

WHITE & CASE

Together we
make a mark



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

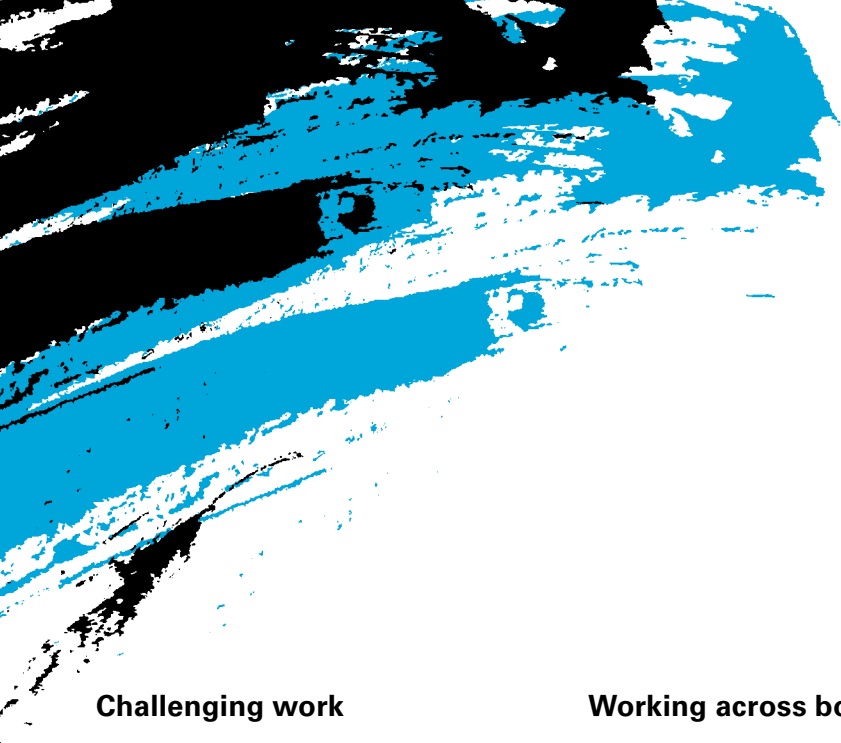
Some of the quotes that appear throughout this brochure are the unedited comments of White & Case partners, associates and trainees. Statistics stated are accurate at the time of print as of August 2018.

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 and 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.

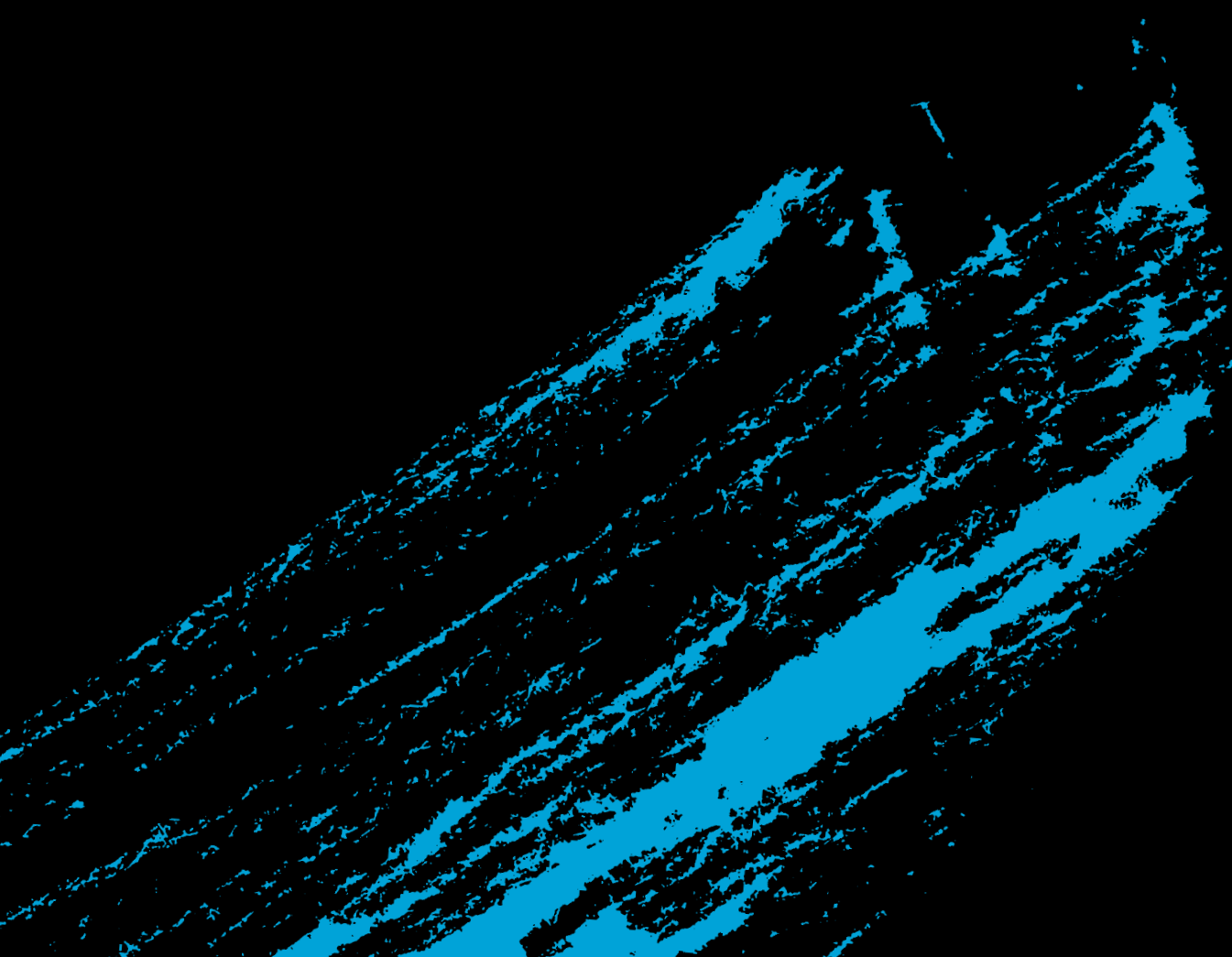
Working across borders

Over the past 101 years, we've built an unrivalled network of 44 offices in 30 countries. That investment is the foundation for White & Case's client work in 165 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 growth between now and 2020—in numbers of clients, revenues and profitability, and lawyer headcount. For you, the increase in our associate numbers means more opportunity for career advancement.

“White & Case clearly expects its lawyers to be independent learners who are diligent, resourceful and determined to carve their own career and help shape the Firm’s future success.”

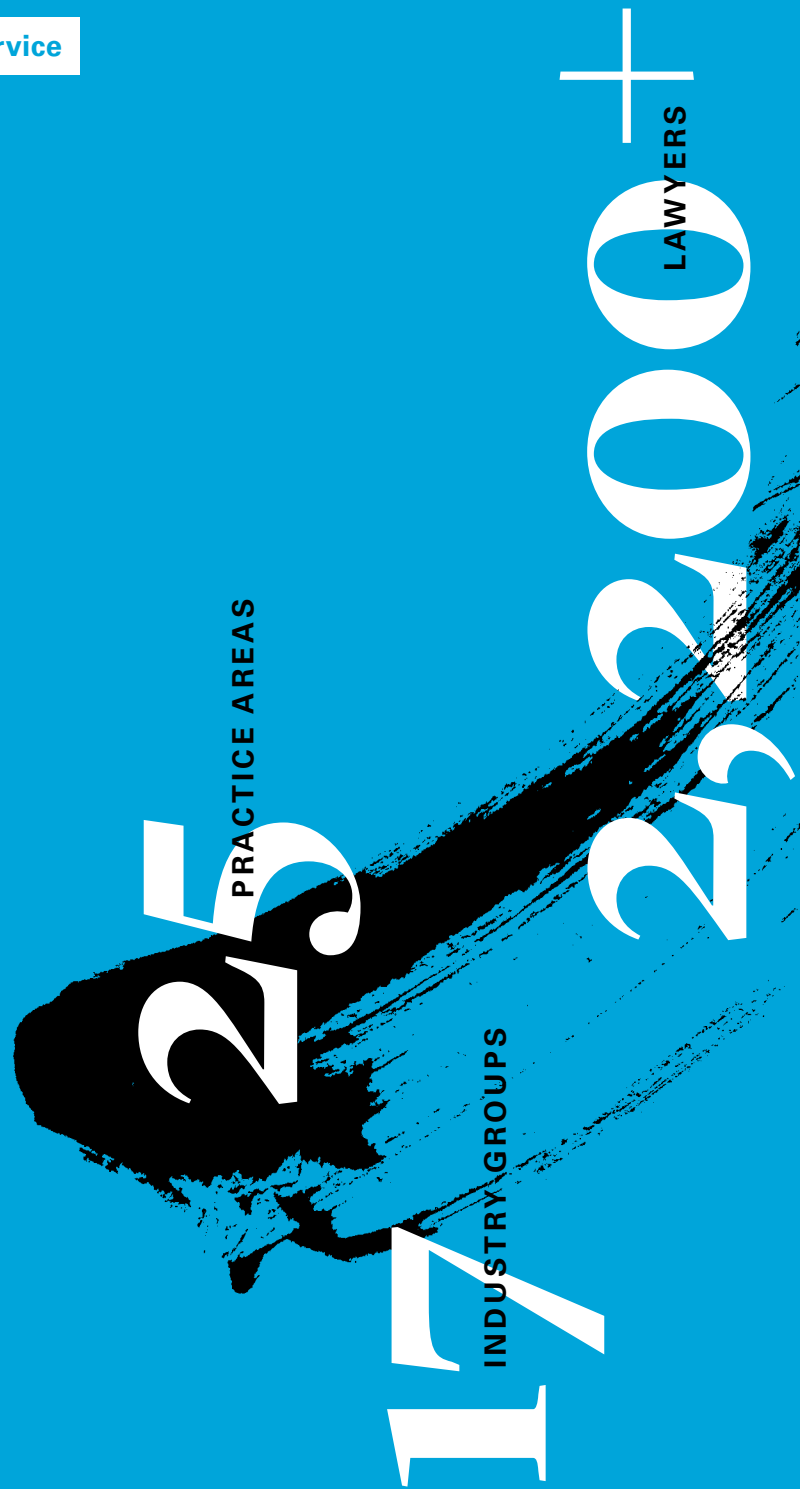


Full-service

Practice work

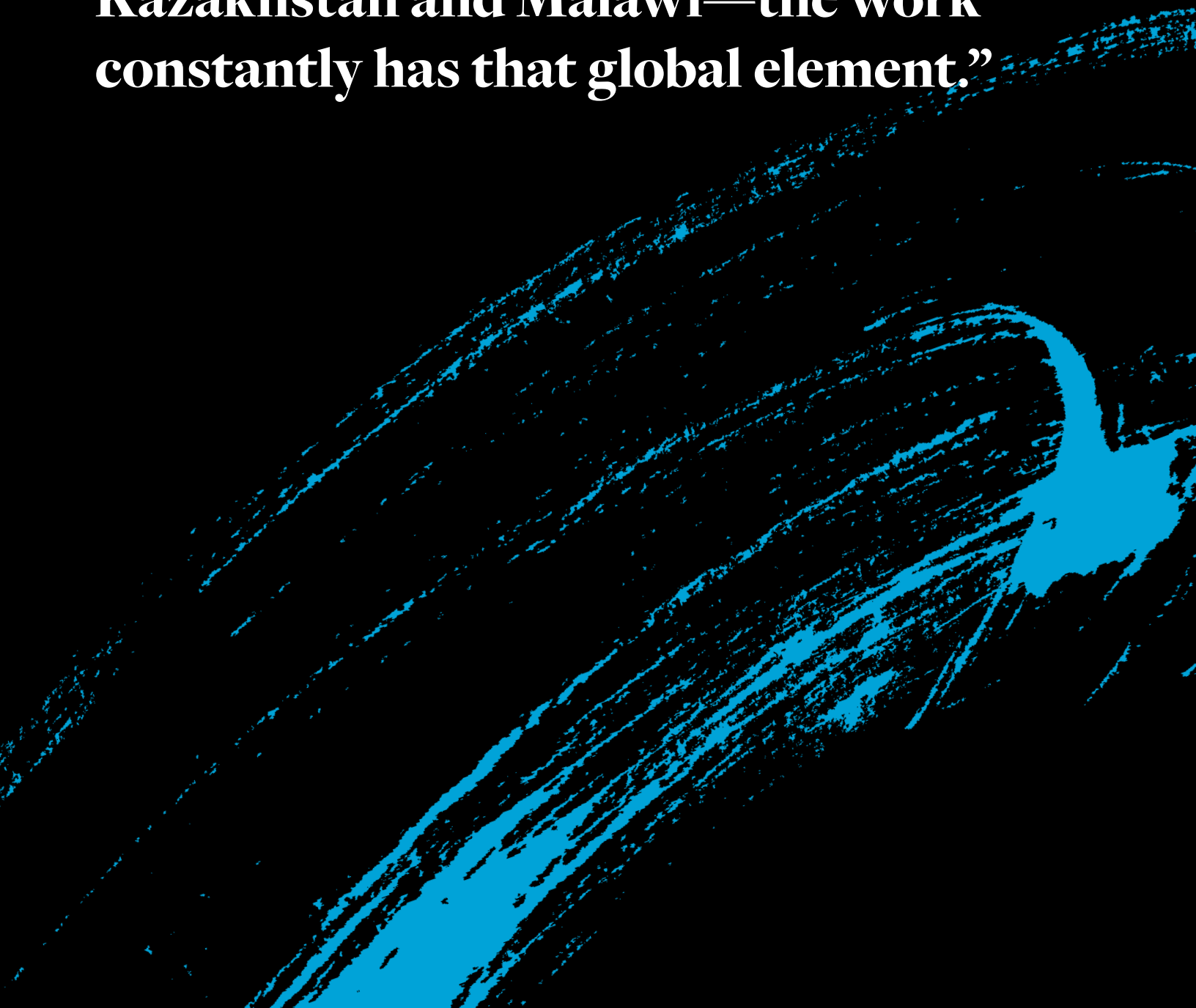
With 25 practice areas and 17 industry groups, White & Case has a place for you, whatever your area of interest. As a global firm, we're strategically focused on handling complex, cross-border work.

In London, you will progress through a structured sequence of practice rotations to give you broad exposure early on in your career.



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“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 in London

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.

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 created for clients are acknowledged 'firsts'—something only made possible by the deep local knowledge of our colleagues across the global network.

More than 30 percent of all our deals over the past two years involved more than three international offices, and 62 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.

In London, we have a team of more than 345 fee earners, including more than 107 partners, all working on international and cross-border projects.

In London, our key areas of work include:

- Bank Finance (including Regulatory Compliance), Financial Restructuring and Insolvency and Capital Markets (including 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 & Benefits, Investment Funds, Real Estate and Tax)



Who you'll work with

Citizens of the world

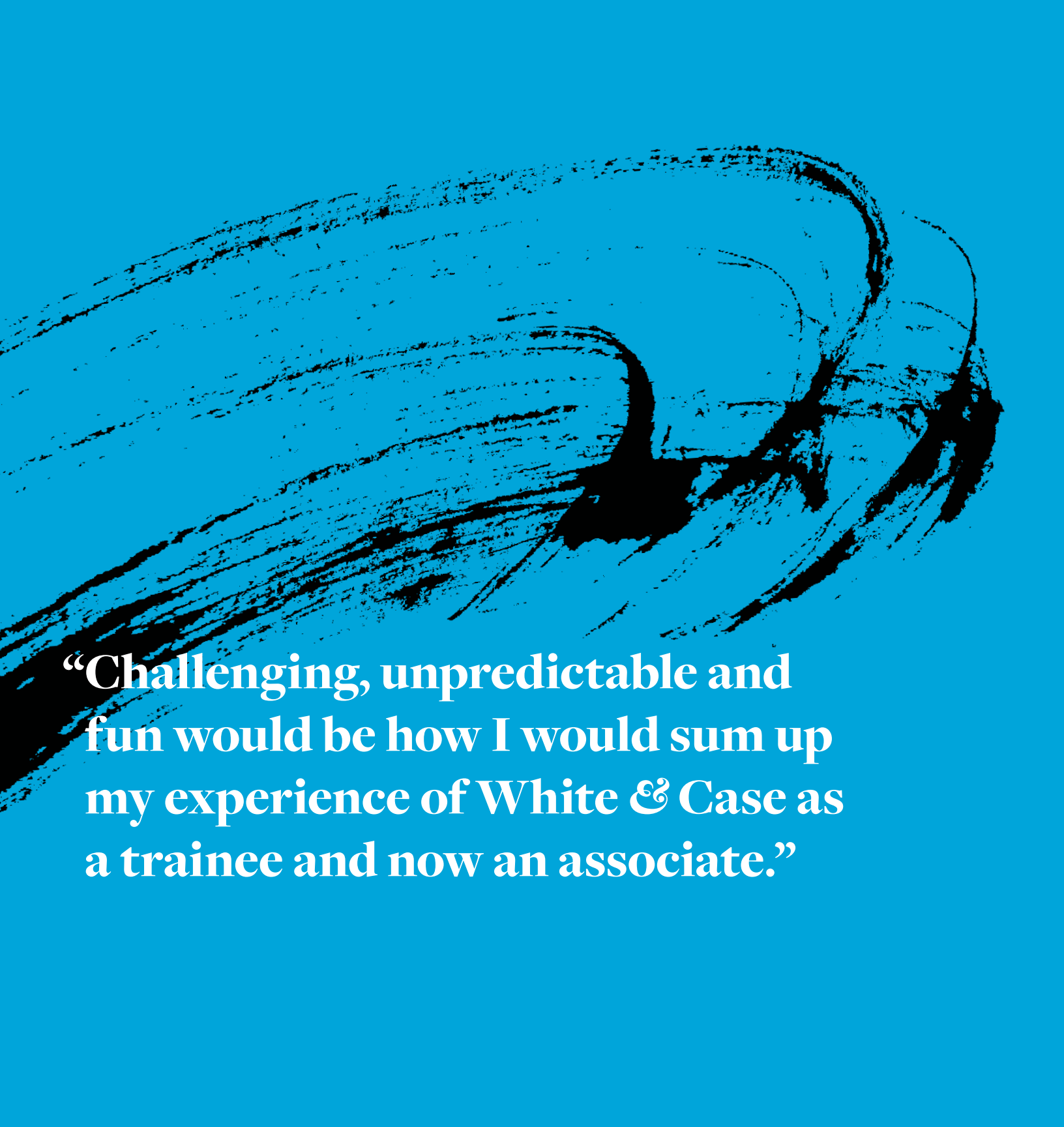
As a Firm, we value globally minded citizens of the world who are eager to work across borders and cultures, and are intrigued by solving problems within multiple legal systems. You'll get an immediate opportunity to work in teams with talented colleagues drawn from different jurisdictions and practices.

Mentors

As you manage and plan your career, you'll have support every step of the way. White & Case is committed to a culture of engagement and mentoring between Firm leadership, experienced lawyers and trainees. Depending on your location and intended career direction, support may mean participating in structured professional development with assigned supervision and formal evaluations or reviews, or informal open-door mentorship with a partner or senior associate.

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.



“Challenging, unpredictable and fun would be how I would sum up my experience of White & Case as a trainee and now an associate.”

LANGUAGES SPOKEN

NATIONALITIES REPRESENTED IN OUR WORKFORCE



Global Citizenship

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You will have unparalleled opportunities to do cutting-edge pro bono work on the issues that matter most to you—both locally and cross-border, with many of the world’s leading nonprofits and international organisations.

Our global Pro Bono practice is one of the largest in the world, and all of our offices and practice groups participate—in 2017 we provided 108,000 hours of pro bono legal service.

Your pro bono work will accelerate the development of your legal skills and your contribution will be celebrated and rewarded.

You can feel proud of being part of a firm that takes its responsibilities as a global citizen seriously and does work that makes a tangible difference on a wide range of social and environmental issues.

“We value people who bring a wide variety of perspectives. There is no one archetype for a White & Case lawyer.”

Our Diversity Initiative

Diversity and inclusion are inherent core values of White & Case, embedded in all we do as One Firm in our offices around the world. As a truly global law firm, we are driven to recruit, retain and advance people of diverse backgrounds who will strengthen our business and our work across practices and regions. We are naturally diverse because of the work we do, the locations we're in and the type of people we attract. Diversity for us is not a choice—it is a professional imperative.

Our Women's Initiative

In most countries today, at least half of law graduates are women. Our Global Women's Initiative—led by a committee of female and male partners including a member of the Firm's Executive Committee—focuses first and foremost on fostering this important talent pool and ensuring women at White & Case have the opportunities and experience they need to excel and advance to leadership roles.

Affinity groups

Our affinity groups are a critical component of creating community within the Firm. Affinity groups are led by partners, counsel or associates and are open to all lawyers and business services professionals. In addition to networking groups for women, and those of various racial and ethnic backgrounds, we are home to a strong LGBT affinity group.

Diverse & international

1st
IN DIVERSITY

We are proud to work with

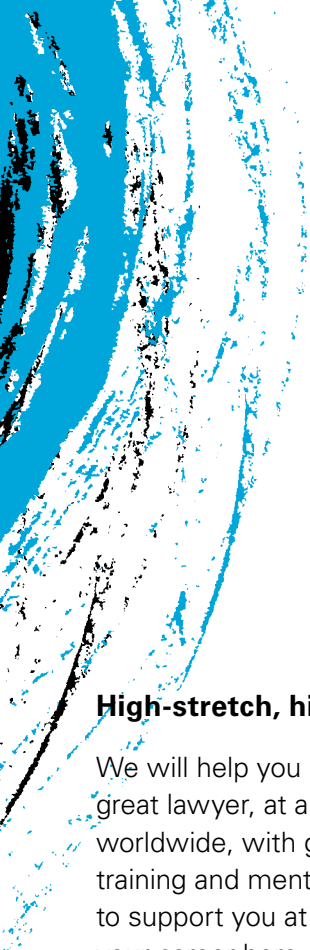


GLOBAL LGBT
100%
RATING

for ten consecutive years,
Human Rights Campaign
Corporate Equality Index



**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. All associates worldwide have access to our online Learning Forum site for self-directed legal training in both business skills and practice-specific knowledge.

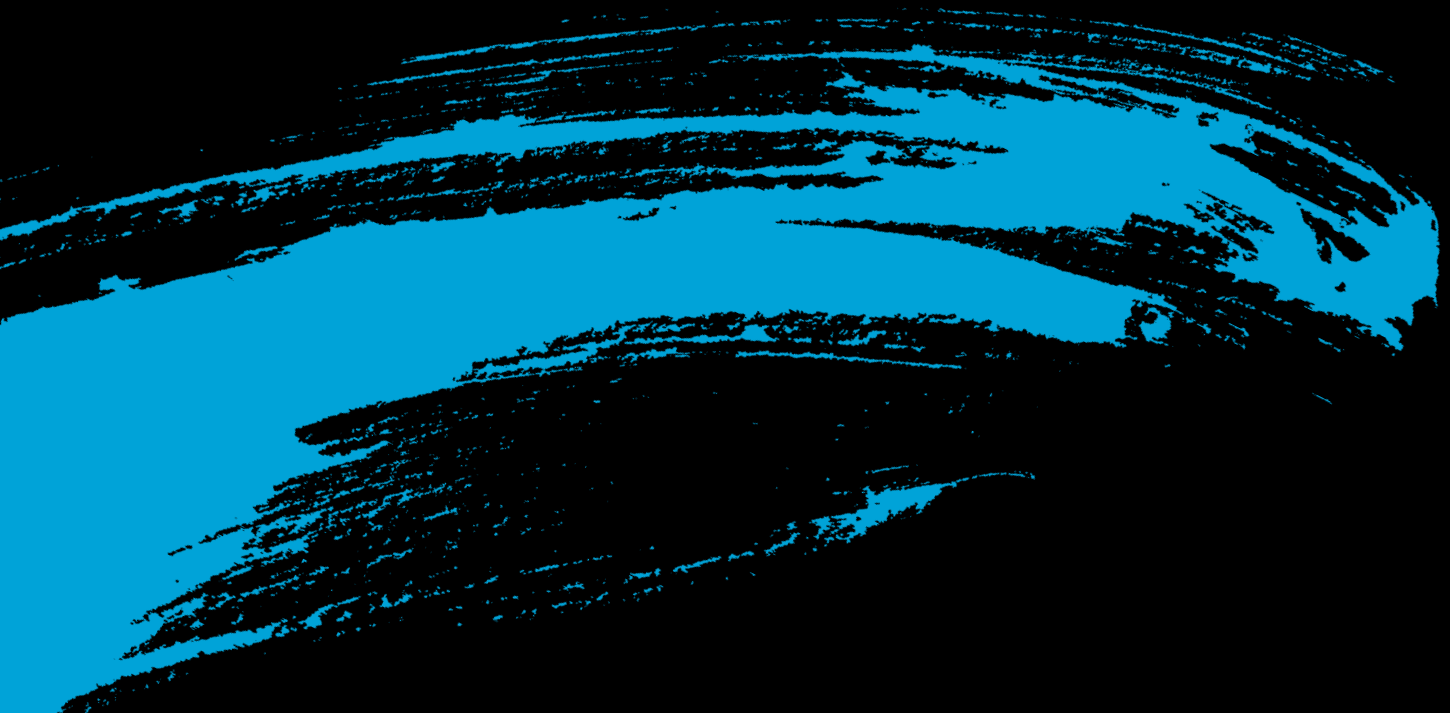
Global experience & exposure

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.

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 that will help you build your career, wherever it takes you. We foster networking within the Firm through a robust annual calendar of practice- and industry-focused seminars and workshops. We offer additional career milestone programmes to bring peer associates together for level-specific training.

**“I was immediately exposed
to complex matters involving
parties from all over the world.”**



165 COUNTRIES CLIENT MATTERS IN

Develop your knowledge

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Our full-service offering provides you with intentionally broad exposure to a variety of client challenges, transaction types and relevant bodies of law. As you progress, your strengths and interests become an important consideration in your eventual qualification into a practice group.

What our people have to say

Naim Nasser, Trainee Solicitor

“I planned a career in international law since high school.

This brought me to experience work in international business, travel across multiple jurisdictions and study commercial law. When I completed my studies, White & Case was my go-to firm for the scope of its work—almost entirely international, and with high levels of individual responsibility. I am now approaching the end of my first seat and I have already worked on multijurisdictional deals, taken the lead on high-profile pro bono cases and had significant levels of client contact.”





Seema Walji, Trainee Solicitor

“I was attracted to White & Case’s international practice, as I believe the role of a law firm is important in the global community that we now have at our doorstep.

The opportunities to participate in cross-border, international work really appealed to me, especially through the completion of a guaranteed overseas training contract seat. The Firm places great value and importance on working in an entrepreneurial environment, where there is an emphasis on autonomy and where trainees and associates are given a high level of responsibility from the outset. I have just completed my first seat in Bank Finance, where I have been involved in a variety of domestic and international matters, and feel I have been given the right balance of responsibility and guidance, commensurate with my ability.

What our people have to say

Raif Hassan, Associate

**“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 difficult but after much deliberation I settled on Disputes.”





Victoria Landsbert, Partner

“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.”



Joining White & Case

Who we're 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 successful 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 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.

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

Your training programme

Training

You'll be part of an excellent training programme, which is structured to meet both your short-term career goals and long-term aspirations.

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

You'll work through four six-month seats, one of which will be finance-related 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.

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.

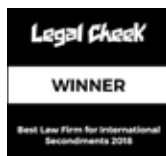
We also run in-house courses, specialist seminars and workshops for trainees.

Supervision

In each of your seats, you'll be supervised by an experienced associate or partner. It's their job to give you close support and the best on-the-job training possible.

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. 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

150 TRAINEES RECRUITED EVERY YEAR

86% OF OUR TRAINEES HAVE BEEN
RETAINED IN THE PAST 17 YEARS

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 the US, 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.

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 most 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.”**

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A GUARANTEED OVERSEAS SEAT IN ONE OF OUR OFFICES

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

“The vacation scheme was a perfectly tailored introduction to my training at White & Case, which has included large, significant global deals with client interaction and accountability directly to leading practitioners.”



Opportunities

First-year two-day insight scheme

As a first-year student studying any degree discipline, you can apply for our insight scheme, which runs in May. 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. Our open days run in November.

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.

Vacation schemes

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A vacation scheme is a great way to experience first-hand what life is like as a White & Case trainee. Each year, we have around 75 places available on our winter, spring and summer schemes. You will play an active part in the London office by sharing an office with your supervisor and supporting them with their client work.

There will be opportunities to learn about the Firm and its practice areas in more detail, understand the training programme we offer, 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 and travel expenses.



Key dates

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 via whitecasetrainee.com.

To secure a training contract, you can either apply for a vacation scheme or directly for an assessment centre.

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

The application process opens on 1 October 2018.

Assessment process

Shortlisted applicants for a vacation scheme or assessment centre will need to successfully complete an online video interview. Applicants for a vacation scheme will then need to successfully complete a face-to-face interview.

During our vacation schemes, you will be assessed on 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 on a presentation, a drafting exercise, a business-simulation group exercise and an interview. Successful applicants will be invited back after the assessment centre for a second-round interview with two partners.

FIRST-YEAR TWO-DAY INSIGHT SCHEME

Join our insight scheme to help introduce you to the role of a solicitor in the City.

- **Scheme dates**

15 – 16 May 2019

- **Application dates**

1 October 2018 – 31 March 2019

Who can apply?

First-year students studying any degree discipline

OPEN DAYS

Join us on one of our open days for a detailed introduction to the Firm, application guidance and to understand the training we offer.

- Open day 1
14 November 2018
- Application dates
1 October – 4 November 2018
- Open day 2
28 November 2018
- Application dates
1 October – 16 November 2018

Who can apply?

Second-year students,
penultimate-year students,
finalists or graduates from
any degree discipline

VACATION SCHEMES

Experience our two-week vacation scheme to understand what life is like as a White & Case trainee.

- Winter vacation scheme
10 – 21 December 2018
- Application dates
1 October – 6 November 2018
- Spring vacation scheme
1 – 12 April 2019
- Application dates
1 October 2018 – 15 January 2019
- Summer vacation scheme
17 – 28 June 2019
- Application dates
1 October 2018 – 15 January 2019

Who can apply?

Winter vacation scheme:
Finalists and graduates

Spring and summer
vacation scheme:
Penultimate-year students,
finalists and graduates


TRAINING CONTRACTS

Apply directly for a training contract commencing in September 2021 and March 2022.

- Application dates
1 October 2018 – 31 July 2019

Who can apply?

Second-year students,
penultimate-year students,
finalists or graduates from
any degree discipline



“White & Case is a true representation of London—it’s an amalgamation of different cultures and backgrounds. I never have to change who I am or what I believe in, and I have the opportunity to learn from someone different every day.”

Salary & benefits

As a global law firm, we're able to offer trainees a leading remuneration package.

Course fees and maintenance grant

We pay your GDL and LPC course fees and provide a maintenance grant of £7,500 for the GDL and £10,500 for the LPC.

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.

Qualification leave


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

Flexible benefits

We have a flexible benefits scheme, which you can tailor to suit your particular lifestyle. Benefits include private medical insurance, dental insurance, life assurance, pension, critical illness cover, a health and wellness account of £500 for you to spend, and much more.

Social events

There are plenty of experiences to enjoy such as the office winter ball, Halloween party, charity quiz and carol concert. The Graduate Resourcing team also hold a summer party for future and current trainees. We have office teams for most sports. Plus, each year one of our offices hosts the White & Case World Cup, where football and volleyball teams from around the world gather to compete.



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



Your long-term career with us

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A career at White & Case is a move into the fastest-growing sectors of international business. It means joining a large and respected firm that is strategically committed to global markets and cross-border work.

Our training contract 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 globally.

Your training doesn't stop once you qualify. 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.

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.



**In markets
that matter**



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

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

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

*Associated firm

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