



EVERYTHING MATTERS

IT'S NOT JUST ABOUT THE BISCUITS...
A WELL ROUNDED LOOK AT DLA PIPER



**THE LAW FIRM WHERE
EVERYTHING
MATTERS**



Have you got what it takes to become a part of one of the world's largest law firms? Can we offer you what you're looking for in your career?

This brochure has been created to help answer both these questions. We will aim to give you a well rounded view of DLA Piper - what we do, what we believe in and what we have to offer. At the same time we'll tell you what we're looking for in our trainees - well rounded individuals with the right mix of talents.

Our firm's philosophy is that **'EVERYTHING MATTERS'** and this would be true of your training experience as well. It's not just about the biscuits on offer but also the experience you'll gain, the people you'll work with and the options you can explore.

As part of our down-to-earth culture this brochure gives an honest view of what's on offer. We believe that we've put together a training programme that is one of the best around in an international law firm that is genuinely different from the rest.

So let's talk about us: what we're about and what you can expect if you accept a training contract with us. We hope that what you read will inspire you to get in touch with us to find out more.

The career prospects are very good. It's the kind of firm that takes you at face value and allows you to achieve whatever you would like to in your career, whether that's becoming a partner, a legal director or anything else. I've always felt very nurtured and supported in all my career decisions. If you have ideas about how you want to develop your practice then you're encouraged to pursue them.

Tamsyn Mileham
Partner, London



A CAREER FOR ALL ROUNDERS

The first thing you need to know is what lawyers at DLA Piper actually do. It involves a lot more than knowing the law and requires a wide range of skills.

Giving your clients guidance on the legal issues is obviously very important. You must be a master of your subject area and be able to interpret it for specific circumstances.

We offer a full range of legal solutions to our clients which means you'll get the chance to experience what's involved with many areas of law during your first two years with us, and probably find that one or two interest you most.

We'll do our very best to ensure that you qualify in the area that interests you. Because of our size, the opportunities on offer are extensive.

BEYOND THE LAW

Being a great lawyer requires a lot more than technical knowledge. Our philosophy of 'everything matters' means that every aspect of our service has to be delivered to the highest quality: from the way you answer the phone, to the way you deliver your advice. You're going to have to be good at lots of things, have initiative and be very client focused. Communication and interpersonal skills are vital.

Lawyers are also team players. You'll regularly work with others to tackle a project. You need to be able to listen, put forward suggestions and play an active role within a range of teams. These are skills that are not necessarily taught, so we'll help you to develop them. Being a law firm where hierarchy is less obvious, everyone plays an important role.



THIS IS A BUSINESS

Finally, we consider our lawyers to be business people because, after all, we are a business. Our commercial attitude is one of the things our clients find so refreshing.

When you become a lawyer with us, we expect you to understand what makes our clients tick and have a thorough knowledge of the industry in which they work. We want you to be entrepreneurial, always coming up with fresh ideas that can make a commercial difference and profits for the client and our firm. As your career develops you'll also need to understand budgets, business planning and marketing.



WE WON'T WASTE YOUR TIME

You hear a lot about law firm trainees doing nothing but photocopying (or fixing the photocopier for a little variety). Quite frankly, spending two years slaving over a hot reprographics machine would not justify the amount of money we're investing in you.



What you will get as a DLA Piper trainee is real experience - and lots of it. Actual work for actual clients that can make a difference. However, you won't be thrown straight in at the deep end, but will be given things to do that will build your skills and experience. And if you're good at them you'll be given more.

From induction to qualification and beyond, we'll ensure that you develop the necessary abilities and knowledge to survive in a busy client-driven environment. This involves four six

month seats in different departments, and training tailored to meet your needs. You'll receive regular performance reviews and feedback throughout. There will also be opportunities to go on secondments to clients where you'll learn what makes them tick and the impact legal advice actually has.

There are going to be tough days as well as fun times; grind as well as glamour; and some late nights and early mornings. However, everything that you encounter will stand you in good stead for your future career.



I joined DLA Piper because I saw it as a firm that had both history and real ambition for the future. It doesn't want to stand still and consolidate but is always looking to be innovative and lead the market.

Gurpreet Duhra
Associate, Sheffield

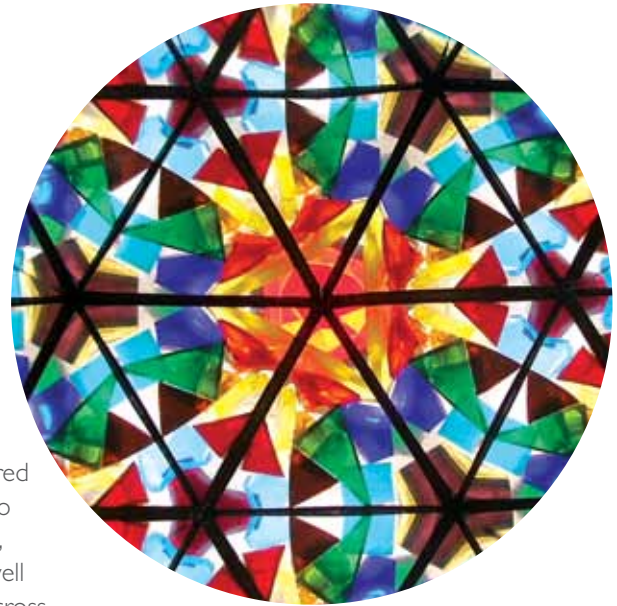
SHAKING UP THE LEGAL INDUSTRY

In some ways DLA Piper isn't that different from other law firms. We compete for the same work as our competitors, tend to wear similar clothes and have a partnership structure where the reward for great work is to share in the profits of the firm.

However, there's a big difference in our attitude. You would not just be joining a firm with a history that goes back to the 1700s, but one which has seen unparalleled growth over the past decade. This is due to an entrepreneurial mindset and a

willingness to take risks. We've dared to think big and turn our vision into reality. We've acted like a modern, ambitious business rather than a well paid gentleman's club, spreading across the world at a rate never seen before. In many ways, we've shaken up the cosy world of law and demonstrated how real commercial flair can get you places very quickly.

This attitude flows through our firm and provides real energy to the working environment. People feel they are part of something special, and still at the start of something big. This is why we need



people with similar energy and drive. We want to continue growing into the future, and you could play a part.

USING OUR SIZE

As one of the world's largest law firms we can also offer you stability. The recession created enormous problems for many law firms. We've had to make adjustments ourselves, but our global strength and breadth of practice has allowed us to maintain our success and you can be confident of your future prospects.

Above all, we can offer you choice. Not everyone wants to be a partner. For some, that's their single minded goal. There are a thousand ways to have a career at DLA Piper - a huge range of specialist areas, leadership roles, locations and projects to get your teeth into.

Even before I joined DLA Piper I was made to feel a part of the firm. The graduate recruitment team keeps in touch with you and invites you to events. Like me, you'll probably arrive on your first day already knowing a lot about the firm and the people you'll be working with. It gets your training contract off to a really good start.

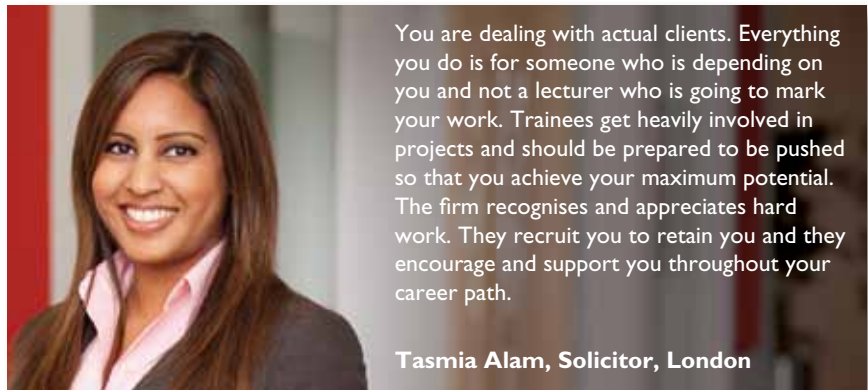
Claire Quinn
Legal Director, Manchester



OPPORTUNITIES AROUND THE WORLD



DLA Piper is not a high street operation. We now have over 4,200 lawyers in Asia-Pacific, Europe, the Middle East and the US. Our clients include some of the world's leading businesses, governments, banks and financial institutions.



You are dealing with actual clients. Everything you do is for someone who is depending on you and not a lecturer who is going to mark your work. Trainees get heavily involved in projects and should be prepared to be pushed so that you achieve your maximum potential. The firm recognises and appreciates hard work. They recruit you to retain you and they encourage and support you throughout your career path.

Tasmia Alam, Solicitor, London

With over 70 offices around the world, you don't just become a part of our Birmingham or London operation, but a member of a genuinely worldwide firm. Even if you're not based in London, you will still be doing City quality work in our regional locations. Interesting, big ticket work flows around the firm. Much work will have a regional national or international aspect due to the nature of our clients.

This is not an umbrella organisation where a variety of law firms work under a single name. We are unified and that unity gives us strength.

WE GET AROUND

DLA Piper is based in the following UK cities:

- **Birmingham**
- **Edinburgh**
- **Glasgow**
- **Leeds**
- **Liverpool**
- **London**
- **Manchester**
- **Sheffield**

As a trainee you will get the opportunity to apply for international secondments to a range of our overseas offices. We also offer a number of client secondments so you can sharpen your commercial skills.

All this means enormous opportunity for you. A chance to be who you want to be, in the role that suits you best at the locations where you want to work.



We enjoy lots of interaction with our international offices. At least 50 per cent of the deals we do involve some kind of overseas element. You'll often need to get legal opinion from your colleagues around the firm. We also get inward work sent to Birmingham from around the world.

**Stephen Bottley
Partner, Birmingham**



WHAT'S IN OUR DNA?

You might have heard some horror stories about lawyers, but it's a little known fact that they are also human beings and come in all shapes and sizes. Sure, there are some out there who will suck the life energy out of you, but at DLA Piper we think we attract a different breed.

You'll find our culture to be unpretentious, our people are focused fully on providing a great service, and there is a real sense of camaraderie. Everyone has bad days, but you'll get a lot of support when you have yours. And everyone has Fridays - we reckon you'll want to spend time after work with your colleagues.

A DIVERSE ENVIRONMENT

Our philosophy is that the best people often come from a variety of backgrounds and what we're really interested in is your mind. Are you capable of becoming a great lawyer with the intelligence to understand your client and the empathy to deliver a great service? Can you communicate and are you a team player?

Where you studied does not guarantee any of these things.

We see strength in diversity and have been recognised for our efforts in this area (for example we were awarded the 'Commendation for

Diversity 2011' at the LawCareers.Net Training and Recruitment Awards.) People with challenging new ideas can only add to the strength of our business. Everyone has a contribution to make and we want to give them the power to make that contribution.

In short, you'll be spending at least eight hours a day with people you'll enjoy being with, who are as different as you are and who will inspire you to achieve more.

A CIRCLE OF SUPPORT

DLA Piper offers you an excellent training scheme that is amongst the best in the business.

You'll spend the first few days of your training contract on a residential induction course, which has been designed specifically to help you to settle in and to give you necessary background information and skills.



You get a lot of responsibility from day one and you are thrown right into it, but not to the point where you think it is too much. The actual training itself is really practical and useful. It is a top quality firm with really down to earth people. Everyone looks to support you and helps you get the most out of your training contract.

Anthony Farrell
Trainee, Liverpool



You will have four six-month seats in different practice areas, where you'll sit with a partner or associate, learning through practice and observation. The experience you gain will be broad and will give you a real feel for the law.

As well as on-the-job training, we also provide a specifically designed high quality legal training and development programme for trainees. This includes the Professional Skills Course, which is compulsory in England and Wales, and the Professional Competency Course in Scotland. These courses are mainly residential and run nationally, so you'll also have the benefit of meeting up regularly with trainees from other offices.

Nobody knows everything when they start a new career. Our training is about giving you the information you need and bringing out the potential you already have inside you.

IS IT A LONG WAY TO THE TOP?

You can't expect to become a partner within your first few months. However, if you're good then you will be promoted. We don't want our talented people patiently waiting in line to rise to the top. We want the best in charge, achieving more for our firm. That's how meritocratic commercial enterprises work and that's how DLA Piper works.



WIDENING YOUR HORIZONS

You'll be given the chance to get involved with the community work that takes place right across DLA Piper. We actively encourage our people to support good causes, provide free legal advice to those who need it and run with initiatives that will benefit society as a whole.

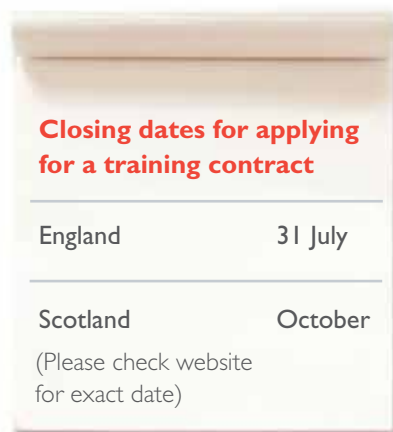
A big organisation like ours also needs to be very concerned about its environmental impact. We were one of the first major firms to take concrete action, not only to reduce its energy use but proactively support those who are tackling climate change. We've worked alongside famous names such as Al Gore and in countries stretching from South America to Africa.

APPLY TO US OR TRY US FIRST

TRAINING CONTRACTS

DLA Piper offers approximately 90 training contracts a year across our eight UK offices. We welcome applications from students with either a law or non-law background who have a minimum of ABB at A Level or of 5 As at Scottish Highers (or equivalent) and expect, or have achieved, a 2.1 degree classification. If you can meet these standards then our selection criteria is based on one thing: You. Amongst other elements, we want people to prove they have the following:

- **Good communication skills**
- **The ability to work as part of a team**
- **Commercial awareness and a genuine interest in the business world**
- **Motivation, drive, commitment to work hard and an appetite for life!**
- **Analytical skills to enable them to deal with the intellectual challenges of the job**



Closing dates for applying for a training contract	
England	31 July
Scotland	October
(Please check website for exact date)	

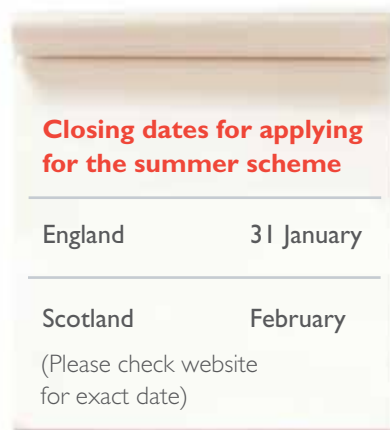
All applications are online.

If applying for a training contract you would have a first interview at the office you applied to and then, if successful, an assessment day which consists of a range of different elements designed to test your suitability and skills. If applying for a summer scheme, you would take part in a one day business game to secure a place on a scheme. If successful, you would then be assessed for a training contract as part of the scheme.

SUMMER SCHEMES

We offer approximately 170 summer scheme places each year around the UK. These placements last for two weeks with the chance to experience two different departments and gain an insight into our firm.

There are plenty of talks, social events and activities which allow you to meet a wide range of people and ask lots of questions. You'll get as much out of the scheme as you put in: its purpose is as much for you to assess us as it is for us to assess you.



Closing dates for applying for the summer scheme	
England	31 January
Scotland	February
(Please check website for exact date)	

During the summer scheme it was clear that DLA Piper encourages diversity and truly values people's differences. The office had a friendly and supportive atmosphere and I knew that such a firm would be the perfect place to commence and, hopefully, further my career in law.

Gemma Lawrence
Solicitor, Birmingham



OPEN DAYS & EVENTS

We run a number of open days or evening events each year (details of where and when they'll be held can be found on our website). These are a really good way to find out more about DLA Piper, especially if you are looking to apply for a training contract or summer scheme. The day consists of a number of talks, workshops and group exercises and the evening events range from presentations to pub quizzes. There is plenty of time to ask our people questions and hopefully you'll leave the day with a better idea about commercial law in general - not just at DLA Piper!



ROUNDING THINGS OFF

The graduate recruitment team at DLA Piper is committed to ensuring we recruit the best trainees. Therefore we get out and about across campuses in the UK (dates can be found on our website) to meet you in person and help you with your queries.

Visit our website for more information:

www.dlapipergraduates.co.uk



“I believe DLA Piper offers its trainees the best possible training with hands on responsibility coupled with high profile work. If you are ambitious, like an intellectual challenge and wish to succeed - then this is the place for you!”

Sally Carthy
Head of Graduate Recruitment

THE LAW FIRM WHERE
YOU MATTER

www.dlapiper.com

DLA Piper UK LLP¹ and DLA Piper Scotland LLP² are part of DLA Piper, an international legal practice, the members of which are separate and distinct legal entities. For further information please refer to www.dlapiper.com/structure. A list of offices can be found at www.dlapiper.com
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