



\* The day that you will count  
as a vital part of our firm.

# 30\*



\*The number of trainees Mayer Brown is recruiting in London this year.

## Introduction

When you are a trainee solicitor at Mayer Brown in London, you are more than just a number. We focus on giving you the one-on-one attention, support and opportunities you need to succeed in the legal world. Although we are one of the world's largest full-service law firms, our London office is a tightly knit team with a culture that is open and inclusive.

**So your voice really counts for something here.**

### Get stuck in

At Mayer Brown, you will gain hands-on experience from day one. You will meet with clients, work on projects and learn about different practice areas. Over two years, you will undertake four 'seats' – moving from one area to another – giving you the chance to try different things for yourself before you find your niche. You will also have the chance to complete a secondment, either in the UK to one of our major clients, or further afield in Brussels, Chicago, Hong Kong, New York, or São Paulo. In addition, we have an exclusive arrangement with Nottingham Law at Kaplan Law School in London – we are the only UK law firm working with them to offer a US law introductory course.

### Rewarding hard work

You get the best of both worlds here. The firm is large enough to offer significant opportunities, but not so large that you become just another cog in a legal machine. In fact, our culture is something of which we are very proud. While we are an ambitious, hard-working firm, it is not a 'pressure cooker' environment. We all have lives outside work too.

### In their own words

We want to give you a picture of life at Mayer Brown, so we spoke to some of our recent trainees about their experiences. Over the next few pages, they share their thoughts on what it is really like to work here.



Great communication skills are absolutely vital to a career as a lawyer. That's what **Pradeep Madhavan** stressed when he talked us through his experiences as a trainee at Mayer Brown.

After graduating with a Law degree, Pradeep considered medicine as a career but chose law. He felt it played best to his talents as a communicator and is convinced that the ability to write and speak with clarity and precision plays a big part in any lawyer's success.

**"You do need to develop really strong technical legal skills and there's no replacement for knowing your client's business and the law that impacts on it inside-out. But I've learnt that you can't underestimate the importance of being able to really connect with clients and colleagues."**

Pradeep was attracted to the small size of our trainee intake. He's found it to be intimate and supportive as well as a great

opportunity to develop friendships and relationships that will last a professional lifetime. He's impressed too with the variety and breadth of experience of his colleagues. Or, as Pradeep put it: **"this firm positively attracts a real variety of people and personalities and it's refreshingly clear of 'identikit clones'"**.

His advice to anyone considering training as a lawyer is to think carefully about your own personality and look hard for a firm that suits it best. He stressed too the importance of making certain that you are suited to life in the City before taking the leap and that ultimately there is no replacement for doing your homework.

# 26

\* The number of trainee secondment opportunities we are offering this year.

# 24\*

\* The number of seats you can choose from during your training contract.



Studying Law at university is one route to a career with a leading international law firm, but not the only one. We asked **James Kench** to tell us why he made the leap from Natural Sciences at Durham University to a training contract at Mayer Brown.

James wanted a career with as many options as possible, more than he felt that science could offer him. But having decided on law, the next hurdle for James was finding the kind of firm he would like to train with.

His advice to those thinking of making the same choice is to do the legwork. James says that it is vital to visit as many law fairs as possible and talk to the people representing the firms. He chose Mayer Brown because he liked our down-to-earth approach and we picked James for similar reasons.

Secondments play a big part in legal training and James's experience working with a city insurance broker has really helped him to develop his commercial awareness and to gain an insight into business from a client's perspective. Back working at our main London office, James is hoping that his next secondment might take him to Hong Kong or the USA. Wherever he goes he will be sure to add insight and experience to his capabilities.

"Science and law are actually pretty similar – they're both concerned with theories and problem solving. The big difference is that law has so much more variety and potential."



At Mayer Brown, we believe in developing talent. Our work experience programmes help us do this. At the same time, they give the people on them a taste of what life here is like, as **Patrick Horan** found out.

Patrick argued his way into his training contract – quite literally. He’d always relished the challenge of law, which took him to Trinity College Dublin to complete his LLB and LLM. While there, he won a moot competition, sponsored by Mayer Brown. That led to him spending time with us on a vacation scheme.

“I did the vacation scheme in the summer of 2006, not really knowing what to expect, but relatively confident I wouldn’t quite fit in with solicitor life. However, I was proven completely wrong and really enjoyed my time at the firm. I met some incredibly nice people doing fantastically important and demanding work.

“I didn’t look at any other firms as I really like the culture at Mayer Brown. It just feels right to me. You do have to be proactive and forthcoming but if you’re prepared to be bold you’ll genuinely get integrated and involved with some fantastic work. I’d like to carve out a career as a lawyer in Finance or Corporate and Mayer Brown are pretty clearly a market leader. I’d urge anyone to look hard at law in general, and Mayer Brown in particular, as there’s a lot more to it than people think.”

Patrick is almost one year into his training contract at Mayer Brown. He told us that his experiences in the past 12 months have only added to his conviction that Mayer Brown was the right choice for him.

415\*

\*The number of places on our work experience programmes.

O



\* The number of clones  
you will find at  
Mayer Brown.



Here at Mayer Brown, we acknowledge that everyone is different. In fact, the range of experience and backgrounds in our firm helps keep things fresh and interesting – something that attracted **Keith McShea** when he decided on a radical career change.

Keith's path to Mayer Brown was anything but conventional. He studied French and Business at university before spending 12 years in the financial industry. During that time he held senior positions at several financial institutions, including fund and asset management firms.

Starting again with a totally new career wouldn't have been everyone's next step, but Keith had enjoyed the legal aspects of his previous roles and wanted a new intellectual challenge.

Recently qualified and now working in the funds and financial services group within our corporate practice,

Keith has been able to make good use of the knowledge and experience gained in his previous working life. Although Keith admits that it was tough leaving a senior position and starting with a clean sheet as a junior trainee, he's certain that the environment at Mayer Brown really encouraged him to build a new career.

**"There's an awful lot that someone with experience in another area or industry can offer the legal profession. My past has really helped me with an overall commercial perspective and Mayer Brown were quick to recognise this."**



**Katie Hamilton** always had her eye on a legal career, even gaining work experience at a law firm when she was just 16. For those who share her interest she says there is no replacement for solid research and sound homework in your quest for a training contract.

Katie studied English at Oxford because it was a subject that she loved, but she knew that her career ambitions lay in Law. She was eager to find something intellectually challenging and law's heavy emphasis on language was a major appeal for her.

She was also keen to experience new cultures after her time at Oxford and our strong international profile and links to the US stood out for her. After a vacation scheme with Mayer Brown and two other major firms, she chose to join us.

**“It was useful to experience the other vacation schemes but I was quickly sold on Mayer Brown. This was the only firm**

**that showed a genuine interest in me as an individual and I was impressed by how the firm manages to combine a very high level of legal work for some of the world's leading businesses with encouraging the individuality of the people here. I think it's unique.**

**“I'm glad that I took the time to inform my choices; you've got to do your homework, apply for vacation schemes and find as many ways to experience different firms as you can if you're going to find the one that's right for you.”**

Katie is a second seat trainee working in our litigation practice and keen to experience insurance next.

# 1,000\*

\* The number of clients through the door of our new London headquarters in the first six months.



# 21



*21 the number of world cities where Mayer Brown operates.*



You don't have to travel to go far. But after a degree in Archaeology & Anthropology at Cambridge and time gaining commercial experience **Tamsin Travers** joined Mayer Brown as a trainee solicitor and found herself seconded to our office in Brazil.

Upon leaving Cambridge, Tamsin was keen to seek out new experiences. She spent the next two years working in temporary roles for a variety of businesses and gained valuable insight into the commercial world. Turning her experiences into inspiration she found herself drawn to a legal career and researched a number of leading firms alongside Mayer Brown.

Tamsin tells us that she was struck by how many of our trainees had degrees in subjects other than Law and by how our firm values and encourages the variety that this brings. A major event in Tamsin's training was her secondment to our

office in São Paulo and she was keen to tell us about the effect it has had on her.

*"The office in São Paulo is very small and I quickly found myself fully involved in a wide range of the firm's work there. It was fantastic to experience not only a completely new country but a very different working culture too."*

Tamsin had to compete for the secondment and was interviewed to secure this opportunity. She is eager to highlight how important it is to not just embrace the opportunities that a training contract can offer but to actively go out and hunt them down too.





You know what they say about all work and no play. At Mayer Brown, we like to strike a healthy balance. True, there are times when we have to work long hours. But we don't work late for the sake of it. This is something that **Anne-Marie Chirema** has found.

Like many of our trainees Anne-Marie didn't follow a conventional route into law. After studying Law at Oxford, she spent about two years working in media. Eventually deciding on law, she was attracted to Mayer Brown's strong IP department and our links with a major record label. Anne-Marie's next secondment will take her there.

With only six months of her training contract left to run, Anne-Marie is happy to report that the good work-life balance she initially experienced here is still consistently delivered on.

"People here do work very hard but as far as I can see there's no 'face time'. When you have finished your work, you can go. Of course there are occasions where I do have to work late and anyone looking for a career in law should expect this. But it is possible to make this the exception and not the rule."

Anne-Marie participates in a Mayer Brown sponsored reading partnership at a local school, taking time out on alternate weeks to read to the children and even inviting them along to our office to see where she works. She has also worked as a Citizens Advice Bureau volunteer at the Royal Courts of Justice, putting her new skills to good use.

# 60,496<sup>\*</sup>

*\* The total number of global pro bono hours we worked in 2008.*

## Meet us

As well as attending many law fairs, we also run skills sessions on campus and in-house throughout the year. Our skills sessions aim to increase your chances of getting a training contract and are a great way to find out more about Mayer Brown and meet some of our trainees, associates, partners and the graduate recruitment team. Please visit us online for a full programme of events.

## Open Days

We run five Open Days every year, three in December and two in January. These are open to all undergraduates and graduates, regardless of year or discipline and you can find details of these in our application timetable. Each day has a full programme of events and has been designed to provide a real insight into life at Mayer Brown, as well as the opportunities on offer. The Open Days will also include seminars by leading partners on two of our major practice areas, a group skills session and exercise, as well as briefings from our current trainees. Over the course of each day, you will also be given the opportunity to meet some of our partners, associates and trainees in a more informal setting.

## Work Experience Programmes

We offer three Work Experience Programmes: one at Easter and two in the summer with 45 places available overall. You can find the dates for these in our application timetable.

Each of the programmes will give you the opportunity to gain valuable experience of life as a trainee solicitor at Mayer Brown and first-hand experience of life in a global law firm; sharing an office with a partner or associate and assisting them on real deals and helping with their day-to-day work. We will ask you in advance which practice areas interest you most and during the programme you will have the opportunity to sit within two different departments.

During your time with us you will also work with fellow Work Experience Programme students on a project designed to test your research skills and to expose you to our broad range of practice areas and international offices. And to supplement the practical work experience, you will also attend presentations and workshops covering our different practice areas, designed to give you even more insight into the breadth of the firm. There will also be plenty of social activities organised, including a day at our office in Brussels.

During the course of the Work Experience Programme, you should be able to meet, work and socialise with many of the people who work at Mayer Brown, including trainees, associates and partners. One-third of our trainees completed a work experience programme at Mayer Brown and they play an active role in the organisation of each programme, with many of them acting as trainee 'buddies' – your own personal guide during your time here at Mayer Brown.

Work Experience Programmes are all based in our prestigious City of London offices and you will be paid a competitive salary, details of which you can find by visiting us online.

## Training contracts

As a trainee, you will be right in the middle of the action, and be given real responsibilities. The training contract is a two-year programme. Over the two years, you will do four 'seats' – moving from one practice area to another (or on secondment to one of our clients or to one of our international offices) – getting a taste for the different kinds of work in which you are interested. During each six-month seat, you will share a room with a partner or senior associate, who will act as your supervisor.

## Making the grade

All applications are made online. For training contracts, you will be invited to a one-day assessment centre where you will complete a written exercise, an interview with two partners and a group exercise. For our Work Experience Programmes, you will be invited to a 45-minute interview with a member of graduate recruitment.

## Investing in you

All those who accept the offer of a training contract at Mayer Brown (and who have not already taken the LPC) attend the LPC at Nottingham Law at Kaplan Law School. The Kaplan LPC reflects more closely Mayer Brown's core practice and includes a Mayer Brown Commercial Contracts Elective, devised by Kaplan in collaboration with specialist practice area lawyers from Mayer Brown.

In addition to the LPC, Mayer Brown students at Kaplan participate in an LPC enhancement programme, consisting of a number of sessions designed to smooth the transition from legal studies to working life at Mayer Brown and to improve presentation and writing skills, teamwork, writing, relationship management, commercial awareness and time management. The sessions include:

- a five-module introductory course on US law, with presentations by students at our London office;
- research exercises carried out in our Information Centre; and;
- sessions on briefing your supervisor and running a client meeting.

### Training

During your training contract, you will complete a number of training modules. Our training goes far beyond the compulsory Professional Skills Course. Your study will include international business, client relationships and advanced legal research, and our professional support lawyers hold regular briefings on the latest legal developments.

### Appraisals

To ensure your training is on track, you will have two appraisals with your supervisor during each seat, and you will also have the opportunity to talk openly to an independent person about your seat, your feelings about the training contract and any concerns you may have.

### After qualifying

We really hope you will choose to stay with the firm once your training contract is complete. As you get closer to qualifying, we will give you all the career guidance you need to help you make your decision. If you do decide to join us, we won't expect you to jump right in either. Many of our trainees take some time off to travel or simply take a break before they start their career as a lawyer at Mayer Brown.

## Application timetable 2009/10

Please note all applications should be made via our website at [www.mayerbrown.com](http://www.mayerbrown.com)

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### Open days

Apply 1 November 2009 to 15 January 2010

Please apply at least seven working dates before the Open Day you would like to attend

Dates: 2, 9 and 16 December 2009  
15 and 20 January 2010

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### Easter Work Experience Programme

Final year undergraduates and graduates from all disciplines

Apply 1 November 2009 to 31 January 2010

Interviews will take place in February 2010

Dates: Monday 22 March to Thursday 1 April 2010

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### Summer Work Experience Programmes

Penultimate year law undergraduates, final year undergraduates and graduates from all disciplines

Apply 1 November 2009 to 31 January 2010

Interviews will take place in February 2010

Dates: Programme One – Monday 28 June to Friday 16 July 2010  
Programme Two – Monday 26 July to Friday 13 August 2010

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### Training contracts beginning September 2012/March 2013

Apply 1 November 2009 to 31 July 2010

Law undergraduates in their penultimate year should apply between 1 June and 31 July 2010, including that year's examination results where possible, for assessment in August/September 2010.

Final year graduates and graduates should apply earlier in the year for consideration prior to August/September. Please note Assessment Centres run all year round.

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## More about Mayer Brown

### Our credentials

Mayer Brown is one of the world's largest law firms. We have more than 1,800 lawyers worldwide, with offices in 21 major cities across the US, Europe, Latin America and Asia. Our London office alone has over 100 partners, 210 lawyers and 300 business support staff.

We undertake significant transatlantic and pan-European work for large global clients, working with our colleagues around the world. As a firm, we have set ourselves some ambitious targets for growth over the next few years. That means more opportunities for you to get ahead as a trainee in one of our core practice areas in London: corporate, finance, litigation and dispute resolution, real estate, insurance and reinsurance, pensions and employment, intellectual property and IT.

## Diversity and respect

At Mayer Brown we treat each other with mutual dignity and respect. In fact, we think diversity is essential if we are going to continue our success as one of the world's largest law firms.

### Recruitment

Our aim is to make our opportunities accessible to everyone and to encourage people to join us from a wide range of backgrounds. We are working with several charities, including the Employers' Forum on Disability and Stonewall, to make our recruitment process more accessible to minority groups. We are also the first and only law firm to work with EmployAbility, a not-for-profit organisation, which links graduates with disabilities with leading global employers.

### Employee welfare

We want to make Mayer Brown a flexible place to work, where all our people have the chance to reach their potential. We have introduced maternity coaching and are also planning to set up network groups for employees, including a Women's Group, Working Parents' Group and a Flexible Workers' Group.

Find out more by visiting our website at [www.mayerbrown.com/diversity](http://www.mayerbrown.com/diversity)

## Taking the next step

### How to apply

If you have heard enough and are ready to apply, you will find the application form on our website at [www.mayerbrown.com](http://www.mayerbrown.com)

### Get in touch

If you would like to talk things through first, you can contact a member of our graduate recruitment team in London:

**T** +44 (0)20 3130 8524

**E** [graduaterecruitment@mayerbrown.com](mailto:graduaterecruitment@mayerbrown.com)

Mayer Brown's brand new London headquarters opened in 2009. Our home at 201 Bishopsgate is in the heart of the City of London and part of Broadgate, one of the pre-eminent addresses for law and other professional services firms. Designed with our people and our clients in mind, we are justifiably proud of the quality and level of facilities we are able to provide. Our building's green credentials are outstanding too and include high-performance glass, capable of minimising solar heat gain and maximising the retention of cool air. Another feature is our green roof, created to act as a sponge to hold back flood rainwater from London's sewage system and to form an important habitat for local wildlife too.



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## About Mayer Brown

Mayer Brown is a leading global law firm with offices in major cities across the Americas, Asia and Europe. We have approximately 1,000 lawyers in the Americas, 300 in Asia and 500 in Europe. Our presence in the world's leading markets enables us to offer clients access to local market knowledge combined with global reach.

We are noted for our commitment to client service and our ability to assist clients with their most complex and demanding legal and business challenges worldwide. We serve many of the world's largest companies, including a significant proportion of the Fortune 100, FTSE 100, DAX and Hang Seng Index companies and more than half of the world's largest investment banks. We provide legal services in areas such as Supreme Court and appellate; litigation; corporate and securities; finance; real estate; tax; intellectual property; government and global trade; restructuring, bankruptcy and insolvency; and environmental.

### OFFICE LOCATIONS

#### AMERICAS

- Charlotte
- Chicago
- Houston
- Los Angeles
- New York
- Palo Alto
- São Paulo
- Washington

#### ASIA

- Bangkok
- Beijing
- Guangzhou
- Hanoi
- Ho Chi Minh City
- Hong Kong
- Shanghai

#### EUROPE

- Berlin
- Brussels
- Cologne
- Frankfurt
- London
- Paris

#### ALLIANCE LAW FIRMS

- Mexico, Jáuregui, Navarrete y Nader
- Spain, Ramón & Cajal
- Italy and Eastern Europe, Tonucci & Partners

Please visit [www.mayerbrown.com](http://www.mayerbrown.com) for comprehensive contact information for all Mayer Brown offices.

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