

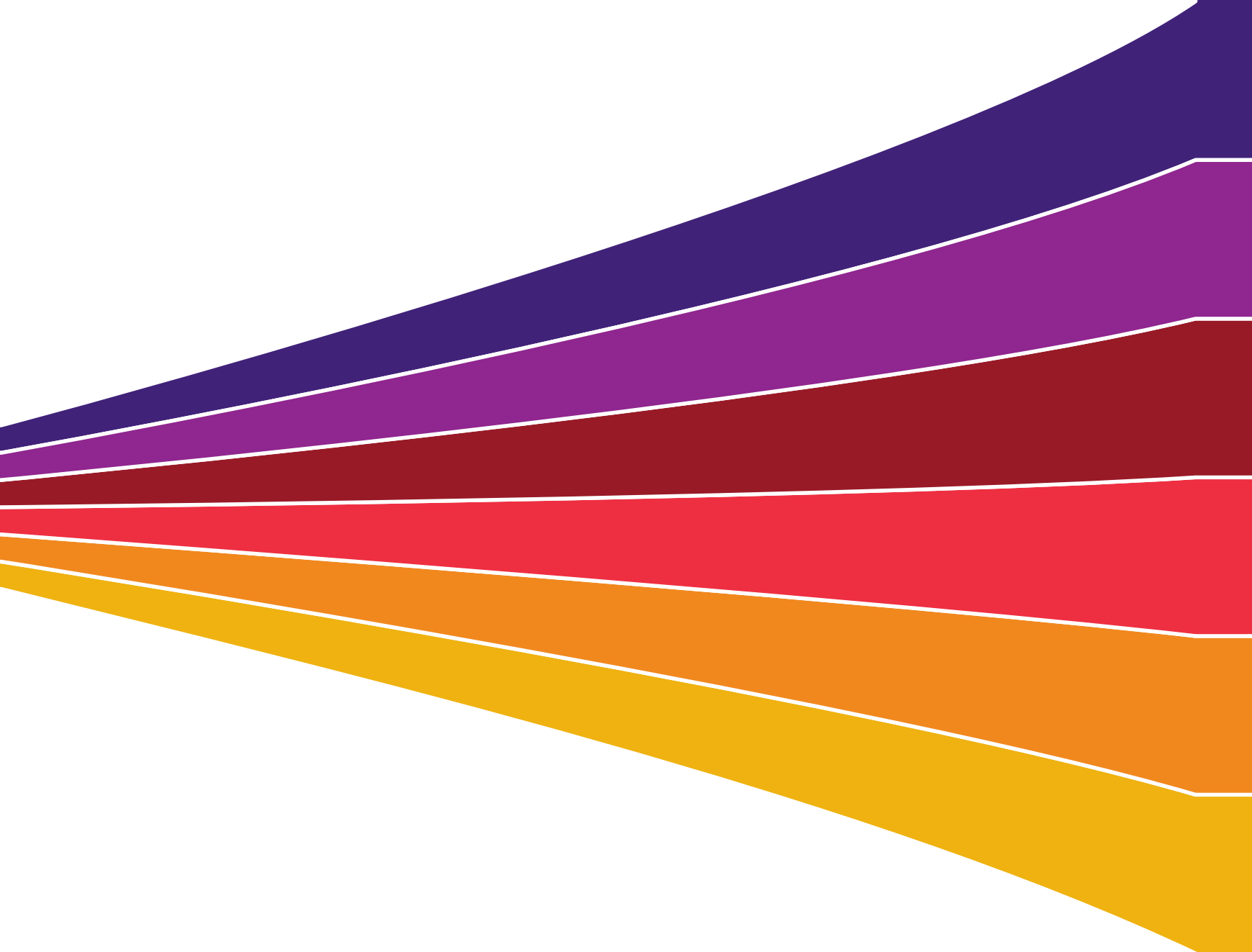
make
your
presence
felt

make your presence felt

At Ashurst, we expect a great deal from our trainee solicitors. You need more than a sharp entrepreneurial mind and burning ambition to practise law here. We look for natural leaders who will quickly become respected figures in their field. So if you like the idea of inspiring colleagues and clients, personally as well as through your work, this brochure will outline how you can leave an indelible mark on our firm. You can learn even more at www.ashurst.com/trainees

at Ashurst
on application
before you join
during your training contract
in the world
after qualification





make your presence felt at Ashurst

Established 1822

Our reputation for exceptional legal advice stretches back to when William Henry Ashurst was admitted to the Court of the King's Bench. Ashurst was a radical, once pinning a note on his door saying, "This house pays no taxes until the Reform Bill becomes law" when it looked as though it wouldn't, and helping to abolish newspaper duties, or "taxes on knowledge" as they were colloquially known.

Naturally, this attitude attracted like-minded clients and partners, so it was no surprise when John Morris took over the practice in 1863. A forward-thinking liquidation specialist who would go on to rescue numerous banks during the 1866 crisis, Morris insisted on our becoming the first law firm to subscribe to the telephone (our number was 15).

When Morris's health declined in 1876, Frank Crisp came on board. An expert on company formations and flotations, his contribution to the ever-more successful Ashurst, Morris, Crisp & Co meant he could invest heavily in his personal passion: Friar Park, a neo-Gothic mansion near Henley, which still stands today.

Although the firm became known as Ashurst in 2003, the character and technical brilliance of our three founding partners still form the blueprint for what we consider to be the "Ashurst culture" and helped us grow from a predominantly City-based firm into a full-service international legal practice with a reputation for excellence around the world.





Charlie Geffen

Senior Partner

Law, University of Leicester

Working in one of the leading international law firms gives you an opportunity to encounter a wide variety of challenges, to get close to many different types of business and to experience many different cultures; few careers can offer such variety and challenge, and the chance to work with so many outstanding people.

But not all law firms are the same. Every organisation develops its own culture and you will need to find out which law firm suits you best. Here at Ashurst we have a strong entrepreneurial culture within a firm that is not so large or institutional that individualism cannot flourish. It is important to us that the people who work here can have a sense of fun; clients not only want the highest quality legal skills, commercial acumen and service – they also want a team of lawyers who enjoy working with each other.

For me, joining Ashurst was one of the best things I have done. If you are thinking about a career in an international law firm and are looking for a supportive and unstuffy work environment, we would like to hear from you. Bringing out the best in the people that we recruit is a way for us to maintain and build on our high reputation.

make your presence felt at Ashurst

Today and tomorrow

Every year, Ashurst aims to maintain its position as one of the world's leading law firms, a position highlighted by the high quality, complex and often groundbreaking work we handle for our clients.

Recent high profile projects include the Trans Thai-Malaysian Pipeline and the Coal India IPO (which were voted Deal of the Year 2010 by Euromoney (Oil and Gas) and Asian Counsel (Capital Markets) respectively).

In the US, our finance-based practice now works with most of the major investment banks, while in the Middle East our work with Islamic banks to refinance Emirates Steel won Islamic Finance News'

most recent UAE Deal of the Year. In Europe, as well as advising on around a quarter of all public mergers and acquisitions announced in the UK in 2010, we were involved in the Rovigo PV mandate, which was voted Project Finance magazine's 2010 European Solar Deal of the Year.

As you would expect, we work with a wide variety of organisations from every industry imaginable and, looking forward, our services are increasingly in demand for our multinational clients around the globe.





Best recruiter – Large City Firm

2006, 2007, 2009

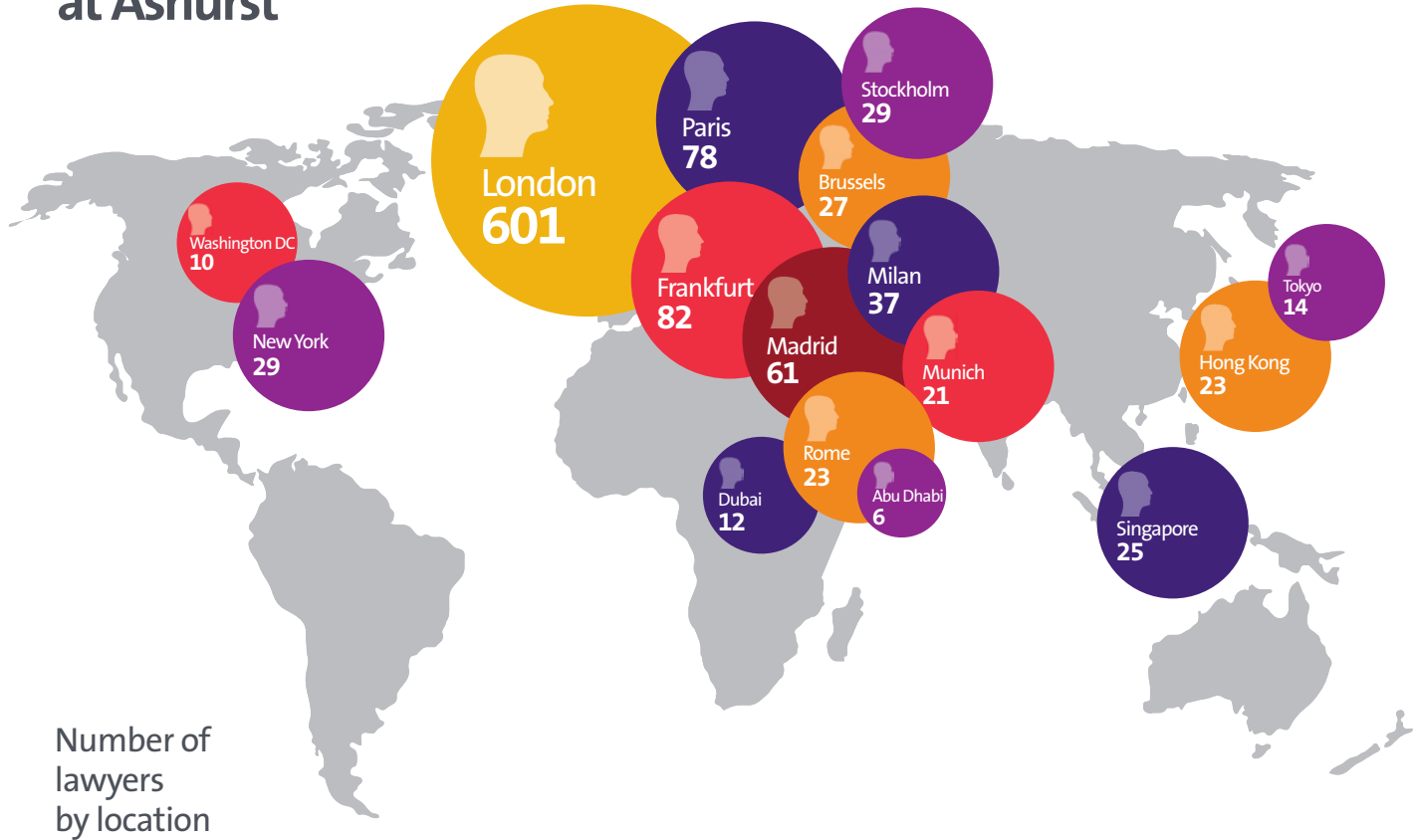
LawCareers.Net Training and Recruitment Awards



An enviable list of clients that includes:

Apax
Balfour Beatty
Bank of America Merrill Lynch
Centrica
Credit Suisse
Crossrail
Deutsche Bank
GE
Goldman Sachs
Hitachi
Mitsubishi Corporation
Mitsui
Nomura
Tesco
The Royal Bank of Scotland
Virgin Media
Westfield
Wm Morrison Supermarkets

make your presence felt at Ashurst



Internationally recognised

As we continue to grow, we aim to give clients the advice they need, where they need it.

Many of our trainees take seats in one of Ashurst's international offices. In addition to having the opportunity to collaborate with respected colleagues around the world (our German offices, for example, recently won JUVE's Banking and Finance Firm of the Year award), working abroad will give you the chance to gain new experiences both inside and outside the office environment.

What's more, it represents an opportunity for you to make your presence felt in person, in another office.

Across the firm, you will find the same engaging culture wherever you are based. And if you are interested in developing your linguistic skills, we offer language tuition bursaries.



make your presence felt at Ashurst

A collaborative culture

From the start, our lawyers are encouraged to take ownership of the transactions, clients and business or social development responsibilities that they are involved in.

That ownership means that our lawyers genuinely want everything they do to succeed and in the transactions-based environment in which we work, teamwork is crucial for success. Every team requires people with varying skills and our trainees are immediately aware that everyone who works at Ashurst is part of the team.

The respect for others and appreciation for the roles we all perform when working together makes us a more open and friendly place to work – however, that is never at the expense of technical expertise and determination to obtain the best results for our clients.

In short, although we wouldn't describe life at Ashurst as easy, it is rewarding. We ask a lot of ourselves, and that includes long hours and exceptional results; there will be challenges to last throughout your training contract and beyond. But you will also find colleagues you will quickly call friends and a working environment that will transform you from a talented trainee into one of the leading figures in your field.





Proof positive that our doors are always open, we offer guided tours of our London offices. So if you would like to see for yourself what life is like here, please email julie.edmonds@ashurst.com. The films at www.ashurst.com/trainees will give you a good insight too.

make your presence felt on application

Who we're looking for

Firstly, you will need to be absolutely driven to succeed. There will be late nights where you will be in the office, facing tight deadlines and real pressure to perform. A love for the law will only carry you so far. You need to be totally committed to delivering for your clients, and for the firm as a whole.

After that, we look for everything you would expect to see in us: common sense, discipline, professionalism, good judgement, dextrous thinking, creative ideas, an intelligent, international, commercial perspective – and the confidence to express yourself on paper, within teams and to a boardroom of your peers.

You will need to be on track for a strong 2:1 (or equivalent) in your undergraduate degree. We will support you through the Graduate Diploma in Law (where applicable) and the Legal Practice Course before you officially start your training contract.

With our commitment to strong relationships, we will be looking for examples in your own history of building strong links, whether in teams or with customers. And with our work stretching so far around the globe, foreign languages will certainly weigh in your favour.





David Carter

Graduate Recruitment Partner

Law, University of Warwick

David Jones

Training Principal, Partner

Law, University of Exeter

Ashurst is a very special firm staffed throughout with great people. We look for the brightest, most determined and sharpest trainees who are eager to work on some of the most interesting, high profile and exciting commercial transactions. This is all in an atmosphere that is supportive, nurturing and enjoyable. It is a source of real pleasure to see the next generation of lawyers join the firm and start their individual journeys to develop into exceptional lawyers. Their enthusiasm, spirit, drive and determination to succeed are hugely inspiring. The training here is an incredible opportunity and, in return for that investment of energy, we are happy to invest a great deal of time and effort in providing the very best training and support.

make your presence felt before you join

Our placement schemes

To get a taste of life as an Ashurst trainee, we recommend joining one of our placement schemes. We hold three each year:

- A two-week scheme during the spring, to which we generally invite final year non-law undergraduates, graduates and career changers.
- Two two-week schemes over the summer, primarily for penultimate year law undergraduates.

You are, of course, welcome to apply for whichever suits you best.

You can expect an intensive look at the work we handle and how we operate.

The schemes are organised in partnership with a committee of trainees: having been in your shoes not so long ago, they'll know how best to introduce you to the firm. You will spend each week in a different department, being supervised by a qualified solicitor and getting involved in live work. There will also be a number of talks about our practice areas, and you will gain an insight into the way our international network operates (summer placements include a visit to our Paris office).

It's not all work, though. We will be just as interested in your ability to build relationships, and will organise several social events where you will get to meet our associates and current trainees, as well as everyone else on the scheme.

2012 dates

Spring scheme Monday 19 March to Friday 30 March

Summer scheme 1 Monday 25 June to Friday 6 July

Summer scheme 2 Monday 16 July to Friday 27 July

We will expect you to work normal office hours, which could mean staying past 5.30 pm. We offer a subsistence allowance of £275 per week towards your living, travel and lunch expenses.

You will need to apply for our schemes between 1 November 2011 and 15 January 2012. Bear in mind that we offer places throughout this period, so the earlier you submit your application, the better. Complete the application form at www.ashurst.com/trainees or find out more about our schemes by emailing gradrec@ashurst.com or calling Emma Young, graduate recruitment and development manager on 020 7638 1111.



Wang Ho Fung

Trainee Solicitor

Anthropology and Law, LSE

During my vacation scheme at Ashurst I worked on a wide range of tasks such as researching points of law and drafting letters. I also got to sit in on numerous client conference calls. To help us gain a better understanding of the departments we didn't sit in, lunchtime talks were organised where associates and trainees talked about their work. Visiting the Paris office was a real highlight.

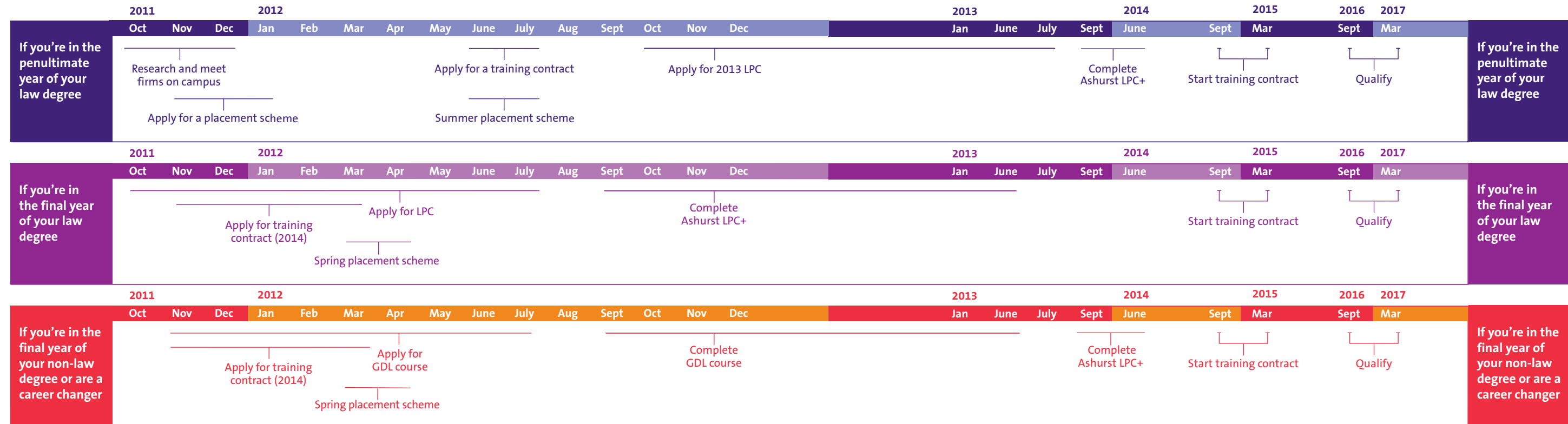
There were lots of opportunities to meet trainees. Various social events were organised for us and, as the vacation scheme progressed, we started organising events amongst ourselves which was a great way for us all to bond. The Partners' Dinner was also a good opportunity to talk to the most senior people at the firm.

I really enjoyed myself on the scheme; people were approachable and went out of their way to help me. It was hugely useful in preparing me for my training contract and showing me that, throughout the firm, there is a very open working environment and flat structure – everyone's views are listened to. It also showed me that Ashurst's reputation as a collegiate firm was fully justified.

make your presence felt before you join

You will have numerous opportunities to shine before you qualify, from placement schemes, to interviews and of course during the training contract itself. The timeline below is designed to help you work out the route that best fits your circumstances.

We also spend time on campus throughout the academic year: see our events listing at www.ashurst.com/trainees for your nearest event.



make your presence felt during your training contract

The Legal Practice Course

Our LPC+ course is unique to Ashurst and is delivered by The College of Law, Europe's largest and the UK's longest-established specialist provider of legal education and training.

Before you get your teeth into the LPC, you will receive a comprehensive induction run jointly by the firm and The College of Law. This is designed to help you get to know your cohort of fellow trainees, as well as the firm. The LPC course content has been carefully designed to ensure that you are better prepared to start as a trainee.

The training contract

You will complete a comprehensive firm induction during the first two weeks of your training contract. This will help you get to grips with our departments in detail as well as our IT systems, library and other resources. You will also begin the Professional Skills Course and skills training that will continue throughout the next two years and beyond qualification.

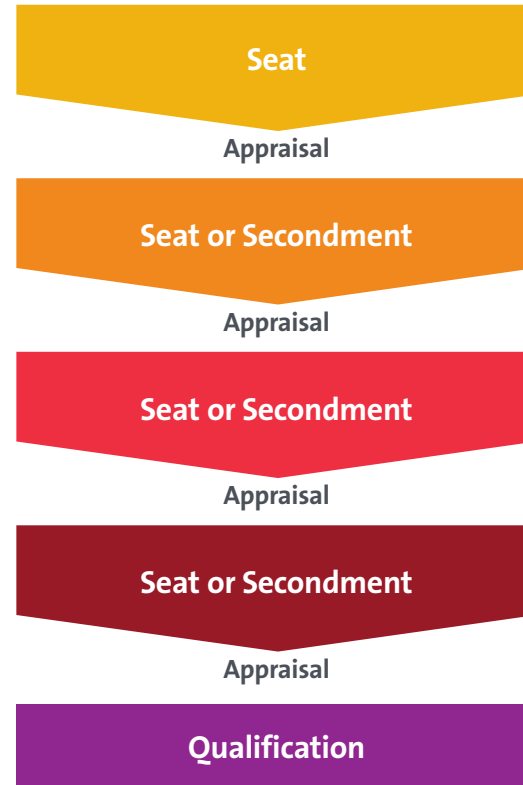
However good your academic understanding of the law, your training contract will demand that you get to grips with a great deal more.

In addition to the more obvious practical applications of law, you will develop the skills required to become a shrewd negotiator, while also learning general business skills. You will develop a deep understanding of specific industries and much more besides.

You will complete four seats of six months each. One will be in our corporate department and another in our finance department. The other two seats can be in any of our broad range of practice areas.

You could choose a seat in an area in which you have a particular interest, join an international office or go on secondment to a client. We will work hard to accommodate your wishes and ask you to let us know early if your ambition lies in a particular direction.

The training contract at a glance



Each seat starts with its own induction course, complete with short guides and checklists so you know exactly what to expect. You will also meet the supervising partner or associate who will work with you and provide guidance. Your supervisor will encourage you to work closely with others in their practice in order for you to gain the broadest experience possible.

Your supervisor will also review your progress during and at the end of your seat, helping you to pinpoint successes and areas where more development is required. Their thoughts will also underpin a more formal annual review with a graduate recruitment partner and our graduate recruitment and development manager.



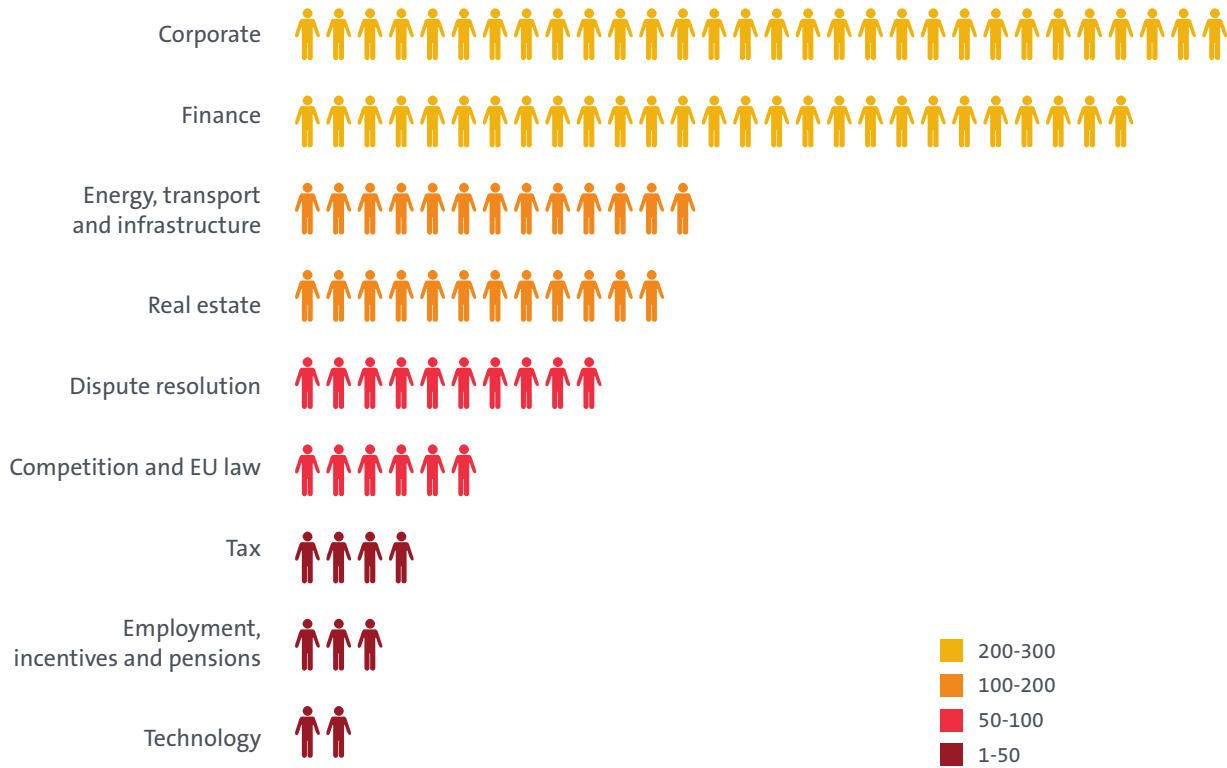
make your presence felt during your training contract

Our practice areas

Life will vary from department to department, but we will give you as much responsibility and autonomy as the work and your expertise will allow. You will meet clients, write letters, draft agreements and take ownership of parts of transactions at a very early stage.

You need to know your limits, of course. Much of your work will involve questioning partners and associates on ways to solve clients' problems. You will find we are all very approachable and happy to answer any questions that you might have – in fact, we expect questions to be asked.





Lawyers by practice

make your presence felt during your training contract

Corporate

Ashurst is widely recognised as having one of the highest quality cross-border corporate practices with the strength and depth necessary to provide first rate, practical advice to leading corporates, financial institutions, regulatory bodies and statutory authorities.

As one of the most innovative corporate law firms, we are market leaders in M&A, private equity and equity capital markets. We also advise on general company law matters as well as on corporate finance, private equity transactions, flotations and securities work, the establishment of investment funds, corporate derivatives, hedge funds, restructuring, distressed investing and insolvency.

Our work also calls on the expertise of a number of the firm's specialist teams in areas including tax, competition, employment and real estate.

We are involved in a range of issues across sectors and the cross-border nature of our work gives us invaluable experience in different jurisdictions. Accordingly, our legal expertise and business skills are at the cutting edge of new transactional and financing structures.



Recent deals

- Goldman Sachs, PIA and TPG Capital on the €1.2bn sale of Ontex.
- Apax on the US\$830m acquisition of Sophos.
- Abbey on the £404m acquisition of Bradford & Bingley.
- Blackstone on the sale of a £630m stake in Merlin Entertainments Group.
- Restructuring of £2bn of debt in relation to Battersea Power Station and £1bn joint venture with a fund of investors.
- Gala Coral on its £2.5bn restructuring.



Joanna Sidhu
Trainee Solicitor

Law, Jesus College, University of Oxford

I gained a broad range of experience during my corporate seat, from drafting, amending and managing documents, to helping with a due diligence exercise. This involved managing and reviewing the documents and drafting the report, as well as verifying statements contained in a prospectus for an IPO, and carrying out ad hoc pieces of research.

The biggest technical challenge was when I reviewed a shareholders' agreement which contained a complex share structure with a number of different classes of shares, rights attaching to those shares and a pay-out and incentivisation structure for investors and management. I then translated these contractual provisions into a plain English, reader-friendly summary.

The environment is very supportive. As a trainee, you are given a real level of responsibility but I have always felt that I could ask for help when I needed it. There is a team atmosphere; if I was ever given a very large task I could count on other trainees to help out. There is a sense of being "in it together".

Trainees are encouraged to go either overseas or to a client on secondment and so for my final seat I am going to the Hong Kong office – something I'm really looking forward to.



Nicholas McDonald

Newly Qualified Associate

Law, Cardiff University

During my seat in the securities and derivatives group (SDG), I was involved in drafting the contractual documentation which constitutes various trades that banks wish to execute, as well as listing various securities on stock exchanges throughout Europe.

The products on which SDG focuses were not routinely dealt with when I attended law school, so it was one of the few practice areas of which I had little prior knowledge. So, to get the most out of the seat, it was vital to work hard to get up to speed quickly. Whilst this seemed daunting at first, the benefits were vast. Suddenly I began to understand the world of swaps and derivatives, futures and options. The firm's new LPC+ course now teaches finance in more detail and so it shouldn't be such a steep learning curve for future trainees.

For me, the effort really paid off when I was working on a large transaction review project for an important new client. It involved reviewing and interpreting intricate contractual provisions. Initially, the documents made little sense but after taking the time to study them, I began to understand how they worked and what we were trying to achieve. This was exceptionally rewarding as the documents were particularly complex.

Finance

Ashurst has a substantial banking and securities capability across Europe, Asia and the US. Our finance department is one of the fastest growing departments in the firm and is among an elite group of market-leading practices in the areas of loan markets, securities and derivatives, and real estate finance.

We work closely with our corporate, private equity, real estate and project finance practices supporting our clients on some of the most innovative corporate and commercial transactions in today's market.

Our clients include Barclays, Credit Suisse, Deutsche Bank, Goldman Sachs, Lloyds Banking Group, JP Morgan, Nomura and The Royal Bank of Scotland.



Gala Coral

Gala Coral, the bingo and bookmaker chain, restructured in 2010. It was no small achievement: the business had £2.5bn of debt, amid challenging market conditions. Intense negotiations over 12 months built a solid platform for its continued existence – with 2,000 betting shops in the UK and Italy, 142 bingo clubs, 27 casinos, two greyhound stadia, a UK telephone-betting business and an online casino.

Energy, transport and infrastructure (ETI)

The ETI department is at the very heart of Ashurst's business. Our partners offer a full service to both private and public sector clients on a wide range of groundbreaking and high profile transactions, from energy projects in Asia and the Middle East, to essential infrastructure development in Europe and Africa. Our lawyers cover a variety of work including project finance, project development, M&A and secondary markets.

We have a proven record as one of the leading firms in the ETI sector, demonstrated by our top tier ranking in the Chambers and Legal 500 independent directories and the numerous awards we have recently won. The firm is continually developing and expanding further the work we do for our international clients across the ETI sectors and, as the firm's most truly international practice area, we work closely with our European, Asian, Middle Eastern and US offices to achieve this.



Crossrail

Ashurst is currently advising on the development of the UK's Crossrail project. Crossrail is a project to build major new railway connections under central London based around an east-west tunnel with a central section from Paddington to Liverpool Street station. Crossrail is the largest infrastructure project currently in progress in Europe.

make your presence felt during your training contract

Real estate

Divided into real estate, construction, general and planning, Ashurst's "intellectually superb" (according to Chambers Guide 2011) real estate team operates across borders in a number of key European jurisdictions.

We have built our business to help our clients benefit from global real estate opportunities, particularly with the move towards privatisation, outsourcing and public private partnerships, often requiring sophisticated structured finance techniques. In addition to real estate lawyers, our team includes lawyers who specialise in joint ventures, PFI, funding, development, real estate disputes and real estate tax as well as corporate and banking lawyers who specialise in the real estate sector.

Our real estate clients include developers, investors, lenders and borrowers, owners and occupiers, public bodies, construction companies, leisure providers and retailers.

Our lawyers get involved in some of the biggest, most challenging transactions around and have developed a reputation for expertise on the most complex deals. We have recently advised on some iconic London deals, including the £16bn Crossrail link, Battersea Power Station and the Shard, which will be Europe's tallest mixed-use building.



Westfield Stratford City

Ashurst was named Legal Business's 2011 Real Estate Team of the Year. The team received the award in recognition of its work advising Westfield on its £4bn Stratford City development next to London's Olympic Park. Westfield Stratford City includes 1.5m ft² of shops (anchored by John Lewis, Marks & Spencer and Vue), 1m ft² of offices, more than 1,000 new homes and three hotels.

Dispute resolution

Our dispute resolution team works with some of the world's leading businesses to resolve their complex, high-profile commercial disputes. The department consists of several specialist groups, each focusing on a particular area, including banking and finance to construction and energy, transport and infrastructure, competition and EU law, and product liability.

Our international and multi-jurisdictional practice is equally at home in the English and European courts, in domestic and international arbitrations, and in many other specialist tribunals.

Santander and the Office of Fair Trading

Ashurst worked with Santander (formerly Abbey) when it faced the Office of Fair Trading's challenge on the banking sector's unarranged overdraft fees. The case, which made headlines at every stage, was against the UK's top eight banks which hold 90 per cent of the UK's current accounts.

We worked very closely with Santander throughout the case, providing cross-departmental support in the shape of commercial, competition, litigation and regulation advice. Initially, the High Court and Court of Appeal ruled in the OFT's favour. However, a Supreme Court ruling on 25 November 2009 overturned the decision.

As far as we know, we were also the only law firm involved in the tens of thousands of individual County Court claims as well as the OFT's challenge – showing Ashurst has the breadth and depth to handle both large-scale and hugely complex challenges.

Our work on this matter won the FT Innovative Lawyers Award 2010 for Legal Innovation in Dispute Resolution.



make your presence felt during your training contract

Competition and EU law

With 15 partners and over 40 other lawyers in Brussels, London, Madrid, Milan, Paris, Rome and Stockholm, our competition and EU law department is recognised as a formidable force. Our specialists have a wide range of experience in relation to EU and national competition and regulatory matters. We deal on a daily basis with the European Commission and European courts, as well as the regulatory authorities in numerous European jurisdictions.

In the UK in particular, we regularly represent clients before the Competition Appeal Tribunal, the Competition Commission, the Office of Fair Trading and the specialist utility regulators. Practice areas include cartel and abuse of dominance investigations, appeals and actions for damages and/or injunctions. We also provide specialist competition support for transactions being advised on by cross-departmental teams, including M&A, the formation of joint ventures and flotations.

Our clients include The Royal Bank of Scotland, Wm Morrison Supermarkets, Virgin Media, Colgate and Intel, along with private equity firms such as Candover.



Recent cases

- Imperial Tobacco's appeal against the Competition Appeal Tribunal's £112m price-fixing fine.
- Virgin Media's appeal against Ofcom imposing a 'wholesale must-offer obligation' on Sky's premium sports content.
- Intel's appeal against the European Commission's €1bn abuse of dominance fine.
- Crest Nicholson's appeal against an OFT bid-rigging fine.

Tax

Taxation expertise is at the core of Ashurst's capabilities. Tax is invariably high a priority if not the main driver in many of the firm's transactions.

Ashurst has a comprehensive and fully integrated European tax capability with tax partners in the UK, France, Germany, Spain and Italy who are recognised experts and experienced practitioners. We are supported by a dedicated team of tax lawyers and advisers, who provide a comprehensive range of direct and indirect tax advice to a wide variety of companies, partnerships and individuals. This includes advice on the structuring and execution of transactions and strategic tax planning advice for businesses operating in the UK and Europe.

Our tax professionals offer specific and leading edge expertise in structured finance, private equity, transfer pricing and cross-border planning, investment funds, real estate taxation and litigation so our advice is up to the minute, clear and practical, and delivered by experts.



Structuring transactions

Structuring transactions is one of the most rewarding areas of our work, enabling clients to achieve their commercial objectives in a tax-efficient manner against a constantly changing legislative background. Recent transactions where our advice was central to the overall tax structure include:

- The development and opening of Westfield Stratford City.
- The Gala Coral debt restructuring.
- The redevelopment of Battersea Power Station.

make your presence felt during your training contract

Employment, incentives and pensions (EIP)

The EIP department's integrated practice combines the employment, employee benefits and incentives, and pensions teams. Our distinctive approach ensures that our lawyers provide clients with legal advice on advisory, transactional and contentious issues arising from the employer and employee relationship.

Our employment team advises on a diverse range of areas from high-level boardroom appointments and departures to worker consultation on cross-border transactions. The employee benefits and incentives practitioners provide expertise on a broad range of issues relating to cash and equity remuneration, including international employee share plans and advising both companies and remuneration committees. Finally, our pensions team advises employers, trustees, senior executives, investment managers and other industry practitioners on all aspects of current pensions law and practice.

An EIP lawyer's role will also include handling cross-border and multi-jurisdictional assignments for today's multinational employers. This often involves close liaison with our international colleagues.



Thomson Reuters

Our international employment experts advised Thomson Reuters in relation to the global outsourcing of its information services technology functions to Fujitsu Services Limited. The outsourcing was implemented in all of Reuters' offices involving the transfer of over 1,000 staff in over 100 jurisdictions, and complicated collective consultation issues.

Technology

Lawyers in our technology group have wide-ranging experience both of the industry and service sectors in which our clients operate and the issues that they face. Our areas of expertise include intellectual property, information technology, commercial contracts (especially business process and IT outsourcing), and related regulatory regimes such as data protection, freedom of information, gaming and healthcare.

Our reputation has attracted clients from a broad range of UK and international businesses, from IT and financial services and pharmaceuticals through to gaming, entertainment and world-famous hotel brands. We have developed particularly strong practices advising financial services clients on their commercial contract and outsourcing requirements and life sciences clients on their intellectual property portfolios and technology transfer agreements.



William Hill online

We acted for William Hill in connection with the combination of William Hill's online operations and the IT services of certain affiliates of Playtech to create William Hill Online, a leading European online gaming and sports betting business. The transaction facilitated the convergence of William Hill's strength of brand, sports betting expertise and established UK customer base and Playtech's software and systems expertise.

make your presence felt during your training contract

Secondments

We know how exciting and attractive secondments can be when you are looking for a prospective employer.

Naturally, overseas secondments are always in particular demand – and the firm encourages trainees to take them. Most importantly, secondments will give you an international perspective: something we insist on in our lawyers. To allow you to focus on the job at hand, we take care of the practical aspects of the move, such as relocation and accommodation, and give you any language or cultural training you might need.

A number of our trainees go on secondment to one of our clients. They all come back with a valuable understanding of how another organisation operates, how its working environment can differ, and how lawyers are instructed. Of course, that's in addition to the exceptional business relationship skills they develop after putting them into practice five days a week.



Alex Bartho
Newly Qualified Associate

Law, Worcester College, University of Oxford

I was seconded to the Ashurst Tokyo office for six months, for my final seat as a trainee. Tokyo and, more broadly, Japan held significant appeal as a contrasting alternative to a typical Western financial centre. Furthermore, I hoped to qualify into the ETI department, and not only was this secondment ETI focused, but several of the firm's key ETI clients are Japanese trading houses.

The office and trainee flat are both located in central Tokyo. The office is much smaller than the London office, with around 18 lawyers. This means you get to know everyone really well, and I've stayed in touch with many of the people I worked with. You also get involved with most of the deals run out of the office, which gives you a great breadth of experience.

Working in Tokyo, I have learnt to appreciate cultural differences in business practices. For example, the Japanese treat business cards with extreme reverence – simply putting a new card into your pocket, rather than studying it intently for some time, may give offence.

make your presence felt in the world

Playing a role in society

We are passionate about making the most of our talent and resources. The firm's corporate social responsibility programme covers pro bono work, community involvement, charitable giving and environmental initiatives. You will have numerous opportunities to get involved too.

Many of our lawyers provide pro bono legal advice to organisations such as Reprieve, and Advocates for International Development. Trainees also volunteer at Toynbee Hall, a legal advice drop-in centre.

We have a busy calendar of charity fundraising events and volunteering opportunities. Some are for our official corporate charity, the From Boyhood to Manhood Foundation. We also have very close links with London's Air Ambulance: we are a Principal Donor and over the last year, fundraising activities have included abseiling, quiz evenings and a London team completing the Three Peaks Challenge.

We believe it is our responsibility to protect the environment and have committed to reduce our carbon footprint by 10 per cent by the end of 2012.

Diversity

Diverse organisations are more creative and more innovative, so getting diversity right is good for our clients and business as well as the right thing to do for our employees.

While we feel that Ashurst has an instinctively inclusive culture, we also take the time to promote a range of diversity-related initiatives. Our LGBT and Women's Networks hold regular events inside and outside the firm while Diversity Week in 2011 will showcase a number of different issues. We are founding members of PRIME, a new social mobility initiative, and signatories to the Law Society Diversity and Inclusion Charter. For much more information and up-to-date statistics, see our website.



make your presence felt after qualification

Once you've qualified

As a newly qualified lawyer, you will have an excellent grounding in the departments you have sat in, as well as a budding reputation for interpreting complex legal matters accurately. You will have the ability to make decisions confidently and advise accordingly. And you will be able to build strong, trusting relationships with clients.

However, you will still be far from the finished article. The added responsibility of being a qualified lawyer will certainly help you as you progress, but we continue to develop your expertise with a full education programme. This is in tandem with a whole range of soft-skills courses, such as delegation and presentation.

You will also continue to move around your department during your first two years, because we feel it's important not to over-specialise too soon. Where will you go? It will be very much up to you. Of course, you will have the advice and support of a "minder" – a partner of your choosing who will help you through the first stages of qualified life.

In short, there is a wealth of support and opportunities here. Everything you could need to make the most of your potential – before, during and after your training contract.





Helen Clark
Newly Qualified Associate

French and Italian, University of Birmingham

During my training contract, I sat in corporate, real estate, finance in Paris and dispute resolution. It was very challenging as each seat required different knowledge and skills which you have to pick up very quickly. So it was a great feeling to qualify as it was a lot of hard work to get to that stage.

I chose to qualify into the dispute resolution team because I found the practical nature and contentious aspect of the work really interesting. Also, as a trainee I was involved in a big case – it was due to be a long trial and I assisted in the preparation. But as it turned out, it was settled on the first day. However, during the build-up I really enjoyed the sense of teamwork.

Post-qualification, the training continues. There's general NQ training and each department holds training sessions for the NQs who are joining it. In dispute resolution, the NQ training is held throughout the year and is really useful – the step up from being a trainee can be quite daunting and the training really helps.

make your presence felt after qualification

Down to basics

Salary and benefits

You can find our current salary levels on our website at www.ashurst.com/trainees. We review salaries annually.

You will be entitled to 25 days' annual holiday (rising to 27 days on qualification). Benefits include an interest-free season ticket loan, pension, life assurance, private medical scheme and annual health screening, subsidised membership of a leading health club and a subsidised food bar. We also provide in-house consultation and treatment with a GP, dentist and physio. There's also a dry cleaning collection and delivery service and a host of discounts at local bars, restaurants, shops and services.

Before you join

We offer scholarships for the Graduate Diploma in Law (GDL) and Legal Practice Course (LPC) covering course fees and £6,500 towards the cost of maintenance. You are also eligible for a £2,000 interest-free loan, repayable in instalments once you start your training contract.

Awards

We will award a prize of £500 if you achieve a first-class honours degree having accepted our offer of a training contract. We also offer a £500 bursary towards language tuition.



How to apply

The online form

You will find our online application form for both placement schemes and training contracts at www.ashurst.com/trainees where, as well as your educational history, we will ask you to explain why you want a career in commercial law, and with Ashurst in particular. You will also have the chance to talk about your interests and work experience, and how they could help you here at the firm.

Applications for 2012 placement schemes open on 1 November 2011 and close on 15 January 2012.

Applications for training contracts beginning in September 2014 or March 2015 open on 1 November 2011 and close on 31 July 2012.

The interview

If you are invited to an interview, you will first meet Emma Young, our graduate recruitment and development manager and then two partners, or a partner and an associate from our recruitment committee. One of our current trainees will give you a tour of our offices too, so make sure you have a long list of questions for them.



Graduate recruitment team

From left to right: Clare Beesley, Julie Edmonds, Emma Young, Amelia Pearce

We will reimburse reasonable travel expenses, but if you are overseas please check with us before planning your trip.

The offer

If we offer you a training contract and you are in two minds about accepting, you can come back for another visit and meet more people. This will help you make sure that we are the right choice for you.

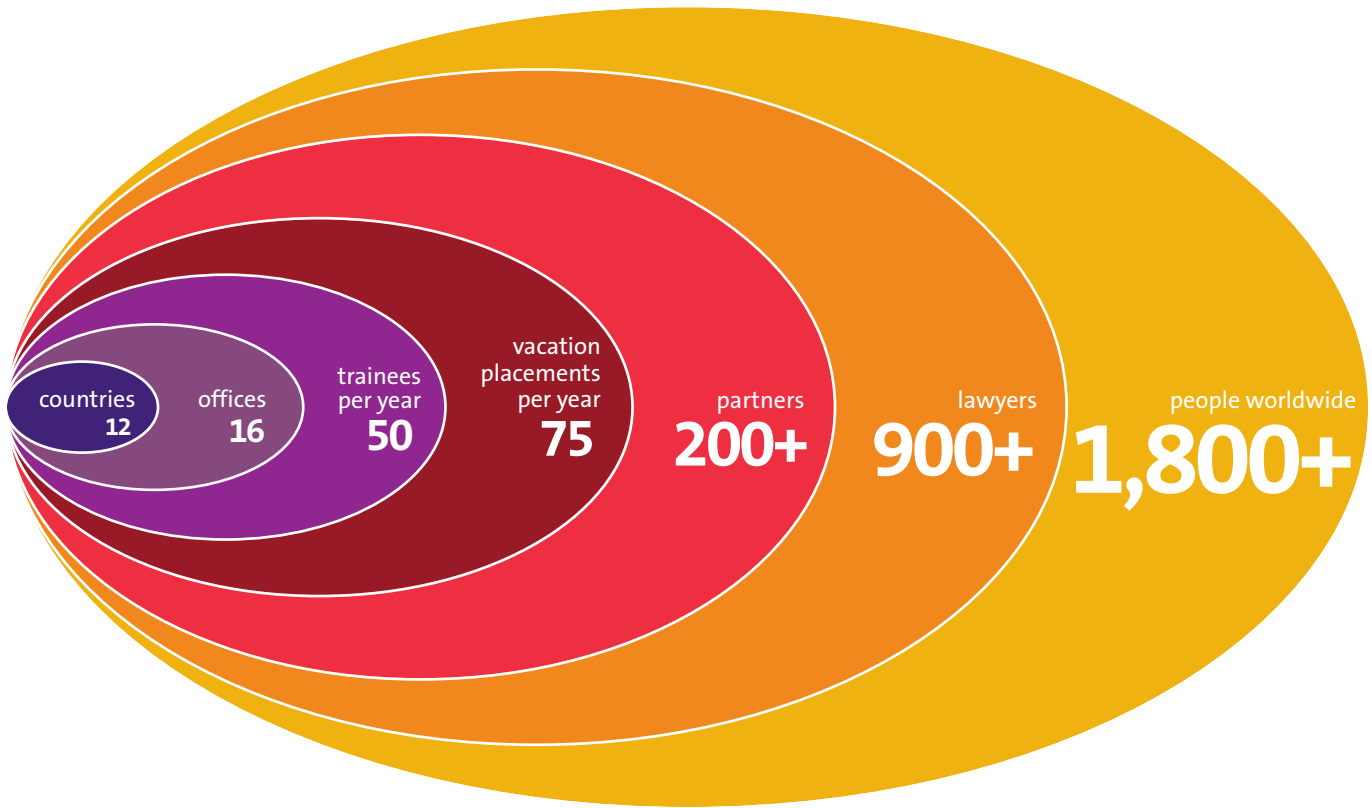
After you have accepted

If you are applying for a training contract, you probably won't start here for two years. But we want you to feel part of the firm straightaway. That's why we will be in regular contact with you, invite you to various social functions and monitor your progress at law school. When you do eventually sit down at your desk, we promise you'll feel very much at home.



notes

Ashurst at a glance



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