



SHARE OUR VISION  
SHAPE YOUR FUTURE



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# OUR VISION IS TO BE THE LEADING GLOBAL BUSINESS LAW FIRM

## LEADING

Being a first-choice legal adviser for our clients who range from multinational, Global 1000, and Fortune 500 enterprises to emerging companies developing industry-leading technologies.

## GLOBAL

Helping companies with their legal needs anywhere in the world by delivering a consistently high-quality service globally.

## BUSINESS

Providing clients with essential business advice, on everything from large scale mergers and acquisitions and banking deals to people and employment, commercial dealings, litigation, insurance, real estate, IT, intellectual property and plans for restructuring.

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We can give you the best possible platform to achieve your potential



# LIFE MOVES FAST AT DLA PIPER, AND WITH GOOD REASON

**As a leading global law firm, we work with a number of the world's top companies on business-critical issues in ever changing markets. Our clients cannot afford to stand still and that means neither can we.**

We pride ourselves on thinking nimbly, creatively and commercially to seize opportunities. They're qualities that have not only led us to become the most innovative firm in our sector; they have also driven our phenomenal growth over the last 11 years.

## ***So what does all this mean for you?***

Simply, that if you're as ambitious and inquisitive as we are, you'll fit in well at DLA Piper. We work with many exciting clients across the world and the deals we advise on are often complex and challenging – transcending not just practice areas, but borders, languages and legal systems.

Our global network has significant benefits. On a day-to-day level, it means you can ring a colleague from the other side of the world and be able to count on their support and advice. It also means you'll build strong relationships with talented lawyers from every corner of the world. And perhaps most excitingly, it means you can take on overseas assignments and gain international experience.

All this is just a glimpse of what we have to offer, but I hope it inspires you to find out more. In my view, there's never been a more exciting time to join DLA Piper. As a firm we are united behind a global strategy that will help us achieve our aim of being the trusted business adviser of choice for our clients and will see us grow still further. So while we're proud of our accomplishments so far, we're even more excited about the future.

Simon Levine  
Global Co-CEO and Managing Partner



# WHAT MAKES US DIFFERENT

**Our vision is to be the leading global business law firm. But how are we achieving that – and what makes us different?**

## **We're innovative**

DLA Piper has spearheaded many innovations in the legal sector. So much so, we were named **'Game-Changing Law Firm of the Past Ten Years'** (Financial Times Innovative Lawyers Award, 2015). Many of these innovations will empower you. For example, across some areas of our business through our Legal Delivery Centre, we've taken away a number of administrative tasks – thereby increasing efficiencies for the client and freeing you to focus on strategic client work.

## **We're truly global and full service**

Because our clients are often global, we have to be too. Sharing our insights, we work together across borders and jurisdictions to provide a seamless service to our clients. As well as having a global team of experts at your disposal, this will mean real opportunities to work abroad and gain international exposure.

## **We do high-profile work**

DLA Piper offers the opportunity to do work that matters. Here are just three recent examples: we advised Vodafone on its acquisition of Spain's largest cable operator (a €7.2 billion deal); we supported Uber with its real estate needs in the UK, USA, Australia, Netherlands and Egypt; we advised the English Premier League on all aspects of its broadcasting.

## **We're going places**

DLA Piper is a firm with ambition. Since our formation in 2005, we've more than trebled in size, making us one of the most successful law firms of recent times. We have even bigger plans for the future, which means even more possibilities for your career. Just as we grow, so will you.

## **We're supportive**

We may be one of the biggest law firms in the world, but it never feels like that.

You'll find yourself in a close-knit, diverse and supportive team. Partners will know your name and take an interest in your development. In fact, our culture is something that surprises many people. Lawyers who join us from other firms are often struck by how friendly, collaborative and approachable we are.

## **We have strong sector expertise**

We value the importance of providing sector expertise to our international clients. Our sector approach promotes cross-practice and cross-jurisdiction working and ensures we are strengthening the engagement we have with our key clients. As a firm we are particularly proud to actively support 15 sectors which we are continually investing in.

# #2

Law Firm Brand in the World

Acritas Global Elite Law Firm Brand Index 2015



# VITAL STATISTICS

DLA Piper has the size and scope to fulfil your ambition – whether you're seeking challenging work, international exposure or the chance to give something back.

90

NUMBER OF  
DLA PIPER OFFICES  
AROUND THE  
WORLD

35+

NUMBER OF  
COUNTRIES IN  
WHICH WE  
OPERATE

US  
\$6.5M

COMMITTED TO UNICEF  
AS PART OF A THREE-  
YEAR PARTNERSHIP

2005

THE YEAR WE BECAME A  
WORLD-LEADING BUSINESS  
LAW FIRM, FOLLOWING THE  
LARGEST MERGER IN THE  
HISTORY OF THE PROFESSION

15

INDUSTRY  
SECTORS IN  
WHICH WE  
OPERATE

US  
\$2.5BN

OUR GLOBAL REVENUE  
IN 2015

202,000

NUMBER OF HOURS WE  
DEVOTED TO PRO BONO  
WORK IN 2015

8

PRACTICE GROUPS  
IN WHICH  
OUR LAWYERS  
SPECIALISE

7

KEY SECTORS  
THAT WE SERVE  
GLOBALLY

100+

NEW INTERNATIONAL  
SECONDMENT  
OPPORTUNITIES  
CREATED EVERY YEAR

# OUR AWARDS

If being one of the fastest-growing law firms wasn't reward enough, we have also won widespread industry recognition – for both innovation and quality. Here are a few of our most recent awards.

## #1

IN GLOBAL M&A  
DEAL VOLUME

MERGERMARKET  
AND THOMSON  
REUTERS 2016

## #2

LAW FIRM BRAND  
IN THE WORLD

ACRITAS GLOBAL  
ELITE LAW FIRM BRAND  
INDEX 2015

BEST GENDER  
DIVERSITY  
INITIATIVE IN AN  
INTERNATIONAL  
FIRM

EUROPE WOMEN  
IN BUSINESS  
LAW AWARDS 2016

CORPORATE  
VENTURE FIRM  
OF THE YEAR

GLOBAL CORPORATE  
VENTURING MAGAZINE  
2016

LAW FIRM  
OF THE  
DECADE

SHEFFIELD CITY  
REGION DEALMAKERS  
AWARDS 2016

BEST IN  
TECHNOLOGY,  
MEDIA AND  
TELECOMS

LEGAL 500  
AWARDS 2015

EMPLOYER  
OF CHOICE  
FOR GENDER  
EQUALITY

WGEA, AUSTRALIAN  
GOVERNMENT 2015

BEST IN THE  
WORLD FOR  
REAL ESTATE,  
FRANCHISE AND  
ENTERTAINMENT

WHO'S WHO LEGAL 2016

EUROPEAN  
LAW FIRM  
OF THE YEAR  
– TRANSACTION

PIE EUROPE PROPERTY  
AWARDS 2016

AUSTRALIA  
TAX FIRM  
OF THE  
YEAR

ASIA TAX  
AWARDS 2016

GAME-  
CHANGING  
LAW FIRM  
OF THE PAST  
TEN YEARS

FINANCIAL TIMES  
INNOVATIVE LAWYERS  
AWARD 2015

# DLA PIPER



# THE DESIRE TO IMPROVE AND GO BEYOND WHAT IS EXPECTED IS SHARED BY ALL OUR PEOPLE



An interview with  
**Sandra Wallace**

UK Managing  
Partner who  
joined DLA Piper  
as a trainee

**We've been behind many of the big innovations in our sector because we've listened to our clients and anticipated their needs.**

Our business is all about people, and responding to our clients' needs. So, we look for those who understand from the outset that our job is to make life easier for our clients, and have the vision to look beyond the letter of the law and understand the real world of our clients: their business, their markets and their needs.

To achieve this, we want people who have a positive attitude, who are not content with what they have in front of them and are prepared to challenge the way we work. We expect that from our managers and our leaders as much as we expect it from our trainees.

This desire to improve and go beyond what is expected is shared by all our people across the world. Because when you join us, you're becoming part of an international community of lawyers. More than this, working for global clients, you need a world-view, so all our people have the opportunity to work in our international offices to expand their legal perspectives and truly experience global cultures.

What kind of trainees do we want? Improvers, challengers, and people who can build valuable networks inside and outside the firm. In short, if you've got a great idea, we want to hear it and we may well give you the resources to make it happen.



**IF YOU HAVE  
A GREAT IDEA,  
WE WANT  
TO HEAR IT**



**It was a fantastic opportunity for me – and definitely representative of the exposure trainees can get if they are prepared to commit**

# ANATOMY OF A LARGE TRANSACTION

**Etihad invests in Alitalia**

An interview with **Edward Coates**

Associate, London  
Newcastle University



**DLA Piper works with many of the world's biggest and best-known companies. Our clients include more than half of the Fortune 250 and nearly half of the FTSE 350 companies. Little wonder, then, that over the last 10 years we've advised on more global M&A deals than any other law firm.**

**Edward Coates, an associate in London, tells us about a deal he was involved in during his time as a trainee.**

For my fourth and final seat, I selected the Corporate team in London. After experiences in Litigation, Debt Finance and an international secondment in Hong Kong, I was keen to gain some exposure to M&A work. That came in the form of a major transaction, which saw me join a 50-strong DLA Piper team with lawyers from both the UK and Italy.

Together, we were responsible for advising Etihad Airways on its acquisition of a 49% stake in Alitalia, the Italian national airline. This was part of a larger investment programme and restructuring of Alitalia worth over €1.7 billion.

Deals that involve national airlines typically attract a lot of press attention, and this was no exception. It received daily coverage in both Italian and international media. I took part in the final stages, when the definitive agreement was being

negotiated by all parties in Rome. My role involved working on the principal agreements, drafting amendments and generally assisting the Etihad team: tracking developments, managing timetables and ensuring our team was kept informed on all aspects of this complex transaction.

I flew out to Rome to attend client meetings and negotiations as well as to support the DLA Piper team; taking minutes, reviewing documents and flagging potential issues. Like many DLA Piper deals, it was a true international effort, with lawyers from the UK collaborating closely with our counterparts in Rome and Milan.

The final days in the build-up to the official signing were incredibly busy. All the fine details had to be ironed out, and it was down to me to keep track of all the various workstreams, so I could provide accurate information on all the latest developments.

We worked hard, but the effort was worth it. The deal was successfully signed at a packed press conference in Rome by the CEOs of Etihad and Alitalia. It gives you a real sense of accomplishment to see your work come to fruition like that.



# GIVING SOMETHING BACK

**DLA Piper is committed to being a responsible business. No matter where you're based in our global network, you'll have a part to play in that effort too.**

Every lawyer is encouraged to perform at least 35 hours of pro bono work each year. What's more, employees are encouraged to spend two days a year participating in firm-organised community activities.

## **Pro bono work**

In 2015, our global network devoted over 202,000 hours to pro bono initiatives. This alone makes us one of the world's largest providers of pro bono legal services.

We run legal clinics in most countries where we are based. For you, it's an opportunity to help vulnerable people in your community. Working with law centres and frontline agencies, you could find yourself providing advice on topics such as asylum and immigration, unlawful detention, or even business advice.

There's also the opportunity to help further afield too. New Perimeter, our non-profit affiliate, enables our lawyers to provide pro bono legal assistance in under-served regions around the world.

## **Paris Climate Conference**

DLA Piper played a significant role at the 2015 United Nations Climate Change Conference in Paris – deploying a team of eight lawyers to represent several developing countries, coalitions of governments and non-state actors, all on a pro bono basis. Attending key meetings, the team guided clients through the negotiations and advised them on a range of legal issues.

“  
Every lawyer is encouraged to perform at least 35 hours of pro bono work each year



## **UNICEF fundraising**

DLA Piper has partnered with UNICEF since 2013. So far, this partnership has seen our global network contribute over 9,000 hours of pro bono work and raise \$1m for child protection projects in Bangladesh.

One of our most notable fundraisers was the UNICEF Global Challenge. This saw 39 colleagues from offices across the network complete a trek through the Simien mountains in Ethiopia. Together, they raised over £140,000 for child justice programmes.





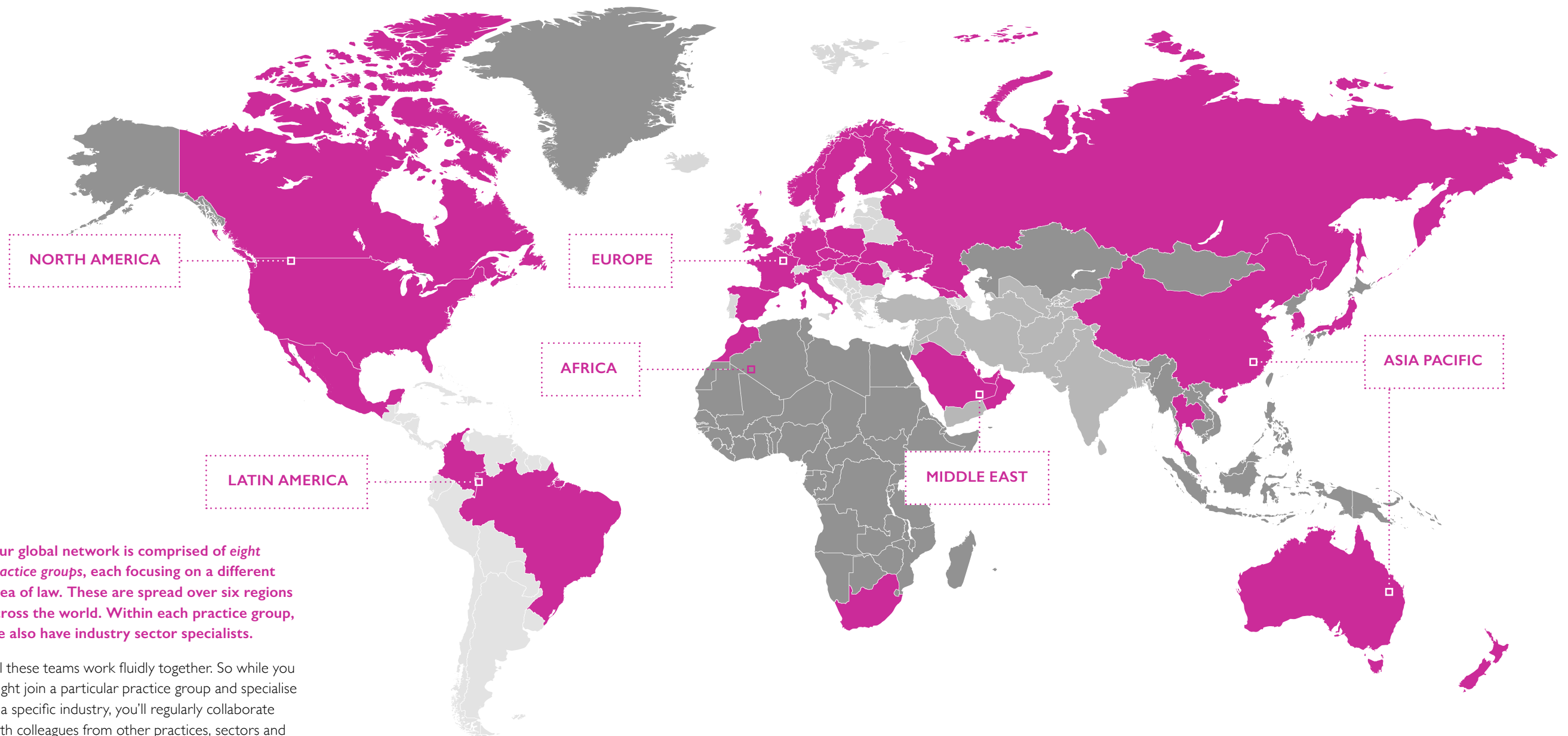
# OUR GLOBAL PRESENCE

## PRACTICE GROUPS

CORPORATE / EMPLOYMENT / FINANCE & PROJECTS / INTELLECTUAL PROPERTY & TECHNOLOGY / LITIGATION & REGULATORY / REAL ESTATE / RESTRUCTURING / TAX

## GLOBAL KEY SECTORS

ENERGY / FINANCIAL SERVICES / INSURANCE / LIFE SCIENCES / MEDIA, SPORT & ENTERTAINMENT / REAL ESTATE / TECHNOLOGY



Our global network is comprised of *eight practice groups*, each focusing on a different area of law. These are spread over six regions across the world. Within each practice group, we also have industry sector specialists.

All these teams work fluidly together. So while you might join a particular practice group and specialise in a specific industry, you'll regularly collaborate with colleagues from other practices, sectors and regions – broadening your exposure still further.



# PUTTING YOU AT THE HEART OF BUSINESS

**A passion for law is not enough. To succeed at DLA Piper, you'll need to have a passion for business too.**

That's because our clients are primarily commercial in nature – ranging from large multinationals to emerging companies. So as well as becoming an expert in a field of law, you can also expect to become a sector specialist too.

It's not just our clients who are entrepreneurial either. As a firm, we're continually pioneering new ways to enhance our services. One of our most recent innovations – a partnership with Lawyers on Demand (LOD) – has created a pool of flexible lawyers that can be used internally or externally to serve our clients' needs as and when required.

We're a firm that doesn't sit still. We will stretch and develop you, and give you exposure to high-profile clients within a global business. If you are excited about supporting us on our journey to being the leading global business law firm then DLA Piper is the place for you.

# # |

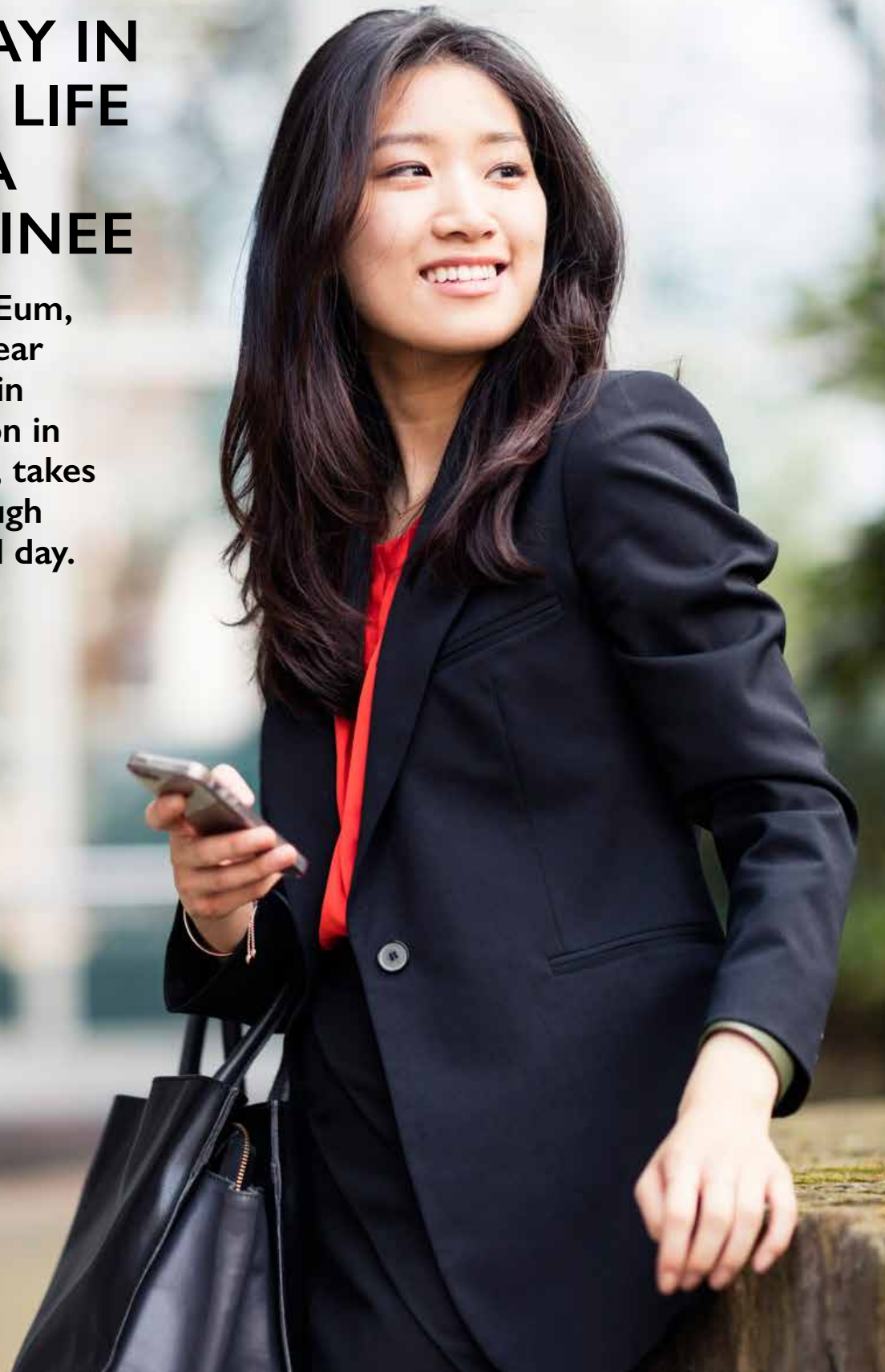
In global M&A and Middle Market Deal Volume

mergermarket and Thomson Reuters 2016



# A DAY IN THE LIFE OF A TRAINEE

Serena Eum, a first-year trainee in Litigation in London, takes us through a typical day.



An interview with  
**Serena Eum**  
.....  
Trainee, London  
UCL

## 07:00 RUNNING

I personally like to kick off my day with a session at the gym or a run near the office if the weather allows. It wakes me up and gets me energised.



## 09:00 EMAILS

Once in the office, I check my emails, review my to-do list and plan for the day ahead. I have received a draft witness statement from an associate in Moscow, which arrived overnight. I spend time reviewing it before compiling a bundle of documents to be exhibited alongside the statement.



## 10:00 RESEARCH

I have been asked to look into recent developments surrounding a particular legal issue on a civil fraud action I am working on, which involves 11 defendants across seven jurisdictions. My research findings will contribute to our case strategy and I prepare to discuss the results with my supervisor and the barrister we work with.



## 12:00 LUNCH

I usually grab lunch with the other trainees at Noble Street Kitchen, the London office café. If the weather's pleasant, we sometimes eat by the London Wall or the Barbican.

## 13:00 COURT HEARINGS

I head off to the Royal Courts of Justice to attend a hearing on another case I am working on, take detailed notes and report directly to the client. On some days, I also file applications with the Court and liaise with the Judge's Clerk if necessary.



## 16:00 MEETING WITH PARTNER

I meet with my supervisor to discuss the results of my research and decide on our next steps.

## 18:30 TO DO LIST

Keeping very organised is a crucial part of what we are expected to do as trainees, so I always prepare a to-do list for the next day. Before leaving the office, I also check with my supervisor that I am not needed for anything else.



## 19:30 SOCIALISING

I have made good friends with many of the trainees in my year, and we often spend time together outside of work.



# YOUR PATH TO A CAREER WITH US

To start your career with us, you'll need to secure a training contract. We recommend undertaking a placement scheme beforehand as this will give you an insight into what life is like at DLA Piper.

## Easter & Summer Schemes

We run two placement schemes: one in Easter, the other in Summer. Each lasts two weeks and will give you experience of two different practice groups at DLA Piper. During the two weeks, you'll meet a range of people across the firm through a variety of talks and social events, enabling you to get a clear insight into the different aspects of a training contract.

Our Easter scheme is available in Leeds and London, while our Summer scheme takes place in all seven UK offices between June and August. Whichever scheme you join, you'll get as much out of it as you put in.



**Bespoke training that will equip you fully for a diverse and long-term career**

## Training contracts

We offer up to 75 training contracts a year in the UK and have one intake each year in September. During the training contract, you'll experience four six-month 'seats' and will have the chance to express which practice groups you are interested in. In addition, we offer opportunities to go on secondments with clients or to one of our international offices, including Australia, Dubai, Hong Kong and Singapore.

Throughout your training, you will have an opportunity to engage in dynamic work across a range of sectors. The experience you gain – as well as the knowledge and skills you develop – will help shape the next stage of your career.

**The firm offers seats in eight different practice groups**

- Corporate
- Employment
- Finance & Projects
- Intellectual Property & Technology
- Litigation & Regulatory
- Real Estate
- Restructuring
- Tax

INDUCTION



SEAT 1

YEAR 1



SEAT 2



SEAT 3

YEAR 2



SEAT 4

QUALIFICATION

DLA PIPER BUSINESS AND LEGAL TRAINING

PROFESSIONAL SKILLS COURSE\*

DLA PIPER BUSINESS AND LEGAL TRAINING

PROFESSIONAL SKILLS COURSE\*

# OUR PRACTICE GROUPS



**DLA Piper competes at the highest level but is far from a traditional law firm. DLA Piper, like the markets we operate in, is constantly evolving. Our lawyers are a breed apart - never satisfied with the status quo and possessing the will and confidence to drive change. We are looking for those of you who can harness these attributes whilst understanding that to succeed we must be disciplined, culturally understanding and above all committed to working together. DLA Piper is a firm that challenges.**

**Charles Severs**

.....  
Managing Director for  
Practice Groups

## Corporate

From mergers and acquisitions (M&A) and venture capital to private and public equity and debt offerings, our global Corporate team assists clients through all stages of their transactions to ensure successful deal outcomes. With 950 corporate lawyers across the world, we are able to help businesses transact across borders by combining a market-leading international practice with specialist local expertise.

Our M&A practice has been consistently executing more deals globally than our competitors. Thanks to this high volume of transactions, we are able to deliver high quality commercial advice to our clients who benefit from the efficiencies derived from our experience.

## Finance and Projects

Finance and Project lawyers provide market-leading insight into all aspects of finance, representing leading investment and commercial banks, public and private companies that actively help shape the market. We specialise in the following areas: debt finance; energy & infrastructure finance; financial markets; financial services regulatory and projects – where we work on joint ventures and other collaborations.

Our aim is to assist clients with finding commercially sound solutions within the political, legal and commercial environment of the host country in which they are operating.

## Tax

The group helps tax departments of multinational companies to address the complex challenges of international commerce and business operations. We advise on a wide range of tax issues: inward and outward investment, private equity deals, structuring for corporate and real estate acquisitions and disposals, transfer pricing planning and documentation as well as executive and employee compensation packages.

Our tax lawyers draw upon the experience of colleagues in numerous areas of law, which further strengthens the capabilities of our tax practitioners, resulting in fully integrated advice to our clients.

## Restructuring

Our restructuring lawyers develop innovative restructuring solutions that deliver commercial results. We advise on all matters relating to public and private companies in underperforming and distressed situations. Our experience also extends to contentious issues arising from restructurings and insolvencies.

We have significant experience of advising clients on investigation, enforcement, litigation and asset recovery on a multijurisdictional basis. Our client base encompasses debtors, lenders, government entities, trustees, shareholders, directors, and distressed debt and asset buyers and investors.

## Litigation & Regulatory

DLA Piper's litigation & regulatory group comprises dispute resolution lawyers and regulatory specialists in more than 30 countries. Our group helps clients reduce the uncertainties involved in disputes through innovative and commercial dispute resolution strategies, and effective case management. We have the proven ability to deploy large, cross-border teams on major international disputes.

The globalisation of business is resulting in more cross-border disputes and extraterritorial application of legislation. We have the local strength and knowledge to advise on specific legal, cultural and procedural issues.

## Real Estate

DLA Piper's real estate group is the world's largest real estate practice, and is consistently top-ranked by publications and directories globally.

Real estate is the built environment - everything from offices and residential units to retail centres, logistics hubs and healthcare facilities. Almost every single DLA Piper client has real estate needs, be it as a core investment or as an underlying asset. We aim to meet the needs of all of these clients and ensure that their holdings and investments add value to their businesses.

## Employment

Our employment group provides solutions-based advice and supports clients in the day-to-day management of their people-related legal issues and risk.

The group advises on all areas of employment, including trade union and employee relations, discrimination and diversity management, global mobility and data privacy. Employment also advises on legal, tax and regulatory aspects of remuneration, employee share incentives and other benefits, and assists clients generally in designing and delivering their reward strategies. Our pension lawyers cover every aspect of pension provision, as well as the management of pension disputes.

## Intellectual Property & Technology

The IPT group focus on various areas such as brands, trademarks & marketing, media, sport, IT, gambling, life sciences among many more. The practice provides both litigation-related and strategic commercial advice to a wide range of industry sectors, helping clients from technology and pharmaceutical companies to banks and financial institutions.

We develop asset management and protection strategies designed to help clients manage risk, continue growth and protect market share around the globe. We understand the commercial issues and pressures that arise from IP disputes or related negotiations, and we provide innovative and strategic solutions to handle them.





# MY INTERNATIONAL SECONDMENT: AN INVALUABLE OPPORTUNITY

An interview with  
**Iram Tariq**

Associate in Finance,  
London  
University of Manchester

**Iram Tariq, an associate in Finance from Manchester, talks about her secondment to Dubai.**

## How did you secure your secondment?

It's a fairly straightforward process as long as there's a business need and you can make a compelling argument. I knew early on it was something I wanted to do. I applied for opportunities in Madrid and Dubai by submitting business cases.

## Was it difficult moving to another country?

Not at all. We have a global mobility team at DLA Piper that takes care of everything: flights, visa, accommodation. On my first day of work, I was given a tour of the office and shown how to use all the systems. The whole transition process was seamless.

## What kind of work did you do in Dubai?

The market in the Middle East is certainly different to the UK. I worked in Banking, which was a continuation of what I did in Manchester. But I also got involved in Projects in areas such as solar energy, construction and government agencies, which were completely new to me. As for specific deals, I found myself working on everything from a high-level contract review to an official report for the Government of Oman.

Dubai is still growing fast and attracting a lot of investment. For me, this was a major plus point as it gave me more opportunities to get involved in business development, like pitching to prospective clients.

## How did you find your social life in Dubai?

I made many friends out there. There's a large expat community in Dubai with a lively social life. In fact, I would say it was the best six months of my life.

As well as DLA Piper people, I also met other trainees from other law firms. One of the things that surprised me is that secondees from other law firms only ever seemed to be from London. DLA Piper provides equal access to international secondments to all its trainees regardless of location. That's what sets the firm apart.

## How important has the secondment been to your career?

It's been an invaluable experience. For one thing, I'm now much less daunted by living and working abroad. But on a professional level, it was useful too. It strengthened my international network and helped me clarify my strengths. In my case, it consolidated my interest in finance.



# YOUR DEVELOPMENT

## *Your growth is our growth*

Our goal is simple: we want to create the future leaders of the firm. That means giving you the skills you need to become a successful lawyer, but also the experiences to discover where your true interests lie. As you progress, you won't just develop your legal knowledge. You'll also develop the commercial, international outlook that's the hallmark of a DLA Piper lawyer. This support will be delivered by a tailored learning offering.

## *What to expect*

Your training contract starts with a residential induction course, designed to ease you in and get you acquainted with our culture and enable you to meet trainees from across the firm. It will equip you with the necessary knowledge and tools to start your career on a firm foundation.

You will then undertake four six-month seats in different practice groups, where you'll work alongside people at all levels of the business, including partners. Learning through practice and observation you'll get a real feel for commercial law in practice.

While much of your learning will be done on the job, you'll also receive formal business skills training. This will develop your abilities in areas such as networking, business development, commercial awareness and financial management.

## *Work in the community*

We'll encourage you to do both pro bono and community work; not simply because it's the right thing to do, but because it will develop your skills in leadership, teamwork and communication.

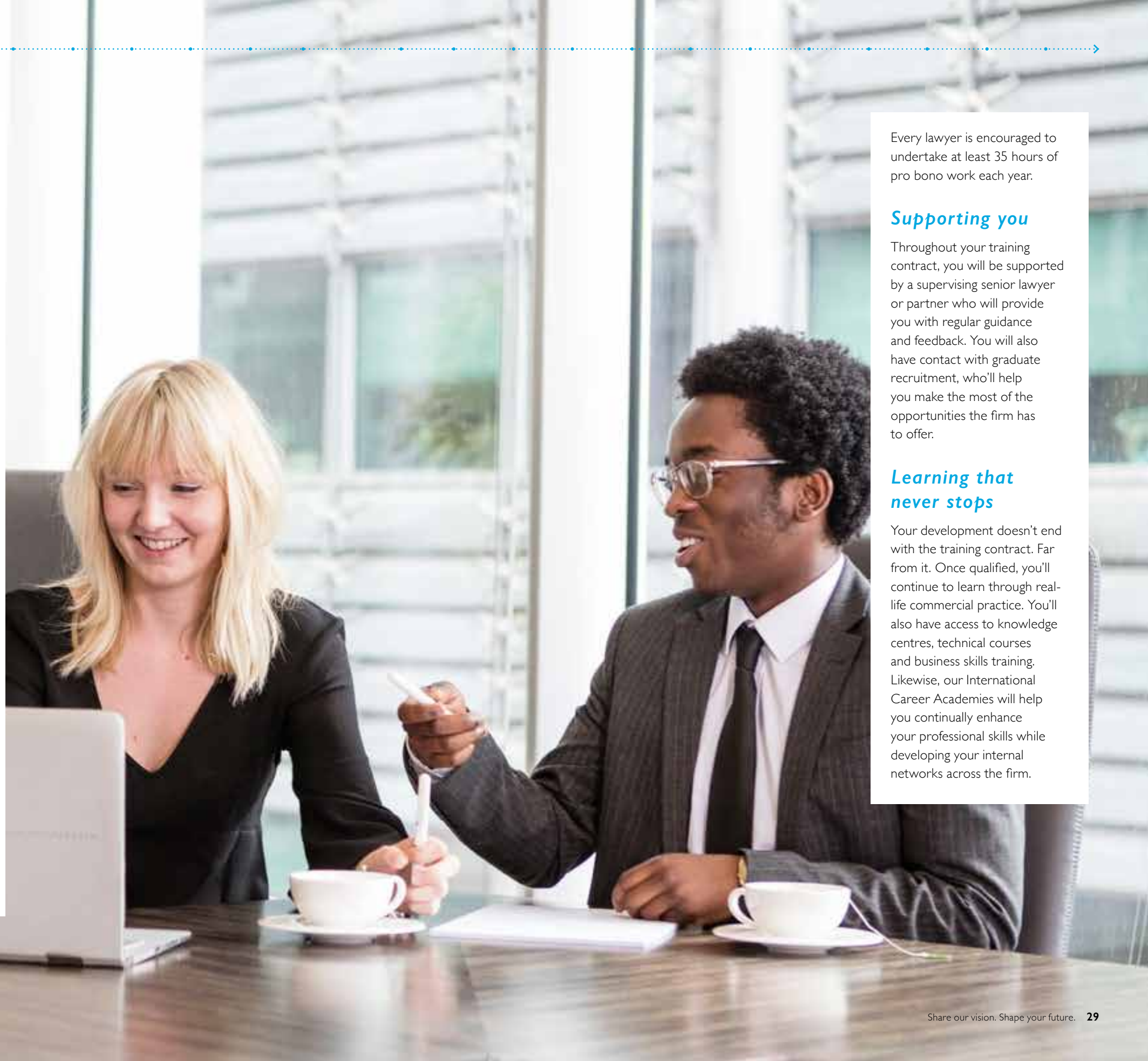
Every lawyer is encouraged to undertake at least 35 hours of pro bono work each year.

## *Supporting you*

Throughout your training contract, you will be supported by a supervising senior lawyer or partner who will provide you with regular guidance and feedback. You will also have contact with graduate recruitment, who'll help you make the most of the opportunities the firm has to offer.

## *Learning that never stops*

Your development doesn't end with the training contract. Far from it. Once qualified, you'll continue to learn through real-life commercial practice. You'll also have access to knowledge centres, technical courses and business skills training. Likewise, our International Career Academies will help you continually enhance your professional skills while developing your internal networks across the firm.





# PUTTING IT INTO PRACTICE

**During my training contract, I undertook a secondment with ITV London. It was the first time I had worked on-site with a client and it really opened my eyes. It's one thing speaking to a client on the phone, or having a meeting with them. But actually working alongside them is another experience entirely.**

For one thing, you see things from their perspective. Being embedded in an organisation means you experience their challenges first-hand in all their complexity. You also develop a much more nuanced understanding of how their industry actually works.

I had gone from being in a large DLA Piper office to a small in-house legal team, with a very specific workload. Every time I went to work, I was also acting as a representative for my firm. It was important for me to develop good relationships with everyone around me.

I had the opportunity to work on some really interesting matters. My first assignment, for example, saw me work on the terms and conditions for prize draws and phone votes for various ITV programmes. Experiences like these really developed my understanding of commercial law and the direct impact of my work on day to day life.

Being out of my usual comfort zone built my confidence, too. Being in a small team, and in a team who were very much at the heart of ITV's business forced me to take more responsibility, be assertive when needed, and find out answers to tricky questions – often at a moment's notice.



**Being embedded in an organisation means you experience their challenges first-hand**

An interview with  
**Gemma Farina**  
.....  
Associate in IPT, Leeds  
Newcastle University



George started his career as a civil servant, working for the UK's Foreign and Commonwealth office in Central Government for almost a decade before deciding to join DLA Piper as a trainee. He is currently in the second year of his training contract.

### What made you want to go into law?

I feel law is a personality thing – I enjoy identifying problems, researching, analysing and solving them, and a career in law allows you to do just that. I was also involved in judicial reviews and was therefore quite familiar with the world of law.

### Was your previous career useful for your current role?

Yes, definitely. I think my previous experience will help me to be a well-rounded lawyer. There are many skills that I have acquired through experience which have been very useful, like drafting, presentation, and social skills in general. I believe any previous experience can be put to good use in DLA Piper. Knowing how to navigate in an office environment also proved very helpful.

### Your first seat was in Pro Bono. What did you do then?

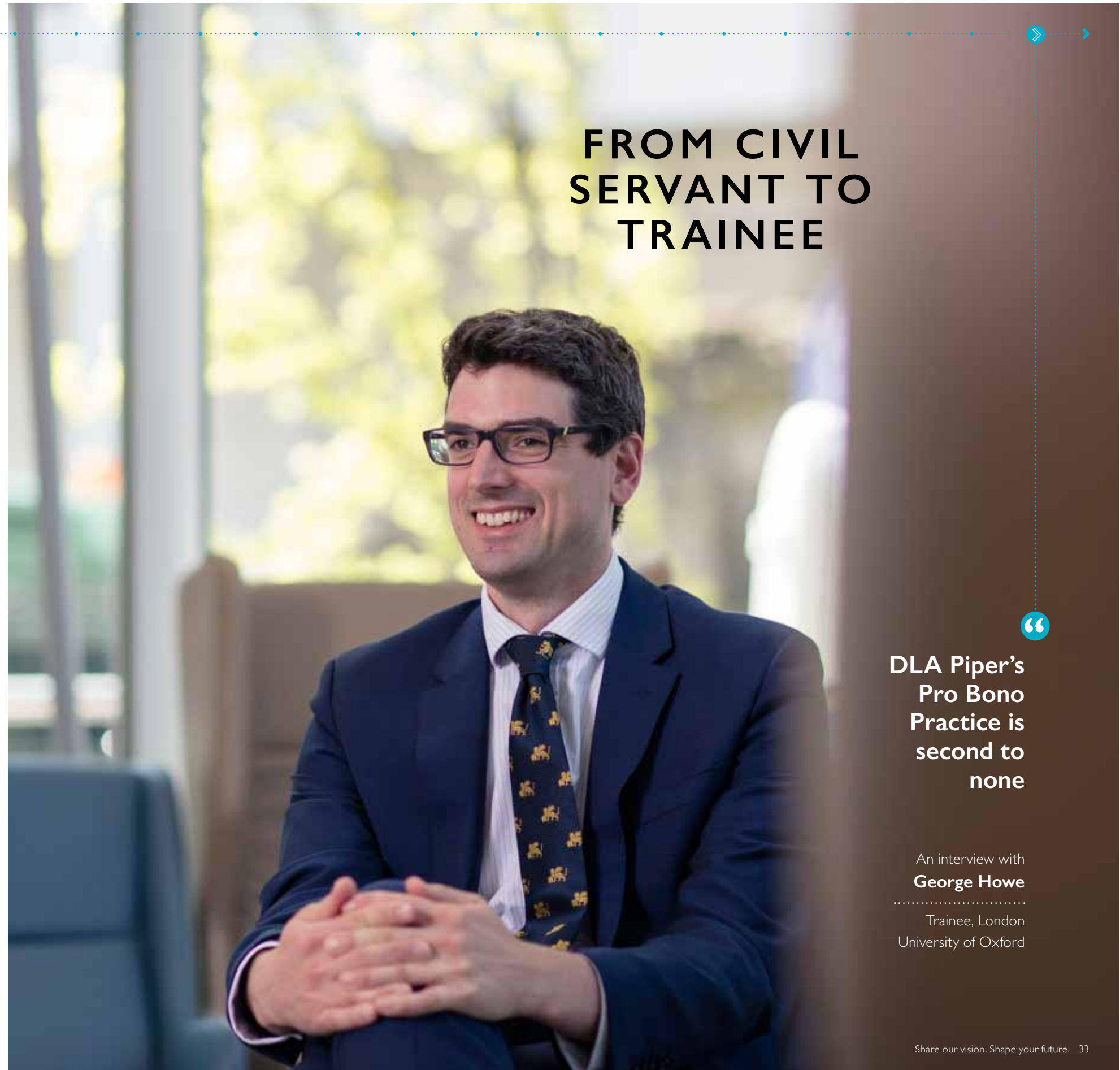
I was mainly involved in two sets of tasks: large research projects, which involved collaboration with colleagues from offices around the world; and legal clinics which support the most vulnerable people in society.

I took part in a comparative research report on birth registration in 11 African and Asian countries for Unicef, which was very challenging and critical work that Unicef need to form the basis of its policies.

I also worked for the National Deaf Children's Society, assisting the parents of a five-year old boy with profound and permanent hearing loss. The boy had been refused state assistance, and we used public law arguments and the complaint procedure to overturn the decision. It resulted in the boy being awarded both the care and mobility components of the Disability Living Allowance until his 12th birthday.

I think DLA Piper's Pro Bono practice is second to none and I feel privileged to have been able to spend part of my training there.

# FROM CIVIL SERVANT TO TRAINEE



**DLA Piper's Pro Bono Practice is second to none**

An interview with  
**George Howe**  
Trainee, London  
University of Oxford





# WHAT WE LOOK FOR

**Our people come from a diverse range of backgrounds. We don't have a set profile for our trainees - that's what sets us apart. Not only does this allow us to serve our diverse clients better; it opens up a range of different and unique perspectives.**

You will need a strong academic record in your chosen degree, and a real passion for developing a career as a lawyer. But it goes further than that. Among other things, we'll be looking for candidates who are naturally inquisitive, have plenty of drive, and can show a genuine commitment to their chosen career path.

Your personal qualities will be important too. If you can provide tangible examples of your abilities in these areas, you'll have a greater chance of success.

**LEADERSHIP:** Takes control and initiates action by giving direction and taking responsibility.

**TEAMWORK:** Works effectively with individuals and teams, and provides a consistent role model for organisational values.

**INTERPERSONAL SKILLS:** Builds positive relationships by communicating, networking and influencing effectively.

**ANALYSIS:** Gets to the heart of complex issues and problems through clear analytical thinking.

**CREATIVITY:** Applies creativity to develop new and innovative solutions.

**ORGANISATION:** Is able to provide clear and effective delivery of projects.

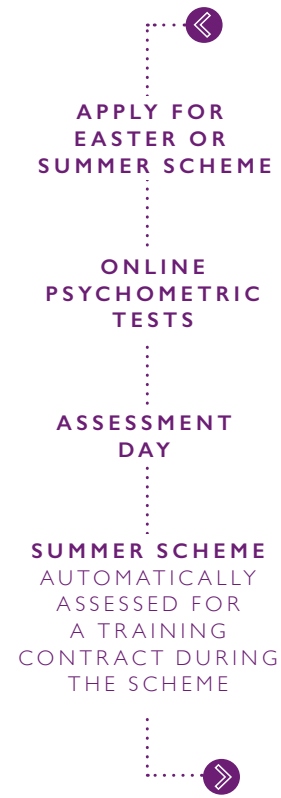
**ADAPTABILITY:** Responds to change positively and copes with setbacks.

**COMMERCIAL OUTLOOK:** Pays attention to commercial factors and opportunities.



# APPLICATION TIMELINE

## ONLINE APPLICATION



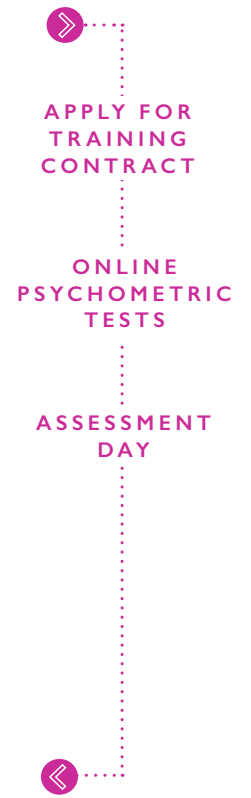
APPLY FOR  
EASTER OR  
SUMMER SCHEME

ONLINE  
PSYCHOMETRIC  
TESTS

ASSESSMENT  
DAY

SUMMER SCHEME  
AUTOMATICALLY  
ASSESSED FOR  
A TRAINING  
CONTRACT DURING  
THE SCHEME

## TRAINING CONTRACT



APPLY FOR  
TRAINING  
CONTRACT

ONLINE  
PSYCHOMETRIC  
TESTS

ASSESSMENT  
DAY

### CLOSING DATES SUMMER SCHEME

ENGLAND JANUARY 2017  
SCOTLAND FEBRUARY 2017

### CLOSING DATES TRAINING CONTRACT

ENGLAND JULY 2017  
SCOTLAND OCTOBER 2017

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