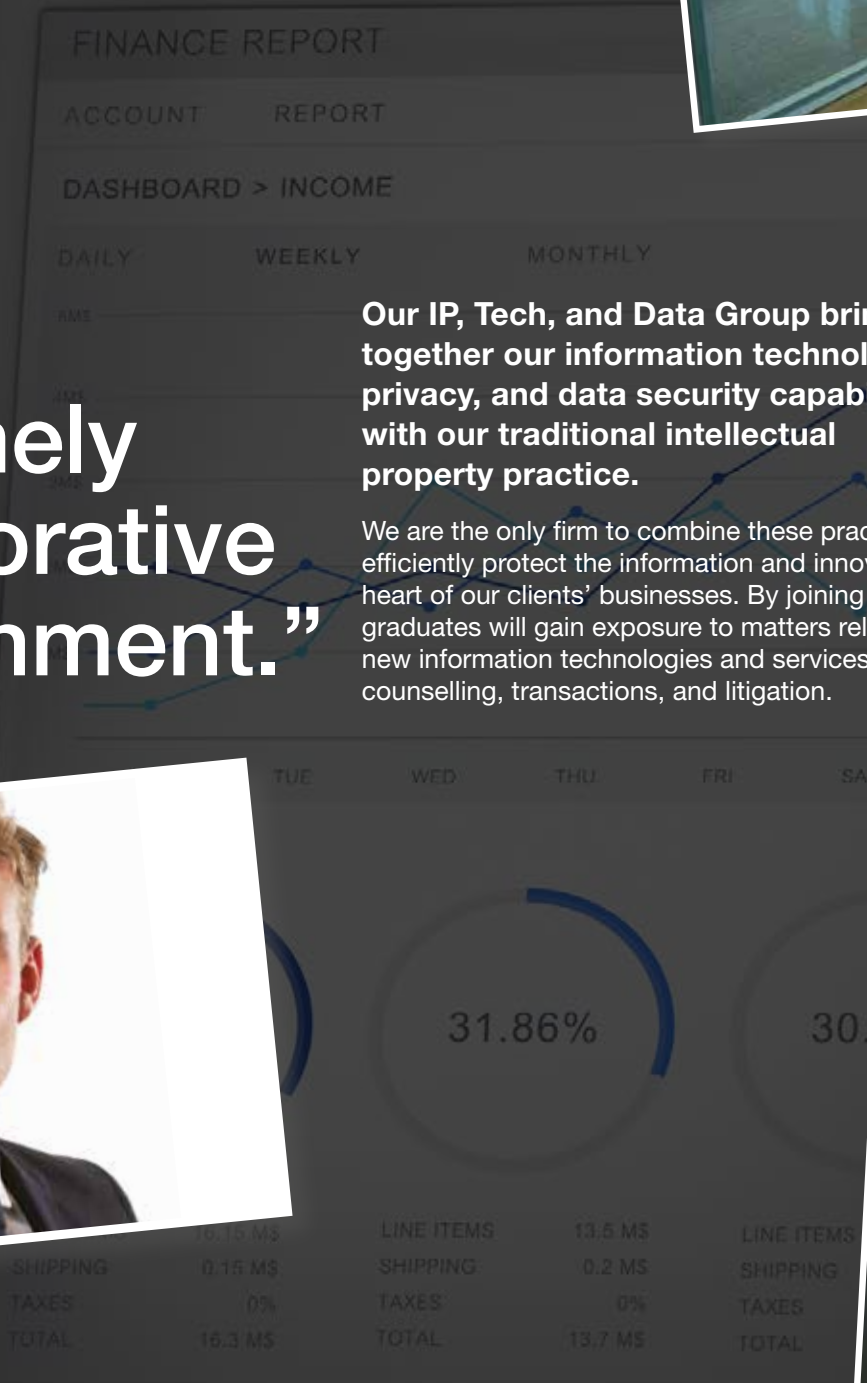
“It’s an extremely collaborative environment.”

Our IP, Tech, and Data Group brings together our information technology, privacy, and data security capabilities with our traditional intellectual property practice.

We are the only firm to combine these practices to efficiently protect the information and innovation at the heart of our clients’ businesses. By joining this team, graduates will gain exposure to matters relating to new information technologies and services, including counselling, transactions, and litigation.



Alex MacKay
Associate





LIFE AT REED SMITH

Six months on from qualifying, I've discovered how much there is to IP, tech, and data. For example, we advise medical device companies on the handling of sensitive data that is inextricably tied into wearable medical devices, which is a whole a new world.

It's amazing how many hats you wear as a solicitor, and how collaborative you get to be with other sectors. A big deal means a big team, and that's both great fun and rewarding when you see all the bits of the puzzle come together.

WHAT SETS REED SMITH APART?

It's an extremely collaborative environment. Even when time is the most precious commodity, everyone is prepared to put down their pen (or laptop!) and talk to you. This has been the case from day one, and this inclusive and approachable way of working together has really helped my confidence to grow. This is replicated in our approach to client relationships.



LABOUR, EMPLOYMENT, AND BENEFITS

“We have extensive knowledge of the key sectors we work in...”

We are widely recognised as the go-to firm for employment issues across a number of industries, with some of the world’s largest corporate, media, and financial companies counted as our clients, including Royal Bank of Scotland, Channel 4, ITV, Sony, and NBC Universal.

Our London team works in tandem with employment lawyers in France, Germany, and the United States to help our clients with their important, most critical employment needs, from day-to-day counselling to high-profile disputes to strategic global projects.

We have extensive knowledge of the key sectors we work in, giving us valuable insight into the market pressures our clients face and enabling us to provide advice that is commercial and pragmatic. We seek to add value to our client relationships by understanding and taking into account the commercial implications of the advice we deliver.





TELL US ABOUT YOUR PATH TO LAW?

I studied English literature at Bristol University and joined Reed Smith in 2003 as a trainee. It's been a really interesting 15 years, with a broad variety of work – work here (and in the law more generally) is always a challenge, but in a really good way.

WHY EMPLOYMENT LAW?

I enjoy employment law for the constant variety it offers. It's one of the few areas where you regularly work on both contentious and non-contentious work, which I find really interesting. Employment law is also constantly developing, which keeps us on our toes.

WHAT HAS BEEN YOUR HIGHLIGHTS TO DATE?

A highlight for me was defending a complex discrimination, harassment, and constructive unfair dismissal claim. After months of preparation, we had a seven-day hearing in the Employment Tribunal; it was nail-biting watching our witnesses give evidence, but the client was delighted when the Tribunal found in our favour on all claims. In addition to the case load, I've enjoyed making and maintaining good relationships with both our clients and within Reed Smith. This is a really important and fun aspect of my role.



Jo Powis
Associate

REAL ESTATE



Brigid North
Partner

“Real estate is a really great seat for having a lot of day-to-day responsibility and client contact.”

Our Real Estate Group is on the front lines of an ever-changing global industry.

Our lawyers advise on high-value acquisitions and dispositions, ranging from London skyscrapers to critical data centres.

As a trainee within the Real Estate Group, opportunities exist within the full range of commercial real estate including leasing, acquisitions, dispositions, land use, and finance.

You will work on matters worth hundreds of millions of pounds in London, one of the world's largest and complex real estate markets. Some of our largest clients include Reuben Brothers and London and Regional Properties.



WHAT WOULD APPEAL TO A GRADUATE JOINING YOUR GROUP?

I'm really lucky; I joined a group with a lot of experienced and knowledgeable partners who really have invested a lot of time in my career over the years, which I try to emulate now. Real estate is a really great seat for having a lot of day-to-day responsibility and client contact. It's a seat that allows you to begin to cut your teeth and have a real involvement in negotiation meetings.

WHAT EXCITES YOU ABOUT LAW TODAY?

I think now more than ever, the people coming into the firm at graduate level have so much to offer because of their experience with technology. The graduates coming through are all digital natives and therefore have a completely different approach and perspective. There's no doubt that the whole legal profession is going through a massive transformation and the right hires at graduate level are making all the difference.

HOW DOES YOUR GROUP DRIVE PROGRESS?

We know our clients' needs are continuously evolving, so we spend a lot of time in our innovation hub breaking down repetitive processes and identifying transactions where bottlenecks happen – we really are able to drive progress for our clients.



SHIPPING

“Technological solutions are very important, enabling us to increase client value.”

Our international outlook has made our Shipping Group one of the leading authorities in maritime law and we are lucky to work with an international clientele that includes shipowners, charterers, ports and shipyards.

Within the UK sector, we are ranked by leading legal directories in Band 1. We are proud to act for international shipping, trade and transport organisations, such as Maersk and Charles Taylor, as well as having a market-recognised ship finance practice.

By joining this team, graduates will learn from some of the most respected lawyers in shipping, many of whom have received international recognition for their excellence, with several even having spent time out at sea.





Susan Riitala
Associate

WHAT DO YOU DO?

I'm a senior associate in the Shipping Group, focusing on transactional work such as ship financing, joint ventures, ships sales and purchases, and shipbuilding contracts. My role is hugely varied, and we're often working on something completely new. As shipping is an international industry, I also enjoy the international angle my work affords me.

WHAT IS NEXT FOR SHIPPING?

The drive toward progress and innovation over the last two years means we're gaining recognition in different markets and growing internationally. I'm incredibly excited to be a part of this.

HOW DOES YOUR GROUP DRIVE PROGRESS?

Technological solutions are very important, enabling us to increase client value. Using technology for automated drafting and client databases allows us to do things more quickly and efficiently, creating a tangible impact for our clients.



INNOVATION



Alex Smith
Innovation Manager

OUR APPROACH TO INNOVATION...

The role of lawyers is evolving due to the changing business world and expectations of our clients. There has never been a more exciting time to enter the profession, but to harness the opportunities available, new skills involving innovation, listening, creativity, problem solving, data processing, and project delivery are required.

At Reed Smith we are building new opportunities and pathways to learn those skills, skills that will make you a great lawyer, that are relevant and that will put you on the same wavelength as your clients' dynamic legal, product management, and business opportunities.

“Innovation doesn't magically happen.”



Lawyers of the future

We are looking for talented individuals to lead the way in shaping the future of law. We want you to be curious and challenge conventions with clients in a collaborative way, to produce solutions that really meet their needs.

As part of focusing on future outcomes – where our clients and their businesses want to go – we are committed to investing in the next generation of lawyers and providing you with skills that are valued by our clients’ businesses and with the language clients increasingly talk in.

Be part of our **‘innovation hours programme’** team which provides you with unfettered time to think and generate new ideas, with facilities, technology, and human resources at your disposal to develop these ideas into projects.



OUR INNOVATION HUB

A collaborative approach to designing legal services starts with asking the question ‘what are you trying to achieve?’ Our innovation hub is a creative space where we co-create with our clients and look at how technology is changing their world and how we can help drive their progress. It’s about getting the right technology, and involving lawyers in the design and application process.

Empathy
Listening Ideas
Curiosity Change
Open questions
Efficiency Co-creation
Improving
Brave
Conversations

WOLFRUM BALANCE



Will Young
Associate



Chu Ting Ng
Associate



Sports and social

Our sports and social committee is made up of a cross-section of people from our London office.

The Sports

- 11-a-side football
- Netball
- Hockey
- Softball
- Reed Smith running club

The Socials

- Annual Christmas social
- Summer social
- In-house social evenings

And

- Our choir
- Charity days
- Theatre tickets

WHAT PART DOES SPORTS AND SOCIAL PLAY?

Will Young

Being involved in the trainee committee and the football team has played a big role in my time at Reed Smith. I've tried to throw myself into lots of different things, and at the end of the day, it's been a great way to make friends within the firm.

The fact that you have all different types of people involved, from various degrees of seniority within the firm, really means that the sporting field is truly a great leveller. I think it also reflects the culture at the firm in its openness and inclusivity.

Chu Ting Ng

Aside from a great team and a partner who really cares about my professional growth, I also love the extracurricular stuff. I am the captain of Reed Smith's softball team. Through the years, we have managed to rise from the bottom of division two, to the top of division one.

“I think it (sports and social) also reflects the culture at the firm in its openness and inclusivity.”



INCLUSIONS IN PRACTICE





Responsible business

TELL US ABOUT RESPONSIBLE BUSINESS AT REED SMITH?

Being a responsible business is vitally important in making us a better law firm and a better place to work. I am in charge of all our community volunteering outreach projects, diversity and inclusion programmes and some of our fundraising activities.

In our outreach projects we focus on combating social exclusion among some of the vulnerable communities. We are currently partnered with two charities to support people suffering from homelessness and housing difficulties, an adult carers centre and a Mind centre, (supporting people recovering from or who have experienced mental health issues).

In our diversity and inclusion programmes we focus on promoting social inclusion for young people. We work with various charities and nonprofit organisations to provide young people from primary schools, secondary schools, sixth forms, colleges, universities, career changers, and those from alternative routes of education, the opportunities to gain a better insight into the vast and exciting careers within our firm. Our volunteers are able to share their career and educational experiences with the young people they meet, at the same time showing the diversity of our workforce.

WHAT ABOUT FUNDRAISING EFFORTS?

We are proud to support many different charities with fundraising activities. With the assistance of our sports and social committee we fundraise throughout the year for six different charities. We also take part in three larger firm initiatives: the London Legal Walk, Prince's Trust Palace to Palace cycle ride and the Tour de Law cycle ride. These events are great ways to team-build across the firm, as well as raise awareness and much needed funds for the charities.



Carole Mehigan
Responsible Business Coordinator EME



Diversity and inclusion

Our Core Values

Integrity

Teamwork

Quality

Improvement

Respect

Performance

Innovation

We don't want to be just known for our diversity; we want to be leaders in driving the progress of diversity and inclusion.

We have a deep dedication to diversity and inclusion and have cultivated a working environment where we value, reward, respect, and celebrate everyone's diversity, hiring the very best talent, which makes us a stronger workforce and ultimately leads to the best results for our clients.

As a global law firm, our senior leaders are committed to driving change and value the strength that diversity brings to our business around the world.

Our mission is focused on the recruitment, retention, and professional development of our diverse lawyers. We are transforming our culture through 'tone at the top' messaging and innovative training, mentoring, and sponsorship programming focused on inclusive behavior and actions.

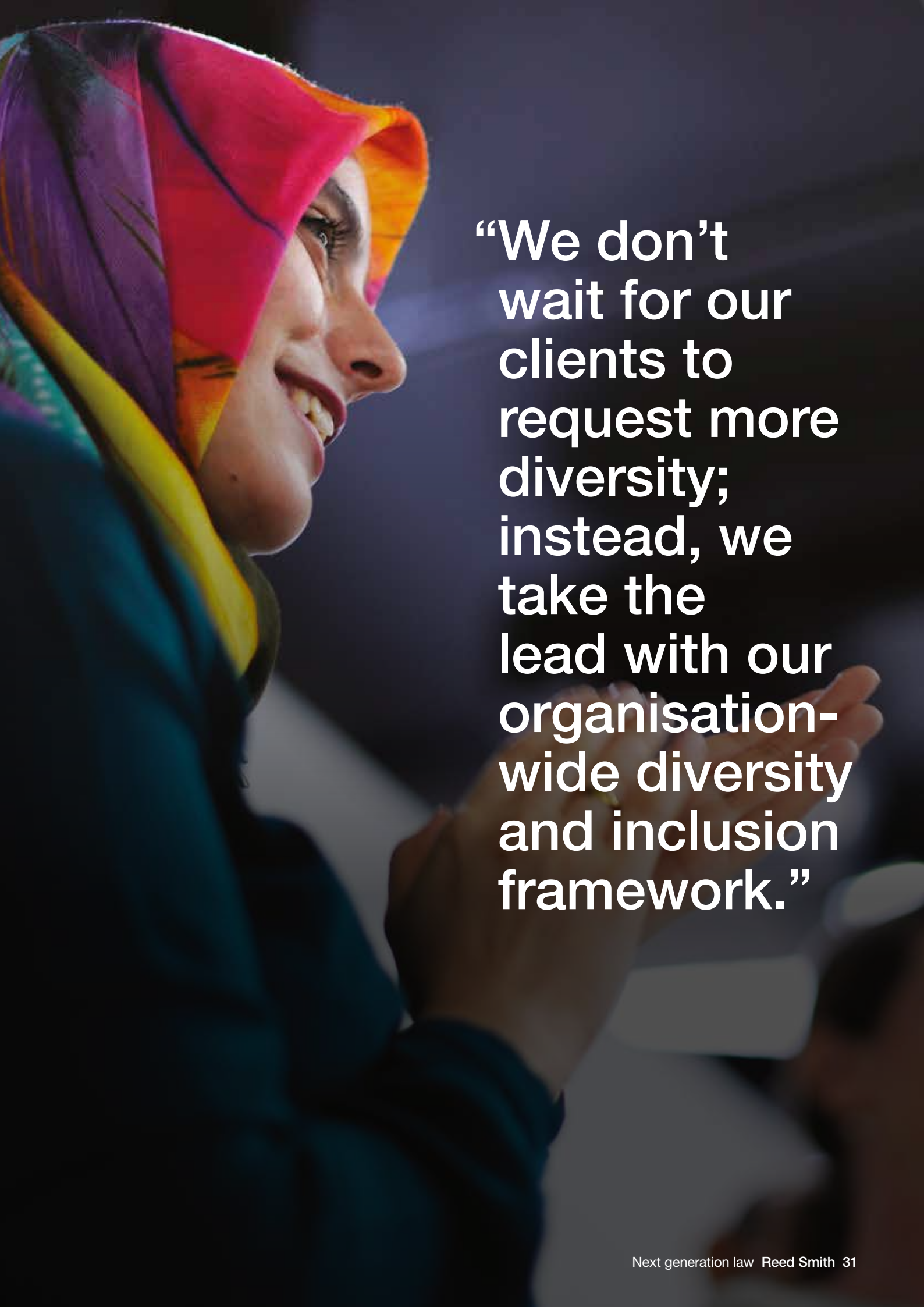
OUR INTERNAL NETWORKS

Multicultural Network (MCN) – promotes cultural diversity within the firm, with a focus on attracting, recruiting, and promoting BAME individuals.

LEADRS – promotes the well-being of individuals and the attraction and recruitment of those with disabilities, mental health issues and long-term illnesses, as well as supporting their inclusion within the firm.

PRISM – supports our drive to attract, recruit and retain LGBT+ individuals, as well as their inclusion within the firm.

WINRS – our women's initiative network of Reed Smith ('WINRS') is a growing global community of lawyers dedicated to further enhancing our workplace to more effectively develop, reward, engage, and attract women lawyers.



**“We don’t
wait for our
clients to
request more
diversity;
instead, we
take the
lead with our
organisation-
wide diversity
and inclusion
framework.”**



Diversity and inclusion



Vaibhav Adlakha
Associate

YOUR PATH?

I graduated from Warwick University in 2007, completing my LPC the following year. This cemented my passion for the law and led me to complete an LLM in air and space law in 2009.

NOW?

My training contract started in our Shipping Group, on the litigation side. I then went on to experience transaction and knowledge management areas, followed by advisory, which included competition and financial regulation. The combination of the two is what I am doing now.

WHY REED SMITH?

I always wanted to find a firm where the brand of the firm is synonymous with the person and vice versa. So, as the firm's brand grows, your career and personal brand develops as well. I found Reed Smith to be that firm.

“I think being a lawyer with a disability is a privileged position to be in. I feel I have a sense of responsibility to perform, not only for me, but for others who are also trying to change perceptions.”



WHY REED SMITH?

I was excited by the idea of working somewhere where diversity and inclusion was treated seriously. For example, before my formal interview, I was invited, along with fellow disabled graduate candidates, to informally meet with partners and familiarise myself with the office space – which, as anyone with autism knows, makes all the difference, helping you to perform to the best of your abilities in a traditional interview process.

WHAT DOES DRIVING PROGRESS THROUGH PARTNERSHIP MEAN TO YOU?

It means recognising your strengths, and how you can work together with others whose strengths might be different in order to achieve something greater than you could alone, for our clients. For me, this is best brought to life through the diversity and inclusion forum, and my wider diversity initiatives, too, contributing my experiences of disability and working with others with different experiences to build policy and activities that welcome everyone.



Jonathan Andrews
Trainee Solicitor



“We encourage all our lawyers to get involved in pro bono and are delighted that all our trainees have participated for 7 years running.”

PRO
BONO
FOR
ALL

MAKING A DIFFERENCE

Pro bono legal work lies at the heart of our responsible business programme across EMEA. It allows us to make a positive difference to the lives of people who would otherwise not be able to afford legal advice.

Our pro bono relationships include charities, not-for-profits, social enterprises, and low-income individuals. We have an associate and a partner who volunteer their time to drive our pro bono initiatives in every office in EMEA, and in each group within the London office.

Our work has three main focuses:

1. Improving access to justice
2. Advising charities and not-for-profit
3. Supporting international human rights projects

16,800

Pro bono hours

EMEA

13,150

Pro bono hours

London

41.88

hours on average

per lawyer

London*

*figures based on 2017



Becca Naylor

Pro Bono Manager EMEA

WHAT DO YOU LIKE ABOUT YOUR JOB?

I get to work with amazing charities, supporting individuals who would not otherwise be able access to legal advice, and I collaborate with lawyers access to our offices. A recent highlight was securing status for our clients – a mother and her two children from Nigeria – to remain in the UK; that was wonderful.

THE BEST PART OF PRO BONO WORK?

The people. Our clients are inspirational and motivate us everyday. I love working with fantastic colleagues inside Reed Smith and also our external legal partners.

HOW CAN TRAINEES GET INVOLVED?

Trainees can work on pro bono cases from day one and see the real impact of their work. We have a brilliant trainee secondment to Liberty and Reprieve where you get to do strategic casework on human rights and the death penalty.

YOUR PATH AT REED SMITH

Our two-week summer vacation schemes offers students the opportunity to gain a strong insight into life at Reed Smith, as well as providing a solid account of the type of work encountered as a trainee.

Your seats: you will have the opportunity to experience two practice areas of your choice and will be delegated an experienced and dedicated supervisor in each seat. You will be integrated into the team and be assigned to live projects. You will also have a trainee buddy who will act as an informal guide, who you can catch up with at any point and ask any questions you might have.



Summer vacation scheme

GETTING TO KNOW US

Throughout your two weeks, you will get to experience the real culture of our firm through informal, relaxed socials alongside our trainees. This will give you a chance to really gain a deeper insight into each person's path to Reed Smith, allowing you to get to know fellow team members and begin to network and build your own profile.

Socials include crazy golf, bowling, dinner in Spitalfields and even the London office summer social. We are also passionate about giving back to the community, and there will be opportunities for you to volunteer.

Salary: you will receive a weekly salary of £330.

ELIGIBILITY

The schemes are for penultimate and final year law undergraduates, final year non-law undergraduates and postgraduate students (excluding LPC).

THEN?

As a computer science undergraduate, I wasn't the typical non-law candidate; in fact some supervisors told me I was the first computer science applicant they'd had!

NOW?

My vacation scheme really surpassed all expectations. We learned about the amazing pro bono opportunities as well as the diversity initiatives at the firm. I attended numerous events, including a mock employment tribunal, and because of all the socials, we got to know each other really well. In fact, we still keep in touch now.

Jack Hodkinson



WHAT DID YOU DO ON THE SCHEME?

I spent time with the energy and resources team and the funds team, and I sat with a senior associate who let people know I was keen to help. This resulted in a steady flow of varying work – from legal research to creating a transaction timeline. All new for a non-law graduate. It was more about problem-solving and logical approach rather than legal knowledge.

Terry Prempeh

WHAT STOOD OUT?

At Reed Smith, innovation doesn't just mean legal tech. The aim is to find out the client's problems and help them figure out digitally enabled solutions – innovation isn't just a buzzword here! After this unique experience, my perspective on the legal industry has changed.

Tiffany Law



A woman with long brown hair, wearing a light blue cardigan over a yellow top, is smiling and looking at a laptop screen in a modern office. The background is blurred, showing other office workers and bright lights.

Training contract

A UNIQUE PLACE TO GROW

We offer stimulating work in an informative, challenging, and busy environment. Your contribution counts from the year before you join, with our unique LLM Commercial Legal Practice course, through to the end of your training contract. With four seats over two years, you choose the practice or industry group areas you would like to experience, and you can benefit from a client or international secondment. Our intake per year is 25, meaning that at any given time, we will have 50 trainees in total.

LLM COMMERCIAL LEGAL PRACTICE

We were the first in the sector to develop a new version of the LLM that fully integrates legal and business learning and leads to a unique master's qualification. This bespoke programme not only enables you to study commercial and legal aspects in parallel, but also gives you an unrivalled opportunity to apply your business learning while based at a client in the summer term of the programme.

WHERE YOU'LL BE BASED AS A TRAINEE

Our London office, based in the Broadgate Tower, is now the largest in the firm. This state-of-the-art building provides an exceptional workspace and 360-degree views from our cafeteria on the 31st floor.



YOUR TRAINEE INDUCTION

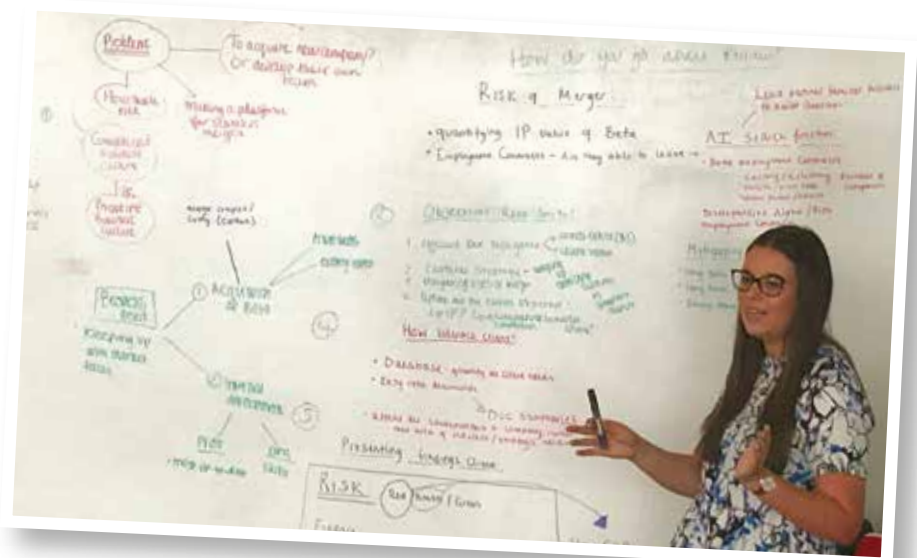
Your training programme will start with a detailed 2.5-week induction course to discover how the firm works, build some vital practical skills – and begin to complete core modules of your Professional Skills Course (PSC).

YOUR PEERS

The first relationships you'll form at Reed Smith will be with your fellow trainees, who will help you develop and prosper throughout your training contract. As part of the process, you'll also link up with a 'buddy' – a more experienced solicitor who will provide guidance and support to help you through your first six months (and often beyond). In addition, for those conversations about qualification or more advanced topics, we offer mentoring support in each practice group from a junior associate.

SKILLS DEVELOPMENT

In addition to training to introduce you to our practice areas, you will attend on-going training on updates and developments with the partners and associates. We are also keen to allow you to develop your own coaching and mentoring skills, so we encourage our trainee cohorts to mentor those more junior to them on the LL.M Commercial Legal Practice.





Application process

We encourage applications from a wide range of degree subjects and value the diversity of thinking that candidates from different backgrounds can bring to the firm.

Using a strengths-based assessment approach, our focus is on what you enjoy doing, rather than simply what you can do. This ensures a positive candidate experience and a fair and consistent recruitment process.

Our application process for summer vacation scheme and training contract opportunities involves the following stages:

- Online application form
- Online situational strengths test
- Assessment day, with participation in a case study/ strengths-based interview and group exercise

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Reed Smith Graduates UK



To apply for opportunities, please visit our website:

www.reedsmith.com/ukgraduates

Email us:

Graduate.recruitment@reedsmith.com

Our benefits

In addition to a competitive salary, our trainee solicitor package includes:

Standard benefits:

- Payment of GDL and LPC course fees, along with a maintenance grant
- The opportunity to study the LLM Commercial Legal Practice Course at BPP
- 25 days' annual holiday
- Permanent health insurance
- Life insurance
- Lifestyle discounts and concierge service
- Contributory pension scheme
- Season ticket loan
- Conveyance fees reimbursed for domestic conveyance

Flexible benefits:

- Private medical insurance
- Discounted gym membership
- Cycle to work scheme
- Dental insurance



Dates for your diary

TRAINING CONTRACT

Applications open: 1 November 2018

Deadline: 30 June 2019

SUMMER VACATION SCHEME

Applications open: 1 November 2018

Deadline: 31 January 2019

UNDERGRADUATE OPEN DAY

Event date: 6 and 7 March 2019

Applications open: 1 November 2018

Deadline: 6 February 2019

GRADUATE OPEN DAY

Event date: 12 February 2019

Applications open: 1 November 2018

Deadline: 11 January 2019

Reed Smith LLP is associated with Reed Smith LLP of Delaware, USA and the offices listed below are offices of either Reed Smith LLP or Reed Smith LLP of Delaware, USA, with exception of Hong Kong, which trades as Reed Smith Richards Butler.

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