

# TRAINEE SOLICITORS

LONDON



Dechert  
LLP





# Starting your career at Dechert



*“Dechert trainees work on a wide variety of complex multi-jurisdictional transactions, disputes and investigations. We expect our trainees to contribute from day one, taking on as much responsibility as they*

*can manage, in a challenging but supportive and nurturing environment. Our clients turn to us to advise them on their most important matters and we recruit trainees who relish the opportunity to show initiative and contribute to the outstanding solutions we provide to those clients.*

*Our trainees experience up to six different practice areas during their trainee contracts, as well as international secondments, a wide range of pro bono opportunities and the chance to get involved with business development from the outset.*

*Training and development is an essential part of the trainee experience at Dechert and we work with our trainees so that they develop the skills to continue their careers with us after they qualify as solicitors.*

*Our business is a people one and making sure that we continue to recruit exceptional trainees ensures our business will continue to thrive to help our clients, existing and new, face the challenges of an ever changing world.”*

**Adam Silver**

**Partner and Training Principal**

# Dechert at a glance



# 102,000

PRO BONO HOURS COMPLETED IN 2022



# 21

OFFICES  
WORLDWIDE

APPROXIMATELY

# 1,000

LAWYERS

Dechert was the first and is the leading law firm with a funds practice in all key European fund domiciles, including the UK, Ireland, Luxembourg, Germany and France, as well as the U.S., the Middle East and Asia.

## Dechert in London

Our London office first opened its doors in 1972, though Dechert's roots here stretch back to the 1930s. Noted for its "strong focus and reputation" by *Chambers UK*, Dechert's London office has 170 lawyers and other legal professionals.

We pride ourselves on combining a collaborative working environment with a determination to provide the highest quality professional services.

Dechert LLP has achieved ISO 14001 certification by the British Standards Institute (BSI) for its environmental management system.

RECOGNISED IN THE *FINANCIAL TIMES*  
**INNOVATIVE LAWYERS AWARDS**

FOR NORTH AMERICA, EUROPE AND ASIA, 2021/22

# A leading global law firm

Dechert has some of the world's leading lawyers advising on domestic and cross-border matters. We are retained to work on some of the most challenging transactions and disputes, and we pride ourselves on our ability to deliver premium legal services and sound business judgment to our clients.

We are frequently recognised for our achievements as a firm – not just for the quality of our work, but for our consistent efforts in building an innovative and diverse workplace.

Recommended across 48 capabilities –  
*Chambers Global, 2022*

Product Liability Department of the Year –  
*New York Law Journal, 2023* (fifth consecutive year)

Dealmaker of the Year – *The American Lawyer, 2022*

Financial Services Law Firm of the Year – Middle Market – *The Deal, 2021*

Best Law Firm for Client Service – HFM European Hedge Fund Services Awards, 2022

Most Influential Lawyers – *Financial News, 2022*

Global #2 for international pro bono –  
*The American Lawyer, 2022*

International Firm of the Year for Diverse Women Lawyers – *Euromoney, 2023*

Diversity Leader – *Profiles in Diversity Journal, 2023*

ESG and Community Impact Leader – *National Law Journal, 2022*



# Dechert in London

Our origins in London date back to 1972, and our office of over 170 lawyers forms an integral part of the firm. We have one of the most international practices of any London law firm, and have been consistently named as a Global Top 20 firm by *Law360* for each of the last five years. This award recognises those law firms with the biggest global presence and involvement in the largest, most significant and ground-breaking international and cross-border matters.

Our London office handles both contentious and non-contentious work.

Our litigation and investigations practice, which comprises our **Enforcement and Securities** and **Securities and Complex Litigation** practices, advises government, global corporations, corporate and sovereign debt holders, hedge funds and other financial institutions to help resolve their most intractable commercial disputes, many of which span multiple jurisdictions, cultures and legal systems. The team works seamlessly across jurisdictions, with particular experience in Europe, Russia and the CIS, the Middle East and Latin America.

Unlike many other global law firms in London, we have substantial experience in defending companies facing criminal investigation. Our first-hand, practical experience of how enforcement is actually carried out by the world's law enforcement agencies underpins our approach to compliance. We are particularly noted for our expert handling of the most sensitive cross-border matters, such as corporate investigations. You may also be involved in work that covers areas such as anticorruption, accounting restatements and insider trading, money laundering, asset-tracing and recovery, tax and cartel investigations and will work with clients which include audit committees, boards of directors, companies and senior officers who all call on us for crucial, timely advice on matters surrounding internal and regulatory investigations.

On the non-contentious side, our **Corporate and Securities**, **Finance and Real Estate** and **Financial Services** groups each represent a wide range of clients from funds and financial institutions to high net worth individuals, privately-owned companies and multinationals.

We have one of the largest financial services practices in London, and represent 24 out of the 25 largest global asset managers and many of their affiliated broker dealers. Our advice covers retail and institutional products for all asset classes, strategies and structures, from equity and fixed income to credit, commodities and derivatives. All trainees will undertake a seat in the Financial Services group during their training contract, providing a unique opportunity to experience this specialist practice group. We also represent hedge funds, private equity firms, family offices, sovereign wealth funds and other investment funds, and other sources and deployers of capital in their fundraisings, fund and investment financings, across the life-cycle of their investments and across all their strategies including leveraged buyouts, leveraged finance, acquisition finance, structured finance, securitisations, CLOs, direct lending, real assets, special situations and permanent capital. We are the only law firm that is able to provide in-house advice in every leading investment fund jurisdiction in Europe.

You will work on fund raisings, M&A transactions, financings, and a multitude of other complex – often innovative – transactions. Most of your work will involve a multi-jurisdictional or cross-border element.



**Richard Herstell**  
**Associate, Securities  
and Complex Litigation**

*"I was instinctively drawn to contentious work during my training contract, which made qualifying into the Securities and Complex Litigation (SCL) team the natural choice. I enjoy the broad range of work on offer and in particular, the number of cross-border matters involving genuinely interesting disputes. As a junior associate, I appreciated the 'hands on' experience and numerous occasions on which I have been able to attend hearings and play a part in proceedings. Furthermore, I have been able to put my multilingual background to good use, as working with the SCL team has afforded me plentiful opportunities to put my languages and experience of being based overseas into practice, making a tangible difference to the clients we represent in the process."*



## Other London practice areas

### Emerging Markets

Our multidisciplinary teams are particularly active in emerging markets, where sovereigns, financial institutions and multinationals trust us with their highest value transactions and disputes.

### Finance and Real Estate

We advise buyers, sellers, landlords and tenants on planning, negotiating and executing complex real estate transactions. Major developers rely on us at all stages of the development process, from inception through planning, acquisition, funding and forward funding, construction, pre-letting and letting.

### Financial Restructuring

Lenders and investors, agents and borrowers, servicers and special servicers come to us for help with out-of-court loan restructurings, workouts and recapitalisations.

### Intellectual Property

Clients in IP-heavy industries call on Dechert when facing complex litigation, counselling and transactional IP matters, for example, trademarks; database rights; trade secrets; copyright; distribution and licence agreements; passing off; unfair competition, and breach of confidence and covenant.

### Labor and Employment

Employers rely on us for assistance with all aspects of contentious and non-contentious employment law, including complex disputes and litigation, workforce aspects of domestic and cross-border transactions and restructurings, and workforce practices and policies that prevent problems from occurring in the first place.

### Partnership

Our team in London is drawn from a number of practice areas — including tax, employment, financial regulation, litigation, corporate and financial services — and is deeply experienced in all aspects of partnership law, particularly in the funds and financial services sectors.

### Tax

Our clients are served by experienced tax lawyers at the heart of our integrated, multidisciplinary teams. We have particular experience in advising investment funds and their managers on tax issues; we also have a proven track record in relation to financial services taxation.





# Dechert giving back

## Pro bono

Dechert has a longstanding tradition of providing pro bono legal services to individuals and organisations who cannot otherwise afford legal advice. We approach pro bono engagements with the same energy, enthusiasm and resources as we do work for commercial clients, and our associates receive billable-hour credit for their pro bono work. All Dechert lawyers, in all offices, are required to perform at least 25 hours of pro bono work annually, and every year the firm handles over 1500 pro bono matters, covering issues including refugee rights, prisoners' rights, human rights, access to justice and climate change. Last year the firm gave over 102,000 hours of free legal advice.

## Pro bono opportunities in London

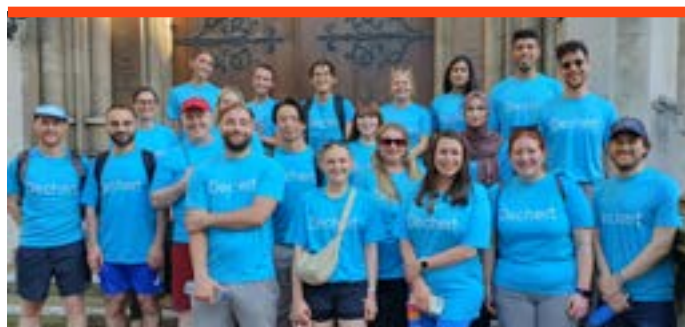
We work with a range of referral agencies and take on matters from individuals, charities and social enterprises. We take on work ranging from small one off pieces of advice for individuals and charities to substantial matters, including strategic litigation. This year we acted for the Beirut Bar Association and other victims of the 2020 Beirut port explosion in a successful High Court claim. The judgment is the first monetary award to be obtained on behalf of victims of the Beirut port explosion, which was reportedly the largest known non-nuclear explosion in history.

## Islington Law Centre

Islington Law Centre provides free legal advice and representation to people who live, work or have a connection with Islington. Dechert solicitors and trainees staff a monthly free legal advice clinic at the Islington Law Centre. Trainees attend the centre as part of Dechert's training programme, providing them with an opportunity to build skills dealing directly with clients.

## London Legal Walk

The London Legal Support Trust held its 19th London Legal Walk in 2023. Dechert lawyers participate in the 10km sponsored walk every summer. This year there were 16,000 walkers who raised £910,000 for free legal advice agencies in London and the South East.



## Centre for Criminal Appeals

Dechert works with this charity which provides representation for prisoners seeking to make applications of appeal against their convictions to the Criminal Cases Review Commission and the Court of Appeal.

## Supporting Social Enterprises

For many years the firm has worked with UnLtd, providing advice to social enterprises which are tackling social causes in the UK. We acted for UnLtd in the creation of the recently launched £25 million Growth Impact Fund, a joint venture with Big Issue Invest, which will provide gentle capital to diverse led social enterprises whose mission is to tackle inequality in the UK.

## Windrush Compensation Claims

We work with the Greater Manchester Immigration Advice Unit and advise claimants on their applications for compensation. We have also supported a working group set up by the law reform charity JUSTICE in the preparation of a report on the reform of the Windrush Compensation Scheme.

## Assisting undocumented children

Like many Dechert offices around the world, our London office partners with Kids in Need of Defence to assist undocumented children. We assist them with applications for British citizenship and provide free expert legal help to young people and their families to ensure their rights are protected.

## University House Legal Advice Centre

University House, an advice centre, provides Dechert with referrals to represent clients seeking to appeal denials of their applications for Disability Living Allowance (DLA) and Personal Independence Payment (PIP). Claim denials are appealed to the Social Security and Child Support Tribunal; Dechert lawyers work with University House and the clients to prepare and present their submissions. Very few DLA/PIP applicants - who have personal care and/or mobility needs as the result of a mental or physical disability - apply for benefits with the help of a lawyer. Thanks to Dechert's pro bono efforts, there is a high reversal rate at the tribunal level for those who are represented.

# Our vacation scheme

We run vacation schemes each year in Winter, Spring and Summer.

Our two-week schemes are designed to give you an idea of what it's like to be a trainee solicitor at Dechert. Each week you will sit in a different practice group and be involved in live matters with our lawyers. Exactly what you do depends on the practice group you sit in, but will include research, drafting and attending meetings. You will also take part in training sessions on a range of topics, such as legal writing and negotiation.

Before you start the scheme, we will ask for your practice area preferences and try to place you in your chosen groups. You will be allocated a supervisor (an associate or partner), a trainee buddy and a partner mentor, and will receive work from people at all levels from across the group.

Social events, such as evening activities and dinners, are an important part of the vacation scheme as they enable you to build relationships with Dechert trainees, associates and partners.

Our schemes will take place from **Monday 4 December - Friday 15 December 2023, Monday 8 April - Friday 19 April 2024 and Monday 24 June - Friday 5 July 2024.**

We offer places on both schemes to penultimate year law undergraduates, all final year undergraduates (both law and non-law), all graduates, postgraduates and career changers.



*"Dechert's vacation scheme provides a great opportunity to learn more about the firm's work and culture. By undertaking hands-on assignments for my supervisor, I gained valuable experience and a good understanding of the role of a trainee solicitor. I also attended various training sessions and social events, and regularly interacted with my trainee buddy. This allowed me to gain a first-hand insight into the firm's working culture and values."*

**Victor Chatelais**

**Current trainee (September 2022)**

*"During the two-week vacation scheme at Dechert, I sat in the Financial Restructuring and Corporate and Securities teams.*

*Although the time was short, I was involved in a number of tasks that helped me gain a better understanding of the work that each does and how these fit within the firm as a whole. From research and proofreading tasks to corporate filings, preparing attendance notes and serving documents, I had the opportunity to work with partners, associates and current trainees. This allowed me to gain first-hand experience of the supportive and friendly culture of the firm."*

**Raluca Paduraru**

**Current trainee (September 2022)**



# Our approach to the Solicitors Qualifying Examination

The introduction of the Solicitors Qualifying Examination (SQE) offers a unique opportunity to craft a training contract experience unique to Dechert trainees.

The starting point for your SQE training will be thorough preparation for the SQE 1 & 2 assessments, providing you with all the knowledge and skills you need to fly through the assessments. We will be using the scope that the new route to qualification provides to tailor the training experience to ensure our trainees are able to hit the ground running when they join

the firm. Training will be focussed on our specific practice groups such as corporate crime and funds management along with modules looking at innovation and legal technology and the law firm as a business.

Non-law students will undertake the Post-Graduate Diploma in Law (PGDL) before starting their SQE preparation, ensuring that you have all the foundational legal knowledge you need to succeed at the next stage of your legal training.





# Your training contract

We invest in the future, constantly striving to make Dechert better tomorrow than it is today.



## Six seats

Flexibility, depth and variety



Our six-seat system sets us apart from other law firms – and we believe gives you a better trainee experience. Whether you want to get the broadest possible experience across a range of practice groups, or repeat a seat and gain a deeper understanding of a particular practice group over a longer period, we can help tailor your training contract.



## Secondments

A wealth of opportunities



We want our trainees to be able to gain a different perspective on the services we provide. We encourage you to consider spending some of your training contract in other Dechert offices or on secondment to clients.



## Mentoring

Continuous support



Although we encourage you to take on more responsibility, we do so in a supportive environment. Your supervisors provide continuous guidance. In addition, your professional development is monitored on a regular basis by your personal partner mentor and the graduate recruitment and development team; all of whom are available to help you.



## Quality work

Responsibility and breadth



We provide exposure to a broad range of work and legal issues in each practice area. As you acquire new skills in each seat, you will be encouraged to take on greater responsibility to further your professional development, as you expand your network and build your business relationships. Working in smaller teams – a Dechert hallmark – helps you get more out of every experience.

# What we offer

## London office community

We have a busy calendar of events and activities to get involved in throughout the year:

- D'Chorus, the London office choir
- Sports teams, including football, netball, softball and running club
- Quiz nights
- Annual summer and end-of-year parties
- Socials for future trainees
- Environmental Committee
- Social Committee
- Dechert Day of Service, in support of local charities
- Regular fundraising for our Charity of the Quarter

## Our current salaries

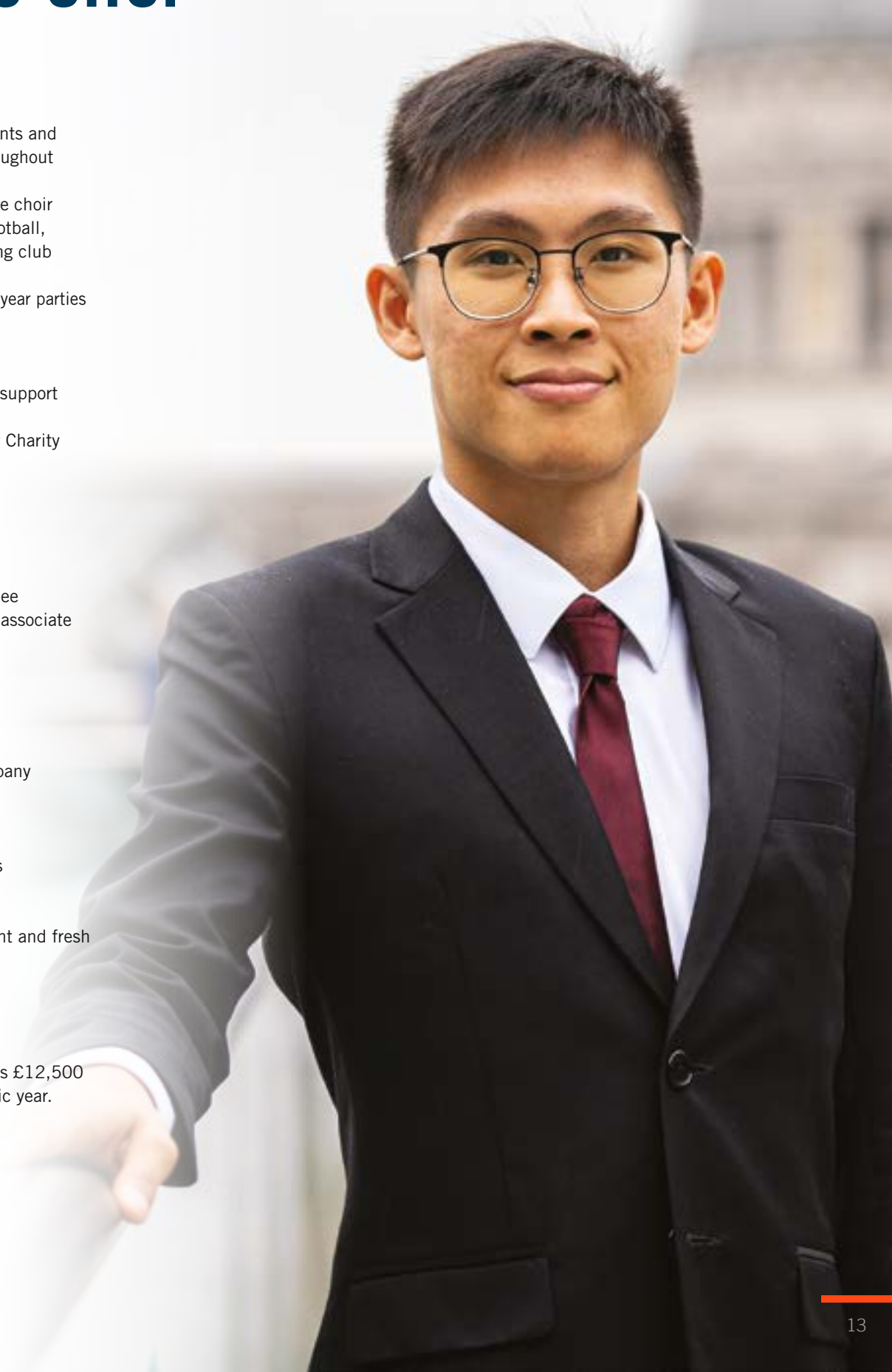
- £50,000 first year trainee
- £55,000 second year trainee
- £145,000 newly qualified associate

## Competitive benefits

- Gym membership subsidy
- Life assurance
- Pension scheme with company contributions
- Private health care
- Private dental care
- Annual health assessments
- Season ticket loan
- Cycle to work scheme
- Onsite subsidised restaurant and fresh fruit delivered daily

## Sponsorship

Law school fees paid in full plus £12,500 maintenance grant per academic year.



# Our commitment to your training

We take your training seriously, both before and after you qualify. As a trainee, you will receive legal, skills and commercial training that goes beyond black letter law, with workshops on AI innovations, effective writing, commercial know-how and building technical legal expertise in each practice group you sit in. All of our qualifiers attend orientation in Philadelphia, an initiative for all Dechert's newly qualified lawyers globally. Our associates benefit from our Critical Skills Institute, which focusses on leadership, management, communication and client relations. With Dechert's help, you will realise your full potential.



*"Over my two-year training contract, I sat in the firm's Securities and Complex Litigation (SCL), Financial Restructuring (FR) and Corporate and Securities (C&S) teams. Additionally, I spent over half of my training contract in the firm's Financial Services Group (FSG), which is the area I have qualified into.*

*Each seat exposed me to different clients, subject matter, skills, processes, colleagues and challenges. Across all levels, members of the Dechert community have demonstrated a genuine commitment to and investment in my development. They entrusted me with high levels of responsibility, remained accessible to guide me where necessary and organised formal and informal trainings to help me grow.*

*I was also the first ever Dechert trainee to be seconded to Dubai, where I completed a seat and a half (six months) across FSG and C&S. The secondment experience was invaluable to both my personal and professional growth. It was a defining opportunity to work in an extremely lean and busy team at the top of the investment funds market. I was treated as an associate and felt like I was a valued member of the team.*

*Overall, my training contract has been an enriching period of my early career. The work has been diverse, stimulating and multi-jurisdictional, the culture is open, supportive and dynamic and the training has been constant, relevant and practical. I am excited to embark on the next leg of my career at the firm."*

**Sahil Kirpalani**  
**Associate, Financial Services**





# Your training contract experience



*“The small trainee intake allows each trainee to take on real responsibility and have a great impact on projects and transactions, irrespective of what practice group you are in. Combined with the six-seat training contract, trainees get experience in a number of areas whilst practicing time and project management, along with organisational and communication skills. Each seat rotation involves practice group-specific training, allowing trainees to combine learning-on-the-job with more structured training sessions.”*

**Clara Bostrom**

**Trainee Solicitor (September 2022)**

*“I am firmly convinced that Dechert offers one of the most comprehensive training programmes in London. This programme encompasses seat-specific training sessions for each seat rotation, which has provided me with a strong foundation at the beginning of each seat. Additionally, the firm-wide Dechert Critical Skills Institute (CSI) focuses on developing transferable employability skills, such as business development, time management, and innovation. For instance, CSI has recently started delving into Artificial Intelligence and its influence on the legal sector, as well as its implications for Dechert’s objective of delivering exceptional legal services to clients. Furthermore, trainee-oriented training sessions emphasise effective business writing and networking abilities. I have discovered that each training session is customised to address the needs and expectations of participants, enabling me to cultivate a skill set that will serve me throughout my professional journey.”*

**Sergiu Moldovan**

**Trainee Solicitor (September 2022)**



# Diversity, Equity and Inclusion

## London initiatives

### Aspiring Solicitors

We are an Affiliate Partner of Aspiring Solicitors (AS), an organisation which aims to increase diversity in the legal profession by working with its 35,000+ members from underrepresented groups to achieve their goal of obtaining a training contract. 2022/2023 marks the seventh successful year of Dechert's sponsorship of the Aspiring Solicitors national Commercial Awareness Competition.

Dechert won Aspiring Solicitors All Star Awards in 2022 for Best Retention for Diverse Talent.

### Rare Recruitment CRS

In 2018 Dechert adopted Rare's contextual recruitment system (CRS) for those applying for vacation schemes and training contracts in London. Research shows that using CRS makes law firms 50% more likely to hire students from disadvantaged backgrounds. The CRS allows Dechert to understand each applicant's achievements in the context that they have been gained, as it measures academic performance at the applicant's school or college (if in the UK) as well as provides comparative social mobility data

### Mental health

In October 2018 we introduced Mental Health Champions and Mental Health First Aiders into the London office, to provide support to colleagues and continually improve the way we look after our employees' wellbeing.

Other initiatives include "Meditation Mondays," a programme of weekly guided meditation, plus a free meditation app; education sessions on nutrition for positive mental health and the importance of physical activity; and an employee assistance programme comprising confidential face-to-face counselling sessions, a free advice phone line, and an online platform providing cognitive behavioural therapy.

### Urban Lawyers

Dechert partners with Urban Lawyers, an organization which provides a platform for students from marginalized backgrounds to gain access to law firms in the city for career opportunities. Dechert hosts insightful workshops and networking receptions for members of Urban Lawyers focused on how to excel in law firms' recruitment processes.

## 10,000 Black Interns

Dechert has partnered with 10,000 Black Interns, an initiative through which the firm offers paid work experience, mentoring, networking, and training and development each year to at least two interns from marginalized backgrounds.

### Black British Network (BBN)

In May 2021, Dechert announced its support of the Black British Network (BBN), a newly launched initiative with the aim of working towards the social and economic advancement of Black people in the U.K. The initiative was created by Cephas Williams, the founder and photographer behind the ground-breaking 56 Black Men campaign. Members of Dechert's London Community have participated in a series of Roundtable Conversations with other leading corporations and businesses. Dechert is gleaning insights from the roundtables to prepare BBN's Black Paper, a resource focusing on tangible actions to better serve the Black community.

The firm is also involved in the BBN's "Portrait of Black Britain" and "Black British Stories" projects, which aim to showcase Black employees from partnering firms as well as individuals in the Black community, to amplify their experiences and celebrate their successes.

## Firmwide initiatives

Championing diversity is part of Dechert's DNA — a culture where respecting and valuing everyone's voice and creating a shared enjoyment in all we do empowers people from different backgrounds, experiences and points of view to be fully themselves and bring their very best.

Dechert frequently earns recognition for the firm's diversity and inclusion efforts. In recent years, we were named:

Corporate Equality Index "Best Placed to Work for LGBTQ Equality" for the 10th consecutive year – *Human Rights Campaign, 2023*

Diversity Leader Award – *Profiles in Diversity Journal, 2022*

Top Companies for Executive Women for the fourth consecutive year – *Seramount, 2022*

Mansfield Plus Certification in the UK and U.S. – *Diversity Lab, 2023*

## Diversity and Inclusion Committee

Our firm-wide, partner-led Diversity, Equity and Inclusion (DEI) Committee oversees policies and procedures that support diversity and inclusion. Similarly, the DEI team is responsible for the strategic oversight and implementation of the firm's diversity, equity and inclusion initiatives.

The London Diversity and Inclusion Committee promotes an inclusive culture amongst all employees and seeks to foster a greater understanding of diverse groups represented in Dechert's London community. The committee engages with other affinity groups across the firm to advance Dechert's diversity, equity, and inclusion mission.

## Affinity groups

Dechert is home to several affinity groups. Not only do these groups support the development and retention of diverse attorneys, business service professionals, and allies, but they also affect change by identifying and addressing DEI-related issues. Affinity groups contribute to Dechert's diversity programming, especially heritage month events that celebrate the richness of our different backgrounds, voices, and perspectives. Our affinity groups include:

- Asian Affinity Group
- Black Lawyers Alliance
- Disability Affinity Group
- Family Network
- Global Women's Initiative
- Greater Middle Eastern Alliance
- Latino Affinity Group
- LGBTQ Affinity Group
- Dechert Heroes (Veterans Affinity Group)

## LGBTQ Allies

Dechert's LGBTQ Allies Programme was developed to support our LGBTQ colleagues. Participation in the Dechert programme is voluntary and open to everyone. Allies receive training and a decal identifying them as an ally in the office. The decal is displayed on office doors and serves as a visible show of support for our LGBTQ colleagues.

## Global Women's Initiative (GWI)

Dechert's GWI empowers women to succeed by encouraging an environment that provides opportunities for development, advancement and leadership within the firm. Members of the GWI meet regularly with firm leadership to identify and implement initiatives that promote opportunities for women to advance and take on leadership roles throughout the firm. The GWI's signature Sponsorship and Sustained Support (SASS) programme provides guidance and support to women associates as they navigate the path to partnership. Local GWI Chapters host welcome receptions for new women associates each year, in addition to networking and client events, and professional development programming.

## Wellness and Family Planning

Although the return to in-person work may provide a sense of normalcy, we are still facing tough times that make every day uncertain. With that in mind, Dechert is committed to fostering an environment that prioritizes the well-being of our community. Through various mental health initiatives and family planning benefits, we aim to cultivate a culture of care despite life's challenges.

- **Adoption and Surrogacy Reimbursement Program:** This new program provides eligible employees up to \$20,000 in financial assistance for certain adoption and surrogacy-related expenses.
- **Carrot Fertility:** Our partnership with Carrot Fertility makes family-forming care more accessible to our global community of employees and partners. It helps with costs of services related to in vitro fertilization, egg freezing, sperm freezing, adoption, gestational surrogacy, pregnancy, menopause and more. This new benefit offers a personalized plan created by experts, unlimited virtual visits with fertility healthcare and family-forming specialists, educational resources, and exclusive discounts to clinics and agencies around the world.



# Diversity, Equity and Inclusion

## Racial Justice Initiatives

### Diversity and Inclusion Toolkit

We have launched a comprehensive Diversity and Inclusion Toolkit, which is intended to deepen our understanding of racism, anti-racist practices and ally-ship, and is available on the firm's intranet. It includes media articles, podcasts, book recommendations, and access to training.

### Juneteenth – A Day to Reflect and Recharge

Dechert encouraged our community to commemorate Juneteenth on June 19 by investing time in learning about the tragic killing of George Floyd and others and the history that preceded them.

### Diversity Champions award

Dechert's annual Diversity Champions award recognises those who have played the biggest role in supporting a diverse and inclusive culture. This past year we received over 60 nominations and selected four "champions", each of whom earned a cash bonus.

### Diversity, Equity and Inclusion Week

This year's theme for the firm's annual Diversity, Equity, and Inclusions week, was Together We Rise. Colleagues were encouraged to come together as a community and celebrate the diversity that truly makes us stronger. The week's activities included, food and literacy donation drives, outdoor walks, an interactive game to build connections, and a special edition of our Meditation Monday series.

### Diverse Associates' Symposium

After a three-year hiatus, the Diverse Associates' Symposium resumed in-person. The theme was Stronger Together: Embracing the Power of Difference. Over 150 diverse associates and counsel from around the globe attended the symposium at the 1 Hotel Brooklyn Bridge. Through panel discussions, community service, and workshops, participants gained a better understanding of the firm, its strategic outlook, and its commitment to DEI, while also building their personal networks and developing individual road maps for career development. to achieving greater diversity and inclusion.

## Parental support

Our gender-neutral family leave policies include coaching for employees going out and returning from parental leave, as well as their managers.

## Supporting employees through COVID-19

When the coronavirus pandemic started, we knew our employees would need additional support. We have endeavoured to be creative in how we provide that support so that we reach each person at Dechert. Examples of new programmes include a parenting coach to lead sessions for our parents who were suddenly home schooling, a weekly children's storytime session designed to help working parents and programmes on managing stress and taking control of time. While we are focused on offering resources and programming, we also believe that our culture of respect, gratitude, trust and empowerment are critical to wellbeing. Ultimately, our goal is to provide support to help all of our people continue to thrive despite all that is happening in the world.



Dechert  
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MAIN RECEPTION

# Partnering with Aspiring Solicitors

We're proud to be an Affiliate Partner and committed sponsor of Aspiring Solicitors, whose annual Commercial Awareness Competition (CAC) helps entrants from underrepresented groups secure a training contract.

*"My journey to securing a training contract at Dechert was fundamentally propelled by my participation in the CAC. The CAC pushed me beyond my comfort zone, revealing my strengths and weaknesses. It helped me to develop an interdisciplinary approach to legal issues and to build a strong professional foundation. More importantly, I learned to embrace my unique perspectives and confidently express my ideas."*

*Dechert's genuine commitment to recruit and support talents from all walks of life goes beyond the usual marketing slogans. The firm's constant collaboration with Aspiring Solicitors and AS alumni exemplifies this dedication to fostering a diverse and inclusive environment."*

**Pál Bebok**

**Trainee Solicitor (September 2023)**



*"I took part in the Aspiring Solicitors Commercial Awareness Competition, which gave me invaluable insight into the skills and qualities that top law firms like Dechert are looking for in prospective candidates. The competition helped me to develop both personally and technically and opened up a world of opportunity, allowing me to gain first-hand legal work experience."*

*As a non-law student, I was incredibly nervous at the thought of training at a top law firm like Dechert, but their AS partnership is a testament to their commitment to recruiting candidates across all backgrounds and ensuring equal access to opportunities. From partners through to trainees, everyone plays a role in creating an inclusive and nurturing environment. I am so excited to be working at a firm that encompasses these values and paves the way for change in the legal sector."*

**Holly Alderton**

**Trainee Solicitor (September 2023)**

**AS** ASPIRING  
SOLICITORS



# How to apply

## Vacation schemes and training contracts

We recruit for trainee solicitors solely via our vacation schemes.

The first step to securing a place on one of our vacation schemes, and subsequently a training contract, is to complete the online application form available on our website at [dechert.com/careers](https://dechert.com/careers).

The deadline for our vacation schemes are, Winter vacation scheme: **27 October 2023**, Spring vacation scheme: **31 December 2023** and Summer vacation scheme: **31 January 2024**. Please note that an application for a place on one of our vacation schemes is also an application for a training contract commencing in **September 2025** and **September 2026**.

The second stage in our recruitment process is a written exercise and video interview. This is your opportunity to bring your application to life and showcase your motivation for a career in commercial law at Dechert.

Successful candidates will then be invited to an assessment day where they will undertake a variety of exercises. The assessment day comprises of an interview with a partner and senior associate and a chance to meet a current trainee.

We know that candidates are likely to be interviewing with other firms as well, so the assessment day is very much a two-way process. We provide plenty of time for you to ask questions throughout the day.

## Open events

Our open events are a great opportunity to learn more about the firm and what its like to train with Dechert. Each session will provide insight into our practice areas, work and clients, networking with our trainees and associates and applications skills sessions, all designed to give you a great feel for our culture. We would encourage you to consider attending an open event before submitting your vacation scheme and training contract application. Please apply via our website at [dechert.com/careers](https://dechert.com/careers).

Please note we recruit on a rolling basis for all opportunities, so we encourage early applications.

## Contact us

For more information contact our graduate recruitment team at [graduate.recruitment@dechert.com](mailto:graduate.recruitment@dechert.com)



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