



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?"

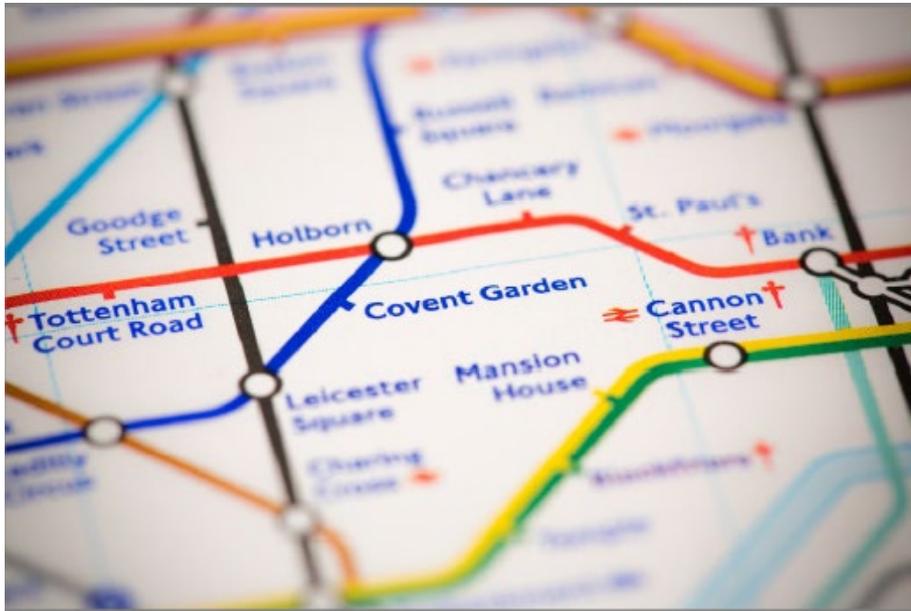
Matthew Williams, Training Principal



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



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:

Employment

Dispute Resolution

Real Estate Litigation

Core Corporate

Family

Funds, Finance & Regulatory

Private Client

Real Estate

Commercial, Sports & IP

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



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.

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.

On joining:

- 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

After 2 months:

- 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 3 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 6 months' service and end of probationary period:

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

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 summer. The scheme provides our future trainees an opportunity to gain hands on experience at the firm and a good understanding of what life as a Fladgate Trainee will be like.

Over the course of this week you will participate in a number of group and individual activities and assessments, undertake work assignments from current trainees, associates and partners and attend a final stage interview with a partner and a member of HR. We also ensure our students have the opportunity to network with as many Fladgate staff and partners as possible to give a truly rounded view on what the firm has to offer.

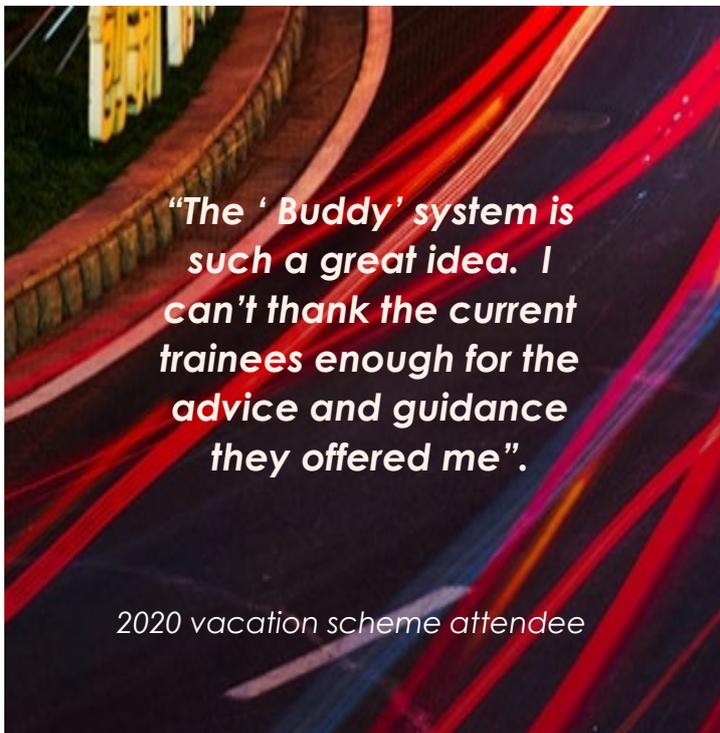
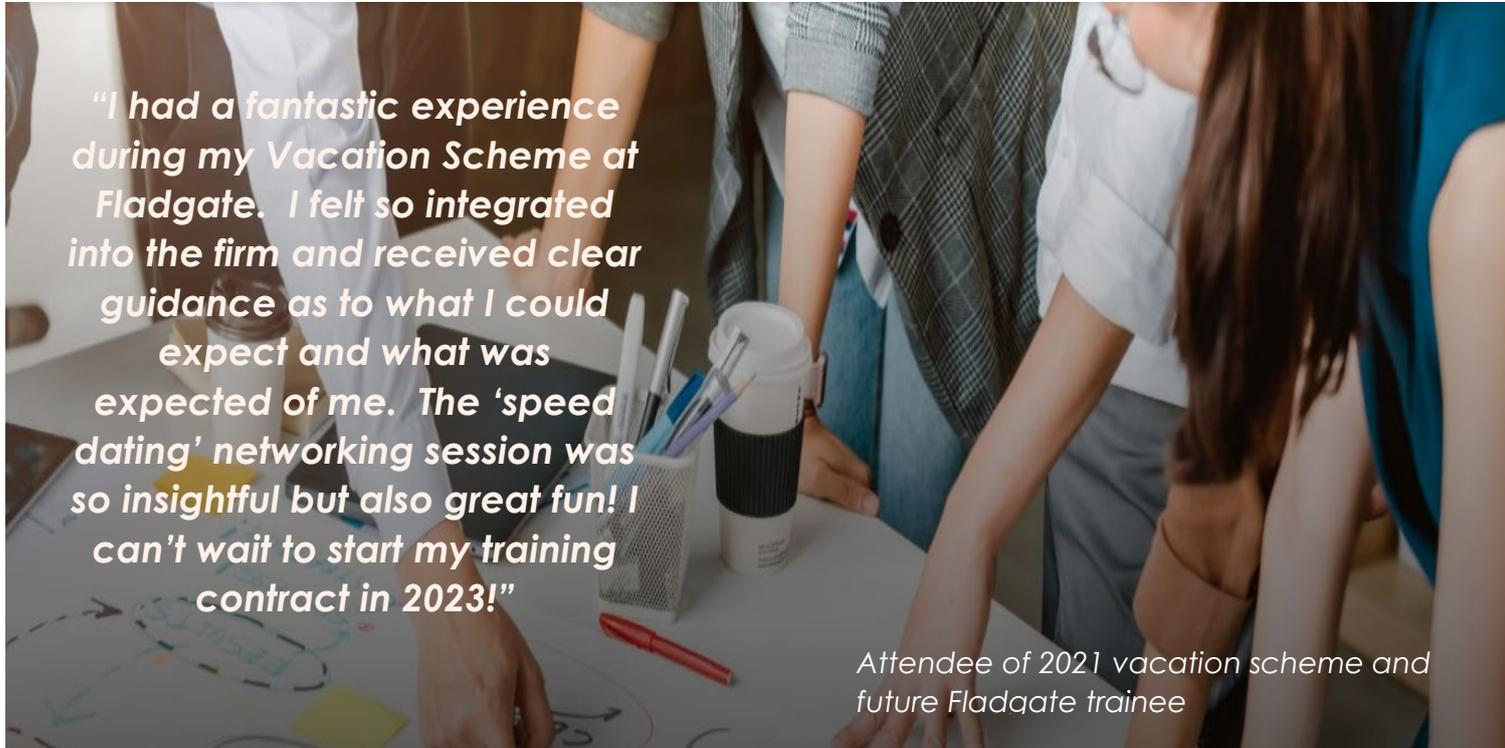
Examples of assignments and tasks set during the vacation scheme week:



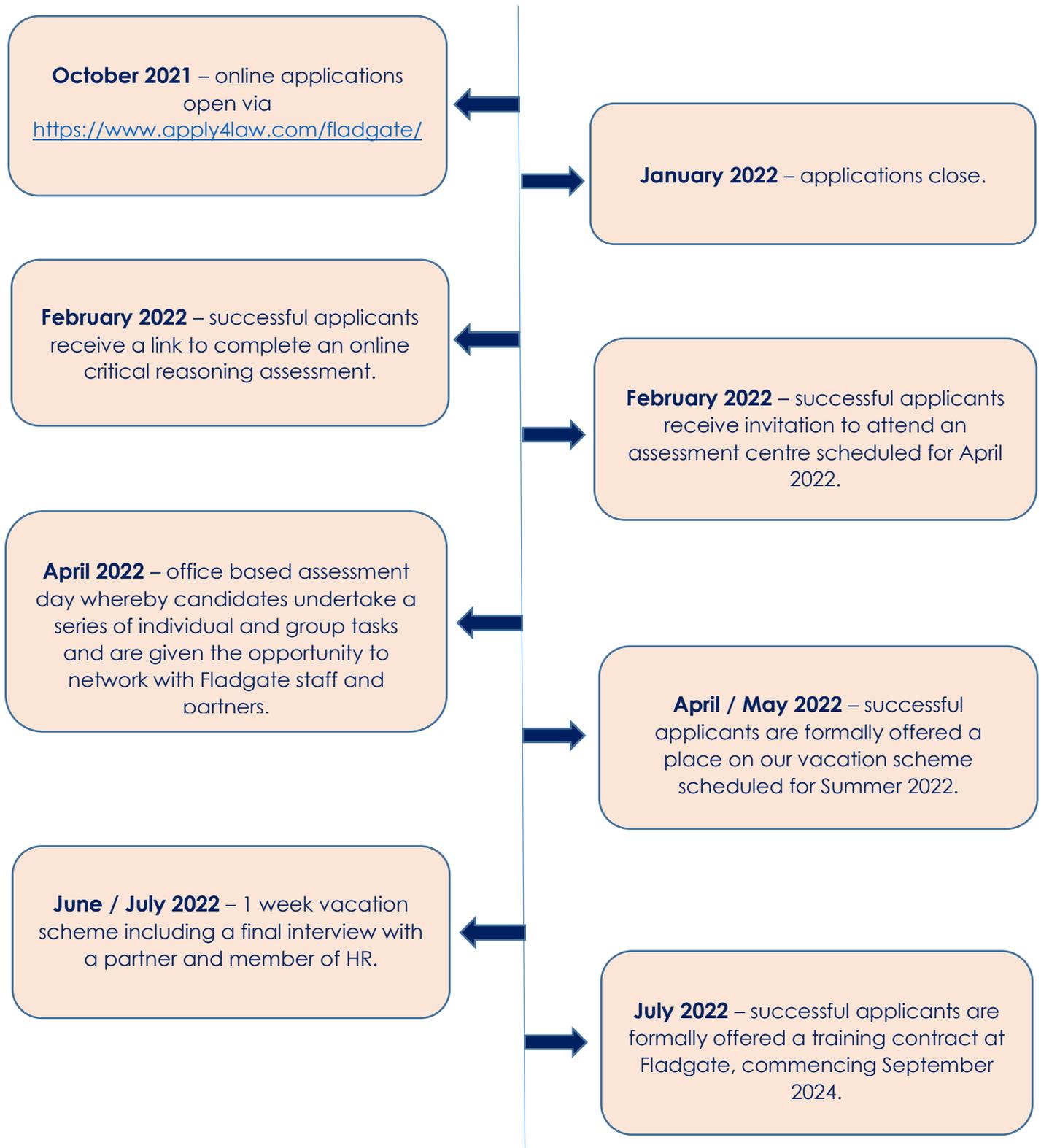
- *Reviewing a confidentiality agreement between a buyer and seller in a corporate transaction.*
- *Drafting a loan agreement for a Fund*
- *Drafting a letter to a client regarding a property dispute*
- *Reviewing particulars of claim in a litigation matter*
- *Reviewing registrations with Companies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

It's not all hard work and assessments though! We make the most of our fantastic location in Covent Garden and arrange numerous 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 stones throw from the office!

Don't just take our word for it....



Application & Selection Process



Inclusion & Diversity



“As the new 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

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.

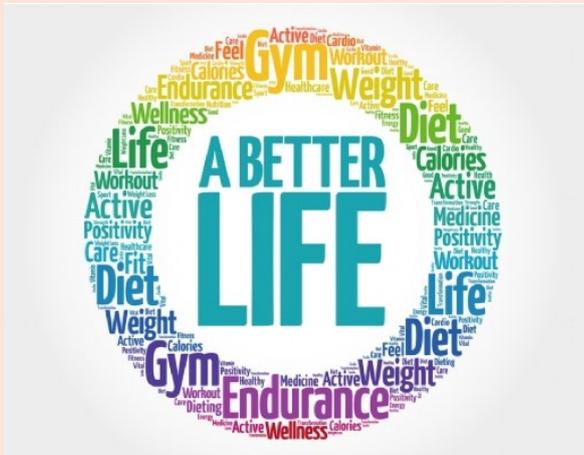
In 2018, the firm set gender representation targets for partners; we aimed to have no less than 25% female partners by 2020, which we achieved in 2019. Our next goal is to have no less than 30% female partners by 2025. We also set ethnic diversity targets in 2019. No less than 12% of the firm to be from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



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.

Our Wellbeing programme consists of four key pillars:

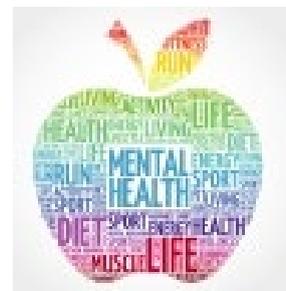
Physical Health

- 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



Mental 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



Financial Health

- 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



Social & CSR

- 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



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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



Cecilia Ricks

Trainee Solicitor
Employment

- 7:30am:** *I normally arrive at the office at around 7:30am. Having cycled into work, I go and have a shower and get ready for the day in the changing rooms.*
- 8:30am:** *Upon arriving at my desk, I like to take some time to review my emails and plan my day. I review the amendments to some Heads of Terms I've been sent and email the Partner in charge, setting out my opinion on the proposed amendments and suggesting some next steps.*
- 9:30am:** *I catch up with a couple of the work experience students before they start their sessions for the day. I will meet up with them again on Friday evening for something to eat and bowling.*
- 10:00am:** *I am responsible for preparing the final hearing paperwork bundle for an Employment Tribunal and have been assisting with setting up and preparing for the witness interviews.*
- 11:00am:** *I have a call with the Partner in respect of my earlier email regarding the Heads of Terms. We discuss the other side's proposed amendments and I am instructed to email the client about the Heads of Terms and suggested next steps.*
- 12:00pm:** *I have a call with a Solicitor colleague regarding the hearing bundle and the witness interviews.*
- 1:00pm:** *I head outside to grab some lunch – being in Covent Garden, we always have a wide array of restaurants and coffee shops to pick from.*
- 2:00pm:** *I have a catch-up with one of the first year trainees who will be joining the Employment Team in September.*
- 2:30pm:** *A Partner and I have a call with the Advisory, Conciliation and Arbitration Service to explain a potential claim our client may want to bring against his former employer.*
- 3:00pm:** *I continue to work on some of the hearing preparation.*
- 5:00pm:** *I have been asked to review the employment related disclosures for a due diligence exercise. I review the instructions and start to review the documents in the data room.*
- 6:00pm:** *I leave the office to go and do some sport. Various departments organise events in the evening, such as Prosecco Friday. People occasionally head out for some drinks before heading home.*

A view from the other side



Wing Tang

Associate

Funds, Finance & Regulatory

Wing Tang started her training contract with Fladgate in 2016 and has been with us ever since. This is her story so far...

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.

Flagdate 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

We hear from Ruth Elliot,
Director of People & Culture



I'm Ruth Elliot, 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

Contact us for more information

Nicole Chapman

Recruitment Advisor

nchapman@fladgate.com

020 3036 7127

Nicola Thomas

Recruitment Manager

nthomas@fladgate.com

020 3036 7139

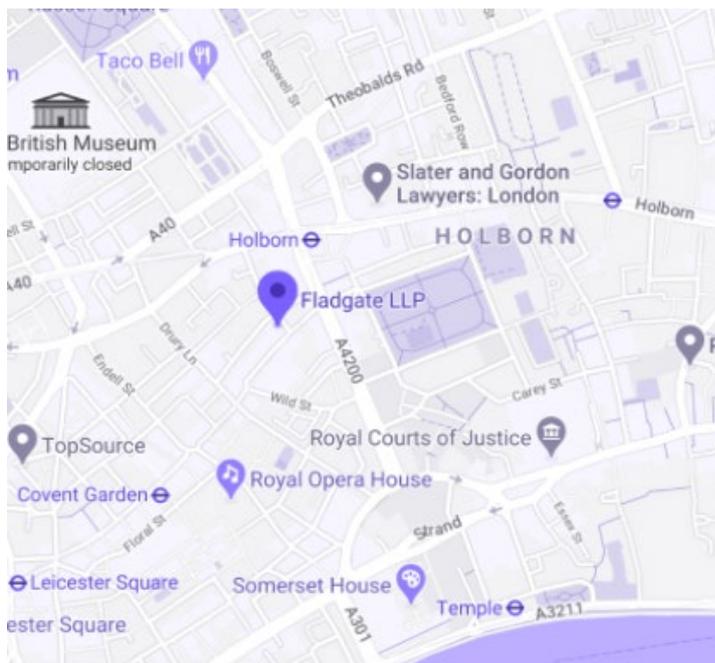
www.fladgate.com/careers/trainee-recruitment



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@lifeatfladgatellp



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