

Basic Information

Dechert LLP
Organization Size: 900
Office Size: 1000
Hiring Attorney:
Mr. James Lebovitz

Recruiting Contact:
Ms. Laura Crique
Senior Legal Recruiting Manager
3 Bryant Park
1095 Avenue of the Americas
New York, New York (NY) 10036
United States
legal.recruiting@dechert.com

Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 215,000

Summer Compensation

2022 compensation for Post-3Ls (\$/week)

2022 compensation for 2Ls (\$/week) 4,135

2022 compensation for 1Ls(\$/week) 4,135

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track?

How many years is the equity track?

Lawyer Demographics

| | Partner/Member | Associates | Counsel | Non-traditional Track/Staff Attorneys | Summer Associates |
|--------------------------------------------------|----------------|------------|---------|---------------------------------------|-------------------|
| | Men | 174 | 205 | 30 | 32 |
| | Women | 58 | 176 | 16 | 15 |
| | Non-binary | NC | NC | NC | NC |
| | Total | 232 | 381 | 46 | 47 |
| Latinx | Men | 4 | 10 | 0 | 0 |
| | Women | 2 | 14 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC |
| White | Men | 113 | 153 | 28 | 29 |
| | Women | 151 | 49 | 14 | 14 |
| | Non-binary | NC | NC | NC | NC |
| Black or African American | Men | 6 | 7 | 0 | 2 |
| | Women | 0 | 10 | 0 | 1 |
| | Non-binary | NC | NC | NC | NC |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC |
| Asian | Men | 10 | 27 | 2 | 1 |
| | Women | 5 | 33 | 2 | 0 |
| | Non-binary | NC | NC | NC | NC |
| Native American or Alaska Native | Men | 0 | 1 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC |
| 2 or More Races | Men | 1 | 8 | 0 | 0 |
| | Women | 0 | 5 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC |
| Persons with Disabilities | Men | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC |
| | Non-binary | NC | NC | NC | NC |
| LGBTQ | Men | 5 | 14 | 1 | 0 |
| | Women | 1 | 8 | 1 | 0 |
| | Non-binary | NC | NC | NC | NC |
| Veteran | Men | 3 | 4 | 0 | 2 |
| | Women | 1 | 0 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC |

Pro Bono/Public Interest

Suzanne Turner
 Pro Bono Partner
 202-261-3361
 suzanne.turner@dechert.com

| | |
|---------------------------------------------------------------------------------|-----------|
| Is the pro bono information indicated here firm-wide or specific to one office? | Firm-wide |
| % Firm Billable Hours last year | 5.2 |
| Average Hours per Attorney last year | 91 |
| Percent of associates participating last year | 91 |
| Percent of partners participating last year | 96 |
| Percent of other lawyers participating last year | 93 |

Professional Development

| | |
|----------------------------------------------------------------------------------------------------|-------------|
| Evaluations | Semi-annual |
| Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? | Yes |
| Rotation for junior associates between departments/practice groups? | No |
| Does your organization have a dedicated professional development staff? | Yes |
| Does your organization have a coaching/mentoring program | Yes |
| Does your organization give billable hours credit for training time? | Yes |

HIRING & RECRUITMENT

| LAWYERS | Began Work In | | | | Expected 2022 |
|--------------------------------------------|---------------|-------------------------|------|-------------------------|------------------|
| | 2020 | Prior Summer Associates | 2021 | Prior Summer Associates | |
| Entry-level | 39 | 1 | 58 | 54 | TBD |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | TBD |
| Lateral Partners | 13 | 0 | 19 | 0 | TBD |
| Lateral Associates | 21 | 0 | 71 | 0 | TBD |
| All Other Laterals (non-traditional track) | 3 | 0 | 5 | 0 | TBD |
| Post-Clerkship | 0 | 0 | 3 | 0 | TBD |
| LL.M.s (U.S.) | 0 | 0 | 1 | 0 | TBD |
| LL.M.s (non-U.S.) | 0 | 0 | 0 | 0 | TBD |
| SUMMER | | | | | |
| Post-3Ls | 0 | 0 | 0 | 0 | 0 |
| 2Ls | 63 | 0 | 38 | 0 | 66 |
| 1Ls | 1 | 0 | 2 | 0 | 11 |

Number of 2021 Summer 2Ls considered for associate offers 39

Number of offers made to summer 2L associates 39

General Hiring Criteria In addition to a strong academic background, we seek candidates with excellent communication, leadership, management and client relations skills indicating a high likelihood of success as a lawyer at the firm.

General Practice Areas

| GENERAL PRACTICE AREAS | EMPLOYER'S PRACTICE GROUP NAME | NO. OF PARTNERS/MEMBERS | NO. OF COUNSEL | NO. OF ASSOCIATES | NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR | NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS |
|-------------------------------------------|--------------------------------------------|-------------------------|----------------|-------------------|---------------------------------------------------------------|----------------------------------------------|
| Antitrust | Antitrust & Trade | 7 | 2 | 12 | | 3 |
| Business, Corporate | Corporate & Securities | 46 | 4 | 85 | | 8 |
| Tax | Employee Benefits & Executive Compensation | 6 | 0 | 5 | | 0 |
| Banking, Finance Real Estate, Land Use | Finance & Real Estate | 29 | 13 | 79 | | 8 |
| Banking, Finance | Financial Services | 35 | 3 | 65 | | 2 |

| | | | | | |
|---------------------------------------------------|----------------------------------------|----|----|----|----|
| Intellectual Property | Intellectual Property - BUS | 8 | 1 | 11 | 1 |
| Intellectual Property Litigation | Intellectual Property - LIT | 14 | 5 | 13 | 2 |
| Tax | International and Domestic Tax | 11 | 1 | 8 | 1 |
| Arbitration, Dispute Resolution, Mediation | International Arbitration | 2 | 0 | 7 | 0 |
| Labor and Employment | Labor | 3 | 2 | 2 | 2 |
| Trusts and Estates | Private Client | 3 | 2 | 3 | 0 |
| Litigation | Products Liability | 21 | 10 | 32 | 6 |
| Bankruptcy | Restructuring & Reorganization | 5 | 1 | 4 | 1 |
| Litigation | Trials, Investigations, and Securities | 39 | 2 | 55 | 17 |

Diversity & Inclusion

Diversity Contact: Ms. Satra Sampson-Arokium

Diversity Website/URL: <https://www.dechert.com/about/diversity.html>

Organization Narrative

Dechert has built a global platform across 22 locations with a singular focus – efficiently delivering the highest-quality advice that is actionable and commercial. Our clients operate in increasingly challenging times. Geopolitical uncertainty, the sheer complexity of modern markets and an ever-changing regulatory environment contribute to a proliferation of commercial and regulatory risks. To navigate these challenges, we deliver sophisticated legal advice, grounded in broad market knowledge, in an agile and intuitive way.

We have some of the world’s leading lawyers advising on both domestic and cross-border matters. The firm is frequently retained to work on the most challenging transactions and disputes, and prides itself on its ability to deliver premium legal services and sound business judgment to its clients. We apply a multi-disciplinary approach to analyze and address our clients’ issues and needs. It is this combination of departmental depth and practice breadth that sets us apart and allows us to provide clients with strategic counsel to meet their changing needs.

Our clients include corporations, financial institutions, sovereign states, quasi-sovereign entities and private and high-net-worth individuals all over the world. Dechert undertakes work for 40 of the “Fortune 100” companies and represents more than 200 private equity and investment firms in some capacity. We also advise 24 of the top 25 global asset management firms, and 41 of the top 50 global private debt firms (as identified by PDI).

Summer Program

Dechert is committed to providing relevant, engaging and specialized training. This begins on day one of our summer program, when all U.S. summer associates come together for a multi-day, interactive orientation in New York City. During orientation, summer associates learn about Dechert’s culture; diversity, equity and inclusion initiatives; and pro bono program. The curriculum also highlights important skills such as time management, networking, innovation and collaboration.

Our summer associates have the option to focus on and explore areas that interest them most, rather than rotate through predetermined practice groups. They have the option to focus on projects from just one or two groups, or to sample work from a variety of practice areas. Assignments, including pro bono work, are important work for real clients, and we strongly encourage our summer associates to proactively learn, engage and contribute by offering their own insights and ideas. They have the opportunity to attend board meetings, closings, depositions, trials and negotiations. We integrate our summer associates into substantive client work, from diligence for a major transaction to researching and writing for a litigation brief. Formal hands-on training includes mock negotiations and deposition workshops.

We’re also proud of our robust mentoring and training program, where we offer sessions and assistance on vital topics, such as legal writing and public speaking. Dechert’s social gatherings and summer events provide a welcome chance to interact with colleagues informally. Summer associates are invited to join our affinity groups, and all are encouraged to attend the groups’ frequent speaker programs.

Throughout their 10 weeks at Dechert, we provide guidance and feedback, and we encourage the summer associates to seek out what they find most exciting and challenging. Our ultimate goal is for our summer associates to experience what it’s like to be a part of Dechert’s vibrant, warm and supportive community.

Pro Bono

Dechert is a leading law firm for pro bono services. We have more than 1,500 open pro bono matters at any given time, to which we devote the same energy, enthusiasm and resources as our commercial matters. Our longstanding commitment to service is ingrained in our core values and culture. More importantly, we know that this tradition will carry us forward into the future. In 2021, we completed over 96,000 hours of pro bono service globally.

Culture

We believe that building community within the workplace and with our clients is the key to success. We respect and value everyone’s voice and want our people to feel empowered to do their very best. We are driven by one key principle – exceptional client service. At the core of our firm’s culture is a dedication to seeking and nurturing diverse viewpoints and experiences in order to develop the highest caliber of talent, leadership and service. We seek to recruit the best talent, and we are committed to ensuring that Dechert reflects the societies we live in. In 2021, we were certified as a Great Place to Work for the fourth year in a row. We also ranked as one of Fortune’s “Best Workplaces in New York 2021.”

Engaged and Empowered

The future is flexible and so is Engaged and Empowered - our flexible hybrid work model, reflecting how we trust our people to choose where and how to work based on their needs, family, team and clients. Through this work model, we balance in-person and virtual working, spending at least half our time working together in person.

We encourage new members of the firm to invest more time working in the office so that they can build your network more quickly and get familiar with our unique culture. In planning where and how our community works, we encourage them to talk to their colleagues. This is the best way get a better understanding of the expectations for meetings, events and activities that are best done in person. After all, we want the Dechert community to fully engage so that they can have the best career possible at our firm.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

