

Next generation law



ReedSmith
Driving progress
through partnership

Where will **your career** take you?

Who we are

Where will your career take you?

You have a big decision to make. To ensure you make the right one for your career, you'll want to know what sets us apart from other law firms.

We're all about driving progress. Which means everything we do is focused on helping our clients move their business forward – from the people we hire, how we train them and the technologies we implement, to the way we practice law. This is our promise – it's why we exist.

Most importantly for you, our promise makes our firm a very supportive place to learn, develop and gain experience. We know that helping you build your career is vital to our collective success. Which is why we've developed an environment where everyone, at every level, is willing and able to nurture and guide you.

Be part of a dynamic and forward-looking firm

From your very first day, you're important to us. You'll soon be in client-facing roles, and work closely with partners and associates in small teams. In a diverse and inclusive workplace, we'll help you build your career as you want it. And, as we're a global firm, you'll have the chance to work with clients and colleagues around the world.

A distinctively human approach

Our clients tell us that our way of doing business is respectful, fair and human. And this runs through everything – especially the way we invest in the next generation of lawyers. We encourage collaboration, believe strongly in diversity and value an entrepreneurial spirit. All of which helps us provide smarter, more creative legal services that achieve our clients' goals – and all while shaping the future of law.

Our Core Values

Integrity

Teamwork

Quality

Improvement

Respect

Performance

Innovation

A global platform

29 Offices

4 Global regions

3,000 people with 1,700+ Lawyers

Contents

Who we are	2
What our people say.....	4
Practice areas	
Global commercial disputes.....	6
Corporate	8
Energy and natural resources..	10
Entertainment and media	12
Financial services	14
IP, tech, and data.....	16
Labour, employment, and benefits.....	18
Real estate	20
Transportation	22
Innovation.....	24
Work-life balance.....	25
Sports and social	25
Inclusion in practice	26
Responsible business	26
Diversity and inclusion	27
Pro bono.....	30
Your path at Reed Smith	32
Application process.....	32
Vacation schemes	33
Training contract.....	34
Our benefits	35
Dates for your diary	35

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

GLOBAL COMMERCIAL DISPUTES

“Everyone’s
hard work
is really
recognised.”



Kerri Bridges
Associate

As the tenth largest global disputes firm in London* and ranked in the elite GAR 30**, 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

**The GAR 30 2019, Global Arbitration Review’s ranking of the world’s leading international arbitration practices



What do you do?

As part of the global commercial disputes team, I work on a mix of commercial arbitration and litigation matters – and these fall into a broad range of industry sectors, including corporate transactions, insurance recovery, construction, and banking. I also work on a number of pro bono projects, several of which have a disputes element.

Why did you choose global commercial disputes?

During my training at Reed Smith, I found that what I enjoyed most was the variety – also the research, and the opportunity to work on cases that can change the law. On a dispute, you engage with not only your client, but also barristers, experts, the court or tribunal and, of course, the opposing legal team. There are many moving parts to manage in every case, and no case is ever the same – I feel like I'm constantly learning and developing my skills. The partners give associates a lot of responsibility, but also plenty of support. It's great to be part of a large and collegial team that truly recognises the hard work of each individual.

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.

Can you tell us about the most interesting matter you have worked on 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 160 lawyers works across our global network, advising businesses engaged in the extraction, production, distribution or financing of energy and natural resources, and in related projects, products and services.

Combining regulatory, transactional and litigation disciplines, we represent many of the world's largest players in this market. We are involved in commodities, power, oil and gas, nuclear energy, mining, metals and minerals, and renewable and clean-tech energy – which means 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, our lawyers work day in, day out to maintain our position as a market leader.



Ray-Shio Ho
Associate



How was your introduction to the team?

From the outset, I was included on various types of matters – and I really felt my work and views were respected. There's very little hierarchy in the team, and in the group in general. Everyone is very friendly, sociable and helpful. All part of a genuine 'open doors' policy.

What opportunities have you had for personal development and taking on responsibility?

I've enjoyed a wide range of work and responsibilities – more than many of my peers are exposed to. For example, running training sessions both internally and externally, pitching to clients, leading on matters of various sizes, and mentoring others. I've also received both career and personal development advice from many people in the group, including my career mentor. There's a real sense that the partners care about your development.

What would appeal to a graduate joining your group?

The immense breadth of work and opportunities you're exposed to. Because of the structure of the group, you get involved with matters that are fundamental to the global energy and commodities industry – such as financing, financial regulation, environmental health and safety regulation, projects and construction, and trading matters.



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?

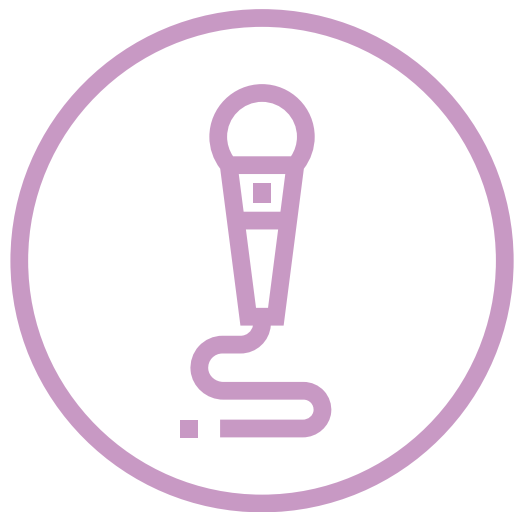
I enjoy writing, solving problems, and logically thinking through intellectual challenges – I think that's probably why I like law. I'm also quite competitive, which helps as a litigator, and I love a good intellectual argument. Constantly learning from the range of experts in our broader team provides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



John O'Brien
Associate



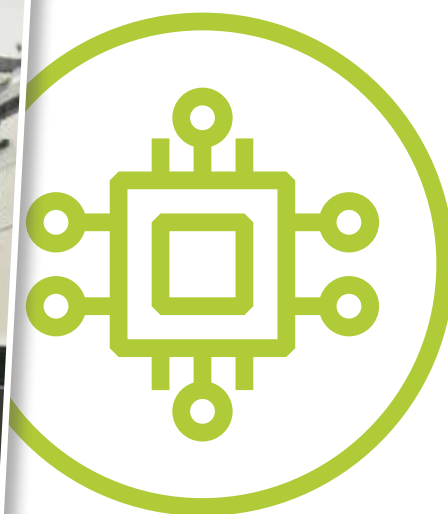


Life at Reed Smith

We make things happen quickly for our clients. Most importantly, we get to know their businesses so they can treat us like in-house counsel rather than external advisors. We apply the law to complex situations in a way that fits their business models. And we're flexible in how we do this, which often means working closely with colleagues across the firm to provide joined-up advice.

What sets Reed Smith apart?

We're not just lawyers. We're strategic business partners to our clients, doing much more than explaining the law to them. They need us to come up with pragmatic solutions to complex legal problems – solutions they can implement. To do this, we take a lot of time to understand our clients and how their businesses work. When we know what's important to them, we can provide advice that cuts straight to the heart of the matter.



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, Nokia, AECOM 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
Counsel

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.

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.

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.



TRANSPORTATION

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

Transportation

Transportation – and the many ways in which we use it – has changed dramatically in recent years.

We are looking at a future of crewless ships in a more sustainable shipping industry, at the global commercial aviation fleet increasing by over 10,000 new aircraft in the next decade due to demand for air travel, and at the developing ability to track and communicate with items anywhere in the world through the Internet of Things.

Our lawyers have been part of the transportation industry for nearly a century and our services have evolved to match the needs of our clients.

Our transportation practice covers the full spectrum of legal needs for owners, operators, manufacturers or investors in transportation, whether they move people or goods by sea or air, manufacture ships, aircraft, spacecraft or components, invest in aerospace – or anything else the future might hold.





Susan Riitala
Senior Associate

What do you do?

I'm a senior associate in the Transportation Industry Group, focusing on transactional work such as ship financing, joint ventures, ship sales and purchases, and shipbuilding contracts. My role is hugely varied, and we work on some of the most complex and innovative transactions in the industry. As shipping is so global, I also enjoy the international angle my work affords me.

What is next for transportation?

The transportation industry is facing a lot of challenges, from an ever-changing sanctions landscape to an increased emphasis on technology and the environment. We are working to ensure that we can support our clients through these changes and ensure they are prepared for whatever comes their way.

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

What does all this mean for you?

Our approach to client relationships will affect every aspect of the way you work. It's an exciting time to enter the profession. The lawyers of tomorrow will have a wider skill set, and take a highly creative approach to providing legal services. This is the future we focus on as we build new opportunities for you to gain the capabilities it takes to provide genuinely pragmatic solutions to our clients' needs, while building deep and lasting relationships.

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.

Innovation hours program

We want you to help us lead the way in shaping the future of law – to be curious and to challenge conventions, working together with clients to find new solutions to their most difficult problems. To encourage you to develop the skills you need for this approach, our innovation hours program gives you time to devote to thinking freely and developing new ideas.

“To continue meeting client needs, we need to constantly evolve the way we do things.”



Lucy Dillon, Chief Knowledge Officer

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
- Running & Racket Sports

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
Associate

Being involved in the football team has been really important in my time at Reed Smith – as it's a great

way to make friends across the firm. Different people with various degrees of seniority get together to play, so the sporting field is truly a great leveller. I think this also reflects the open, inclusive culture at the firm.



Chu Ting Ng
Associate

Aside from a great team and a partner who really cares about my professional growth, I also love

the extracurricular stuff. Ray-Shio and I are co-captains of the softball team. Through the years, we have managed to rise from the bottom of division two, to the top of division one.





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 four firm initiatives: the London Legal Walk, Prince's Trust Palace to Palace cycle ride, the Children's Christmas Shoebox collection and the Tour de Law cycle challenge. 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 Manager EMEA



Diversity and inclusion

We value our people, regardless of their race, gender, sexual identity, religion, background, age, or where they were born. Everyone matters here. Through inclusion, we encourage stronger performance, collaboration, teamwork and innovation in all we do.

As leaders in driving the progress of diversity and inclusion, we have a unique approach: unlike traditional diversity programs, ours is focused on inclusion. We want everyone to be included, at every level.

Our inclusive culture also makes commercial sense. By focusing on how all our diverse individuals can feel included, we increase their engagement, opportunities, and involvement. We boost their chances of promotion and compensation. And this supports our recruitment of the best people – from all kinds of backgrounds and with all kinds of experience – who bring us the best results.

Our internal networks

Multicultural Network (MCN)

– promotes cultural diversity within the firm, with a focus on attracting, recruiting, and promoting BAME individuals.

LEADRS (Looking for Excellence and Advancement of Persons with Disabilities at Reed Smith) supports and enhances the professional and personal development of those with all types of disabilities, both mental and physical. It helps us show that jobs for people with disabilities are both available and achievable at the top of the legal profession.

PRISM (Pride, Respect and Inclusion Simply Matter) champions inclusion for LGBT+ individuals, and acts as a forum for socialising, mentoring and networking in our firm and the wider LGBT+ community.

WINRS (Women's network) is a growing global community dedicated to enhancing our workplace to more effectively develop, reward, engage, and attract women in the legal profession.

“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 and Transportation 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.”



Jonathan Andrews
Associate

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.



“We encourage all our lawyers to get involved in pro bono and are delighted that all our trainees have participated for 8 years running.”

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

13,442
hours in
London

42.90
hours on average
per lawyer
London

71%
participation in
London*

*figures for 2018



Becca Naylor
Pro Bono Associate EMEA

What do you like about your job?

I get to work with amazing charities, supporting individuals who would not otherwise be able to access legal advice. I collaborate with lawyers across 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

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.

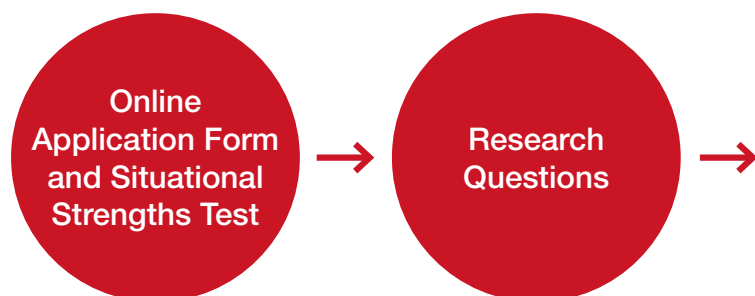
Using a strengths-based assessment approach, our focus is on what you enjoy doing, rather than simply what you can do. This ensures a positive candidate experience and a fair and consistent recruitment process.

A new way of qualifying as a lawyer - SQE

The way people qualify as lawyers is changing. The Graduate Diploma in Law (GDL) and Legal Practice Course (LPC) are being replaced by the Solicitors Qualifying Examination (SQE) 1 and 2, which trainees will follow with a two-year period of qualifying work experience. If you have started your law degree or GDL, or start it before 2021, you can continue on your existing path to qualification. The first group to start the SQE will be non-law students who finish their degree in June 2021.

Our plans for SQE

At Reed Smith, we'll be creating a training programme equivalent to the old LPC. For trainees joining us for qualifying work experience, this will help develop the legal and business knowledge, skills and behaviour needed to succeed. We will also train our non-law students, providing them with the legal knowledge they'll need. We have around a 50/50 split between law and non-law students – and we value that diversity. We'll be maintaining a level playing field by keeping everyone on the existing route to qualification in 2021, then moving them across to the new SQE route from autumn 2022. This gives the SQE a year to establish itself, and we believe it will give our trainees the best start to their legal careers.



Vacation schemes

Our winter and summer vacation schemes offer 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'll have the opportunity to experience one or two practice areas of your choice. The winter vacation scheme lasts one week and gives you the chance to experience one seat, and the summer vacation schemes last two weeks, letting you try two seats. Whichever you choose, you'll have an experienced supervisor, and be integrated into a team and assigned to live projects. You'll also have a trainee buddy who will act as an informal guide – you can catch up with them at any point, and ask any questions.

Assessment and sessions

Alongside your seats, you will have the opportunity to attend various sessions to improve your legal and business skills. These include a pro bono exercise and a variety of workshops, covering topics such as negotiation expertise, cultural intelligence, presentation skills, and business development. These sessions alongside feedback from your seats will allow the Graduate Recruitment Team and other people from across the business to assess your suitability for becoming a Reed Smith Trainee.

Getting to know us

Throughout the vacation scheme, 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.

Salary: you will receive a weekly salary of £369.25

Eligibility

Winter vacation scheme

- Graduates
- Career Changers
- Graduates who have completed their LPC

Summer vacation scheme

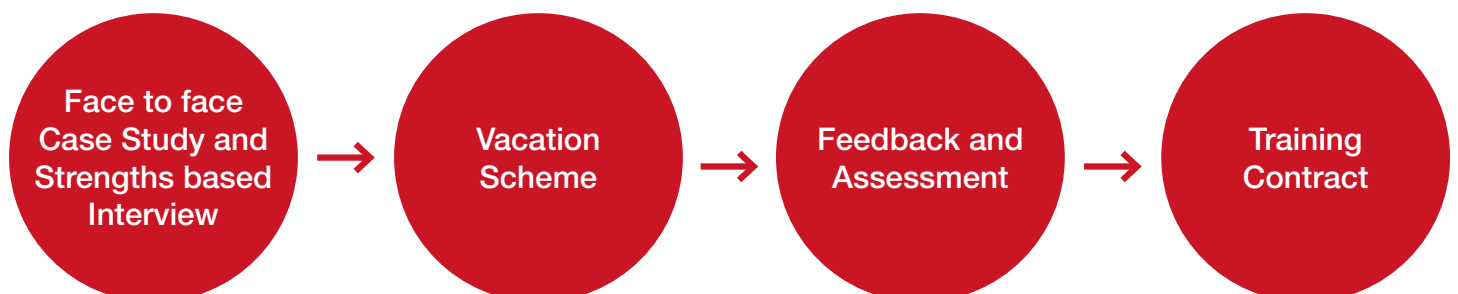
- Penultimate and final year Law Undergraduates
- Final year Non Law Graduates

2.1 in any degree discipline (please inform us of mitigating circumstances)

ABB in your A Levels or equivalent

“My vacation scheme really surpassed all expectations!”

Jack Hodgkinson



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.

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 LLM Commercial Legal Practice.



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

WINTER VACATION SCHEME

Applications open: 3 October 2019

Deadline: 29 November 2019

Event date: 24 – 28 February 2020

SUMMER VACATION SCHEME

Applications open: 3 October 2019

Applications will be screened on an ongoing basis.

Event date: 8 - 19 June 2020 and 29 June 2020 - 10 July 2020

GRADUATE OPEN DAY

Applications open: 3 October 2019

Deadline: 23 October 2019

Event date: 6 November 2019

UNDERGRADUATE OPEN DAY

Applications open: 3 October 2019

Deadline: 30 October 2019

Event date: 12 November 2019

Follow us:



www.linkedin.com/company/reed-smith-llp/careers



www.facebook.com/reedsmithgraduatesuk



instagram.com/reedsmithgrads

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.

All rights reserved.

Phone: +44 (0)20 3116 3000
Fax: +44 (0)20 3116 3999
DX 1066 City/DX18 London

ABU DHABI
ATHENS
AUSTIN
BEIJING
CENTURY CITY
CHICAGO
DALLAS
DUBAI
FRANKFURT
HONG KONG
HOUSTON
KAZAKHSTAN

LONDON

LOS ANGELES
MIAMI
MUNICH
NEW YORK
PARIS
PHILADELPHIA
PITTSBURGH
PRINCETON
RICHMOND
SAN FRANCISCO
SHANGHAI
SILICON VALLEY
SINGAPORE
TYSONS
WASHINGTON, D.C.
WILMINGTON

www.reedsmith.com