

# Trailblazing Graduate Recruitment 2020





This is for the graduate who chases tomorrow. This is for the student who's ahead of the curve. Who thrives on the active, the trending, the now. The music streamers. The avid gamers. The green supporters. The soon-to-be lawyers. Tomorrow is changing and law firms should catch up. But what if there's a firm that's already on the move? A firm that's groundbreaking. A firm that's game changing. A firm that's smart thinking. A firm that's trailblazing. Well, that would be pretty amazing, wouldn't it?

**Trailblazing. Taylor Wessing.**

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🐦 @TaylorWessingUK

in company/taylor-wessing

f TaylorWessingGraduates

We're global

1,000+

lawyers

28

offices

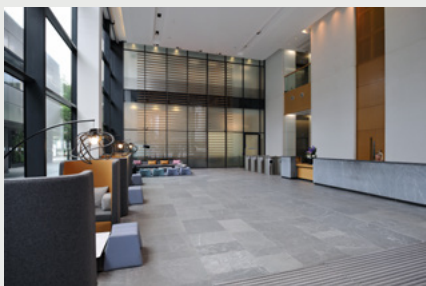
16

jurisdictions



# Defining the future of law

**Taylor Wessing is a global law firm that serves the world's most innovative people and businesses. We're deeply embedded within our sectors, and we work closely together with our clients to crack complex problems and allow for ideas and aspirations to thrive. Together we challenge expectations and create extraordinary results.**



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## 32/50

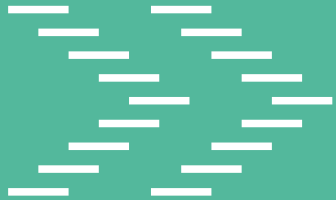
We act for 32 of the world's top 50 brands

Specialising in technology, media and communications, life sciences, energy and infrastructure, and private wealth, we act for 32 of the world's top 50 brands; some of the world's most exciting start-ups and unicorns, and the world's wealthiest families.

### Fresh perspectives

A diverse client base allows us to advise on more than just the law. We're a firm that encourages new ideas and different ways of doing things. Our experts play an essential role in advising clients on business growth and protection, while introducing them to new people, new markets and fresh perspectives that will help their businesses stand out and flourish.





That's the commitment and spark we need in our students and graduates. We look for the kind of intelligence that will put us ahead of the curve, so that we can work with clients at the peak of innovation. You'll be a ground breaker, a smart thinker and a trailblazer and we'll support you to become one of the future's brightest lawyers.

As a graduate at Taylor Wessing, you'll be able to choose from a wealth of seats across our practice areas:

## Trailblazer

We'll support you to become one of the future's brightest lawyers

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Construction and Engineering

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Corporate Technology

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Disputes and Investigations

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Employment, Pensions and Mobility

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Private Capital and  
Corporate Finance

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Banking and Finance

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Commercial Technology and Data

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Patents

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Private Client

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Tax and Incentives

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Private Equity

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Real Estate, Environment  
and Planning

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Restructuring and Insolvency

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IP and Media

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Financial Services and Competition

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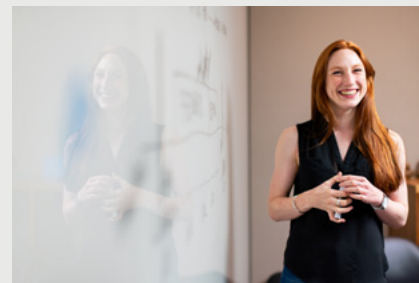
# Our Private Wealth sector

**Our international private wealth group has been recognised as a market leader for many years. We're one of the few international law firms able to provide a fully integrated legal service that addresses clients' business, investment and personal interests.**

Increasingly, we're living in a world where global citizens are constantly seeking new outlets for their wealth. More than 80% of our client base has connections to more than one jurisdiction, and as a result, a substantial proportion of our advice is cross-border in nature.

## Unique

Our clients face unique challenges that a full-service team like ours is best placed to advise on. They include ultra high net worth individuals and families, family offices, global property investors, entrepreneurs, venture capitalists and owners and principals of private equity houses, hedge funds and other financial services companies. We also advise fiduciaries who administer trusts and other asset holding structures for high net worth individuals and their families.





# 80%

More than 80% of our client base has connections to more than one jurisdiction



## Experience

With such wealth comes a multitude of responsibilities and challenges. They include important and often sensitive topics like evolving family investment strategies, regularly changing tax regimes, global transparency, more sophisticated family governance requirements, disputes, and changing immigration laws, to name but a few.

Our team includes 300+ lawyers located across 16 jurisdictions, all of whom are experienced in handling the needs of high net worth individuals. Joining our private wealth sector means you'll be part of a top-ranked team in the leading legal directories, Chambers and Legal 500.



# 300+

Our team includes 300+ lawyers located across 16 jurisdictions

## Phoebe Sennett, Trainee Solicitor



**"From my first day at Taylor Wessing, everyone I met was warm, friendly and willing to help. I would describe the working culture here to be very open and warm."**

### Benefit

I am currently in my first seat in banking and finance and I've found that I've been given a lot of responsibility and involvement in projects in their early stages. That's an important benefit of having a smaller intake of trainees. That, and being able to get to know my colleagues on a deeper level because sharing my experiences with my team has made my journey even more fulfilling.

Our open door policy also means that I can approach partners and senior associates on different seats who are more than happy to give me the helping hand I need.



### Finding success

I'm looking forward to what the rest of my time as a trainee will bring. I've recently been appointed to the Trainee Solicitor Council and I'm hoping to become a member of the Balance in Business network as well as our choir, the Taylor Wessingers. Despite social restrictions due to Covid-19, I have had various opportunities to socialise with fellow trainees including virtual and smaller in-person events.

Meeting so many people has helped me to realise that there is no one 'type' of person at Taylor Wessing, because whoever we are, we're all encouraged to take our own journeys to find success.



**As long as you're determined to improve and learn, support is always there to help you become the lawyer you want to be.**

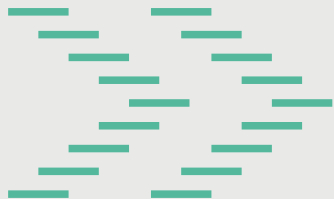
If you're thinking of joining Taylor Wessing as a trainee, I would say get ready to work for very high calibre clients from emerging, as well as more established industries. As long as you're determined to improve and learn, support is always there to help you become the lawyer you want to be.



## Shaun Brewster, Trainee Solicitor



**"Things can happen quickly, and you learn quickly as a result. Soak things up and get involved. Be resilient and trust the process. Make yourself a valuable part of the team."**



### Forward-facing

One of the main things that attracted me to Taylor Wessing was their strong position as a technology firm, because it shows how forward-facing they are as a firm. My current seat is in commercial technology and data, which is a multi-jurisdictional seat that allows me to see how closely we work with other countries to get to the bottom of the problems we're trying to solve.

I'm working on a few cross-national data privacy projects with scope to work on a lot more. I previously sat in real estate, environment and planning.

### Responsibility

Having such varied seats as a trainee means I have been able to see the different roles that solicitors can play within a firm – something that has been crucial to my development.

Having a relatively small trainee intake means that trainees can get a lion's share of the work on offer, and on projects across all my seats, I've mostly worked with partners and associates. Fewer trainees means smaller teams, with greater exposure to more serious responsibility, and more time learning from, and working alongside, senior members of the team.

I think what makes a good lawyer is someone that has a measured approach to challenges and pressures, and a friendly attitude towards team members and clients. You have to be smart and have a strong work ethic, but have a spirit of fun too. I think everyone at Taylor Wessing displays those characteristics.



**Having a relatively small trainee intake means that trainees can get a lion's share of the work on offer.**

# Our Life Sciences sector

**Our clients range from some of the largest leading pharmaceutical companies and healthcare providers in the world, to many small-to-medium sized start-up enterprises on the verge of taking their businesses to the next stage of their development. Our life sciences and healthcare team guides them through the many different, interlinking legal and commercial challenges that they face in these dynamic and highly regulated industries.**

The team fosters a culture of providing practical, commercial recommendations to clients about how to best navigate the complex regulatory, competition and data protection requirements to protect the value of their businesses and promote their future growth prospects.



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## Leaders

Taylor Wessing is one of the leading firms for life sciences regulatory advice



Lawyers in our life sciences and healthcare team are regularly called upon to master the details of specific areas of law or regulation, as well as to see the bigger picture. Whether it be advising on a transformative business transaction, such as a strategic partnering collaboration, raising capital or completing a game-changing M&A transaction, or on contentious matters, such as patent litigation and product liability issues. That's because Taylor Wessing is one of the leading firms for life sciences regulatory advice.

### Exciting challenges

As part of the life sciences and healthcare team, you will also frequently advise on emerging client service and business models relating to personalised medicine and experience-driven patient healthcare provision. That means advising clients and investors on emerging technological fields of advanced therapies, areas of convergence, and emerging services in digital health, the use of big data, AI and blockchain.

When you join our life sciences and healthcare team, you'll be helping some of the leading companies and investors to meet exciting challenges so that they can succeed with the next steps of their company's evolution.

## Pioneers

We have emerging services in digital health, the use of big data, AI and blockchain



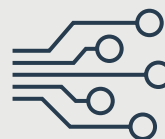
# Our Technology, Media and Communications sector

**Taylor Wessing's market leading technology, media and communications team represents a mix of clients from innovative start-ups to global household names in a number of verticals such as eCommerce, fintech, gaming, music, entertainment and mobile networks.**

We advise 'new economy' clients developing disruptive approaches and emerging technologies, and 'old economy' clients as they evolve and acclimatise to the rapidly changing environment.

## Global

Our lawyers operate at the heart of this truly global sector, with a presence in London (City and Shoreditch), Cambridge, Silicon Valley, Asia and the Middle East, as well as key technology hubs in Europe. We're home to a multi-disciplinary group of specialists who advise clients on their corporate and commercial needs including M&A, venture capital, IP, data protection, employment, immigration, real estate, litigation, competition and tax.





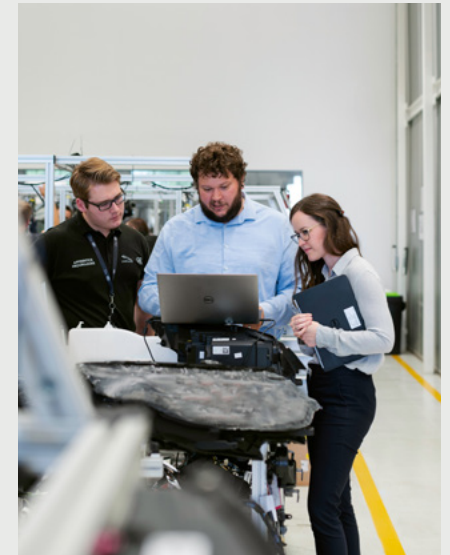
## Specialists

Taylor Wessing is one of the leading firms for technology, media and communications



### Global

Our recent headline deals include advising Outfit7, the entertainment company behind the global phenomenon 'Talking Tom and Friends' on its ground-breaking sale for \$1bn to a consortium of investors from Asia, represented by United Luck Group. Farfetch on its \$397m Series G financing round by new investor e-commerce giant JD.com, and Sonalytic, an artificial intelligence company developing machine learning for audio recognition, on its sale to Spotify.





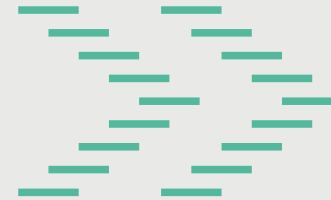
## Anna-Mariya Angelinova, Trainee Solicitor



**"You have to hit the ground running from the first week you enter the building. Trainees are given real responsibilities, and on occasion you can be the only trainee on a project or matter. This is a steep learning curve but it allows you to grow and learn very quickly."**

### Opportunities

Working on the Tulip skyscraper appeal has been one of the best projects I've been part of because it helped me to realise that law does not exist in a vacuum. Commercial and political considerations play a key role in any project strategy, particularly ones that are of this scale. On a more personal level, I learnt the importance of managing my time more effectively, and what it really means to roll up your sleeves and throw yourself into new opportunities. I'm excited to see the kind of projects I will get involved with in my new seat.



### Supportive

I would describe the working culture at Taylor Wessing to be supportive, ambitious and kind. Everyone is encouraged and supported to be themselves. People have an appreciation of the importance of work life balance, and you are empowered to take control of your career at an early stage of your traineeship. It's also fun. Everyone is a team player and there is never a shortage of social events. From the events run by the Trainee Solicitor Council, the weekly drinks and the famous Friday morning all-you-can-eat breakfast. We are more than colleagues. We're each other's support networks and friends.

To excel at Taylor Wessing, I think you need to have confidence, and not be afraid to make mistakes. Be open to learning new things and be adaptable to change, because every seat change and every new matter is an exciting challenge and a chance to get even better.



**To excel at Taylor Wessing, I think you need to have confidence, and not be afraid to make mistakes.**



## Arnav Gupta, Newly Qualified Associate



**"The open door policy is exactly that. Everyone at the firm, no matter how senior, is always willing to help and guide you. They make an effort to involve you and take an active part in your personal and professional development."**



### Strong and dynamic

I found that even in the online material, Taylor Wessing was able to differentiate itself from all other city law firms. The focus is not only on working for exciting clientele from the industries of tomorrow, but also on building a strong sustainable firm strategy and creating a dynamic work environment.

One of my favourite projects that I was a part of during my training contract was a large commercial transaction that involved multi-jurisdictional work. I was in contact with law firms in six different jurisdictions on a daily basis.



Our team was spread across our practice areas, which gave me great exposure to various aspects of the firm. It was an exciting opportunity to develop relationships across a large network and reap the rewards of working in an international full-service law firm. I definitely feel my training contract was well-rounded and prepared me well for life as a qualified solicitor.



**Our team was spread across our practice areas, which gave me great exposure to various aspects of the firm.**

### Proactive

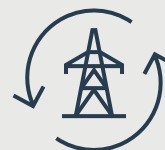
You're given a high level of responsibility at Taylor Wessing, and the work is always interesting and of a high quality. You're encouraged to engage with senior clients and members of the team. You have to be proactive. However, there is a sense of togetherness. The small intake means you get to know every other trainee and are able to build lasting relationships with people that will support you through your training contract and beyond.

# Our Energy and Infrastructure sector

**Taylor Wessing's energy and infrastructure group has been at the forefront of carbon dioxide reduction and climate change for many years, and our teams facilitate numerous renewable energy transactions across Europe, Asia, Australia and the US. We're active and engaged in the clean tech sector, advising clients on venture capital investments in an astonishing variety of matters related to clean and sustainable technologies. We also have in-depth experience in e-mobility.**

## Multidisciplinary

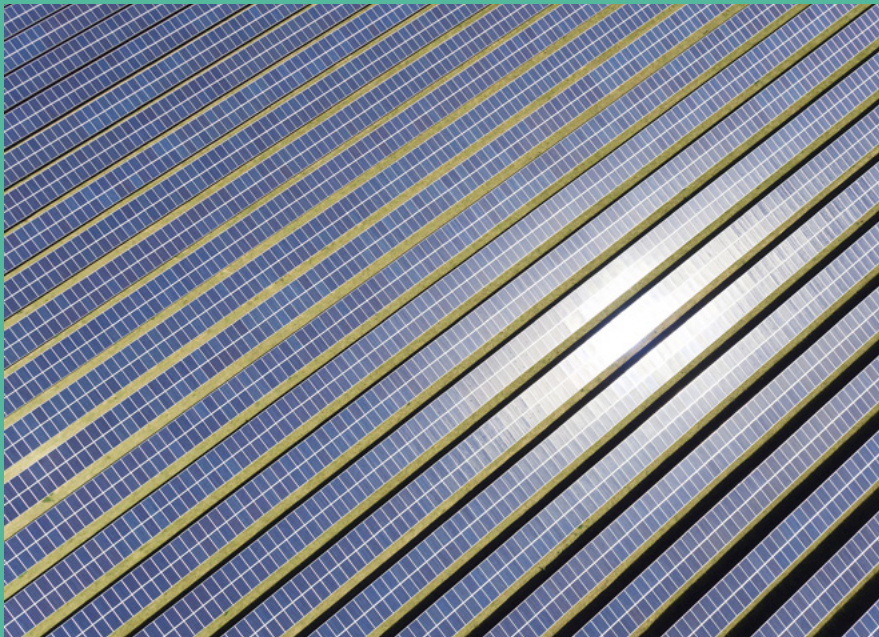
Our teams are busy with projects ranging from delivering wind turbines for offshore wind projects, to helping the deployment of waste. We deal with energy storage matters and transactions, and we cover the entire value chain from development and planning, real estate, over manufacturing, M&A, project finance and litigation, advising many of these projects during their entire life cycles. To satisfy these needs, the energy group consists of a multidisciplinary team of specialists in our European offices.





# Investing

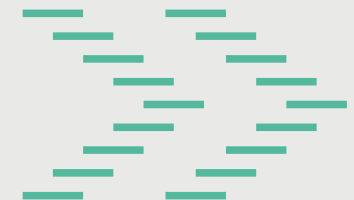
Consumers, businesses and financiers are seeing the need to invest in clean energy and green production



## Ambitious

Consumers, businesses and financiers are seeing the need to invest in clean energy and green production to take better care of our environment, and to avoid the worst case scenarios that climate change could bring.

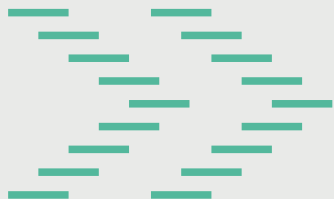
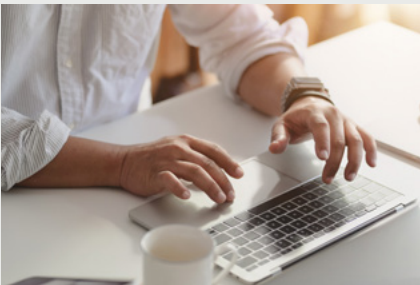
Governments around the world are also starting to put ambitious plans in place to kickstart the green revolutions of their economies. The 'energy turnaround' in individual jurisdictions, as well as on a worldwide scale, have huge impacts and implications commercially, legally, and most importantly, on our natural ecosystems. Taylor Wessing is proud to be part of making these changes for our clients and our planet.





# Training contracts

**At Taylor Wessing, we take on a small group of the most talented applicants for our training contracts so that we can guarantee you our full support. Within an intake of around 20 graduates, you'll find the support you need to flourish and you'll benefit from the experience you need to become a brilliant lawyer.**



## United

With clients spanning from the energy sector to the music industry, we encourage applications from both Law and non-Law students. Our graduates have degrees in a variety of disciplines, from languages to sciences to arts. No matter your background, you'll find that our trainees, like our lawyers, are united by their focus, their commitment and their spark.

Across the two-year training contract, you'll move through four six-month seats in different practice groups. All trainees take on a seat in either corporate or finance, and at least one seat must involve contentious work. On the remaining two seats you'll be able to express your own interests. We can also offer client secondment opportunities, which provide a real and meaningful insight into the industries of tomorrow. We also offer short relationship building international secondment opportunities to our international offices.

## Development

At Taylor Wessing we expect you to be always learning. As soon as you start, you'll receive an in-depth induction into the firm to help you fit right in, as well as legal technical training throughout your seat. The firm also offers a number of development programmes and personalised online learning to help you develop your business and interpersonal skills, so that you become confident and commercially savvy lawyers. On top of the training, you will work closely with your supervisor in each seat who can give you feedback and guidance, as well as the option to take up a mentor or coach that can give you tailored support to reach your professional goals.



## Guidance

On top of the training, you will work closely with your supervisor in each seat who can give you feedback and guidance

# Vacation schemes

**With outstanding talent and ambitious spark, our summer vacation scheme intake are the next generation of committed commercial lawyers. At Taylor Wessing, we take on up to 40 vacation scheme students per year, so that we can give you the rich experience you need to embark on a future career in law.**



From the first day of the scheme, you'll benefit from comprehensive training, with an induction programme that introduces you to our partners, our staff and our business strategy. You'll also be given a buddy amongst the current trainees, to provide you with an in-depth sense of life at Taylor Wessing.

## Experience

Our award winning vacation scheme is designed for you to experience life as a trainee solicitor in a fast-paced and creative international law firm. You'll spend two weeks in two different practice areas gaining first-hand experience under the supervision of associates and partners. The fortnight is stacked with socials, networking opportunities, pro bono work, practice group presentations and lots more. You'll also be expected to deliver your own group project.

## Two weeks

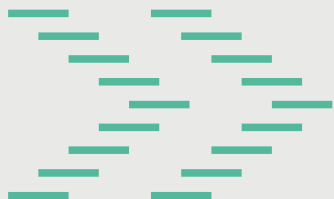
You'll spend two weeks in two different practice areas gaining first-hand experience

With our feedback, you'll end the scheme with invaluable experience and a clear sense of career direction. Completing a vacation scheme with us is the only way to be considered for a training contract. This could be just the beginning of an incredible career with us.



# Support and benefits

**Taylor Wessing stands strong at the forefront of tomorrow's industries and we stay there by supporting tomorrow's talent. We partner new clients as they become giants of their sectors, and we welcome and support our trainees to become the lawyers of the future. We do that by offering a phenomenal support package, to help you advance and make the most of your talent. As our trainee, you'll benefit from:**




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Competitive salary

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Medical insurance

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Life assurance

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25 days of holiday (plus an extra day during the Christmas period)

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Subsidised staff restaurant

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Season ticket loan for travel

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Interest-free loan for set-up costs

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Pension scheme

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Employee Assistance Programme

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In house GP Service

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Cycle to work scheme

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Premium access to Headspace

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We nurture talent from the outset, so we'll support you as you transition from university:

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We'll pay tuition fees for the GDL and a Masters (LLM) to be studied at BPP London; our chosen law school provider. We'll also supply you with a £7,500pa maintenance grant.

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During your year at law school, you'll be invited to regular Taylor Wessing social events.

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Our graduate recruitment team will maintain regular contact with you from the first application onwards, so that you're always well-supported and connected.

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When you begin your training contract, you'll be matched with a buddy who will be a former trainee from your practice area. They will introduce you to colleagues and help you settle in.

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Social and sporting events will also make sure that you're surrounded by new friends.

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## Nurturing

Our strength comes from attracting and nurturing talent that's as diverse as the world we live in, so we ensure that our opportunities are accessible to everyone, no matter who you are or where you come from.

**Visit [taylorwessing.com/diversity](https://taylorwessing.com/diversity) to discover more about our diversity and inclusion initiatives.**



# Our values

Our values are at the heart of everything we do. They define who we are and guide our actions and behaviour, not just for our clients but for our communities.

## Excellence

Excellence is everything; we never compromise on it or settle for less. We set high expectations of our people around commercial decision making and client service, which enables us to invest in their future. This makes us an exceptional firm to work for and with.

## Team

We're not just colleagues, we're a community. We empower others and work together to achieve our shared goals for the long term success of our business. We recognise each other's achievements. We support and motivate.

## Creative

We challenge ourselves to find the best solutions to legal and business issues. We're self-starters, are always questioning, innovating and learning. Our curiosity, passion and insight drives us to find new ideas and inspires others to achieve them.

## Integrity

We believe in doing the right thing and take pride in the work we produce. We are open and honest, building trusting relationships with clients and colleagues by doing what we say.

## Responsible

We have a positive, uplifting impact on our clients, our sectors, our society and our environment. We think and act sustainably.

## Respect

We embrace individuality; we understand it and appreciate it. We bring diverse teams together to create an impact in an inclusive and meaningful way.

# Responsible business

**Being a responsible business is important to us at Taylor Wessing and we want this to be embedded in everything we do. We focus on the five key areas that matter to us because we believe this is where we can truly make a difference as a business.**



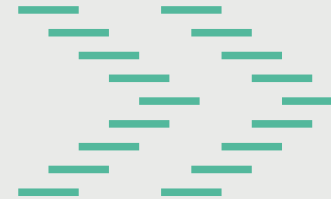
## Individuality

We embrace individuality and bring diverse teams together, creating an inclusive work environment

As a trainee, you'll have countless opportunities to immerse yourself in our responsible business activities, whether that's our inclusion networks, volunteering your time and skills in your community, taking an interest in the arts and creativity, or helping us to create a more sustainable future.

### Inclusion

We embrace individuality and bring diverse teams together, creating an inclusive work environment we're proud of. We each have a responsibility to shape our culture, and our trainees are involved in all our networks. These cover gender balance, LGBT+ inclusion, racial equality, social mobility, and mental health and wellbeing.



### Community

We have strong relationships with charities and community organisations promoting inclusion and the arts. You'll have opportunities to make a difference by fundraising, mentoring students or taking one paid volunteering day a year to give back to your community.

### Pro bono

Our trainees provide vital access to justice via weekly legal advice clinics, which also help develop new and unique skills. The impact of our responsible business programme is increased by providing good causes, aligned to inclusion, the arts and sustainability, with pro bono advice from our world-class lawyers.

### The Arts

Creative thinking is at the heart of our culture and we see the arts as an important instrument of change. Our partnerships with the National Portrait Gallery and The Roundhouse are just two examples of this. Join our arts society to get involved in the arts in all its forms.

### Environment

Our planet's resources are limited, so we're working hard to make our business more sustainable to respond to climate change. As executive members of the Legal Sustainability Alliance we're determined to reduce our impact on the environment, and you can get involved with our sustainability network to help drive change.

**Find out more at [taylorwessing.com/responsible-business](https://www.taylorwessing.com/responsible-business)**

# Application stages

**Whatever you're applying for, your journey with us will begin with an online application. You can find that at: [taylorwessing.com/graduates](https://taylorwessing.com/graduates)**

The scheme is a great opportunity to get a first sense of life at the firm, a flavour of the work and people you'll be working alongside.



After screening your online application, we may ask you to complete our games based psychometric test, Skyrise City. Don't worry, we're not looking for skilled mobile game players. This online game looks at the way you approach tasks and deal with new situations. Once completed, you'll receive a personalised feedback report detailing your strengths.

## Welcoming

Following these initial screening stages, successful candidates will be invited to attend an assessment centre. These will be taking place over February 2021.

The assessment centres are designed to be flexible and welcoming, testing your abilities in a friendly environment. With our half-day sessions, you'll be able to attend either a morning or an afternoon centre, depending on your preference.

At the centre, you'll take place in a group exercise, commercial awareness task and a competency based interview. The group exercise is a chance to showcase your teamwork, group debate and presentation skills. You'll then attend your interview with one of our partners, as well as either a senior associate or a member of the Talent team. In the interview, we'll learn more about you and you'll complete a short exercise that demonstrates your commercial awareness.

Taylor Wessing is a disability confident organisation. If you require support for any reason, including support relating to a disability or health condition, please let us know. All information is treated as confidential.

## Timeline

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1 October 2020 – Applications open

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November 2020 – Trailblazing open days

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11 January 2021 – Vacation scheme application deadline

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February 2021 – Vacation scheme assessment centres

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# Start your journey today

**If you see yourself as one of the future's brightest lawyers, today could mark the start of a trailblazing career with Taylor Wessing.**







## Brightest

Today could mark the start of a trailblazing career with Taylor Wessing

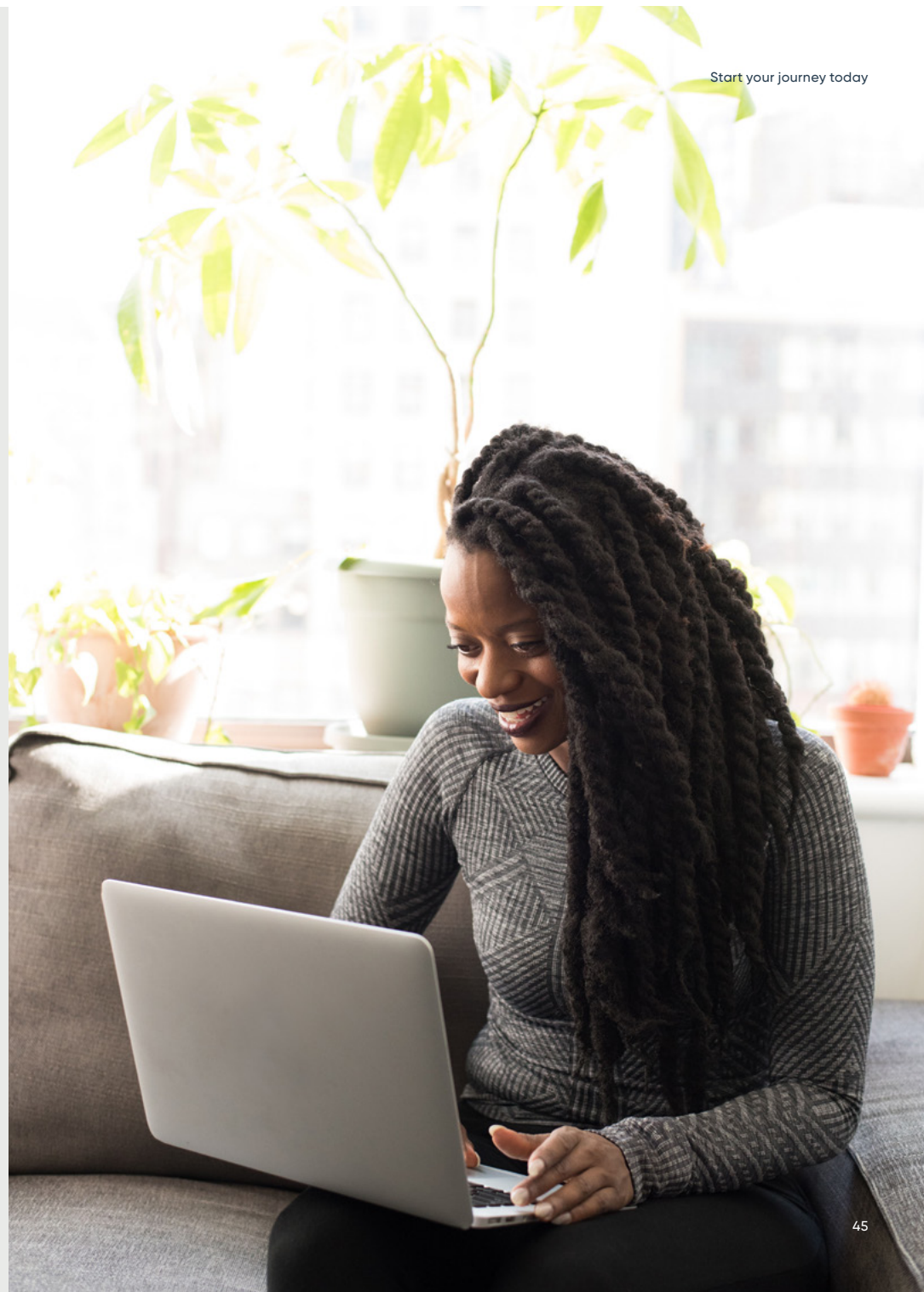
You can apply to our summer vacation scheme from your penultimate year of a law degree, or final year of a non-law degree. We also welcome applications from those who have graduated, as well as careers changers. The deadline to submit your application is 11 January 2021.

If you're interested in finding out more, please see our website for upcoming events. We run a series of open days towards the end of the year, as well as a first year insight day. Registration for these events will open on 1 October 2020.

**Visit our website at:**  
**[taylorwessing.com/graduates](https://taylorwessing.com/graduates)**

-  **@TaylorWessingLLP**
-  **@TaylorWessingUK**
-  **company/taylor-wessing**
-  **TaylorWessingGraduates**

Start your journey today



## About us

**Taylor Wessing is a global law firm that serves the world's most innovative people and businesses. We're deeply embedded within our sectors, and work closely together with our clients to crack complex problems and allow for ideas and aspirations to thrive. Together we challenge expectations and create extraordinary results.**

By shaping the conversation in our sectors, we enable our clients to unlock growth, protect innovation and accelerate ambition.



**Technology, Media and Communications**



**Private Wealth**



**Energy and Infrastructure**



**Life Sciences and Healthcare**

- Aerospace and Defence
- Business and Professional Services
- Consumer and Retail
- Hotels and Leisure
- Manufacturing and Industrials
- Real Estate
- Automotive and Mobility
- Chemicals
- Financial Institutions
- Logistics and Transport
- Public Services and Education



**1000+ lawyers**  
**300+ partners**  
**28 offices**  
**16 jurisdictions**

### Challenge expectation, together

With our team based across Europe, the Middle East, US and Asia, we work with clients wherever they want to do business. We blend the best of local commercial, industry and cultural knowledge with international experience to provide proactive, integrated solutions across the full range of service areas.

**1000+ lawyers   300+ partners   28 offices   16 jurisdictions**



<b>Austria</b>	Klagenfurt   Vienna
<b>Belgium</b>	Brussels
<b>China</b>	Beijing   Hong Kong   Shanghai
<b>Czech Republic</b>	Brno   Prague
<b>France</b>	Paris
<b>Germany</b>	Berlin   Düsseldorf   Frankfurt   Hamburg   Munich
<b>Hungary</b>	Budapest
<b>Netherlands</b>	Amsterdam   Eindhoven
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