



GENERATION SIDLEY

LONDON
VACATION SCHEME AND
TRAINEE SOLICITOR PROGRAMME

SIDLEY

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

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 11
PRACTICE AREAS**

— CHAMBERS UK 2024


**"IMPACT CASE OF
THE YEAR AWARD" —
SERVIER LABORATORIES**

— LMG LIFE SCIENCES
AWARDS 2022 (EMEA)



As a trainee solicitor, you will have limitless opportunities to take on sophisticated, substantive work, grow as part of a thriving, diversified practice, and collaborate with some of the best legal minds in the world.

From left: **Oliver Currall**, Partner, Tax and **Patrick Harrison**, Partner, Antitrust and Competition.
The Trainee Recruitment Committee



"Sidley is invested in the growth and development of its future talent, and this is not a firm where you will find yourself boxed in. As a trainee, you are encouraged to push yourself to handle work that may be expected of a qualified associate. Having supervised for a number of years now, it gives me great pleasure seeing trainees become strong junior associates. I genuinely believe Sidley provides trainees with a brilliant platform to grow their own networks and become the best version of themselves."

— **Raveena Channa**, Managing Associate,
Restructuring

// You'll find that everyone around you is incredibly invested in helping you go as far as you can."

DHEVINE CHANDRAPALA

SENIOR MANAGING ASSOCIATE
TRAINEE SUPERVISOR

Restructuring

As a trainee, you are an integral part of the deal team on day one. Sidley doesn't have a big trainee intake, and we intentionally don't run big deal teams. There is no bright line between a "trainee task" and an "associate task," so if you want to try your hand at something — you'll find that everyone around you is incredibly invested in helping you go as far as you can.

That ethos continues as you progress from a trainee to an associate. The firm places a lot of trust in its junior lawyers and gives them a great deal of responsibility early on. It is totally normal for a Sidley associate to be negotiating points with lawyers from other firms who are more experienced than you. That's because the firm prides itself on providing an environment that accelerates the learning and development of junior lawyers at the fastest sustainable pace, which is hugely motivating.

This growth is not just limited to developing legal skills. As associates, we are encouraged to think not just as lawyers but as commercial advisers — and to, therefore, begin building a professional network right from the get-go. Sidley is at the forefront of empowering associates to develop professional contacts and get involved in business development. Your peers will be in investment banking, private equity, market-leading corporates, and all across the financial ecosystem, and Sidley's culture encourages us to take an entrepreneurial approach in developing that peer network.





"Having sat in Restructuring and Global Finance, I particularly enjoyed getting the opportunity to handle standard legal tasks, as well as the business development aspects of analysing a company's accounts and annual reports. One of my favourite things about my time at Sidley is being a part of *SidleyWomen*, as it has enabled me to connect with female associates and partners from different practice groups and learn from their experiences."

— Doris Beganović, Trainee Solicitor



"My training contract has given me a broad range of experience, covering transactional, advisory, and contentious work. I've developed my skills through involvement in a variety of activities, including drafting documents, legal research, reporting directly to clients, and negotiating with opposing counsel. One of the most beneficial parts of my training has been participating in Sidley's excellent pro bono practice. The support of my cohort and other colleagues has been invaluable throughout my time at Sidley."

— William (Bill) Sims, Trainee Solicitor

DIVERSITY, EQUITY, AND INCLUSION

Sidley is a pioneer in workplace diversity and inclusion initiatives. We value diversity among our lawyers and clients and have long been actively involved in the diverse communities in which we live and work. Our mission is to continually attract, retain, and promote to partnership and leadership outstanding lawyers who reflect the global marketplace and those communities. The London office has a number of policies and initiatives to support this mission.

Summary of Key Policies

Sidley was one of the first large law firms to grant parity in healthcare, leave, and other employee benefits to same-sex partners of lawyers. We have gender transition guidelines for lawyers and staff and email signatures that can be customized to include preferred pronouns.

Sidley has generous gender-neutral parental leave benefits for birth and adoptive parents and provides access to an external coach for lawyers returning from parental leave, as well as subsidized emergency and backup childcare and eldercare.

Any Sidley lawyer may work a reduced schedule for proportional compensation. Associates and counsel working reduced hours remain on the partnership track and are treated the same as full-time lawyers in evaluations, access to work, and promotion.

Business Development

The firm supports business development efforts by all lawyers, and the Diversity and Inclusion team is on hand to help diverse lawyers build their internal and external networks through coaching, mentoring programmes, and access to funding to hold events with a focus on diversity and inclusion.

Inclusion

Sidley has a number of European and global diversity networks that meet regularly. The firm holds celebrations worldwide to mark, among others, LGBTQ+ Pride Month, Black History Month, Hispanic Heritage Month, and Transgender Awareness Month. Additionally, Diversity Dialogues is a series of events held across the year to encourage discussion and education internally on a wide variety of diversity-related topics.

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

UK GOLD STANDARD
CERTIFICATION
— 2021 WOMEN IN LAW
EMPOWERMENT FORUM

// We aim to foster a professional environment where everyone can bring their true self to work."

LEONARD NG

PARTNER

Banking and Financial Services

London Chair of the DEI 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 DEI 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.

We aim to foster a professional environment where everyone can bring their true self to work. Our people-first mantra ensures that we are attracting, retaining, and promoting the best lawyers in the city. Having an authentic culture of inclusion not only means a better workplace but also a better work product for our clients — it is an essential part of our business strategy.

One piece of advice that I stand by is to say "yes" to every opportunity that comes your way, even if you cannot see the benefit now. Building and maintaining strong relationships is essential for a career as a lawyer. I've met many people at events who then contacted me years later for legal advice and are now long-term clients.



SEO London

We partner with SEO London, a career-oriented network of students from underserved and underrepresented backgrounds, to target and attract a diverse pool of exceptional candidates.

Rare Recruitment

We use Rare Recruitment's Contextual Recruitment System, which enables us to understand the context of a candidate's experiences and qualifications. This helpful tool allows us to compare a candidate's academic achievement against the average for their school, as well as other social mobility factors, thereby helping to level the playing field between candidates from different backgrounds.

Prime

We are signatories to PRIME, a commitment by the legal profession to provide fair access to high-quality work experience for students from less privileged backgrounds. We host PRIME students for work experience at the firm each year, and via our collaboration with the Social Mobility Business Partnership, we also provide an additional week of work experience to those students with a client.

Undergraduate Bursary Programme

In 2022, Sidley launched the Sidley London Undergraduate Bursary Programme, which supports talented students from less advantaged backgrounds through their legal degree by providing financial support, work experience, and mentoring.

InterLaw Diversity Forum

Sidley is a sponsor of the InterLaw Diversity Forum, which seeks to improve access and inclusion within the legal profession for lawyers and aspiring lawyers from all backgrounds. As part of this sponsorship, our diverse lawyers can be mentored by a diverse in-house counsel at a client.

Data-Backed Results

Sidley London tracks data monthly to ensure that our diverse lawyers are given the same opportunities as their non-diverse counterparts. We regularly review quantitative and qualitative data to ensure that hire, promotion, and attrition rates are evenly distributed between diverse and non-diverse candidates.

OTHER DIVERSITY PARTNERS:

BIUCAC

BRIGHT NETWORK

THE SUTTON TRUST

SOCIAL MOBILITY
BUSINESS PARTNERSHIP

10,000 BLACK INTERNS

93% CLUB

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.

SIDLEY PERSONNEL
CONTRIBUTE NEARLY

300 HOURS

TO CHARITABLE
CAUSES ANNUALLY

- **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.
- **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.

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.

"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

170,000+

HOURS DEDICATED TO PRO BONO SERVICE
FIRMWIDE IN 2023

100%
TRAINEE
PARTICIPATION

54
AVERAGE PRO BONO
HOURS PER LAWYER
IN LONDON

"During my fellowship, I worked with the Just for Kids Law immigration team and was given the responsibility to work directly with youths who were seeking asylum or were facing deportation. I was also able to work closely with the charity's strategic litigation team on its legal challenge against the government for the use of children as spies. The fellowship was an extraordinary experience that revealed new lessons. It truly underlined the need and importance for both individual lawyers and law firms like Sidley to continue providing crucial pro bono work to help close the justice gap for fair and equal legal representation."

— Katie Chin, Managing Associate and Pro Bono Fellow



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 of its friendly, down-to-earth culture and smaller intake size. As a trainee, you are entrusted with responsibility from day one, which is an exciting and effective way to learn and build a reputation within the firm. The training contract also offers engaging, high-quality work across a number of practice areas. The breadth of experience taught me a range of skills and made me confident in my decision to qualify as an associate with the Competition team."

— **Bethany Wise**, Associate, Antitrust and Competition

"As a trainee at Sidley, you are entrusted with a high level of responsibility and are viewed as a key member of the deal team from day one. Not only will you be working with lawyers from Sidley's other offices in the U.S., Asia Pacific, and Europe, you will also connect with other lawyers in jurisdictions across the globe. The working environment is truly collegial, and you are constantly learning new things. The opportunity to work on international projects, coupled with the small intake and sociable environment, is what appealed to me most about training at Sidley."

— **Jessica Edwards**, Associate, Private Equity



OUR GLOBAL REACH

LONDON

founded in
1974

220+
LONDON
LAWYERS

SAN FRANCISCO
founded in 1971

NEW YORK
founded in 1914

BOSTON
founded in 2013

BRUSSELS
founded in 2003

BEIJING
founded in 1996

TOKYO
founded in 1992

PALO ALTO
founded in 2009

CHICAGO
founded in 1866

CENTURY CITY
founded in 2015

WASHINGTON, D.C.
founded in 1963

MUNICH
founded in 2016

GENEVA
founded in 2002

HONG KONG
founded in 1994

LOS ANGELES
founded in 1980

HOUSTON
founded in 2012

MIAMI
founded in 2022

SAN DIEGO
founded in 2024

DALLAS
founded in 1996

SINGAPORE
founded in 1982

SYDNEY
founded in 2007

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

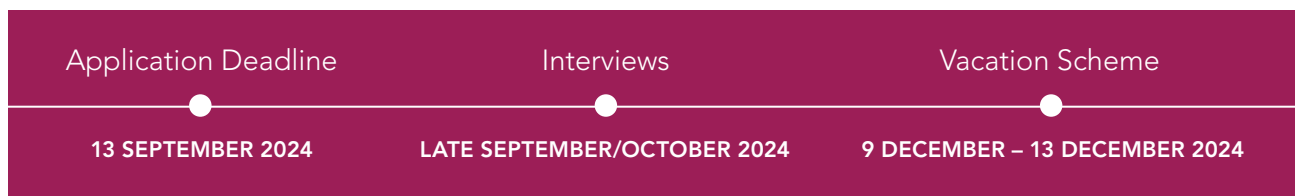
FIRST-YEAR LAW UNDERGRADUATE

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.

2024 WINTER VACATION SCHEME



2025 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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