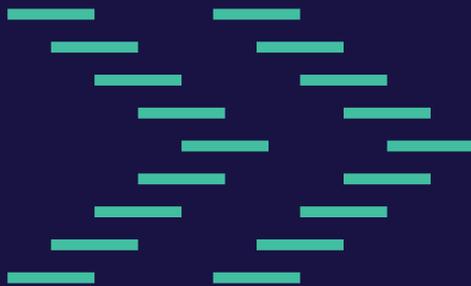


# Trailblazing Graduate Opportunities 2021/22





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 ground-breaking. 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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We're global

---

2,000+

people

---

1,100+

lawyers

---

29

offices

---

17

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 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.**

Specialising in technology, media and communications, life sciences and healthcare, real estate, infrastructure and energy, 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.

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.

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## 32/50

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

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.

Defining the future of law





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

---

Construction & Engineering

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Corporate Technology & Life Sciences

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Disputes & Investigations

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Employment, Pensions & Mobility

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Corporate Real Estate and Private Capital

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Corporate Finance

---

Banking & Finance

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Commercial Technology & Data

---

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Patents

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Private Client

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Tax & Incentives

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Private Equity

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Real Estate, Environment & Planning

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Restructuring & Insolvency

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Financial Services & Competition

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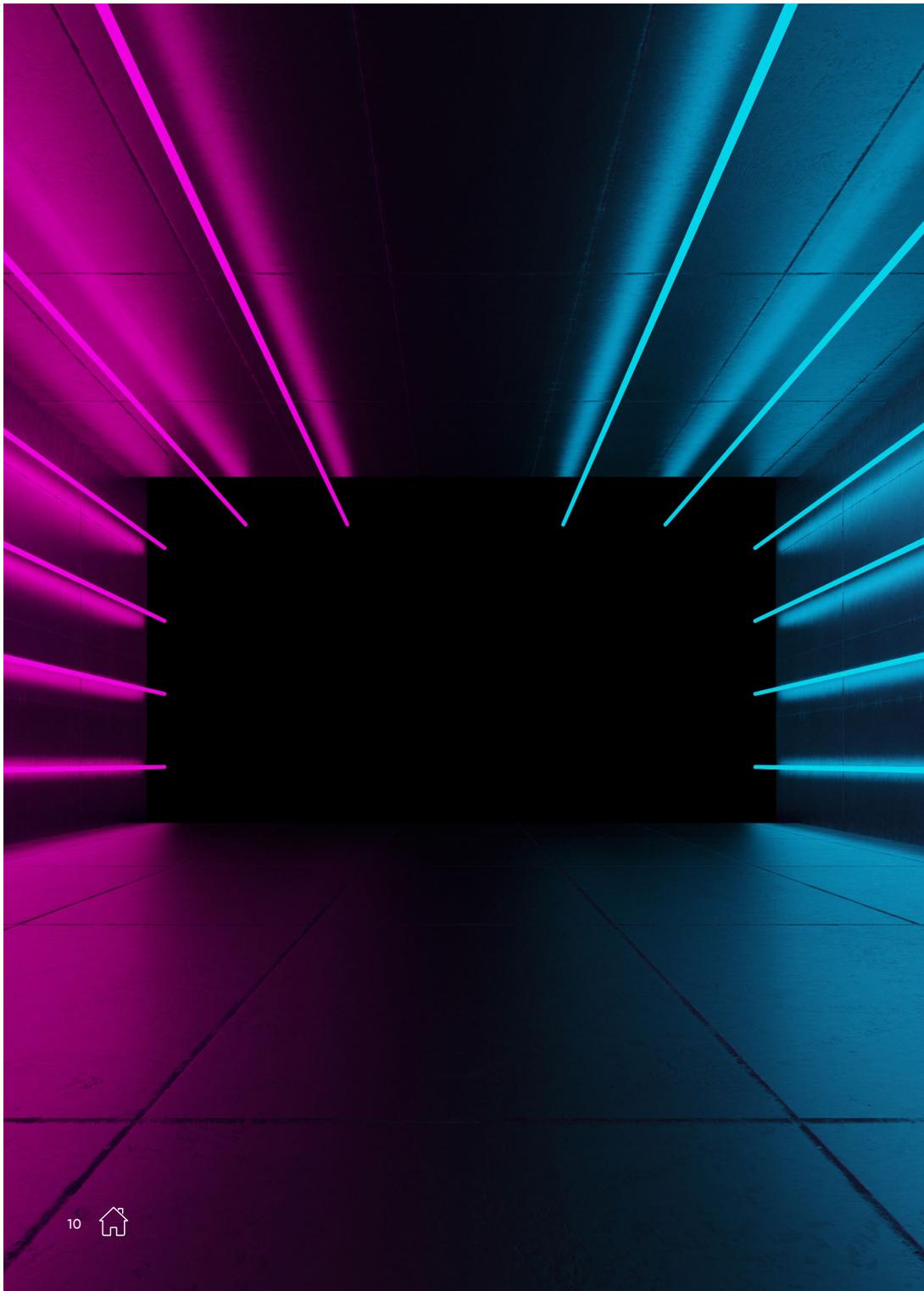
IP & Media

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## Trailblazer

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



Smart thinking

# Our Technology, Media & Communications sector

Taylor Wessing's market leading Technology, Media & Communications team represents a mix of clients from innovative start-ups to global household names in a number of verticals such as Autotech & Mobility, Fintech, Gaming, eCommerce & Marketplaces, Digital Health, and Content & Platforms

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. For instance, last summer the team advised the UK Government on establishing the Future Fund – a ground-breaking

new fund that provided matched financing to UK start-ups and scale-ups.

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.



Our recent headline deals include advising Jagex, one of the UK's largest video game developers and publishers best known for its \$1 billion franchise, RuneScape, on its sale to The Carlyle Group; Fintech

giant, Nutmeg, on its acquisition by JPMorgan Chase; and Oxbotica, a global leader in autonomous vehicle software, on its \$47 million Series B investment with partners across the globe led by bp ventures.

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## Market-leading

From innovative start-ups to global household names in a number of verticals



# Nathan Jolaoso

## Trainee Solicitor



//

**You need to bring your personality to work with you and not be afraid to get to know your colleagues on a personal level to truly feel part of the team and be comfortable asking for help when needed.**

### Variety

My first seat was in Real Estate, the second in Patent Litigation – complete opposites in every way; both practices exposed me to differing types of legal work which was fantastic. Having the variety helped me explore my interests and provided me with the insight needed to decide what type of law I'm passionate about pursuing, once qualified. In Real Estate I was involved on multiple matters, doing lots of drafting, working in smaller sub-teams on each matter which meant lots of client contact and outward facing responsibility. In Patents, I primarily worked on a single matter in a larger sub-team with my role being more focused on co-ordination and facilitation of work product, including communication with counsel in other jurisdictions.



In all my seats so far, I have communicated on a daily basis directly with various partners within the team. Also, through memberships of the Cultural Diversity Network and Social Mobility Network, I've spoken to many other senior members of the firm.

## Diversity

What stands out for me is not only the strong focus on forward-looking sectors, but also the people – not only is there diversity in personalities, but people make time for each other and are not afraid to have open and honest conversations on both internal and external topics.

The relatively small intake means as you become immersed in matters over time you are definitely relied upon to a degree which I did not expect, but is great for your growth as a lawyer.

Sometimes it's client facing responsibility, other times it's more focused on the internal operation of the team working on a matter, but either way you notice your value to the team increasing every day. Away from work, as a loose knitted cohort you get to know the other trainees really well and can support each other through the process.



**There are certainly core characteristics that people who work at Taylor Wessing all share, but everyone has such different personalities and different strengths.**

# Margarita Taliadoros

## Trainee Solicitor



//

**The firm's unique and friendly culture, alongside its accolades in the training it provides to its trainees, were also decisive factors in applying to Taylor Wessing.**

### Expertise

Taylor Wessing stands out from its competitors through its reputation of excellence in the full range of legal services it provides to its clients. As a trainee, Taylor Wessing's exceptional IP, Technology and Life Sciences work, alongside its highest accolades in private equity, media and entertainment and private client work (to mention a few), means the opportunity to discover different areas of law at its best is of abundance. At the same time, this demonstrates the firm's client-centric approach, as it provides a one-stop shop for clients.

What I also found particularly attractive in Taylor Wessing was the volume of work it conducts with start-ups, as this entails cutting-edge work and collaboration with exceptional individuals in the tech and life sciences industries, which I find myself drawn to and which promises a steady stream of challenging yet fascinating work.

## Be Yourself

My top piece of advice for anyone applying to the firm, both in terms of filling out the online application and the interview stage, would be to research the firm's work, culture and values extensively and demonstrate your interest in how business works

and what Taylor Wessing's clients need. Put your own personal touch in your answers and be yourself!



**The regular contact with the graduate recruitment team and events organised by the Trainee Solicitor Council in advance of joining, was both motivating and helpful in preparing us to start our training contract.**



World leading

# Our Life Sciences & Healthcare 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.



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. We are a firm of choice when it comes to questions about specific areas of life sciences regulation, and how to navigate legal frameworks to support commercial success. We advise on many of the most transformative business transactions in the sector such as a strategic partnering collaborations, raising capital and game-changing M&A deals. We are also a disputes powerhouse when it comes to contentious matters, such as patent litigation, commercial litigation and product liability issues. All of this makes the Taylor Wessing Life sciences team a key contributor to the exciting developments in this industry.

As part of the Life Sciences & 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 & 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.

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## Pioneers

We have emerging services in digital health, the use of big data, AI and blockchain, which you could be part of pioneering





Far reaching

# Our Private Wealth sector

Our Private Wealth team works seamlessly together to provide a suite of legal solutions that address our clients' personal and business challenges, as they look to grow, protect and transfer their wealth. Our market leading team is made up of over 100 lawyers across 17 jurisdictions.

As the largest private wealth team in the European market, we have a diverse client base, including ultra high net worth individuals and families, global property investors, entrepreneurs, family offices, and venture capitalists.

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.

Our team has been praised for becoming a powerful force in the industry. One commentator said our team are fantastic to work with on the private client side of things. Their whole approach is phenomenal and exactly what you would expect from a premium law firm. (Chambers High Net Worth Guide)



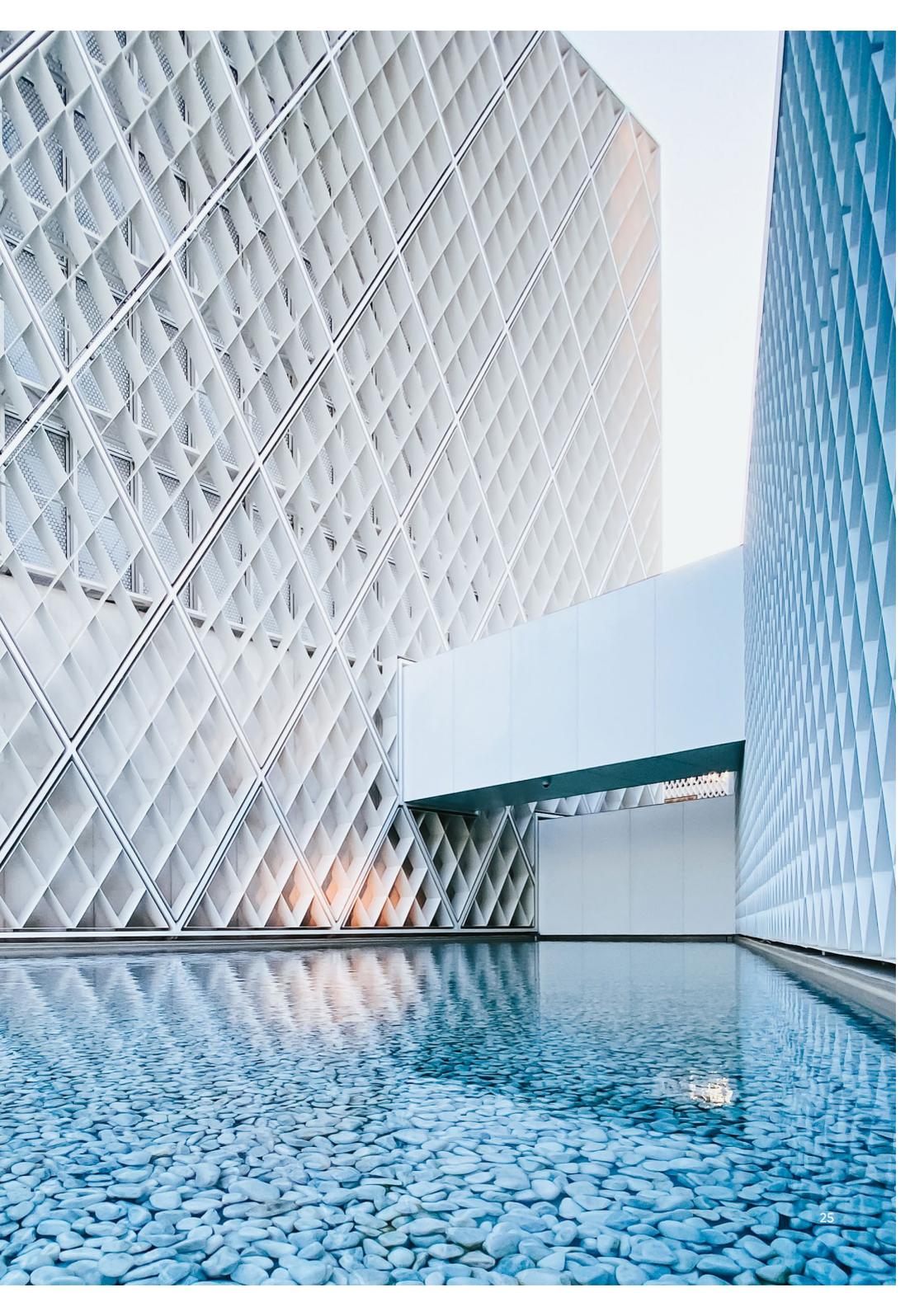
Trailblazing

Joining our private wealth sector means you'll be part of a top ranked team in the leading legal directories, Chambers and Legal 500.

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**More than 80%**

of our client base has connections to more than one jurisdiction



# Kate Little

## Trainee Solicitor



**A good way of developing your commercial awareness is practicing problem-solving skills and coming up with solutions which suit the context of the situation.**

### Wide ranging

During my degree in Sustainable Development, I became interested in environmental law and governance. Taylor Wessing's expertise in Corporate Real Estate, Private Capital and Planning & Environment reflected my broad interest in the physical environment. These teams support transactions throughout other practice areas, highlighting the importance of environmental regulation and compliance to the firm's many clients. I was eager to learn more about this far-reaching area of law, and Taylor Wessing's expertise stood out to me.

My experience working for an engineering start-up sparked my interest in the life cycle of a company. I became curious about how a business sources

its funding, expands, and the possibility of IPO. Taylor Wessing advises tech companies throughout their life cycle, from start-ups to established businesses. This is a strong and distinguishing area for Taylor Wessing, and one which attracted me to the firm.

## Community

Taylor Wessing has a very team-oriented outlook. During my vacation scheme at the firm, I found that my colleagues took lots of time to explain things and include me. This sense of community and constant learning encouraged me to work hard for the other members of my team and I enjoy contributing to this culture as part of my training contract.

At each stage of your career with the firm there is a clear emphasis on commercial awareness. Commercial awareness is more than knowing about local or global developments in business and politics: commercial awareness at Taylor Wessing means that client advice should be highly tailored to the client's needs.



**Remember to be yourself throughout the application process and learn as much as you can.**

# Oliver Dunn

## Trainee Solicitor



**After I've completed one deal, I will then approach the next one with more experience and familiarity of what is required and expected of the lawyers acting on it. This is very satisfying, as you can see yourself getting better and better every time.**

### Responsibility

In my first seat a partner gave me the opportunity to handle a matter independently (under his supervision). I liaised with the client and drafted a letter to the bank that they were in a dispute with. The partner called me while I was in my next seat to say that my letter had achieved the desired outcome for the client.

Through my breadth of experience so far, I have seen first hand the value of, as a trainee, knowing who the client is, the context of their relationship with the partner and firm, and what their business goals are the provide colour and context to the work.

## Growth

Working at a busy and market leading firm means there will be challenges. Resilience and a growth-orientated mindset will help deal with these. I think it is important to view the Taylor Wessing training contract as an opportunity to learn how you can be the best possible solicitor at the end of two years of training. This can be done by proactively seeking feedback and learning from it and working hard to ensure you get as many hours of effective experience by the end of the two years.

In my opinion, what makes a successful lawyer is to continuously ask 'how can I create a strong working environment and firm culture that is driven in helping our clients succeed'.



**I would describe the working culture at Taylor Wessing as engaging, collaborative and development-focused.**



Clean living

# Our Real Estate, Infrastructure & Energy sector

Across the planet, seismic shifts are taking place in how people live, work and travel. We are at an inflexion point in history which presents major opportunities to design, fund and construct our environments in new and more sustainable ways for the future.

The real estate sector, and energy and infrastructure sectors have major roles to play in driving forward international policy and supporting investors, developers and funders with the challenges and opportunities that are coming their way.

Through our leading and experienced sector teams, we work with our clients to seize the opportunities in this exciting space. We have experts in both the real estate and energy and infrastructure markets to support the industry across the world, and plenty of evidence to prove that we deliver great results.

Through our work on some of the most iconic buildings and landmark infrastructure projects, we have been at the forefront of the shift to a more sustainable built environment, and the requirements from an energy perspective.



By creating our unique Real Estate, Infrastructure & Energy sector group, we are consolidating our broad cross-border strength and significant industry expertise in a single centre of excellence.

We bring a one-team mindset and approach where it is needed for this cross-sector focus.

Tomorrow's world depends on today's teamwork. Together with our clients, we are dedicated to creating a sustainable built environment, innovative infrastructure solutions and an energy production landscape in which humanity can continue to thrive.

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## Investing

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



# Shaun Brewster

## Associate



**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.**

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 partnership. During my training contract, I sat within the commercial technology and data team, which is a multi-jurisdictional seat that allowed me to see how closely we work with other countries to get to the bottom of the problems we're trying to solve. I worked on quite a few cross-national data privacy projects. I also sat in real estate planning and environment, disputes and investigations and corporate finance, where I subsequently qualified in to.

Having such varied seats as a trainee meant I was able to see the different roles that solicitors can play within a firm – this was crucial to my development.

Having a relatively small trainee intake means that trainees can get a lion's share of the work on offer (something which may not be available in significantly larger intakes), and on projects across all my seats, I 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.**

# Anna-Mariya Angelinova

## Associate



**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. It showed me 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 effectively, and what it really means to roll up your sleeves and throw yourself into new opportunities. I'm excited to continue my journey in the world of real estate planning.

## Supportive

I would describe the working culture at Taylor Wessing as supportive, ambitious and kind. Everyone is encouraged 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 and qualification. 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 network and friends.

To excel at Taylor Wessing, 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 an opportunity to become that much better as a lawyer and trusted advisor.



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

# Lerika Joubert

## Partner



**Our trainees are the future of the Firm and its important that we invest in that future by actively engaging with our young talent and giving them opportunities to shape that future.**

### International reach

I have been a partner in the Banking and Finance team since 2018, having joined Taylor Wessing in 2013. I have a multi-specialist practice covering a wide variety of financing products. I often advise on highly bespoke structures and lead on award winning deals like the British Steel liquidation (one of the highest-profile corporate collapses in recent years) where we advised one of the senior secured lenders and in respect of which we won the Finance Team of the Year at The Lawyer Awards 2020. My client base is very international, and my deals often involve a cross-border element.

## Future shaping

My role as Graduate Talent Partner allows me to support our trainees as they develop and flourish throughout their training contract. I want our trainees to keep that “day one enthusiasm” alive throughout their training contract and leading into qualification. Our trainees are the future of the Firm and its important that we invest in that future by actively engaging with our young talent and giving them opportunities to shape that future. We are a close community, and not only do our trainees develop their legal technical knowledge over the course of the two-year programme, but also the key business skills needed to be an adaptable, innovative and successful solicitor.

At Taylor Wessing we break the mould. We are looking for individuals that are motivated and passionate about our clients’ businesses, who are analytical, communicative and team players. During your training contract you will be challenged with high levels of responsibility, variety in work and consistent learning opportunities. You will be fully supported to build your career and equipped with the insight and experience to confidently take your career in the direction you wish.

As a community of independent thinkers, connected by our core values, we appreciate that people define success differently. Our values shape what we do and how we do it – excellence, creative, responsible, team, integrity and respect – I think practicing those values (and enjoying what you do) makes a successful Taylor Wessing lawyer.

## Great training

# Training contracts

**At Taylor Wessing, the size of our cohorts allows for optimum networking and collaboration across the different practice groups, which in turn allows for our trainees to flourish whilst being fully supported across their training contract.**

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.

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.



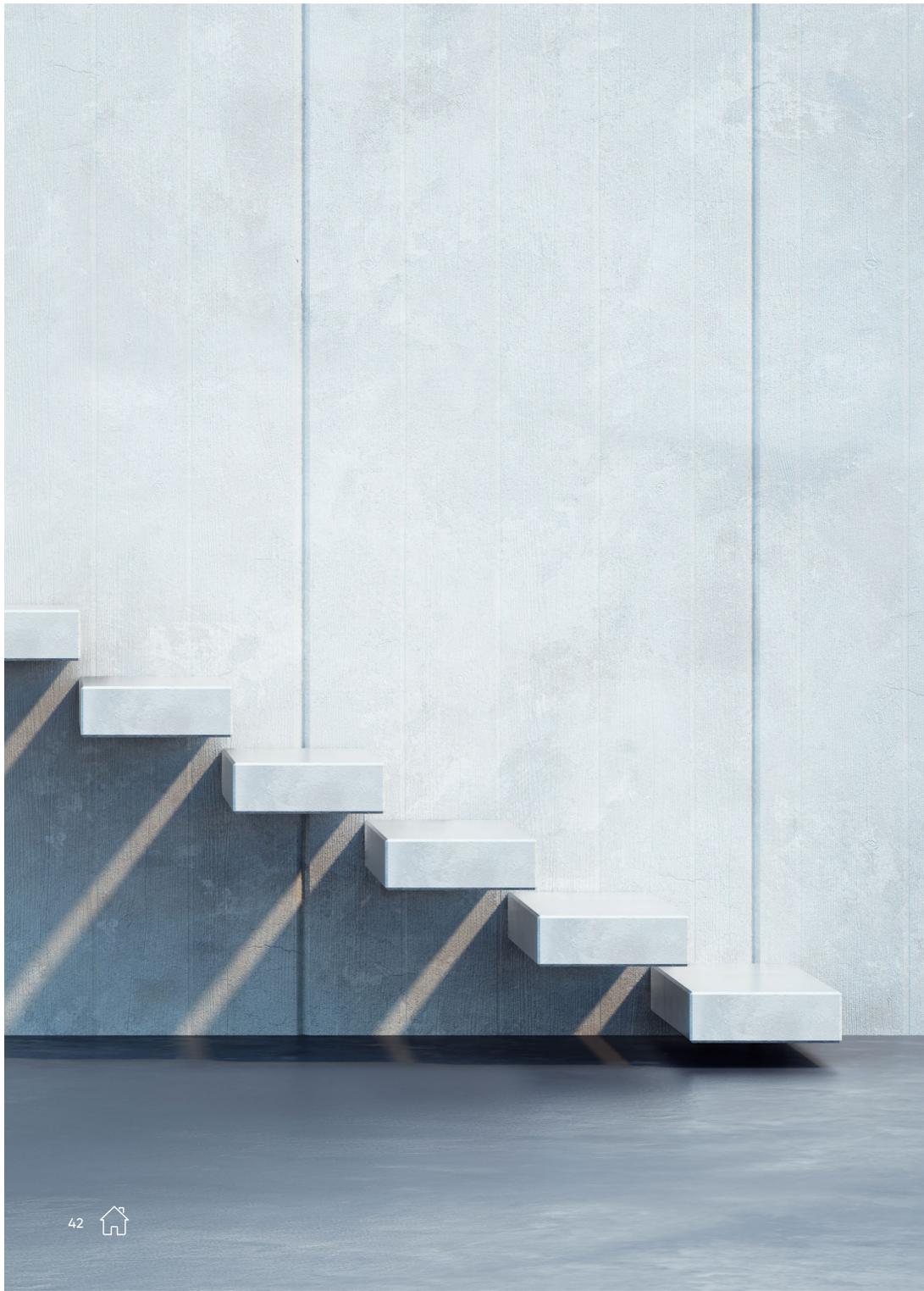
The firm also offers a number of development programmes and personalised online learning to help you develop your business and interpersonal skills, so that you become confident and commercially savvy lawyers.

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.

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## Investing

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



## Forward planning

# 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.

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.

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

# Life at Taylor Wessing

**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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In house counselling service

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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 PgDip, if applicable, as well as the SQE to be studied at the University of Law London; our chosen law school provider. We'll also supply you with a maintenance grant.

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During your time 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 trainee buddy. 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 the Taylor Wessing community, helping you to build strong business and social networks from the start.

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**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.**

## All embracing

# 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**

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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.

### **Respect**

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

### **Creative**

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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.

### **Responsible**

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



## Team

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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.

## Integrity

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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.

## Future facing

# Responsible business

**We are a responsible business and we take accountability for our actions. We have high ethical standards and are guided by our values in everything we do. We take care of our people, our clients and the environment.**

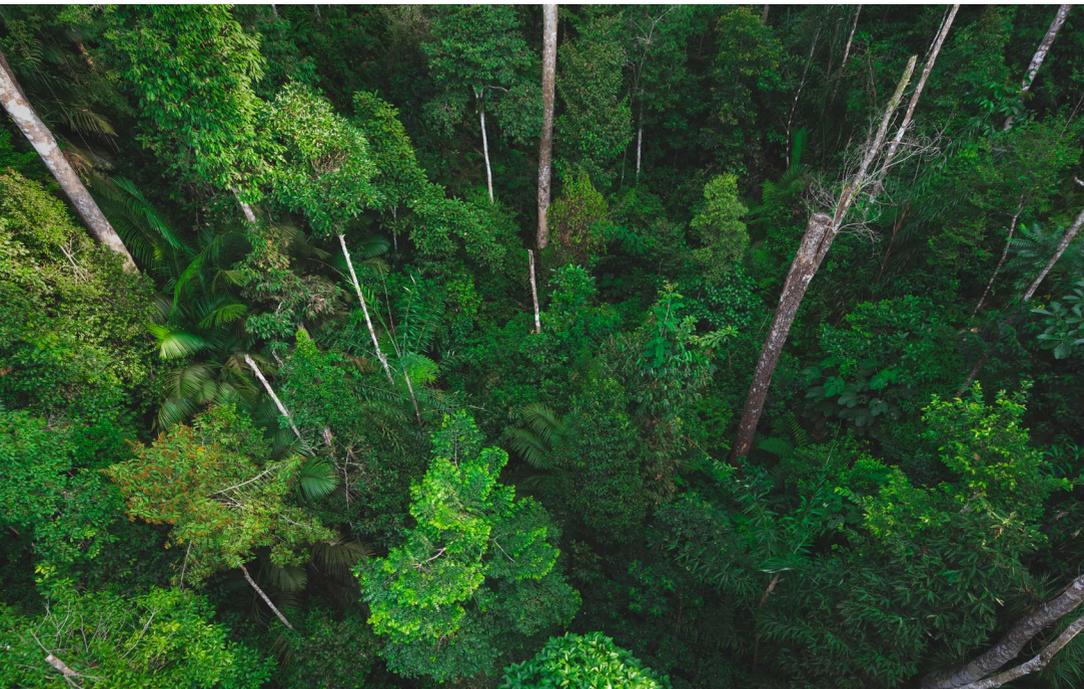
As a trainee, you'll be able to immerse yourself in all five areas of our responsible business programme from day one. Whether that's our inclusion networks, volunteering your time, skills or fundraising in your community, supporting the pro bono programme, taking an interest in the arts and creativity, or helping us to create a more sustainable future.

## Community

We build long-term relationships with charities and community organisations promoting inclusion and the arts, including the Roundhouse Trust, Future First and Opening Doors London. You'll have opportunities to make a difference by fundraising, mentoring students or using your paid volunteering days each year to give back to your community.

## Pro bono

Our trainees provide vital access to justice via regular legal advice clinics, which also help you develop new and unique skills. The impact of our responsible business programme is increased by a focus on pro bono clients aligned to inclusion, the arts and sustainability.



## Sustainability

Our climate is in crisis. We must act now to cut greenhouse gas emissions and remove carbon dioxide from the atmosphere. 'Acting sustainably, together' outlines our journey to becoming net zero by 2030. Our people, teamwork and clients are fundamental to achieving our goal. We're advocating for the use of technology to accelerate decarbonisation. Stage one is to be carbon neutral in our operations by 2023.

That means reducing emissions within our direct control and responsibly offsetting those we can't. Being net zero is more challenging, meaning eliminating or offsetting emissions produced as a result of all our business activities, including our supply chain. We're determined to achieve our goal and as a trainee you can drive change through involvement in our sustainability network. We've been passionate about sustainability for many years.

Find out about our progress: [taylorwessing.com/sustainability](https://taylorwessing.com/sustainability)

## Future facing

# Responsible business

### 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. We've sponsored the Taylor Wessing Portrait Prize since 2008, and all the initiatives we support are truly memorable. Joining our Arts Society will ensure you'll be immersed in the arts in all its forms.

### 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 the committees of all our inclusion networks. Our inclusion priorities are: gender balance, racial equality, LGBT+ inclusion, social mobility, and mental and physical wellbeing.





## Balance in business

Gender balance is one of our strategic inclusion priorities. Our goal is to achieve better gender balance in our partnership and in leadership roles across the firm. Our Gender Plan seeks to optimise talent retention, promote modern working practices and enhance our clients' experience. Like all strategically important projects, our UK executive board reviews progress to ensure we're achieving our goals.

We exceeded 25% female partnership in May 2021 and continue to focus on the gender balance of our talent pipeline.

Our Balance in Business Network works to ensure we level the playing field so gender isn't a factor for career success. We host discussions and client round tables on issues that challenge expectation, the network sponsored the unveiling of a new piece of artwork at the Supreme Court celebrating 100 years of women in law.

## Future facing

# Responsible business

## Cultural diversity network

Racism and racial injustice have no place in our world. Increasing the representation of people from minority ethnic groups at Taylor Wessing is our second strategic inclusion priority. We all play a crucial role in making progress and we launched our dedicated Race and Ethnicity strategy in 2020. Our Cultural Diversity Network creates a safe space to learn from each other and celebrate our different cultures. It works to encourage more individuals from diverse

backgrounds to enter into the legal sector and remove any barriers they face to achieve their goals and aspirations.

Our commitment to working with Rare enables us to find more and better ways to overcome racial injustice. It's through working closely together, we can continue to challenge the prejudice and privilege which prevent us reaching our goal of a fairer and more equal society.





## equaliTW

We're committed to providing a workplace where your talent can flourish and you can be yourself, no matter your sexual orientation or gender identity. Our LGBT+ and allies network, equaliTW, was our first employee network and exists to promote LGBT+ inclusion. They run a dedicated programme of support and initiatives throughout the year,

helping our people learn more about key issues affecting LGBT+ people in the workplace and wider community.

We support Opening Doors London and established the Freehold network for the property sector in 2011. We're a Stonewall Top 100 Employer for the third year in a row and in the top 10 law firms on the list.



## Future facing

# Responsible business

## Wellbeing network

Maintaining a positive approach to physical and mental wellbeing is of huge importance to us. Central to this is a commitment to reducing the stigma surrounding mental health and disabilities. Our network helps to raise awareness of visible and invisible disabilities, creating an accessible and safe working environment and promotes wellbeing initiatives as a way of preventing the onset of physical and mental health conditions.

The network hosts regular sleep clinics, yoga classes, lunchtime learning with qualified doctors and psychologists as well as the support of over 65 mental health champions and first aiders. Everyone has access to the Headspace app. Our onsite GP and in-house counselling service provide invaluable support. In November 2019, we won the best new entrant category for the FT and Vitality's Britain's Healthiest Workplace for medium-sized companies.





## Social mobility network

Our social mobility network works to improve access to the legal profession through school and student outreach. Your potential, ability and talent – not your socio-economic background or schooling – determines your success at Taylor Wessing.

We open up opportunities in the legal sector and make talented people of all backgrounds feel welcome, along with supporting a number of powerful initiatives. We've recently signed up as a partner of the 93% Club.

We're proud of all of our social mobility programmes and the impact they have on participants and our business. By supporting the 93% Club we hope to make our talent even more diverse, build their confidence, increase their knowledge of the range of careers in an international law firm and inspire them to reach their full potential.

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

## High flying

# Application stages

**Whatever you're applying for, your journey with us will begin with an online application. We work with Rare contextualised recruitment system to look at each application in context. You can find the application form at: [taylorwessing.com/graduates](https://taylorwessing.com/graduates).**

The vacation 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 behavioural based assessment. 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.

Following these initial screening stages, successful candidates will be invited to attend an assessment centre. These will be taking place over February and March 2022.

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 part in both a group exercise, commercial awareness exercise and competency-based interview. The group exercise is a chance to showcase your teamwork, group debate and presentation skills. The commercial awareness exercise is an opportunity for you to show your commerciality, relevant to a career at Taylor Wessing.





You'll also attend your competency-based 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, your motivations and the skills you have for a successful career with us.

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

- **1 October 2021**  
Applications open
- **November 2021**  
Trailblazing open days
- **4 January 2022**  
Vacation scheme application deadline
- **February and March 2022**  
Vacation scheme assessment centres

## Trailblazing

# 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.

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 **4 January 2022.**

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 2021.

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





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