WHY TRAIN TO BE A LAWYER WITH CLIFFORD CHANCE?

CLIFFORD
CHANCE

IN OUR OWN WORDS

We want to explain why Clifford Chance is a stimulating and rewarding place to train as a commercial lawyer, and provide insights into our firm and our training programme.

Each section of this brochure is written by a member of the Clifford Chance team. Much of the information comes from trainees and lawyers who faced the same choices and decisions ahead of you now.

We have tried to arrange the content in a way that is interesting and easy to read. If you have any questions or comments about the recruitment process, please let us know.

TOGETHER WE ARE CLIFFORD CHANCE

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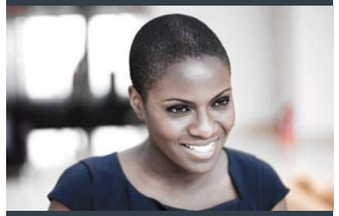
WORKING AT CLIFFORD CHANCE

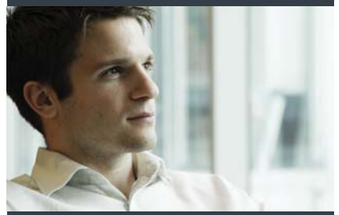
WHAT OUR LAWYERS DO

Mention “corporate” law and most people probably think of large tomes setting out the rules and processes that direct how companies run themselves. That is true to an extent, but it’s only part of the picture. Commercial lawyers actually make the most high profile and influential deals in the world happen, whether it’s building a stadium, leasing a fleet of airliners or arranging a merger between multinational companies.

Corporate law provides the code that governs how these deals take place. Often it hasn’t anticipated the types of transactions and ways of working that happen today. We help clients to understand how this legal code affects them and, more importantly, the best ways of working within it.

It’s interesting and often challenging work. Each country has its own corporate laws. What’s easy in one place can be difficult in another and impossible in a third. Our remit as lawyers extends beyond individual jurisdictions. We need to understand all the dynamics and find the best possible solution for our clients. In a world where commercial success increasingly relies on globalisation, we blend legal expertise and business focus with a truly international outlook.





If you’re studying law, much of this may well be clear to you already. But we hire plenty of graduates who haven’t studied law at university (myself included) and who might not be sure how their skills will be suited to working here. There’s no need to worry though. You’ll receive plenty of training at law school and during your training contract. Provided you have the required energy, ambition and intellectual curiosity, you’ll definitely fit in.

What makes Clifford Chance lawyers different? Firstly, our collaborative and adaptable culture. We work together across borders, languages and legal systems, sharing insights and expertise to achieve our clients’ commercial goals. Secondly, we’re pioneers, working on many first of a kind deals. Finally, it’s the nature of our people. Highly professional and self-assured, with an entrepreneurial streak, they’re more than happy to share their expertise and knowledge.

James Dingley, Senior Associate

WORKING AT CLIFFORD CHANCE

LAWYERS FOR A CHANGING WORLD

Clients expect more from their lawyers than ever before. They look to us as business partners on their journey to achieve their objectives. It's not just about precedents and compliance, but finding new ways to build relationships and deliver the results that matter.

It follows that the whole mind-set of commercial lawyers has changed. We have become more entrepreneurial and creative in our practice. Thinking globally is not just about having offices in different places but how we put it all together. We routinely work across jurisdictions on very large, complex deals that present new and sometimes unprecedented challenges.

This approach means we're a 'firm of firsts', often breaking new ground to meet client needs. For example, we established a presence in the Middle East in the 1960s and are the longest-standing international law firm in Singapore. We continue to open new offices, most recently in Seoul and Casablanca. As a leading law practitioner delivering international deals in many jurisdictions, we always aim for "local excellence, global standards".

I worked in our Dubai office for three years and have strong links into the Middle East. On any given day I'm in contact with my colleagues across the network in the Americas, Europe and Asia. Every day I'm impressed by the quality, breadth and accessibility of our global knowledge.

This has important implications for your life as a trainee. The sheer quality of the work we do and the collaborative spirit of the firm make this an outstanding learning environment. But it also brings responsibilities, challenges and demands. It takes immense drive and motivation to stay ahead in a world that is changing as fast as ours. Your career will, by definition, be different from mine. If you are excited and inspired by that, Clifford Chance could be the right firm for you.

Susi Crawford, Senior Associate

Abu Dhabi Amsterdam Bangkok Barcelona Beijing Brussels Bucharest Casablanca Doha Dubai Düsseldorf Frankfurt Hong Kong Istanbul Kyiv London Luxembourg Madrid Milan Moscow Munich New York Paris Perth Prague Riyadh Rome São Paulo Seoul Shanghai Singapore Sydney Tokyo Warsaw Washington DC

WORKING AT CLIFFORD CHANCE

WHAT'S THE MATTER?

Awards and accolades

International Law Firm of the Year 2013 (Chambers Global)
Middle East Law Firm of the Year 2013 (Chambers Global)
European Law Firm of the Year 2013 (Chambers Europe)
International Law Firm of the Year 2013 (IFLR Asia Awards)
Financial Regulation Team of the Year 2013 (IFLR Europe Awards)
Finance Team of the Year 2013 (Legal Business Awards)
Five awards in the American Lawyers Global Awards 2013
We have more tier-one rankings in the cross-border tables of Chambers Global 2013 than any other international firm.

For you as a trainee lawyer, what you work on is really important because it drives your learning and delivers your job satisfaction. So what kind of work do we do?

The matters we tackle include cross-border, ground-breaking global transactions. Here are some recent examples. We supported Pfizer on the biggest initial public offering (IPO) since Facebook. We worked on Glencore International's acquisition of Xstrata. We're playing a central role in delivering the flagship Lusail Iconic Stadium for the 2022 FIFA World Cup in Qatar. We advised SAREB on the divestment of EUR55 billion of assets in the largest real estate divestment project to ever take place in Spain. We also acted on the merger of two South American airlines to form LATAM, the continent's biggest airline group.

There is more detail on our website, but it comes down to big, complex, global deals that demand a sophisticated blend of business understanding and legal knowledge. So how do we do it? The firm is built around six global practice areas: Finance; Capital Markets; Corporate; Litigation & Dispute Resolution; Real Estate; Tax, Pensions & Employment. It is likely that most of your training time will be spent in the first three areas, because they're the largest practice areas in our London office. This means you'll need a genuine interest in financial and commercial law.

Client challenges rarely fall conveniently within one practice area so we work together through international, cross-practice teams who share deep experience in specific sectors ranging from energy to healthcare. Every deal we work on provides opportunities to work with different parts of the firm. As a trainee, no matter which area of the firm you're working in, you'll often find yourself connecting with colleagues across the globe to build teams that span time zones, geographies, languages and cultures.

Clifford Chance is a large law firm. We have 3,400 legal advisers, working in 35 offices across 25 countries, including every key business centre around the world. However, our teams are very close-knit and connected. Clients regularly praise the seamless and integrated service they receive from the firm, regardless of the number of practice areas or jurisdictions involved. If you need help, you can ring someone on the other side of the world and they'll be there for you, even if they're just about to leave the office for the evening.

I know from experience that if you train as a lawyer with Clifford Chance you will work alongside people who are not only experts in their field, but are committed to sharing their knowledge and helping you develop. The combination of collaborative spirit, professional expertise and can-do attitude that builds client confidence and wins industry awards also makes this a very special place to train as a lawyer.

Ian Painter, Senior Associate

WORKING AT CLIFFORD CHANCE

ALL LAW FIRMS ARE NOT THE SAME

If global law firms are competing to provide the same kind of professional services, you might think we would all end up the same. The fact is, firms vary in spirit, culture and atmosphere.

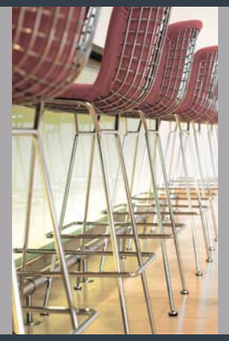
We are one of the world's largest law firms, but it often doesn't feel like that. We usually work together in small teams, brought together to meet the particular demands of the matter at hand. It's a no-nonsense, can-do culture. Partners are hands on with the work and newly qualified lawyers are expected to demonstrate leadership behaviour from a very early stage. Every single person is critical to the success of the team.

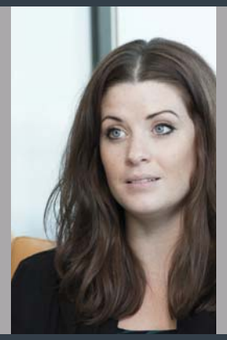
The quality of our trainees and newly qualified lawyers helps us to deliver the best for our clients and this is a key reason why clients come back to us.

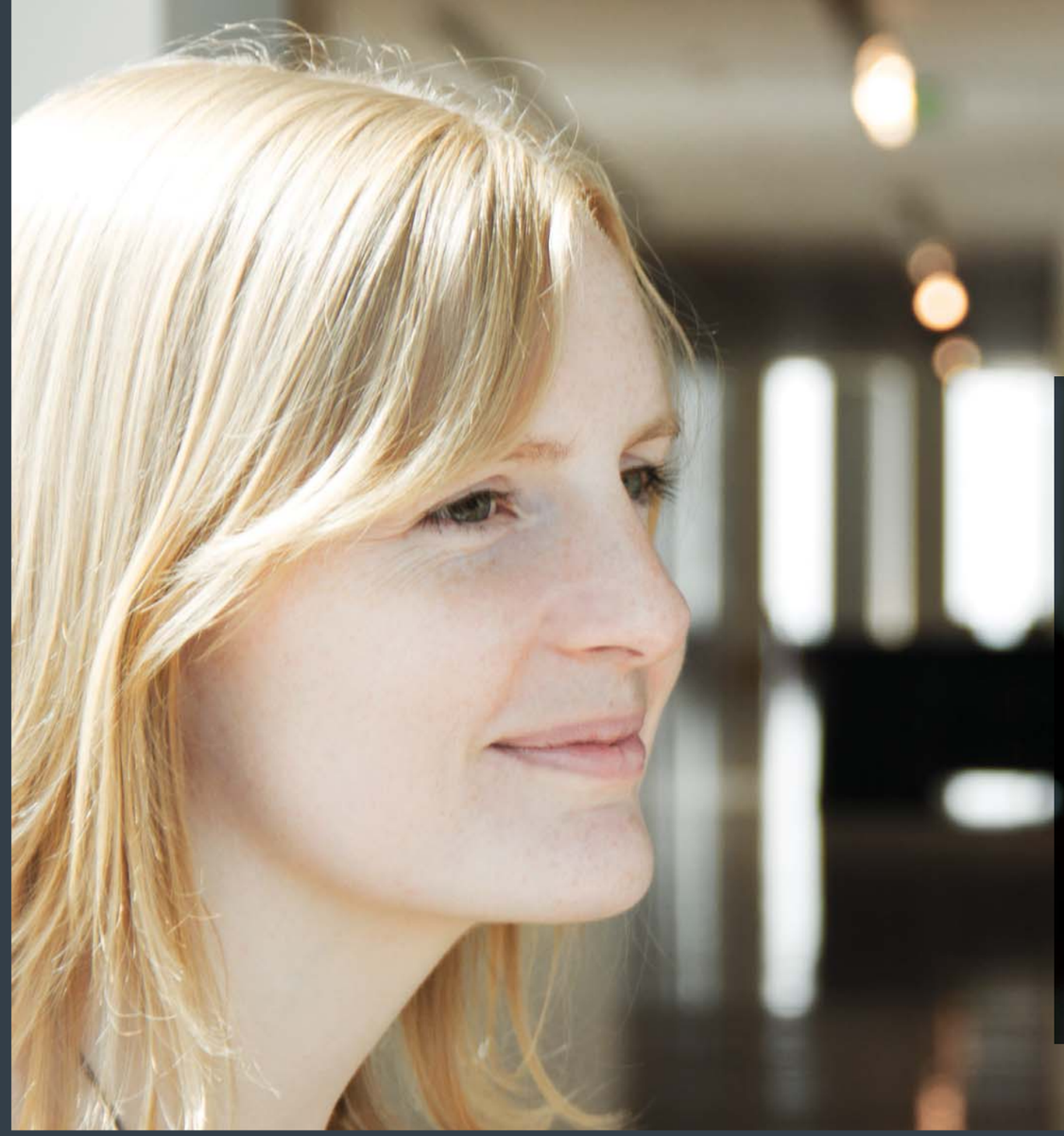
One client said about us: "They bring their expertise and knowledge and apply it to our business... I feel comfortable talking to them about anything, and they make sure that negotiations stay friendly." This is not just about being nice to everyone. The fact that we recruit highly adaptable and intelligent people means that collaboration across practice areas, business sectors and time zones comes naturally to us. I enjoy working with colleagues from different backgrounds across the firm. Sharing our various skills and perspectives helps us to come up with innovative solutions when our clients are in a fix.

I think we appeal to people who are fiercely professional and instinctively entrepreneurial, without being arrogant or self-absorbed. This works for us when it comes to building solid relationships with clients. They appreciate lawyers who understand their business and get to the point without any ceremony. I enjoy working in a culture that encourages this – so, if you see any waffle or empty marketing speak in any of the following pages, let us know.

Nick Swinburne, Partner







"YOU MIGHT THINK IT'S A FAIRLY UNUSUAL ROUTE FOR A SCIENTIST TO MOVE INTO LAW…"

Sarah Chapman, Trainee

My background's a bit complicated. I studied Chemistry at Oxford for two years, and then took a year out to work at a law firm. After that, I completed my Chemistry degree at York, before studying the Graduate Diploma in Law (GDL) at York.

In my year at the law firm, I had the chance to work with a business networking organisation. Whilst I really enjoyed the technical aspects of law, which appealed to my academic side, it was the interaction between law and business that piqued my interest and this is what Clifford Chance offered.

You might think it's a fairly unusual route for a scientist to move into law, but I found that the analytical and problem-solving tools you develop in chemistry translate very well into corporate law. At the end of the day, you're analysing a lot of data and looking for a simple solution for your client.

When I started the traineeship at Clifford Chance, I was apprehensive. I thought there would be a lot of uninteresting work because you're at the bottom of the food chain, but I've actually been given a lot of responsibility and the opportunity to take control of different pieces of work in every seat. I've also had a client secondment, which gave me the chance to see how clients perceive Clifford Chance and understand how the advice we give impacts their business.

If you're not studying a Law degree, my advice is to take time during the Legal Practice Course (LPC) and the GDL to find out about the different practices in the firm and find the area of law that suits you. It's a pressured profession and the hours can be long, so you need to be happy and secure with your chosen career path.

TRAINING TO BE A LAWYER

The two-year Training Contract turns gifted beginners into professionals. As well as meeting the requirements of the Solicitors Regulation Authority (SRA), the aim is to get the breadth of experience you need to emerge as a confident business adviser. As far as possible, training is arranged to reflect your interests and priorities (see page 14).

However, before you can start the Training Contract itself, there are one or two preliminary hurdles you need to clear. The route to qualification varies depending on whether you studied a law degree or not. We have summarised the three main paths on page 16 ('The Road Ahead'). Around half of our new trainees don't have a degree in law. Instead, they do a one-year conversion course called the Graduate Diploma in Law (GDL) which provides a basic foundation in legal knowledge and processes.

The next step is the Legal Practice Course (LPC), which everyone does. Clifford Chance has worked with the University of Law in Moorgate, London to develop an accelerated, bespoke LPC. It takes just seven months to complete and provides a practical introduction to the daily work of a lawyer.
The advantage of the dedicated Clifford Chance LPC is that you learn the ropes on the same documentation, processes and templates that we use on live business transactions; you will also be building relationships with people who will be your colleagues in the years to come. We also offer a pioneering programme that aims to optimise your performance by giving you the resilience and confidence to deal with competing priorities and challenging situations.

After the LPC, you start your Training Contract. It starts with a two-week induction in which you are immersed in the culture of the firm. You will also be introduced to the various support networks and facilities that help you through your training. Suddenly it all feels very real, because you are moving from learning about the law to actually doing it.

The Training Contract is built around four blocks of experience, each lasting six months, which are known as 'seats'. They provide experience in different practice areas, but they also expose you to a range of leadership styles, team dynamics and client sectors.

In general, learning at Clifford Chance follows the 70:20:10 rule, which is to say that 70% of your learning happens through practical experience, with 20% via mentoring and 10% by formal study. One partner described the seat process to me as a kind of apprenticeship. You sit next to your supervisor and he or she sees what you do, gives you advice, checks your work and then gradually gives you more complex things to do as your skills and confidence grow. It's a great way to learn because you have a safety net and a feedback loop right there, sitting next to you.

Katy Seedhouse, Trainee

SALARY

FIRST-YEAR TRAINEE
£39,000

SECOND-YEAR TRAINEE
£44,000

NEWLY QUALIFIED LAWYER
£63,500

BENEFITS

PENSION
PRIVATE MEDICAL INSURANCE

FACILITIES

IN-HOUSE RESTAURANT
BAR AND COFFEE SHOP
HEALTH CENTRE
ON-SITE HAIRDRESSER
SWIMMING POOL
GYM AND SQUASH COURTS
SPORTS AND SOCIAL ACTIVITIES
ARTS AND MUSIC CLUBS

TAKE A SEAT

Given that seats are such an important part of your Training Contract, how do you choose which practice areas you want to work in?

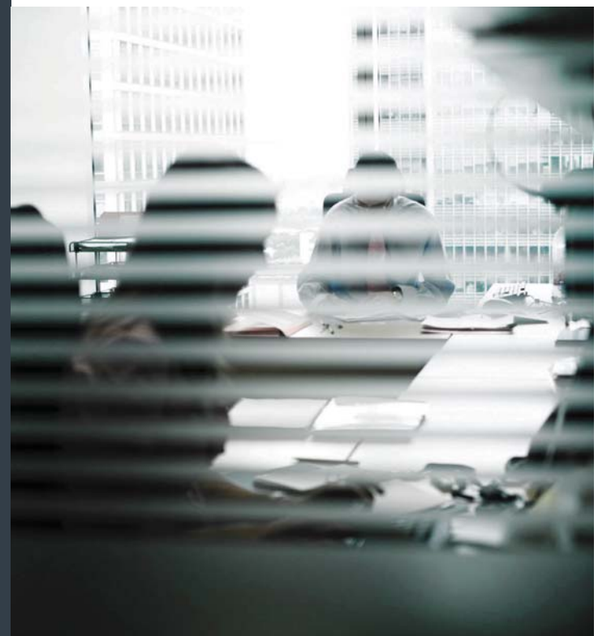
Our Graduate Development Team works with you from your acceptance of our offer, through the Training Contract and qualification process, and into your first role as an associate. Even before you start your Training Contract and while you are still doing your Legal Practice Course (LPC), one of the Graduate Development Specialists will be in touch to talk through your seat options. At every stage of your training, there will be support and advice. We'll ask you where you would like to go next and, wherever possible, we will give you your first choice, while providing a genuinely balanced and representative mix of experience.

Clifford Chance provides immense support for its trainees, directly and indirectly. The moment you accept our offer, we'll put you in touch with a current trainee who acts as your 'buddy' all the way to the beginning of the Training Contract. Throughout the LPC we stay in touch with you and there is a constant stream of social and professional events that make you feel part of the team, even as a future trainee. Once your contract begins, you will have a dedicated supervisor in each seat (usually an associate) and there are also Career Development Partners who manage the quality of the training experience. Nothing is left to chance. We provide close training and mentoring for supervisors, so that they know in turn how to provide the right kind of support for trainees.

At least three of your seats will be based in the Finance, Corporate and Capital Markets practice areas. The fourth might involve working in a different team in one of these areas, experiencing another practice, or possibly an international assignment or client secondment. We'll discuss your options and how they meet your career ambitions with you at each stage. The opportunities to work overseas and to specialise in niche areas increase after you qualify.

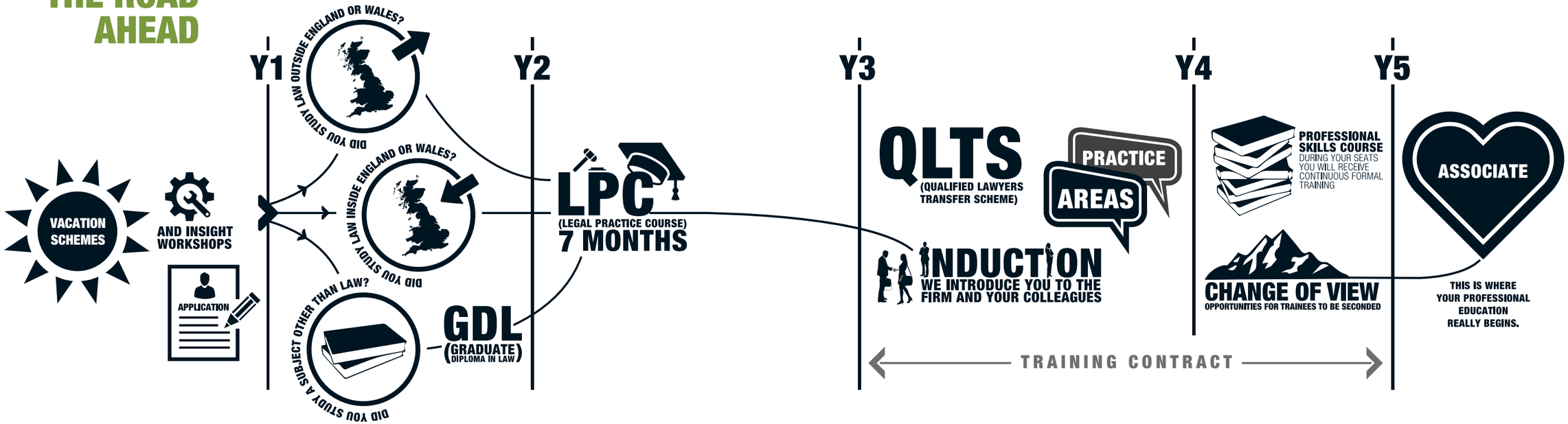
We make a huge investment in our trainees and there will be many people who will help you to make the most of your experience. In a sense, though, the support you get as a trainee is merely an extension of a fundamentally collaborative culture. As you move from seat to seat, building your legal and business skills, you will also be learning to trust and rely on those around you.

Katy Beresford,
Graduate Development Specialist



LEARNING AT CLIFFORD CHANCE

THE ROAD AHEAD



We offer a variety of opportunities for you to sample life at Clifford Chance before you apply for a Training Contract. You can join a Vacation Scheme, an Insight Workshop, an Open Day, or enter our unique Intelligent Aid competition.

Your route into Clifford Chance depends on what and where you studied. If you graduated in a non-law subject from a UK university, the first step is the Graduate Diploma in Law (GDL), which introduces you to the law and its processes.

If you're a Law graduate from a UK university, you immediately join our accelerated Legal Practice Course (LPC). This will give you a thorough grounding in the life of a corporate lawyer. It's an intensive learning process, which offers excellent opportunities to build working relationships with other trainees.

If you studied or qualified outside England and Wales, you may be eligible for the Qualified Lawyers Transfer Scheme (QLTS). After completing our LPC, you'll start a two year training period. During this training, you'll need to successfully complete the QLTS exams. If you qualified in Australia, you'll only need to do the elective part of the LPC.

On your Training Contract, you'll start to understand our collaborative spirit and the way we approach client issues. Over two years, you'll build your skills in four seats in different practice areas, which might involve a client secondment or a placement in another Clifford Chance office.

If you qualify at the firm at the end of your Training Contract, you'll take your first role as an associate. This will usually be in one of the groups where you took a seat. You'll also have access to the award-winning Clifford Chance Academy, which provides extensive learning resources to support your further professional development.

LEARNING AT CLIFFORD CHANCE

THE END OF THE BEGINNING

As you approach the end of your training, we will talk to you about which practice area you might want to join. By this point you should have a good understanding of the area of law you want to practise. This might be a practice area you've had a seat in, or something that's attracted your interest through your Training Contract. Wherever possible, we will try to find you an associate role in your preferred area, but we might offer alternative options in other practices in London or internationally.

Qualifying as a lawyer is the beginning of your professional journey, not the end. Your ambitions and aspirations will be linked with ours. We want to be at the forefront of the emerging elite group of international law firms. If we are to achieve that, we need outstanding lawyers at every level of the firm who can deliver excellent service through every client interaction. We have a vested interest in helping you to fulfil your potential.

Once you join your chosen practice area, we will assign you a Career Development Partner, who will act as your mentor. He or she will advise you on appropriate training and put you in touch with people who can help drive your career in the right direction.

The Clifford Chance Academy provides integrated training and continuous professional education to support you throughout your career. We were a pioneer of eLearning and we continue to develop new training tools and approaches. A global business skills curriculum sets out a clear development path from associate to partner. Our learning and development model is integrated with talent management processes, from career planning and milestone development centres to partner selection. Courses are taught by senior Clifford Chance people, including retired partners, and a virtual faculty of internationally respected external experts. We even use talks from clients to strengthen the link between theory and practice.

There is a range of career paths available within Clifford Chance and, in a changing world, new opportunities come up all the time. With increasing emphasis on sector-specific knowledge, broader business advice and entrepreneurial flair, you can carve out your own path. The big question for many is – will I make partner? It takes exceptional talent, effort and commitment to get to the very top of the firm. But if we offer you a Training Contract, it's because we believe you have the potential to get there. You may ultimately choose to pursue a career beyond the firm. Many of our alumni go on to hold influential positions in commerce, industry and government. The bottom line is that, whatever you do and wherever you go, Clifford Chance is a great place to start.

Tony King,
Director of the Clifford Chance Academy

LEARNING AT CLIFFORD CHANCE

BEING PART OF IT

We make a point of recruiting individuals from a wider range of backgrounds than is often the case in elite law firms. Wherever they come from, what makes them stand out are their exceptional intellect and commercial flair. Last year, we attracted applications from more than 90 nationalities and 215 universities. We believe passionately in widening access to the legal profession because it means we are recruiting from a bigger and more interesting pool of talent.

When you join the firm, you will be surrounded by people who are bright, highly motivated, outgoing and ambitious, just like you. But they may have taken very different routes into the firm, and they will bring different perspectives and experiences to the table. Your new working environment may well challenge your own attitudes and preconceptions.

I came to Clifford Chance from a Legal Aid background. Rather than stereotypical aggressive City lawyers, I found a diverse group at the firm. People are highly intelligent and brilliant at what they do, but they are not at all arrogant about it. There is a strong sense of community, with all kinds of clubs and social activities going on, but I think it starts with the fact that people enjoy working here and enjoy spending time together.

We are very active in the wider community, through pro bono, community work and charitable giving. Wherever we're based around the world, we recognise there are people with genuine need. We feel a sense of responsibility to use our skills and expertise to support them. It's good for both our lawyers and our local communities.

A big part of our offer as an employer is to provide "an endless supply of challenging, interesting work". Our work in the community gives our people exposure to activities that are very different from their day jobs. Whether you are mentoring kids in local schools, or providing free legal advice to a charity or NGO, it broadens your vision and adds to your skills. Clifford Chance people are up for it too. Last year, 73% got involved in some kind of community work. People are keen to give something back, but alongside the 'feel-good' factors, people always say that it's made them better at the day job.

We talk about our community and pro bono work in greater detail on our website. When you see how long we've been working with our partners, ranging from Liberty and Reprieve to Canning Town Advice Centre, I hope you'll agree that there's nothing superficial about our community engagement work. It's part of who we are.

Tom Dunn, Pro Bono Director

“THE BIGGEST SURPRISE WAS THE LEVEL OF RESPONSIBILITY I WAS GIVEN.”

Roy Appiah, Trainee

I studied Law at City University and also took a summer scheme placement with a law firm at the end of my second year.

When I started looking for a training contract, I had three main criteria. Firstly, I wanted an employer that offered a good range of training courses, schemes and support. I was also looking for high quality work. Finally, I wanted to know that I’d be working with people I could get on with. With this in mind, I went to a lot of open days, networking events and careers fairs. It soon became clear that Clifford Chance, with the Academy, the deals they do and the people I met, was the firm that ticked all the boxes.

Whilst studying the Legal Practice Course (LPC), we were invited to presentations from different parts of the firm, which helps you decide on the seats you want to ask for. My first seat is in Private Equity, and the biggest surprise was the level of responsibility I was given. You’re trusted to do real work straight away – which sometimes makes you think, “Should I really be doing this?” But the support I had from the team was really helpful and my supervisor was always on hand to steer me through some of the more challenging tasks.

The work in Private Equity focuses on increasing the value of the acquisition. The deals can be quite long-term, but I’ve been lucky to work on one that was only six months, which means I’ve been able to see it through to completion. I’ve also had the chance to work directly with clients, going through documents with them and making sure everything was signed in the right places. It may not sound like glamorous work, but it is important.

If you’re looking to start a training contract, my advice is don’t waste time on half-hearted applications. Make them personal – the firm already knows what they’re good at, but they don’t know why that appeals to you specifically. If you’re sure you fit the criteria, really go for the job and believe you deserve it.

IS IT RIGHT FOR YOU?

Our selection process is designed to identify people who have the right intellect, motivation and personal qualities to succeed as an international lawyer with Clifford Chance. If you're applying as an undergraduate, you must have a strong academic record which usually means 340 UCAS points at A-level (or equivalent) and being on target for a 2:1 or better. We may still consider your application if there are other aspects to your background and achievements that mark you out as an exceptional performer. We will not compromise on quality, but we take a broad view on what that quality looks like.

Another important point is that you don't need a law degree to become a lawyer. It's much more about your potential and aptitude than your knowledge. So what are we looking for?

We select future trainees and develop our lawyers against five key criteria: commercial awareness, problem-solving ability, communication skills, leadership potential and an aptitude for relationship-building.

If you have read this far, you will realise why these might be important. The question is, how far do they apply to you? Are you genuinely interested in business – that is, interested enough to read the *Financial Times* or *The Economist?* If you find yourself in a room full of strangers, are you confident enough to strike up a conversation? Can you persuade and inspire other people to overcome challenges and achieve results?

We can give you a fairly clear idea of what we are looking for, but only you can decide if you really want this career and this life. Although we hire individuals who are different from each other, they share an ambitious outlook, a hard-working attitude, a high degree of motivation and the ability to contribute to a team. Every intake includes a number of instinctive entrepreneurs, but we also have room for people whose approach is more calculating and risk-averse, and all the combinations in-between. Ultimately it's not about you fitting into a Clifford Chance mould; it's your conviction that this is the place where you can do your best work and build the career you want. It really is your call.

Laura King,
Partner, Global Head of HR and Talent

ON BEING CHOSEN

Each year, we receive over 3,000 applications. We hire about 100 trainees and provide vacation schemes and placements for 175 students. The competition is fierce but we are determined to make the selection process rigorously fair and consistent. This means that, even if you miss out on a vacation scheme place, you still have every chance of being offered a Training Contract. We want to be sure that we have hired the very best talent, and we also want all our candidates to have a positive experience of Clifford Chance, irrespective of the outcome. Apart from anything else, if you don't join us as a trainee lawyer, you might come back one day as a client!

STAGE 1

The **online application form** is the first stage of the process and you need to fill it out thoughtfully and carefully. Precision is important for lawyers and mistakes will count against you. The form is looking for evidence of key skills and it also explores why you are applying to Clifford Chance.

STAGE 2

The **online verbal reasoning test** takes less than 20 minutes to complete and consists of multiple-choice questions. If you want some practice, you should find sample tests through your careers service or on our website.

If you pass the online verbal reasoning test, we then **screen your online application** in detail against our competencies. Objective ranking ensures we identify the very best applications as fairly and efficiently as possible. If yours is among them, we will invite you to an assessment day.

STAGE 3

We hold **assessment days** at our offices at Canary Wharf. First there is a competency-based interview to explore your skills in more detail. In the case study interview, we give you 15 minutes to prepare a presentation based on a business scenario, which you deliver to the interviewers. We aren't looking for specific legal knowledge here. We are more interested in how you think and solve problems. The third and final component is a Watson-Glaser critical reasoning test.

Try to enjoy the day and be yourself. Selection really is a two-way process. We want to know if you have the intellect, attitudes and motivation to make a great commercial lawyer. Equally, this is an opportunity to satisfy yourself that this is really what you want to do, and that Clifford Chance is where you want to do it.

We will generally let you know the outcome quickly, sometimes within 24 hours, although it can depend on when you are applying. We know it takes time and effort to make a serious application and we do appreciate your interest in our firm. Every candidate matters to us and we hope that comes across in all your dealings with us.

Laura Yeates,
Graduate Recruitment and Development Manager

APPLYING TO CLIFFORD CHANCE

STARTING OUT

Before you apply, it's always a good idea to discover what we have to offer. Fortunately, the firm offers many ways for you to do this. First, it's worth having a good browse around our website. Look at the work we do, listen to people talking and put yourself in their shoes. Are you sufficiently interested in business? Do you appreciate working with different people? If your answer is 'yes', we might be the firm for you.

Vacation Schemes are a brilliant way to experience the life and work of a lawyer. You get a rich experience, with training exercises, social events and contact with both trainees and qualified lawyers. Schemes run in spring and summer and are open to law and non-law students. If you have relevant language skills, we'll also offer you a two week placement in an overseas office.

Insight Workshops concentrate the experience of a vacation scheme into a single day. As you can imagine, they're highly intensive. You'll gain a thorough understanding of how we work through a series of case studies and seminars. They're a great first step towards a Training Contract.

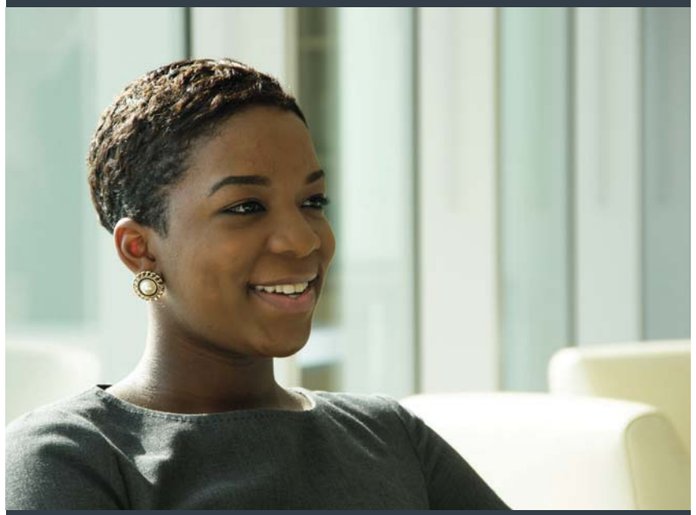
Intelligent Aid is a unique, award-winning competition that tests your business awareness and intellectual capacity. The excellence of your thinking could win you a place on a special vacation scheme in August. Find out more on page 30.

Open Days at our offices in Canary Wharf throughout the year give you the chance to meet some of our exceptional people and experience our inspirational culture for yourself. You'll also have a chance to prove your abilities on a case study. Register your interest on our careers website for this unique view of a leading global law firm.

Campus Events are excellent opportunities to meet our people and differentiate yourself. You'll be able to question the HR team and some of the enthusiastic alumni from your university who are now at the firm. It's a great chance to make an impression. Visit our website or join your university Law Society to find out what we're doing at your campus. This might include careers fairs, campus presentations, networking dinners, breakfast sessions or Intelligent Aid pop-up events. Usually mixing business with pleasure, they're informative, great for networking, and good fun too.

We publish details of all these events on our website. Some require formal applications and you have to pass a selection process; for others you just turn up and talk to us. I love going out and meeting students. So don't be shy. If you want to know something, step right up and ask us. We are here to help and will enjoy meeting you.

Aasha Mahadoo, Graduate Recruitment Specialist



The best careers advice I was ever given was simple: "Find out as much as you can about the job *before* you apply!" It's so easy to jump into something for superficial motivations, then to live to regret it. I enjoy being a lawyer at Clifford Chance, but it won't suit everyone. Take a good look and decide if it's the right place for you.

Bola Coker, Trainee

INTELLIGENT AID

WIN A VACATION SCHEME WITH 500 CHOICE WORDS

Welcome to the competition that asks big questions about the modern world. The competition that could get your career off to a flying start in commercial law.

Intelligent Aid demands the kind of enthusiasm, curiosity and intellectual edge that will make you successful as a lawyer with Clifford Chance. That's why the top 20 entrants will win a place on our vacation scheme – bypassing the standard application process with the sheer quality of their thinking. If you're the ultimate winner, you will be given £5,000 towards your university fees plus a £1,000 donation to your selected charity.

We have been running this award-winning scheme since 2010 and it gets bigger and better every time. This year, as always, the question is highly topical. We are inviting you to consider the kind of issues that are exercising our minds every day. This year, it is all about the Growth Economies.

Previous Years
2010 Microfinance
2011 Trade or Aid
2012 Renewable Energy

Will Green – Will was overall winner of Intelligent Aid, 2010-11. He started his Training Contract with us in August 2013.

Stephanie Effiom – Stephanie's creative ideas on trade or aid in Africa made her the overall Intelligent Aid winner in 2011-12.

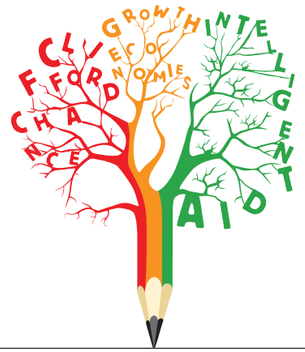
Rob Natzler – Emissions targets and renewable energy were the focus of Intelligent Aid in 2012-13, when Rob was the overall winner.

Intelligent Aid 2013: **Growth Economies**

THE BIG QUESTION: Economic growth in markets like China, Africa, Russia and Latin America continues to present new opportunities. How should leading international law firms be adapting their strategies in light of this growth? You can base your answer on specific geographies and sectors.

Growth Economies present exciting opportunities to business leaders. They are changing the face – and dictating the pace – of globalisation. Within the last decade, the aggregate GDP of the BRIC economies – namely Brazil, Russia, India and China – has quadrupled from around US$3 trillion to US$12 trillion. Africa's economies are also growing rapidly. More than a dozen African countries have expanded by more than 6% a year for six or more years. Clifford Chance is widely recognised and respected as a leader and pioneer in these important markets. We are asking you a question that really matters to us. We are inviting you to think, just as we will if you join us as a trainee.

Emma Matebalavu, Partner



The basic rules
You must answer the essay question in a maximum of 500 words. The competition is open to students in all years of study (including postgraduates) at universities in the UK. You must submit your entry between 4th November 2013 and 31st January 2014. The top 40 entrants will be invited to Finals Day on 5th March 2014. They will work on a case study exercise relating to Growth Economies. The 20 vacation scheme winners and the ultimate prizewinner will be decided by a judging panel of partners and external experts. Full details are available on our website.

www.cliffordchance.com/gradsuk

LEARNING AT CLIFFORD CHANCE

HOW CAN WE HELP?

We hope this brochure has given you a flavour of our firm. Clifford Chance is a great place to build a career as a lawyer, but only you can decide whether this is right for you.

To find out more, your first stop should be our website. There is much more about the challenges and rewards of commercial law, our practice areas and specific examples of some of the ground breaking deals we have worked on. There are also details about the schemes and events that can provide first-hand insights into life at Clifford Chance.

If you have any questions about any aspect of the opportunities or the recruitment process at Clifford Chance, please get in touch. The recruitment team is here to help and we look forward to meeting you.

Careers site: www.cliffordchance.com/gradsuk

Email: Recruitment.london@cliffordchance.com

Facebook: Clifford Chance Graduates UK

Twitter: @CCGradsUK

Youtube: Clifford Chance Graduates UK

LinkedIn: Please follow us on LinkedIn

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