

WHITE & CASE

**Together we
make a mark**

Graduate careers in law



WHITE & CASE LLP

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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 2019.

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.

Our Firm

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8
GLOBAL INDUSTRY GROUPS

30
COUNTRIES

2,000⁺
LAWYERS

44
OFFICES

97
NATIONALITIES

14
GLOBAL PRACTICES

89
LANGUAGES SPOKEN

“

Being truly global is not just a buzzword at White & Case. Trainees have the opportunity to work with clients and colleagues from around the world on a daily basis.

Top

RANKED FOR DIVERSITY

US\$2.05 B

REVENUE

Our Firm in London

455

TOTAL NUMBER OF
LAWYERS IN OUR
LONDON OFFICE

54

NATIONALITIES
REPRESENTED

49

LANGUAGES
SPOKEN

50

TRAINEES
RECRUITED
ANNUALLY

21

YEARS SINCE
THE TRAINING
PROGRAMME WAS
ESTABLISHED
IN LONDON

1

OF THE ONLY
LAW FIRMS TO
GUARANTEE AN
OVERSEAS SEAT





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What has been particularly impressive is the level of responsibility you get as a trainee.

A portrait of Melissa Butler, a woman with short blonde hair, smiling and looking slightly to the right. She is wearing a dark blue or black V-neck top, a small diamond earring, and a thin necklace. The background is a blurred cityscape.

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**I encourage you to get
to know White & Case
and see where working
here could take you.**

Melissa Butler, Office Executive Partner, London



Get to know our Firm

An introduction from Office Executive
Partner Melissa Butler

The White & Case London office is at the heart of the City, the epicentre of international law. I've had so many opportunities in my career to travel to amazing places, and our guaranteed overseas seat means that all trainees will experience working life in a new city.

This Firm represents the best of all worlds. Whether you're exploring a career in the law on one of our vacation schemes or rotating between practices as a trainee, you'll be part of diverse teams with unmatched experience across English and New York law and deep local knowledge.

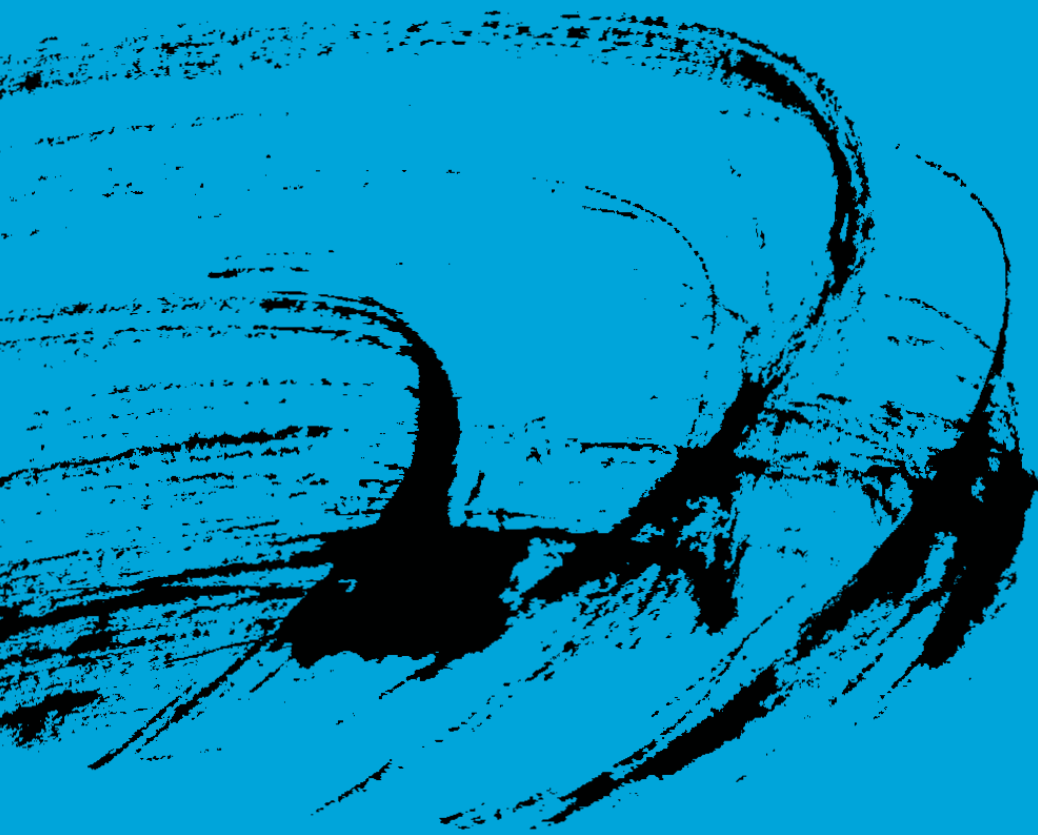
Our legacy is that of being pioneering and entrepreneurial, whether that's in new markets or crafting solutions for clients in areas where the law is still being written. I believe that those who succeed here share this global mindset, plus the determination to take control of their own careers.

I encourage you to work with as many different people as possible and in as many different areas as you can. This is a firm where those who put their hand up—for more responsibility, new experiences, secondments or international opportunities—will be supported and mentored to achieve their ambitions.

I've not only worked with many smart, interesting and inspiring people here, I've also made some lifelong friends. Now I encourage you to get to know White & Case and see where working here could take you.



Our work



Intellectually challenging work from day one

High-profile client projects, nuanced local market knowledge and global capabilities define who we are. As a trainee, you'll work on challenging, sophisticated and complex cross-border matters 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 real responsibility early on in your career.

With 14 Global Practices and eight Global 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.

A high-quality, full-service firm in London

As the world's leading financial centre 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 36 percent of all our deals over the past two years involved more than three international offices.

We have a team of 455 lawyers, including 122 partners, all working on international and cross-border projects. The London office has been a key pillar in our long-term five-year growth strategy and in 2018 contributed US\$350 million in revenue.

White & Case's reputation is built on an ability to execute tough deals in challenging places, whether at the highest levels of global corporate life, in transitioning markets or across our London-New York axis.

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 (EIPAF)**
- **Corporate**
(including M&A, Private Equity, Employment, Compensation & Benefits, Investment Funds, Real Estate and Tax)



What our trainees say

BANK FINANCE

“ You get a lot of opportunity to interact with the other side and with the client, and are encouraged to take a lot of responsibility, whilst being supported by more senior members of the team.

“ The Bank Finance team here at White & Case is fast-paced, dynamic, vibrant and fun. If you want to build your network or be given more responsibility as a trainee, then the opportunity is there for you to take.

CAPITAL MARKETS

“ There is ample opportunity to work with the whole team—from partners to associates—which provides great insight into the type of work a Capital Markets lawyer does throughout their career.

“ The clients that I worked with during my seat were very international—from Africa to Asia. I was able to work on the entire matter from start to finish, and the tight deadlines presented me with the opportunity to take on additional responsibility.

PRIVATE EQUITY

“ There is an extremely strong team culture, and the training within the team is excellent. It’s fast-paced and challenging, but support is always available.

“ The highlights for me were the high-quality work and the level of trust placed on me to handle challenging work that is normally given to associates.

ENERGY, INFRASTRUCTURE, PROJECT AND ASSET FINANCE (EIPAF)

“ The practice covers a huge range of industry sectors and legal practice areas, and there is huge scope to find your niche, whether that’s as a projects generalist or an environmental specialist.

“ It is notably a very diverse team, both culturally and also in terms of gender, with many senior female role models.

“ My highlight was being trusted to lead a meeting between a major international oil company and a government energy ministry in a major negotiation.

Citizens of the world

Global Citizenship

Global Citizenship describes our role—as a business and as individuals—as active participants in the global community. White & Case is committed to fair and ethical operations that respect the interests of our stakeholders and recognise the importance of our natural environment. All of our global citizenship activities, which include our pro bono work and environmental sustainability, are closely aligned with the UN's Sustainable Development Goals.

Pro Bono

Our Global Pro Bono Practice is the centerpiece of our community engagement activities. Last year, lawyers in all our offices and in every practice devoted nearly 120,000 hours to pro bono matters.

As a trainee in London, you will have unparalleled opportunities to participate in cutting-edge pro bono work on the issues that matter to you—both locally and cross-border, with many of the world's leading NGOs.

Approximately 60 percent of our pro bono matters help strengthen human rights around the world.

We expect every lawyer to complete a minimum of 20 pro bono hours each year.

Examples of London pro bono projects:

- Whitechapel Mission homelessness advice clinic
- University House Disability Benefits Appeals advocacy programme
- Corporate advice for social enterprises
- Creating a disaster risk management law index for the International Red Cross

Volunteering and charity

Many of our team building activities have a charitable or volunteer focus. In London, we support our Charity Partner Place2Be, which provides specialist mental health support to children within primary and secondary schools. Our fundraising will support Place2Be's work in 20 London schools, providing up to 9,000 children with much-needed mental health services.

Our people



Who we're looking for

There is no such thing as a typical White & Case lawyer. We're proud that our people are from a wide variety of backgrounds. We attract people with a global mindset, who prioritise learning about different cultures, experiences, languages and viewpoints.

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 from different jurisdictions and practices. Naturally curious and enterprising, the people who succeed here are resilient and committed.

A globally minded team

Collaborate

WITH ENTERPRISING TEAMS

As a firm, we celebrate individual excellence and team success. Our culture expects, encourages and recognises enterprising achievement through collaboration and team work.

Join

AN INCLUSIVE WORKPLACE

Inclusion is a business imperative for us. The nature of our client projects requires collaboration across borders, organically driving the recruitment of a diverse workforce.

Think

GLOBALLY

We look for globally minded citizens of the world who are eager to work across borders and cultures.

Learn

FROM THE BEST

We're committed to a culture of engagement, stewardship and mentorship between partners, associates and trainees in London and across our global network.





Why going global is the best way to learn

At the end of his training contract, Viraen Vaswani reflects on what he's learnt over the last two years, including his time in our Paris office.

What were your first impressions when you started as a trainee?

The diversity of employees definitely struck me the moment I walked in. I remember being pleasantly surprised, and also feeling immediately at ease.

Why did you decide on White & Case?

The Firm's emphasis on cutting-edge cross-border work greatly appealed to me. As an international student at the time, I was also drawn to the Firm's approach towards building a diverse and inclusive workplace. There is no one 'type' of White & Case lawyer—everyone is welcomed precisely for being different.

What do you think is most exciting about the White & Case experience in London?

The economies of scale provide for a more diverse workplace that offers fantastic training in even the most niche areas. There is also an amazing social side to the Firm's London office, which I tremendously enjoy.

What is the one thing that surprised you most when you joined the Firm?

The down-to-earth nature of the people who work here and, in particular, the leaders and partners. Everyone is immensely approachable regardless of seniority. The workspace is extremely collaborative, and everybody's ideas are welcomed and respected.



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**There is no one ‘type’
of White & Case lawyer—
everyone is welcomed
precisely for being different.**

Viraen Vaswani, Associate

How is White & Case different from other global law firms?

The Firm is truly global in a way that very few other firms are. The offices work together and connect seamlessly. The guaranteed overseas seat is an example of this. The annual White & Case World Cup is another. I feel that White & Case is unique because it celebrates the diversity of its employees all around the world and works very hard to strengthen the bonds between all its offices.

You spent six months in our Paris office for your overseas seat—describe that experience.

The team in the Paris office is smaller than the one in the London office. This meant that I was trusted with a very high level of responsibility. While initially quite challenging, this has greatly accelerated the speed at which I have learnt new skills. Being supervised by a senior partner has also taught me a tremendous amount in a very short space of time.

How did you experience the White & Case culture in the Paris office?

The open-door nature and lack of a strict hierarchy. Everyone in Paris is just as friendly and approachable as the people in London, and even the most senior partners are receptive to having conversations and being asked questions.

Has your Paris experience helped you decide on what direction you want to take in your future career?

It has reinforced my belief that it is critically important to forge bonds with my colleagues all around the world. The multijurisdictional nature of the work that the Firm does means that we often rely on colleagues from other offices for their input. The different offices of the Firm work together seamlessly—and to my mind, overseas secondments are a large contributor to this.

Sum up working at White & Case in three words.

Inspiring. Stimulating. Dynamic.



Our commitment to diversity

Diverse and international

At White & Case, we say that diversity is in our DNA. Diversity and inclusion are inherent core values for us, embedded in all we do in our offices around the world.

As a truly global law firm, we're driven to recruit, retain and advance people of diverse backgrounds who will strengthen our business and our work across practices and regions. As well as our global women's network, we support nine different affinity groups worldwide. Our diversity work includes a focus on:

BAME

Our focus on Black, Asian and Minority Ethnic (BAME) lawyers aims to address the historic underrepresentation of people of colour in the legal profession, and to empower and support BAME lawyers and professionals within our Firm.

- London (BAME) LINK Affinity Group
- Premier sponsor of Black Men in Law Network
- Collaboration with WCAN (Women in the City Afro-Caribbean Network) and Rare Recruitment

LGBTQ+

The London Spectrum LGBTQ+ Affinity Network reflects our commitment to our London office lawyers and business services employees who identify as LGBTQ+, as well as those who do not identify as LGBTQ+ and wish to support this network as allies.

- Collaboration with BNP Paribas for Pride in London
- Supporter of DiversCity in Law

Women

Our Global Women's Initiative—led by a committee of female and male partners including a member of our Executive Committee—focuses on ensuring that women here have the opportunities and experience they need to excel and advance to leadership roles.

- Coaching and mentorship programmes for lawyers at every stage of their careers
- London ALLiance Gender Balance Network

In conversation with ...

Trainee Salewudin Ibrahim and
partner Joshua Siaw.

Salewudin: I'm in my fourth seat, but you have been with the Firm since 2010. What's your experience of working here?

Joshua: White & Case is incredibly international. Our diverse range of people represents almost 100 nationalities globally, performing challenging and rewarding work. Since joining nine years ago, every transaction that I have worked on has been cross-border and involved colleagues from other White & Case offices.

Salewudin: What are you most proud of about working at White & Case?

Joshua: I am proud that the trainees and associates joining our Firm are more and more diverse. Even at the senior level, we're seeing a much more diverse pool of partners than when I started.

I am originally from Ghana, and I didn't come from a traditional academic background. I grew up in South London and attended an inner-city state school, so I don't fit a standard mould. My area of interest is the African continent; I believed in it, and the Firm placed a bet on me to encourage and invest in that interest. I do not believe there is another firm in the world that would have taken that risk, and I have been successful in this practice area because of the investment and support the Firm gave me.





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I am originally from Ghana, and I didn't come from a traditional academic background. I grew up in South London and attended an inner-city state school, so I don't fit a standard mould.

Joshua Siaw, Partner



Salewudin: How is White & Case different from other law firms?

Joshua: First, this is a truly global firm: international and diverse. Second, the Firm is very entrepreneurial; we are known as first-movers in markets. We were one of the first US-based law firms to establish a truly global presence and the first international law firm to establish an office in South Africa.

Third, we have an informal open-door policy, which in my experience is different to other international firms. Ever since I started here as an associate, everyone has been incredibly approachable.

Salewudin: Why is now an exciting time to join White & Case?

Joshua: Although many other law firms are retracting, White & Case continues to grow and expand in different strategic practice areas.

No matter what your background or your culture, it's a firm where differences are celebrated. Our environment supports people in their areas of interest from an early stage, with a strong focus on learning and development.

Salewudin: What is White & Case doing to support BAME colleagues?

Joshua: We provide a strong platform for candidates with diverse backgrounds to develop and accelerate their careers. We collaborate with a number of minority-focused organisations to attract underrepresented talent and build pipelines to increase our diversity.

Recruiting, developing and advancing people of diverse backgrounds strengthens our business and our work across practices and regions. We believe diverse teams that reflect our clients are better at solving our clients' complex problems.

Salewudin: What advice would you give to students considering a career in law?

Joshua: My career advice would be to realise that your grades will determine the level of choice you have. It is important that you work hard, be focused, set goals and try to get the best grades possible, which will provide you with more choices for your career in law. It has become very competitive, so think about your differences and how your application can stand out from the rest. If I were applying today, I would mention that I am Ghanaian and interested in African markets, which would help distinguish my application.





Our offer

A truly global career

We will help you become a great lawyer, in a high-stretch, high-support culture that provides you with guidance, training and feedback every step of the way. You'll work with peers who are as committed as you are to being the best at what they do and who are equally inspired by the success of others.

In London, you will have the opportunity to gain global exposure early on in your career, where you will work on client matters that require multijurisdictional solutions providing you with international experience and exposure.

To fully experience and understand the realities of cross-border law, we offer every trainee a guaranteed overseas seat for six months within our network of offices around the world.

Become a great lawyer

Develop

YOUR NETWORK

Working at White & Case launches careers within and outside the Firm. We foster continuous networking through a rolling programme of practice- and industry-focused seminars and workshops. Client secondments offer additional chances to expand your relationships and deepen your sector insight.

Make

AN IMPACT

We live our explicit commitment to social responsibility through a robust, international pro bono programme. For a trainee, our pro bono work is an invitation to tackle pressing social issues and make a positive contribution to local communities.

Mentoring

AT EVERY LEVEL

As you manage and plan your career, you'll have support every step of the way. Support for trainees includes participating in a structured development programme with assigned supervision. You will also receive formal evaluations as well as informal mentoring with a partner or associate.



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White & Case is committed to a culture of engagement and mentoring between Firm leadership, experienced lawyers and trainees.


Guaranteed overseas seat

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 15 locations across our global network. Participating offices include: Abu Dhabi; Beijing; Brussels; Dubai; Frankfurt; Geneva; Hong Kong; Johannesburg; Moscow; New York; Paris; Prague; Singapore; Stockholm; and Tokyo.

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 six practice areas and 15 locations 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.



Hong Kong



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The fact that
it was an
entirely new
experience
pushed me
out of my
comfort
zone.

Harriet Doble, Associate

What you'll receive

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

Participating offices

- **The Americas**
New York
- **Europe**
Brussels
Frankfurt
Geneva
Moscow
Paris
Prague
Stockholm
- **Middle East**
Abu Dhabi
Dubai
- **Africa**
Johannesburg
- **Asia-Pacific**
Beijing
Hong Kong
Singapore
Tokyo

The overseas seat experience

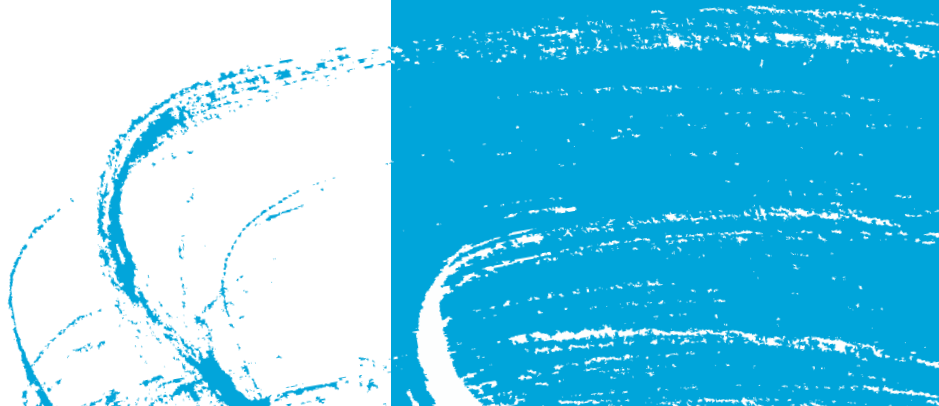
Living and working in a new city is an exciting prospect, and it's a guaranteed opportunity for every London trainee. After six months in Hong Kong and Dubai, respectively, Harriet Doble and Christopher Thorn look back on their overseas seats.

How do you think that your overseas seat experience will benefit your career?

Christopher: Given the ever-increasing and fast-paced global environment, the opportunity to gain international experience so early on in your career can only serve to enhance your development and puts you in a highly marketable position. Now more than ever, clients expect a strong understanding of the intricacies involved in cross-border work.

Harriet: The overseas seat was a fantastic opportunity for me to further develop my interpersonal skills and to grow my network both within White & Case and externally through meeting and working with a range of new people. The fact that it was an entirely new experience pushed me out of my comfort zone and will ultimately make me a more well rounded lawyer.

Dubai





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The guaranteed overseas seat is undoubtedly one of the Firm's biggest selling points.

Christopher Thorn, Associate

Was the prospect of a guaranteed overseas seat an important factor for you when applying to White & Case?

Harriet: Having studied languages at university, during which time I worked abroad for a year, I knew what a great experience this would be. The fact that White & Case guaranteed this for all trainees was a big draw for me.

Christopher: Absolutely. I've always been interested in experiencing new places and meeting new people. The guaranteed overseas seat is undoubtedly one of the Firm's biggest selling points.

How did you experience the White & Case culture in your new office?

Harriet: The open-door policy in London extends to the Hong Kong office too. Everyone is approachable and happy to explain things to trainees. Equally, the expectation to work hard also applies. The more you put into the seat, the more you get out of it.

Christopher: You definitely still feel that you are part of a wider global network. I'm working with a genuine cross-section of people from all over the world and from a variety of backgrounds.

The journey from trainee to partner

Second seat trainee Anna Rawlence sat down with partner Victoria Landsbert to find out about her career highlights and journey with the Firm.

Anna: What personal qualities do you think you need to succeed here?

Victoria: Tenacity, diligence, wanting to succeed and go the extra mile for your clients. Not being afraid to get stuck in and learn—or to ask for help. What would you add?

Anna: Time management! I have learnt so much about how to allocate and prioritise my time, especially when you have matters that are at very different stages. I really agree with how important it is to get involved—there's also a real sense of teamwork and camaraderie that comes from that. I know that my fellow trainees have really got my back and vice versa.

Victoria: Yes, teamwork is absolutely key to what we do. You need to be a team player, no question. And to be aware that working in a team can mean working with people across multiple different countries, legal jurisdictions and time zones—as well as those in the office on the next floor.

Anna: You've spent your whole career at White & Case, is that right?

Victoria: Yes! For me, there has always been a new challenge or new opportunity here, which is one of the exciting things about being part of a firm that's on a really ambitious growth trajectory. The international nature of the work is another reason—the matters that I work on,



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The Firm is on an exponential growth programme. The work we do continues to be some of the most challenging in the world. I can't think of a better firm to join right now.

Trainee Anna Rawlence in conversation with partner Victoria Landsbert



and the teams that I work with are always global. So it's constantly interesting and never the same. We're always ahead of the curve.

Anna: I spent my first seat with the Private Equity team and really experienced for myself what 'global' work means. My very first task when I started was to establish a foreign company branch in the UK. Every email, call or meeting could be with colleagues in another country but we work so closely together that they could be just next door!

Victoria: We're in an industry that depends on strong interpersonal relationships, within teams and with clients. No matter what area you ultimately specialise in, you'll find that you cross paths with the same people many times. That's true whether you pursue partnership, move firms or become a general counsel.

Anna: How would you describe our internal culture?

Victoria: Our culture is something else that sets White & Case apart. We're more open and less hierarchical than other law firms. Our people feel comfortable, can be themselves and are able to learn and build their careers. And the fact that we are so international means that trainees get to expand their network quickly, which is exciting.

Anna: I agree. I would say that the people that I have met so far have all been really warm and welcoming, from partners to my fellow trainees and everyone in the London office. I also find that the Firm culture is very open-minded and incredibly supportive, and that's been a really positive experience and something that runs deep.

Victoria: Yes, and our ambition and our drive have always been there too. We pride ourselves on being at the forefront of expanding into new markets, and I think that pioneering spirit is still tangible.

Anna: What advice do you have for anyone starting their career here?

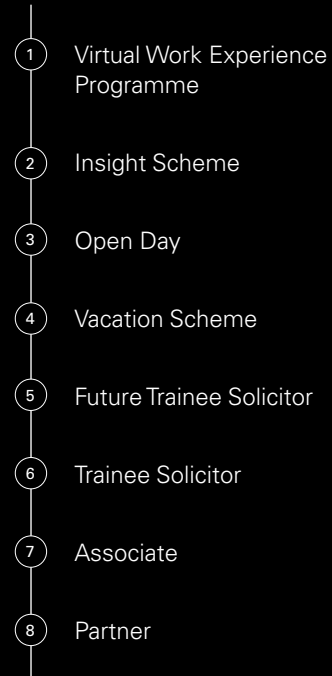
Victoria: Treat each six-month seat like a job interview. Make sure that the team around can see you as a potential future associate in their group. Show yourself to be willing, be keen to get involved and really embed yourself in our culture. Take every opportunity that comes along. And remember that your fellow trainees will be your best friends, future clients or fellow partners one day—so take the time to get to know them!

Your long-term career with White & Case

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

Your career journey





Your career

Get to know us

If you're thinking seriously about a career in law, it's vital you join a firm that feels right and is a good fit for you. That's why we offer a virtual work experience programme and why we run open days, first-year insight schemes and vacation schemes—so you can find out if White & Case is the right fit for you.

Many of our previous participants find that these immersive experiences help them not only decide on the right career choice and firm, but also build friendships and start to build their professional networks too.

Explore the many different opportunities we provide so you can learn more about our Firm and the work we do.

Experience White & Case

Virtual work experience programme

Our virtual work experience programme offers the opportunity to gain first-hand insight into life as a White & Case trainee and experience the realities of cross-border law.

There is no cost for the programme; it is self-paced to fit around your schedule, and no application form or legal knowledge is required. You'll gain insight into the fast-paced cutting-edge projects our lawyers and trainees work on, and gain valuable skills by undertaking true-to-life legal tasks.

This experience will be recognised on our application forms, and it is a great way to demonstrate your interest in law and White & Case.

Wherever you are based, we want to give everyone the opportunity to get to know us. Visit whitecasetrainee.com for more information.

First-year insight scheme

The two-day scheme, specifically designed for first-year students from any degree discipline, is to help introduce participants to the many areas of law, different types of firms and help confirm or dispel any myths associated with becoming a lawyer.

Participants will receive useful guidance on ways in which they can begin to strengthen their future applications, and have the opportunity to meet different members of the White & Case team informally throughout various networking events. During the scheme, time is also spent work-shadowing with one of our trainees, providing insight into the day-to-day role of a trainee at White & Case.

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. The purpose of our open days is to provide participants with useful insight into White & Case and the training we offer. During our open days, there will be an introduction to our business and an opportunity to hear about the role of a trainee from some of our current intake.

Participants will be able to network with members of the White & Case team over lunch before receiving practical tips on applications and interviews, and having the opportunity to put their decision-making skills to the test in an interactive game. The day will finish with a further opportunity to speak with various White & Case employees about life at the Firm.



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The first-year insight scheme was a great opportunity to get to know the Firm and to understand what 'international law' really means.

First-year insight scheme

Who can apply?

First-year students

Scheme 1

6 – 7 May 2020

Scheme 2

13 – 14 May 2020

Application dates

1 October 2019 – 31 March 2020

Open days

Who can apply?

Penultimate-year students, finalists and graduates

Open day 1

13 November 2019

Application dates

1 October – 3 November 2019

Open day 2

27 November 2019

Application dates

1 October – 17 November 2019

Vacation schemes

A vacation scheme is a great way to experience first-hand what life is like as a White & Case trainee.

Each year, we have up to 75 places available on our winter, spring and summer schemes.

You will play an active part in the London office by sitting 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 and Development team. You will also have the valuable support network of your peers attending the scheme with you—you are by no means competing against each other during your time with us so you can relax, enjoy the scheme and get to know your future colleagues.

The social side of office life is important too, and you will have plenty of opportunities to network at social events, such as sushi-making classes, indoor crazy golf and go-karting. You will also be taken for lunch by your supervisor during the scheme—a great opportunity to get to know them on a more informal level outside of the office.

Winter vacation scheme

Who can apply?

Finalists and graduates

Scheme dates

9 – 20 December 2019

Application dates

1 October – 6 November 2019

Salary

£500 per week + travel expenses

Spring vacation scheme

Who can apply?

Penultimate-year students, finalists and graduates

Scheme dates

23 March – 3 April 2020

Application dates

1 October 2019 – 15 January 2020

Salary

£500 per week + travel expenses

Summer vacation scheme

Who can apply?

Penultimate-year students, finalists and graduates

Scheme dates

15 – 26 June 2020

Application dates

1 October 2019 – 15 January 2020

Salary

£500 per week + travel expenses



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**During my vacation scheme
I saw how intellectually
impressive, multicultural
and inclusive the team
is at White & Case.**

Training contract

You'll be part of an excellent training programme, which gives you real responsibility from the very outset of your career.

You get to shape how your career develops and where. 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 networks.

Four-seat structure

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

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



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**Working here means that
I get the international career
that I've always wanted.**

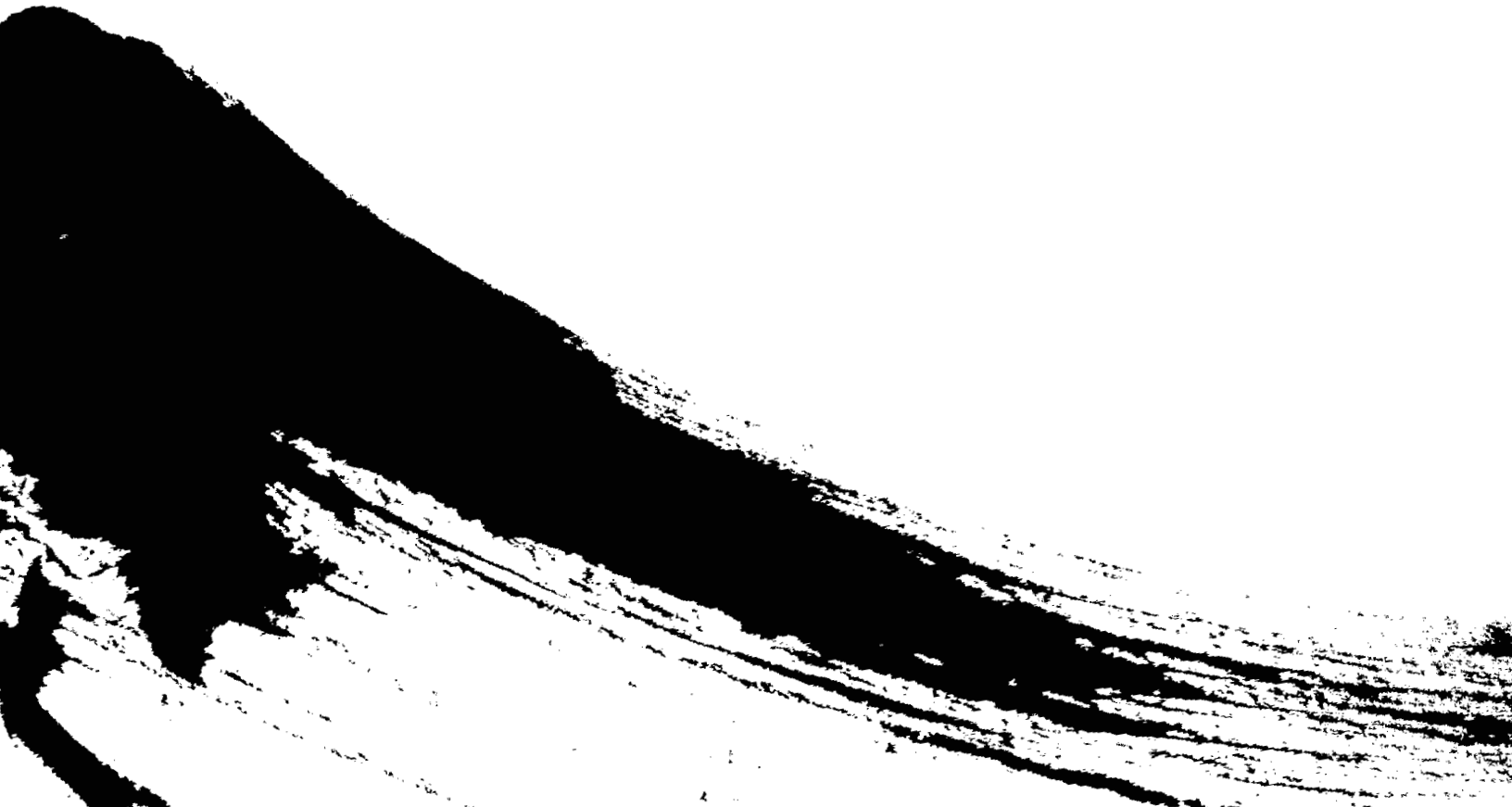
Support and development

Our trainees work alongside an experienced supervisor, whose job it is to make sure you get plenty of opportunities to expand the skills, knowledge and experience you need to develop your own career path. A high-stretch, high-support firm, we are committed to providing ongoing support and the best on-the-job training possible.

The Graduate Resourcing and Development team stay closely involved in your progression throughout the training contract. They receive monthly training records and liaise directly with your supervisor about the relevance, variety and volume of work you're doing.

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.

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 an unmatched global programme of training courses.





Almost all our work
is cross-border, so
we need lawyers
with international
experience, outlook
and networks.



Training contract

Who can apply?

Second-year students,
penultimate-year students,
finalists or graduates

Start dates

September 2022
March 2023

Application dates

1 October 2019 – 15 July 2020

Trainee Salary

£48,000 (first-year)

£53,000 (second-year)

£105,000 (on qualification)

Your benefits

GDL and LPC course fees
and maintenance grants
paid by White & Case

Interest-free loan of £4,000

£500 health and wellness
account for you to spend
on your wellbeing

Interest-free season ticket loan

Cycle to work scheme

Private medical insurance

Discounted gym membership



Join us

Realise your potential

As a White & Case trainee, you'll work on fast-paced, cutting-edge projects from the start of your career. You'll gain client exposure early on, as you handle substantive matters with guidance from associates and partners, ongoing development programmes and support from our teams.

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 application to join a practice or industry group.

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 nationalities and cultural backgrounds. Even so, there are a few key qualities we always look for.

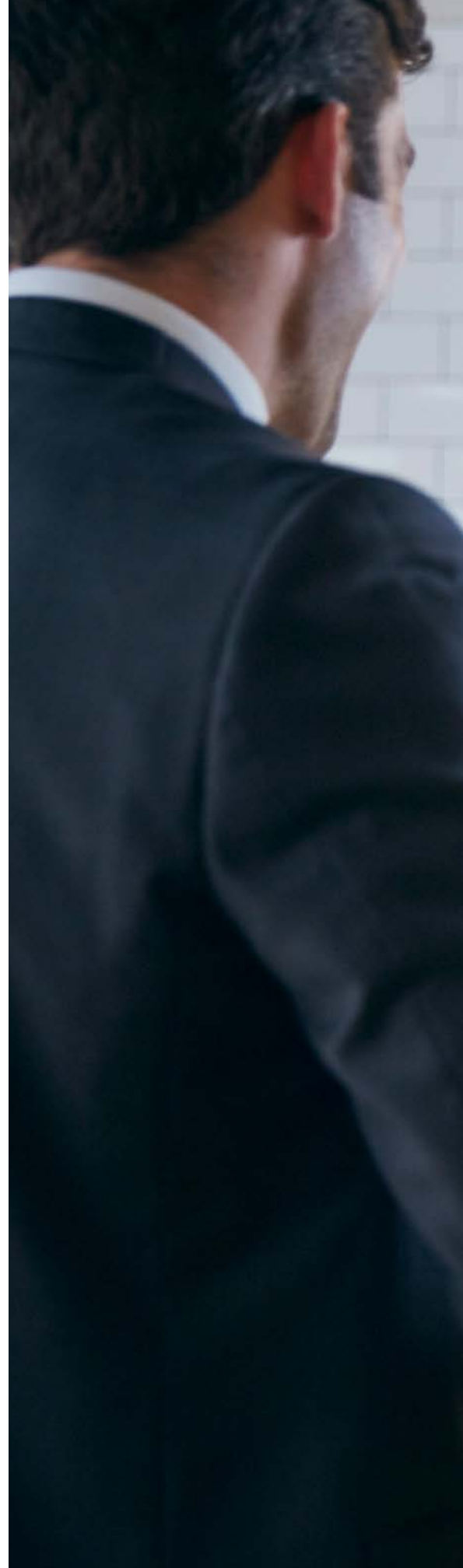
Intelligence and academic excellence are essential. Your interest in us suggests you have the ambition, drive and determination to become a successful global lawyer.

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 won't 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 informal open-door policy.

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



A man and a woman are smiling and looking towards the left. The man is wearing a dark suit jacket over a light blue shirt. The woman is wearing a grey blazer. They are in a modern office or cafe setting with a white brick wall and a large, glowing spherical pendant light hanging above them. A red chair is visible in the foreground.

“

**We recruit people from
all walks of life, from
different nationalities
and cultural backgrounds.**

How to apply

To apply for a first-year 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 direct applications for training contracts are reviewed after the deadline of 15 July 2020.

Assessment centres

We understand that it is not possible for all applicants to complete a vacation scheme. If you apply directly for a training contract, and are successful at the video interview and telephone interview, you will be invited to an assessment day in the summer.

The day will closely mirror the assessments used on our vacation schemes, including a research and drafting exercise requiring

you to read through a range of articles on a commercial topic in order to draft answers to questions asked by a fictitious client.

You will also be interviewed by an associate and a member of the Graduate Resourcing and Development team. The interviews will focus on your motivations for wanting to join White & Case, and your suitability to the role.

The day does not just focus on assessments; you will also be taken out to lunch by some of our trainees, providing you with an opportunity to ask them any questions you have about the Firm.

Successful applicants will be invited back after the assessment centre for an interview with two partners, incorporating a commercial presentation element.

“

We want to get to know you and encourage you to get to know us too.

Gemma Barns, Graduate Resourcing and Development Manager

Tips for your application

- **Familiarise** yourself with the application form before rushing in—think about why we are asking you certain questions
- **Utilise** your work experience and employment section fully—what relevant skills did you develop?
- **Do thorough research** into the Firm—stating facts and figures from our recruiting brochure and website does not make you stand out
- **Revisit your application** over a period of time—a strong and tailored form cannot be completed in one day
- **Attention to detail** is a crucial skill for a lawyer—always seek a fresh pair of eyes to double check for any typos and grammatical errors
- **Undertake our virtual work experience programme** to gain first-hand insight into life as a trainee. Understanding more about the work we do will help when completing your application. Visit **whitecasetrainee.com** for more information.

Assessment process

First-year insight scheme

- **Stage 1**
Online application

Open day

- **Stage 1**
Online application

Vacation scheme

- **Stage 1**
Online application
- **Stage 2**
Video interview assessed by the Graduate Resourcing and Development team
- **Stage 3**
Face-to-face interview with one member of the Graduate Resourcing and Development team and one associate, plus a written assessment
- **Stage 4**
Assessment during the two-week scheme—research task, group task, feedback from the business
- **Stage 5**
Training contract interview with two partners, incorporating a commercial presentation



Training contract

Stage 1

Online application

Stage 2

Video interview assessed by the Graduate Resourcing and Development team

Stage 3

Telephone interview with one member of the Graduate Resourcing and Development team

Stage 4

One day assessment centre—research task, group task, interview with one member of the Graduate Resourcing and Development team and one associate

Stage 5

Training contract interview with two partners, incorporating a commercial presentation

Online application

To apply for any of our opportunities, you will need to complete an online application form. For vacation scheme and training contract applications only, you are required to complete a covering letter as part of your application. This is your opportunity to explain in your own words why you wish to pursue a career in commercial law at White & Case. Consider including why you think you would make a suitable trainee at the Firm.

Video interview

Our video interview process involves answering three questions. You will have 15 seconds to prepare for each question and 90 seconds in which to answer. Before you answer the questions, you will have the opportunity to complete a practice question to help you feel more at ease, and we also share our own hints and tips for success.

Telephone interview

The telephone interview (for applicants applying directly for a training contract only) is 30 minutes in length and will be with a member of the Graduate Resourcing and Development team. Questions will largely focus on those competencies we believe are important to becoming a successful trainee solicitor at White & Case. To find out more about our competencies please visit whitecasetrainee.com.

Face-to-face interview

This is your opportunity to meet with the Graduate Resourcing and Development team, associates and partners. During the interviews, we would like to hear about your experiences, motivations for a career in law and your interest in joining White & Case. You will also be given the opportunity to ask any questions you may have.

Key dates

First-year insight scheme

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

● Scheme 1

6 – 7 May 2020

● Scheme 2

13 – 14 May 2020

○ Application dates

Open: 1 October 2019

Close: 31 March 2020

Who can apply?

First-year students from 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

13 November 2019

○ Application dates

Open: 1 October 2019

Close: 3 November 2019

● Open day 2

27 November 2019

○ Application dates

Open: 1 October 2019

Close: 17 November 2019

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

9 – 20 December 2019

○ Application dates

Open: 1 October 2019

Close: 6 November 2019

Who can apply?

Finalists and graduates from any degree discipline

● Spring vacation scheme

23 March – 3 April 2020

○ Application dates

Open: 1 October 2019

Close: 15 January 2020

Who can apply?

Penultimate-year students, finalists and graduates from any degree discipline

● Summer vacation scheme

15 – 26 June 2020

○ Application dates

Open: 1 October 2019

Close: 15 January 2020

Who can apply?

Penultimate-year students, finalists and graduates from any degree discipline

Training contract

Apply directly for the two-year training contract.

● Start dates

September 2022
March 2023

○ Application dates

Open: 1 October 2019
Close: 15 July 2020

Who can apply?

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

Learn more

Visit our careers site:
whitecasetrainee.com

- Read more about our work, our people and our offer:
inside.whitecase.com

- Experience life as a White & Case trainee via our virtual work experience programme.
Visit **whitecasetrainee.com** for more information.



We are in markets that matter

Abu Dhabi	Madrid
Beijing	Melbourne
Berlin	Mexico City
Boston	Miami
Bratislava	Milan
Brussels	Moscow
Cairo	New York
Chicago	Nur-Sultan
Doha	Paris
Dubai	Prague
Düsseldorf	Riyadh*
Frankfurt	São Paulo
Geneva	Seoul
Hamburg	Shanghai
Helsinki	Silicon Valley
Hong Kong	Singapore
Houston	Stockholm
Istanbul	Sydney
Jakarta*	Tashkent
Johannesburg	Tokyo
London	Warsaw
Los Angeles	Washington, DC

*Associated firm

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