

An aerial view of the London skyline at sunset, featuring prominent skyscrapers like the Gherkin and the Shard. The image is overlaid with a semi-transparent blue rectangle on the right side and a semi-transparent pink rectangle on the left side. On the left, there are white geometric line art elements: a large 'L' shape, a circle with a dot inside, and a series of connected line segments forming a stylized 'S' or 'Z' shape. The text 'GENERATION SIDLEY' is written in large, white, sans-serif capital letters across the top right, partially overlapping the blue rectangle. Below it, the text 'LONDON VACATION SCHEME AND TRAINEE SOLICITOR PROGRAMME' is written in smaller, white, sans-serif capital letters. In the bottom right corner, the word 'SIDLEY' is written in large, white, sans-serif capital letters, partially overlapping the pink rectangle.

GENERATION SIDLEY

LONDON
VACATION SCHEME AND
TRAINEE SOLICITOR PROGRAMME

SIDLEY

INNOVATIVE WORK. EXCEPTIONAL TRAINING. PROFESSIONAL DEVELOPMENT.

More than 150 years after the founding of our firm, Sidley today comprises a diverse group of legal professionals from many cultures who are dedicated to teamwork, collaboration, and superior client service. The firm has built a reputation for successfully representing clients on complex transactional, regulatory, and litigation matters spanning a range of legal areas. From our offices in the commercial, financial, and regulatory centres of the world, we harness our knowledge to provide thoughtful advice for the myriad legal and business challenges that our clients face.

RANKED AS A
LEADING LAW FIRM
IN 12 PRACTICE
AREAS

— CHAMBERS UK 2025

US LAW FIRM OF
THE YEAR

— LEGAL BUSINESS
AWARDS 2025

SIDLEY NAMED
“UNITED KINGDOM
FIRM OF THE YEAR,”
AT THE LMG LIFE
SCIENCES AWARDS
EMEA 2025

OUR MAIN PRACTICE AREAS

BANKING AND
FINANCIAL SERVICES

CAPITAL MARKETS

COMPETITION

EMPLOYMENT

GLOBAL FINANCE

HEALTHCARE AND FDA

INSURANCE

INVESTMENT FUNDS

LITIGATION

M&A AND PRIVATE EQUITY

REGULATORY AND
ENFORCEMENT

RESTRUCTURING

TAX



At Sidley, we are committed to developing the next generation of lawyers. From the outset, our trainees work on complex matters, learning how to deliver exceptional client service in a collaborative and supportive environment.

From left: **Joseph Kimberling**, Partner, Global Finance; **Patrick Harrison**, Partner, Antitrust and Competition; and **Emilie Stewart**, Partner, Global Finance.

The Trainee Recruitment Committee

JONATHAN LAFFERTY

SENIOR MANAGING ASSOCIATE

Litigation

"When you are a trainee at Sidley, you have many opportunities to make real and important contributions to our client matters. I rely heavily on our trainees to keep me accountable to client deadlines, to ensure that work progresses smoothly, and to deliver the best quality client service. In my team, Litigation, we deal with a huge variety of disputes in terms of the subject matter, the law, and the client base. Often we are asked questions that no one has asked or answered before. Our trainees help me figure out the solutions to those questions, and I know they share my satisfaction in doing just that. If you are curious and you get excited by cutting-edge commercial and legal issues, I think you will really enjoy Sidley."

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JESSICA LOWE

SENIOR MANAGING ASSOCIATE

Investment Funds

"Sidley is a great place to begin a legal career. Trainees and junior associates work side by side with partners and often take on a great deal of responsibility early on, which accelerates learning and growth. The culture is warm, inclusive, and collaborative. As a trainee, you will gain exposure to top clients and complex cross-border matters in an environment where colleagues are approachable and always willing to support you.

The firm's training programmes are designed to help you build not only technical expertise, but also the softer skills that make a well-rounded lawyer — communicating clearly, giving practical advice, and exercising sound judgment. There are also plenty of opportunities to get involved in pro bono and business development, and people at every level are encouraged to bring their perspectives and experiences to the table.

It's a rare mix of interesting work, talented colleagues, and an inclusive culture where everyone can grow and feel part of the team."

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"From my first day as a trainee at Sidley, I genuinely felt like a part of the team. I was trusted with responsibility early on and have enjoyed developing my skillset through a variety of experiences, including standard legal tasks, business development, and pro bono. There is a real sense that you can get involved in anything if you are willing to put in the work, which is incredibly exciting and motivating. What I value most is that Sidley has encouraged me to grow not just as a lawyer, but also as a young professional, giving me the confidence and support to start building my own network."

— Chidi Onyeagucha, Trainee Solicitor

"My training contract at Sidley has afforded me the opportunity to take on substantive legal tasks. I have been able to contribute to major M&A and finance deals in the market, as well as conducting legal research in connection with complex cross-border financial services regulatory matters. I have benefited greatly from working in a very collegial environment with the support of my cohort and colleagues throughout the firm."

— Luqman Swift, Trainee Solicitor



INCLUSION AT SIDLEY – SUCCEEDING TOGETHER

One Firm, Many Voices

At Sidley, we believe that a welcoming and inclusive culture is the bedrock of our success. We recognize that bringing together individuals from various backgrounds, experiences, and perspectives strengthens the quality of our legal work and continues to position us as a trusted leader in the legal profession. Our commitment to inclusion not only enriches our workplace but also enhances our ability to fulfill our mission in providing the highest quality legal services for our clients.

Embracing Our Values

Since our inception, we have cultivated a workplace culture rooted in mutual respect, open communication, and a deep appreciation for each individual's unique voice. These core values enable each individual to thrive personally and professionally. We believe the most creative and successful teams embrace diversity in thought, approach, ability, and knowledge. In turn, our teams leverage partnerships with external organizations to gain broad perspectives and develop the most compelling legal strategies.

Investing in Our People

We are dedicated to creating a positive and supportive work environment that empowers every individual, enabling them to reach their full potential. Lawyers, law students, and business professionals from all backgrounds are supported through high-quality educational programs, mentoring, professional development, and affinity initiatives. These opportunities foster a sense of belonging and are open to all. Alumni are an integral part of our extended Sidley family and benefit from the networking opportunities, thought leadership, and profile-raising platforms we provide.

Advocating for Change

Our culture of inclusivity extends beyond our internal operations and into the global communities where we live and work. We leverage our talent to make a positive impact through pro bono work and community activities, while our global team works on matters that contribute to monumental legal decisions that bring hope to marginalised persons and groups. Through these efforts, we stand united in our resolve to combat injustice and promote positive change.

THREE SIDLEY PARTNERS
HONORED AT THE
WOMEN IN BUSINESS
LAW EMEA AWARDS 2024

UK GOLD STANDARD
CERTIFICATION
— 2021 WOMEN IN LAW
EMPOWERMENT FORUM

LEONARD NG

PARTNER

Co-Managing Partner of the Singapore office,
Head of the UK/EU Financial Services Regulatory group,
and London Chair of the Inclusion Committee

"I've been at Sidley for more than 26 years, starting in the Singapore office before moving over to our London location. With all honesty, I had not initially thought of pursuing a career in law, but I always knew I wanted to do something that was intellectually challenging and allowed me to work with some really interesting clients. Sidley and the legal profession have given me this and much more.

My role as the London Chair of the Inclusion Committee has given me important insight into the lives of our lawyers and what they value most in their careers. In addition, as a member of Sidley's Executive Committee, I can influence change at the most senior levels of the firm. This synergy allows for the exploration of diverse ideas and experiences, and for feedback to be more meaningful and actionable. Our lawyers know that their opinions count and can actually make a difference in the way we do business."

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SOCIAL RESPONSIBILITY

Sidley London's Corporate Social Responsibility programme focuses on supporting our local community and providing equal opportunities for all young people. In May 2022, we launched our five-year flagship charity partnership with YMCA London City and North as part of our commitment to lasting impact. We also place a heavy emphasis on sustainability, ensuring that our business endeavours are environmentally conscious and that our culture remains committed to working and living sustainably. As well as our main programmes, Sidley takes part in numerous fundraising events throughout the year, such as the Tour De Law, the London Legal Walk, and the Standard Chartered City Race.

Some of the programmes that support our neighbours and neighbourhoods include:

- **Flagship charity partnership:** YMCA England and Wales, YMCA London City and North, and Sidley's office in London have joined together for a five-year partnership to create a brand new multi-functional Youth Hub based in Islington. This project will support vulnerable young people living in London by providing essential services and creating a safe and welcoming environment.

Thanks to Sidley's financial contributions, this new space will reach at least 1,000 young people in its onset and will lay the foundation to help more young Londoners in years to come. Beyond fundraising, Sidley's staff will be participating in volunteering and mentoring activities.

- **Matched giving:** The firm will match your fundraising donation to any charity of your choice up to a limit of £250 payable once per year.
- **Payroll giving:** Payroll giving is a tax-efficient way to make charitable donations. It enables you to make regular donations, tax-free, straight from your gross pay to any UK registered charity of your choice.
- **Community volunteering programmes:** All employees in the London office are entitled to volunteer for local community organisations on up to two occasions each year. Sidley volunteers have previously supported dozens of employee volunteering opportunities in the London area, including causes focused on health, education, homelessness, arts, disabilities, and elderly assistance. Prior to the pandemic, Sidley personnel contributed nearly 300 hours to charitable causes annually.

SIDLEY PERSONNEL
CONTRIBUTE NEARLY
300 HOURS
TO CHARITABLE
CAUSES ANNUALLY

- **In-house volunteering programmes:** Sidley recognises that allowing young people to visit corporate environments is key to developing their ambition and driving their future success. The London office offers opportunities for students from less advantaged backgrounds to meet a number of lawyers and support staff who provide encouragement and advice on how to focus on their own career goals. We also work with the Social Mobility Foundation to help and encourage students to improve their employability skills.
- **Mentoring:** All personnel are invited to take part in mentoring programmes that allow them to provide one-to-one support to students who require some extra encouragement. The firm has worked directly with The Westminster Academy for a number of years.
- **Sustainability:** At Sidley, we are dedicated to doing our part to ensure a sustainable future, conducting business in a responsible and mindful way that creates long-term value for our people, clients, and communities. We aim to minimize our impact on the environment by setting ambitious climate commitments to reduce our carbon emissions, as well as by creating a more sustainable workplace and culture across our global firm. From routine but important acts — such as recycling paper and waste — to impactful legal and pro bono work that empowers businesses and social enterprises alike, sustainability is integral to our operations.



"At Sidley, our CSR programme empowers lawyers to support meaningful causes while addressing the needs of the local community. One of our strongest partnerships is with YMCA London City and North, through which we created a new community hub in Islington that will support over 1,000 local young people over the next few years. We are committed to building brighter futures for everyone, both through volunteering and mentoring and investing our skills and vital financial support in the development of others."

— Peter McCorkell, Partner,
Labor, Employment and Immigration

PRO BONO

Empowering people and communities through pro bono legal work is an integral part of Sidley's culture. Our pro bono programme allows our lawyers to provide high-quality legal service to individuals and organisations that otherwise would be unable to afford legal representation. We consider every one of our pro bono matters important, whether they are of local, national, or global significance.

In London, we strive to find pro bono projects that have the biggest impact on our communities and match the interests and skills of our trainees and lawyers. Through our access to justice projects, our lawyers can assist incarcerated mothers with re-establishing critical access to their children, help children apply for British citizenship, and advocate for vulnerable disabled individuals.

We also work with a number of charities and non-profits, providing legal advice in a variety of areas, including corporate, employment, data protection, regulatory, dispute resolution, tax, and finance.

"Our trainees get involved in pro bono from day one and carry on this engagement throughout their careers at Sidley. This affords them the opportunity to develop their skills in a variety of ways while making a meaningful impact benefiting deserving individuals and our communities."

— **Matthew Shankland**,
Partner, Commercial
Litigation and Disputes

Chair of the London
Pro Bono Committee

167,000+

HOURS DEDICATED TO PRO BONO SERVICE
FIRMWIDE IN 2024

100%
TRAINEE
PARTICIPATION

39
AVERAGE PRO BONO
HOURS PER LAWYER
IN LONDON

Fellowships

Under our global Pro Bono Fellowship Program, Sidley sponsors several fellowships that expand the capacity of charities and nonprofits to advance their missions and serve the critical legal needs of clients. In London, all final-seat trainees joining the firm as newly qualified associates are invited to apply to the program. Paid an NQ salary, Pro Bono Fellows spend three months with the legal team of a charity or nonprofit of their choice.

"We are currently representing a mother in proceedings relating to living arrangements and contact with her daughter. After the mother's imprisonment, the daughter moved in with her father, who is now seeking a child arrangements order to obtain custody. Alongside Not Beyond Redemption, we have been able to ensure the mother maintains weekly FaceTime contact with her daughter, and now in-person contact following her release. At the next hearing, we will continue to advocate for a "lives with" order for the mother, and to support the client through these challenging proceedings."

— **Mary-Anne Grego and Helena Anderson**, Trainee Solicitor

"As a trainee, I was part of the team that successfully represented a client in her PIP appeal. The client is a recovering drug addict and suffers from long-standing and complex mental health problems, including PTSD, depression, and anxiety. This was an especially challenging case, as the Department for Work and Pensions had awarded the client no points at all. However, we were delighted that the Tribunal awarded the client the award sought without further questioning at the hearing. The client was absolutely delighted with the outcome and really grateful for the work and support of the Sidley team over the past nine months."

— **Rory Craig**, Trainee Solicitor



LIVING WELL AT SIDLEY

As part of Sidley's ongoing commitment to support the health and wellness of all of our lawyers and staff, the firm offers a range of health benefits, including:

- Private GP service
- Private medical insurance
- In-house counselling service
- Complimentary access to Headspace meditation app
- Employee assistance programme
- Gym membership subsidy
- Dental insurance
- Income protection
- Ongoing wellness activities as part of the firm's global "Living Well" programme, including "Mind Gym," a series of dedicated mental health-related sessions bespoke to the London office

"We understand the importance of choosing the right path for your legal career. At Sidley, we are dedicated to your growth and development. Join us for a collegial environment where your ambitions are supported."

— **Monie Cheung**,
Graduate Recruitment
Advisor



"I chose Sidley because the lean team structure means trainees are trusted with real responsibility from the outset, providing hands-on experience on high-profile matters. With a smaller office and intake size, you quickly get to know colleagues across the firm, fostering a genuinely friendly and collaborative culture. The global nature of Sidley's practices, coupled with the international clients we represent, ensures that the training contract offers high-quality work across teams and jurisdictions. The skills I developed across all four seats have been invaluable in my career as an associate, and the colleagues I trained with continue to be a source of support and guidance. What appealed to me most was the opportunity to take on meaningful responsibility early on in my career, knowing my work on a wide range of challenging and complex legal issues made a real difference to the matters I was involved in."

— Fraser Tudor, Associate, Tax

"Sidley's culture is warm, open, and meritocratic — as a trainee, you are quickly rewarded with increasingly challenging work if you show that you are eager and ready for it. The firm's leading global platform, combined with its small trainee intake, meant I was able to work closely with partners and senior associates on front-page matters while still feeling part of a supportive and collegial team. The training contract also offers the opportunity to take on international secondments, which allowed me to spend three months in Sidley's Brussels office with the Antitrust and Competition team. This secondment enabled me to gain valuable insight into EU competition law, build closer relationships with my international colleagues, and solidify my decision to qualify as an associate with the Antitrust and Competition team."

— Dominique J. Vletter, Associate, Competition



SUSTAINABILITY

At Sidley, we are committed to doing our part to ensure a sustainable future by conducting business in a responsible and mindful way that creates long-term value for our various internal and external stakeholders. We aim to minimise our impact on the environment by setting ambitious climate commitments to reduce our carbon emissions, as well as by creating a more sustainable workplace and culture across our global firm.

We actively pursue eco-conscious practices throughout our operations, including:

- **Reducing Paper Use:** Sidley has taken significant measures to recycle and reduce the volume of paper we use and encourage digital documentation and e-filing wherever possible to minimise waste.
- **Energy Efficiency:** Our offices are designed with energy conservation in mind, including LED lighting, motion sensors, and efficient climate control systems.
- **Recycling & Waste Reduction:** Recycling stations are placed throughout our office space with clear signage, and we regularly review our practices to better manage and reduce waste.
- **Business Travelers:** We carefully assess each travel opportunity urging lawyers to consider video and virtual alternatives before booking flights to reduce their carbon footprint.
- **Sustainable Procurement:** We work with key suppliers who share our commitment to environmentally responsible practices.

Our Climate Commitments

In alignment with science-based targets, our ambition is to reach net-zero greenhouse gas (GHG) emissions across our operations and services globally by 2050, with a short-term goal to reduce emissions by over 55% by 2030.

The London office building has set clear sustainability goals, led by the building management team, to achieve Net-Zero Carbon by 2040. The building also targets a 2% annual reduction in water consumption, supported by a greywater system that reprocesses rainwater and waste water from showers and sinks for reuse in toilet cisterns.

70 St Mary Axe is participating in the CUBE competition and is currently ranked in first place. We actively support staff-led sustainability initiatives and welcome fresh ideas to help us improve. As a member of our team, you are encouraged to take part in these efforts and help us advance our shared commitment to sustainability — both inside and outside of the office.

REDUCTION OF
13,588 tCO₂e
AS OF YEAR-END 2023
(compared to 2019 baseline year)

MILESTONES AND GOALS

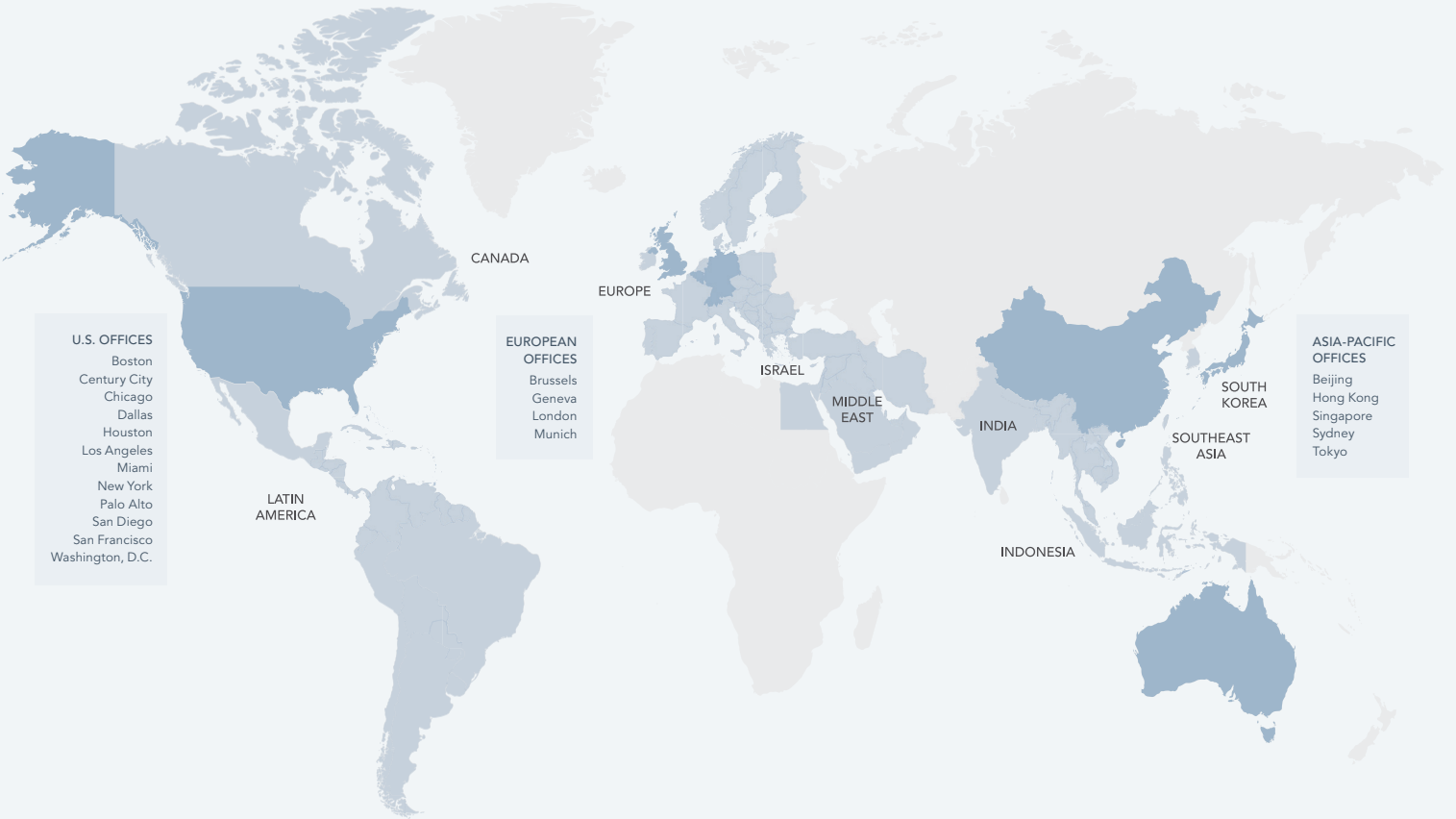
30%
ENERGY USE
REDUCTION BY 2025

ZERO
WASTE-TO-LANDFILL
POLICY

80%
RECYCLING TARGET
(currently at 70.7%)

OUR GLOBAL REACH

- SIDLEY OFFICES
- SIDLEY REGIONAL PRACTICES



JOIN US

Vacation Scheme

PENULTIMATE-YEAR LAW UNDERGRADUATES

FINAL-YEAR UNDERGRADUATES

GRADUATES

We recruit all of our trainees from our vacation schemes, and we advise anyone interested in a training contract to apply for a vacation scheme.

We run a one-week winter vacation scheme and two-week vacation schemes in spring and summer each year.

You will experience the day-to-day life of a lawyer at the firm, including opportunities to undertake real work rather than just observing or shadowing.

Insight Days

FIRST-YEAR LAW UNDERGRADUATE

FIRST- AND SECOND- YEAR NON-LAW UNDERGRADUATE

During the Insight Day, you will be given the chance to speak informally to trainees, associates, and partners. Our Graduate Recruitment team will also be available to offer advice on applying for training contracts.

We hope the day will give you valuable insight into life at Sidley and help you decide whether this is the firm at which you would like to train.

APPLICATION TIMELINE

2025 WINTER VACATION SCHEME



2026 SPRING AND SUMMER VACATION SCHEMES



WE ARE LOOKING FOR TALENTED STUDENTS WHO:

- Have a minimum of three A-levels (at least three A grades)
- Are anticipating at least a 2:1 degree or equivalent (not necessarily in law)
- Are genuinely intrigued by the commercial world
- Can demonstrate a strong ability to analyse and learn
- Can work well with others and interact with clients
- Have perseverance and initiative

HOW TO APPLY

For more information on our Vacation Schemes and Insight Days and how to apply, please visit our website sidleycareers.com/Europe. Applications are reviewed on a rolling basis.

BEIJING
BOSTON
BRUSSELS
CENTURY CITY
CHICAGO
DALLAS
GENEVA
HONG KONG
HOUSTON
LONDON
LOS ANGELES
MIAMI
MUNICH
NEW YORK
PALO ALTO
SAN DIEGO
SAN FRANCISCO
SINGAPORE
SYDNEY
TOKYO
WASHINGTON, D.C.

SIDLEY

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