

 **NORTON ROSE FULBRIGHT**

PROGRESS WITH PURPOSE

2020/2021
**GRADUATE
CAREERS IN LAW**



**YOUR TRAINING
CONTRACT**

A timeline of every step

**LET'S DISCOVER
TOKYO**

Half a year on secondment

**HEAR IT
FIRST-HAND**

Our trainees have their say

CONTENTS

WHAT'S INSIDE...

- 03 *THE CONTRIBUTORS*
- 04 *WHO ARE WE?*
- 05 *WHERE WE ARE*
- 06 *YOUR LAW CAREER: A JOURNEY*
- 08 *CAMPUS AMBASSADORS*
- 09 *THE FIRST STEP PROGRAMME*
- 11 *VACATION SCHEMES*
- 13 *TRAINING CONTRACTS*
- 16 *HEAR IT FIRST-HAND: MAJDIE HAJJAR, TRAINEE*
- 18 *SECONDMENTS*
- 19 *LET'S DISCOVER TOKYO*
- 21 *HEAR IT FIRST-HAND: SABRINA KLEIN, TRAINEE*
- 23 *FINDING A SOUNDING BOARD*
- 25 *LOOKING BACK: OUR PARTNERS ON THEIR DEVELOPMENT*
- 27 *OUR APPLICATION PROCESS*
- 31 *YOUR APPLICATION*
- 32 *GET IN TOUCH*

THE CONTRIBUTORS



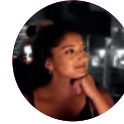
**MAJDIE
HAJJAR**
*Fourth-seat
trainee*



**DAVID
MARSHALL**
Partner



**SABRINA
KLEIN**
*Fourth-seat
trainee*



**JOANNA
SURIAKUMAR**
*Graduate
recruitment
advisor*



**CLAIRE
O'DONNELL**
*Graduate
recruitment
partner*



**LAUREN
BIRT**
*Associate,
former trainee*



**PHILIPPA
WILSON**
*Senior graduate
recruitment
advisor*



**CHARLOTTE
HORNBY**
*Associate,
former trainee*



**EMILY
BAILEY**
*Former campus
ambassador and
future trainee*



**AMY
MCCARTHY**
*Graduate
recruitment
advisor*



**ISOBEL
MOFFAT**
*Vacation
schemer and
future trainee*



**DAN
METCALFE**
*Graduate
recruitment
partner*



**MARIA
STURLA**
*Associate,
former trainee*



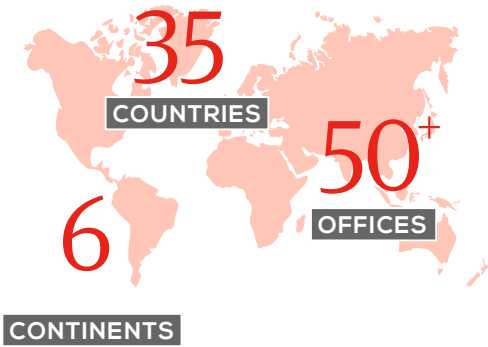
**SARAH
ESPRIT**
*Vacation
schemer and
future trainee*



**NIKESH
ARYA**
*Associate,
former trainee*

FRONT COVER IMAGE: JOSHUA, GEORGIA AND SHIVANI.
(Joshua and Shivani recently became associates, and Georgia is a fourth-seat trainee.)

OUR GLOBAL REACH



FOR OFFICE AND TRAINING
Legal Cheek



OF TRAINEES GO ON GLOBAL SECONDMENTS

WHO ARE WE?

WE'RE THE FIRM WHERE YOU'LL MAKE REAL PROGRESS. WE'RE A GLOBAL LAW FIRM OF MORE THAN 3,700 LAWYERS AND OTHER LEGAL STAFF, PROVIDING A FULL BUSINESS LAW SERVICE TO SOME OF THE WORLD'S PREEMINENT CORPORATIONS AND FINANCIAL INSTITUTIONS.

SECTORS WE WORK IN



Financial institutions



Transport



Energy



Technology and innovation



Infrastructure, mining and commodities



Life sciences and healthcare

A FEW OF OUR CLIENTS

- AIG
- BNP Paribas
- Citi
- HSBC
- Pfizer
- Rio Tinto
- Shell
- Vodafone



Social Mobility PLEDGE

Our riverside office
sits side by side
with City Hall.

Norton Rose Fulbright has two UK locations on its global roster: the London office, one of our biggest teams offering a full range of services, and the Newcastle Hub, where we work on innovative tech to improve and accelerate legal processes. As a trainee, you'll be based out of the London office, so let's find out more.

WHERE WE ARE

Situated on the river at the southern end of Tower Bridge, nestled side by side with City Hall, the Norton Rose Fulbright London office is a stunning spot for both client meetings and views of the city.

Within a stone's throw of our offices, you'll find so much that makes the South Bank what it is. Borough Market to the west, its independent stalls flourishing beneath the distinctive shadow of the Shard. The Tower of London across the river; its Ceremony of the Keys a nightly tradition for 700 years. The Globe, the National Theatre, the Tate Modern within walking distance, and of course

the Thames itself, running straight through the heart of the city – and right past our front door.

You may not always be in the office, but when you are, it couldn't be easier to get here. By bus or by tube, on foot or on wheels, the More London precinct is ideally placed.

However you arrive, our ninth-floor view of the skyline is waiting there for you. Stretching from Canary Wharf to the City of London, you'll see so much of what this remarkable city has to offer. And believe us – it's a lot to take in.



YOUR LAW CAREER: *A JOURNEY*

From your very first opportunity here – whether it’s our First Step programme or a vacation scheme – you’re always working towards your next milestone with us. Not everyone begins their career with us at the same point, yet every trainee makes their own unique progress on the road to qualification and beyond.

On the next page we’ve laid out all the opportunities you can consider when looking to kick-start your career with us. In fact, we’ve even shown the direction you could take after the end of your training contract as you start to aim for associate, senior associate, and even partnership opportunities at our firm.

What’s important to say is that everyone’s path is different. Though our suggested route will give you a thorough insight into our firm, it’s not all essential. Not everyone will be a campus ambassador. Not every trainee will do a vacation scheme with us – though we do offer some training contracts to students who impress us in these weeks. Some future trainees might even come to us with other legal experience entirely; for instance, you might have worked as a paralegal either here or at another firm.

Similarly, once you get to trainee and associate level, your path is yours to decide. You can aim for other senior roles other than partner, such as Of Counsel or professional support lawyer. It’s all up to you, and we’ll support you to make the progress that matters to you.

Continued overleaf ➔

WHAT AM I AIMING FOR?

You might join us at any point – not everyone comes to us for a vacation scheme, for instance – but here’s a guide to all the steps along the way:

1 CAMPUS AMBASSADOR

The beginnings of your relationship with us, promoting our brand to your university.

2 THE FIRST STEP PROGRAMME

A rare first glimpse of legal work: our one-week taster of life as a trainee.

3 VACATION SCHEME

Finding the right firm: Your window to work across our sectors for one to two weeks.

4 TRAINEE

Get a two-year training contract with us and begin your career in earnest.

5 ASSOCIATE

Excel in your training contract and you’ll qualify into your choice of area as an associate.

6 SENIOR ASSOCIATE

You’re growing your business acumen and client relationships – and nurturing those around you too.

7 PARTNER

A strong leader with an established client base, you’ll guide your team – and our firm.

“

BE A CAMPUS AMBASSADOR IF YOU WANT AN UNBEATABLE HEAD START TO YOUR LEGAL CAREER. AS WELL AS GIVING ME A UNIQUE INSIGHT INTO THE FIRM AND THE LEGAL WORLD, IT HELPED ME LAND A PLACE ON THE SUMMER VACATION SCHEME.”



EMILY
FORMER CAMPUS AMBASSADOR
AND FUTURE TRAINEE

KEY FACTS

- ⊕ Open to first-year students, to take on the role in their second year
- ⊕ Role for the academic year
- ⊕ Remuneration, application deadline and programme dates on our website

CAMPUS AMBASSADORS

You don't have to wait until you're almost graduating to start getting to know us better. In fact, you can do it while you're still at university, promoting our firm as a campus ambassador.

How does this benefit you? Well, it's the sense of belonging you'll get from our firm. Over the year, you'll work closely with our graduate recruitment team – the same team who will consider your future application – and you'll gain insight into how we work as a firm.

Then, you'll use that insight to help others connect with us too. You'll plan virtual or in-person events, research sponsorship ideas and build links to university societies and your law faculty, picking up plenty of valuable workplace skills as you go.

THE FIRST STEP PROGRAMME

SCHEME SUPPORT

Please visit our website for information regarding remuneration for our schemes.

Graduation might be far off for you, but it's never too early for a first taste of working life. Every year, a fresh intake of determined first-year students spend a week with us, either in person or virtually, on this unique programme.

Our First Step programme offers an in-depth beginners' experience for hopeful future lawyers. A precursor to the vacation scheme but just as immersive in its work schedule, this week-long programme is perfect for first-year undergraduates or second-years on a four-year course.

Over the course of the week, you'll experience one of our practice areas and see the high profile, rewarding work that goes on there. In fact, you'll

even get involved in it, whether it's working on pitch proposals, helping to draft contracts, or completing research tasks with our trainees and associates.

But what about life beyond the work? Over the course of the week, you'll get a feel for that too. Whether it's online or in person, you'll discover our culture through social events and workshops, and if you say yes to everything that comes your way you'll create an experience to remember.

KEY FACTS

- +** Open to first-year students and second-year students of a four-year course
- +** A week's immersion in our firm
- +** Application deadline and scheme dates on our website

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“

By working with a partner in project finance, I got an in-depth introduction to how projects are executed from start to finish and a first-hand look at how deals unfold in real time.”

2019 FIRST STEP STUDENT

“

I was amazed to find myself in high-level client meetings, internal strategy conference calls and crunch-time negotiations with opposing parties.”

2019 FIRST STEP STUDENT



The bustling More London precinct, full of lunchtime options and night time atmosphere.

VACATION SCHEMES

The moment it dawns on you; that moment when you know you've found the place that's right for you: that's the insight you'll get on one of our vacation schemes.

We run four separate opportunities here: two summer schemes for penultimate-year law and non-law students, and the spring and winter schemes for final-year students and graduate applicants of all disciplines. Whichever is right for you, we'll pack a lot into your experience. After all, picking your firm is one of your first big decisions in a career in law and we want you to know you're making the right choice.

The first thing to say is, because of COVID-19, your scheme might be in-person, virtual, or a mix of the two. We'll let you know well in advance which to expect, and whichever it is, you'll have our full support. With a current trainee as a buddy and an associate mentor, you'll be ready to face everything the programme has to offer, whether it's group projects, live work and client research in the office, or immersive assessments and practice group Q&As on our virtual programme. Either way, you'll find that there's never a dull moment.

WHO IS EACH SCHEME FOR?

- +** *The Winter and Spring schemes are for final-year students and graduates of any subject*
- +** *The Summer schemes are for penultimate-year students of any subject*
- +** *Please see our website for deadlines and scheme dates*

That's because, when you're not working, you'll be getting to know our team. Whether you're meeting our partners in person or through live virtual Q&As, you'll make new connections – and ones that might well define your career. Because we offer training contracts to those who perform well on their vacation schemes, you could progress your career a long way in a matter of days.

Continued overleaf 

SCHEME SUPPORT

Please visit our website for information regarding remuneration for our schemes.



Much of the work I did was for clients in emerging markets which made it even more exciting as it was all very new. On the last couple of days, I had a research project to complete on the real estate boom in Africa. I couldn't have asked for more interesting work."



ISOBEL
2019 VACATION SCHEMER
AND FUTURE TRAINEE



Our in-house canteen and bar are just a few of the facilities on offer at our offices.



I really enjoyed being able to talk to people about the work they were doing. My department were really friendly and more than a few people took the time out to expand on a deal I had an interest in. All you had to do was ask."



SARAH
2019 VACATION SCHEMER
AND FUTURE TRAINEE

Your training contract is the most important element of your progress with us. You'll hit plenty of landmarks here; some of them pretty major.

TRAINING CONTRACTS

KEY FACTS

- ⊕ *Open to finalists and graduates in any subject, and penultimate-year law students*
- ⊕ *Two-year full-time programme*
- ⊕ *Application deadline and dates available on our website*

Before you start your training contract, we'll cover the fees for the courses and exams that enable you to become a solicitor. Currently in England and Wales, all trainee lawyers with a law degree undertake the Legal Practice Course (LPC), while those with a non-law degree study for the Graduate Diploma in Law (GDL). This will all change from 2022 though, with the introduction of the Solicitors Qualifying Examination (SQE) which all of our students will take. However, if you start a law degree, LPC or GDL before September 2022, you'll still be able to qualify via the traditional route with our full support. We provide maintenance grants to assist you through your studies too; £8,000 if you're studying the GDL, and £10,000 if you're on the LPC.

Once you're through your exams, you'll start your training contract – and start training as a lawyer for real. The training contract is two years, made up of four six-month seats.

Two will be in banking and corporate and you'll have the chance to complete a seat in disputes or one of our more specialist practice areas, and maybe even a secondment either to a client or one of our global offices. Throughout your four seats we'll support you to explore our practice areas and sector specialisations and discover what you're interested in. We'll base your seat choices both on your ambitions and on our business needs.

You'll go from trainee to qualified solicitor over two years, with the support of both your trainee buddy and your mentor: an experienced partner you can always turn to for tailored guidance. You'll also work closely with our trainee development team to plan your next seat and map out the ideal structure of your entire training contract.

Next step? Aiming for senior associate – and beyond.

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YOUR BENEFITS



PRIVATE MEDICAL INSURANCE



GP SERVICE



DENTAL INSURANCE



LIFE ASSURANCE



PERSONAL PENSION PLAN



INCOME PROTECTION



EMPLOYEE ASSISTANCE PROGRAMME



25 DAYS' ANNUAL HOLIDAY



INTEREST FREE SEASON TICKET LOAN



CAR SCHEME & CYCLE-TO-WORK SCHEME



MORTGAGE ADVISORY SERVICE



SUBSIDISED GYM MEMBERSHIP



ON-SITE COUNSELLING

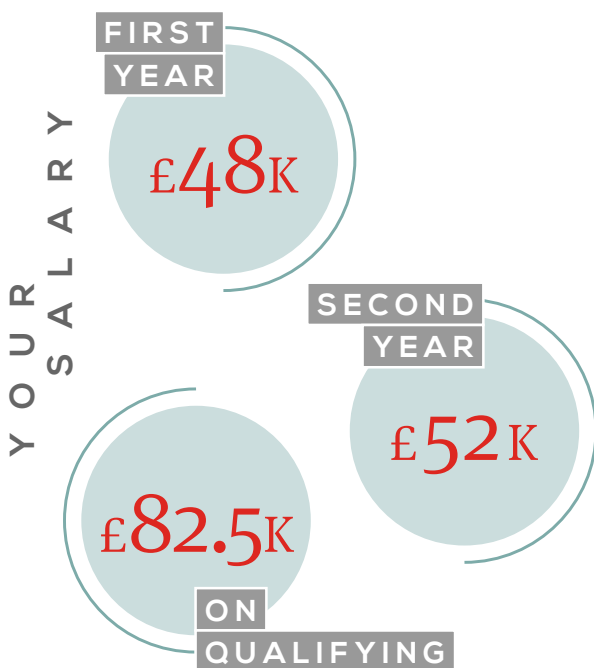


ANNUAL EYE TESTS

REWARDING OUR TRAINEES

From your very first day with us, you'll be learning, growing as a lawyer and helping us to progress together as a firm. We make sure you feel recognised for what you do, with a generous rewards package – as well as plenty of support for your wellbeing too.

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HOW THE TRAINING CONTRACT IS STRUCTURED

With our training contract, you'll always have a firm sense of where you're heading. The training contract spans law school, then two years with the firm, including four seats and endless challenges. Below, you'll find a timeline that outlines each logical step.





HEAR IT FIRST-HAND: MAJDIE HAJJAR, TRAINEE

MAJDIE IS A FOURTH-SEAT TRAINEE WHO STUDIED LAW AT LSE. HE'S WORKING IN DISPUTES, FOCUSED ON CORPORATE AND BANKING LITIGATION, WHITE COLLAR CRIME AND INVESTIGATIONS.

Before I started down this path, I originally wanted to be a barrister. I was doing mini-pupillages when I realised it wasn't really for me: it can be quite a lonely profession, and I wanted something more collegiate.

Plus, as a barrister, where you live can be set in stone for life, really, and I realised I didn't want that. With a law firm like ours, you can spend time in offices around the world. It leaves your options open.

So, after I switched paths, I started to look for firms I could join. I went to a lot of networking events where I kept meeting Norton Rose Fulbright lawyers and chatting to people from the graduate recruitment team, and I'd always leave thinking, 'Yes, I can see myself working there.'

Continued overleaf ➔

Once I joined, I found that even by the end of my first year, I was getting into really meaty projects. After a first seat in banking, where I was learning the ropes, doing typical trainee tasks, and dealing with legal documents, I went straight into a client secondment at AIG.

You've really got to keep your mind open to opportunity. That seat was taking a bit of a plunge for me - I'd never imagined doing something like that so soon - but it was offered to me as an option. At that point, another trainee who'd just done it waxed lyrical about the team and the work, so I went for it - and I was very happy I did.

I think secondments, whether it's to a client or an international office, make you a better trainee. I definitely came back to the firm a much better rounded lawyer than when I left and I can't speak highly enough of it. I got to work on so much that I wouldn't normally have experienced, particularly looking at post-Brexit issues.

My third seat in disputes was where I really hit my stride: I found the area I wanted to qualify into and I was given a lot of responsibility with plenty of opportunities to draft. For example, I helped draft pleadings, witness statements and instructions to counsel.

“ I THINK SECONDMENTS, WHETHER IT'S TO A CLIENT OR AN INTERNATIONAL OFFICE, MAKE YOU A BETTER TRAINEE.”



I was very lucky in the opportunities I had as well: I attended two hearings and a mediation during my six months, and now I've stayed in disputes for my fourth rotation too.

Some of the things you do to start with are going to be time-consuming work. At one of the hearings I did I was in charge of more than sixty bundles of documents; managing them, getting the indices together, all of that. It's a rite of passage, I think, and even if it takes a long time, you'll know you're making a vital contribution to the case. Plus, if you prove you can get your head down and work hard, that's when you get the big, meaty tasks. That's when it gets really exciting.

The thing is, you don't go from trainee to associate overnight. As you're moving through your seats, you'll start to do the same work that an associate would do. Your experience is a gradual process of increasing responsibility and learning to really think on your feet. It's great for you as a future lawyer.

SECONDMENTS



A change of scenery. Your secondment is a big step, and it's one you'll always remember – whether it's six months abroad, or six months on a client secondment.

At some firms, secondments are a rarity. Here, the vast majority of trainees will do one, either abroad or with a client, because to us, it's a milestone en route to becoming a better, more broadly

experienced lawyer. We'll support you with everything from accommodation arrangements to language classes, and you'll broaden your horizons – and your expertise.

DUBAI



"I RAN MY FIRST SOLO DEAL IN DUBAI. I MANAGED THE FINAL STAGES OF THE TRANSACTION, AS WELL AS THE CLOSE. IT GOES TO SHOW THE LEVEL OF TRUST THAT'S PLACED IN YOU BY COLLEAGUES WORLDWIDE.

MARIA
ASSOCIATE,
FORMER TRAINEE



MOST TRANSACTIONS ARE STILL GOVERNED BY ENGLISH LAW, BUT THEY HAVE A MORE EXOTIC FLAVOUR WITH COMPANIES ESTABLISHING THEMSELVES IN EMERGING ASIAN MARKETS. OUTSIDE WORK, TRAVEL IS A HUGE PART OF TRAINEE LIFE."

NIKESH
ASSOCIATE,
FORMER TRAINEE



SINGAPORE



Charlotte, one of our associates, shines a light on her time as a trainee on secondment – six months in Tokyo.

LET'S DISCOVER... 

TOKYO



One of the first things I learnt in Tokyo was that business cards, or name cards, would be a big part of my life there. My first client meeting was on my second day in the office, and my team made sure I had my cards with me. When you meet a new client or colleague for the first time, you bow and swap name cards, one at a time. Then, as a mark of respect, you keep those cards on the table throughout your meeting.

I joined the banking and finance team which specialises in cross-border shipping finance, so I worked with teams in the US, Singapore and Hong Kong. Liaising with teams across such disparate time zones called for a lot of careful project management.

Continued overleaf 



***I HIKED, ISLAND-HOPPED,
ATE AMAZING SEAFOOD,
AND WENT DIVING AND
EVEN SKIING.***



The typical working day for us started a little later than London's – around 9.45am. Transport links from my apartment were good, but it was only a half-hour walk so I usually took advantage of the sunshine. Sometimes I went to Tsukiji fish market on the way: there's nothing better than a sushi breakfast, especially with arguably the best tuna in the world!

In the morning I'd review transaction documents and maybe draft a response to a client's questions. In the afternoon it wasn't unusual to meet clients, even if only to nurture a relationship by trading views of market trends and seeing what more the firm could offer. I also corresponded with a syndicate of lenders and sponsors, preparing for financial close, drawdown or delivery of an asset.

Charlotte enjoys Sashimi – a local dish of thinly sliced raw fish.



After work, I'd sometimes go for a run around the Imperial Palace. The palace itself is closed to visitors, but there's a 5km route well-trodden by those working in Tokyo's central business district.

At 8pm, it was often time for a *Nomikai*, or 'drinking party'. Common among our Japanese clients, these dinners are a great way to network or celebrate a recent deal closing.

I spent most of my spare time exploring. I hiked, island-hopped, ate amazing seafood, and went diving and even skiing. Initially, six months away from home can feel like a long time, but if you make the most of it, that time will fly – and you'll grow so much from the experience.



The team celebrate at the notoriously tiny bars of Nonbei Yokocho.



HEAR IT FIRST-HAND: SABRINA KLEIN, TRAINEE

SABRINA STUDIED FRENCH AND GERMAN AT KING'S COLLEGE LONDON AND IS CURRENTLY IN HER FOURTH SEAT IN PROJECTS AND PROJECT FINANCE, FOCUSED ON ENERGY, INFRASTRUCTURE AND NATURAL RESOURCES.

I studied languages at university, and then did a Masters in European Literature, so actually I came relatively late in the day to deciding to be a lawyer. I've always been quite wordy, quite academic – I'm very meticulous and logical as a person. I think law held some appeal for me in that sense as a route into the commercial world.

I probably went to about thirty recruitment evenings, and the Norton Rose Fulbright one really stood out to me. I think it was the first one where I really felt comfortable and felt people were taking an interest in me. One partner specifically asked a lot about my part-time work and it was the first time I'd felt a recruiter appreciated the skills I'd gained. I went home and put in my application for the vacation scheme the very next day.

Continued overleaf ➔

There's real care for you as a person – even at interview. I was interviewed by a female senior associate and she talked to me about being a woman in a law firm, having children in a law firm. I think it's really important that the firm talks about supporting your lifestyle; even things that can seem far off right now.

I loved my vacation scheme experience as well. I loved the environment: I would be working with a partner, and people would be dropping in throughout the day. I went to lots of internal meetings; sat in on lots of calls. I got to see very quickly the sheer range of things that go on, and how commercially focused the work is.

The great thing was, with everyone I met, I still got that sense of genuine interest in me. I never felt like anyone was grilling me or assessing me; just getting to know me as a person. Especially coming from a non-law background, it made me a lot more comfortable.

I've been able to put my studies to good use as well. I went to Paris for a seat in asset finance, to work with the aviation team there. It meant that, from studying French at university, I had the chance to use it at a professional level – and of course, you have language lessons as well to support you with that.

“WHEN YOU LOOK BACK ON EACH SIX MONTHS, YOU REALLY START TO REALISE QUITE HOW MUCH YOU'VE PROGRESSED.”



Something that's surprised me about the training contract, I think, is how much you grow as a lawyer even without realising. It's hard in the moment to see the achievements you're proud of, but when you look back on each six months, you really start to realise quite how much you've progressed. You pick up so much knowledge too. It can all be a lot of work to get your head around as a trainee, but it's so rewarding.

As an example, I'm working on a mining infrastructure project at the moment, with a long-standing relationship between the lenders and client. It means I get to learn what's happened on previous financings; how the relationship has developed and been maintained through contentious times. You pick up so much so quickly about the sector – about mining, about jurisdiction-specific issues, about government involvement in these types of projects. It's complex work, but it's always genuinely fascinating.



FINDING A SOUNDING BOARD

*We spoke to newly-qualified associate **Lauren**, and **David**, a partner in our corporate team, who began mentoring her as a trainee. Together, they talk to us about their dynamic and how a partner mentor can be just what you need.*

LAUREN:

The first time that I met David was when I got an email through to tell me he was my partner mentor. That's when we met for coffee and a chat about how we'd both come to be at the firm.

DAVID:

It was early on in Lauren's training contract, and I remember she'd just been given her first big job to do - something to test her nerve a little bit - so it was good to talk it through with her.

Continued overleaf ➡

**LAUREN:**

I was quite excited: it's always good to meet people in new departments and at different levels of the firm. Particularly, it was great to meet someone so enthusiastic about my progression, who also has years of experience to inform their advice.

DAVID:

The key thing to me is to be able to offer that experience on the things that, for a trainee, might be quite stressful or daunting. Lauren can come to me with something and I can help her put it into perspective. Of course, the other area where I can hopefully help is in career planning and how to approach her contract in a broader sense.

LAUREN:

David's very easy to talk to about new opportunities, like when I went to him about a client secondment I'd been offered. I was obviously really thrilled, but also initially worried that it might impact on later seats, particularly when it came to international secondments.

DAVID:

It was a really exciting opportunity for Lauren, and when it comes to something like that, you need someone to bounce it off. It isn't the same to go home to your housemates, friends or family: you need someone who understands what it means to you, who can see it with a different pair of eyes.

LAUREN:

They deliberately structure the partner mentor scheme so that you don't already have connections with them. It means David's perspective is completely removed, so I have someone knowledgeable but unbiased that I can turn to. The best part of it is that he steers me to find the answers for myself.

DAVID:

It's all about being a bit of a wise counsel; a sounding board. Passing on the things I've learnt over twenty-odd years. The law has given me grey hairs over things that I might, with hindsight, not have stressed over so much – so now I can hopefully help Lauren cope much better.



LOOKING BACK



OUR PARTNERS ON THEIR DEVELOPMENT

Your development here is constant, from one accomplishment to the next; the milestones extending far beyond your training contract, with a different path for everyone. Our graduate recruitment partners, Dan Metcalfe and Claire O'Donnell, know all about that – because they started here as trainees themselves.

CLAIRE: There's no such thing as a 'typical' Norton Rose Fullbright lawyer. I think Dan and I sum that up – one Oxbridge, one not; one law graduate, one non-law; one state-educated and one from private school.

DAN: Our paths – both in education and since we joined the firm – are different because you have the space to be individuals. You can shape your own track, as we both have.

Continued overleaf ➔

CLAIRE: For me, that's been in mergers and acquisitions and joint ventures, but I also look at business ethics and corporate governance. It's a mix of transactional and advisory work, with clients that span the consumer markets and real estate sectors.

DAN: By comparison, I'm a bit of a chameleon who's adapted to market forces. I've gone from financing schools in Sheffield to working with power plants in Ghana. The flip came through a secondment at The Standard Bank of South Africa. It opened my mind to the world of emerging markets, and sectors like mining and telecoms. Now they're a big part of what I do.

CLAIRE: The firm is a broad church with space to find your niche. Three of my original intake are still in my current team, but all work in different areas. Another now works in the Singapore office.

DAN: The development doesn't stop when you qualify either. Every day you're honing your skillset. Meeting new clients and colleagues. Adding more strings to your bow.

CLAIRE: You're always building to something. Associate. Senior Associate. Partner. And it's a rigorous process. To become partner, you have to prove you're more than a technically able lawyer. That you can bring in clients and make business cases for the work you want to pursue. That comes in time, as you find your strengths.

DAN: There's more than one route to partner. Claire and I illustrate that. But being partner isn't for everyone and there are different roles to suit different aspirations, like Of Counsel and professional support lawyers.



CLAIRE: Your learning curve will open up options all the way through your career. Your training contract, like mine and like Dan's, is just the start of finding your place with us.

DAN: It's a great firm. I genuinely like coming to work, and I like the people around me. Sure, there are tough days, long days, stressful days, but it's part and parcel and you never have to manage them on your own.

OUR APPLICATION PROCESS

Our simple three-step process ends with an offer or, if you've reached the assessment stage, constructive feedback. Remember, we value different viewpoints and educational experiences, so we're open to all degree subjects and all universities. We also carry out contextualised application reviews and operate a blind interview policy so that we consider every application on its merits and avoid any unconscious bias.

STEP 1



ONLINE CV, COVER LETTER & PSYCHOMETRIC TESTING

Upload your online CV and covering letter, outlining your academic history, work experience, skills and reasons for applying to us, then if you pass the initial screening, you'll be invited to take a Watson Glaser psychometric test.

STEP 2



TELEPHONE INTERVIEW

Hit our benchmark on the psychometric test and you'll be invited to take part in a telephone interview with someone from the Graduate Recruitment team.

STEP 3



ASSESSMENT DAY

(For training contracts and vacation schemes only)

Complete a virtual assessment day or an in-person assessment day at our London offices, which includes:

- a negotiation exercise
- an interview with two partners
- meeting our current trainees.



YOUR ONLINE CV, COVERING LETTER, AND PSYCHOMETRIC TESTING

Some undergraduates apply to 30 or more firms and then find it hard to do each application justice. Our advice? Focus on researching those firms you really want to work for, and get your applications to them absolutely right.

For us, it starts with a well-written online CV and covering letter. This is your chance to tell your unique story and show you've thought through the reasons behind the choices you're making. For instance, we'll want to know why you've settled on a career in law, why commercial law in particular, and why you think Norton Rose Fulbright would be a good fit for you.

It's also where you can outline what you've learnt from the things you've done and explain how that might make you a more effective lawyer. Part-time work, sports, involvement in groups and societies, placements – they can all help you develop vital attributes like resilience, people skills, organisational flair, initiative and the ability to think on your feet. So think broadly about your experiences and what you've gained from them.

If your CV and covering letter impress us, we'll then invite you to complete our online psychometric tests – Watson Glaser and Swift – testing your critical thinking and aptitude.



Show you're genuinely interested in the firm by doing your research and figuring out why you want to work for us, then give clear examples of why in your covering letter. The best ones mention specifics – like areas of law we specialise in, clients we work with or high profile cases we've handled. Then check, check and check again before submitting anything. A simple spelling mistake or grammatical error can be a red flag."



STEP 1

MAKING
THE MOST
OF YOUR
APPLICATION

STEP 2

MAKING
THE MOST
OF YOUR
APPLICATION



YOUR TELEPHONE INTERVIEW

If you pass the benchmark for psychometric testing, we'll invite you to take part in a telephone interview with one of our graduate recruitment team. A probing conversation about your interests; this is where we'll gauge your interest in commercial law, along with your understanding of the commercial landscape and the economic factors that might affect our work.

We'll also ask you to describe situations you've been in where you demonstrated the skills we look for. So make sure you can quickly bring some relevant situations to mind, or be ready to elaborate on those you may have already touched on in your online CV.

Don't miss the opportunity to ask us questions too, whether they're about our work, our culture, or the backgrounds of your interviewers. Think about what would help you decide whether we'd be the right firm for you; and what we can tell you that your online research perhaps can't.



“Find somewhere quiet with a good signal – somewhere you can speak freely without interruptions. Have your CV and covering letter to hand in case you need to refer to them; a glass of water is another must. Use notes as prompts rather than reciting long scripted answers, and don't be afraid to ask the interviewer to repeat or clarify a question.”





YOUR ASSESSMENT DAY

The final stage of the selection process is the assessment centre, which might happen either virtually or in person. Either way, the structure will be broadly similar and you'll be given plenty of advance notice of which it is, to help you plan and prepare.

First, a negotiation exercise will explore your commercial judgement as well as your teamwork and organisational skills. Finally, an interview with two partners will give us the chance to get to know you better. The partners will be keen to find out about you rather than how much legal knowledge you've built up, and they'll want to know why

you're interested in Norton Rose Fulbright. There are no right or wrong answers here. We're looking for people who want to do commercial law, but that could be for any number of reasons.

People who take part in one of our assessment days often tell us they were pleasantly surprised by how useful it was, and by how genuinely interested the partners were. You'll also have lunch with some of our trainees without any of the graduate recruitment team present. This is where you can feel free to pose questions about the realities of life at Norton Rose Fulbright to people who were in your shoes just a short time ago.

“

It's a great achievement to make it to the assessment day, so relax and be confident. Your interviewers want to find out about you and why you want to work for Norton Rose Fulbright, and they'll do their best to make you feel comfortable. Remember it's a two-way conversation, so come prepared with questions about the role and the firm.”



STEP 3

MAKING
THE MOST
OF YOUR
APPLICATION

YOUR APPLICATION

WHAT SHOULD I APPLY FOR?

FIRST YEARS (ALL SUBJECTS) OR SECOND YEARS OF A FOUR YEAR COURSE CAN APPLY FOR:

- *First Step Programme*
- *Campus Ambassadors*

PENULTIMATE-YEAR STUDENTS (ALL SUBJECTS) CAN APPLY FOR:

- *Summer Vacation Schemes*

PENULTIMATE-YEAR LAW STUDENTS CAN APPLY FOR:

- *Summer Vacation Schemes*
- *Training Contract*
(after receiving second-year grades)

FINALISTS AND GRADUATES (ALL SUBJECTS) CAN APPLY FOR:

- *Winter Vacation Scheme*
- *Spring Vacation Scheme*
- *Training Contract*

WHEN CAN I APPLY?

You'll find all the most up-to-date application deadlines, as well as details on scheme starting dates on our website: nortonrosefulbrightgraduates.com

You can also keep up with news on what's happening at the firm and stay informed during the application process by following us on social:



@NLawGrad



Norton Rose Fulbright Graduates UK



Norton Rose Fulbright

A QUICK NOTE BEFORE YOU APPLY

We want our application process to be open to everyone, so if you have a disability – even if you're not sure what adjustments you might need – all you need to do is get in touch. You can do that either by email or phone:

Email: graduate.recruitment@nortonrosefulbright.com

Telephone: +44 20 7444 2113

GET IN TOUCH

ANY QUESTIONS?
NEED ADJUSTMENTS?
YOU CAN GET IN
TOUCH WITH OUR
TEAM AND WE'LL
BE HAPPY TO HELP.



nortonrosefulbrightgraduates.com



graduate.recruitment@nortonrosefulbright.com



+44 20 7444 2113

SOME OF OUR AWARDS AND PLEDGES

SEO
/LONDON



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PLEDGE

Norton Rose Fulbright is a global law firm. We provide the world's preeminent corporations and financial institutions with a full business law service. We have more than 4000 lawyers and other legal staff based in Europe, the United States, Canada, Latin America, Asia, Australia, Africa, the Middle East and Central Asia.

Recognized for our industry focus, we are strong across all the key industry sectors: financial institutions; energy; infrastructure, mining and commodities; transport; technology and innovation; and life sciences and healthcare. Through our global risk advisory group, we leverage our industry experience with our knowledge of legal, regulatory, compliance and governance issues to provide our clients with practical solutions to the legal and regulatory risks facing their businesses.

Wherever we are, we operate in accordance with our global business principles of quality, unity and integrity. We aim to provide the highest possible standard of legal service in each of our offices and to maintain that level of quality at every point of contact.

Norton Rose Fulbright Verein, a Swiss verein, helps coordinate the activities of Norton Rose Fulbright members but does not itself provide legal services to clients. Norton Rose Fulbright has offices in more than 50 cities worldwide, including London, Houston, New York, Toronto, Mexico City, Hong Kong, Sydney and Johannesburg. For more information, see nortonrosefulbright.com/legal-notices.

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