

fieldfisher

A law firm built around people
Early Careers Opportunities



About Fieldfisher

Fieldfisher is a European law firm with market-leading practices in many of the world's most dynamic sectors.

Our legal specialists service some of the world's largest international corporations including major technology firms, pharmaceutical and life sciences companies, energy suppliers, infrastructure companies, global banks and financial institutions.

We also work with small businesses, charities and governments and provide pro bono support to not-for-profit organisations. As an entrepreneurial, pragmatic and socially conscious firm, we embrace our purpose as a trusted, client-focused corporate citizen.

Key practice areas by size

(% of FY22 integrated office billings)



Alternative Legal Services

Condor is a unique platform, offering clients a range of customisable and process-efficient services beyond the traditional law firm offering.

DLC provides bespoke and cost-efficient support with the drafting, review, negotiation and execution of legal documents.

r|r Roscoe Reid is a specialist law firm that helps individuals make claims against large companies and organisations.

X Fieldfisher X delivers precise, cost-effective and time-efficient management of mass litigation and other legal services.



*Intellectual Property and Technology, Protection and Enforcement **Personal Injury & Medical Negligence ***Employment, Pensions, Immigration and Compliance

fieldfisher

Key industry sectors

Technology

We operate at the forefront of international tech law with a deep understanding of how it impacts business from a regulatory, legal or commercial standpoint.

Financial Services

With expertise in asset management, banking, FinTech, market infrastructure and service provision, we offer solutions to global investment and commercial banks, institutional asset managers, hedge funds and non-bank lenders.

Energy & Natural Resources

We work with clients across the energy and natural resources spectrum, with a particular focus on power, renewables and the energy transition.

Life Sciences

We advise clients throughout the life sciences industry on a range of matters as this sector grows and evolves to meet the changing medical and healthcare needs of global society.

Client examples





A career with us

Are you ambitious, bright and entrepreneurial – just like us?

People are vital to the success of Fieldfisher. The fresh perspectives provided by our Trainees and Apprentices are very important and by joining any of our Early Careers Programmes, you will get to work with some amazing clients, work with some incredible people and see why our clients value our expertise.

But it's not just about providing award winning, cutting edge advice, it's about our relationships with each other.

We promote inclusiveness and diversity, encourage innovation and endorse collegiality every step of the way.

We believe in giving you maximum exposure and a variety of experience, which is essential if you are to become the lawyer of tomorrow and be a trusted advisor to your clients.

Firm facts

1,700+
People

26
Offices

44
Total trainees

25
Per intake

First Steps with Fieldfisher

The 'First Steps with Fieldfisher' programme has been designed for first year students or those in their second year of a four year course.

This two day programme will give you an insight into a career at Fieldfisher and put you in a strong position to apply for any other Early Careers programme in the future.

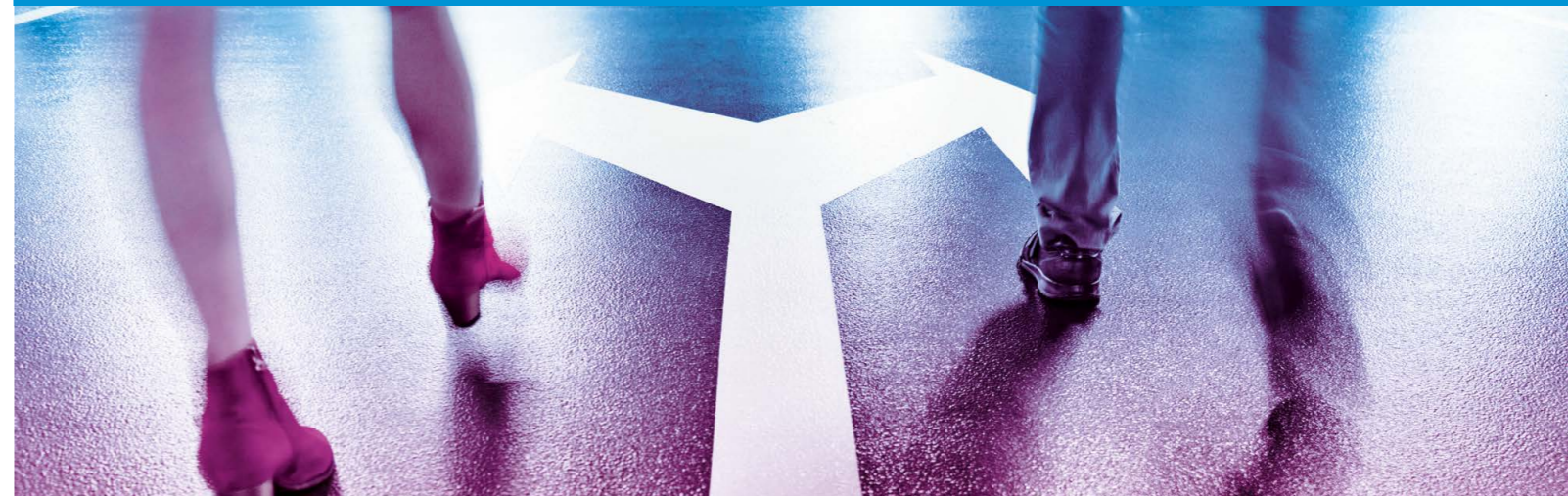
Day One

You'll learn more about us, our culture, work and strategy. You will also attend workshops that will help you develop your personal and professional skillset.

You will also have a number of opportunities to socialise with our Fee Earners through networking events and an evening social.

Day Two

You'll shadow a Trainee or an Associate, gaining real life experience and opportunity to ask questions to a Solicitor in a top 25 UK law firm.



Diversity Access Scheme

A diverse workforce is fundamental to our success as a firm, not only financially, but to ensure our people feel comfortable and valued in their role.

We are committed to breaking down barriers and providing clearer access to a career in Law.

The Diversity Access Scheme is a paid two-week programme, aimed at students currently under-represented in Law.

Not your traditional vacation scheme, this programme includes the opportunity to be seconded to a client, to find out what it's like working at a top 25 UK law firm as well as an in-house legal team.

Across the two weeks you will get a good understanding of what it's like to work here, develop your skill-set and attend social events, as well as gaining a real-life insight into the type of work you may be asked to support as a future Trainee.

Ahead of you joining, you will be invited to a series of workshops, which will help with

the transition to the workplace. You will also be allocated a mentor – a current trainee or Newly Qualified Solicitor who is there to answer all your questions.

By attending this programme, you will be in a strong position to apply for a Training Contract.

Under-represented student groups accessing the legal profession include, but are not limited to:

- › Students from a minority ethnic community
- › LGBTQIA+ students
- › Students with a disability
- › Neurodivergent students
- › State educated students.
- › First generation to attend university.
- › Requirement for financial assistance, not available to you through any private means, in order to be able to continue your education
- › Refugee and Asylum seeker status

Training Contract

Over the two years, you will complete four seats each six-months in length, from a diverse range of departments from Real Estate to Personal Injury from Finance to Technology.

We do not have any compulsory seats but we do encourage trainees to experience the departments that make the firm who we are today. You will also have the opportunity to be seconded to one of our clients or international offices.

In every seat, you can look forward to working with a supervisor who will be a Senior Associate, Director or Partner.

It's their job to make sure you get the best experience in every seat, by providing you with a variety of client work and being on hand to offer all the support and guidance you need.

You'll also be assigned a "buddy" - a current trainee who has been in your position not that long ago. They're there to answer all your questions – so don't feel shy – they'll know exactly how you're feeling.

If that isn't enough, your dedicated Early Careers Team will be on hand to support you through your training contract journey.

Support from Day One

We will keep in touch with you from the day you accept our offer to the day you join through a range of events and seminars, insight talks, socials and involvement in firm wide charity and sports events.

Before you start your training contract at Fieldfisher, we will support you through the Solicitors Qualifying Exam (SQE) and PDGL if required.

PGDL Maintenance Grant: £8,000

SQE Maintenance Grant: £8,000

Inclusiveness and Diversity

We are a caring, sharing bunch who pride ourselves on our Fieldfisher community and bringing your real self to work.

We are strongly committed towards building a diverse workforce and strive to attract and retain the best people. We provide an environment where everyone can develop and build a rewarding career.

Our Inclusiveness and Diversity strategy includes a range of initiatives and networks:

- › Pride Network & supporters Group
- › Women @ Work
- › RISE – representing the Firm’s ethnic diversity
- › Discover

Fieldfisher is keen to ensure you are given the opportunity to perform at your best throughout the recruitment process. If you require any adjustments to be made at any stage, please contact the [Early Careers Team](#).



The Hive

Work life balance truly exists at the firm and whatever your interests, there will be something for you to get involved in.

The Hive aims to bring together people across the firm through a wide choice of sporting clubs, cultural activities and social events. David Gallagher, a Partner in the EPIC team, and Jennifer Buchanan, a Partner in the Personal Injury and Medical Negligence team run The Hive and are ably supported by leaders/captains and deputy leaders/vice-captains for each activity.

Our teams and societies include:

- › Choir
- › Music
- › Sailing
- › Football
- › Netball
- › Yoga
- › Hockey
- › Reading Club
- › Language Club
- › Rugby

Recent events:

- › Charity pub quizzes
- › Softball tournaments
- › Curry nights
- › Summer BBQ
- › Fun runs
- › Wine tastings
- › Karaoke nights

Just Purpose



We believe that serving the community is not just a responsibility, but a privilege.

Our Just Purpose initiatives are key to our business and are governed by the same principles of innovation and commitment to excellence that we bring to all our work.

Our trainees carry out pro bono work for Prisoner's Advice Service and the Queen Mary's Legal Advice Centre, as well as volunteer to act as Reading Partners at a local primary school. Further afield, trainees sign up to pro bono projects from around the world via an online portal, iProBono, initially founded by one of our trainees.

Each year the firm nominates two charities and employees can be found baking cakes, running marathons, climbing mountains and volunteering, all in the name of charity and fun.

Reward & benefits

We will sponsor your professional qualifications at our preferred law school, the University of Law, and provide you with a maintenance grant and competitive salary.

Additional benefits

Flexible benefits

- › Life assurance
- › Travel insurance
- › Income protection
- › Critical illness cover
- › Dental work
- › Pension Scheme
- › Cycle to work Scheme

Free

- › Private Medical Insurance
- › Local GP consultations

London



Manchester



Birmingham



Application process

As a Firm, our ability to deliver the quality of advice and service our clients expect relies on the quality of our people and it's important to establish that we're the right fit for each other.

Our application process has been designed to be rigorous, but fair. We look for a minimum of a 2:1 at undergraduate degree (any degree discipline), but we have removed all other academic criteria from our selection process.

Each programme has a slightly different application process, some of the stages you will be invited to include an online application form, an online assessment and an assessment centre.

Our dedicated [Early Careers Team](#) are on hand throughout the entire process to give you all the help and support you need. We review applications on a rolling basis, so we would encourage an early submission where possible.

Your Early Careers team



Jayne Backett
Early Careers Partner



Matthew Sharp
Early Careers Partner



Jonathan Zimmern
Training Principal



Alex Watson
Early Careers Partner



Adam Sturt
Early Careers Partner



Sarah Donoghue
Early Careers Manager



Eve McLaughlin
Early Careers Administrator



Victoria Banks
Early Careers Advisor



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