

UK
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edition

Where will **your career** take you?

ReedSmith

Driving progress
through partnership

Next
generation
law

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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.

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Our core values

Our core values define who we are and how we move our business forward. They guide how we behave, make decisions and treat others.

They're what make us, us.



integrity

We are honest, ethical, equitable and authentic. We do the right thing because it is the right thing to do.



excellence

We operate at the highest levels, and we are committed to delivering the best possible outcomes for ourselves and our clients.



teamwork & respect

We work together and treat each other with dignity and respect at all times. We prize our differences, knowing they are essential to our great culture, our performance and our service delivery.



innovation

We embrace change. Our ability to innovate enables us to exceed expectations and ensures that we are driving progress for our clients and our firm.



impact

We strive to deliver the greatest positive impact for our clients, our communities and our firm, working to achieve their and our goals.



30

offices globally



4

global regions –
Europe, the Middle
East, Asia, and the
United States



3,000
people,

with more than
1,700
lawyers

Global Commercial Disputes

As one of the largest global disputes firms 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.



Catherine Lewis
Associate

What do you do?

I am an associate in our Global Commercial Disputes group. Like most of our associates, I have a fairly broad commercial practice, but have developed a particular expertise in insurance recovery disputes and international arbitration. One of the parts of my work that I enjoy the most (and what keeps it interesting) are the range of clients and industry sectors. The insurance recovery work (broadly, complex insurance claims) involves a range of sectors and types of insurance policies. I have active cases in the marine, retail and leisure sectors, but historically have also advised clients in the financial and energy sectors. My commercial arbitration cases are equally diverse and I am currently involved in advising clients in the pharmaceutical and defence/security sectors. I am also involved in a range of commercial cases including high value negligence claims against both individuals and manufacturing companies.

Why did you choose global commercial disputes?

My family would say it is because I am argumentative, but I have always been attracted to contentious work. In one sense, the role is complex-problem solving – ensuring that you put your client's claim (or defence) forward in the strongest way possible to achieve the best overall outcome for the client (whether through settlement or success at trial). The other element of the work necessarily involves a love of the law and its impact on the strength of the client's position.

I chose GCD because the team encourages all associates, particularly at the junior and mid-level, to develop a broad practice area. Having exposure to a broad range of disputes and clients keeps the day-to-day work varied and interesting, and also enables one to draw on a wide-range of experience when advising clients on their position.

What does your group offer a trainee?

GCD is a large group and covers a broad range of contentious work. There are a number of opportunities for trainees which will enable you to get a flavour of some of the types of work the department does – including regulatory (and other) investigations, international arbitration, commercial litigation and insurance recovery. As a trainee, you will be encouraged to take on work from partners and associates other than your direct supervisor.

Some of the main trainee tasks, including preparing accurate hearing/application bundles, drafting correspondence and legal research, form the foundations of the strong legal skills that are expected of litigators. As a trainee you will also get the opportunity to attend client meetings and (depending on the stage of cases you are working on) hearings.

“Everyone's
hard work
is really recognised.”

Corporate

From Microsoft Corporation, Daily Mail Group to CBPE Capital, our Corporate Group acts on cross-border transactions for leading multinational organisations across a number of industry sectors.

Working across all forms of mergers and acquisitions, capital markets, private equity transactions and commercial arrangements, the Group focuses on the commercial strategies and objectives of the client to develop long lasting relationships. Lawyers use their in-depth industry specific, local and business practice knowledge to work with clients throughout the life cycle of a business or investment, planning ahead for the future. Graduates in this Group will work with a wide variety of businesses from start-ups to some of the most sophisticated multinational organisations, gaining first-hand experience of high profile strategic decision making and corporate transactions.



Daryl Cue
Senior Associate

Your favourite memories so far?

Working in the Corporate team has provided a vast array of memorable moments which include hosting in-person negotiations in Kazakhstan and Athens, negotiating the proposed acquisition of a Premier League Football Club and assisting a client to dispose of a UK hotel portfolio after working on the original acquisition. I do remember being provided with the opportunity to travel to New York and Chicago, pitching to a client with our Global Managing Partner. The fact that our Global Managing Partner was so supportive and willing to give his time to support the pitch was an invaluable and inspirational experience and represents a strong message about the culture of Reed Smith globally.

How would you describe your group?

The polar opposite of hierarchical. What I have always enjoyed about our Group is that everyone works as a team and as a single unit. Partners always encourage you to raise questions, with an open door ethos. In addition, the Group is extremely entrepreneurial and supportive if you have an idea or opportunity you wish to explore. By way of example, the Partners supported an associates only client event at Namco London whereby we invited and hosted our junior contacts at firm clients to facilitate business development at all levels. It was a great evening other than one person splitting his trousers whilst exiting the dodgems!

Can you tell us about the most interesting matter you have worked on to date?

I have always enjoyed watching Dragon's Den. In 2017, we were instructed by Theo Paphitis and Peter Jones CBE on the sale of Red Letter Days to Smartbox Group, the owner of Buyagift. Working with the clients was an amazing experience and I continue to provide regular advice to Peter's in-house legal team and will be joining Peter's upcoming charity clay pigeon shooting event.



Ravi Pattani
Counsel

Favourite memories

One of the great things about working in a Corporate team is that we have a number of deal completions/closings. Whilst the build-up can be stressful, being able to attend a signing meeting and seeing your clients through the process is really rewarding. Whilst not necessarily glamorous, setting up an organised closing meeting and receiving compliments from experienced clients is a great feeling. At the beginning of my career as an associate I worked on a number of deals which closed within a two week period – closing deals every few days was the closest I have been to feeling like Harvey Specter (and the celebrations to mark the end of each of these deal definitely made the hard work worth it!).

Describe your group

The Corporate Group is one of the friendliest teams I have had the pleasure of working in. The lawyers within the team are hardworking and at the top of their game but they are always willing to take the time to explain points and to teach – this has been invaluable to my growth and development as a lawyer. The open-door policy and the keenness to hear different views have meant that I have always been able to feel like I am contributing to the deals I am working on and that my opinions are worth raising.

Most interesting matter

One of the reasons I joined Reed Smith was for its great Entertainment & Media practice, which is one of the best in the country. I have been lucky enough to be seconded to two companies operating in this space. Upon my return, I have done a number of deals within this space, one of which being the acquisition by ITV plc of the TV production company, World Productions, which is behind some of the biggest shows on TV at the moment (Line of Duty, Bodyguard and Save Me, to name a few). From the due diligence to negotiating the transaction documents it was a really interesting deal to work on, especially as you read about the contracts with the stars of the shows!

Energy *and* Natural *Resources*

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

Our team of over 140 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, renewable and clean-tech energy and the sports financing industry – 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

What do you do?

My practice is quite wide and in general I cover financial regulatory, sanctions, financing, structured projects, business as usual trading matters; which is a testament to the breadth of focus of the group. So the kinds of work I am involved in changes daily which is extremely refreshing and also provides me with a holistic view of our clients' businesses and the legal issues impacting them.

How would you describe your group?

Truly "open door culture" and very friendly department. We often have group socials or just chats with any one in the team (including the group head!). Besides that, there is a real sense of growth and encouragement where we welcome each team member to take on additional responsibility as they feel comfortable with. On this, many of the senior personnel in the group trained with Reed Smith, which again, says a lot about the team and the culture.

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, sports financing(!), financial regulation, environmental health and safety regulation, projects and construction, and trading matters. You'd be hard pressed to find such a range elsewhere.

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

Entertainment *and* Media

“

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

”

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 involved in consumer music propositions: 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, Paris, Munich, Miami, Dallas 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.



Carolyn Pepper
Partner

Financial Services

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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.



Katie Grace
Counsel

Tell us about joining Reed Smith?

I did a vacation scheme at Reed Smith in 2009 whilst I was at university, and joined as a trainee in 2012. I had a great and really varied training contract, in the London office I did seats in Funds, Structured Finance and Energy and Natural Resources – Derivatives, and I also had the opportunity to go on secondment to the Reed Smith Abu Dhabi office, to do my litigation seat. I qualified into Structured Finance (which is a sub-team within the Financial Industry Group) in 2014, and was promoted to Senior Associate 5 years later, in 2019.

What have you enjoyed working on?

I enjoyed working on the Firm's IBOR transition project. Inter-Bank Offered Rates (or IBORs – such as LIBOR) underpin so many of our deals – whether it's an interest rate on a bank account, or publically traded notes which carry interest linked to IBOR. IBORS were discontinued at the end of 2021, meaning affected deals needed assistance with moving to a new rate. The Firm has developed some cutting edge 'AI' technology, which we are pioneering on this project alongside our legal expertise, it's a really interesting one to be involved in!

What next?

Last year I worked on a crypto asset deal, it was a market leading deal and was an interesting indicator of where market appetite currently lies. The programme (which was initially established for Bitcoin) has built in scope for expansion into other crypto assets – so I will be interested to see how this sector of the market develops and innovates over the next few years.

“We are
market
leaders”

in the hot topics of financial innovation, including impact investing, alternative financing and FinTech.

IP, Tech & Data

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

In today's information driven economy, data is the new oil. The IP, Tech & Data Group offers a full spectrum of data protection, privacy and security services with a truly global network of support. We assist clients in navigating the increasingly complex body of legislation affecting how organisations collect, use, manage and share personal data. Our Group regularly advises organisations around the world on a wide range of matters and challenges, including data protection, privacy and compliance and risk management, outsourcing, data breaches and investigations by data protection authorities.

Our experience spans the full range of industry sectors including healthcare and life sciences, financial services, construction and engineering, technology, manufacturing and electronics, retail, telecommunications and media.

By joining this team, graduates will gain exposure to matters relating to new information technologies and services and work at the forefront of policy change.

Life at Reed Smith

Exciting! It is not (all) about sitting at your desk. Depending on the nature of your work, you might find yourself in court, at a client meeting or in a conference. Graduates are encouraged to get involved with pro bono work, Responsible Business projects and charity fundraising. We also have a very active social scene ranging from various sports teams to evenings out.

What sets Reed Smith apart?

Reed Smith does more than advise on the letter of the law. We are strategic business partners to our clients. To do this, we take a lot of time to understand our clients and how their businesses work. When we know what is important to them, we can provide advice that cuts straight to the heart of the matter. We pride ourselves in our extremely collaborative environment and draw on the expertise of other practice areas across Reed Smith.



Angelika Bialowas
Associate

“
It's an
extremely
collaborative
environment
”

Labour, Employment, and Benefits

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, Microsoft, Nokia, AECOM and Heidrick & Struggles.

Our London team works in tandem with employment lawyers in France, Germany, the Middle East, 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?

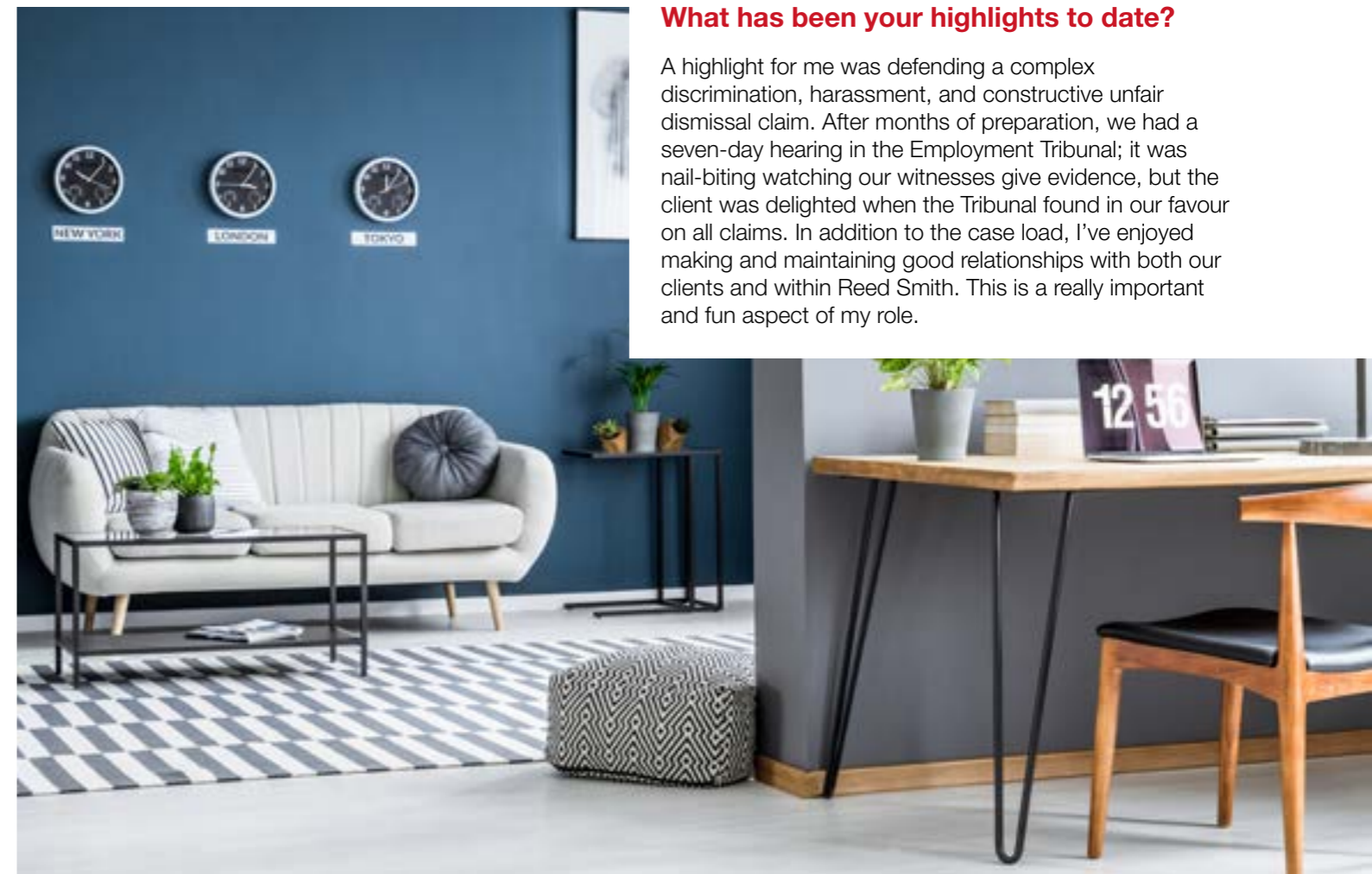
I studied Law at Nottingham and joined Reed Smith in 2009 as a trainee. It's been a really interesting 11 years, with a broad variety of work – work here (and in the law more generally) is always a challenge, but in a really good way.

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.



Jo Powis
Counsel



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.

Real Estate

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 most varied 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.



Brigid North
Partner

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

Transportation

Transportation

Transportation is vital to keep the world moving – we focus on the biggest sectors such as shipping, aviation and rail. 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 shipowners, aircraft lessors, airlines and shipping charterers, manufacturers or financial investors such as banks and private equity funds.

The COVID-19 pandemic proved that the transportation sector is a key part of economic and social life, with many airlines grounded and supply chains disrupted. We help our clients to solve problems, invest in the transportation industry and new technologies, and we are there to support with claims and litigation when things go wrong.

The transportation industry is rapidly growing - the global commercial aviation fleet increasing by over 10,000 new aircraft in the next decade, the shipping markets on an upwards trajectory and infrastructure projects booming to support new technologies and increased capacity.



Rohan Soni
Associate

What do you do?

I am an Associate in the Transportation Industry Group, specialising in shipping and aviation finance. The transactions I work on in my role include commercial shipping (for banks, private equity funds and shipowners), aircraft and engines (for various international airlines, lessors and financiers), and the sale & purchase and financing of luxury assets such as yachts, private jets and helicopters.

What is next for transportation?

The focus for the near future is environmental sustainability – making the shipping and aviation industries more green by developing new fuels, researching into hybridisation and electrification of ship and aircraft engines, helping freight move around with less emissions. We are also working on some projects for eVTOLs – fully electric small aircraft with rotors to vertically lift off the ground, which are thought to become the future of urban mobility.

How does your group drive progress?

We are working on new technological solutions to make our jobs more efficient and our clients benefit from financial savings. Using AI and some clever Reed Smith software, we can automate document drafting and keep track of transaction progress resourcefully.

“

Technological solutions are very important, enabling us

*to increase
client value.*

”



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.

Our innovation infrastructure

We are focusing on how innovation can improve our business globally. We work with a combination of people, process, and technology to improve our clients experience of working with us. Our technology stack comprises artificial intelligence solutions, matter and document management tools, no-code software, and a range of bespoke products designed and developed by the firm and its legal technology subsidiary, Gravity Stack.



Life at Reed Smith

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
- Reed Smith running club
- Running & Racket Sports

The socials

- Annual Festive social
- Summer social
- In-house social evenings

and

- Our choir
- Charity days
- Theatre tickets

Wellness

Wellness Works is our firmwide programme that promotes, supports and sustains the wellbeing of our personnel. Supporting the wellbeing of our people is not only the right thing to do, but it is a business imperative to help ensure that we are all equipped to do our best work in a sustained, healthy and positive way. The programme is aligned to four key pillars: mental – physical – social – financial wellbeing

Our Wellness Works team collaborated with our Mental Health Task Force, DE&I team and Learning and Development team to provide a full range of resources, training, events and offerings that support and encourage individuals to manage their own wellbeing and create a supportive working environment.

Our programme includes:

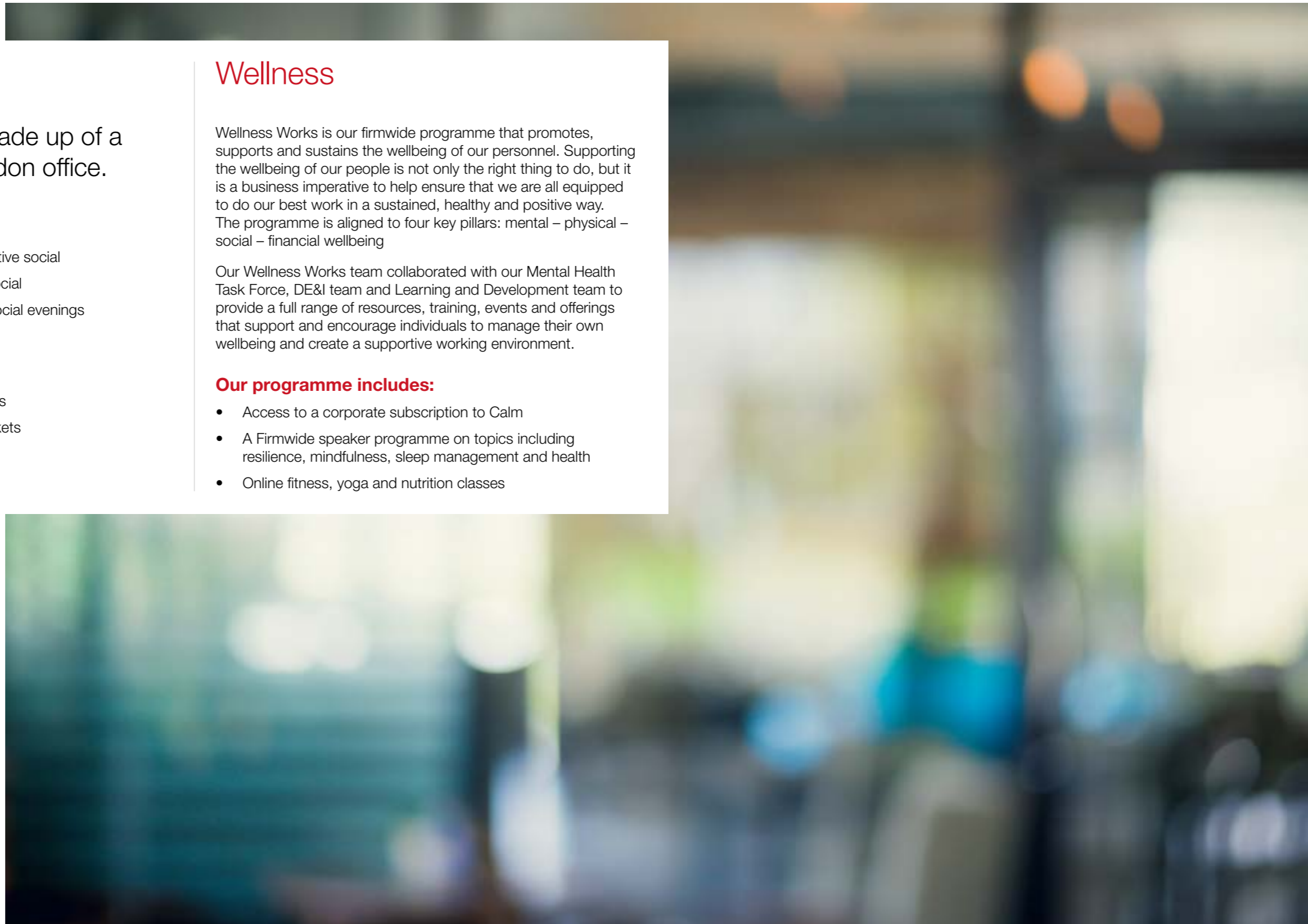
- Access to a corporate subscription to Calm
- A Firmwide speaker programme on topics including resilience, mindfulness, sleep management and health
- Online fitness, yoga and nutrition classes

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.



Inclusion in practice

Responsible business

Tell us about responsible business at Reed Smith?

At Reed Smith, we are passionate about being a responsible business. Our values are at the heart of everything we do; they represent who we are and who we want to be. Our values are at the core of all our Responsible Business initiatives, playing a part in the community, supporting others and making a positive difference wherever we can.

I manage all of our community outreach projects supporting some of our vulnerable areas within the community to help combat social exclusion and our diversity, equity and inclusion programmes focussed on promoting social inclusion for students and young people.

Working closely with our long-standing charity partners enables me to offer a vast variety of volunteering opportunities to our London and Leeds office employees including creative activities, insight events, an online reading scheme and work experience placements. Our volunteers are able to share their career journey and educational background, at the same time as showing the diversity of our employees.



Carole Mehigan
Responsible Business Manager
EMEA

What about fundraising efforts?

We are proud to support many different charities with fundraising activities. Annually we take part in four London based fundraising events: The London Legal Walk supporting legal aid clinics in London; The Prince's Trust Palace to Palace cycle challenge creating a greater awareness and much needed funds for the charity to continue their support of disadvantaged young people; The Tour de Law cycle challenge promoting Breast Cancer Now and raising funds for the charity; and the Children's Christmas shoebox collection and wish lists providing children living below the poverty line with the only gift they will receive for Christmas. These events are also a great way to team-build across the London office.

Diversity, equity & inclusion

DE&I is part of the very fabric of our firm. We try our best to promote and embrace diversity in every aspect, including race, gender, sexual identity, religion, background, age, or where they were born. Everyone matters here. Our business is only as good as our people and through our DE&I efforts, we encourage stronger performance, collaboration, teamwork, and innovation in all we do.

As leaders in driving the progress of DE&I, we have a unique approach to DE&I. Our DE&I efforts are intertwined with our culture and are open to the whole firm: 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 and comfortable being their true selves, 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 brings us the best results.

A great example of this is the new mentoring scheme we have launched this year. The scheme has been organized by our MCN network and seeks to provide invaluable developmental support to participants, open to both our fee earning and support staff.

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 socializing, 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.

Diversity, equity & inclusion



Vaibhav Adlakha
Associate &
LEADRS co-chair



Gautam Bhattacharyya
Partner



Olivia Grant
Associate &
Multicultural Network co-chair



Will Buckley
Graduate Recruitment
and Development Officer &
PRISM co-chair

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. I have trained at Reed Smith with seats in Shipping Admiralty, Banking & Finance, Competition and Financial Regulation. Qualified in Sept 2018.

Now?

I am an Associate in the global Regulatory and Investigations Group focusing on competition law matters including foreign direct investment, national security and merger control. I am also an active participant in the firm's Diversity, Equity & Inclusion initiatives and the Associate Chair of the Business Inclusion Group, LEADRS that focuses on making the firm and the legal profession as open as possible for people with disabilities. Since 2020 we have organized Disability Inclusion Summits for this purpose. I have been recognised as the D&I Future Leader at the Chambers Europe Awards 2021.

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. Reed Smith ensures that individuals get the best and most suitable environment to fulfil their goals and ambitions.

"I think being a lawyer with a disability is a privilege. My goal is not only to be the best lawyer I can be, but also to fulfil a desire to make a lasting difference that goes far beyond my own success."

Your path?

Legal education (LLB, LLM and Law Society Finals) in London; trainee solicitor from 1991-1993; qualified as a solicitor in 1993; and becoming a partner in 2000

What do I do?

International commercial litigation and arbitration, and other areas of dispute resolution, in various business and industry sectors. Since 2017, I have been a member of Reed Smith's global board, its Executive Committee

Why Reed Smith?

A global firm, with recognized market-leading expertise in several areas of practice, with a great culture and set of core values which shape what we do

What does driving progress through partnership mean to you?

Working closely as part of truly diverse and inclusive teams in the most effective and innovative ways to get the best possible results for our clients, and enjoying ourselves while doing it!

Now?

I am an associate in the Structured Finance team at Reed Smith. I work broadly across a wide range of multi-jurisdictional corporate finance transactions, including real estate finance, securitisations, funds finance and asset backed financings.

Your path?

I studied an undergraduate law degree at the University of Leicester before going on to spend some time working in a number of recruitment and programme management roles. I then self-funded and completed the legal practice course at the University of Law before obtaining my training contract at Reed Smith.

Talk to us about your role in MCN?

I am one of the co-chairs of Reed Smith's Multicultural Network, a business inclusion group focused on celebrating the cultural diversity of Reed Smith personnel and raising awareness of issues pertinent to Black and minority ethnic staff. Together with the other co-chairs, I create and lead the strategic goals of the network, focusing on building a more diverse workforce, and ensuring Black and minority ethnic staff at Reed Smith feel empowered and supported to thrive at work. We provide this support in multiple ways, such as planned events, circulating blogs, creating development programmes and providing networking opportunities.

What is your proudest achievement during your time with MCN?

In June 2022, the MCN was invited to present to Reed Smith's executive committee during their visit to London. We had the opportunity to speak about the history of the network, our strategic plans and achievements, and our areas of focus for the rest of the year. It was a fantastic opportunity to increase the visibility of our network, and promote the benefits of active inclusion.

Now?

I'm a Graduate Recruitment and Development Officer. In this role, I get to engage with bright and diverse talent from across the country and facilitate their journey into law. What I love about graduate recruitment is that it's more than just recruitment, it's the chance to help someone pursue a career who otherwise wouldn't have had the opportunity.

Talk to us about your role in PRISM?

In addition to graduate recruitment, I also co-chair our LGBTQ+ Business Inclusion Group, PRISM. I first joined PRISM with the intent of networking and supporting where I could. Steadily, I took on more of an active role and soon became responsible for the recruitment and professional development of our LGBTQ+ talent. Being uniquely placed in both our early talent and DE&I team, I love that I get to really see the tangible impact of our diversity initiatives.

What is your proudest achievement during your time with PRISM?

Seeing a student society that we're a founding sponsor of (Warwick PLAN), go on to win the Bright Network DE&I Society of the Year Award! The chance to make change, and subsequently enable others to make change, really is incredible!

Sustainability

In 2021, Reed Smith committed to a number of exciting initiatives that work to significantly reduce our carbon footprint and operate in a more sustainable fashion. Most notably, we have started to carbon-report in our UK offices with a plan to expand this across our network. We also joined the Campaign for Greener Arbitrations and became a founding member of the Net Zero Lawyers Alliance. In Graduate Recruitment, we have recently joined the Sustainable Recruitment Alliance.



Mark Matthews
EME Operations Director

Pro Bono

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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

27,341 hours in
London

84 average hours per
lawyer in London

86% participation
in London

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 Reprieve where you get to do strategic casework on human rights and the death penalty.



Becca Naylor
Senior Associate,
Head of Pro Bono EMEA



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.

Your journey to law with Reed Smith

The changes brought about by the introduction of the Solicitors Qualifying Examination (SQE) provide us with an exciting opportunity to truly innovate and transform the route to qualification in the legal profession. We offer you a unique opportunity to earn while you learn – to work with us in an innovation, knowledge, business services, or pro bono; while also engaging in a commercially-focused legal education and training course that includes the knowledge and skills needed to pass the SQE examinations.

More details relating to the SQE can be found under the Training Contract section of this brochure.

Vacation schemes

You can choose between our spring or summer vacation schemes which 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.

Through our vacation schemes in 2023 we will be recruiting for Qualifying Work Experience from February 2025 onwards.

Your seats

Our vacation schemes will allow you the opportunity to experience one or two practice areas of your choice along with having an experienced supervisor, being 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 cultural intelligence. 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. You will also take part in a final interview at the end of the scheme.

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 £379.75 in line with the London Living Wage.

Eligibility

Academics

- 2.1 in any degree discipline (please inform us of mitigating circumstances)
- Penultimate and final year Law and non Law Undergraduates
- Law and Non Law Graduates
- Career Changers
- Graduates who have completed their LPC (please read more information on the SQE)



“My vacation scheme was a fantastic introduction to the firm and a great opportunity to work alongside dedicated and friendly people.”

Lauren Wylie - Trainee

Training contract

A unique place to grow

We offer stimulating work in an informative, challenging, and busy environment. 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.

What this will look like...

The Professional SQE year is a combination of paid work (2 days a week) and study (full time or 3 days a week) prior to the Qualifying Work Experience (QWE) period. After graduation (either your law degree or the GDL) you will start a period of full time remote study from wherever you are in the world, focused on Business Skills with the College of Legal Practice (COLP); followed by SQE1 preparation with BARBRI. Your first Business Services placement working 2 days a week with Reed Smith will begin in October, at which point you will be working in our London office. For 3 days a week you will continue studying either for the SQE1 or 2 exams with BARBRI, or for the Advanced Knowledge & Skills with COLP, which are vital to your success as a trainee during your QWE. This concurrent studying and working will allow you to complete an applied Masters-level Professional Project related to the work you are doing, and have the opportunity to gain a solid foundation in business skills and the elements of an innovative and "O Shaped" lawyer.

During the 2 day a week placements, you'll likely rotate through two roles in different business services teams at the firm. You will also have the advantage of being fully inducted at Reed Smith; building an understanding of our systems, business processes and a network of contacts throughout the firm before starting your QWE. You'll be fully confident in talking to senior leaders, how to work with and influence your colleagues, and how to navigate the law firm environment. This experience will enable you to truly hit the ground running unlike any trainee has done before – starting your QWE as an experienced member of the Reed Smith team.

Why Reed Smith

We've been at the forefront of legal educational change since we launched our Masters in Law and Business in 2012 which many other law firms subsequently emulated; and this Professional SQE is the evolution of that offering. We thrive on creating innovative and inventive ways to ensure our trainees and our future lawyers are at the cutting edge of legal developments. Our Professional SQE brings together elements of the O Shaped lawyer offering and vocational professional training; ensuring our trainees gain an integrated and commercial understanding of working in a law firm so that they are equipped to succeed in the adapting legal services environment, while also meeting the SQE requirements as set out by the Solicitors Regulation Authority.

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 and induction programme will start when you join us when studying for the SQE, this will mean that when you start your qualifying work experience you will be ready to hit the ground running.

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

Cornerstone is a training programme designed specifically for Trainees giving bespoke, dedicated professional and interpersonal skills training to provide the foundation for a successful Training Contract/QWE and transition to NQ and beyond. Topics such as Workplace Resilience and Time Management are covered.

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.

Our benefits

In addition to a competitive salary (£50,000 per annum during your first year moving to £55,000 per annum in your second year, plus benefits), our trainee solicitor benefits package includes:

- 25 days' annual holiday
- Permanent health insurance
- Life insurance
- Contributory pension scheme
- Season ticket loan
- Staff introduction bonus
- Conveyance fees reimbursed for domestic conveyance

A flexible benefits package which includes:

- Critical illness
- Dental insurance
- Private medical insurance
- Health screening
- Travel insurance
- Personal training
- Cycle to work scheme
- Discounted gym membership
- Restaurant card
- Give as you earn (GAYE)



To apply for opportunities, please visit our website:
www.reedsmith.com/ukgraduates

Email us: graduate.recruitment@reedsmith.com

Dates for your diary

SPRING AND SUMMER VACATION SCHEMES

Applications open: 1 October 2022

Deadline: 12 December 2022

Event date: Spring and Summer 2023

OPEN DAYS

Applications open: 12 September 2022

Deadline: 17 October 2022

In person Open Day:

3rd November

Virtual Open Days:

1st November - A Day in the Life of a Trainee & DE&I at Reed Smith

14th November - Applications & The Reed Smith Professional SQE

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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