

Morgan Lewis

LONDON TRAINEE PROGRAMME

UNPARALLELED OPPORTUNITIES





A career in law starts with choosing the right firm for you—a firm where you can develop the skills and attributes needed to become a successful and high-quality lawyer. At Morgan Lewis, we offer trainees the opportunity to work on complex and often cross-border matters for high-profile clients in a collegiate and supportive environment.

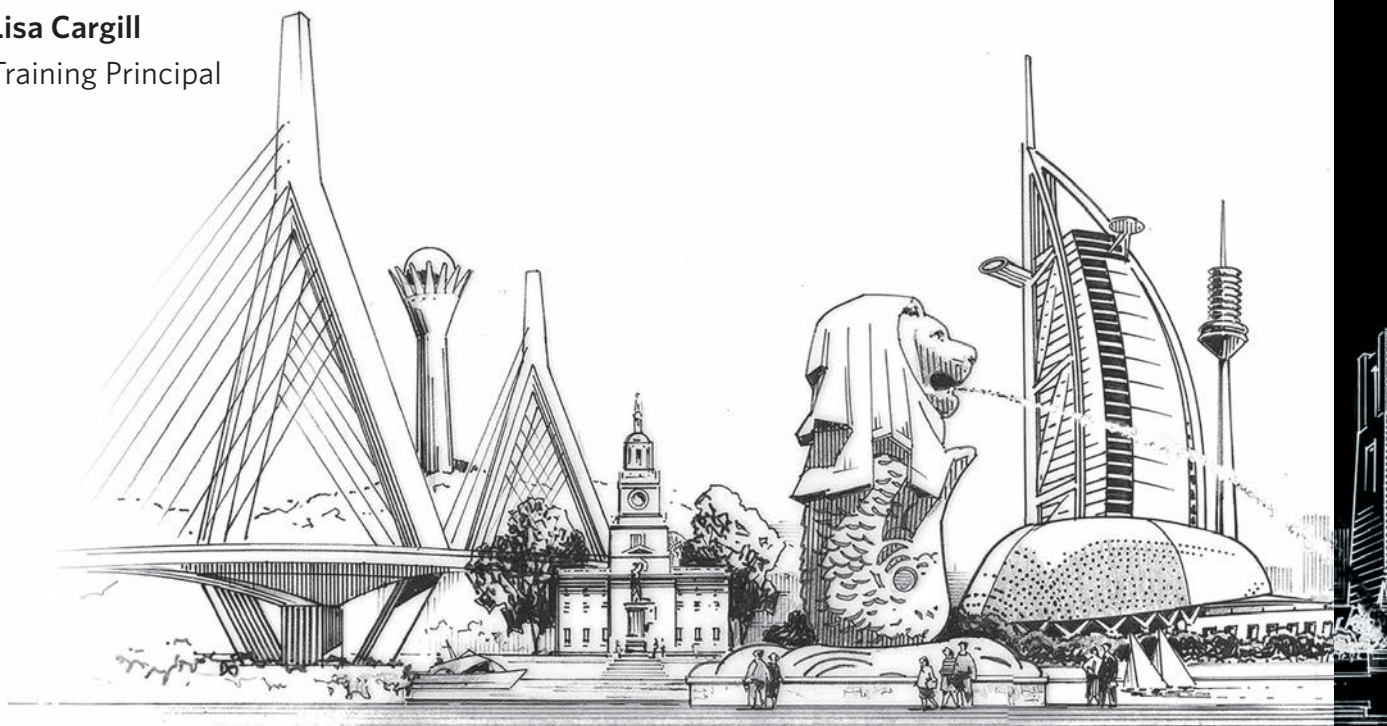
Engagement and teamwork form the foundation of the training you will experience at Morgan Lewis. In the London office, our trainees work closely with partners and associates, often in teams. We offer a hands-on and varied experience, and our trainees are given early responsibility to help them build a thorough understanding of our firm's business and clients.

Our training programme is designed to provide you with the breadth of experience needed to become a confident and successful commercial lawyer. The programme starts with a comprehensive induction into the firm that provides all the tools you will need to hit the ground running. During the training contract, you will be given the opportunity to sit in four different practice areas, including a secondment to one of our international offices, giving you exposure to as much of our business as possible. Regular in-house seminars and training sessions provide ongoing learning opportunities to help you further develop your knowledge and proficiency.

Our collaborative culture underpins everything we do. As a trainee at Morgan Lewis, you will be supported by colleagues who will be on hand to encourage, mentor, and guide you throughout your training contract. They will provide regular advice and feedback on your progress and performance to help you succeed and transition into becoming an accomplished associate.

We look forward to welcoming you to Morgan Lewis.

Lisa Cargill
Training Principal



GLOBAL REACH

At Morgan Lewis, we work in collaboration. We work around the world—always ready, always on—to respond to the needs of our clients and craft powerful solutions for them.

From our 31* offices in North America, Asia, Europe, and the Middle East, and with a footprint across Africa and Latin America, we work with clients ranging from established, global Fortune 100 companies to enterprising startups.

We provide comprehensive litigation, corporate, finance, restructuring, employment and benefits, and intellectual property services in all major industries, helping clients to anticipate, address, and overcome challenges across vast and rapidly changing landscapes. We approach every representation with an equal commitment to first understanding, and then efficiently and effectively advancing, the interests of our clients to help them arrive at the best results.

Our team encompasses more than 2,200 legal professionals, including lawyers, patent agents, employee

benefits advisers, regulatory scientists, and other specialists. If a client has a question, we'll immediately find the person in our global network with the answer. If there's a shift in the legal landscape, we're on top of it, and our clients will be too.

We focus on both immediate and long-term goals with our clients, harnessing our resources from strategic hubs of commerce, law, and government across North America and in Asia, Europe, and the Middle East. You'll find us everywhere—from New York to Dubai, San Francisco to Beijing, London to Washington, DC, and Philadelphia to Singapore.

Founded in 1873, we stand on the shoulders of more than 140 years of achievement, but we never rest on our reputation.



OUR LONDON OFFICE

Our London office opened in 1981, and since then, we have advised clients on English law-governed transactions, disputes, and regulations in a range of international markets, both established and emerging, with a particular focus on Europe, the Middle East, and Asia (EMEA). Operating as a global hub, we work seamlessly with lawyers throughout EMEA to provide integrated teams for deals and complex litigation.

London's role as a key financial and business centre means that we are well positioned to advise clients around the world on market-leading projects across legal disciplines such as finance, corporate transactions, investment funds, international tax, competition, dispute resolution, immigration, and employment, and governed by English law.

As a trainee, you will work with lawyers who have experience in the financial services, energy, life sciences, and technology sectors. Trainees can gain experience in any of the eight practices within the London office:

Banking & Finance

We advise clients on international banking and finance transactions, derivatives, private placements, debt and equity securities offerings, and restructurings all around the globe.

Antitrust & Competition

This practice provide high-quality advice to achieve successful outcomes for clients engaged in a full range of matters, including antitrust investigations, infringement actions, and merger control.

Corporate/M&A

We provide counsel to clients on a broad range of transactions, including mergers and acquisitions, joint ventures, leveraged buyouts, venture capital, and other public and private equity financings.

Dispute Resolution

We handle a wide range of sophisticated and often sensitive issues, including international commercial disputes, international arbitration, insurance recovery, and white collar matters. We have experience in most courts and arbitration venues, including those in primary offshore jurisdictions.

Investigations, White Collar & Compliance

Companies that operate internationally face increased anticorruption risk and scrutiny. We bring a cross-disciplinary team of lawyers to advise clients in government investigations as well as white collar and compliance matters.

Investment Management


We handle private investment funds' formation and operation, and represent institutional investors in funds. We also advise funds, investment managers, broker-dealers, and corporate finance and other financial services firms on all aspects of UK/EU regulation and compliance.

Labour & Employment

Our global reach allows us to provide employment and immigration services to clients from all business sectors on a range of domestic, European, and multijurisdictional projects.

Tax

We help structure tax-efficient operations for clients and assist them with negotiating and structuring commercial transactions.



"Engaging with our communities in this way provides us with the opportunity to be a part of something larger than ourselves—in ways both small and large—and adds to our ability to thrive as individuals and as a firm."

Jami McKeon, Firm Chair

PRO BONO

AND THE COMMUNITY

At Morgan Lewis, we have a long history of supporting our local communities by providing both pro bono legal services and participating in community service activities. Indeed, offering our skills, resources, and time to those in need is a core tenet of our firm's culture and a shared value across our offices worldwide.

Our firm's longstanding expectation is that all lawyers—at every level of seniority—will take on a pro bono matter and contribute at least 20 hours to that matter during every fiscal year. Because pro bono work is so rewarding in terms of professional development, skill development, and personal satisfaction, most lawyers and trainees exceed this minimum expectation. During the fiscal year ending 30 September 2017, 94% of London's eligible lawyers and trainees met the challenge. On average, lawyers billed 62 hours to pro bono matters.

To plan community and charity events, the London office has a Charity & Community Committee that meets regularly. Trainee solicitors are actively encouraged to join the committee and contribute to its work. Each year, the committee organises an office vote to choose two charities to support via various fundraising events,

including bake-offs, dress-down Fridays, and a winter fair. The committee also seeks out sporting events that allow the office to raise monies for our chosen charities as well as to support staff well-being.

The London office is proud to have an ongoing initiative with a school in Hackney where staff from across the office volunteer to help vulnerable children who need support with their schoolwork. We have a group of volunteers who visit the school twice a month. We also organise visits to our office for the children; these visits include craft activities and learning opportunities through play, as well as presentations from the children themselves.

Each year, the firm chooses a theme and dedicates its Community Impact Week to focusing on further community service and pro bono legal service efforts, as well as celebrating what has already been accomplished for those in need. The wide-ranging variety of events throughout Community Impact Week includes legal clinics, legal trainings, panel discussions, volunteer events, charity drives, and more across the firm's offices in North America, Asia, Europe, and the Middle East.

GET TO KNOW US

OPEN DAYS

Our Open Days run in April of each year. This one-day programme is a great way to learn more about Morgan Lewis as a firm and about commercial law in general.

We will introduce you to our key practice areas in the London office and give you the opportunity to meet with some of our trainees during a Q&A session. You will also sit down with some of our partners and associates over an informal lunch, before attending a number of skills sessions.

SUMMER VACATION SCHEME

Our summer schemes are a great way for you to gain genuine insight into life as a trainee at Morgan Lewis. We offer up to 10 places in our two-week programme, which runs in early July of each year.

During the scheme, you will be given as much hands-on experience as possible and will be supervised by a senior lawyer who will provide advice and guidance throughout the placement. You could be conducting legal research for live deals/cases, attending client meetings, sitting in on conference calls, or drafting engagement letters during your time at the firm. You will also be assigned a trainee “buddy” who will act as an informal mentor throughout the placement. You will have the opportunity to attend a number of seminars and workshops, including presentations from each of the London office’s practices and a Q&A session with some of our trainees. We also organise a number of social events during the scheme, providing you with the opportunity to meet many of our partners, associates, trainees, and business support staff in a more informal setting.

Summer scheme students are assessed for a training contract during the course of the placement. Assessments vary each year, but typically will include a comprehension or written exercise, a research activity, and a group presentation, as well as a partner interview at the end of the scheme.



SUMMER SCHEME INSIGHT



GRAHAM CANNELL
Summer Scheme Student 2018
Joins as a Trainee in August 2020

I came to law as a second career—having previously served as a helicopter pilot in the Royal Navy—and therefore it was essential to me that I found the right fit when applying to law firms. Morgan Lewis has a reputation for seeing its trainees as individuals and valuing their experiences and skills. It also offers the opportunity for exciting work with global clients, whilst providing the early responsibility and small-team environment that I had previously enjoyed. This made the firm the obvious choice for me.

I sat with the labour and employment practice, and from the outset I was made to feel welcome and part of the team. I got involved in some interesting and challenging work, and there were also some great social events, including an evening with some of the associates and partners. This was one of the highlights of the scheme for me, as it made me realise what a great atmosphere the firm has, with a friendly and professional group of people I would genuinely enjoy working with.

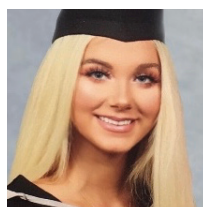


JASMINE JONES
Summer Scheme Student 2019
Joins as a Trainee in February 2021

I was initially drawn to Morgan Lewis as I really liked the size of the trainee intake, as well as the promise of a collaborative culture and a lot of responsibility early on.

I sat in both corporate and business transactions and investment management, getting involved in real work, including due diligence and research tasks. I was even taken along to a client meeting! I was also able to get involved with some pro bono work, which was exciting given the firm's emphasis on it.

All my initial impressions were realised after spending two weeks at the firm. Everyone, from trainees to partners, was welcoming and had time to answer any of my questions and give me advice, which helped me to relax and really enjoy myself during the summer scheme.



PAIGE BROWN
Summer Scheme Student 2019
Joins as a Trainee in August 2021

I chose Morgan Lewis because of the high-profile, cross-border deals the firm undertakes and the culture and ethos it promotes. Morgan Lewis champions diversity and individuality, and the firm takes its role in society very seriously, as demonstrated through the firmwide Pro Bono Challenge. The smaller trainee intake appeals to me, as this fosters a more individually tailored training experience and provides exposure to real-life deals from the beginning.

During the summer scheme, I spent time in both the finance and corporate and business transactions practices. From the outset, the amount of time and effort the firm invests in its people was apparent. The tasks set were exciting and varied, enabling me to gain insight into the challenges and considerations the firm takes into account when working for its clients. I conducted legal research and proofreading and had the chance to attend client meetings. My trainee buddies and supervisors encouraged me to be proactive in seeking out work and to discuss my own thoughts and views, leading me to feel supported and like a valued member of the team. I thoroughly enjoyed every aspect of the scheme, but for me what really differentiates Morgan Lewis from other firms is its people. Staff and lawyers of all different levels were willing to give their time to offer me support and guidance. It was inspiring to be surrounded by such motivated and intelligent individuals who have a genuine passion for what they do.

TRAINING

CONTRACT PROGRAMME

Each year we recruit up to 10 trainees across our two intakes, recruiting candidates who show us their team spirit, commercial awareness, resilience, and passion for a career in law.

WHAT CAN I EXPECT FROM MY TRAINING?

As a trainee, you can expect to be an active member of a busy team and play a real part in doing challenging legal work. The work will be varied and complex, and will most likely involve working across a variety of different jurisdictions.

Training will begin with a comprehensive induction programme, designed to provide you with the tools and skills needed to make an immediate contribution to the firm. Each practice runs regular seminars and training sessions that all trainees are expected to attend, allowing you to continually further your knowledge and build on your proficiency throughout your training contract. You will receive regular feedback on your performance from a range of people throughout your seats, including your supervisors, peers, and colleagues. There will be an informal progress review midway through each seat, as well as a more formal evaluation with your supervisor at the end of each seat.

WHAT SEATS CAN I DO?

All of our trainees spend six months in four different practice areas, including a compulsory transactional seat (usually corporate and business transactions) and a seat in one of our contentious practices (litigation or antitrust). We offer additional seats in finance, investment management, labour and employment, structured transactions, and tax, as well as the occasional client secondment in London. The majority of our trainees will also undertake a secondment in one of our international offices, including Brussels, Dubai, and Singapore.

While classic “seat” allocations bring a practice area focus to each six-month phase of your training, the versatility and integration of our lawyers ensure that you will have a varied workload and regular exposure to diverse learning experiences.

TRAINEE SALARY AND BENEFITS

Salary is competitive and benefits include the following:

- Pension scheme
- Private medical and dental insurance
- Life assurance
- Cycle-to-work scheme
- Employee assistance programme
- 25 days’ holiday per year
- Income protection
- Interest-free season ticket loan
- Discounted shopping

GRADUATE DIPLOMA IN LAW (GDL) AND LEGAL PRACTICE COURSE (LPC)

Our future trainees complete the LPC (as well as the GDL, if required) at BPP University Law School in London. All law school fees are paid in full and our future trainees are provided with a maintenance grant of £10,000 whilst studying the LPC and/or GDL. The firm does not provide retrospective funding for law school fees or maintenance grants.

A DAY IN THE LIFE OF...



JAMES MULLIGAN,

a first-year trainee, describes a day in his life in the corporate and business transactions practice.

8:45 AM I arrive at my desk and review correspondence from a US-based client that came through overnight, providing feedback on the team's markup of a master services agreement. I skim through it quickly in case my supervisor wants to discuss it later today, before reviewing other emails and updating my to-do list.

9:00 AM I attend internal training on share purchase agreements. This gives an excellent grounding in key terms to consider such as conditionality, representations and warranties, limitations of liability, disclosure, and completion accounts. I can draw upon my own experience of recent deals in which these terms were heavily negotiated; that practical application is where the training contract really comes into its own.

10:30 AM My supervisor would like to discuss the master services agreement I received overnight. This matter involves a global financial institution outsourcing important elements of its internal finance and accounting function in a high-value, global deal. The client's feedback indicates that the commercials of the deal have changed and we will need to review both the "front end" (i.e., the main terms) and the "back end" (i.e., various schedules that flesh out the detail of items such as fees, service levels, remedies, and exit services) of the agreement. I have a particular interest in the service level schedule and my supervisor is happy for me to take ownership of it, under his supervision.

1:00 PM I go to lunch with some of the other trainees; as ever, there is a lively debate on which spot to choose for lunch around St Paul's!

2:00 PM An urgent query has come in— due diligence for our client's acquisition of a fintech company has uncovered a material customer contract containing a change-of-control clause and broad termination rights for the customer, but insufficient detail on intellectual property rights. These risks must be flagged for our client and my supervisor asks me to draft an email summary; this is a common trainee task from which you learn how to concisely communicate complex risks and develop your drafting style.

3:30 PM I take a coffee break and chat with an M&A partner in the canteen, who mentions his upcoming trip to Kazakhstan to negotiate a fascinating emerging markets acquisition. Sadly, no trainees are needed for that trip!

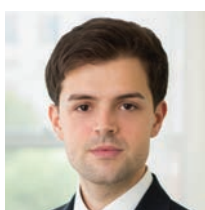
5:30 PM A Brexit-related regulatory query on passporting insurance distribution activities comes in from a client to whom I was recently seconded. It's great to participate in the call and be part of strengthening Morgan Lewis's relationship with that client. Afterwards, I begin researching how EU and UK rules on insurance distribution and passporting apply to the client's business.

7:00 PM I summarise the conclusions from my research for review by a senior associate in our financial regulatory team. I then pick up the review of the masters services agreement for a short while to prepare for negotiations tomorrow, before heading home.



INTERNATIONAL SECONDMENTS

The firm offers a range of international secondment opportunities for trainees, including six months in our Brussels, Dubai, and Singapore offices.



BEN DAVIES, a newly qualified associate who spent his second seat as a trainee in Brussels.

The work in our Brussels office revolves predominantly around European competition law. As the office is merely a stone's throw away from the European Commission, you really get a sense of being at the heart of European policymaking. You will also work with other offices fairly regularly—typically Washington, DC, New York, Frankfurt, and London. I attended the European Commission several times, delivering oral statements or meeting the case team assigned to a particular investigation. I also spent a couple of days in Luxembourg attending the European Court of Justice to hear a judgment being given in relation to a case we were working on, which was certainly one of the highlights of my secondment. There is a big pool of trainees in Brussels from various international firms, so opportunities to network and make friends are abundant, and the Law Society also runs weekly social events and trips. Brussels is uniquely placed if you wish to visit any European city on a weekend; during my secondment, I was able to visit cities such as Berlin, Amsterdam, and Bruges. The secondment to Brussels provided me with an opportunity to take on more responsibility, as well as a lesson in how to adapt to different working environments. There is a fantastic collegial atmosphere in the office, and the lawyer population is diverse and friendly.



EMILY DAVIES, a newly qualified associate who spent her second seat as a trainee in Dubai.

As the only trainee in the Dubai office, a secondment is a great opportunity for learning and development because you are encouraged to assist with work from multiple practice areas during the six-month placement. During my time in Dubai, I was able to work with the litigation, funds, corporate, and finance teams on matters originating in the UAE, elsewhere in the Middle East, and around the globe. As a result, the work which you will conduct varies significantly on a day-to-day basis, including assisting with research tasks into new areas of law in the UAE, corporate and finance deals from due diligence through to closing, and white collar investigations. There is always a large network of trainees on secondment from other UK law firms in Dubai, and therefore your weekends and evenings will often involve brunches, yacht cruises, and time spent at the pool or beach. As Dubai is also an international hub for travel, trainees often take the opportunity to take trips abroad to other parts of the Middle East and Asia during their holiday and spare time—popular destinations have included Oman, Abu Dhabi, Jordan, and Sri Lanka, to name but a few! Conducting an overseas secondment is a great experience, as you are exposed to a large variety of work and have to learn to adapt to new and changeable legal environments, and you get to experience life in Dubai.



HOW TO APPLY

OPEN DAYS

These are open to anyone in their first year of a law degree, or penultimate year of a non-law degree. Please send a copy of your CV and a cover letter outlining why you wish to attend to londontrainingprogramme@morganlewis.com. If your application is successful, you will be invited for a telephone interview before being offered a place on the day.

Applications will open on 1 December and close on 28 February. Telephone interviews take place in early March.

SUMMER SCHEME

Our summer scheme programme is open to penultimate year law students, final year non-law students, and graduates. If your online application is successful, you will be invited for a telephone interview with a member of the graduate recruitment team, followed by a second-stage interview held with two partners at the London office.

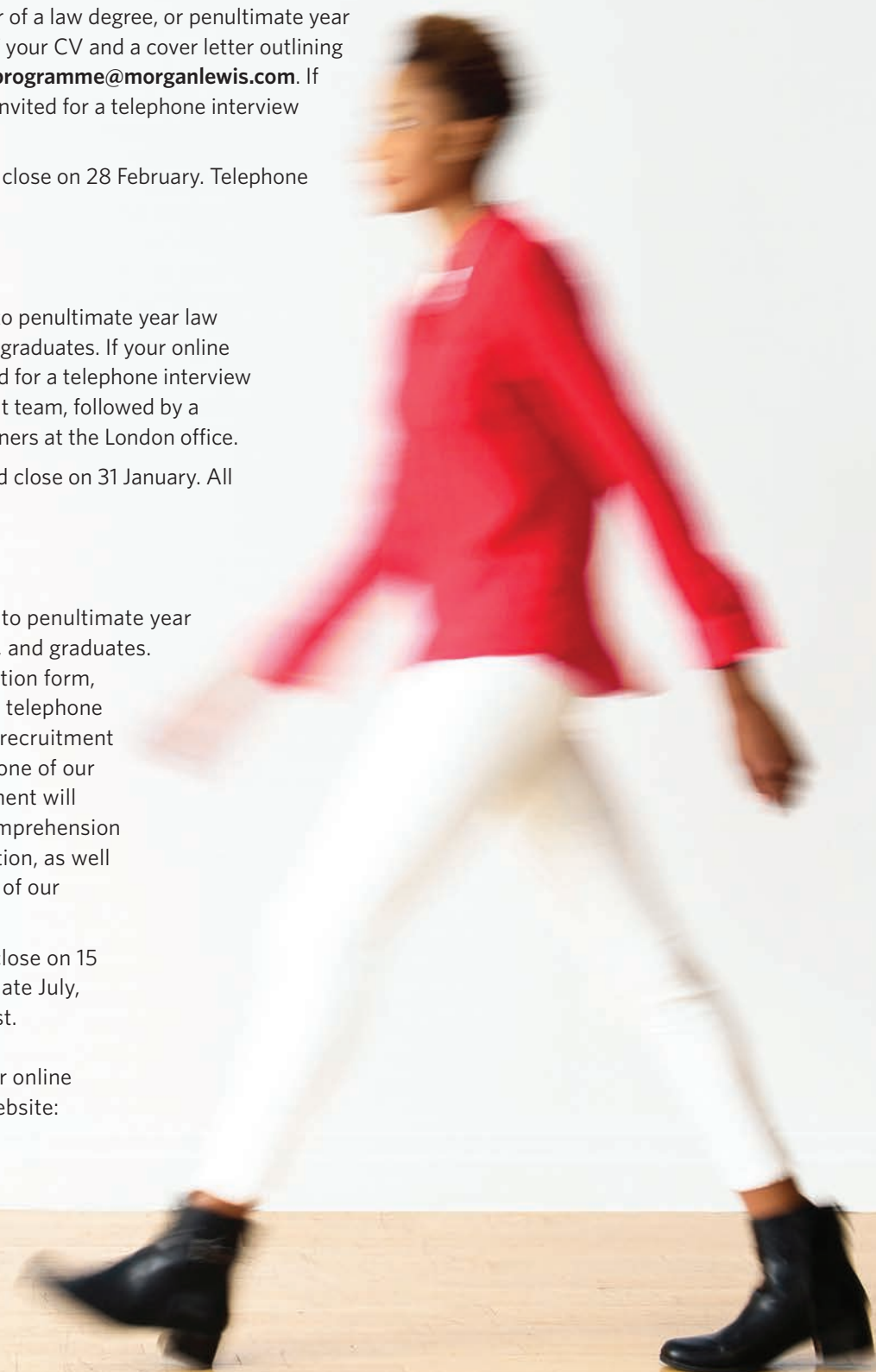
Applications will open in early October and close on 31 January. All interviews take place in February.

TRAINING CONTRACT

Our training contract programme is open to penultimate year law students, final year non-law students, and graduates. Following submission of an online application form, successful candidates will be invited for a telephone interview with a member of the graduate recruitment team, followed by an invitation to attend one of our assessment centres. The full-day assessment will typically involve a partner interview, a comprehension or written exercise, and a group presentation, as well as the opportunity to sit down with some of our partners at an informal lunch.

Applications will open on 1 October and close on 15 July. Telephone interviews will be held in late July, followed by an assessment in early August.

Further information, including a link to our online application forms, can be found on our website: www.morganlewis.com/careers.



Morgan Lewis

QUESTIONS?

If you are thinking about a career in law, or have already decided that law is your chosen profession and would like to find out more, please contact us:

The Graduate Recruitment Team

+44.203.201.5000

londontrainingprogramme@morganlewis.com

www.morganlewis.com/careers

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