

BOLD MINDS.
BIG AMBITIONS.
BUILD THE
FUTURE OF LAW.

BUILD. BE BOLD. BELONG.

BCLP.



BUILD.
BE BOLD.
BELONG.

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WELCOME TO **BRYAN CAVE LEIGHTON PAISNER**

We are BCLP, a firm like no other. If you're looking to leave your mark and build a varied and impactful career in law, this is the place for you.

BCLP is where over 1,200 lawyers in 31 offices around the globe come together to provide clear, connected legal advice to high-profile clients in every time zone. Unlike many other global law firms, we are truly one firm with one profit pool, rather than a Swiss Verein.

It's where cutting-edge technology meets true thought leadership and where everyone from the newest trainee to the most senior partner contributes to a culture that's friendly, encouraging and hugely rewarding.

From day one, you'll have the freedom to explore new ideas and the space to grow, all while being part of a supportive, globally connected team.

We've established our firm on the foundations of thinking differently. So, if you're bold and inquisitive and ready to challenge the status quo, you'll fit right in at BCLP: a firm to be proud of, a place to belong.



SEGUN OSUNTOKUN
London Office Managing Partner



WHY JOIN US?

There's any number of reasons to choose BCLP, and you'll discover many more over the following pages. But wherever you join us, you'll also find that:

WE GIVE YOU EXPOSURE TO HIGH-PROFILE CLIENTS

We work with household names like Deliveroo, Nike, Goldman Sachs, Heathrow, EDF, BT, Deutsche Bank and eBay – and you will too. In some cases, you might even have the chance to spend time with them on a client secondment.

WE'RE BIG ON TECHNOLOGY AND INNOVATION

We were the first major law firm to use AI, and we've won the Legal Week AI Innovation Award two years running. We were also the first firm to use Predictive Coding (a form of machine learning) in a case that went to trial in the High Court.

WE TEAM OUR TRAINEES UP WITH PARTNERS

Every new trainee is allocated a partner mentor to help them find their feet and offer support and guidance throughout their training contract.

WE HAVE AN OUTSTANDING REPUTATION

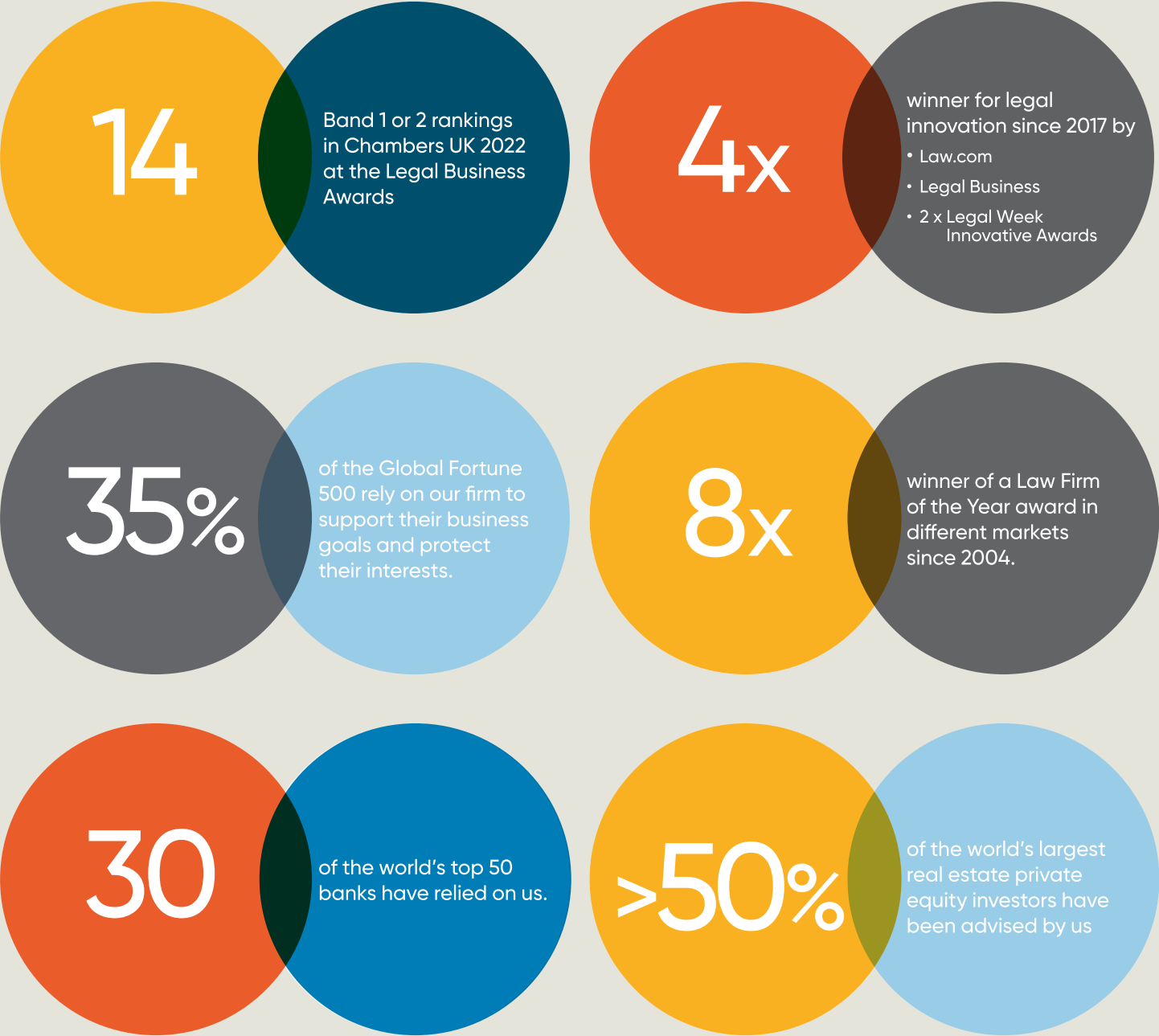
Our Real Estate team, for instance, is ranked Tier 1 by both Legal 500 and Chambers, and the firm as a whole has earned a top 20 spot in The Lawyer UK 200 rankings.

WE GIVE YOU THE SPACE TO GROW

It's something everyone at BCLP benefits from. But when you're just starting out, we work particularly hard to strike the perfect balance between real responsibility and the support you need to develop, grow and build your career.

WE OFFER A TREMENDOUS VARIETY OF WORK

The breadth of clients we work with and the range of projects we undertake present countless challenges, countless opportunities and countless industries to immerse yourself in.



OUR UK OFFICES

At BCLP, we have offices across London, Manchester and Southampton. Our Manchester and Southampton offices are well connected to the London office, with a strong Real Estate sector offering, as well as wider sectors and practices. In London, we have a breadth of practices for our trainees to experience across their Training Contract.

LONDON

At the heart of one of the world’s key financial, business and commercial districts, our London office is home to nearly 700 lawyers. Together, they tackle complex projects for over 30 FTSE 100 companies and more than 50 Global Fortune 500 companies, providing quality, full-service legal advice in the City, throughout the UK and worldwide. In close collaboration with our other global offices, and a network of over 100 market-leading law firms in jurisdictions throughout the world, our London lawyers deliver cross-border projects touching 130 countries. All of which has seen us grow to become a top-twenty law firm by London revenues.



The quality of work and training on offer, the positive and healthy working environment, and the firm’s noticeable commitment to diversity and inclusion are all great reasons to join BCLP. ”

MEG ROYSTON
Associate,
Employment & Labour



OUR UK OFFICES

MANCHESTER

Manchester is home to the UK’s second largest financial and legal services markets, and hosts more than 60 non-UK based financial institutions. Since opening our office here in 2014, we’ve expanded rapidly, and our team now extends to over 100 lawyers and support staff.

Clients say our spirit of innovation marks BCLP out as a firm, and the bold and inquisitive team here has a vital role to play in that. We take a fresh approach to the way legal services are delivered, using cutting-edge machine learning and case management technologies, alongside market-leading process mapping and data analytics techniques.



I have immensely enjoyed my experience of being a Manchester trainee at BCLP, both in the office and virtually. Awareness of BCLP’s presence in the city grows every year, and office life blends seamlessly with colleagues and clients in London. Trainees in Manchester’s transactional teams can expect a lot of responsibility right from the start, and are afforded every opportunity to gain a breadth of expertise. However, without doubt the strength of the Manchester office is in its people. Everyone has been supportive and approachable, fostering a real sense of collegiality and inclusivity among and across the different teams. This continued unflinchingly throughout the pandemic, where the office’s non-hierarchical structure meant trainees didn’t miss out on any of those all-important “soft skills” by working remotely. ”

MIKE ALLEY
Legal and Regulatory Risk Lawyer



SOUTHAMPTON

Since opening in 2018, Southampton has been able to provide a variety of resourcing models to fit in with clients’ requirements. Our growing Southampton team specialises in mid-market sales and acquisitions and strategic asset management. Anna Robbins is the office-managing partner for our Southampton office and has a wealth of experience advising property companies and private equity funds across all stages of the investment cycle. The team consists of four female partners, five senior associates and three associates, including a dedicated Real Estate Finance team. The team is part of BCLP’s wider Real Estate sector team which gives clients access to the broad spectrum of BCLP’s leading legal real estate specialists in real estate litigation, construction, tax, planning and environmental.

Based within easy reach of London, the team provides clients with an excellent combination of City trained, senior lawyers with a pro-active approach.

ANNA ROBBINS
Southampton Office Managing Partner



CORPORATE & FINANCE TRANSACTIONS

In sectors as wide-ranging as energy and natural resources, financial services, food and agribusiness, healthcare, infrastructure, insurance, real estate, retail, sports and entertainment and technology, we advise private and public companies, as well as start-up ventures and private equity sponsors on all their corporate legal affairs.

As a firm, we provide a fully-integrated service to corporate clients and those in all segments of the financial services industry, including banks, non-bank lenders, borrowers, fintech companies, and government agencies.



Being part of our Corporate and Finance Transactions team means working on a huge range of projects, drawing on expertise from as far afield as the US, Germany, Singapore and Hong Kong.

You'll forge relationships with people and clients across our business, guiding them and building your own reputation as an expert. What's more, you'll see opportunities in the challenges we tackle - they're complex, important and demand outstanding teamwork.



As a trainee here, you'll be assigned a Buddy, an Associate Supervisor and a Partner Mentor. This not only gives you some friendly faces to look out for in the office, but reflects the firm's collaborative and non-hierarchical approach.

MANUELA AMPOTAH

Associate,
M&A and Corporate Finance



TECHNOLOGY, COMMERCIAL & GOVERNMENT AFFAIRS

Our legal expertise goes without saying. But what distinguishes the Technology, Commercial & Government Affairs team here at BCLP is our understanding of the impact technology can have on an organisation, and how to mitigate the risks while making the most of the amazing opportunities it presents.

We represent clients including investors, technology businesses and enterprise users (any organisation that is procuring or investing in technology) across all sectors of the economy – from financial services to media and telecoms, and from energy and infrastructure to hospitality and healthcare. And the advice we offer them is just as diverse.

Our expertise ranges from fintech and payment solutions to AI and other advanced technologies – including, of course, digital media and mobile communications. Together, we help clients who are looking to leverage developments in these areas to increase trade, access capital markets or realise international investment opportunities.



Most big corporates are fast becoming technology companies, even if they don't realise it yet. Spend time with us here and you'll assist them on that journey, helping them to understand and embrace the changes they need to make to become the organisations they want to be.

CAROL OSBORNE

Partner,
Technology, Commercial & Government Affairs



FINANCE TRANSACTIONS

Our work within Finance Transactions, includes Transport & Asset Finance, comprising of a mixture of domestic and cross-border transactions. It involves advising clients – including financiers, finance arrangers, owners, operators, leasing companies, specialised insurers and manufacturers – around the clock, and around the globe.

The market-leading transactions we handle span a wide range of asset classes. But we're focused particularly on aviation, shipping and rail. As well as having a detailed knowledge of these markets, we're experienced across the full spectrum of financing models: secured lending, leasing (finance leasing, operating leasing, hire purchase and conditional sales), structured financings, export credit financings, securitisations and receivables financings.

Ultimately, however, our work is about building lasting relationships and developing an indepth understanding of our clients' businesses. By providing the right people with the right levels of experience, we can deliver tailored solutions that meet their legal needs and commercial needs.



Here, you'll be assisting with financing for aircraft, ships, rolling stock and equipment. With colleagues in New York, Hong Kong, Singapore, Beijing and Moscow as well as London, this is one of the more global teams within the firm. ”

RUSSELL CLIFFORD
Partner,
Finance Transactions



CORPORATE TRANSACTIONS

Whether their aim is growth through acquisitions or fundraisings, or the realisation of value through a sale or restructuring, our clients want advisors who can make deals happen. As a result, this is a particularly fast-paced and dynamic practice area.

Deals can be worth anything from a few million euros to several billion dollars. But in every instance, important risks will need to be considered and specific requirements met. That often means working with colleagues in other disciplines such as Tax, Employment and Labour, Intellectual Property, Regulatory, Real Estate and Environmental, to name just a few. To speed up deals and make life easier for our lawyers, the Corporate Transactions team looks for ways to use new technologies. Like AI software that automatically drafts standard form documents from simple questionnaires, or HighQ – a due diligence tool which allows us to exchange information in real-time with other parties on big transactions.



The variety of work here is tremendous. One month you might be working for a private or public company on a joint venture, an acquisition or the disposal of a business. And the next month you might be helping a new business go public, or an existing business raise money through the public markets. ”

BEN LEE
Regional Practice Group Leader,
Corporate Transactions



REAL ESTATE

In a market that’s constantly evolving, our team has vast experience of helping big-name clients to acquire, develop, finance, lease, operate, manage and sell commercial real estate covering all major asset classes. All of this creates the perfect environment in which to cut your teeth as a trainee lawyer and build the foundations of your career.



There are a number of different specialist teams you could spend time with here, including Asset Management, Commercial Construction, Environment, Planning & Zoning, Property Technology, Hospitality & Leisure and Real Estate Disputes.

Wherever you are, you’ll have the opportunity to work alongside the best and brightest minds, challenging yourself and sharing new ideas. You’ll learn how being responsive, pragmatic and committed is the way we build relationships with clients; how we listen carefully to their concerns, then tailor solutions to meet their individual requirements. Since much of what we do requires a multi-disciplinary approach, you’ll get to work with specialists in Corporate, Finance, Tax and Risk Management.



Not only do you get to work on great projects but the environment is really supportive and friendly – which can only be conducive to you doing well during your training contract. ”

DANIEL BURNAND
Senior Associate,
Real Estate



CORE REAL ESTATE

Our lawyers in Core Real Estate bring a multidisciplinary approach to the unique challenges faced by clients in the industry. We partner with them and work as a collaborative team to find solutions to the sophisticated legal and business issues associated with complex commercial real estate transactions.

We have significant experience negotiating from both sides of the table, involving virtually all classes of real estate, including office, hospitality, retail, industrial and mixed-use properties. We’re skilled at handling all types of transactions, large and small, including the structuring and negotiation of sophisticated joint ventures and project financing.

Our extensive track record in real estate, combined with the team’s broad industry knowledge and huge geographic reach, gives us valuable insights into the needs of our clients, helping us to identify and create optimum deal structures that minimise risk and maximise return.



It’s bricks and mortar, so the work we do here is very tangible. Often, it starts with a brownfield site. But by the end of each project, there’ll be a shopping centre, supermarket or industrial park, which you’ll pass on the motorway and think ‘yeah, I did that’. ”

SUNITA CHAWLA
Partner,
Real Estate



REAL ESTATE FINANCE

We are the leading real estate finance team in the City and advise many of the best-known names in the market on the financing of some of the largest and most complex real estate transactions.

Whether it's financing the development of skyscrapers in the City, the acquisition of portfolios of properties across Europe or anything in between, we understand the specific requirements of the clients active in this sector which include some of the world's largest asset managers, banks, private equity funds, insurance companies and developers.

Real estate deals have grown increasingly complex in recent years and this is where we deliver differently. Beyond volume and quality, we are ground-breakers in our field and the go-to firm for new-to-market real estate finance products. These transactions require legal sophistication and broad industry knowledge to ensure success in the modern global economy. But it's not just the most complex deals we focus on. We make a point of taking on more vanilla transactions if our clients ask us to; this is great news for junior lawyers as it offers the chance to extend their experience and take on more responsibility earlier in their career.



One of the key objectives of our team is to provide aspiring junior lawyers a platform to learn and develop. Our experience shows us that this is best achieved by providing people with the opportunity to collaborate with the best lawyers and clients to deliver market leading transactions. Everyone has something to offer and our aim is to create an environment where people to feel supported so that they feel are emboldened to put in their best effort from day one. ”

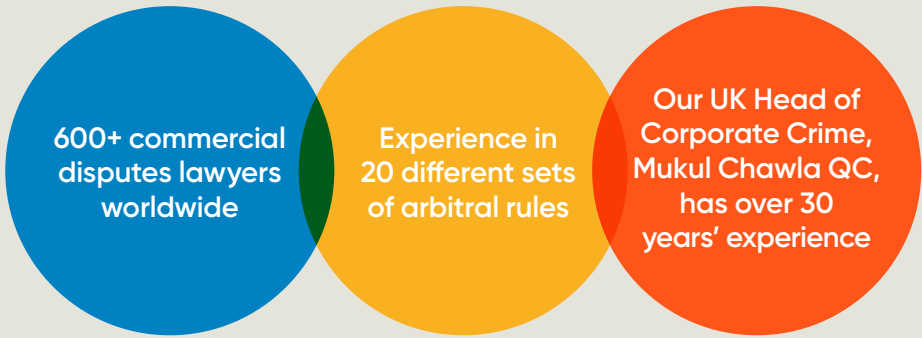
PAYAM YOSEFLAVI

Partner,
Real Estate Finance



LITIGATION & INVESTIGATIONS

We're experts in protecting reputations and resolving disputes through domestic courts, specialist tribunals and international arbitration. Our wide-ranging experience spans industries and jurisdictions, and our commitment to innovation enables us to address clients' concerns and manage their cases efficiently, with minimum disruption and cost to their business.



In Litigation and Investigations, you'll find yourself inspired by complex challenges that demand bold thinking and smart solutions. You'll work closely with talented colleagues from across the globe, blending diverse skills, experience and perspectives to deliver transformational outcomes.

As a trainee here, you could work with clients ranging from investment banks and Fortune 500 companies, to governments and high-profile individuals. The work you do could include anything from Antitrust & Competition, Commercial Disputes and Class Actions to Securities Litigation, Product Liability, Intellectual Property and Employment Law.

Along the way, you'll discover the important role technology plays in this particular area of the firm; how innovative tools are revolutionising certain aspects of our work like evidence analysis, case strategy, project management, forensic accounting and quantum calculations, enabling us to deliver an ever more efficient and cost-effective litigation service.

At BCLP, you are supported to grow your potential at all stages. The high quality training – covering both technical aspects and soft skills – helps you bridge the gap between life as a trainee and associate.

EDWARD GARDNER
Senior Associate,
Real Estate Disputes



FINANCIAL SERVICES DISPUTES & INVESTIGATIONS

Here, we represent and advise clients in relation to high-profile and complex corporate criminal investigations, prosecutions, and compliance matters. Working across many jurisdictions, we co-ordinate defence strategies, facilitate global settlements with regulators, and defend corporates and individuals at trial.

We advise on everything from matters involving bribery and corruption, money laundering and insider dealing to environmental issues, tax, health care, and export control. We're particularly well-known for handling large, multijurisdictional internal investigations. We've also achieved considerable success in matters related to investigations by regulators and government enforcement agencies. On the compliance and prevention side, our experience means that we understand how the authorities operate. Working with our clients' own internal counsel, we're able to use this knowledge to identify the key areas of risk they face, then help them implement effective policies, systems and controls to mitigate those risks.

The world of UK financial services regulation is reliably changeable – a real advantage (depending on your mindset!) of working in this area is that we must keep on learning, however experienced we are. Change also gives rise to new business risks and, inevitably, disputes, which we help our client to deal with. As a trainee in our team, you would play a key role in keeping us and our clients updated on the regulatory changes that are continually taking place, and helping us to think about the practical impact these changes are having on our clients' businesses.

POLLY JAMES
Partner and Co-PGL of Financial Services
Disputes & Investigations



BUSINESS AND COMMERCIAL DISPUTES

We work with our clients to resolve their complex business disputes around the globe. We offer clear, concise and efficient advice on the full range of commercial claims. We utilize project management techniques when appropriate to ensure we handle even the most complex disputes with efficiency.

Our clients range from private, family-owned businesses to some of the largest publicly traded companies in industries such as financial services, food and agriculture, manufacturing, transportation, retail, technology, energy, pharmaceutical, health care, sports and entertainment and hospitality.



Our objective is simple and that is to listen to our clients and to deliver the best result we can. We applaud lateral thinking and work as a cohesive litigation team to identify the right strategies and tactics. ”

GRAHAM SHEAR
Practice Group Leader,
Business and Commercial Disputes



INTERNATIONAL SECONDMENTS

Our international secondments are of the highest calibre. So much so, that we were awarded the Lex 100 award for International Secondments. We have opportunities for Trainees to go on secondment to Hong Kong, Paris, Brussels and Abu Dhabi.

“In my fourth seat, I sat with the construction disputes team in Abu Dhabi. The team works on a lot of high profile, high-value construction disputes team within the UAE and the MENA region more broadly. The team handles disputes relating to a variety of construction projects, including large infrastructure projects and various other forms of property development.

The Abu Dhabi office is smaller than the London office, which gives trainees the opportunity to take on much more responsibility and work more closely with senior associates and partners on matters. Working in a smaller team offers trainees greater exposure to client management and business development activities, which enables you to develop a deeper appreciation of the role of an associate. It also offers increased contact with clients, experts and other lawyers.

As UAE law is often new to secondees, the team offers fantastic training and support to help you get up to speed and as such, you quickly become familiar with operating under another legal system. Whilst on secondment, you also benefit from training provided by the wider Litigation and Investigations practice, which helps you to develop a well-rounded understanding of contentious work.

Aside from the great work, an international secondment provides an opportunity to collaborate with colleagues from across the firm's offices and join an active social network of trainees seconded to the region from a number of international law firms. Overall, this experience helps you to develop a wide range of soft and technical skills whilst building your network both within the firm and externally. ”

ZAYNAH MIRZA
International secondment to
Abu Dhabi, Associate



CLIENT SECONDMENTS

Our client secondments have seen our trainees working with a wide range of highly prestigious companies, including AirWair, Goldman Sachs, Aviva, Heathrow and Reprieve.

“The Goldman Sachs secondment presents one of a kind opportunity, allowing the trainee to step into the shoes of a junior in-house lawyer, combining the trainee and the junior associate roles. This entails many new responsibilities and a lot of “outside the box” legal and project management thinking. I was encouraged to present my ideas to both the legal and business teams and then lead on the execution of these ideas.

I worked closely with the BCLP Finance Transactions team and I was asked to liaise with the counterparties, foreign legal counsel and many of the Goldman Sachs teams. You are often the go-to person for any day-to-day legal queries and transaction management.

Given the nature of the clientele, you get to work on lending products secured by classes of assets that you wouldn't usually come across, which gives you a better understanding of the client's products and needs.

This all allows you to further develop your transaction management, communication and business development skills. ”

JAN BERVIDA
Associate



“During my secondment to Reprieve, I was seated in the Syria and Iraq Detention Project team. Working alongside people who are dedicated to advocating for children and adults detained without charge or trial in Syria and Iraq was extremely inspiring and rewarding. I was given the opportunity to manage client cases, draft documents, and undertake a variety of research projects into complex areas of law and policy. The Reprieve secondment allowed me to extend my professional network outside of the firm; improving my ability to build long lasting relationships with people from a diverse range of legal and non-legal backgrounds. Further, being the only secondees in the team taught me how to effectively manage my time and prioritise my workload effectively. I was also incredibly well supported by both my team at Reprieve and BCLP's Emerging Talent. While human rights and civil liberties work may differ from corporate law, I believe the skills acquired at Reprieve will significantly benefit the remainder of my training contract and beyond. ”

ZIHANNAH NICHOLSON
Trainee Solicitor



INNOVATION SEAT

BCLP was established on the foundations of thinking differently, and we are always looking for bold and inquisitive minds to help us build the future of our firm. That's why, last year, we introduced an Innovation Seat to the trainee rotation to align to our strong innovation pillar.

This emphasis on core firm innovation will be enhanced through Project Advance, and the Innovation Seat will operate as a distinct "training and project delivery track" to run alongside fee-earning work in a department.

The purpose of this exciting new Seat is to educate trainees on how to innovate and transform legal service delivery and, through extensive training in a supportive environment, equip them with robust problem solving and technical skills they will need to navigate and shape for the future of law.

The innovation seat will be embedded within the Innovation Trainee's selected Practice Group. You will work closely with the Innovation team who will provide clear guidance and support throughout the 6-month seat rotation.

You will remain an active part of our established training programme and gain exposure to the legal work, technical department training, supervision and social network opportunities within the 'traditional' seat rotation. However, 20% of your time will be dedicated to innovation projects. This will be structured flexible to business needs and the proposal is for two half days per week to be committed to innovation.



INNOVATION THAT NEVER STOPS

Lots of law firms talk about innovation. Very few have our track record in disrupting the market, over and over again.

CHAMPIONING BOLD NEW IDEAS

Our collaborative, open and diverse culture allows us to identify pain-points and challenges faced by our clients and lawyers, and then work together to develop creative new solutions. Our Innovation Champions network empowers our junior lawyers to be bold, challenge conventional wisdoms and bring forward exciting new ideas. Then our Innovation Team helps you explore your ideas through ideation sessions, design workshops, and experimentation with Legal Tech start-ups. Finally, they help you to develop business plans or change programs to actually execute on that creativity.

OUR AWARDS

This constant enthusiasm for change has won us ILTA's award for World's Most Innovative Law Firm twice. We've also won Legal Week's award Future of Legal Services Innovation – Large Private Practice in 2020.



Innovation is truly at the heart of everything BCLP does. The firm has a culture of creativity, lateral thinking, and a genuine excitement to explore new technologies that can help us to deliver legal services smarter, faster, and better. ”

JEFF WESTCOTT

Global Director of
Innovation and Practice Technology



JUST A FEW OF OUR INDUSTRY FIRSTS



Creating the flexible
lawyering market with
Lawyers on Demand



Inventing Managed
Legal Services



Defining and catalysing
the industry's use of machine
learning by creating LONald,
the market's first AI-based
clause extraction tool, in 2015.



Leading the market in
adopting machine learning
in our litigation team

INCLUSION & DIVERSITY

At Bryan Cave Leighton Paisner (“BCLP”), an inclusive culture, where all of our people can thrive, is essential to our success. Such a culture ensures that everyone feels valued and respected as an individual. By embracing the diversity of our people, we drive innovation, high performance, and develop a competitive edge. Colleagues work in ways that integrate life and work, empowering them to deliver their best for the Firm.

OUR VISION

As a reflection of our commitment to meaningful, sustainable change, in June 2020 the firm introduced an exciting, bold and ‘future forward’ thinking inclusion and diversity strategy.

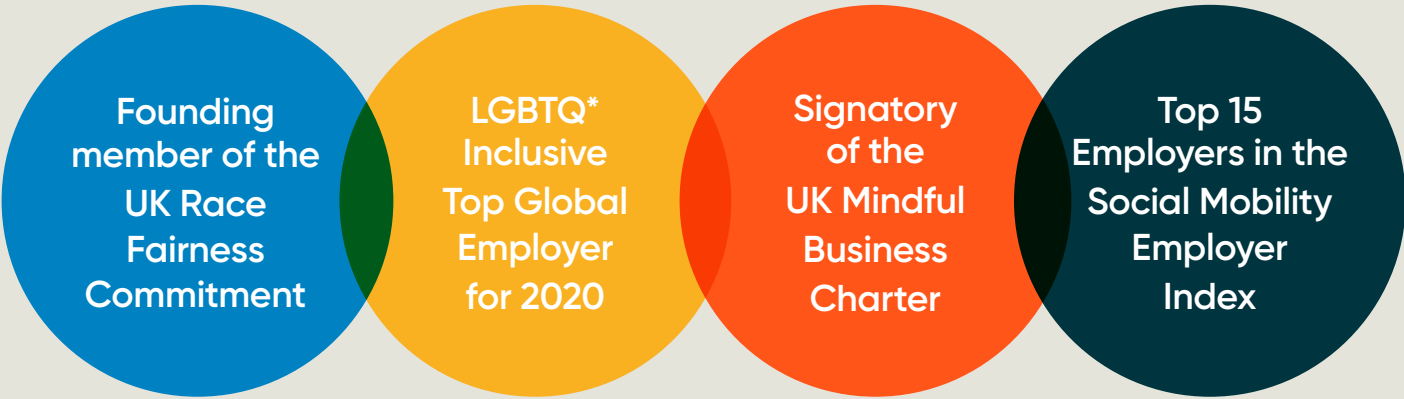
Our intention is to unleash and nurture the power of belonging and inclusion and diversity as a habit, not an initiative, and to create an environment where everyone feels valued, respected, celebrated and able to reach their full potential.

As a trainee, you can play a meaningful role within our affinity groups and work with BCLP leaders and influencers from across our global offices to build an inclusive firm.

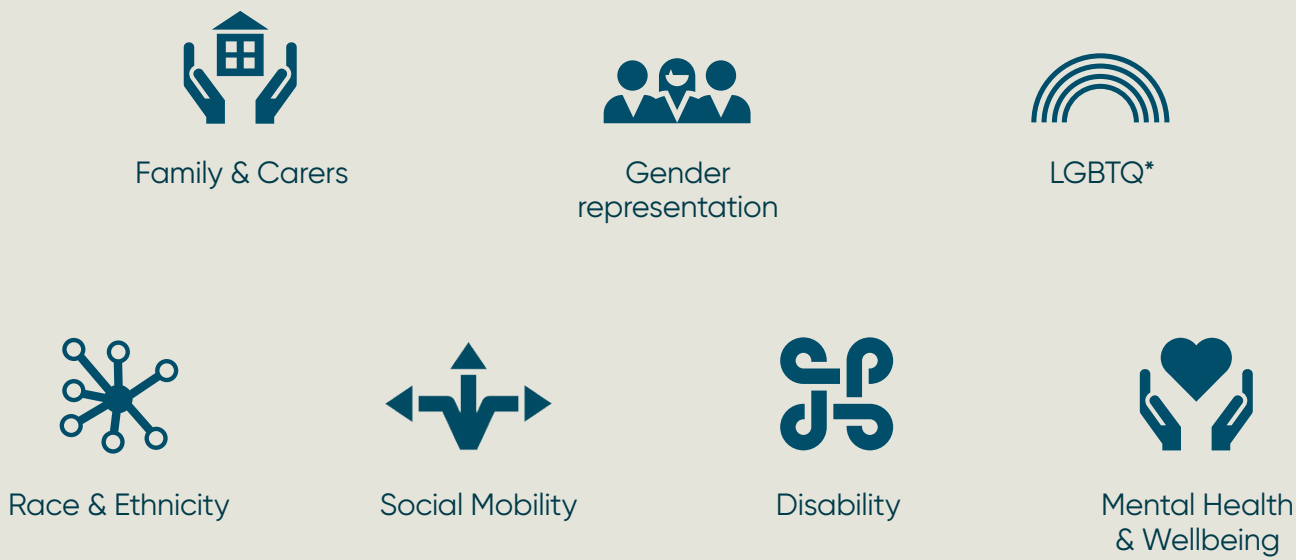
Our global commitments and aspirational goals will be met through local and regional strategies and initiatives. These align to our global vision to be the best adviser to our clients and provide an environment where all can thrive.

For more about our diversity Action Plan go to Diversity at BCLP Law | Diversity enriches the quality and fabric of our firm | Bryan Cave Leighton Paisner

WE ARE



UK INCLUSION & DIVERSITY PRIORITIES



- Each diversity priority area has:
- ▶ A senior sponsor(s) who champions each agenda
 - ▶ A network or affinity group open to anyone to join
 - ▶ A range of programmes and initiatives designed to drive meaningful change

FOCUS ON SOCIAL INCLUSION

We are proud to partner with Aspiring Solicitors (AS), an organisation focused on increasing diversity and inclusion within the legal industry. We run annual events with them, welcoming students from diverse backgrounds to attend events at our London office.

We also work with Rare Recruitment to help drive social mobility in our graduate trainee selection. Their Contextual Recruitment System helps us put candidates’ achievements into context, and identify strong performers others miss.





FOCUS ON...

RACE FOR CHANGE

Black lawyers are severely underrepresented in the legal profession. We initiated Race for Change in 2015, with the aim of increasing the number of black lawyers in private practice. An annual event aimed at black undergraduates and recent graduates, it offers access to role models and networks, along with practical tips and advice on how to succeed when applying for law firm training contracts and vacation scheme places. Over 100 students attended Race for Change in 2020, and so far, we have offered 5 training contracts to students from the program. More recently, BCLP introduced Commercial Café, an innovative Race for Change alumni program, which has the specific goal of boosting commercial awareness through regular small group discussions focusing on business and current affairs.

LGBTQ* INCLUSION

BCLP is committed to providing an environment where all our people feel included and able to be themselves at work, regardless of sexual orientation, gender identity or expression. We commit to raising awareness about our Lesbian, Gay, Bi, Trans & Queer (LGBTQ*) community and nurturing a supportive environment of inclusion and respect at BCLP. Our UK LGBTQ* Group, Global LGBTQ* Community and Global Allies network together organise social, awareness raising, educational and networking events for LGBTQ* staff, BCLP allies and clients.



I fell in love with BCLP at the Race for Change event. It was refreshing to engage with a company exemplifying their commitment to improving diversity in the industry. The recruitment team also offered valuable insight into the recruitment process, from reviewing applications to assessment centres; helping me improve the quality of my applications significantly. ”

CHARLOTTE BOATENG-KENNETT

Trainee Solicitor



Since the first day I walked in the office of BCLP, I felt welcomed, accepted and valued. I have always been able to be myself and share my story with my colleagues. The incredible culture of belonging of BCLP and its family-like atmosphere are the key reasons why I have decided to pursue a Training Contract at this firm. ”

FRANCESCO ALBANESE

Trainee Solicitor



VACATION SCHEMES

Our two-week Vacation Schemes give you the chance to gain some first-hand experience of life at BCLP and the exciting work we do. We run two each year at our London office – one in April and one in June – each with 15 students.

Here, you'll be very much part of the team, doing live work, and getting involved in everything from research and client meetings to court runs and presentations. Recent topics have included advising a charity on how they could help prevent the use of the death penalty in Sri Lanka, and delivering a mock M&A pitch to a client.

You'll also get to attend a series of partner-led talks and workshops, have a sit down lunch with partners and meet regularly with your supervisor.

It will all help to develop your skill sets and give you an insight into the type of firm we are: bold, inquisitive and unafraid to challenge the status quo.

LONDON / PARIS VACATION SCHEME PROGRAMME

This year marks the launch of a exciting new international summer placement program for students on the Queen Mary University of London (Queen Mary) and Paris 1 Panthéon-Sorbonne (Paris 1) double degree in English and French Law.

The exciting dual degree program provides the unique opportunity to work in BCLP's London office, the firm's largest, followed by its fastest growing office – Paris – where BCLP has more than tripled in size as part of a focused growth strategy. Building on the success of BCLP's strategic plan, you'll experience how a fully integrated global law firm delivers legal services across multiple international jurisdictions, while at the same time collaborating to anticipate emerging needs for clients.

As such, you'll be eligible to apply for a four-week summer vacation scheme at BCLP's London office following your second year at Queen Mary. If successful, there is the opportunity of a further eight-week secondment in BCLP's Paris office after your third year of study at Paris 1. If you're committed to building a bold career in law, you can then apply and be assessed for a training contract based at either our London or Paris offices towards the end of the summer placement in Paris (at the end of your third year of study in Paris).

If successful, you will also be supported by BCLP as you complete the required post-degree professional training, qualifying either as a solicitor in England and Wales or as an avocat in France.

The window for applications will open in September 2024 and close 14 January 2024

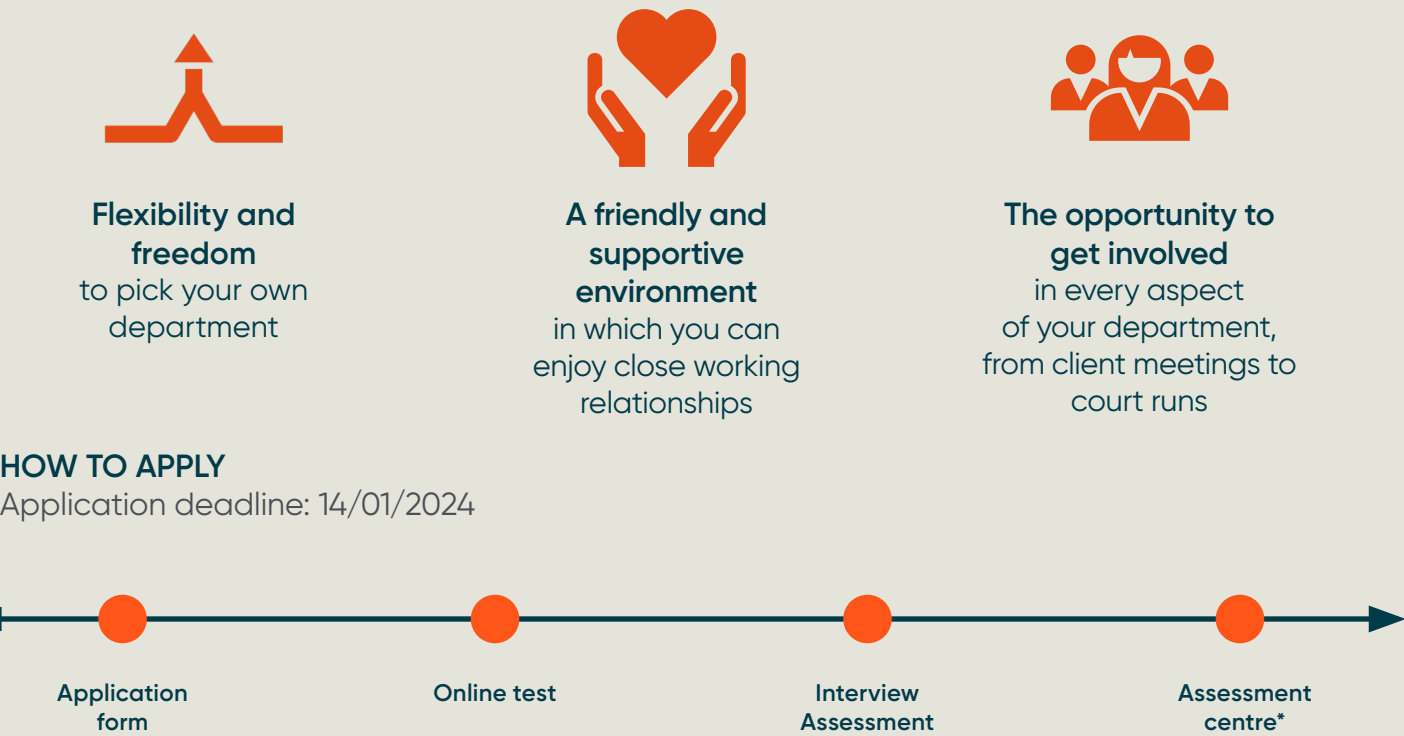
“We're thrilled that we are able to offer the students this unique experience across our two European offices with a pathway to potentially securing a training contract across our London or Paris office. In an increasingly global world the legal experience they will gain through exposure of working internationally and the breadth of legal practices within BCLP will stand them in good stead for a long and successful career in law.”

SEGUN OSUNTOKUN
London Office Managing Partner



“This opportunity also reflects the increasing needs of our clients to have lawyers who, not only advise on legal matters, but understand different business cultures and the exposure to both during their training is a unique opportunity for them.”

OLIVIER MESMIN
Paris Office Co-Managing Partner



*Our assessment process for both Vacation Schemes and Training Contracts include a first stage interview, if successful, the assessment includes: a case study and presentation exercise, a group exercise and an internal with fee-earners.

PLACEMENT PROGRAMME

This is an exciting 12-month programme for second year LLB students to spend their third year on placement at BCLP and take the first steps in building a career in law like no other.

The internship, which is non-rotational, is based across our core departments in the London office and runs in line with the University academic year. To bring you up to speed prior to starting, you'll be invited to join some of our August trainee induction sessions.

BCLP is a place to belong, and as part of the programme we provide a supportive environment for students to learn and grow. You'll benefit from being fully immersed and integrated into one department, gaining in-depth knowledge and expertise. Your dedicated supervisor will delegate a varied workload, allowing you to experience a broad range of trainee tasks, and you'll be paired with a trainee buddy to act as your mentor for the duration of the programme.

In addition to fee earning work, you'll have the opportunity to participate in a wide range of firm activities including Pro Bono, Innovation, Inclusion & Diversity and Emerging Talent recruitment activities and events.

Towards the end of the placement, you'll be guaranteed the opportunity to take part in an assessment centre for a Training Contract. Subject to performance both on the placement and in the assessment, we hope to offer all students a place.

The programme is open to all LLB students and students completing a dual LLB undergraduate degree, at any institution which supports an industrial placement year, and an average of 2.1 across both their first- and second-year results is required.

First stage

The Emerging Talent team will conduct first-stage interviews via video calls. In addition, applicants will be asked to complete a short drafting and proof-reading exercise.

Second stage

If successful at the first stage of the assessment, candidates will be invited to attend a final stage interview with two fee-earners.



The BCLP Placement Programme has been a wonderful journey and exceeded my expectations. I have had the opportunity to take the lead on high-responsibility work streams on major financing transactions with international companies and lending institutions.

I talk with clients, draft complex legal documents and coordinated transaction as if I am a trainee in a dreamlike twelve-month seat. The extension of the programme is one of the reasons why this placement is so special. ”

KIRILA BUCHEVA

Trainee Solicitor



TRAINING CONTRACTS

Training contracts are available in London and Manchester. Each kicks off with a comprehensive induction designed to set you up for two exciting years ahead.

From there, you'll get to explore the firm through four seat rotations of six months each, with flexible seat choices across our core departments and a wide range of practice areas.

All of which will help you determine where your own interests and ambitions lie. So, whichever seats you end up in,

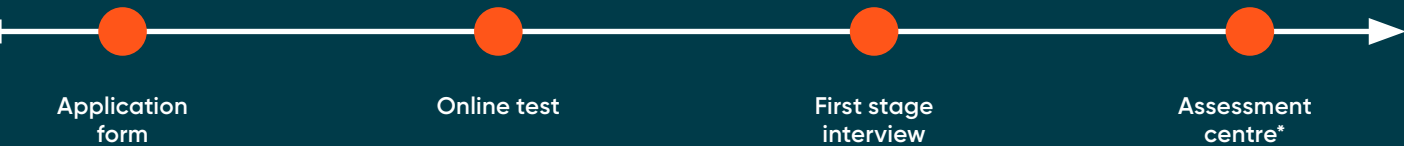
you'll have the freedom to explore new ideas and the space to grow while being part of a supportive, globally connected team from day one. Our ultimate goal is to ensure you have a positive experience during your training contract, so you're keen to stay with the firm when you qualify.

WE DO THIS BY:

- ▶ **Welcoming applications from students from all backgrounds** whether that's a law or non-law degree. Right from the very beginning, everyone is treated equally
- ▶ **Offering hands-on projects from the outset** which rotate through four six-month seats
- ▶ **Providing the best guidance possible.** You'll get one-on-one support from the Emerging Talent team, your Training Principal, and a Partner Mentor who'll provide you with wider career guidance. You'll also have a designated supervisor in every department you work in
- ▶ **Organising meetings when your qualifications approach** to help you understand the options available and the next steps towards building a successful career in law
- ▶ **Providing individual coaching and training** from the Learning and Development team, as well as quarterly 'Lunch and Learn' updates
- ▶ **Giving you a say through our Trainee Discussion Forum** on how we can keep improving your learning experience

HOW TO APPLY

London and Manchester Application deadline: **31/ 05/ 2024**



SECTOR FOCUSED TRAINING CONTRACT

BCLP introduced two sector-focused Training Contracts in both Financial Services and Real Estate in 2021. This unique opportunity allows you to align your Training Contract experience to a sector, in line with the wider Firm strategy.

FINANICAL SERVICES

The four seats available on the Financial Services Training Contract include the following optional areas, with Finance Transactions being a compulsory seat: Financial Services Disputes and Investigations, Corporate Transactions, Energy, Environment and Infrastructure, Technology, Commercial and Government Affairs, Tax, and Finance client or international secondment (e.g. Goldman Sachs, Aviva or international secondment to Asia or European office secondments).

REAL ESTATE

The four seats available on the Real Estate Training Contract include the following optional areas, with Core Real Estate being a compulsory seat: Planning and zoning, Commercial Construction, Real Estate Disputes, Tax, Corporate Transactions, Real Estate Finance, and Real Estate client or international secondments (e.g. Argent, Heathrow, Hong Kong, or Europeans office secondments).



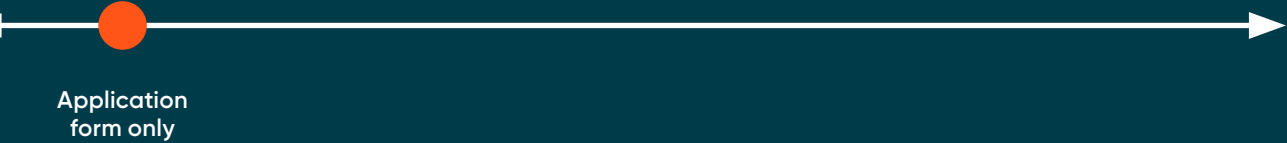
OTHER OPPORTUNITIES

LONDON OPEN DAYS

Our open days consist of presentations and workshops, where you'll be able to meet our lawyers, find out more about life at an international law firm and get answers to your questions.

Taking place: **7/12/2023**
Application deadline: **15/11/2023**

Taking place: **22/02/2024**
Application deadline: **14/01/2024**



To submit an application or find out more about the eligibility criteria, visit <http://www.trainee.bclplaw.com>



trainee.bclplaw.com/opportunities
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 Bryan Cave Leighton Paisner LLP

