

WHITE & CASE

Together we  
make a mark



**“Being truly global is not just a buzzword at [White & Case](#). Trainees have the opportunity to work with a variety of clients and colleagues from around the world on a daily basis.”**



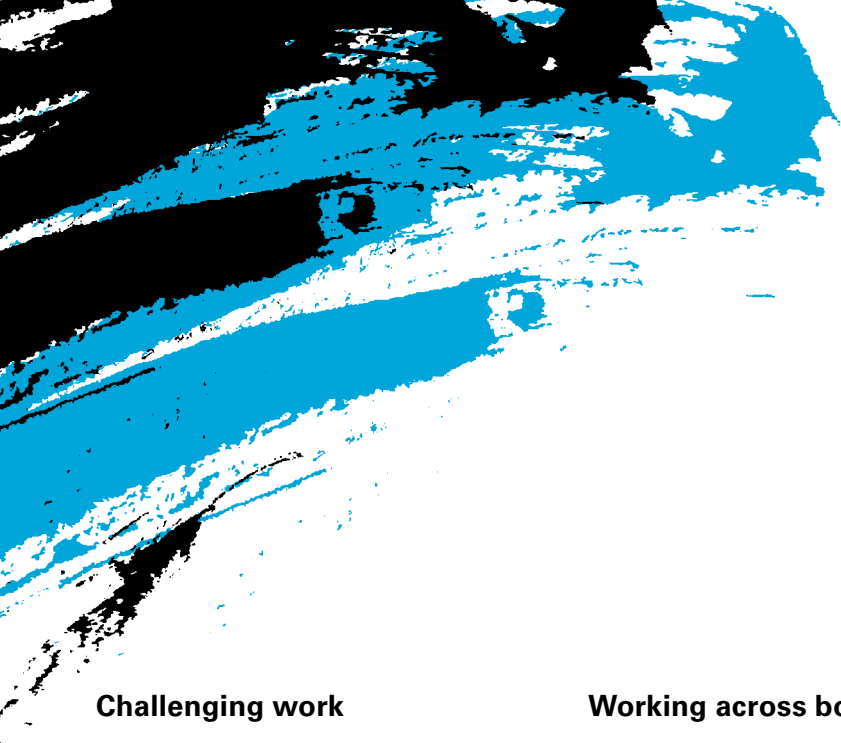
*Some of the quotes that appear throughout this brochure are the unedited comments of White & Case trainees. The comments were collected as part of an anonymous survey and are reproduced verbatim.*

# What “global” means for your career

**What started as a radical idea**, that the world is our market, is now our reality. Our Firm’s beginnings in New York in 1901 and subsequent global expansion instilled a commitment to excellence, a confidence and an ambitious spirit that are now fundamental to our practice. Today, complex client projects, nuanced, local market knowledge and global capabilities define who we are. Our longstanding presence in key markets worldwide has produced deep expertise that powers meaningful solutions for leading clients.



What you'll do



### **Challenging work**

As a White & Case trainee, you'll work on challenging, sophisticated and complex cross-border transactions/cases across both the developed and fast growth markets where rules are still being made (often with our help). You'll be an integral member of your team and have genuine responsibility early on in your career.

### **Working across borders**

Over the past 100 years, we've built an unrivalled network of 41 offices in 29 countries. That investment is the foundation for White & Case's client work in 159 countries today. Many White & Case clients are multinational organisations with complex needs that require the involvement of multiple Firm offices. You'll work in a fast-paced, collaborative environment with colleagues across the global network on multijurisdictional matters, and experience the operational realities of cross-border law.

### **Commitment to growth**

We're strategically committed to substantial growth between now and 2020—in numbers of clients, revenue and profitability, and lawyer headcount. For you, the increase in our associate numbers means more opportunity for career advancement.

# Why choose us?

**You'll be part of an excellent training programme which gives you genuine responsibility early on. Something many firms promise, but few deliver.**

You get to shape how your career develops and where. In fact, one of your first tasks will be to submit your overseas seat practice area preferences. Arbitration in New York? Corporate in Dubai? Bank Finance in Prague perhaps?

We're one of the only firms to guarantee an overseas training seat. Not as a gimmick, but because almost all our work is cross-border, so we need lawyers with international experience, outlook and contacts.

From day one, you'll work alongside colleagues from around the world and deal with many of our 41 global offices across six continents, which again gives you valuable exposure to different countries and cultures.

You'll also work alongside an experienced supervisor, who will give you close support and the best on-the-job training possible.

As you manage and plan your career, both during training and after qualification, you'll have plenty of support. Our Associate Career Framework lets you know exactly what's expected of you as an associate at each stage of your development and is supported by a global programme of training courses.

## Trainee statistics



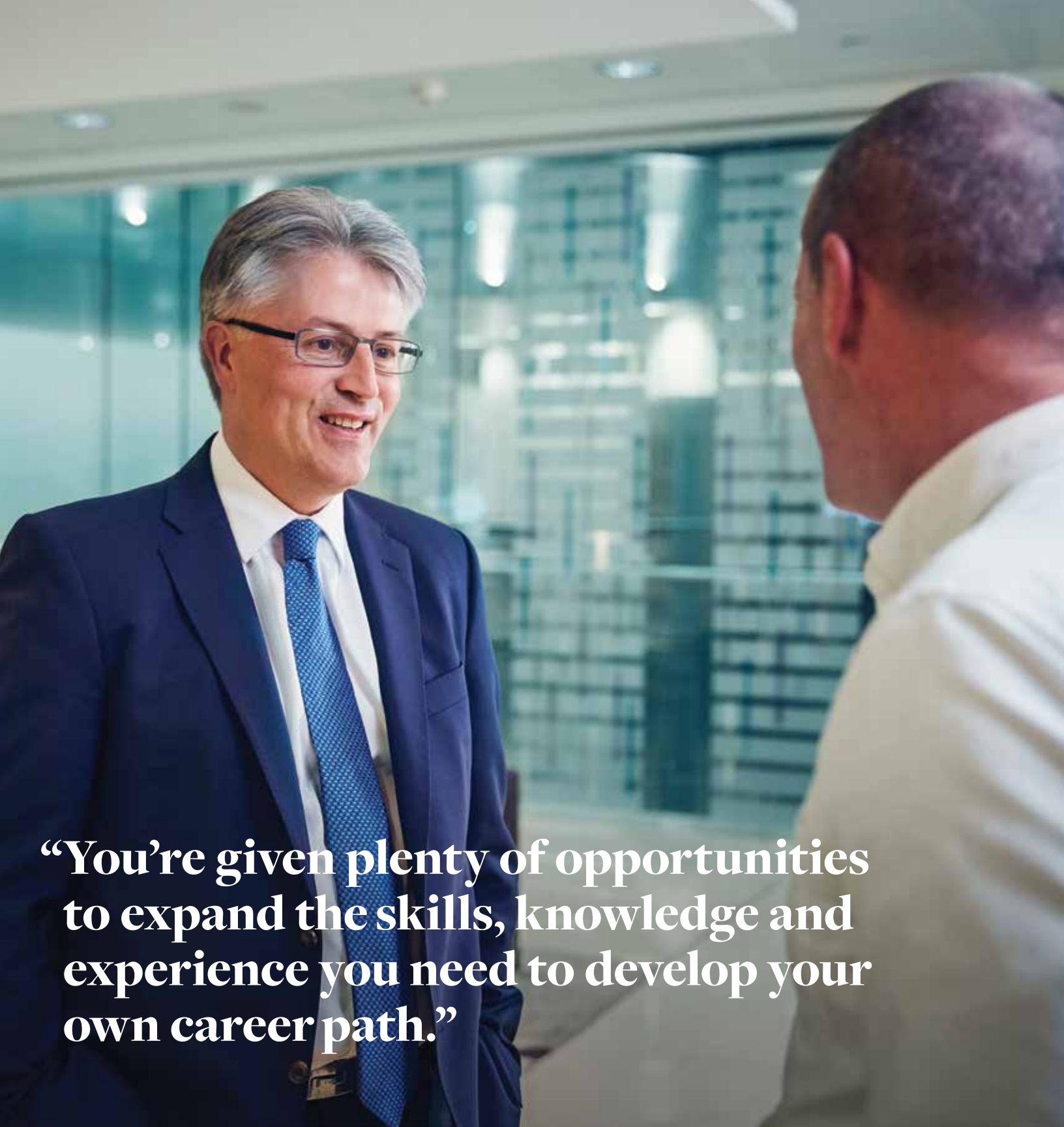
Voted one of the UK's  
top 300 places to work



1 OF THE ONLY FIRMS TO  
GUARANTEE AN OVERSEAS SEAT

50 TRAINEES RECRUITED EVERY YEAR

87% OF OUR TRAINEES HAVE BEEN  
RETAINED IN THE LAST 16 YEARS



**“You’re given plenty of opportunities to expand the skills, knowledge and experience you need to develop your own career path.”**

# Your training programme, your career

## Training

We structure our training programme to meet both your short-term career goals and long-term aspirations. So how does it work?

You'll work through four six-month seats, one of which will be finance and one overseas. To gain contentious experience, you can choose a seat in dispute resolution, intellectual property or construction. Alternatively, you can join the Litigation Training Programme if contentious work is not for you. Wherever possible, we take into account your personal preferences when finalising your seat rotation.

Of course, some of your training will be more formal. You'll complete both compulsory and elective modules of the Solicitors Regulation Authority's Professional Skills Course in-house during your induction programme and period of training.

We also run in-house courses, specialist seminars and workshops for trainees, which you're encouraged to attend.

## Supervision

7

In each of your seats, you'll be supervised by an experienced associate or partner. It's their job to make sure you get plenty of opportunities to expand the skills, knowledge and experience you need to develop your own career path.

Reassuringly, the people who recruit you stay closely involved in your development throughout your period of training. They receive monthly training records, and liaise directly with your supervisor about the relevance, variety and volume of work you're doing.

# Your overseas seat—guaranteed

## **While some firms struggle with the idea of working globally, it's second nature at White & Case.**

Truly global, we have a significant presence across the developed world, while being widely recognised as having a tremendous track record in the fast-growth and emerging markets.

Most of our clients are multinational organisations, so almost everything you'll work on will cover more than one jurisdiction. To help develop a taste for global thinking, we guarantee a six-month overseas seat in one of our offices across America, Europe, Asia-Pacific or the Middle East.

Many trainees describe this overseas seat as 'career changing', as they

gain valuable insight into the working practices of another jurisdiction and build professional contacts that last throughout their careers.

With five practice areas across 13 locations available, there is a lot to consider when submitting your overseas seat preferences. These considerations will be taken into account along with business needs and ensuring you have a well-rounded period of training when making the allocations. While speaking the local language should help you settle in, it's not vital, as you'll be predominantly working on English law matters in English. Wherever you go, we'll fully support relocating you and remain in regular contact throughout your time there.

## **Here's what you'll receive:**

- Free accommodation for six months
- Cost-of-living adjustment while you are overseas
- Free language lessons for selected overseas seats
- The same level of personal training—including a supervisor to ensure you get the most out of your time overseas



**“Spending a seat overseas  
is an important part  
of life as a trainee at  
White & Case.”**

**13 OFFICES**  
**A GUARANTEED OVERSEAS SEAT IN ONE OF**

**Abu Dhabi  
Beijing  
Dubai  
Frankfurt  
Hong Kong  
Milan  
Moscow  
New York  
Paris  
Prague  
Singapore  
Stockholm  
Tokyo**



**“I’ve worked on projects involving jurisdictions like Mozambique, Kazakhstan and Malawi—the work constantly has that global element.”**

# A high-quality full-service firm

**As one of the world's leading financial centres and the international hub for English law expertise, a continued strong presence in London is pivotal to servicing our clients.**

We have invested heavily over a long period, building a high-quality full-service practice operating at the top of the market.

Unswervingly international in its outlook, the team supports clients, whether London-based or headquartered in one of the many countries in which we are active, on the complex and challenging issues they face on the world stage.

As a cornerstone of a truly global firm, our reputation in London has been built on an ability to manage the complexity of tough deals in challenging places. Many of the solutions we have been

able to create for clients are acknowledged 'firsts'—something only made possible by the deep local knowledge of colleagues in 41 offices across 29 countries.

In London, we have a team of more than 356 fee earners, including more than 97 partners, all working on international and cross-border projects.

## **In London, our key areas of work include:**

- Banking, Financial Restructuring and Insolvency and Capital Markets (including Regulatory, High Yield and Securitisation)
- Dispute Resolution (including Antitrust, Commercial Litigation, Intellectual Property, International Arbitration, Trade, White Collar and Construction)

- Energy, Infrastructure, Project and Asset Finance
- Corporate (including M&A, Private Equity, Employment, Compensation and Benefits, Investment Funds, Real Estate and Tax)

## **Social responsibility**

We live our Firm's global commitment to social responsibility through a robust international pro bono programme, in which all lawyers are invited to participate. Last year, White & Case lawyers billed more than 94,000 pro bono hours, Firmwide, on a distinctive list of pro bono clients and projects. As a trainee in London, you will be encouraged to get involved in our pro bono projects or in one of the many volunteering activities, often in collaboration with clients.



Who you'll work with

## **Citizens of the world**

As a Firm, we value globally minded citizens of the world who are eager to work across borders and cultures, and are intrigued by solving problems within multiple legal systems. You'll get an immediate opportunity to work in teams with talented colleagues drawn from different jurisdictions and practices.

## **Enterprising teams**

White & Case is a 'high-stretch, high-support' workplace that celebrates individual excellence and team success. Our culture expects, encourages and recognises enterprising, Firm-focused achievement, realised through collaborative work with colleagues who may be drawn from around the world. Teamwork will also introduce you to equally talented and ambitious Firm colleagues down the corridor or across the globe.

## **Equal opportunities for all**

Our Equal Opportunity Policy promotes equality at work and ensures no one suffers unlawful discrimination, directly or indirectly, on the grounds of race, colour, religion, sex, nationality, age, marital status, disability or sexual orientation.

We aim to treat all employees fairly and consistently, encouraging good working relationships and high standards of conduct and work performance.

# Diverse & international

Today, we have 41 offices across 29 countries, and our clients include an exciting mix of multinationals, financial institutions, governments and state-owned entities.

More than 30 percent of all our deals over the last two years involved more than three offices, and 70 percent of our lawyers are located outside the US. The Firm has just over 650 English-law qualified solicitors—53 percent of them based in London and 47 percent across our global network.

Inclusion is a business imperative for us. We are naturally diverse because of the work we do, the locations we're in and the type of people we attract. The nature of our clients' needs requires collaboration across borders, organically driving the recruitment of those with diverse experiences and perspectives in order to provide the best solutions for our clients.

In London, we have special interest groups for our women lawyers, LGBT and BME communities. Firmwide, we support nine global affinity groups, including Asian, Black, Hispanic, Middle Eastern and LGBT.

At last count, in London we had lawyers and staff from 55 different nationalities speaking 36 languages. Firmwide, 90 nationalities and 80 languages were represented in our workplace.

Our diverse culture

We are proud to work with



DIFFERENT NATIONALITIES

LAWYERS AND STAFF FROM

55

SPEAKING

LANGUAGES IN LONDON ALONE

36



# The social network

**There's no rule that you have to join in with the social side of office life, but most people do and thoroughly enjoy themselves in the process.**

Being in the heart of the City and with the rest of London right on your doorstep, there's plenty of fun to be had and experiences to enjoy and share with your colleagues, including office outings to events, theatre, galleries and wine tastings.

There's the office Summer Party, Halloween Party, Winter Ball, Carol Concert and Charity Quiz, plus practice-focused retreats where you help set the strategy for the coming year—or race dragon boats along the Thames. We also hold a Graduate Resourcing Summer Party in a landmark venue such as Somerset House, The Barbican or ZSL London Zoo, specifically for current trainees, future trainees and vacation scheme participants.

We have office teams for most sports. Plus, each year one of our offices hosts the White & Case World Cup, where both football and volleyball teams from around the world gather to compete. Also, let's not forget our annual client cricket match.

## What our trainees have to say

Oliver Alsop

**“When applying for jobs, a short bit of research into White & Case showed me an outward-looking law firm competing at the top of the legal market in a global context, and which offered a broad and varied training contract.”**

I have always had an interest in travel, so the idea of continuing my professional development overseas on the guaranteed secondment was a huge draw. My secondment will be in Singapore and six months there will round off an extremely productive training contract with seats in Private Equity, Disputes, Intellectual Property and Bank Finance. I have learnt a lot during my time here and feel the Firm and my colleagues have been invested in my development.”





Setareh Taei

**“Coming from a multi-cultural background, I was particularly drawn to White & Case because of its global reach and international opportunities.**

Since joining the Firm, I have completed seats in International Arbitration and Private Equity where I have had the opportunity to be involved in a number of complex, cross-border transactions and disputes. Each transaction I worked on presented new challenges, and it is exciting to be part of a firm which explores new and innovative ways to overcome such challenges. The Firm really makes an effort to integrate everyone, locally and internationally, which has played a great part in making my experience valuable and has helped when collaborating with our overseas offices.”

## What our associates have to say

Raif Hassan

**“I joined White & Case  
in February 2012 and  
haven’t looked back since.**

Choosing where to train can feel like finding your way in the dark, but White & Case’s commitment to guaranteeing overseas seats for its trainees, coupled with its record for trainee retention, is indicative of the investment the Firm makes in its people. The Firm’s broad range of top-tier practice areas made choosing where to qualify almost as difficult as choosing which firm to train with, but after much deliberation I settled on Disputes.”





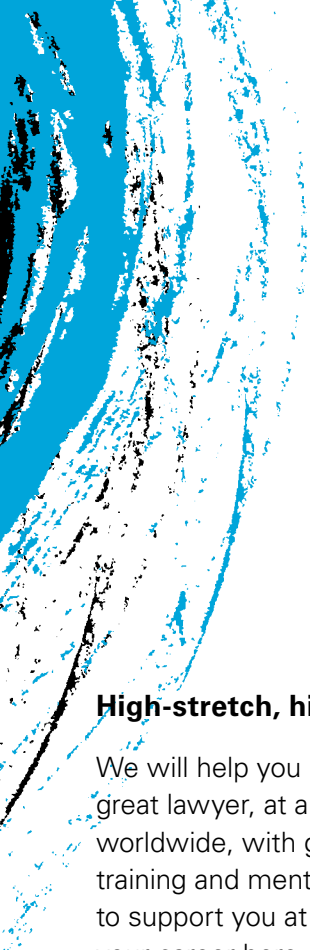
Mariana Lavanchy

**“When I first applied to White & Case, I was particularly drawn to the Firm’s international culture and its stellar reputation.**

One of the great benefits of working at White & Case is the opportunity for growth and development. I started in the Construction team in London and had the chance to complete my last two seats overseas in Corporate M&A in Singapore and Project and Asset Finance in Paris. Having thoroughly enjoyed my four seats, the qualification decision was all the more difficult, but I am very proud to be part of the top International Arbitration practice in the world and work alongside accomplished colleagues.”



**What working here  
means for your career**



### **High-stretch, high-support**

We will help you become a great lawyer, at a Firm respected worldwide, with globally available training and mentoring programmes to support you at every stage of your career here.

Every new trainee attends the New Associate Conference in one of our European offices, run by our People Development team. Joining other trainees from offices across Europe and the Middle East, this intensive training enhances your practical experience and provides you with the business, legal and personal skills you need to succeed.

### **Global experience and exposure**

We believe mobility enhances career development. So training programmes at White & Case are built to give you global experience and exposure, using our unmatched network of offices to support your aspirations. Underlying our commitment to our mobility is our guarantee of an overseas training seat for you.

### **Building your network**

The White & Case experience launches careers within and beyond the Firm. Working with White & Case opens doors to relationships and experiences around the world which will help you build your career, wherever it takes you.

The New Associate Conference is a great opportunity to meet colleagues from other offices and start building a network of international contacts.



Joining White & Case

### **First-year two-day insight scheme**

As a first-year student studying any degree discipline, you can apply for our insight scheme. Over the course of the scheme, you will be invited to presentations, skills sessions and workshops to help introduce you to the role of a solicitor in a City firm and prepare you for the application processes ahead. You'll also spend time work-shadowing, giving you a great opportunity to observe the day-to-day life of a trainee solicitor at White & Case. There are 20 places available.

### **Open days**

As a second-year student, penultimate-year student, finalist or graduate from any degree discipline, you can apply to attend one of our open days for a useful insight into the Firm and the training we offer. We'll give you a detailed introduction to our business, provide one-to-one application guidance and even put your decision-making skills to the test! Over the course of the day, you will have the opportunity to meet lots of people and have all your questions answered by our partners, associates, trainees and Graduate Resourcing team. There are 20 places available on each open day.

### **First-year two-day insight scheme**

**16 – 17 May 2018**

(deadline 31 March 2018)

### **Open days**

**9 November 2017**

(deadline 31 October 2017)

**29 November 2017**

(deadline 17 November 2017)

## Vacation scheme

A vacation scheme is a great way to experience first-hand what life is like as a White & Case trainee. In total, we have around 70 places available on our winter, spring and summer schemes. Playing an active part in the life and work of the London office, you will share an office with your supervisor, help them with their work and attend meetings. There will be opportunities to learn about the Firm and its practice areas in more detail, understand the training programme we offer and attend a variety of workshops. The social side of office life is important too, and you'll have plenty of opportunities to network at social events. Throughout the scheme, you'll receive continued support and feedback from your supervisor and the Graduate Resourcing team.

We pay a weekly allowance of £400.

## Winter vacation scheme

(for finalists and graduates)

**Monday 11 – Thursday 21 December 2017** (deadline 5 November 2017)

## Spring vacation scheme

(for penultimate year students, finalists and graduates)

**Monday 19 – Thursday 29 March 2018** (deadline 31 January 2018)

## Summer vacation scheme

(for penultimate year students, finalists and graduates)

**Monday 18 June – Friday 29 June 2018** (deadline 31 January 2018)

## How to apply

To apply for a first-year two-day insight scheme, open day, vacation scheme or training contract, you will need to complete an online application form. To secure a training contract, you can either apply for a vacation scheme or directly for an assessment centre. Shortlisted applicants will need to successfully complete an online video interview and an HR telephone interview to secure a place on either.

Applications for vacation schemes are reviewed on a rolling basis and direct applications for training contracts are reviewed after the deadline.

The application process opens on 1 October 2017. Visit [whitecasetrainee.com](http://whitecasetrainee.com) to access our online application forms.

## Assessment process

During our vacation schemes, you will be assessed in many different ways including your departmental work, a business-simulation group exercise, a research and drafting task and an interview with two partners.

During our assessment centres, you will be assessed in many different ways including a presentation, a drafting exercise, a business-simulation group exercise and an interview with two senior associates and a member of the Graduate Resourcing team. Successful applicants will be invited back after the assessment centre for an interview with two partners.

Open days	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Penultimate-year students	Apply for open day	Attend open day										
Finalists												
Graduates												
First-year students	Apply for two-day insight scheme							Attend scheme				
Winter vacation scheme	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Finalists	Apply for winter vacation scheme		Attend winter vacation scheme									
Graduates												
Spring and summer vacation schemes	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Penultimate-year students	Apply for spring and summer vacation schemes					Attend spring vacation scheme			Attend summer vacation scheme			
Finalists												
Graduates												
Training contracts	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Penultimate-year students	Apply for training contracts commencing September 2019 and March 2020										Applications reviewed and short-listed	
Finalists and graduates												



# Salary & benefits

**As a leading global law firm, we're able to offer trainees a leading global remuneration package—another reason why joining White & Case as a trainee is even more appealing.**

## **Course fees and maintenance grant**

We pay your GDL and LPC course fees and provide a maintenance grant of £7,500 for each full-time law school year.

## **Loan**

When you join White & Case, we can provide you with an interest-free loan of £4,000, repayable over the course of your period of training.

## **Salary**

We have a competitive starting salary of £46,000, increasing to £50,000 in your second year.

Salaries on qualification are £105,000.

## **Awards**

We award our trainees with a bonus for obtaining a distinction upon completion of the LPC.

## **Unpaid leave**

Trainees are eligible for up to three months' unpaid leave on qualification.

## **Flexible benefits**

We have a flexible benefits scheme, which you can tailor to suit your particular lifestyle. Currently, benefits include private medical insurance, dental insurance, life assurance, pension, critical illness cover, travel insurance, retail vouchers, gym membership, season ticket loan, Give As You Earn, skin cancer screening, cycle to work scheme, a health and wellness account of £500, and much more.



# What we are looking for

**There is no such thing as a typical White & Case trainee. We recruit people from all walks of life, from different national and cultural backgrounds, and with widely varying personalities.**

Even so, there are a few special qualities we always look for.

Intelligence and academic excellence are essential. Your interest in us suggests you have the ambition, drive and determination to become a high-flying global lawyer.

Next, the way you think is crucial. You'll enjoy the intellectual challenge of analysing how the law works and being creative, yet

commercial, in how you interpret it. Your clients will come to depend on your lateral thinking, your focus on detail and your ability to resolve complex issues or structure international transactions.

You're a team player, on whom colleagues can rely to perform tasks accurately, efficiently and on time. Integrity is vital too. Not only to maintain your clients' and colleagues' trust, but to uphold our reputation. In other words, your professional standards have to be beyond question.

You'll also not be afraid of hard work, as you'll be working for a leading global law firm where the client always comes first.

You're expected to ask questions about your work or seek feedback on your performance—that's why we have an 'open door' policy. You'll work in small, focused teams, and never be short of information about matters you're working on or how you're doing.

Your strength of character is probably reflected in your interests and activities outside the office. And of course, everyone appreciates a good sense of humour!

If you're up for the challenge, then this is the place to be.

## From trainee to partner

Victoria Landsbert

**“The international nature of the Firm’s work, a first-class client base and the opportunity to be involved with market-leading and cutting-edge mandates were the three key things that attracted me to White & Case.”**

That was back in 2001 when I secured my training contract. From then until now, the Firm has consistently provided exceptional opportunities and continues to do so. As a trainee at White & Case, you will be encouraged and expected to maximise your potential, and you will be given as much responsibility as possible, at all times with first-rate supervision. A guaranteed seat overseas will demonstrate the truly global nature of the Firm, and show you our one-Firm approach in action.”



# Your long-term career with us

**At White & Case, we've invested a great deal of time and effort into creating a training contract that will equip you with the skills, experience and support you need to kick-start your career in law.**

Upon qualification, we hope that trainees will stay and use their new-found expertise to help us continue developing. The number of trainees we recruit relates directly to our planned growth and the need for additional English law capability here in London and throughout our offices. Reassuringly, we are not looking to recruit corporate robots. From the very beginning, you will be welcomed for your

individuality and your ability to contribute to the cutting-edge work we do. Recognition of your personal aspirations and ambitions is fundamental to the training programme.

At the end of the two years, you will have a clear view as to how you want your career to progress, and we are confident that you will see White & Case as the ideal platform to take that next step.

Your training doesn't stop once you qualify either. Continuing personal development is at the heart of all our lawyers' careers, supported by a career framework that clearly sets out what is expected of you as your role develops. We provide world-

class training and development opportunities which help you build the skills you need to navigate complex transactions for clients around the world.

You'll find your training with us is comprehensive and tailored and, with a guaranteed overseas seat, distinctly international. But that's not all. Join us and you'll be working for a leading global law firm that offers cutting-edge work, unlimited career prospects and excellent rewards.

**We want enthusiastic, motivated people that we can see being a key part of the Firm in five, 10 or 15 years' time.**

# Meet the recruitment team



**Justin Benson**

Training Principal, Asset Finance

Studied at the University of Southampton



**Marcus Booth**

Partner, Corporate

Studied at the University of St Andrews



**Gareth Eagles**

Partner, Banking

Studied at the University of Warwick



**Inigo Esteve**

Partner, Capital Markets

Studied at the University of Exeter



**Victoria Landsbert**

Partner, Real Estate

Studied at Imperial College, London



**Laura Prater**

Partner, Banking

Studied at Bond University, Australia



**Carina Radford**

Partner, EIPAF

Studied at the University of York



**Dipen Sabharwal**

Partner, Litigation

Studied at Magdalen College,  
Oxford University





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**Christina Churchman**

Graduate Resourcing &  
Development Manager

Studied at the University of York



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**Charlotte Melson**

Graduate Resourcing &  
Development Advisor

Studied at the University of Leeds



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**Yohanna Wilson**

Graduate Resourcing &  
Development Advisor

Studied at the University of Greenwich



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**Anna Rowles**

Graduate Resourcing &  
Development Assistant

Studied at the University of Exeter



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**Natalie Bekos**

Graduate Resourcing &  
Development Administrator

Studied at the University of Leeds



**In markets  
that matter**



Abu Dhabi	
Astana	
Beijing	
Berlin	Frankfurt
Boston	Geneva
Bratislava	Hamburg
Brussels	Helsinki
Cairo	Hong Kong
Doha	Istanbul
Dubai	Jakarta*
Düsseldorf	Johannesburg
	London
	Los Angeles

**“Extremely diverse with people from all over the world, each armed with unique experiences and languages.”**

Madrid	
Melbourne	
Mexico City	
Miami	
Milan	
Moscow	Seoul
New York	Shanghai
Paris	Silicon Valley
Prague	Singapore
Riyadh*	Stockholm
São Paulo	Sydney
	Tokyo
	Warsaw
	Washington, DC

\*Associated firm

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**WHITE & CASE**