

Be One of Us

Be Commercial 

Be Empowered 

Be Connected 

Be Involved 

Be Commercial

Our team of 3,000 colleagues includes more than 1,500 lawyers. With the ninth broadest global footprint of any law firm, we provide access to new knowledge, new markets and new expertise.

Be Commercial | in a full-service law firm

We support private and public sector clients across extensive global practice areas. We also have a pre-eminent Public Policy Practice with deep-rooted relationships in Washington DC, Brussels and beyond.

Our teams have well-established local and regional positions across North America, Europe, Asia Pacific, the Middle East and Latin America. Collectively, we cover 140 jurisdictions and speak 40 languages.

In the UK, we operate from offices in Birmingham, Leeds, London and Manchester, working with a diverse mix of local and global clients.

Although we have global coverage, our firm is founded on a culture of building close working relationships with our clients and among our teams. While we continue to grow in size, we have gone to great lengths to maintain a culture of collaboration and mutual respect. This is something we are immensely proud of.

As a full-service global law firm, we provide insight at the point where law, business and government meet, giving our clients a voice, supporting their ambitions and achieving successful outcomes.

Our multidisciplinary team of more than 1,500 lawyers in 45 offices across 20 countries provides unrivalled access to expertise and invaluable connections on the ground. It is a seamless service that operates on any scale – locally or globally. It encompasses virtually every matter, jurisdiction and market. And we place our clients at the centre.

We combine sound legal counsel and practical problem-solving experience with a deep knowledge of our clients' businesses to resolve their legal challenges. We care about the quality of our services, the success of our clients and the relationships that are forged through those successes.



We have been providing quality legal services for more than a century and care about the success of our clients. We take the time to understand their needs and provide them with practical, bespoke advice – always with their best commercial interests in mind.

Practices

Our international practices focus primarily on the following areas:

- Business Immigration
- Communications
- Competition – Antitrust
- Corporate
- Data Privacy & Cybersecurity
- Energy & Natural Resources
- Environmental, Safety & Health
- Financial Services
- Government Investigations & White Collar
- Institutional Investors
- Insurance & Reinsurance
- Intellectual Property & Technology
- International Dispute Resolution
- International Trade
- Labour & Employment
- Litigation
- Pensions
- Public & Infrastructure Finance
- Public Policy
- Real Estate
- Restructuring & Insolvency
- Tax Credit Finance & Community Development
- Tax Strategy & Benefits

Industries

We pride ourselves on having established a reputation for deep expertise across a number of key industry sectors, including:

- Aerospace, Defence & Government Services
- Automotive
- Aviation
- Brands & Consumer Products
- Chemicals
- Construction & Engineering
- Energy & Natural Resources
- Healthcare
- Hospitality & Leisure
- Industrial Products
- Infrastructure
- Life Sciences
- Media & Advertising
- Retail
- Sports & Entertainment
- Transportation, Shipping & Logistics

“Clients do not have legal issues; they have commercial problems. **Great lawyers** are interested in business and work hard to find the **best solution for their client**. Knowing a client, its business and the sector it operates in are **just as important** as legal knowledge and experience.”

Caroline Noblet, Global Co-Head of our Labour & Employment Practice



Francesca Bexon

Trainee, London

Law and French | University of Bristol

Squire Patton Boggs is truly a global law firm where collaboration is key, as many of the practice groups operate across borders. As part of this, I had the opportunity to work in the Paris office for an overseas seat, where I was part of the Corporate, Labour and Employment, and International Dispute Resolution teams between January and May 2020.

Working across several practice groups meant that the work was incredibly varied, and I got an opportunity to understand how a different legal system works in various areas. I assisted with a corporate deal, which required working in both English and French, giving me the opportunity to practice my drafting skills in both languages. I also liaised with colleagues across the globe in order to provide local advice on the various international entities involved. This allowed us to anticipate any problems for the client, and as the transaction was taking place in the midst of COVID-19, colleagues were able to give us up-to-date advice on how the unprecedented nature of the pandemic may affect the deal. It really demonstrated to me the collaborative nature of the firm and the importance of this in order to get the best result for clients.

As my seat took place during COVID-19, I had a unique insight into how well practice groups adapted themselves in order to continue to meet client needs during the pandemic, as well as advising clients in such uncertain times. The responsive nature of the teams and our ability to share information between practice groups meant that we were able to advise clients on the raft of measures available internationally. It truly was a time where the firm demonstrated its impressive ability of working as one true firm.

Not only was the work very interesting and varied, but I also had an opportunity to experience a different culture and make the most of living abroad. The Paris office is in a bustling part of the city, and a short walk away from famous locations, such as Opera and the Champs Elysees, so there is plenty of opportunity to soak up everything Paris has to offer. The firm makes the move as easy as possible for you, so it does not seem nearly as daunting. When I arrived in the Paris office, I was made to feel very welcome and immediately felt as part of the team. Whilst you do need to have some French language skills, the friendly nature of the office meant that colleagues were more than happy to help me if I became stuck.

My seat in Paris gave me an opportunity to develop strong relations with colleagues across the globe – many of whom I have continued to work alongside in different seats, and I hope to continue to develop these in the future.



Be Empowered

Commercial awareness, original thinking and initiative are some of the skills that we look for. We are looking to recruit and develop people with the curiosity and confidence needed to thrive in a competitive, changing business landscape.

Be Empowered | in creating your own career

From the very start of your training contract, you will have the opportunity to work with the people who will help you to shape your future.

Choose from our Birmingham, Leeds, London or Manchester offices. With six seats and a variety of practice areas available, you can effectively create your own individual training programme – empowering you to set the foundations for your career with us. Supervision is paramount. It is a two-tier system, with a partner supervisor in your department, as well as a daily supervisor.

You will be guaranteed first-rate work and a high level of involvement with our clients, working across our network of offices on complex and fast-moving international problems, transactions and disputes.

We give you the tools, know-how and options that enable you to set your own challenges and be the best you can be.

You will have meetings with your trainee manager and appraisals with your supervisors in each seat. A dedicated trainee mentor is also available for you.

If you have language skills, there is an opportunity for you to experience an overseas seat in Brussels or Paris. Or perhaps you would prefer a client secondment? This is a great opportunity to build your own networks and experience a client's business first hand.

In summary, we will give you the tools and the platform to take you where you want to be as a person and as a professional. Making the most of it is down to you.



Be Empowered | with your own development

While you are at law school or university, we will keep in touch with invitations to office events, presentations, socials and scheduled meetings with our trainee manager. You will also receive regular newsletters and even be provided with your own firm "buddy".

Once you join, you will spend three weeks on our induction course, which covers not only professional skills, but personal and business skills, too.

You will receive presentations from a range of departments and meet partners, associates and other trainees.

Legal training continues in your seat, in your department and through a monthly programme.

Once qualified, we still invest in your skills – and as part of our newly qualified programme, you will receive training across a wide range of topics, including client relationship management, business development, people management and other technical topics.

"We want to help you develop and qualify as a **well-rounded, confident lawyer** who can continue our tradition of delivering **first-rate service** to our clients."

Giles Chesher, Training Principal



Franki Scott

Trainee, Manchester

Philosophy | University of Manchester

Franki Scott is the Manchester office's head trainee, a participant in the firm's Inclusion & Diversity resource groups, a member of the office's charity committee and co-chair of the office's social committee. Throughout her first year as a trainee, Franki has attended several networking events and co-chaired a number of external events centring on the firm's commitment to increasing social mobility in the legal profession.

Each office appoints a head and deputy head trainee every year, who represent the interests of the cohort, ensuring that we build great connections, as colleagues and friends, so that we can work best as a team. We also play a role during the firm's graduate recruitment process, representing the firm at careers fairs and organising socials, so that candidates can feel at ease, which helps them to perform at their best.

The firm is extremely collegiate and this is fostered early on among trainees so that as we progress our careers, we have peers who can support us and we can do the same for them.

In a similar vein, I have always found my colleagues to be approachable, supportive and down-to-earth, no matter how senior or how many thousand miles away they may be. In the first week of my first seat, I flew to Brussels for the night to attend the Competition – Antitrust Practice Group's annual team meeting, sitting across from colleagues from all over the world, all of whom are revered experts in their field and were friendly and welcoming to me.

I have also been on secondment to assist an in-house legal team with a corporate disposal for a listed client. Few firms can offer this diverse an experience while still maintaining the same collegiate one-firm atmosphere.

Being involved, representing and promoting the firm at office-led and external events will be a large part of your training contract. For instance, I have worked with a small group of trainees to design and deliver a number of virtual career development sessions for students from disadvantaged backgrounds who are interested in pursuing a career in law. These events were part of the firm's wider commitment to increasing social mobility and access to the legal profession. The firm recognises that these events could not happen without the input of trainees. It will place an enormous amount of trust in you to deliver and, in turn, will value your contribution.



Be Connected

New trainees are introduced to the wider firm through a three-week induction course. This provides a unique opportunity to get to know trainees – and other colleagues – from all across the business. It offers a number of chances to network and socialise with a wide range of people and helps new starters to settle into the firm.

Be Connected | from the first day of your training contract

There is plenty of opportunity to network with other professional services firms and clients. All these activities are intended to help you settle into your new surroundings and career.

If you are into sports, then join one of our many sports teams, including cricket, football and netball. Or join a law firm league – a chance to network, exercise and enjoy the competition.

We also believe in “giving back” and contributing to the community.

We are national members of Business in the Community – an opportunity for you to be involved with reading, numeracy or mentoring at local schools, *pro bono* work for charities/law centres, landscaping school playgrounds, or clearing recreation grounds and restoring buildings.

You can sleep under the stars for the homeless, sing with a choir in a station, participate in an interoffice bike challenge, climb the Yorkshire Three Peaks or bake/sell cakes for our chosen office charity.

“A real **positive of the firm** is the way that it keeps in touch with future trainees. By the time I started my **training contract** I not only knew the trainees in my own intake, but also a number of associates and partners. **I felt like part of the firm** before I had even started.”

Jon Chesman, Associate, Leeds



Be Connected | through our inclusion and diversity initiatives

Inclusion and Diversity

We are committed to promoting inclusion and diversity across our firm.

Inclusion and Diversity Committee

Our Inclusion & Diversity Committee is led by a team of four partners from across our network, and is overseen by our managing partners and our Global Chairman/CEO.

Recruitment

In order to be a diverse and inclusive employer – and to recruit the best candidates from all backgrounds – we use the REAL contextualised recruitment system. As a firm, we recognise that your background does not determine your talent or limit your potential.

Promoting Fairness and Equality

We promote fairness and equal opportunities across every aspect of our business and policies, using a six-pillar inclusion and diversity framework that respects:

- Gender
- Social mobility
- Accessibility
- Multicultural
- LGBT+
- Age diversity

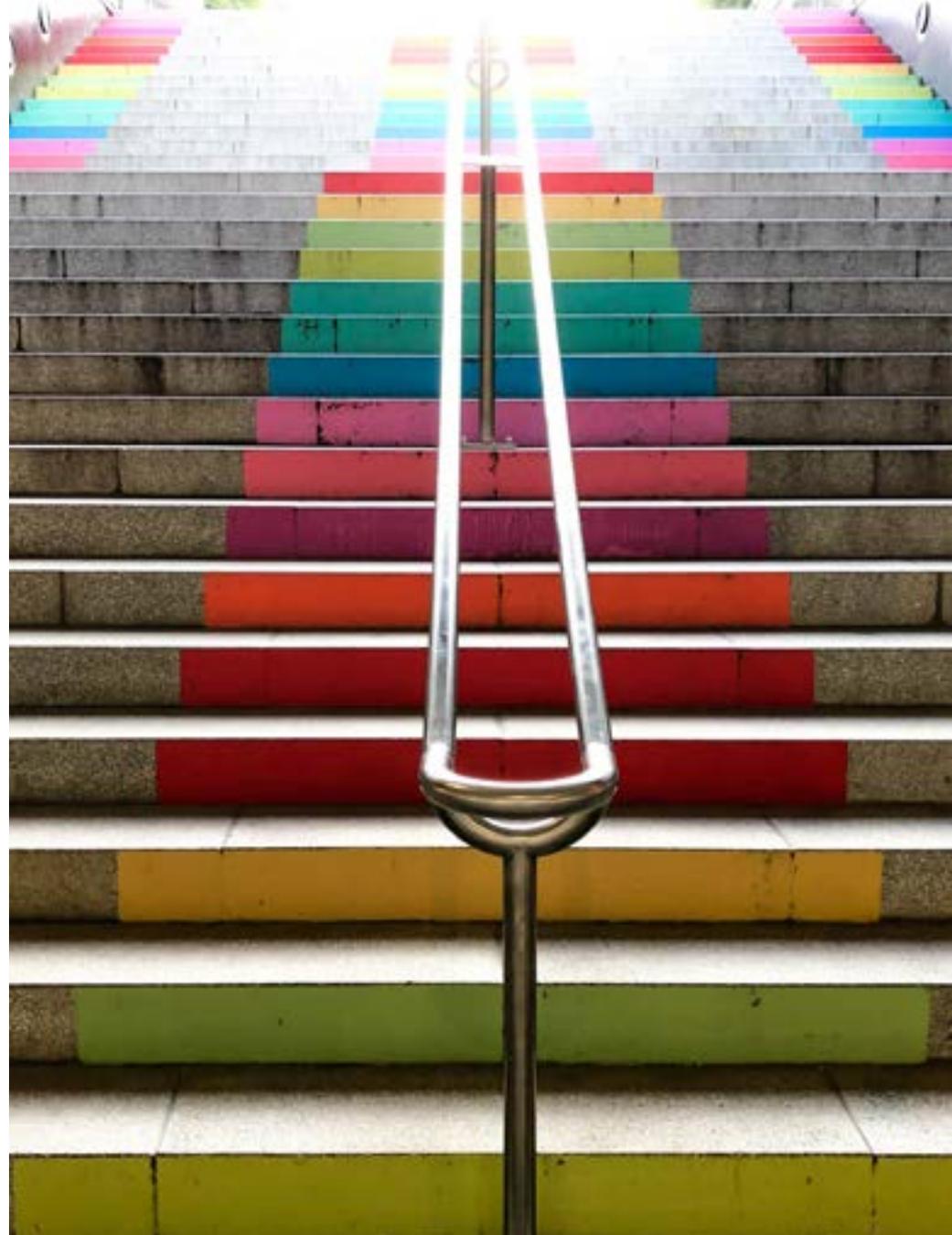
Women's Enterprise

We have a rapidly evolving and expanding Women's Enterprise group, which promotes full and equal participation of women in what has been a traditionally male-dominated profession.

Organisation Memberships

We are members of various organisations that provide us with valuable guidance, best practice, knowledge sharing and the ability to measure our own progress in this important area. Our current memberships include:

- Business Disability Forum
- Stonewall
- Employers Network for Equality and Inclusion





40

languages spoken

Coverage of

140

jurisdictions

45

offices

20

countries

More than
1,500

lawyers

■ Office locations

■ Regional desks and strategic alliances

Abu Dhabi
Atlanta
Beijing
Berlin
Birmingham
Böblingen
Bratislava
Brussels
Cincinnati

Cleveland
Columbus
Dallas
Darwin
Denver
Dubai
Frankfurt
Hong Kong
Houston

Leeds
London
Los Angeles
Madrid
Manchester
Miami
Milan
Moscow
New Jersey

New York
Palo Alto
Paris
Perth
Phoenix
Prague
Riyadh
San Francisco
Santo Domingo

Seoul
Shanghai
Singapore
Sydney
Tampa
Tokyo
Warsaw
Washington DC

Africa
Brazil
Caribbean/
Central America
India
Israel
Mexico
Turkey
Ukraine

Awards

Firm ranked one of the strongest legal brands in the UK

Chambers Europe 2020 ranks 13 practice areas and 20 Lawyers

Chambers Global 2020 ranks 11 practice areas and 27 Lawyers

Double LEX winner for inclusiveness and approachability

Top tier firm rankings in 14 practice areas in *Legal 500 EMEA*

81 of our lawyers individually recognised for their expertise in *Chambers UK 2020* edition

Finalists in the UK Legal Diversity Awards in the category of Mental Health & Wellbeing

We have dedicated Emerging Talent Partners in each office who ensure you make the most of your training contract – whether that is the seats that you do or the extracurricular activities that you get involved in. We understand that your training contract is an experience unique to you and it is our responsibility to help you make the most of it.



Giles Chesher
Training Principal

“As training principal, I am passionate about the quality of training and opportunities given to our trainees. I trained with the firm and have always been involved with our trainees in a number of different roles – as daily supervisor, supervising partner and now training principal. I

can vouch for the investment that we make in our trainees’ development and progression, as demonstrated by the high proportion of partners who trained with the firm.

It is my role as training principal to give trainees the opportunity to meet their full potential.”



Bryn Doyle
Manchester Emerging Talent Partner

“Every one of our trainees is unique; we are not looking for clones. They have individual personalities, fantastic transferrable skills and different experiences. I believe it is our responsibility as Emerging Talent Partners to develop these qualities. We encourage our trainees

to get involved in client and international secondments, charity and sporting events, and client business development opportunities right from the start. We train and employ the best and brightest people to deliver the outstanding legal services that our clients demand.”



Roy Grist
Birmingham Emerging Talent Partner

“Trainees will feel truly part of the firm from day one. We work in an open, collaborative environment, which means all partners and associates will be involved in trainee development, day to day. Working closely with colleagues at all levels gives opportunities to learn from

the full breadth and depth of their experience.”



Karen French
Leeds Emerging Talent Partner

“As part of the Emerging Talent Partner Team, I ensure that I bring support and guidance to our trainees from their initial induction to the end of the training contract as they qualify as solicitors. It is a very rewarding role. We help guide you to ensure that you each get the

opportunity to have the legal experience that works for you at the start of your working legal career. It is very much a two-way process, and we are always open to conversations with our trainees to listen to their suggestions and ideas. We respect that you are an important part of the future of our law firm.”



Kirsty Bartlett
London Emerging Talent Partner

“Trainees are the future of our business. Throughout our firm, there are individuals who have trained with us and developed their careers here. We strongly believe that training and development is a fundamental requirement to creating and maintaining a strong firm culture. We

pride ourselves on the quality of training that our trainees receive. From the initial residential three-week induction course, to client secondments with household names, we ensure that our trainees receive the support, guidance and quality of work to enable them to thrive in their future legal careers with the firm.”



Richard Glover
Leeds Emerging Talent Partner

“I appreciate how hard the decision is that you are about to make. I want to make sure that we are attracting the most talented lawyers-to-be. To help you make the right choice, I am actively involved with our on-campus events and recruitment activities. I also ensure that we provide

our trainees with tailored support throughout their training contracts to help everyone realise their full potential. Trainees are the future partners of the firm. That is why we regard the investment we make in them, from the very start of their careers with us, as so important.”



Mark Yeo
London Emerging Talent Partner

“Training contracts are a hugely important part of the firm and its future. Making sure we provide trainees with great training, experience, knowledge and enjoyment throughout their training contract is very important to me. We want to make sure that trainees have the opportunity

to get involved in all aspects of life as a lawyer, from business development activities to charity and social events. We ensure that we have the right support in place to make sure every trainee has a truly rewarding training contract that prepares them for the rest of their career.”



Natasha Ahmed

Trainee, London

History and English | University of Exeter

Natasha Ahmed is the London office's deputy head trainee, a participant in the firm's Inclusion & Diversity resource group and the Charity Committee, and a Professional Ambassador with Aspiring Solicitors.

I am currently a second year trainee, having joined the firm in September 2019. I have completed seats in the Financial Services, Energy and Natural Resources, and Corporate practice groups.

Since being here, I have felt that one of the key differentiators for me is the collegiate atmosphere. Partners and senior colleagues are approachable and keen to get you involved with projects; I often walk straight into their offices to ask a question. With the new open-plan office, it confirms the firm's true collaborative nature. I appreciate the relatively smaller trainee intake, as this has provided an opportunity to take on a higher level of responsibility at an earlier stage of my career and benefit from a supportive tight-knit cohort.

As a trainee, you will have the ability to take advantage of the variety of extra-curricular activities the firm has to offer. During your training contract, you are able to volunteer and get involved in *pro-bono* work with the Paddington Law Centre and with a primary school based in East London.

You are encouraged to attend events with clients – helping you develop skills beyond your technical legal ability, such as business development and networking. In addition, there are many opportunities to meet and connect with colleagues (both regionally and internationally). Prior to joining the firm, for example, I joined the firm's girls' netball team and played alongside colleagues on a weekly basis – even before I had joined as a trainee.

Part of my role as deputy head trainee is to help promote connections and create a "community" of current and future trainees in the London office – so each trainee feels supported and part of a wider network of peers in which they can share experiences. We organise regular catch-ups for the trainees, host (virtual for now) social events and help with graduate recruitment events, including university law fairs, assessment days and vacation schemes.

Despite the virtual distance, the firm has made a real effort to keep in contact through monthly magazine bulletins and virtual socials, such as quizzes and drinks. I continue to participate actively as a member for the firm's Inclusion & Diversity Groups; for example, I organised events to celebrate International Women's Day 2020 in the London office and I have sat on a virtual panel for the Drive Forward Foundation supporting young people working in the care sector. I continue to mentor students from diverse backgrounds through various organisations (such as Aspiring Solicitors) and I have found it immensely rewarding to be able to share my experiences with future talent.



Be Involved

It is never too early to start thinking about becoming an industry-leading lawyer. We view you as the partners of the future and we think carefully about your career and make sure you know where you can go and what you need to get there.

Be Involved | in your career journey

When you join the firm, it is not just about getting onto one of our programmes. We want to understand your objectives and goals and what you need to achieve them.

Lawyers can often work long hours on complex and demanding matters – in fact, these kind of challenges help them to develop their expertise. For most, this is what makes law such a dynamic and rewarding career and we make sure we offer you the right support and training to help you fulfil your potential.

However, we understand that extracurricular activities are just as important for career development. We encourage everyone to get involved in something outside work – whether that is charity, sporting or musical activities, for instance.

Pre-Training Contract Secondment

Training Contract

Associate

Senior Associate

Partner



Meet Us in Person!

We offer a range of opportunities that will help you find out more about the firm and whether or not a career with us is right for you. We dedicate a lot of time and energy in ensuring that we visit university campuses, participate in a number of virtual law and careers fairs and run winter and summer placement schemes, giving you the best opportunity to find out more about us!



"A **dedicated Learning & Development team** will provide opportunities for you to increase your legal and **business knowledge**, as well as practice the key skills you need to be an **excellent lawyer**."

Patricia Walsh, Global Chief Human Resources Officer

"On-campus events offer an **excellent opportunity** to gain an understanding of the firm's ethos and to **build relationships** with some of our team in an informal setting. The ability to meet and question trainees, qualified solicitors and members of the recruitment team can also prove **invaluable** when applying for placement schemes."

Ethan Douglas, Associate, London



James Pascoe

Trainee, London

History | University of York

The firm prides itself on the wide range of seats across a number of practice areas that are available to trainees during their training contracts. Some of the best opportunities, however, lie away from your usual office base. One feature that is unique to trainees based in the London office is the opportunity to undertake a pre-training contract secondment. These opportunities are remunerated and take place between finishing the fast-track LPC, usually in early March, and starting your training contract in August. For me, it was great for building my professional network and it enabled me to hit the ground running.

The range of clients is impressive and varies annually; in my intake, trainees were sent to a multinational marketing firm, an aviation manufacturer and a renowned British retailer, among others. I spent three months with a corporate client of the firm: a NASDAQ-listed financial services group. As part of its legal team, I looked at various commercial issues affecting businesses across the group. This involved drafting supply agreements, data protection addenda, sub-contracting provisions and generally assisting with regulatory compliance across the group's international offices. I gained exposure to a variety of legal documents and witnessed the varied roles performed by in-house lawyers. I found the secondment akin to an extra seat in which to gain valuable experience in a welcoming environment before starting my training.

An interesting aspect of working in an international conglomerate was the way in which advice differed depending on which department the query originated from. In-house lawyers in multinational firms receive queries from colleagues throughout their network. In one case, I assisted a sales representative in the Athens office with interpreting a new piece of EU legislation. You should bear in mind at what level of the business they work for, and in some cases, which company within the group. One day you may be assisting the general counsel, and on another, you may be advising someone in HR. Understanding these nuances and being able to tailor your advice is a useful skill to carry forward into your training contract.

Usually, you have a month between when the LPC finishes and the pre-training contract secondments begin, which is a good time to fit in a holiday while you can – I travelled to California, while others in my peer group went to Vietnam and Cambodia. Overall, I would highly recommend taking advantage of this unique secondment opportunity.



Be Involved | in a firm offering tangible benefits

We obviously expect a high level of commitment and performance from our trainees, so it is only fair that this is reflected in our salary and benefits package.

London		Birmingham, Leeds and Manchester	
1st Year Trainee	£37,000	1st Year Trainee	£26,000
2nd Year Trainee	£42,000	2nd Year Trainee	£28,000
Qualified	£78,000	Qualified	£46,000

Salaries are reviewed in January each year. We also operate a discretionary bonus scheme for all staff, linked to firm performance.

Other benefits include:

-  25 days' annual holiday
-  Life assurance
-  Pension
-  Income protection

Other flexible benefits include:

-  Private medical insurance
-  Dental insurance
-  Critical illness cover
-  Cash plan
-  Lifestyle account
-  Season ticket loan

New Route to Qualification

The Solicitors Regulation Authority (SRA) has announced that it will be introducing the Solicitors' Qualifying Exam (SQE) as a mandatory route to qualification for all future solicitors.

The transition to this new route to qualification will commence from 1 September 2021.

As we prepare for our transition to the SQE, our commitment continues to be on providing the highest quality learning experience and we will continue to provide the required training and support, not only for you to qualify as a Solicitor of England and Wales, but also to enable you to thrive in your career at our firm.

We currently offer financial support for both the Graduate Diploma in Law and Legal Practice Course. We pay law school fees and an annual maintenance grant. The GDL grant is £6,000 in London, £4,500 in the regions and the LPC grant is £7,000 in London, £5,000 in the regions. Under the SQE we will continue to pay law school fees and an additional payment to support you through the academic stage of your training.

An award is also given to a trainee every year to recognise the strongest performance during the academic stage of training.

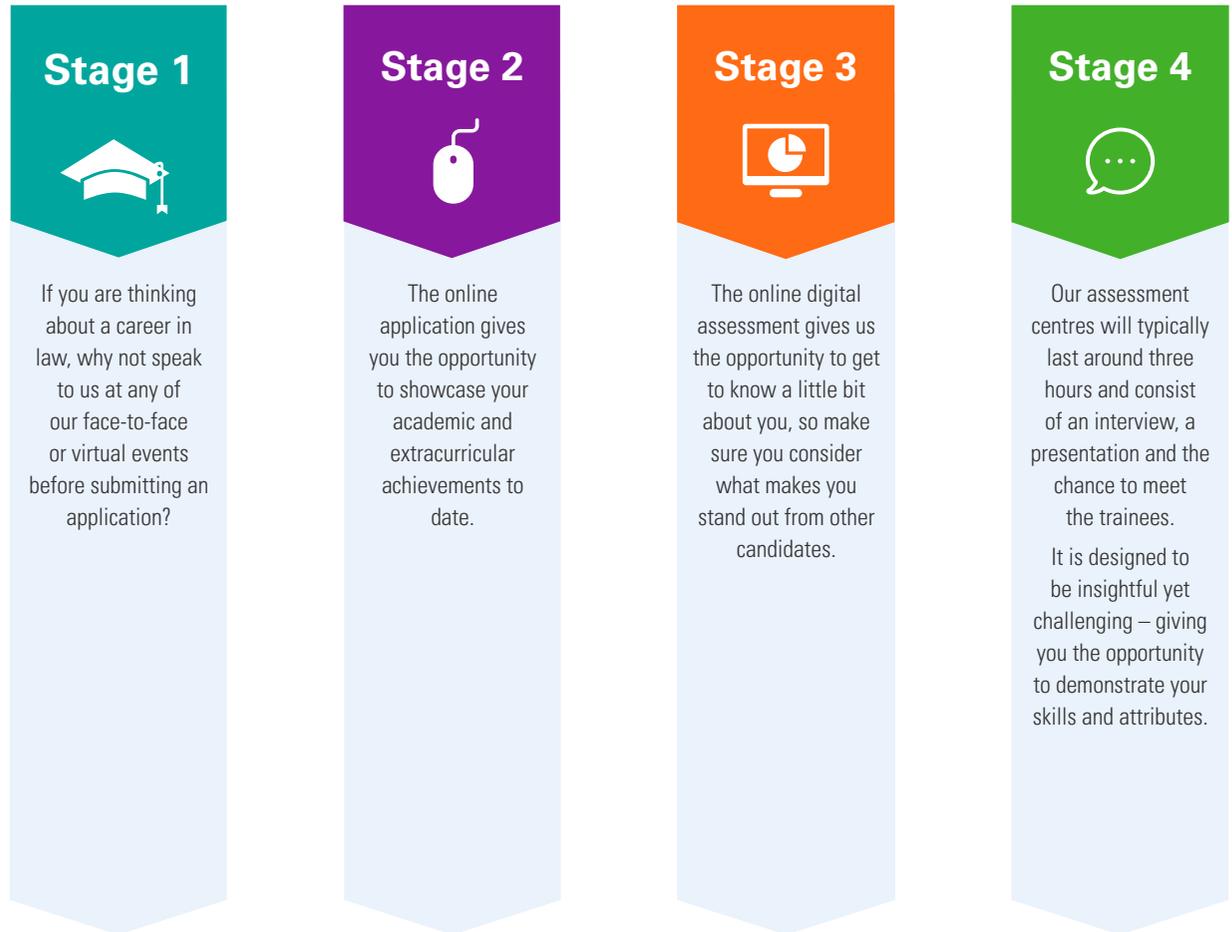
For those trainees taking part in a pre-training contract secondment, you will be enrolled on the fast track LPC.

If you have any queries regarding the GDL, LPC or SQE, please do not hesitate to contact our trainee recruitment team at careers@squirepb.com.



Be Involved | and apply online

We are looking for our next generation of trainees and to do so will be assessing your personal skills, professional skills and attitude to see if you have what it takes!



Please visit our [Careers Page](#) for our online application form.

If you have any questions or want to discuss any reasonable adjustments you may require as part of the assessment process, please contact the trainee recruitment team on +44 161 830 5000 or email careers@squirepb.com.



Be Involved | and keep dates in your diary

Key Dates and Deadlines



1 October 2020	Summer Placement Scheme applications open
8 January 2021	Summer Placement Scheme application deadline
21 June – 2 July 2021	London Summer Placement Scheme
21 June – 2 July 2021	Manchester Summer Placement Scheme
28 June – 9 July 2021	Birmingham Summer Placement Scheme
28 June – 9 July 2021	Leeds Summer Placement Scheme

We do not accept applications directly for training contracts, but instead hire directly from our placement schemes. It is our belief that this will give you a greater insight into the firm, our work and culture, and will allow you to spend more quality time with us, demonstrating your potential to be part of the future of our business.



Squire Patton Boggs



Squire Patton Boggs

At Squire Patton Boggs we value the differences that a diverse workforce brings and recognize the contributions they make to our business and we are committed to providing equality for all irrespective of age, race, religion or belief, sex, sexual orientation, transgender, marriage and civil partnership status, pregnancy and maternity, and disability.

We also want to ensure that equality and diversity is integral to all our activities taking into account every stage of our work.

We are an inclusive employer and aim to ensure our workforce is representative of our diverse society. We will make reasonable adjustments and adaptations to our recruitment process to ensure it is inclusive for anyone who wishes to apply.

Our approach is also reflected in our values, promoting a supportive environment to enable our people to achieve their full potential in line with their aspirations.

Click [here](#) to see a list of events and on-campus dates. We look forward to meeting you soon!

39319/10/20

