

Join a law firm
that is genuinely
different

Graduate careers
in the UK

withersworldwide
The law firm for success

Hello

Welcome to Withers, a law firm focused on people.

For the past 125 years, we have supported some of the world's most remarkable individuals and organizations.

What we do for them is exciting, because what they're doing is exciting. Our working environment is flexible and agile, which suits them and us.



And our culture is highly collaborative. We work hard together, but always with humour and balance. We listen to ideas, and nurture talent and creativity.

We're helping our clients to shape the future. Can we help shape yours too?

OVER 
1,500
PEOPLE

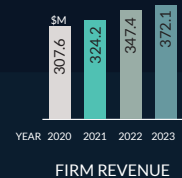
220+
PARTNERS


17

LOCATIONS ACROSS
US, EUROPE AND
ASIA PACIFIC


45%
OF THE FIRM'S
PARTNERS
ARE WOMEN


19%
OF OUR GLOBAL
WORKFORCE IDENTIFY
AS NON-WHITE





“

I worked on a variety of matters from the get-go. You're a valued member of the team, involved in most aspects of client work. The people here are what makes the firm an incredible place to train and work, I have always felt supported and guided by partners and other fee earners. I was in my first seat when Covid-19 hit which was daunting, but the firm made sure that we were properly supervised and supported throughout, and the small intake of trainees meant we also had a great peer support network.

Nicola Culliton
Associate | London

Working here

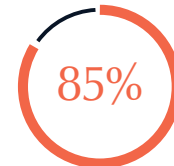
Withers exists to help our clients succeed, and we can only do that by supporting our people, and providing interesting and rewarding career opportunities.

We want to be the best, and we work hard to keep improving. But that doesn't mean living at the office. We've found that we perform best when we work flexibly around our clients' needs and our own.

Ours is a collaborative, inclusive culture where everyone can flourish. We look to attract and develop people with wide-ranging backgrounds and skillsets. It's the only way for us to keep pace with change.



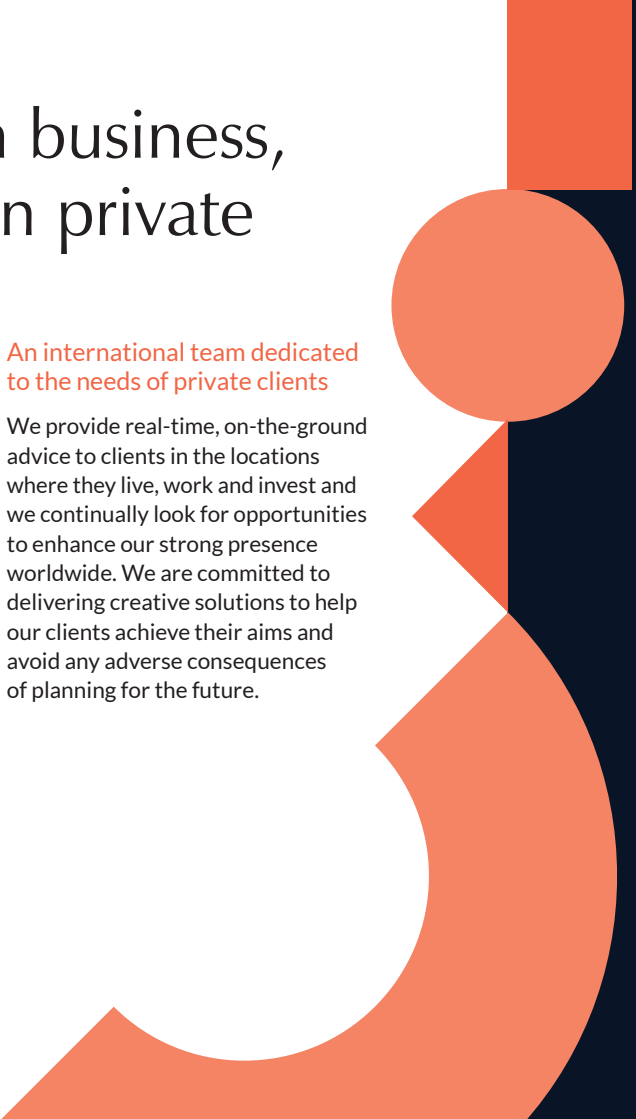
OF OUR PEOPLE SAY
THEY ARE PROUD TO
WORK FOR THE FIRM*



OF OUR PEOPLE WOULD
RECOMMEND THE FIRM AS
A GOOD PLACE TO WORK*

*Independent firmwide survey
conducted by Korn Ferry April 2022

Our clients, in business, in dispute or in private



Creative advice for businesses in complex and turbulent times

Our global team of business lawyers has the depth and diversity of knowledge to advise on issues that arise over the entire life cycle of a company, from securing investment, to structuring executive pay, to completing mergers and acquisitions.

The largest global disputes and litigation group of its kind

We are strategically spread across key dispute resolution centres around the world, including New York, London, Milan, Singapore, Hong Kong and the BVI. We are uniquely placed to resolve our clients' issues efficiently and without drawing unwanted attention to them.

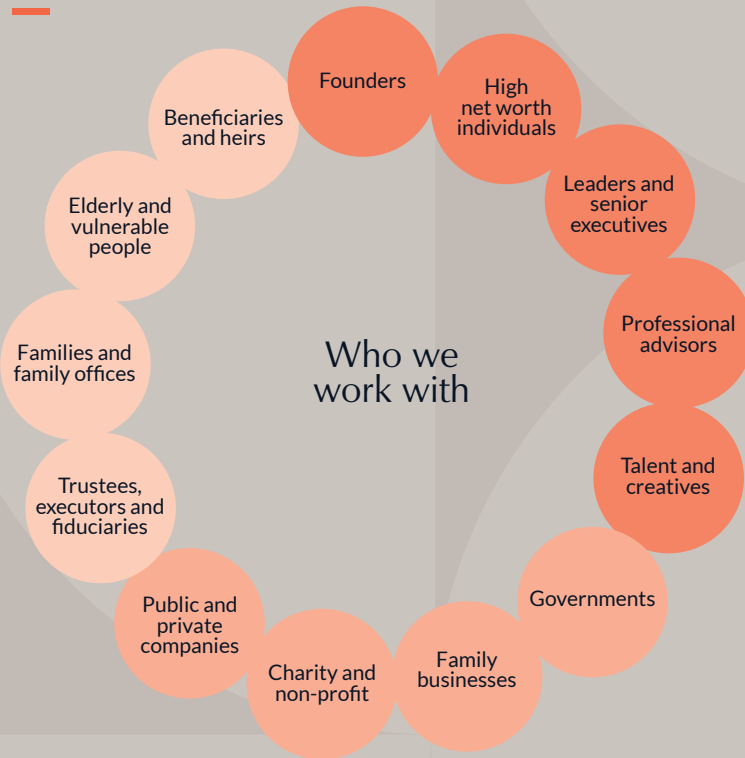
An international team dedicated to the needs of private clients

We provide real-time, on-the-ground advice to clients in the locations where they live, work and invest and we continually look for opportunities to enhance our strong presence worldwide. We are committed to delivering creative solutions to help our clients achieve their aims and avoid any adverse consequences of planning for the future.

Areas of legal practice

Banking and finance
Commercial litigation
Corporate
Divorce and family
Employment
Immigration
International arbitration
IP and data protection
Media and reputation
Private client
Public international law
Real estate
Tax
Technology
Trust, estate and
inheritance disputes
White collar defense
and investigations

Clients and industries



Art
Aviation and marine
Construction
Charities and philanthropy
Energy
Farm and estates
Fashion and luxury brands
Fashion tech
Financial services
Food and drink
Funds
Hotels and hospitality
Insurance companies
Life sciences
Media and reputation
Pharmaceuticals
Sponsorship
Sports and talent
Technology
Venture capital

Clients we work for

For over 125 years we have been proud to assist some of the world's most remarkable individuals and organizations in realizing their ambitions, protecting and defending their interests, and using private capital to transform the world around them.



“

As a trainee at Withers you learn by doing. Every trainee is entrusted with a great deal of responsibility early doors, which is a great way to develop your technical and legal knowledge.



Akanksha Rathke
Trainee solicitor |
Hong Kong

“

A major benefit of being part of a relatively small cohort at Withers is the level of responsibility you are able to take on in speaking to clients and progressing matters, which means you are really able to develop great client relationships at an early stage in your legal career.



Haider Farooq
Trainee solicitor | London

“

There are incredible opportunities for professional growth at all levels and exposure to a diverse and sophisticated range of client matters.



T. Sandra Fung
Partner | New York

“

Since joining, I have not only had the opportunity to work on challenging matters for major international clients, but I've been able to do that alongside outstanding colleagues who have been supportive and considerate.



Chloé Paloschi
Trainee solicitor | London

Training

The Solicitors Regulatory Authority (SRA) have introduced the Solicitors' Qualifying Exam (SQE) as a new route to qualification for all future solicitors. Withers will be transitioning to this new qualification route for our trainees from September 2024.

When you join Withers, following the successful completion of the SQE 1 and SQE 2 exams (that we will help fund), you will receive a comprehensive induction to the Firm and a tailored development programme to support you through your Qualifying Work Experience (QWE) and prepare you for a career as a solicitor.





Support network

As a Withers trainee, you will be assigned a partner as a mentor.

Your mentor will help with the choice of seats as you move through your training contract, give guidance on day-to-day issues and advise you on your potential area of qualification. When you begin, you will also be assigned a second-year trainee buddy. Your buddy is a helping hand who can answer those questions that you may not want to ask a more senior person. You will have an Associate buddy as you rotate across different seats. Your buddy is there to help you with any queries you may have in your seat. You will be assigned an HR mentor who ensures your wellbeing and that your training consistently meets the high standards we set.



We look for the most talented people, and recognise that a broad range of strengths and experiences are what makes for a successful team. If you have skills to contribute to our market-leading practices, then we would love to meet with you, and in turn can promise our trainees that they will experience an exciting, collaborative and immersive environment that will challenge them and help them develop into lawyers for some of the most successful clients in the world.

Natasha Stourton

Training partner | London

Training seats

Our training programme offers four seats of six months' duration. Seats currently available are:

- Charities
- Corporate and venture capital
- Employment
- Family and divorce
- Intellectual property
- Litigation and arbitration
- Private client and tax
- Real estate
- Trust, estate and inheritance disputes

Current international secondments for
UK based trainees:
Hong Kong | Milan | Geneva



We pride ourselves on being business lawyers for private capital, representing entrepreneurs, investors, closely-held businesses and non-profit organisations. This is a very exciting area to work in, actively engaging with individuals who are major influencers and those advancing progressive change in business and society more broadly. We look for trainees with interests and talents across a broad spectrum of areas. Those with a creative and commercial mind set will excel at Withers.

Jeremy Wakeham

Partner and CEO
Business division | London

What we look for

We welcome applications from all degree disciplines and from applicants at all stages of their career (undergraduates, postgraduates, mature students and those considering a career change). We are an equal opportunities employer and actively aim to attract a vibrant, diverse pool of talent with individual skills and experience to reflect our dynamic client base.

The international nature of our practice means that language skills (whilst not essential) can be useful, particularly European languages, as well as Russian, Ukrainian, Arabic and Mandarin.

Minimum requirements

Applicants will be expected to obtain an upper second-class degree or higher and a minimum of two As and one B at A-Level (unless there are exceptional circumstances).

Salary and benefits

We offer a competitive salary and benefits package – current salaries for first and second year trainees are £45,000 and £49,000 respectively, and these are reviewed annually.

We pay the course and exam fees for undertaking the PGDL (if applicable) and SQE. We will also contribute towards your living expenses in the form of a maintenance grant of £8,000 for the PGDL and £10,000 for the SQE (LLM).

You will benefit from 25 days' holiday, an interest free season ticket loan, bonus, group personal pension, life assurance, private medical insurance, access to the firm's doctor, conveyancing and an array of social events.

How to apply

To apply for a training contract or a vacation scheme, you will need to complete our online application form. We do not accept CVs, but hard copy application forms are available on request. If you are successful following the application stage, you will be invited to complete an online assessment called Capptivate. This is a strengths-based online assessment which will help you learn more about the work you'd be doing in the role and help us understand if you'd be a good match. If you are successful, you'll be invited to the next stage of the recruitment process. All candidates will receive a personal feedback report from Capptivate.

Responsible business

We are always thinking about the future. That means doing our part to help tackle the world's problems and engaging our people across the firm to help us create a positive impact in our communities.

Many of our clients are working through their businesses, charities and philanthropy to tackle the climate emergency, reduce inequality and support communities, and we are proud to help them make their initiatives more effective.

We focus on our impact too. From our greener buildings program to our employee networks, we are always pushing ourselves to be better. We take on important cases on a pro bono basis, and we offer mentoring and apprenticeships as a way to broaden access to legal careers.

Our responsibility framework (overleaf) is a vital part of the firm's strategy, and each group is led by partners across the firm, supported by teams across the US, Europe and Asia to help us deliver important initiatives.

We are seeing measurable results, for example we are tracking our carbon output at a detailed level globally, in order to identify changes to create the greatest impact in the coming years.

Our London office has recently achieved Planet Mark certification and we aim to achieve similar certification across all our offices.

From new office refurbishment to diversity, equity and inclusion, wellbeing, pro bono and our giving back initiatives across our offices, we seek to create a positive impact for our people and for our local communities.



Responsible business framework



All of our people are encouraged to get involved in areas that they are passionate about or interested in, helping to develop and share knowledge, and play an active role in initiatives across the firm.



Diversity, equity and inclusion

An inclusive workplace is one where everyone feels free to be who they are, supported and encouraged to fulfill their career potential.

Inclusion is deeply embedded in our culture and having a diverse workforce at all levels within the firm has long been an essential guiding principle for us. Our aim is to ensure that all staff can bring their full selves to work and excel in their role.

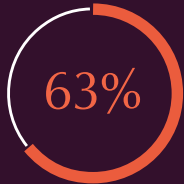
Over the last 20 years, we have been ranked highly in the tables that

chart the proportion of women and LGBTQ+ employees at the firm. We are proud that, in contrast with many of our competitors, 45% of our global partnership, and 50% of the senior leadership team are women.

We're not complacent about the diversity of our workforce or the challenges that individuals can face in their professional and personal lives. We treat everybody equally and we are committed to promoting and conducting an open, honest and fair culture.



Key statistics



OF OUR GLOBAL
WORKFORCE
ARE WOMEN



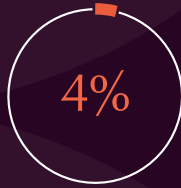
OF OUR GLOBAL
PARTNERSHIP
ARE WOMEN



LANGUAGES
SPOKEN



OF THE PARTNERSHIP
BOARD ARE WOMEN



OF OUR GLOBAL WORKFORCE
IDENTIFY AS LGBTQ+*

*refers to data collected
in the US and Europe



OF OUR GLOBAL
WORKFORCE IDENTIFY
AS NON-WHITE

Recognition



The Legal 500 EMEA
Top Tier Firm 2024



Best Lawyers US
Best Law Firms 2023



The Times
Best Law Firms 2023



Chambers & Partners
Top ranked in UK 2023



Chambers & Partners
Ranked in Asia-Pacific 2023



Chambers & Partners
Top ranked in HNW 2023

“

Very capable firm that covers every need a HNW/UHNW would require. Genuinely collaborative mentality means you have access to the best in Withers with contacts across all sectors.

Legal 500

A note from our leaders

In a fast-changing world, we're proud to work with many of the individuals and businesses who are making the world a better place.

If that interests you, you will find that Withers is an exciting and dynamic place to work, and that we are constantly on the lookout for ways to grow and strengthen our business.

There is a huge amount of opportunity to grow at Withers and to work on exciting client work and business initiatives, and we look forward to discussing how you can be part of that success story.



Margaret
Robertson
CEO
London



Justine
Markovitz
Chairperson
Geneva

Key dates



A horizontal timeline with a teal arrow pointing to the right. Four vertical teal tick marks are placed along the timeline. Above the first tick mark is the date '1 Nov 2023' and a list of events. Below the second tick mark is the date '31 Jan 2024' and a list of events. Below the third tick mark is the date '2024 vacation scheme dates' and two date ranges. Above the fourth tick mark is the date '31 May 2024' and a list of events.

1 Nov 2023

Applications open for

- 2024 open day
- 2024 vacation schemes
- 2026 training contracts

31 May 2024

Application deadline for
2026 training contracts

31 Jan 2024

Application deadline for

- 2024 open day
- 2024 vacation schemes

2024 vacation scheme dates

15–19 April
10–14 June



Finding diverse talent is important.
I'm looking for people who are curious,
creative and internationally minded.

Peter Wood

Partner | London

If you like what you see, we'd love to hear from you.

Withersworldwide.com/careers



Withers LLP
20 Old Bailey, London EC4M 7AN
+44 20 7597 6000
recruitment@withersworldwide.com



December 2023

