

SLAUGHTER AND MAY/

BUSINESS DEVELOPMENT ACADEMY

A graduate scheme

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Welcome

I am delighted to be running our Business Development Academy for a second year. Our 2021 intake are a fantastic group adding real value to the work we do as a team and you can read more about them towards the back of this brochure. We are now looking for our 2022 cohort – three engaged and thoughtful individuals to join our team.

Business Development (BD) brings together commercial acumen with creative thinking and that has never been more important than in the current environment. The pandemic thrust huge change on the way we live and work and changed the nature of BD overnight. We are more digital and data driven than ever before but the emphasis on human relationships remains the key to success. How do you make the most of all these aspects to create and deliver effective BD to grow client relationships?

We do it by creating an environment in which everyone has the opportunity to learn and develop – working collaboratively, making connections, identifying opportunities and striving to be better, through innovation, creativity and being actively open minded.

Over the two year period of the Academy you will work with almost all of our talented team members across digital marketing, global client development, communications and PR, research and insights and pitching. You will learn how each part works and more importantly, how they all fit together developing both technical marketing and BD skills as well as human and people skills along the way. This foundation will help you to thrive, wherever your career takes you next.

Personally, I'm always impressed by the energy and drive in my team. Whether it's spotting an opportunity to support a client, developing a new piece of content with colleagues or working to open up a new channel, the team have so many great ideas and I learn from them every day. We'd love for you to come and join us and find out for yourself. I look forward to meeting you.



Michelle Holford
Director of
Business Development,
Slaughter and May



The opportunity

We are looking to recruit talented individuals to join our Marketing and Business Development department as part of our graduate scheme – the 'Business Development Academy' - in **September 2022**.

This is a two year programme designed to give a thorough understanding of BD within a professional services environment and to gain experience in different marketing-related disciplines. There is a full plan of coaching and training throughout the programme to help support your development into a well-rounded marketing professional with a broad business skillset.

You will work alongside some of the world's best lawyers and the most astute professionals across the business services teams, who will challenge and stimulate you to be your best whilst working together, growing and developing our fantastic client relationships.

We advise some of the world's largest and most complex businesses and our challenge is to find ways to communicate and engage with them to enhance these relationships.

Your colleagues will value your input and help you develop your expertise. They will look to you to deliver practical results and demonstrate the ways in which marketing and BD adds real value to our business and our clients.

As a team we have embraced a new hybrid way of working to ensure we can work effectively in a virtual team working environment. The programme will be adapted in line with any Government guidance applicable at the relevant time. It will incorporate exciting new tools and working processes developed as a result of enforced virtual working that will become the future of working practices for collaborative teams. We expect you will be able to experience working from our London-based headquarters as well as working from home.

It should be noted that this graduate scheme is not a platform for individuals who are looking to eventually secure a legal training contract. We are looking for individuals motivated to explore a career in marketing, communications, PR and BD.

Who we are

Slaughter and May is a leading international law firm advising on high-profile and ground-breaking transactions and disputes around the world. The firm has a global reputation for being elite in what we do - providing

clients with a professional service of the highest calibre, combining technical excellence with commercial awareness and a practical, constructive approach to legal issues.

Why choose us?

We offer the opportunity to be part of a team supporting the provision of world-class legal advice to some of the world's leading businesses. At Slaughter and May, everyone's contribution is valued and we all enjoy an open, friendly and supportive culture. In addition, there are excellent benefits and facilities and a variety of development

opportunities to support you in your role. By the end of the programme you will be a confident marketing and BD professional, with strong technical, stakeholder management and interpersonal skills ready for a great career, wherever that might take you.

Some of the household names on our client list



abrdn	Centrica	ITV	Rolls-Royce
Alibaba	Cineworld	John Lewis	Royal Mail
American Express	Coca Cola Europacific Partners	Just Eat Takeaway.com	Santander
Arsenal FC	Deutsche Bank	Legal & General	Standard Chartered
Aviva	Diageo	Meta	Taylor Wimpey
ASOS	FirstGroup	Mitsubishi	Virgin Group
Barclays	Google	Ocado	Walmart
BUPA	GSK	Prada	Whitbread
Burberry	Entain	Premier Foods	
Cathay Pacific	INEOS	Richemont	

"We represent more FTSE 100 companies than any other law firm, as well as over 100 companies in the Fortune 500."

What will you be doing?

On the programme you will undertake four rotations, of six months each, from the five different areas of marketing and BD: Communications and PR, Digital Marketing, Global Client Development, Pitching and Research and Insight. During each rotation you will be taught key skills unique to that discipline, whilst also developing the more general skills essential in today's business environment.

In addition to your day-to-day work, you will be given a variety of core technical and business training modules and workshops by our dedicated Learning and Development team. There are also coaching and additional elective business skills courses and talks which are scheduled regularly throughout the year. Some of the courses you could choose from are: personal impact, time management, resilience, assertiveness, presentation, communication and supervisory skills.

The teams

Communications and PR

Responsible for shaping and enhancing the firm's messaging and profile, internally and externally, while protecting its brand and reputation

- Writing press announcements
- Monitoring firm press coverage
- Drafting award and other submissions
- Writing and editing content for The Weekly One, our internal newsletter
- Supporting content campaigns

Digital Marketing

Responsible for the firm's digital strategy and marketing technology stack

- Development and management of the firm's website
- Managing intranet content and advising the publisher community
- Advising on and coordinating content and posting on the firm's social media channels
- Development and management of our CRM and integrated email marketing solution
- Oversight of client facing videography and photography produced by our in-house design team, the AV team and external agencies
- Creation of Native and Web based Apps

Global Client Development Team

Helping the firm win work and grow client relationships on a global basis

- Research, track and analyse opportunities for client targeting
- Support fee-earners to maintain, develop and support client relationships and law firm (referral partner) relationships
- Planning and co-ordinating events, campaigns and trips to support strategy
- Create content to help address issues that clients are facing
- Work across different practice streams and jurisdictions to connect opportunities
- Use our regional expertise to help identify the right team of lawyers, wherever our clients work
- Provide day-to-day responses to BD needs - no day is ever the same!

Pitch Team

The frontline of winning work, responding to pitch opportunities

- Working with the partnership across the full bid lifecycle, from facilitating and leading kick-off meetings to agree strategy and messaging, drafting winning content for client pitches, conducting rehearsals for presentations and following up on outcomes and feedback
- Supporting our know-how and credentials
- Tracking our pitch win/loss ratio and key themes
- Developing our approach to consistency and best practice

Research and Insight

Providing information and data in a way that best supports strategic decision making

- Produce insights based on market and industry trends and forecasts to inform BD
- Use data visualisation techniques to make complex data digestible
- Create models and approaches for efficient client targeting and identifying commercial opportunities

This is by no means an exhaustive list of all the things you might be doing but it gives you an idea of what working in our BD team could be like.



What are we looking for?

In order to qualify for this programme you must be a graduate or final year university student. We will consider all qualifying applicants, irrespective of their chosen degree discipline, and we are open to more experienced graduates as well as those who have completed their course of study more recently.

The rationale for our flexibility regarding background is simply that we aim to employ those with the brightest minds, regardless of what or

where they have studied. Background, race, colour, ethnic or national origin, gender, sexual orientation, marital status, disability, religious beliefs and age are all irrelevant to our application process.

We have thought hard about the kinds of people that work well in our team and the kinds of colleagues we enjoy working with, and we have settled on the following team values:

Value	Description	In practice
CURIOS	I am intellectually interested in the world in which Slaughter and May operates. This allows me to think dynamically and challenge the status quo.	Always learning and developing
TENACIOUS	I am committed and strive to overcome challenges. This allows me to get the job done well.	Excellence in everything I do
'ABOVE AND BEYOND'	I do not accept 'just good enough' because it is the easiest solution but always strive for the best possible outcome. This allows me to exceed expectations.	Simply 'above and beyond'!
OWNERSHIP	I take ownership of challenges and projects and lead from the front. I am not afraid to do what is right. I am prepared to give and accept recognition. This allows me to learn from my mistakes.	Being a good team player and having respect for each other
SKILLED COMMUNICATOR	I am self-aware and honest with my colleagues. I communicate clearly, effectively and concisely. I can relate to those around me. This allows me to keep my sense of humour!	Being a good ambassador for BD

What will you get out of the BD Academy?



A launchpad for your career, whether that be in marketing, BD, professional services or something else entirely!



A great network of peers and colleagues



An understanding of the purpose, priorities and working models of different areas of marketing



The ability to communicate with various types of stakeholders, including writing creatively, as well as presenting and oral communication



Learning to challenge, persuade and influence effectively



An understanding of the challenges facing our industry and clients



Experience working under pressure in a fast paced environment with multiple priorities and tight deadlines



Advanced knowledge of technical marketing skills and tools (eg. CRM, PMS, data analytics, website editing etc.) and Microsoft Office packages (in particular Word, Excel and PowerPoint)

"To thrive here, you will need enthusiasm, commitment and a willingness to accept responsibility."

Your development

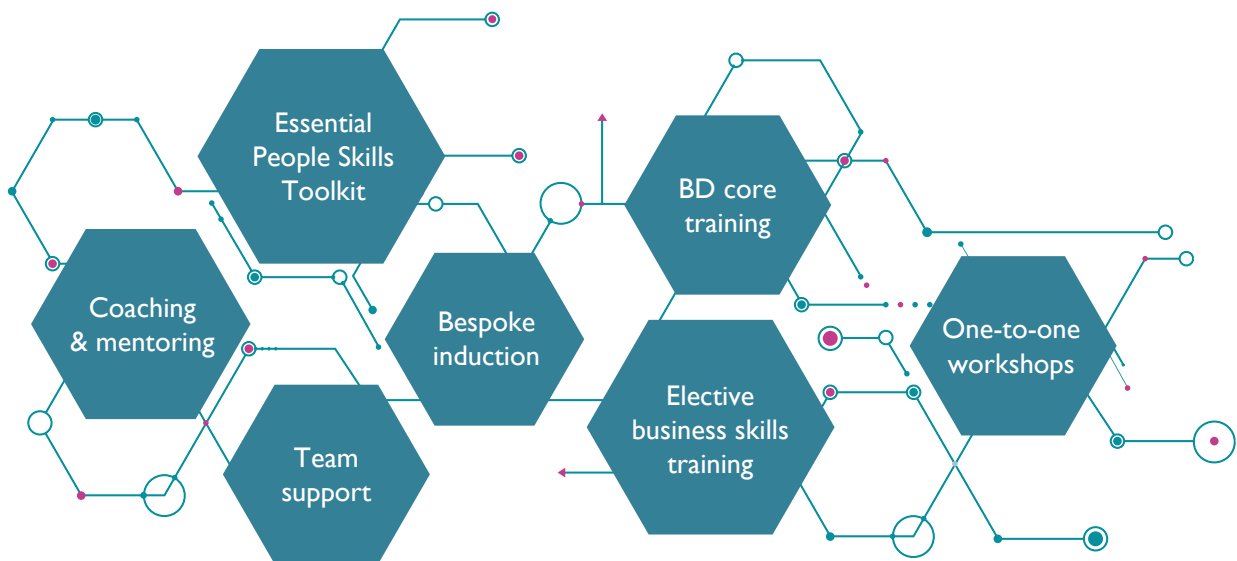
In your first week you will start with an induction and training that provides an overview of the firm, our businesses and the industry. We will create networking opportunities for you to begin meeting colleagues across the firm and to hear from senior leaders. You will also be assigned your first rotation and given an overview of the work areas within that team.

In addition to your day-to-day work in each rotation, you will be provided with a variety of core technical and business skills training modules by our dedicated Learning and Development team. Coaching and mentoring will also help you develop throughout the programme; monthly meetings will support your progress and help guide you in each rotation.

We deliver regular training sessions as a BD team which forms part of our commitment to continual improvement and upskilling in order to meet the evolving needs of our clients. Training is also an integral part of our graduate scheme. Each rotation

requires a different skill set so you will receive a lot of bespoke one-to-one training at the outset of each rotation as well as participating in our wider team training sessions. Our Learning and Development team provide key business skills training throughout the year (including personal impact, performing under pressure and managing time and others) which you will also benefit from. Overall, you will receive training opportunities to increase your technical BD and marketing understanding, widen your market knowledge and enhance your people skills. We will continuously monitor your training needs, as we do across the team, and will develop and implement further training as required.

We feel strongly that training not only helps personal development and advances career progression, but also helps our people network and build strong firm wide relationships across teams and at different levels, all of which fosters a collaborative and inclusive culture.



Our recruitment process

Online application form

In order to apply you will need to complete the application form on our careers site before **Sunday 6 March**. There are four questions for you to

answer to help establish your creativity, analytical abilities and written skills.

They are

Writing Sample

You are writing a blog post, which targets Slaughter and May clients as its audience. Please write about a recent political, economic or technological development or trend of your choice, and its potential implications for our clients. (300 words)

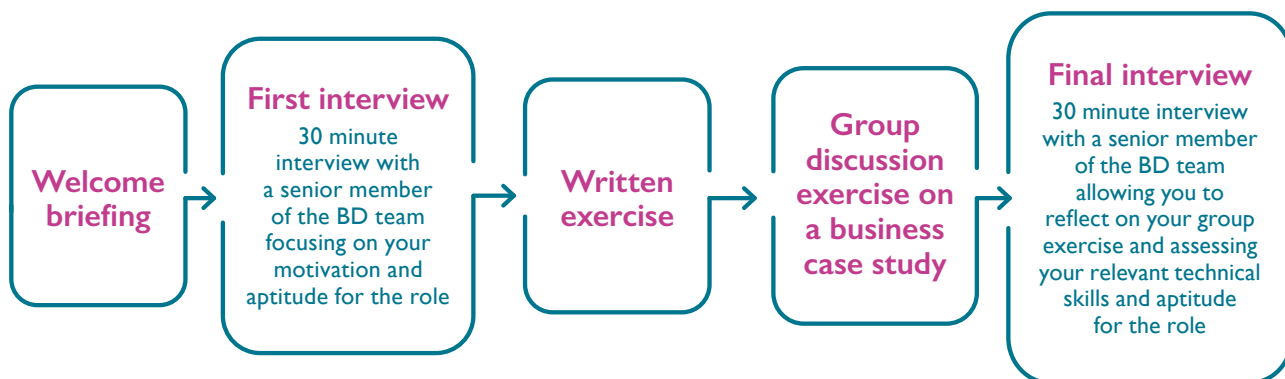
Problem Solving Questions

We will provide data and charts on global merger and acquisition (M&A) trends. You will answer two questions based on this data. (300 words per question)

Once we receive your application it will be screened by HR and the BD team; if successful, you will be invited to complete a range of online assessments. We will then host assessment centres in April.



The Assessment Centre



After the Assessment Centre we will provide you with feedback and if you are successful we will make an offer for you to join the BD Academy in September 2022.

We are committed to ensuring that our recruitment processes are barrier-free and as inclusive as possible to everyone. Therefore, we will use contextualised recruitment – which means we will look at your personal circumstances and takes these into account when looking at your application. We will also make adjustments for

people who have a disability or a long-term condition. If you have any questions, or require any adjustments to be made to the application process or interview process, please contact Ellie Smith at Ellie.Smith@SlaughterandMay.com.

Any offer of employment will be subject to the firm's receipt of confirmation of your academic results and satisfactory completion of the firm's pre-employment screening process, which is carried out by a nominated third party screening provider, Vero Screening.



Our current graduates



Fiona Page

Job Title:
Business Development
Graduate

University:
University of Kent

Degree:
Marketing with a Year
in Industry

Year Joined:
2021

Working at Slaughter and May

Which team are you working in? What does this team do? What responsibilities are you given?

My first 6-month rotation is within the Digital team, which drives forward the firm's digital strategy, advises on the best communication methods for all campaigns and manages the firm's web content, our CRM (client relationship management) system, client mailings and social presence through a wide variety of digital platforms. My main responsibility is to monitor and manage day-to-day digital job requests by working collaboratively with all BD teams, fee earners, the Responsible Business team and other content creators to upload and publish new content to our channels. This involves building web publications, newsletters and insights pieces, creating and approving client mailings via our email marketing system, editing webpages and drafting social wording. In addition to this, I am responsible for updating Dynamics - our CRM system, providing a weekly firm update on all sent communications, devising the weekly content schedule and

completing ad-hoc tasks for a number of campaign/ project meetings. I also support the team with testing and developing webpages, creating videos and podcasts, researching new online opportunities and reporting on web, social and email statistics to inform internal stakeholders on performance, so we can optimise the client experience.

What have you most enjoyed in your first few months here?

I have enjoyed developing my technical marketing skills through the training and practical experience I have gained across a plethora of digital platforms, while also gaining a wider insight into the operations of a leading Magic Circle law firm. A key highlight for me has been conducting a competitor content analysis, which involved a deep dive into the web, social and podcast content produced by leading law and professional services firms. Having the opportunity to present my research and offer actionable insights to senior stakeholders and the wider BD department has been a highly rewarding experience.

Our culture

How have you found managing your work-life balance?

My work-life balance varies on a day by day basis depending on my workload and current projects, but overall I find it relatively easy to balance my time and energy between personal and professional activities. There are regular team lunches, networking activities and social events, which help to break up the working week. Living a short commute from the London office also has its perks – I can easily meet friends after work and explore everything the capital has to offer!

Have you got involved in any of the firms networks/clubs?

The firm offers a wide variety of social, community outreach and sporting activities. Before officially joining the firm, the other BD graduates and I were welcomed to the BD summer rounders social and the firm-wide Back to Bunhill BBQ and cricket match. Since joining the firm, I have enjoyed supporting and

attending the events organised by the BD Social Committee, as well as networking with the executive and graduate community. There are also many opportunities to engage in wider firm activities, such as diversity network events, volunteering, sports teams, charity fundraisers and staff competitions - all of which I look forward to experiencing during my time at Slaughter and May.

Any advice

What are you hoping to get out of the BD Academy?

I hope to develop key technical marketing and BD skills unique to each rotation, while also developing a strong commercial acumen and softer skills that will help to mould me into a well-rounded marketing and BD professional. Along with the invaluable experience I hope to gain from working alongside some of the world's most astute professionals, the coaching, mentoring and training offered to BD Academy graduates stand out as invaluable career

development opportunities that I hope will help me to thrive and progress in my future career.

What advice would you give to students looking to join the BD Academy?

I would say that the main ingredients for a successful start on the BD Academy are to be enthusiastic, intellectually curious, self-motivated and hungry to learn. It is a fast-paced environment with multiple priorities and deadlines, so clear, effective communication is vital. Make sure to ask questions and take lots of notes – you will have a team of talented individuals to guide, train and support you, but you will also learn a lot from using your own initiative to solve problems – you might surprise yourself! Finally, do not be afraid to contribute ideas and challenge the status quo!

Our current graduates



Nimrah Sharif

Job Title:
Business Development
Graduate

University:
Queen Mary University
of London

Degree:
Politics with Business
Management, Political
Science and Government

Year Joined:
2021

Working at Slaughter and May

What have you most enjoyed in your first few months here?

I have enjoyed working at one of the top law firms in the city, gaining an insight into the operations of such a prestigious firm. I enjoy the variation in work that I've done so far in the Research and Insight Team, looking at external and internal data. After a few months, I've discovered just how valuable the BD team's work is in efforts to build strong and long-lasting client relationships with a range of FTSE 100 clients across multiple sectors and industries.

What projects have you been involved in so far and what have you most enjoyed about them?

Since starting, I have worked on a variety of projects and tasks that have allowed me to quickly upskill myself, ranging from specific topic research to company profiles. In this short period, I have enjoyed the level of exposure I have gained from each specific project I've worked on. Each project has taught me new things about how the entire BD team works collaboratively, and I have gained a better understanding of each team's main priorities.

Our culture

What are your hobbies/interests?

There are a myriad of activities I like to engage in, ranging from my interest in playing cricket and other sports to musical interests in playing guitar and singing. Outside of work, I try to work on at least one of these hobbies. Aside from this, I love to travel to new places or venture out on a walk around the city, and I feel privileged that I can discover different parts of London after work.

Have you got involved in any of the firm's networks/clubs?

I have joined the Muslim Network to get to know more people across the firm who share my faith, I think it's quite necessary to network and connect with like-minded people. In addition to this, I have requested to join the firm's cricket club to play one of my favourite sports, and represent the firm in future games when the season starts next summer.

Any advice?

What are you hoping to get out of the BD Academy?

My main motivation for applying for the graduate scheme was to develop a sound commercial awareness of multiple industries. I hope that my time in the BD Academy will allow me to develop my commercial understanding of the UK Legal industry, as well as an understanding of multiple sectors ranging from banking to technology. I also hope to develop strong professional skills in data collection, visualisation and corporate research.

Is there anything you wish you had known before you joined – about Slaughter and May or the team?

In preparation for the job interviews, I had done some preliminary research on the firm regarding their market position, the types of law they practice and what they are known for. However, before starting I wish I had known more about the firm's international's strategy and how it differs from our Magic Circle competitors. I would also have done more research on the legal industry, and the changes that are occurring in this space to build a stronger foundation.



Sophie Hargrave

Job Title:
Business Development
Graduate

University:
Newcastle University

Degree:
Geography

Year Joined:
2021

Working at Slaughter and May

Which team are you working in? What does this team do? What responsibilities are you given?

I work in the Global Client Development (GCD) team, we support lawyers in developing, maintaining and strengthening client relationships – through initiatives such as events, content creation, email campaigns and client targeting. We also assist lawyers in building and maintaining relationships with our overseas best friend firms. So far, I've worked on client targeting initiatives, company research projects, data cleansing exercises and ensure that our systems are up to date, so we can best support lawyers in managing their client relationships.

What has been your biggest learning so far?

Time management. There's a lot going on at the firm, you work on multiple projects at once, as well as managing your day to day tasks, which is really exciting but means you need to be mindful of your time management. There's definitely a bit of trial and error with figuring out what works best for you. It's a really important skill I've quickly honed in on.

Our culture

How would you describe the culture of Slaughter and May?

The culture here is really supportive and collaborative. Although the standards at the firm are high, no one expects you to know everything straight away. Asking questions is always encouraged, it shows your curiosity and allows us to work better as a team.

How have you found the flexible working arrangements offered by the firm?

It's been really helpful to start the BD Academy with flexible working arrangements, as being in the office allows you to connect with the team early on. Flexible working also means you can fit in your hobbies and activities around work and not having to commute on those work from home days is a positive!

Any advice?

What are you hoping to get out of the BD Academy?

I want to learn as much as possible and work on a range of projects with people across the firm – including individuals in business services, as well as lawyers. This is a really exciting opportunity to work in different areas of BD, develop my skills as a BD professional and find out which area interests me the most.

What advice would you give to students looking to join the BD Academy?

My top tips are, reflect on why you've applied and what is it that really interests you about the BD Academy. Be curious and ask questions, everyone is always willing to help and support you in your development. Lastly, be yourself and your enthusiasm will come through.

Meet a few members of our team



Charlotte Boden

Job Title:

BD Executive, Global Client Development Team

Joined the firm:

September 2019

Role overview

I sit in the firm's Global Client Development team, with a particular focus on the IP/Tech practice, supporting the lawyers with all of their BD needs as they build, strengthen and broaden their relationships with both clients and targets. This includes working on client targeting initiatives, organising practice-led events, helping to produce and distribute content to clients, and raising the profile of the group and the work they are doing through submissions and speaking opportunities.

Working at Slaughter and May

What do you most enjoy about your role?

The variety of the tasks and work we can get involved in makes it enjoyable, no two days are the same. Every day you can be doing something different, from client targeting research and opportunity spotting, working on content and thought leadership, contributing to a pitch or helping to organise client events. For me, working on practice or firm wide initiatives and events is always an exciting opportunity as you are involved in putting something together right from the initial idea and concept and then seeing it all come together and knowing you have played a part in that for the firm.

Our culture

How would you describe the culture of Slaughter and May?

You get a real sense of being part of the firm and a team at Slaughter and May. Everyone brings their own individual strengths and experience to the firm but we work collaboratively to contribute to the firm's success. The culture is open, honest and supportive, allowing you to bring ideas and challenge the way things are done. Striving for excellence across the firm motivates you to constantly improve and develop in your role.

Any advice

What advice would you give to students looking to join the BD Academy?

Be yourself. I think the BD team, and also the wider firm, benefits from the fact that everyone has a different way of thinking and approach to working. We all bring different perspectives which means we are constantly encouraging and challenging each other to try things we might not have initially considered.



Alexandra McGowan

Job Title:
BD Executive, Global
Client Development Team

Joined the firm:
September 2021

Role overview

I sit in the firm's Global Client Development team, with a particular focus on the Disputes and Investigations practice. I enjoy Business Development in its purest form – client targeting. Research and strategic thinking are key here. It's intellectually fulfilling to keep one step ahead of what clients and potential clients could be facing on the horizon. The role pushes and stretches you to think further and deeper than you have before on each BD topic making for a rewarding day in the office.

Working at Slaughter and May

What skills does your job require?

Most important is to keep calm under pressure. Once mastered you'll have the level head to make critical decisions on prioritisation, to successfully project manage your time and responsibilities, as well as think deeply on strategic planning and client targeting points. Perfecting the art of balancing multiple demanding priorities at once is challenging for everyone, but this role allows me to practice and develop it every day.

Our culture

How have you found managing your work-life balance?

I've had a very positive experience of maintaining a healthy work-life balance in my role and I feel the team is a big supporter of this. With effective prioritisation and time management I'm able to enjoy lunch breaks with colleagues, as well as heading to the gym in the evening. Enjoying my hobbies in my spare time brings greater focus to my work and strengthens my wellbeing.

Any advice

What advice would you give to students looking to join the BD Academy?

Express yourself. Be sure to contribute and engage in meetings and team scenarios. Don't hold back sharing your suggestions and ideas, they're always welcomed. This will help you make the most of your opportunity to grow and develop professionally within a highly supportive team.

Meet a few members of our team



Tom Lott

Job Title:
Pitch Manager

Joined the firm:
July 2021

Role overview

I sit in the pitch team, responsible for leading the strategic planning, execution and analysis of key firm wide pitching opportunities. Our team are at the forefront of helping our lawyers to win more work, offering strategic and technical support to provide the highest quality, engaging responses to pitch requests.

Working at Slaughter and May

What has been your biggest learning so far?

The level of trust that partners have in the pitch team has been a huge learning experience. Pitching can sometimes be thought of as a 'churn exercise', but that is certainly not the case here. We are a valued team of specialists and partners really rely on us to provide strategic and technical guidance to ensure clients receive pitch responses of the highest quality.

Our culture

Have you got involved in any of the firm's networks/clubs?

Absolutely, there are plenty available ranging from sports to other interests and I would encourage anyone to get involved. I have taken full advantage of the football offering and am keen to start climbing the rungs of the Slaughter and May squash ladder.

Any advice?

What advice would you give to students looking to join the BD Academy?

Be a sponge. The BD Academy gives you a fantastic opportunity to learn about how a law firm works and the crucial functions that support it, so make the most of it. Be curious, keep an open mind and ask questions!

Investing in you

Our current benefits package

In addition to offering a competitive salary of £30,000, the firm currently offers the benefits listed below. These may change from time-to-time so please consult our website for the most recent listing. We will detail the benefits package for the successful candidate in our offer letter.



Key benefits

30 days of annual leave with the option to apply annually for up to five days unpaid leave (pro rated for part-time employees)

Interest-free season ticket loan

Money purchase pension scheme

Life assurance



Lifestyle benefits

Subsidised restaurant and coffee bar

Enhanced family leave pay

Access to a range of special offers and shopping discounts

Concierge service

A variety of entertainment benefits at London theatres and galleries through our corporate memberships

Bike racks, lockers and shower rooms

Cycle to work scheme

Payroll giving for tax-free donations to charity

Matched funding for individual fundraisers

Eight diversity support networks

Prayer and contemplation space

Annual dinner dance, social events and networking



Wellness benefits

Subsidised health club membership

Private medical insurance (personal and family)

Dental Insurance (self-paid)

Onsite and virtual GP service

Health screenings

Personal accident cover

Confidential Employee Assistance Programme

A range of sports and clubs

Mental health and wellbeing platform

Getting involved

Extra-curricular and social activities

We're lucky that we enjoy each other's company, and this extends into social, community outreach and sporting activities. We will encourage you to continue with the interests that made you interesting to us. Who knows, perhaps you'll introduce one of them to us?

Clubs



Art



Book



Choral



Cricket



Cycling



Football



Gardening



Hockey



Netball



Rugby



Squash

Volunteering opportunities



Mentoring and tutoring young people from disadvantaged backgrounds



Working on strategic projects to build the capacity and sustainability of local charities



Employability and enterprise mentoring in the local community



Befriending older people



Reading with primary school pupils

Once you join us there are plenty of activities to get involved in – both within your group and with the rest of the firm. We have a variety of clubs, including football, rugby, cricket, netball, art and a book club. Our diversity networks organise talks on a range of subjects and hold regular social events open to everyone in the firm.

Responsible business

While our global reputation for providing exceptional legal service defines us as a business, we strongly believe in championing a better way of doing business and ensuring we make a substantial and positive impact to the world around us. We do not see the two things as being mutually exclusive.

Taking a sustainable approach to our business means that, as well as adding value for our clients, we have a positive social and environmental

impact. Our aim is to integrate sustainability into the strategic and operational decisions made at the firm so that it becomes part of our everyday business activity.

In addition to our sustainability commitments, our people sit at the heart of our Responsible Business strategy. We strongly believe that an inclusive workplace drives collaboration and enhances business performance.



Our Network of Networks

The firm has eight diversity networks run by employees and supported by partners. Collectively, we form a Network of Networks, and our aim is to foster a spirit of inclusion, both amongst the networks and the firm more widely. We work collaboratively to create a more open minded and inclusive work environment.

We strive to make people feel comfortable about bringing their authentic selves to work.

Each network offers an informal support mechanism for employees with shared backgrounds, perspectives or interests and hosts a number of exciting formal and informal events throughout the year, which are open to everyone. They're a great way to meet new people in the firm as well as to celebrate difference and learn about a variety of experiences and perspectives.



CHRISTIAN /



DIVERSE /



FAMILY /



J-NET /



MUSLIM /



PRISM /



THRIVE /



GEN /

