

**CARVE
YOUR
PATH**

Skadden

OUR PLATFORM

50+ practices | 21 offices | 4 continents

HEADLINE-MAKING MATTERS

Represent 50% of *Fortune* 500 and 30% of FTSE 100

DIVERSITY CHAMPIONS

12 years of perfect scores in
the Corporate Equality Index

MAKING AN IMPACT

235,205 *pro bono* hours in 2020

CAREER OPTIONS

Limitless opportunities

**The experience gained and impact
made at Skadden will create ripple
effects that will last your entire career.
Let's begin to **carve your path.****

NAME

Jo Jimenez

POSITION

Associate

PRACTICE

Banking



LIKE ANY STUDENT CONSIDERING MY CHOICES FOR TRAINING,

I WAS AWARE OF THE INNOVATIVE COMMERCIAL DEALS AND QUALITY OF CLIENTS THAT SKADDEN COULD OFFER ME AS A JUNIOR, AND I KNEW THAT BEING PART OF A SMALLER TRAINEE CLASS AT A GLOBAL FIRM WOULD AFFORD ME BETTER EXPOSURE IN EVERY ASPECT OF MY CAREER.

My years at Skadden have reinforced these impressions, and I feel very lucky to have carved my path with — and to continue to learn from — some of the best lawyers in the city on complex, engaging transactions.

As a banking associate, I've worked on several high-profile financings, all of which have involved multiple jurisdictions — from China to across Europe to the United States and the Dominican Republic and everywhere in between. Working across so many time zones and within so many legal systems has presented unique challenges, such as trying to get notarised documents from Madrid to Helsinki overnight, even though the notary had gone for siesta without handing over the originals. The challenges have made me a better lawyer, as they constantly push the boundaries of my thinking and approaches to my practice.

My work has also given me plenty of opportunities to travel. I've seen the White House and the Washington Monument from the roof of our D.C. office, gotten lost with colleagues from Frankfurt and Chicago during Skadden's Global Banking Retreat in New York, and — using elaborate hand gestures and Google Translate — convinced a security guard to let me into our Seoul office.

What I didn't appreciate before joining Skadden is the myriad opportunities beyond commercial work the firm would provide me. The stellar *pro bono* programme has allowed me to develop my skills and engage with the global community in ways I never anticipated. Among other projects, since January 2017 I've helped staff the New York Legal Aid Society's Immigration Hotline, which was created in response to the rise in raids by U.S. Immigration and Customs Enforcement.

“The **stellar *pro bono* programme** has allowed me to develop my skills and engage with the global community in ways I never anticipated.”

GRADUATE RECRUITMENT TIMELINE

Application Process

OCTOBER – DECEMBER

- › Online application
- › Applications screened on a rolling basis

Vacation Placements

SPRING AND SUMMER SCHEMES

- › Undertake substantive work assignments
- › Experience the firm's culture
- › Gain exposure in up to 2 practice groups
- › Receive training contract interview

Telephone Interview

JANUARY

Telephone interview with the graduate recruitment team

Assessment Days

JANUARY AND FEBRUARY

- › Interview with partners and associates
- › Group exercise — hypothetical business case study
- › Panel Q&A discussion
- › Written exercise

VACATION PLACEMENTS

Skadden's training contracts are offered to students who participate in our vacation placement programme, which provides participants with firsthand experience working on actual global transactions. The programme also provides insight into the firm's culture and atmosphere.

Each student is paired with an associate supervisor and trainee liaison who identify substantive and suitable assignments. Our vacation placement students are offered the option to practise either in a single area or to divide their time between two practice areas, thereby gaining greater exposure to our work. Students participate in training

workshops focused on current matters, which aid their professional development and provide invaluable perspective from Skadden lawyers. Social events, such as cooking classes and a private stadium tour and dinner at Chelsea Football Club, allow vacation students to interact with each other and Skadden lawyers on a more informal level. Our two-week placements are offered in the spring and summer. We remunerate vacation placement students £500 per week to assist with expenses. Undergraduate candidates need to have reached the penultimate year of their law degree studies or the final year for a non-law degree.

PGDL/SQE in London

Full Skadden sponsorship
and maintenance grant

Qualification

2026

- › New Associates
Retreat in New York
- › Formal mentor and
associate training
programme

Training Contract Offers

Training contract offers
are made shortly after each
vacation scheme

Training Contract Starts

2024

- › Rotate between 4 seats, 6 months per seat
- › Work with small teams on top-tier work
- › Share office with associates for on-the-job
training and mentoring
- › Receive feedback and a performance
review at the end of each seat
- › May apply for seats in Skadden's New York,
Hong Kong or Brussels offices

REMUNERATION AND BENEFITS PACKAGE

Skadden provides its trainee solicitors with a highly competitive salary and benefits package. The package includes:

- › First-year salary: £50,000
- › Second-year salary: £55,000
- › PGDL/SQE course and exam fees paid
- › PGDL/SQE maintenance grant: £10,000
- › Discretionary year-end bonus
- › Private medical insurance
- › Travel insurance
- › Life assurance
- › Disability insurance
- › Technology allowance
- › Cycle scheme
- › Interest-free season ticket loan for rail/tube travel
- › Gym membership
- › Pension scheme

Newly qualified associates currently receive a salary of £150,000,
plus discretionary year-end bonus.

HOW TO APPLY

Please complete our online form at:
skadden.com/UKgraduate/recruitment

**2022 Vacation Placements and
2024 Training Contract**

Application deadline: 20 December 2021

For additional queries, please contact
the Graduate Recruitment Team:
graduate.recruitment.uk@skadden.com

MY CAREER PATH DEVELOPED QUITE NATURALLY.

I STARTED OFF AS A CRIMINAL DEFENCE LAWYER, SPECIALISING IN FINANCIAL CRIME. AS CRIMINAL CASES INVOLVING BUSINESS BECAME GLOBAL AND MORE COMPLEX, I BEGAN FOCUSING ON INVESTIGATIONS.

One of the qualities I most enjoy about my practice is the international nature of my work and the opportunities that provides to collaborate with clients and lawyers from different countries. I also enjoy the diverse subject matter — one minute I can be dealing with oil and gas, the next engineering and finance.

The most difficult aspect of my work is that I'm often advising a client in crisis who has no experience with large investigations, let alone ones involving criminal allegations. The priority for me is to instill trust and calm as quickly as possible. The need to manage the potentially extraordinary costs, particularly in a global investigation, can

be a challenge for clients. Recently, the rise of whistleblower cases and the pros and cons of self-reporting an issue to a regulator or prosecutor has also become a widespread concern.

For someone starting their career here, I would say Skadden is a place that takes pride in its supportive culture. On that front, as a parent, my advice is that if you want to have children, don't delay your personal and family goals. Your career will take care of itself, and you have to take a leap of faith that the business you work for will support you. I truly believe Skadden gives attorneys the platform to do this.





NAME

Elizabeth Robertson

POSITION

Partner

PRACTICE

Government Enforcement
& White Collar Crime

“For someone starting their career here, I would say Skadden is a place that **takes pride in its supportive culture.**”

DIVERSITY, EQUITY & INCLUSION

AT SKADDEN, WE'VE ALWAYS EMBRACED THE IDEA THAT DIVERSITY, EQUITY AND INCLUSION (DEI) ONLY MAKE US STRONGER. OUR DEI STRATEGY THEREFORE PRIORITISES CAREER DEVELOPMENT WITHIN OUR ATTORNEY TALENT PIPELINE WHILE SEEKING TO FOSTER A DEEP SENSE OF INCLUSION AND BELONGING.

From our in-house DEI management team to our best-in-class approaches to recruiting and development, training and programming, and global and local diversity committees, our internal support structures position us to cultivate diversity and foster an equitable and inclusive workplace. Our initiatives and outreach seek to ensure that we continue to maintain a diverse team of high-performing attorneys throughout our ranks and uphold a culture of inclusion that is tightly woven into the fabric of our firm.

Our firm-sponsored affinity networks play an integral part in our efforts, helping to facilitate relationship-building among attorneys and inform and enrich the broader Skadden community. Prospective candidates will have opportunities to meet with our affinity groups during a range of webinars throughout the graduate recruitment process.

OUR AFFINITY NETWORKS IN LONDON:

Women's Initiative Network

Asian, Middle Eastern and North African

Black Lawyers for Diversity

LGBTQ+

FAM (Parents)

SkadVets (Military Veteran)

PRO BONO

MAKING AN IMPACT AT SKADDEN

Skadden views *pro bono* service as a professional responsibility. While recognising that such representations are a personal endeavour, the firm actively encourages its attorneys and trainee solicitors to participate. The London office has a rich tradition of *pro bono* work across a broad spectrum of issues and practice areas, including, but not limited to, domestic violence, family law, immigration, welfare benefits and public international law.

COMMITMENT

Skadden's commitment to *pro bono* service runs deep. The firm has pledged to dedicate 3-5% of its billable hours to *pro bono* matters, with the firm meeting or exceeding that goal every year.

Our policies encourage attorneys to contribute to the firm's commitment to the public interest. Accordingly, attorneys are asked to perform at least 60 hours of *pro bono* work a year, with those hours counted as chargeable for all purposes. Accordingly, over 1.9 million hours of *pro bono* work have been completed by Skadden attorneys in the past 10 years. These efforts make Skadden one of the leading *pro bono* service providers globally.

RECENT STATISTICS

In 2020, London lawyers and legal assistants spent 9,509 hours on *pro bono* work, with 92% of London-based lawyers working on *pro bono* matters. Firmwide, a total of 235,205 hours were spent on *pro bono* by lawyers, summer associates and professional staff.



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Selected for
7 Practice Group
of the Year awards

LAW360 2020

Listed among top
UK firms in new
league table

LAW.COM INTERNATIONAL

Ranked one of world's top 3
international investigations practices

GLOBAL INVESTIGATION REVIEW'S GIR 30 2020

Named Firm
of the Year

LAW360 2020

Named Best
in M&A

EUROMONEY WOMEN IN BUSINESS
LAW EUROPE AWARDS 2021

Recognised in peer-reviewed
"Best Law Firms 2021" report

THE TIMES

Named a top 10
firm for *pro bono*
work in the UK

LAW.COM INTERNATIONAL

Ranked #1 firm
for tax law

VAULT 2021

Beijing
Boston
Brussels
Chicago
Frankfurt
Hong Kong
Houston
London
Los Angeles
Munich
New York
Palo Alto
Paris
São Paulo
Seoul
Shanghai
Singapore
Tokyo
Toronto
Washington, D.C.
Wilmington

Skadden, Arps, Slate, Meagher & Flom (UK) LLP

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