



THINKING DIFFERENTLY

ABOUT LEGAL CAREERS

GRADUATE BROCHURE
LONDON 2024/2025

WHY ORRICK?



Second highest overall growth by corporate revenue

The Lawyer UK's Corporate 50 Report 2024

Band 1 UK Venture Capital

Chambers 2024

#1 Venture Capital Firm in Europe

PitchBook Q2 2024 & 34 quarters in a row

#5 for Pro Bono Internationally

The American Lawyer 2024

Legal Adviser of the Year (Europe), Winner

IJ Investor Awards 2023

SECTOR FOCUS



TECHNOLOGY & INNOVATION

To compete in today's market, every business must play in the tech space. Orrick has built a platform to help our clients adapt and thrive in the digital landscape. In London we provide advice to tech companies at all stages of growth, as well as to investors driving the ecosystem.

OUR CLIENTS:

Microsoft | Atomico | Graphcore

DECARBONISATION & INFRASTRUCTURE MODERNISATION

As global demand for sustainability grows, our team advises participants across the full Energy and Infrastructure spectrum. Our top-ranked, award-winning team acts for leading sponsors, Export Credit Agencies, lenders and investors in complex and first-of-a-kind matters across Europe, the US and Asia.

OUR CLIENTS:

Ørsted | Copenhagen Infrastructure Partners | Macquarie

FINANCE & FINTECH

For over a century we've acted for leading financial institutions at the forefront of innovation. We act for traditional financial institutions, funds and asset managers, private equity sponsors and fintech companies on a broad range of finance and fintech matters.

OUR CLIENTS:

Morgan Stanley | BlackRock | Currencycloud

LIFE SCIENCES & HEALTHTECH

Cutting-edge therapeutics, digital health and healthcare innovation are all being developed at a record pace. Global leaders and disruptors alike are contributing to this transformation and Orrick is helping them protect their innovations, invest and scale.

OUR CLIENTS:

Nxera Pharma | Tiziana Life Sciences | OKYO Pharma Limited



**INNOVATIVE LAWYERS
NORTH AMERICA
2023 WINNER**

Top 3 Most Innovative Law Firm **8 Years in a Row**

**We are advising the most sophisticated
AI users in the world on transactional,
regulatory and litigation matters**



Our Strategy:
It's pretty simple

Our sector focus enables us to really get to know our clients' market and business and deliver actionable, commercial advice.



THINKING DIFFERENTLY

THAT'S THE CHALLENGE WE GIVE
TO OUR ASSOCIATES WORLDWIDE

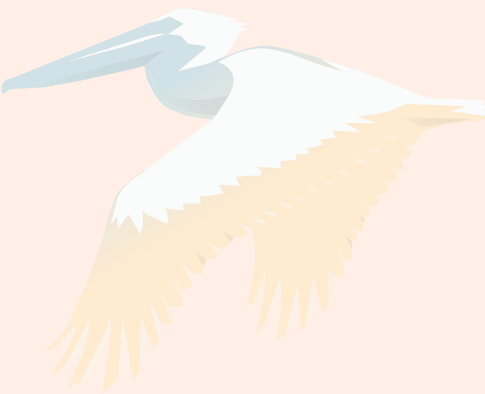
We focus on the sectors that are driving the economy of the future: Technology & Innovation, Life Sciences & Healthtech, Decarbonisation & Infrastructure Modernisation, and Finance & Fintech.

We differentiate from other global law firms through our strategy focused on delivering commercial, synthesised, sector-focused advice, our best place to work culture that attracts talent and inspires best performance and by innovating in our legal advice and service delivery.

If you are motivated by practising at a modern and innovative global law firm, but crave the teamwork, mentoring and client contact that a smaller office offers and want to help drive positive change in the community, then Orrick is the firm for you.

1,150
Lawyers
Globally

26+
Markets
Worldwide



8
Trainees
in London



WHY PELICANS?

Pelicans have become a symbol for us as we reflect together on how we want to practice in the future. They're remarkable birds. Pelicans work as a team. They recognise that each individual has unique strengths - taking turns leading, depending on the conditions. They flock together to herd fish to shallow waters. And they go to extraordinary lengths to protect the next generation in their pod.

How you do things is part of what defines your ecosystem. We hope this brochure gives you an introduction to how we do things at Orrick, our culture and a sense of what it might be like to be part of our team.



OUR CULTURE

CORE VALUES

We are fortunate to have inherited the core values of excellence, teamwork, perseverance and innovation – going back 150+ years to our roots in California’s Gold Rush era. This history shapes the long-term perspective we bring when we advise our clients. We’re equally grateful to work with the most innovative companies worldwide, paving the way for a more globally integrated, technologically sophisticated future.

INNOVATION

We tap into technology to help take the grind out of legal work. For example, our corporate associates work on a platform that gives them access to state-of-the-art document templates, checklists, and AI-powered precedent and drafting tools so they never have to reinvent the wheel. And our litigation associates use AI, automation and case management tools in their discovery work as they prepare for trial. For our lawyers, bonus-eligible hours can include time on innovation projects.

DIVERSITY, EQUITY & INCLUSION

Inclusiveness is a core value that shapes the way we run our firm. It's part of our daily conversation about investing in talent, staffing our teams and measuring our success. We are taking concrete steps to make our firm and our profession more inclusive. You'll see it in our metrics and our lawyer development and coaching programmes – and you'll feel it in our culture.

Our global DEI programme is led by Partners Lorraine McGowen (Firmwide Partner-in-Charge), recognised by Savoy as one of the most influential black lawyers in the United States, Eugene Clark-Herrera (Talent), John Palmer (Community), and Aravind Swaminathan (Clients). We also have a dedicated Women's Initiative led by Partners Sheryl Garko and Laura Becking which supports women's career development across the firm and promotes diversity within senior management. Orrick also has a long history of promoting LGBTQ+ equality, both inside and outside the firm, under the leadership of Partner Cory Lankford. In 2020 we were involved in the US Supreme Court's landmark ruling in *Bostock v. Clayton County*, strengthening workplace protections for LGBTQ+ employees across the US.

Closer to home, we have several DEI initiatives within the London office. Our London DEI committee meets regularly to support and promote a wide range of events and initiatives, with recent activities including supporting the annual Dive/In event, celebrating International Women's Day and recognising Windrush Day and Black History Month.

We also have a LGBTQ+ Inclusion Network for Europe, headed by Simon Folley, where LGBTQ+

lawyers and staff are able to meet, network and collectively share their experience. The group, which also works closely with our global network, constitutes a safe and confidential space to promote the wellness of LGBTQ+ individuals in the workplace. Additionally, it actively contributes to the creation and improvement of LGBTQ+ related policies and raises awareness of important topics, in collaboration with our DEI Committee and Stonewall.

We also have Inclusion Networks for lawyers and staff from diverse ethnic backgrounds. These groups focus on raising cultural awareness and fostering community connection. Initiatives launched by these networks include a transatlantic mentoring programme and an annual speaker series. They have also collaborated with charities such as the East London Business Alliance to provide support for the community. Additionally, there are occasional global DEI retreats – including our Inspire Retreat for lawyers from diverse ethnic backgrounds, and our Pride Retreat for LGBTQ+ lawyers. These retreats offer members of the Inclusion Networks opportunities to connect in person, collaborate, and strengthen the spirit of belonging across the Firm.

The Women's Initiative in our London office has offered a tailored coaching programme for women attorneys, providing them with valuable mentorship and support. Additionally, there is an ongoing global discussion series that creates a safe space to address important topics, regularly led by women from our London office.

Inclusiveness is also key to how we recruit in London. We are proud to partner with Rare Contextual Recruitment, which helps us ensure our trainee recruitment processes are as fair and inclusive as possible. Rare data allows us to contextualise candidates' academics and experience to ensure that we are not missing out on talented individuals who may have had a less privileged start in life. We also work with Aspiring Solicitors who introduce us to talented students from diverse and social-mobility backgrounds at their Virtual Law Fair series. Orrick was also a founding member of the Reignite Academy, an organisation that supports individuals returning to the legal profession following a career break or time spent out of the legal sector.





OUR COMMUNITY

PRO BONO

The impact of our pro bono programme is broad. It is also one of the most important ways we measure our professional success.

Last year our lawyers devoted more than 86,000 hours to 750 individual and nonprofit pro bono clients and 125 legal services organisations.

We have a recognised leading pro bono practice with almost 100% of our lawyers in Europe and Asia supporting high impact pro bono projects each year.

Our lawyers work on a variety of matters such as access to justice projects assisting marginalised and disadvantaged individuals in our communities, innovative social finance deals and human rights reporting and research.

Orrick is consistently ranked in the Top 5 Law Firms globally and in the UK for pro bono contributions

#4 for Pro Bono internationally

The American Lawyer
2023

Top 15 in UK's survey of top Pro Bono firms

Legal Week
2022

HIGHLIGHTED PROJECTS

THE GREECE COLLABORATIVE

The UK and European offices of Orrick, in collaboration with a consortium of law firms, partner with the NGO European Lawyers in Lesvos (ELIL) to provide much needed pro bono legal information and assistance to asylum seekers in Athens and Lesvos.

This project involves sending volunteer lawyers to the ELIL offices for two weeks at a time to help with preparing these vulnerable individuals for the asylum interview process.



Social Impact:

Legal
Week

FT
FINANCIAL
TIMES

LawWorks
Pro Bono
Awards
2020

PILnet

UK ACCESS TO JUSTICE

Trainees and lawyers in our London office can join a number of ongoing Access to Justice projects to help vulnerable individuals in our local community. These are:

- ⇒ supporting adults with learning disabilities and mental health difficulties with welfare benefits and charging appeals with Access;
- ⇒ advocating for terminally ill children and their families in areas of social housing and community care with LawWorks;
- ⇒ assisting destitute detained immigrants to obtain the legal aid they are entitled to with Bail for Immigration Detainees (BID UK);
- ⇒ assisting Afghan individuals with family reunification and Afghan Relocations and Assistance Policy (ARAP) applications with Safe Passage and Refugee Legal Support;
- ⇒ preparing exceptional case funding and family reunification applications for asylum seekers in Europe with family members in the UK with Refugee Legal Support;
- ⇒ assisting on statelessness applications with Asylum Aid.

They can also join a regional project, working on Rule 39 interim measures applications to the European Court of Human Rights on behalf of refugees and asylum seekers on issues such as pushbacks and reception conditions with Coalizione Italiana per le Libertà e i Diritti civili (CILD).

These projects involve areas of law outside our usual expertise, so comprehensive training and supervision by an expert lawyer at our partner organisations is provided.

Access to Justice:

Best International Pro Bono, winner

LawWorks Pro Bono Award
2023



SUSTAINABILITY

A clear and accountability-focused sustainability strategy is critical for a better global environmental future. Sustaining the environment and preserving our planet's natural resources is a key value for Orrick, and we are committed to operating our firm in a manner that reflects those values. Environmental and sustainability matters are also increasingly important to our clients, and they closely scrutinise how their legal counsel perform in these criteria. To achieve these goals, we seek to conduct our business in a manner that reduces waste and reduces our worldwide carbon footprint.

HIGHLIGHTED PROJECTS

GREEN @ ORRICK is a global initiative that was launched in 2019. Each Orrick office runs its own Green Committee that meets regularly to track progress and to discuss further steps to make their day-to-day work more sustainable and environmentally friendly.

In London, recent Green @ Orrick initiatives include installing plants on our client floor, providing employees with a budget to buy a plant for their office and promoting re-wilding of employees' gardens. We are also a member of PrintReleaf to help offset our paper usage.

YOUR TRAINING CONTRACT

WHAT TO EXPECT

The two-year training programme comprises six four-month seats, with regular appraisals. This gives you the opportunity to gain a wide range of practice group experience and work with many different clients.

TRAINEES CAN CURRENTLY DO SEATS IN OUR FOLLOWING LONDON PRACTICES:

- ▶ Antitrust & Competition
- ▶ Banking & Finance
- ▶ Cyber, Privacy & Data Innovation
- ▶ Employment Law
- ▶ Energy & Infrastructure
- ▶ International Arbitration
- ▶ Complex Litigation & Dispute Resolution
- ▶ M&A and Private Equity
- ▶ Structured Finance
- ▶ Tax & Incentives
- ▶ Technology Companies Group
- ▶ Technology Transactions

You'll have a real opportunity to chart the course of your career.
Here's how ...

YOU'LL WORK IN SMALL TEAMS

This means more partner and client contact and access to coaching and mentoring.

YOU'LL DO PRO BONO WORK

Pro bono work is among the most important work we do. Our dedicated Head of International Pro Bono and Community Responsibility will help you find projects that inspire you.



LEARNING NEVER STOPS

- ➔ As a trainee you will be assigned a dedicated mentor to support you throughout your training contract alongside your seat supervisor.
- ➔ You'll have regular appraisals with both your supervisor and our Training Principal to support your ongoing development.
- ➔ Orrick University offers over 350 substantive legal and business skills courses to help with your continual growth, both professionally and personally. As you advance from associate through to managing and senior associate, you will also attend academies with your global colleagues. We also offer workshops in leadership, teamwork, plain English writing, business development, mindfulness and more.



TRAINEE-LED TRAINING

At Orrick we are committed to giving our trainees responsibility right from the start. From day one, you'll have the chance to shape your own learning experience with our trainee-led training programme. Each year, our trainee cohort selects their 'trainee training representatives' to organise specialist sessions with our associates and partners. You will be guided by Nancy Jones, Senior Professional Support Lawyer, who will help you explore areas that match your interests and create a bespoke training plan.

BETHANY BRABNER

Trainee

Training Contract Seats: TCG, M&A and Private Equity, Energy & Infrastructure, International Arbitration



As trainees begin the second year of our training contracts, we are given the opportunity to become a representative for our trainee-led training programme. The role provides us with a new level of responsibility as we organise the sessions ourselves. It also gives representatives the opportunity to engage with a wide range of people across the firm and in departments which we may not directly experience through our training contracts. The best part of trainee-led training is that it provides us with some autonomy over our own training, something which is truly valued by all the trainees here, and unique to Orrick.

NANCY JONES

Senior Professional Support Lawyer



Trainees are invited to practice group and cross-departmental technical training, but the value of this additional programme is that it is focused solely on the trainees. As a cohort, they select the topics, which can range from technical legal subjects to an in-depth look at a particular aspect of law firm life. Then they collaborate with me to identify potential speakers. Since only trainees attend, it's a great opportunity for them to get to know more people in the firm and it makes it easy for them to ask questions about anything they don't understand.

TRAINEE

NEWLY QUALIFIED (NQ)

MANAGING

HEAR FROM OUR TEAM

MILO DUNNE

Trainee

Training Contract Seats: M&A and Private Equity, Energy & Infrastructure, Finance, TCG/M&A and Private Equity



I was primarily drawn to apply to Orrick due to its strong practices in technology, finance, and energy. Having been working as a paralegal whilst seeking a training contract, I was also eager to gain exposure to a variety of practice areas and take on greater levels of responsibility, something that I thought Orrick would offer, given its six-seat training contract and the relatively small nature of its teams. The (surprisingly enjoyable!) interview process underscored the firm's investment of real time and energy into its training programme.

Since joining the firm in 2023, I have completed seats in M&A and Private Equity, Energy & Infrastructure, and Banking & Finance, and have had the opportunity to assist with a diverse range of matters, including on the sale of a major UK technology company, the acquisition of a global renewable energy developer and a

number of large collateralised loan obligation (CLO) transactions. In each case, I have had extensive client exposure, and been able to work collaboratively with other departments and international offices. My supervisors (and other lawyers in the practice areas in which I have sat) have always provided support, encouraged me to take responsibility for my own workstreams, and treated me as a valued member of the team.

The firm has a strong commitment to pro-bono, and during my time here, I have also had the opportunity to work on a number of rewarding matters, primarily with LawWorks.

SIDDHARTH BALANI

Associate

Practice Group: Technology Companies Group



I always wanted to train at a firm whose speciality and expertise aligned with my interests in the technology sector, international work and exciting and ambitious clients, while being part of a lean and dynamic team. Orrick has proven to be just that.

Having secured my training contract nearly two years before the start date upon graduating from Leeds University, I had the unique opportunity to work as a paralegal in the Technology

G ASSOCIATE

SENIOR ASSOCIATE

PARTNER



REBECCA GREVITT

Managing Associate

Business Unit: Energy & Infrastructure

Companies Group before commencing my training contract. This allowed me to step into the trainee role with confidence, practical legal experience and strong relationships with different clients, offices and departments at Orrick. Having now spent more than two years at the firm, I've been able to work with a variety of clients and network extensively across the business.

Time has been invested in my development and real responsibility given to me from day one. In my Corporate seats, I've been part of multiple deal teams, including company - and investor-side deals - this has allowed me to actively see the entire life cycle of different deals, from term sheet stage to completion, and it's encouraging to know that our contributions as trainees have a tangible impact within each transaction.

A memorable highlight from my time at Orrick is playing a charity football tournament at Crystal Palace's Selhurst Park involving numerous companies in the UK technology universe - hopefully Spurs' Stadium next!

I was initially drawn to Orrick due to the international nature of its work and the degree of responsibility offered to trainees. This proved true throughout my training contract where I worked on numerous complex and high-profile transactions, including a financing of a windfarm in the Mongolian desert as well as smaller investments in tech start-ups. On each transaction, I was offered the opportunity to work directly with clients and to take the lead on certain workstreams.

Having enjoyed all seats during my training contract, I faced a dilemma when choosing a single practice area at qualification. I think that is why I was ultimately drawn to the Energy & Infrastructure team as its sectoral nature encompasses numerous legal practice areas within one team.

Since qualification, I haven't looked back and the renewable focus of the Energy & Infrastructure Team at Orrick means that I have been lucky enough to work on transactions that are at the forefront of the energy transition. Highlights include acting for Ørsted on its GBP1.141 billion sale of the transmission assets of the 1.3GW Hornsea Two offshore windfarm (which is currently the largest offshore wind farm in the world) and advising a multinational consortium in relation to the development of a green hydrogen project in Oman.



TRAINEE

NEWLY QUALIFIED (NQ)

MANAGING



ALEX SOBOLEV

Senior Associate

Practice Group: Cyber, Privacy & Data Innovation

I joined Orrick as a trainee in August 2014. The firm's draw was its small intake and its global reach but comparatively small presence in London, meaning an opportunity to get good exposure to high-end work in an environment that required taking on responsibility early.

I qualified into (what was then) the Data Protection, Commercial, Intellectual Property "etc." team, a group that seemed to take on the matters that didn't cleanly fall into any other identifiable practice area but could probably be summed up as specialising in anything that involved creating or running a business online. It was a great platform for working with and getting to know some pioneering companies doing weird and wonderful things with software and data. It meant understanding how various online products worked under the bonnet and seeing how advice translated into real-world user experience. With the introduction of the GDPR, the growth of big data and the development of AI, it has also been an exciting space to work in.

Although the firm has changed a lot since I started my training contract, it has retained the qualities that made me apply and encouraged me to stay here in the first place. Despite being a large global firm, it has an entrepreneurial, almost start-up quality to it which gives it a vibrant, relatively informal and non-hierarchical atmosphere that rewards curiosity, enterprise and a willingness to take on challenges.



G ASSOCIATE

SENIOR ASSOCIATE

PARTNER

MORE FROM OUR TEAM

SUSHILA NAYAK

Partner and Training Principal
Practice Group: Structured Finance



I started my career in finance law after studying economics and history at university. At the beginning of my career in law I did not really know what I wanted to do, but I was always interested in finance and this seemed like a natural fit. I joined Orrick in 2002 and worked in the finance team in New York for a number of years before coming to London on secondment. My secondment was due to last only 6 months, but I ended up staying in London on a long-term basis.

After I settled in London, I qualified in England and Wales (and remain qualified in New York) and in 2020 I took on the role of Training Principal. I really enjoy having the opportunity to see the next generation of lawyers come up through the ranks and to help guide them on their career choices. At Orrick, we take pride in giving trainees the chance to do real work. We don't have a formulaic approach to our training.

Our programme is designed to give our trainees the chance to maximise their experience during their training contract. They have a broad range of practice areas to choose from and we believe strongly in giving opportunities and responsibility to trainees who have the capacity to handle it.

My top tip for someone applying to be a trainee at Orrick would be to keep an open mind about what you want to do, try as many different practice areas as you can, and think about which ones best suit your interests and your strengths.



APPLYING TO ORRICK

We hope you're feeling inspired to learn more about a career with Orrick. Here's the path to explore more ...

WHAT WE'RE LOOKING FOR

We look for individuals who want a high level of responsibility from day one, enjoy working in teams, are great at building relationships, have the grit and determination to persevere and find innovation and change exciting. Inspire us with your diverse backgrounds and interests, and tell us about the life experiences and perspectives that shape your worldview. We welcome bright, talented graduates of any discipline who are looking for a firm offering a broad-based training contract. Applicants should have or be on track to achieve a 2:1 (or above) degree in any discipline.

VACATION SCHEME ROUTE

The primary route to applying for a training contract with us is to apply for a space on our summer vacation scheme programme. Our vacation scheme offers participants an opportunity to see the London office of a U.S. law firm in action and get an insight into what life as a trainee would be like here.

During the two-week scheme you'll spend time in two practice groups, working on real work alongside our trainees, associates and partners. There will also be a variety of social opportunities and events throughout the



scheme, giving you an opportunity to really get to know our team. Candidates can also expect to attend various training sessions and workshops and they will be assessed for a training contract via a structured interview, a written exercise, a research task and a group presentation (please note, the assessment process is subject to change).

TRAINING CONTRACT ONLY ROUTE

We also offer a direct training contract application route, designed primarily for those who are unable to complete a vacation scheme with us. This is part of our commitment to ensuring equal access to our opportunities – we recognise that not all our applicants will be able to attend a vacation scheme with us.

COMPENSATION AND SPONSORSHIP

Trainee salaries currently start at £55,000 for the first year, rising to £60,000 in your second year. Our NQ salary is currently £140,000. We also offer a competitive benefits package and a dedicated wellness programme in London, including firm yoga classes, and a variety of global and local mental health initiatives.

Our trainees will study a bespoke course to prepare for the SQE, and we will also provide a maintenance grant of £1,000 per month for the study period.

KEY DATES



1 October 2024	Applications open for Vacation Scheme Route
2 January 2025	Applications open for Training Contract Only Route
31 January 2025	Applications close for Vacation Scheme Route
30 April 2025	Applications close for Training Contract Only Route
30 June - 11 July 2025	Vacation Scheme
June - August 2025	Direct Training Contract Assessments

READY TO THINK DIFFERENTLY?
Go to orrick.com/careers/lawyer-job-opportunities to apply.

LET'S TALK!



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