

fladgate



VACATION SCHEME &
TRAINEE RECRUITMENT

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WE ARE FLADGATE



I'm Matt Williams, the training principal here at Fladgate LLP.

My role involves overseeing training and confirming to the SRA that our trainees have met the standards required of them to qualify as a solicitor. It's something I take seriously: my responsibility to you, the firm and the profession, to ensure you're fully equipped with everything you need to qualify as a solicitor.

To secure a training contract at Fladgate you will be bright, hardworking and able to demonstrate that you are eager and willing to work with and learn from everyone here. Our trainees, like the rest of us here, do not all come from the same mould. They are individuals and self-starters but capable of working in teams; serious but don't take themselves too seriously.

Many of our clients are entrepreneurs and, as such, expect their lawyers to give clear, direct and commercially astute advice. We look for that ability in our trainees. If you apply to us, be concise on the application form and, if you are invited to an assessment day or interview, my advice to you is to be genuine and be yourself. If you are successful we'll expect you to work hard when you get here and learn from us. But we'll want, and allow, you to retain your personality. After all, that's why we offered you the job!

“A training contract at Fladgate means so much more than becoming a great technical lawyer.

We recruit our trainees with one question in mind: could this be a future partner?”

**Matthew Williams,
Training Principal**



ABOUT US



Fladgate is an innovative, progressive and commercially astute international law, underpinned by clear and dynamic thinking. We pride ourselves on our unique structure which allows us to deliver a partner-led model that is about keeping things personal, being agile, valuing intellectual rigour, and taking an enterprising approach.

From our base in the heart of Covent Garden, the firm services a wide range of corporate, institutional and private clients. Today we are one of the UK's top 100 law firms, with over 80 partners and 250 staff.



In addition to advising a substantial UK-based client base, the firm provides a proactive and efficient service for clients with international business through specialist groups which serve continental Europe, India, Israel, South Africa, the Middle East, Russia/CIS, US, Canada and the Asia Pacific region.

Operating from London and comprising multilingual and multi-qualified lawyers, these groups facilitate cross-border activities for a diverse range of companies. The firm is a member of the International Lawyers Network, a worldwide non-exclusive association of high-quality full service law firms based in 67 countries.

WHAT WE DO



Fladgate has a broad skills base that covers a wide spectrum of legal services across the business lifecycle and shaped to operate collaboratively to move fast and flexibly:

- **Dispute Resolution:** which includes regulatory, corporate governance and investigations, banking and financial services litigation, international commercial arbitration, insurance, contentious trusts and family, civil fraud and asset protection
- **Corporate:** including private capital, capital markets, M&A, tax, restructuring and employment
- **Real estate:** including planning, construction, real estate finance and real estate litigation.
- **Funds, Finance and Regulatory:** including investment funds, private equity, fund managers, asset and investment managers, promoters, sponsors and investors ; alternative finance providers, banks and debt funds, family offices, owner manager businesses, private equity funds and corporate borrowers FCA applications, advice on UK regulatory frameworks, fund related advice.

Expertise

	Banking & finance
	Commercial
	Construction
	Corporate
	Dispute resolution
	Employment
	Family
	Immigration
	Private wealth
	Real estate
	Tax

Industries

	Aviation		Life sciences
	Betting & gaming		Media & technology
	Energy & resources		Owner managed businesses
	Engineering & construction		Private client
	Fashion		Professional practices
	Fintech		Projects & infrastructure
	Financial institutions		Public attractions
	Hotels		Rail
	Insurance		Real estate
	International		Retail
	Leisure		Sports

OUR CLIENTS



We have always built deep relationships with clients, creating true partnerships. In a world of change we think this matters, now more than ever.

Our single minded, 'no limits' focus is about keeping things personal and valuing agility and proactivity. We call this an "unlimited partnership"; unlimited because deep relationships generate exponentially better teamwork and results. Our clients scored us higher for collaboration and our enterprising solutions than any other law firm they've used.

Many of the matters we tackle for our clients are innovative or bespoke. For us, this is normal. We often work with entrepreneurs and clients who are doing something for which there is no precedent. There are circumstances in which we excel.

Our clients include some major names such as: Yo! Sushi, Zouk Capital, Guild Esports, Dobbies, The National Portrait Gallery, The Science Museum and SharedPlay.



TRAINING AT FLADGATE



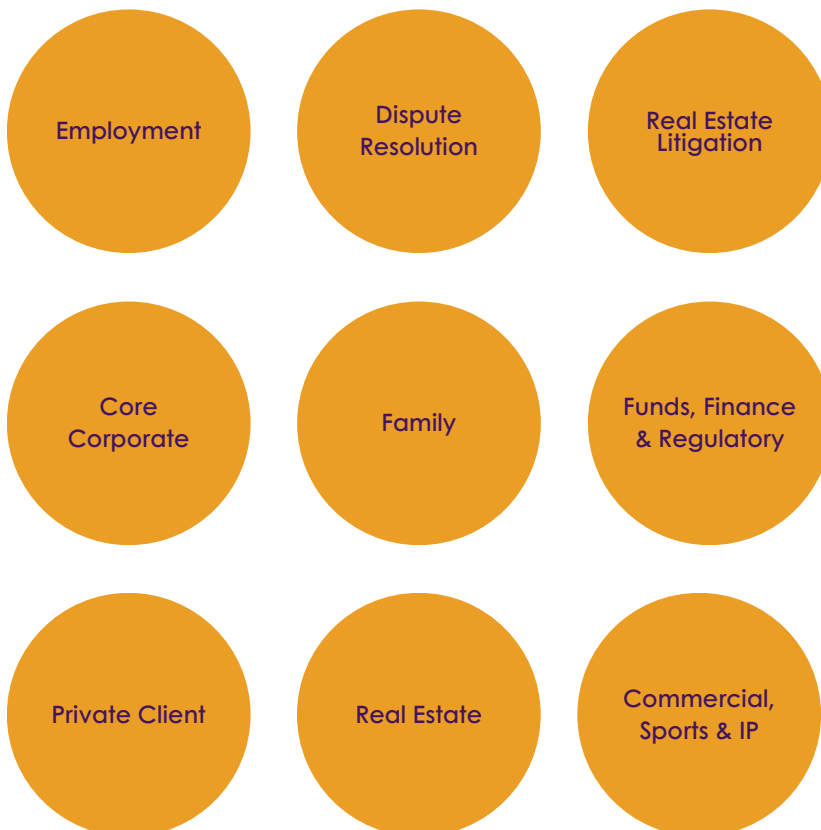
What sets us apart?

Training at Fladgate combines a first class education programme with real hands-on experience and client contact. The nature of our business and small intake of trainees each year means you will be given exposure to high quality work with lots of responsibility from an early stage. We don't expect you to learn by sitting on the side lines or standing at the photocopier; you will gain first-hand experience on a variety of deals both large and small. Where possible you will be given every opportunity to develop your drafting and negotiating skills in real life situations. We invest a huge amount of trust in our Trainees and that is why we are committed to offering flexible working policy to ensure they are able to work from home up to 2 days per week, just like the rest of the firm.



Seat Rotation

Our two year training programme is divided into four seats of six months. Each of our trainees will complete core seats in contentious and non-contentious areas. Currently we have trainee intakes in the following groups:



We use our best endeavours to ensure that seats are chosen not only in response to commercial need but also personal preference. We have maintained high retention rates by offering our trainees newly qualified positions in their desired areas.



WHAT WE OFFER

Fladgate remains highly competitive in the market when it comes to remuneration. As a Trainee you are entrusted with a great deal of responsibility and it is only fair that we reward your performance with a salary and benefits package to reflect this.

We offer a comprehensive sponsorship package to our trainees who have yet to undertake the GDL and / or the LPC. We will pay the course fees of all our future students who study with our exclusive training partner the University of Law (ULaw) for the GDL and/or the LPC.

We will also provide a maintenance loan of £6,000 per annum for studying the course(s) in London and £5,000 per annum for studying the course(s) outside of London. The maintenance loan is repaid during the training contract.

We review our trainee and newly qualified rates every year. As of September 2021 our figures stand at:





BENEFITS

We reward our staff for their continued commitment to the success of this firm with a comprehensive range of benefits. Fladgate have also adopted a hybrid model of both office-based and home working, which is available to all Trainees as standard.

- Life assurance scheme – 4x annual salary (non-contributory)
- Annual holiday entitlement – 26 days per calendar year (full time)
- Flexible holiday scheme - buy up to five days extra holiday per annum
- Staff introduction bonus - £1,000- 5,000 depending on vacant role
- Personal training/yoga – free weekly sessions
- Free online GP service - 24/7 online video GP consultations

ON
JOINING

- Group personal pension plan - 4%-5% employer contributions, matching employee contributions of 4% -5% (automatically enrolled). Processed via salary sacrifice 50% of employer NI savings added to contribution

AFTER 2
MONTHS

- Company sick pay scheme
- Group income protection
- Season ticket loan
- Private Dental Plan – payable through monthly payroll
- Gym membership scheme – interest free gym membership loan
- Eye test vouchers – every two years

AFTER 3
MONTHS

- Private medical scheme insurance medical insurance scheme (non- contributory)

AFTER 6
MONTHS

DRESS CODE

It is important to Fladgate that everyone feels they can work in a way that works for them. This underlies our commitment to inclusivity and our desire to create a 'personal' culture. So we don't have a formal dress policy – you can dress as you feel appropriate to your day.

VACATION SCHEME; WHAT TO EXPECT



We carefully select our trainee intake from an annual Vacation Scheme which takes place during one working week over the summer. The scheme provides our future trainees with an opportunity to gain hands-on experience at the firm and a good understanding of what life as a Fladgate Trainee will be like. We also try to have a little fun along the way.

Over the course of this week, you will participate in a number of group and individual activities, and undertake work assignments from current trainees, associates and partners, ensuring our students have the opportunity to network with as many Fladgate people and partners will give you a truly rounded view of what the firm has to offer.



Examples of assignments and tasks set during the vacation scheme week:

- Reviewing a confidentiality agreement between a buyer and seller in a corporate transaction.
- Drafting a loan agreement for a Fund
- Drafting a letter to a client regarding a property dispute
- Reviewing particulars of claim in a litigation matter
- Reviewing registrations with Companies House
- Working on a client pitch presentation
- Drafting an internal memo to Partners

During the Vacation Scheme, we make the most of our fantastic location in Covent Garden and arrange social events throughout the week with your fellow vacation-schemers and current trainees and associates. Don't forget, our vacation scheme is a paid placement of £350 for the week...easily spent with all the amazing shops just a stone's throw from the office!



DON'T JUST TAKE OUR WORD FOR IT....



"I HAD A FANTASTIC EXPERIENCE DURING MY VACATION SCHEME AT FLADGATE. I FELT SO INTEGRATED INTO THE FIRM AND RECEIVED CLEAR GUIDANCE AS TO WHAT I COULD EXPECT AND WHAT WAS EXPECTED OF ME. THE 'SPEED DATING' NETWORKING SESSION WAS SO INSIGHTFUL BUT ALSO GREAT FUN! I CAN'T WAIT TO START MY TRAINING CONTRACT IN 2023!"

ATTENDEE OF 2021
VACATION SCHEME AND
FUTURE FLADGATE TRAINEE

"THE 'BUDDY' SYSTEM IS SUCH A GREAT IDEA. I CAN'T THANK THE CURRENT TRAINEES ENOUGH FOR THE ADVICE AND GUIDANCE THEY OFFERED ME".

2020 VACATION SCHEME ATTENDEE

"ENGAGING, SUPPORTIVE, ENCOURAGING AND GENUINELY GREAT FUN!"

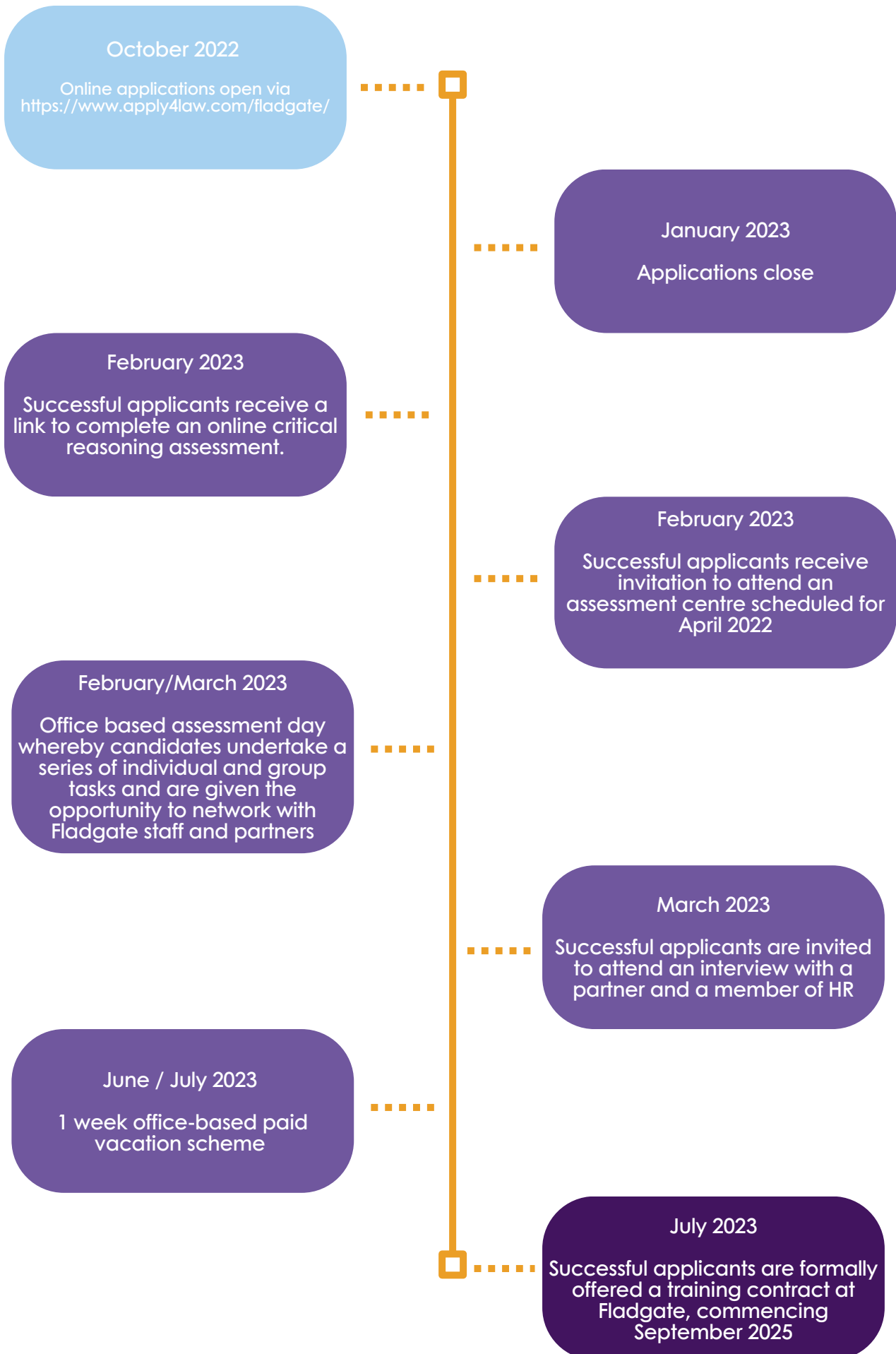
2021 VACATION SCHEME ATTENDEE

WHAT IS THE BEST THING ABOUT WORKING AT FLADGATE ACCORDING TO OUR PEOPLE?

FRIENDLY & SUPPORTIVE CULTURE

THE PEOPLE

APPLICATION & SELECTION PROCESS



INCLUSION & DIVERSITY



Our focus

We know that to achieve our inclusion and diversity objectives we need to focus on a number of areas:

Developing a diverse leadership - We have a mix of different ethnicity and genders on our leadership groups. We are working hard to improve the gender balance of our partner team and in the last 18 months 4 out of 9 people joining the partnership were women.

Attracting a diverse work force - This means adopting a properly personal approach when connecting with those interested in joining our team including: ensuring fairness in our processes; working with those, like recruiters, who help us in this; a commitment that you will always meet male and female talent in our recruitment interviews.

Engaging with everyone in our team to ensure they are heard, supported and understood. Encourage everyone to develop their own voice in shaping our culture, their future and our service to clients. That might be working flexibly or that might be a specific career programme - everyone needs different things at different times.

Helping all our people in all roles to achieve their full potential. We provide training, coaching, internal mentors and buddies, whatever works for each individual and their own personal development path.

“As the Senior Partner of the Firm, I am acutely aware that our vision and values are built around the word ‘personal’. We are a people business dependent on brilliant client relationships. Inclusion and diversity objectives are therefore not ‘soft’ business aspirations, they are fundamental to our success”

Sunil Sheth, Senior Partner



INCLUSION & DIVERSITY



In 2018, the firm set gender representation targets for partners; we aimed to have no less than 25% female partners by 2020, which we achieved in 2019. Our next goal is to have no less than 30% female partners by 2025. We also set ethnic diversity targets in 2019. No less than 12% of the firm to be from an ethnic minority background, including, at partner level, by April 2025. No less than 16% by April 2030.

For everyone including our clients we are striving to:

- Ensure that contact with us, including for example at events we organise, is always inclusive and appropriate for all, all preferences will be catered for.
- Endeavour to ensure our teams working on different client matters reflect the right balance of gender and ethnicity.
- Develop and support our client's own inclusivity and diversity objectives by running industry specific workshops and seminars together.
- Have regular open conversations with clients about progress around inclusion and diversity.



The Law Society



RACE FAIRNESS
COMMITMENT

Women in Law Pledge

FAIR ACCESS TO QUALITY
WORK EXPERIENCE

WELLBEING



The firm recognises the importance of the health and wellbeing of all our people and that it can play a part in promoting an environment which allows everyone to flourish and reach their full potential.

- Bupa private medical insurance (optional benefit to join after six months' service)
- Eye test vouchers
- Optional dental insurance
- Flu jabs
- Weekly personal (group) training sessions
- Gym and sports club loans and cycle to work scheme
- Various sports teams and groups across the firm



PHYSICAL HEALTH

- Employee Assistance Programme (EAP), available 24/7 and 365 days a year
- Counselling sessions available via the EAP where needed
- YuLife health and wellbeing app
- Annual holiday entitlement and flexible holiday scheme, and the opportunity to buy up to an additional two weeks' holiday
- Resilience and stress management training
- Mental health awareness talks and training sessions
- The option to mix office-based and home working as a regular pattern of your working week

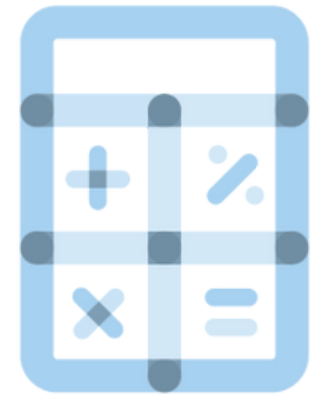


MENTAL HEALTH

WELLBEING



- Group personal pension and group income protection scheme
- Life assurance (4x salary) scheme
- Season ticket loans
- Fee-earner bonus scheme
- Client introduction bonus scheme
- Recruitment bonus
- Marriage / civil partnership gift
- Financial management workshops inc. mortgage and pension management



FINANCIAL HEALTH

- Sports and social events, organised by our Sports & Social Committee throughout the year inc. summer and winter parties, bowling nights and quizzes
- CSR committee and fundraising activities
- Flexible working policy
- Loyalty holiday bonus, rewarding long service
- PRIME work experience opportunities
- Student mentoring for LPC and GDL students at the University of Law



SOCIAL & CSR



Corporate Social Responsibility is extremely important to the firm, and representatives from all corners of the firm ensure that we run and participate in a number of fundraising initiatives each year - such as the London Legal Walk, sponsored cycles and the occasional abseiling!

Each year we choose two charities, by firm-wide vote, to support, one local and one national. We are always looking for new CSR Committee members to come up with new ideas and initiatives to raise money.

This year, we will be partnering with the Trussell Trust and Macmillan Cancer Support.

A DAY IN THE LIFE OF A FLADGATE TRAINEE

ROBAIDH ALLIGHAN
TRAINEE SOLICITOR
DISPUTE RESOLUTION



8.15am: I normally arrive at the office at around 8.15. Having cycled into work, I shower and get ready for the day.

8:30am: I like to clear out my inbox and plan my to-do list for the day. The office tends to be quiet before 9.30, so this is also a good time to finish any outstanding tasks before more work comes in later!

9:00am: I am assisting a senior associate with the construction documents on a new development. We are drafting and negotiating the design team appointments on behalf of our developer client. The architect has sent through comments and amendments on its appointment, which require review. I mark up the proposed changes and draft a response setting out our client's position. The senior associate will review and amend the changes before we respond to the architect.

10:00am: My time in Construction is split between contentious and non-contentious work. We are currently acting for a developer client in a claim brought by a local authority for defective infrastructure works. I join a call with the partner, associate and our barrister about expanding the scope of the dispute to include additional defendants, who we say are ultimately liable. The litigation strategy is complex and I find it exciting to work as part of a wider team tackling the dispute.

10:45am: I tidy up my attendance note from the call and send it to the associate. It's time to pop out for a quick coffee – the area around Holborn does a good line in caffeinated treats!

11.15am: My action from the call with the barrister is to prepare the first draft of a letter to one of the additional defendants. I spend the time before lunch researching a point of law and start to draft the letter.

1:00pm: This week there is a training session put on by one of the local barrister's chambers. I have lunch on the client floor with the other trainees and some NQ solicitors while learning about mediation tactics. As well as regular training the firm hosts lunchtime yoga and weekly PT sessions in nearby Lincoln's Inn Fields.

2:00pm: I spend some time after lunch finishing off the letter and send it to the partner for review.

4:00pm: One of our developer clients is raising debt finance for a new project and I join a call with the funder's lawyers. The bank requires a variety of documents to be completed before it will release funds and we are responsible for preparing the various construction contracts.

4:30pm: My task from the call is to draft a suite of collateral warranties for the benefit of the bank. It will take me a few hours and I make a start ahead of tomorrow's deadline.

5:30pm: The partner and I sit down to review my draft of the letter and discuss the changes she has made. I proofread the letter and issue it to the additional defendant.

6:30pm: I finish up and head out to meet some friends for a drink in nearby Soho.



A VIEW FROM THE OTHER SIDE

WING TANG

ASSOCIATE
FUNDS, FINANCE & REGULATORY

I started my training contract at Fladgate in 2016 and began my first seat in the newly formed Finance, Funds and Regulatory department. The FFR team had just moved to the fifth floor and I had the privilege of being their first trainee (and also first NQ!).

I did my subsequent seats in Property, Corporate and Litigation and can say that I thoroughly enjoyed all of them! I had the opportunity to work on a wide range of matters, from cross-border corporate transactions to litigation relating to fraudulent artwork! The firm is great in ensuring that trainees have a wide range of experience in each of the seats and the supervising partner will go out of their way to reach out to other partners in the team if there are particular areas that you have not had much experience in or a specific area that you are interested in.

One of the main qualities that the firm is known for is the client contact and responsibility that trainees have from the get go. Although it may seem very daunting to be involved in the thick of things, the friendly nature of the firm enabled me to feel like I wasn't alone and was able to ask for assistance and guidance whenever I needed.

During the final year of my training contract, I began to start thinking about where I would like to qualify. This was probably the scariest part of the training contract – deciding what I want to do for the rest of my legal career! The HR team was great and offered great support and advice, as well as each associate and partner that I spoke to.

Fast forward a few years, I am now 3PQE and feel that I have matured a lot as a lawyer and as a person. I am learning from some of the best lawyers in their field who would always give me their time no matter how busy they are. I am also involved in providing training to new trainees, which vividly reminds me that I am now an associate and I should know what I am doing (or at least make it seem like I know!). Progression has always been very important to me. The firm has a “Route through Partnership” guide which helpfully sets out what is expected of you in order to make the next step up. I have also found that partners take an active interest in our progression and provide us with guidance on what we need to do in order to be promoted.

Fladgate for me is about the culture. The light hearted nature of the firm and the people that I see and work with everyday have really helped me thrive as a lawyer. I also really appreciate that Fladgate shows a great deal of trust in letting all associates work from home for part of their working week!

I am excited see what the future brings for me at Fladgate and I am very happy that I accepted the training contract with Fladgate all those years ago!



A FINAL WORD

CLAIRE CHERRINGTON

DIRECTOR OF PEOPLE & CULTURE

I'm Claire Cherrington, Director of People & Culture at Fladgate. My role is to ensure that everyone who works at Fladgate is successful and feels supported in their growth and development. A big part of that is ensuring we recruit people who will thrive and grow in our environment.

We are part of a great firm; we do high quality work and we focus on involving and mentoring our trainees from a very early stage in their training contract.

I am extremely keen to recruit people who we feel will have a long-term career at Fladgate, and I am delighted that over the last few years many of our trainees have chosen to stay with us as associates and now senior associates.

We pride ourselves on being an inclusive, friendly and collaborative firm, and I hope that has come across in our brochure.

Why don't you apply? Hopefully, when you meet us, you will be able to judge for yourself.

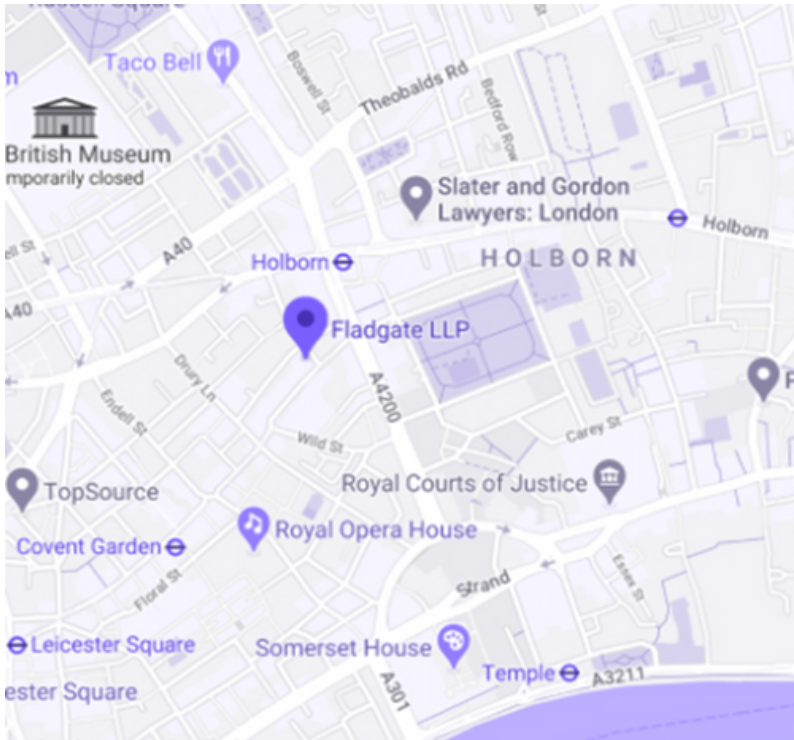
KEY CONTACTS

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