

TRAINEE SOLICITORS

LONDON



Dechert
LLP



Starting your career at Dechert



"As a trainee solicitor you will work as part of a global team to deliver excellent service and innovative thinking. We understand the importance of a strong and supportive culture. We believe that building

community drives our success and creates an environment where people are respected, valued and empowered to do their best.

Our people are what sets Dechert apart, and why clients – existing and new – turn to us to advise on their most important matters. We are proud to continue to serve our clients and the wider community in these unprecedented times and believe our shared culture of respect, gratitude, trust and empowerment has been critical to well-being during these uncertain times. We are looking for people who want to make a genuine contribution to our firm, to each other and to our clients.

Joining Dechert means becoming part of a global community where we all work together to make a difference."

Jonathan Angell
Partner and Training Principal

Dechert at a glance



89,000

PRO BONO HOURS COMPLETED IN 2021

 **21**
OFFICES
WORLDWIDE

APPROXIMATELY
1,000
LAWYERS

The only law firm with offices in the five leading European fund jurisdictions of London, Luxembourg, Dublin, Paris and Frankfurt/Munich; in the leading Asian fund jurisdictions of Hong Kong and Singapore, and throughout the U.S.

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

Appellate Hot List – *National Law Journal*, 2021

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

Product Liability Department of the Year –
New York Law Journal, 2021

Dealmaker of the Year –
The American Lawyer, 2022

Best Law Firm for Client Service – HFM European Hedge Fund Services Awards, 2021

Most Influential Lawyers –
Financial News, 2022

Global #2 for international pro bono –
The American Lawyer, 2021

CSR Initiative of the Year – *Legal Week*,
British Legal Awards, 2020

Best International Firm for Minority Women Lawyers –
Euromoney, 2020

Diversity Leader – *Profiles in Diversity 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 international arbitration practices, which sit within our **Trial, Investigations and Securities (TIS)** group, advise governments, 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 and datelines and has particular experience in Europe, Russia and the CIS, the Caucasus, 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.



Lisa Borthwick
Associate, TIS

"One of the best parts about being a trainee in Trial, Investigations and Securities is how varied the work can be, not just across the department as a whole but within the sub-teams themselves. Whilst in the White Collar department, I assisted with the drafting of a note which was being written for the ruler of a sovereign state providing an update on the status of the client's various matters. I also helped on a number of document reviews, where you are looking

for that piece of evidence which will strengthen the client's case, and assisted with the project management of several matters by liaising with multiple firms around the world. Whilst in the Litigation department, I was lucky enough to attend court on multiple occasions, including a hearing regarding our client's application for an extension of time. I also attended a number of interviews with our clients to establish their defence in a newly filed claim. The fact that the work is highly interesting, together with the supportive environment and the friendliness of the team, is what prompted me to qualify into this department."

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.

**Raluca Nita****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 team 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 and first-hand experience the supportive and friendly culture of the firm. I also joined a Private Equity monthly group meeting that further demonstrated the seamless collaboration across Dechert’s offices around the world.

As part of the scheme, I also took part in different introductory sessions and social events. I enjoyed meeting a variety of people from across the firm and learning about initiatives such as pro bono and diversity & inclusion projects.

The vacation scheme was a highly enjoyable experience for me, that allowed me to improve various skills, build relationships with people at the firm and confirm my interest to train at Dechert.”

**Maddie Drabble****Current trainee (September 2021)**

“During the first year of my training contract, I have spent time in Corporate and Securities (C&S), Complex Commercial Litigation (CCL) and the Financial Services group (FSG).

Dechert’s six-seat training contract was a key attraction for me, and I have thoroughly enjoyed being exposed to a breadth of work and learning in a supportive environment. Typical trainee tasks range from preparing the first draft of key documents and managing aspects of transactions to undertaking research and attending court.

Working on pro bono matters also give trainees the opportunity to develop transferable skills and take on additional responsibility. I have enjoyed working on a variety of matters, including an Innocence Project case, Personal Independence Payment appeals and British citizenship applications.

Trainees are also encouraged to participate in activities outside of their day-to-day work. My highlights have included launching the Trainee Business Development Committee with a fellow trainee and being an active member of the Global Women’s Initiative.”



Dechert in London

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.



Smridhi Gulati

Partner, Corporate and Securities

"I joined Dechert in 2016 as a senior associate in the Corporate and Securities practice (as a leveraged finance specialist) and was made up to partner in 2020. Throughout my time with the firm I have found Dechert to be a collegiate and innovative environment in which to develop my career."

People are empowered to do their very best and fully supported to reach their potential. We strive to make Dechert a really inclusive place to work – I myself am involved in a number of initiatives at the firm, including the Global Women's Initiative (focussing on gender diversity) and the firm's global Sponsorship and Sustained Support Program, which helps senior women associates navigate the path to partnership."



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 counsel. 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 hundreds of pro bono matters, covering issues including civil rights, international human rights, child advocacy, special education, access to public benefits, asylum, landlord-tenant matters and criminal law.

Pro bono opportunities in London

We work with referral agencies and organisations including Advocates for International Development, LawWorks and TrustLaw, as well as running pro bono advice clinics in association with RCJ Citizens Advice Bureau, the Chancery Bar Litigant in Person Support Scheme and the Employment Tribunal Litigant in Person Support Scheme.

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.

The Prince's Trust

Founded by Prince Charles in 1976, The Prince's Trust provides practical and financial support to young people who most need help, with the aim of enabling them to move into work, education or training, or to start their own businesses. Dechert offers clinics at our offices to Prince's Trust's young entrepreneurs in need of legal business advice.

Centre for Criminal Appeals

Dechert works with this nonprofit specialist law firm, 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.

Harris Federation Academies

Dechert employees have donated scientific calculators to students at nearby Harris Federations Academies, where significant numbers of students are unable to afford this essential piece of equipment required for GCSE and A-Level mathematics courses.

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.

London Legal Walk

The London Legal Support Trust held its 15th London Legal Walk in 2019. The 10km sponsored walk is an annual event held in May or June, open to all, which has grown to 15,000 walkers and raised in the region of £830,000 for free legal advice agencies in London and the South East.



"My position as the trainee representative on the Dechert Pro Bono Committee has allowed me to have direct involvement in the establishment of new initiatives for the London Office. As the trainee representative, I supervise the running of the monthly Islington Law Centre (ILC) advice clinic. Controlling the conflicts process for the ILC has enabled me to develop my understanding of risk and compliance procedures before the on-boarding of clients. Aside from the ILC, my assistance in pro bono projects including Bail for Immigration Detainees Exceptional Case Funding applications and the Administrative Justice Council's Windrush working group has allowed me to greatly improve my client care skills and the quality of the written advice I provide to clients."

Elisabeth Fapuro

Newly Qualified Associate, Financial Services

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 5 December - Friday 16 December 2022**, **Tuesday 11 April - Friday 21 April** and **Monday 26 June - Friday 7 July 2023**.

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 places emphasis on time spent in two seats across two weeks, so that participants gain a real sense of the work undertaken in those departments and have an opportunity to tangibly contribute to live matters."

Jennifer Hutchings
Current trainee (September 2021)

"Our vacation schemes run across two weeks whereby students will spend time in two departments as they work closely with a supervisor and a trainee buddy. We host a variety of sessions, from training to development, social occasions and assessed projects. We feel that those who attend the vacation scheme get a real sense of our culture and experience first-hand the role of a trainee solicitor."

Noor Yadollahi
Graduate Recruitment and Development Coordinator



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 Christmas and summer 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 and onsite wellness room
- 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.



"Trainees are able to complete six four-month seats during the two-year training contract. This gives ample scope to be able to experience a wide variety of work across different types of practice groups. During my training contract, I was fortunate enough to be able to focus on transactional heavy seats including the Financial Services Group (FSG), Corporate and Securities (C&S), Finance and Real Estate (FRE) and Intellectual Property (IP) by deliberate choice to match my skillset. This enabled me to join the FSG department as a newly qualified (NQ) Solicitor with over a year's experience in transactional-heavy seats. Within the FSG team, trainees are able to typically work on the structuring, establishment, marketing, management and reorganisation of both closed-ended and open-ended investment funds spanning across the private equity, private debt, hedge and UCITS space. The department runs like a well-oiled machine and offers market-leading expertise in a highly efficient manner. This is due in part to the department being highly organised with an excellent set of precedents. This gives trainees a great foundation to hit the ground running in the team and add value quickly to each transaction. The work is cross-jurisdictional and trainees are often able to assist with coordinating input into key fund documents often via another Dechert office or via local counsel. As a trainee, I had the opportunity to spend four-months sat with a Derivatives Partner, four-months with an Associate working on open-ended hedge funds and a further four months sat with a Senior Associate working on close-ended private equity funds. Being able to sit in different sub-sets of the practice group enabled me to establish excellent relationships internally and also work for a key client of the practice group for a prolonged period of time. I am now able to continue working for the same client during my time as an NQ."

Will Crutchley

Newly Qualified Associate, Financial Services



Your training contract experience



"I strongly believe that Dechert has one of the most comprehensive training programmes in London. The programme includes seat-specific training sessions at each seat rotation, which enabled me to get off to a great start in each seat; the firm-wide Dechert Critical Skills Institute (CSI), which focusses on transferable employability skills such as business development, time management and innovation; as well as trainee-specific training sessions focussing on effective business writing and networking skills. I have found that each training session has been tailored to meet the needs and expectations of attendees and has allowed me to develop a skill set that will not only aid my transition into another department, but also one that I will use throughout my career."

James Hutchens
Associate, Corporate and Securities

"The six-seat training contract and ten-person intake produces well-rounded trainees who have the scope to increase their technical ability across a greater number of practice areas. Combined with the option for trainees to repeat seats, this enables trainees to guarantee that on qualification their chosen practice is right for them."

Elisabeth Fapuro
Newly Qualified Associate, Financial Services



Diversity and inclusion

London initiatives

LawCareers.Net awards

In 2019, Dechert won the Commendation for Diversity Award, which is given to one firm per year for its commitment to, and real impact of, its diversity 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 2017, 2018 and 2019 for Performance in Recruiting Outstanding Diverse Talent.

Rare Recruitment CRS

In Autumn 2018, Dechert adopted Rare's contextual recruitment system for those applying for vacation schemes and training contracts. This 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 social mobility factors.

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.

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:

- “Diversity Leader” by *Profiles in Diversity Journal*;
- “Best Law Firms for Women” by *Working Mother* magazine;
- “Best Places to Work for LGBT Equality” by the Human Rights Campaign Foundation.
- “Best International Firm for Talent Management” by the *Euromoney European Women in Business Law Awards*.

Diversity and Inclusion Committee

Dechert has a firmwide, partner-led Diversity and Inclusion Committee, a senior management-level Deputy Chair, and a full-time Diversity and Inclusion Director to oversee policies and procedures which support diversity and inclusion.

Formed in October 2017, Dechert's London Inclusion and Diversity Committee (IDC) aims to build awareness, promote and support an inclusive culture. Through cultural and educational programming, open dialogue and local community engagement, the IDC helps to foster community building within the London office.

Affinity groups

Dechert's affinity groups offer a wide array of cultural and educational programming. Our Asian, black, Latino, LGBTQ, veteran and women's groups support the development and retention of diverse attorneys, educate others about the history and traditions of their cultures, and engage with our communities through advocacy and pro bono. They provide enhanced mentoring opportunities, retreats and educational workshops for diverse attorneys.

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.

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.

Stand Against Racism Town Hall and Speaker Series

As part of the firm strategy to raise awareness and understanding of racial justice initiatives, Dechert is sponsoring a town hall and speaker series to address topical events related to racism and social justice in the U.S. and around the world, as well as how to deal with it from a mental health perspective. Our objectives are to provide a safe space for Dechert people to learn, share ideas and support each other.

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 130 nominations and selected five "champions", each of whom earned a cash bonus.

Diversity and Inclusion Week

In 2020, Dechert launched the inaugural Diversity and Inclusion week. The goals of the week were to explore and celebrate differences in our Dechert community, encourage inclusive behavior by providing new tools and resources and build community by bringing people together through shared activities.

Diversity Symposium

Building a diverse team of lawyers takes more than recruiting diverse candidates; it requires building a support structure that can help them thrive. Dechert's Diversity Symposium was designed to do just this. By utilising a 360° framework to explore career and life strategies for success and development, the second annual event aimed to help associates cultivate a wider professional and support network and to connect directly with firm leaders. Participants received intensive exposure to advice, practical guidance, client exposure and inspiration, equipping them to better understand the firm, its strategy and commitment 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.



"At Dechert, we aim to create a true sense of community that spans all the firm and all of its people. One of the ways we do this is to recognise the importance of individual actions, as we believe it is the choices we all make every day that make our culture."

Alison Bernard

Chief Talent and Human Resources Officer

Partnering with Aspiring Solicitors

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

"It goes without saying that without the Aspiring Solicitors Commercial Awareness Competition I wouldn't have even dreamed of training at a firm like Dechert! It gave me the technical skills I needed to understand Dechert's sector expertise.

During my time at Dechert I assisted an associate with a pro bono review of LGBTQ legislation around the world, which highlighted the fact that Dechert is not only committed to providing a high level of service to clients, but also to individuals and organisations who may not have access to legal support."

Charles Ashie

Newly Qualified Associate, Corporate and Securities



"Taking part in the Commercial Awareness Competition was pivotal to my ability to confidently apply for and accept a training contract. I had the opportunity to see the firm and interact with trainees and graduate recruitment in an untraditional recruitment setting."

Jaspreet Sagoo

Current trainee (September 2021)



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.

The deadline for our vacation schemes are, Winter vacation scheme: **28 October 2022**, Spring vacation scheme: **31 December 2022** and Summer vacation scheme: **31 January 2023**. 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 2024** and **September 2025**.

The second stage in our recruitment process is a 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 compromises of an interview with a partner and senior associate and a meeting to meet a member of the Graduate

Recruitment team and 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 it's 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.

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



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