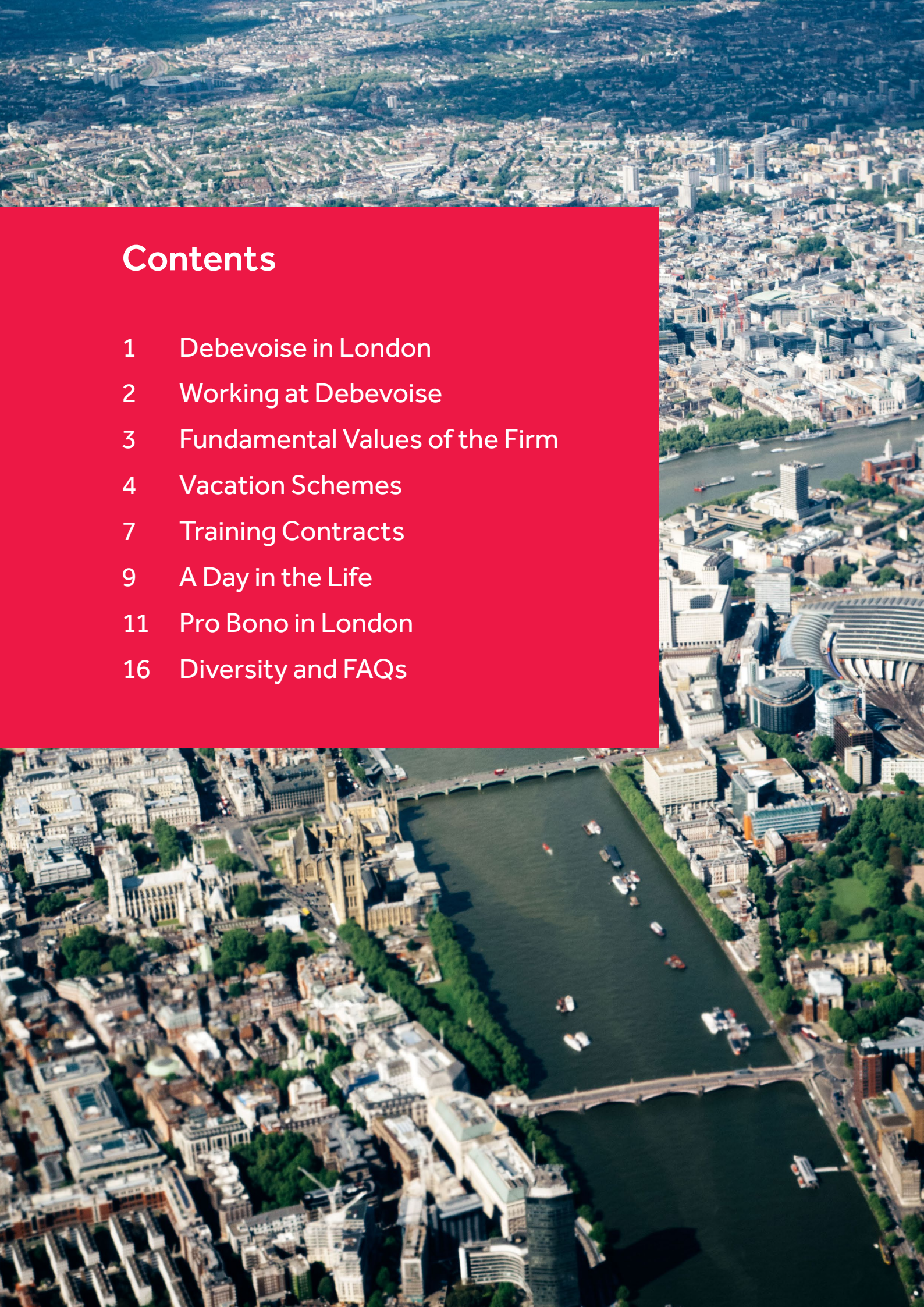


Debevoise & Plimpton

Starting Your Debevoise Career



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Debevoise in London

Since opening in 1989, the London office – Debevoise's second-largest – has developed remarkable talent and expertise in the firm's core practice areas, including private equity, insurance, international disputes and investigations, arbitration, financial institutions, M&A, finance, capital markets and tax. Market-wise and expert in English and European law, the London office is an integral part of a closely coordinated global practice that includes colleagues in Europe, the United States and Asia.

English and New York law have come to occupy leading positions in much of the world, the London office boasts deep expertise in both.

Corporate

Our London Corporate Group has advised on some of the largest public listings, globally significant M&A transactions, and innovative acquisition financings and strategies for corporate clients. It also has a market-leading fund formation practice supporting a stable of major private funds. The team has an enviable client list, including top-tier insurance firms, global private equity houses, and internationally significant brands. These clients turn to us to structure their most transformative deals - from the finance behind France's largest ever leveraged buyout, to the £multi-billion acquisition of an AI software company. According to *Chambers UK*, "the team excels at navigating complex transactions."

Disputes

The office's leading International Dispute Resolution Group spans legal regimes, international borders, languages, industries and court systems. The practice's trail-blazing advocacy-led approach continues to make it stand out in the market, with capabilities including international arbitration, complex commercial litigation and public international law, and white collar crime and investigations. The team advises major corporates, NGOs, high profile individuals, and nation states in disputes that shape the legal, commercial and social landscape worldwide. According to Chambers UK, "*the Debevoise team is superb at identifying what really matters in a case. It is a fantastic team of able lawyers.*"

In close collaboration with the firm's other offices, London office lawyers build and coordinate specialised teams to advise on local and international matters in the United Kingdom and throughout Europe, as well as across emerging market territories, including India, the Middle East, Africa, Russia/CIS and Latin America.

Working at Debevoise

Working in London

Debevoise has been in London for nearly 40 years. Today, we have over 150 lawyers in the city, working with some of the world's most high-profile and interesting clients. The office is home to strong and growing teams focusing on everything from major cross-border M&A to high stakes international arbitration. The office also has a distinctly international feel to it. The firm's London-based team is drawn from around the world, and it leads on much of the firm's global work, regularly collaborating with colleagues in Europe, Asia and the United States.

It's an intense but rewarding place to work. Lawyers at all levels have the opportunity to work on challenging, stimulating matters from day one. We believe that's how you build an exceptional team: by posing tough questions and giving the support and guidance needed to come up with the right answers. In recruiting, we look for people who will thrive in such an environment. That means high academic achievers but also leaders, creative thinkers and effective communicators.

Key Contacts for All Enquiries



Adeline Roberts
Recruitment Manager
ajroberts@debevoise.com



Oscar Gibbins
Recruitment Coordinator
ogibbins@debevoise.com



Sara Amaral
Recruitment & Professional
Development Administrator
samaral@debevoise.com

Fundamental Values of the Firm

Our fundamental values are:

A. Uncompromising integrity in our relationships with our clients, other lawyers, the public, and each other.

B. A dedication to excellence of service to our clients, which has, as its focus, maximum effectiveness in achieving the client's objectives, consistent with professional standards.

C. A dedication to the principle that our practice should not only be profitable but should also be personally satisfying and interesting.

D. Cohesiveness and collegiality within the firm, founded in the character of those we select as partners, counsel, associates and staff and in fundamental principles of fairness and cooperation. Our emphasis is on the success of the firm as a whole.

E. Recognition of the importance of the quality of our lives and of the need for balance and mutual support to deal with the pressures of practice and our lives.

F. Strong commitments to public service and public responsibility, equal opportunity and the improvement of our profession.



Spring and Summer Vacation Schemes

The Scheme

Debevoise offers three vacation schemes which are held in the spring and summer each year.

You will be assigned a mentor in one of the firm's practice groups: M&A, private equity, insurance, litigation, arbitration, competition, finance and funds. You will have the opportunity to work closely with several lawyers and also gain experience in other practice areas.

At the start you will be assigned individual and team projects. In addition, you will be invited to attend lawyer practice group meetings.

There will be planned social events during your time with the firm as well as impromptu get-togethers with lawyers and trainees.

At the end of the scheme, you will have gained an insight into what life really is like as a Debevoise lawyer.

The Process

- Applications are usually open from **September until the beginning of January**.
- A link to the online application form can be found on the careers page during this time.

As the firm recruits all of its trainees from the pool of candidates who attend the vacation schemes, you should apply for a place on the schemes through participation on our open days.

The firm holds open days to recruit for the vacation schemes, normally in February and/or March. Around 100 candidates will be invited to attend. You will meet the graduate recruitment team and will spend time with a mentor who will show you around the office and answer any questions you may have. There will also be a short interview.

There is an informal networking lunch during which time you will have the opportunity to meet current trainees and lawyers. The lunch is intended as much for you to get to know the firm as the other way around.

After the open days, candidates are notified if they will be offered a place on the spring or summer vacation schemes. There are around 54 places available each year.

The schemes are open to law undergraduates in their penultimate or final year of study or non-law graduates in their final year. Graduates and post-graduates are also welcome to apply. Applicants should be expecting to achieve at least a 2:1 in any degree discipline and have a minimum of 144 UCAS points at A-level (or equivalent).



"I applied to Debevoise not only because of its market leading reputation but also because the firm stood out to me as one filled with intelligent, enthusiastic and interesting people. This was re-enforced during my experience of the application process and the vacation scheme.

I was given the opportunity to work for most of the departments that the firm has to offer, which gave me the widest experience of the vacation schemes I attended. I spent my time looking into experts' reports for an ongoing dispute, researching merger control rules in foreign jurisdictions and much more. Debevoise treated everyone on the scheme like they were already trainees, which really gave us the opportunity to find out what life is like working for an international law firm. The firm also organised events for us to meet members of the firm outside the office, including a cocktail making class and lunches with our mentors.

Everyone was given the opportunity to work on a pro bono project, researching the effects of recent changes in the law on some of the firm's pro bono clients. Debevoise places a strong emphasis on its pro bono and everyone is encouraged to take part in a range of pro bono matters.

After I finished my two weeks, I had no doubts that Debevoise was the firm that I wanted to work for and was thrilled when I was offered a Training Contract. The work is of the highest calibre and the environment is friendly – to me it is nothing short of perfect."

Katie Power, Associate, Class of 2019



"I was working full-time when I received my vacation scheme offers and I only had enough annual leave to attend one. This left me in a bit of a predicament (albeit a nice one). On paper Debevoise was undoubtedly one of the strongest contenders, and I had heard enough on the grapevine to assure me that it would be great in practice too. Even so, choosing Debevoise as my one shot for securing a training contract that year was a bit of a gamble.

I am very pleased – and above all fortunate – that the gamble paid off. In hindsight though, even if things had not turned out that way it would not have been a mistake to have chosen Debevoise's vacation scheme. For starters, my experience was hugely enjoyable and genuinely interesting. It was hard work and a lot was expected of me, but that is part and parcel of being involved with a prestigious firm like Debevoise and it is ultimately far more rewarding than not being challenged. Over the course of the scheme I gained exposure to multiple practice areas, carried out pro bono tasks, researched commercial and legal points and prepared briefing presentations. I finished the scheme with a far clearer sense of what I would like from a career in law.

What's more, all the people I encountered on the scheme were approachable, friendly and extremely generous with their time. One moment that struck me was being asked by a Partner for my opinion on a topic about which they know more or less all there is to know; it was clear that they were not just paying me lip service, but that they were genuinely interested in what I had to say and how I arrived at my conclusion. Unsurprisingly my answer did not quite hit the mark, but the fact that someone with so much experience was curious to hear from someone with so little spoke volumes, and I understand that this is reflective of the ethos at the firm and carries through to your training contract and beyond.

I cannot compare Debevoise's vacation scheme with other firms' schemes, but having worked within different cultures, professions and environments, I can safely say that my vacation scheme was an experience that I would love to repeat and one I would wholeheartedly recommend."

Barney Lynock, Associate, Class of 2025



Patrick Taylor, Partner and Training Principal

"Our training contract provides an excellent grounding in both substantive law and in the skills required of qualified lawyers. Our work is international in nature and so our trainees are exposed to a wide range of cultures and to work in many different jurisdictions. Our emphasis is, of course, on training in English law but that is used in many different types of international transactions and cases, and so our trainees soon learn to be flexible and to accommodate the styles and requirements of our varied client base. We aim to give our trainees as much direct exposure to clients as possible. As we get to know our trainees we can make judgements on how much independence they are comfortable with and the level of work they can deal with. We generally find that their skills develop rapidly in the early stages of their careers and so, within a relatively short space of time with us, our trainees can operate with some independence, can contribute effectively to our practices and are able to help service the demands of our clients.

"During their two-year training contracts, we seek to offer trainees exposure to as many of our practice areas as possible so they gain experience of a broad range of work. Some trainees then gravitate towards litigation work and others to non-contentious work. We treat our trainees as individuals and their preferences and skills differ. We seek to find out what our trainees are best at and what they most enjoy and then try to match that with the work we carry out.

"We believe every lawyer that has completed a training contract with us has learnt an enormous amount and is well prepared to advise clients, as a qualified lawyer, on a broad range of issues. It is critical to us that our trainees enjoy their training contracts as well as gaining the confidence and skills necessary to perform at a high level as junior associates. I do not believe it is possible to become a great lawyer without enjoying the work so we make every effort to make sure our trainees are happy and are given work that is challenging and interesting.

"Our trainees are valued members of our firm and our future success in London depends in large part on us continuing to train lawyers that can perform at the very highest level. I am delighted by the standards our trainees have been able to achieve and that our training programme continues to go from strength to strength."

Training Contracts

The Scheme

Debevoise's London office is growing fast. Currently the firm expects to hire at least 11 Trainees each year.

The period of recognised training comprises four six-month seats which include transactional practice areas as well as litigation/arbitration. Trainees may also have the opportunity to spend time in the Hong Kong office. Second year trainees will also spend a week in our New York office to attend a Professional Development Training Program "LAUNCH".

Training contracts are designed around you. This is done by giving you freedom and responsibility from the beginning. The training programme is not rigidly structured, so trainees have the opportunity to take charge of their own learning. The firm places an emphasis on providing trainees with a supportive environment, with trainee supervisors always available and willing to answer questions. Trainees are also involved in the seat rotation process, with preferred practice groups accommodated wherever possible.

Trainees are very much part of the team and make meaningful contributions from day one. As a trainee at Debevoise, you can expect to have extensive contact with partners, counsel and other lawyers within the firm.

The Process

- Debevoise generally recruits trainees two years in advance.
- Applications for our open days which offer the opportunity to secure a place on our spring and summer vacation schemes are usually open from **September until the beginning of January**.
- A link to the online application form can be found on the London careers page during these times.

As all London training contracts will be offered to candidates who have participated in the spring or summer vacation schemes, anyone interested in a training contract at Debevoise should apply for a space on the open days which acts as a gateway to the vacation schemes.

Most training contract applicants are either penultimate or final year law students or final-year non-law students. However, graduates and postgraduates are also welcome to apply. The firm looks for applicants whose personal qualities, academic record and other achievements demonstrate exceptional ability, motivation and potential for growth. As trainees are given high levels of responsibility from day one, the firm looks for applicants who are able to excel when they are out of their comfort zone.

Successful applicants will have consistently high levels of achievement both at A-level (or equivalent) and at university. Applicants should be expecting to achieve at least a 2:1 in any degree discipline and have a minimum of 144 UCAS points at A-level (or equivalent). In addition to strong academics, successful candidates should be business-minded and able to demonstrate commercial awareness.

Benefits and Rewards

- First-year trainees receive a salary of £60,000 per annum
- Second-year trainees receive a salary of £65,000 per annum
- We partner with The University of Law for the PGDL and SQE. Full tuition fees are paid for both the PGDL and SQE, together with a maintenance grant of £20,000 per year.
- Debevoise is a lockstep firm, which means all lawyers receive the same remuneration according to their class year. This helps foster a culture of teamwork and collegiality. Instead of competition amongst lawyers, they are able to work together as a team and prioritise client interests.

Other benefits include:

- Private health care (medical, dental, and private GP)
- Life and Income Protection Insurance
- Employee Assistance Programme
- Group personal pension plan
- 25 days vacation
- Cycle to work scheme
- On-site subsidised café
- On-site Gym
- Interest free season ticket loan
- Eye Tests
- Annual Flu Vaccination
- Discretionary qualification leave on completion of your training contract
- 1 week Professional Development Training Program “LAUNCH” in New York in your second year as a Trainee

A Day in the Life

A day in the life of...



Jag Appleby
Class of 2024
Associate in: Banking & Finance
University: University of New South Wales

8:30: I'm a late riser and today I didn't need to wake up early (thankfully) - I check my emails on my work phone to see what has come in overnight (from the US or Hong Kong) that requires my attention and quickly address some of these emails as I get ready for the day.

9:30: I arrive at the office. Today a partner in the finance team is giving a training session to the junior associates of the finance team on some of our key transaction documents. We have a curriculum we go through each year to ensure we keep up to date on current market trends and new 'tech' that has developed on our deals. These formal sessions are what help to give us the baseline knowledge to maximise the on the job learning that is the bread and butter of the legal industry.

10:00: I go and pick up breakfast and coffee from the firm's cafe - pancakes and fruit today (easily my favourite) - and then focus my attention to my emails. I answer the easy wins and set out my to do list. Today we don't have a closing (the end of a deal which would take full focus and is best described as an all-encompassing juggling act) and so today I will be focusing mostly on drafting documents and otherwise staying responsive on emails.

11:30: I have a matter that will close (read: finish) late next week. I am currently working on making sure that this will go smoothly (despite my former comments). I work with a trainee to update our checklist of necessary items and instruct them on next steps. I task the trainee with emailing the opposing counsel (the lawyers acting for the lenders) and local counsel (the lawyers who are also acting for the borrower but in another jurisdiction) to make sure all the minor documents are agreed and ready to be signed next week.

12:00: We have just had new trainees join the finance team and so for the first fortnight the junior associates are tasked with teaching them the basics. Today I am giving a presentation on the "Introduction to Leveraged Finance". Our team has been formalising the expectations and this learning / "how to" process for new trainees as we've grown. Finance has a lot of technical jargon which we, the associates, do not want to be intimidating - these presentations are designed with this in mind!

12:45: It's time for lunch and we're having a lucky day weather wise, so I grab lunch from the cafe and head outside on the patio with some of my colleagues. We've just had our finance team's offsite location confirmed and there's a lot of excited chatter about our plans for it this year.

13:30: I head back to my desk to prepare for a call with a client and lender counsel to run through the mechanics of a proposed asset transfer. The asset is subject to funding and requires us, as the finance team, to ensure that consent is received from

the relevant creditors. I have been asked to take the lead on the call because I've been the associate dealing with this specific portfolio and its financing since inception. I give the trainee background on the transaction and ask them to be on the call to take notes.

14:30: The call went well, and we now have a clear path forward. I have a post-call catch up with one of the partners to confirm next steps. I need to draft the consent, and so I instruct the trainee to draft the ancillary documents that will support that consent; minutes for the board meeting to approve the document, a notice to be given to the creditors and a steps plan to keep track of the whole process.

15:00: All is quiet on the email front and so I take this opportunity to focus on drafting the consent and the other documents which I had on my to do list I made at 10:00.

17:00: I send the consent to the partner. They respond promptly with some quick clarificatory questions about the drafting. What can seem like simple tweaks can quickly prove to be extremely nuanced and so the partner and I chat through my views before we update the consent and send it to the client. The scope for improvement in the legal industry can sometimes feel like climbing up an infinite staircase and sometimes the best way to improve isn't just the trainings sessions I've had today but instead these informal sessions with a partner or senior associate who can give you targeted advice.

17:45: I take a call from the client, and we discuss the matter briefly. With their go ahead, the consent goes out to lender counsel.

18:00: I attend to emails on other matters. A large task for junior associates and trainees in finance is "greasing the wheels" of a transaction - we become the touchpoint for the clients and senior associates for what is going on in the transaction and are simultaneously the ones who need to make sure that other jurisdictions are drafting their documents in a timely manner. It will be about 1pm / midday in New York and the Cayman Islands and so I focus on responding to them so that they can get documents to me when I wake up tomorrow.

18:40: Today a couple of the associates and trainees in the finance team have decided we are going to do a Barry's class in the afternoon. We are trying to make this a fortnightly event but only time will tell how successful that is. The normal 'play' is to go downstairs to the gym in the Debevoise building at some point in the day. As I am a late riser, I would normally try to do this at 18:30, but most 'normal' people would do this in the AM.

19:50: On my way home, I respond to any emails that came in while I was at the Barry's class. Luckily, there weren't many!

20:30: I cook myself dinner (obviously something unhealthy because I've earnt it). I quickly log back on to respond to emails from our New York team. I got sent some work from trainees throughout the day and use this time to review their work and respond to them so they can make changes to the documents and send them out in the morning.

21:00: I catch up on my to do list and make sure there is nothing time sensitive to do this evening before closing out my time and logging off. I will keep my phone with me to respond to any urgent questions or calls but without anything urgent I am done for the day.

Pro Bono in London

The commitment to pro bono work is at the heart of the culture at Debevoise, spanning all offices and levels. Globally, and in London, our pro bono work has three main goals: to provide access to justice for those who could not otherwise afford it, to strengthen the communities that we live and work in, and to protect civil rights and liberties in the UK and around the world.

The London office invests considerable resources in understanding the needs of the community that we operate in, employing a qualified lawyer as Head of London Pro Bono to lead the development of pro bono activities. We have an aspirational target of 25 pro bono hours per lawyer each year, and many of our lawyers exceed this. Hours worked on pro bono matters are treated the same as the time you spend on billable work.

As a trainee solicitor, you will be exposed to a range of pro bono work during your training contract, across all departments and in many different areas of law. You might work on our case work projects for the Windrush Legal Initiative, supporting those impacted by the Windrush scandal to apply for compensation; or the Domestic Abuse Response Alliance, representing survivors of domestic abuse. There are also opportunities to be involved in campaigns and advocacy work for global human rights organisations, such as the Centre for Reproductive Rights and the Human Dignity Trust. Trainees also participate in our UnLtd social enterprise legal clinic.

Pro bono work provides opportunities for you to develop working relationships with lawyers outside the department you are assigned to, assisting your integration into the firm at an early stage. There is real responsibility available for trainees on pro bono matters, making them a valuable chance to develop hard and soft skills. Your exposure to pro bono work will start as soon as you join the firm, and you will be able to work with the Head of London Pro Bono to identify your areas of interest and get stuck in.



"One of the deciding factors in my decision to join Debevoise was its commitment to pro bono and its pro bono practice. Pro bono has been part of my legal practice ever since I was a junior barrister and I wanted to work in a firm that would ensure this continued."

Lord Goldsmith KC, Debevoise Alumnus



70%
London office doing pro bono

Over
100
Non profits, social enterprises and vulnerable individuals assisted

Over
6000
Hours done

3
Award wins

Our biggest pro bono clients

HUMAN DIGNITY TRUST

UnLtd

CENTER FOR REPRODUCTIVE RIGHTS

Greater Manchester IMMIGRATION AID UNIT

DARA | Domestic Abuse Response Alliance

Windrush Legal Initiative

Debevoise is part of the Windrush Legal Initiative, a collaboration between law firms and Greater Manchester Immigration Aid Unit (GMIAU) providing pro bono legal support to survivors of the Windrush Scandal seeking compensation from the Home Office.

Our lawyers and trainee solicitors work directly with clients to build their compensation claims. The work involves interviewing clients, gathering evidence, drafting witness statements and preparing detailed submissions, as well as supporting clients through any reviews of their claims. Teams also work with professionals including forensic accountants and psychologists, who provide expert evidence to help demonstrate the financial and personal impact on clients. Many clients have experienced loss of employment and housing, detention or threats of deportation after being wrongly treated as having no lawful status in the UK. The Initiative helps clients navigate a complex and often distressing process, while seeking meaningful redress for the injustices they have suffered.



Jael Gless, Trainee Solicitor

"Working on the Windrush Legal Initiative has given me the opportunity to take real responsibility in helping a client access justice. Building a claim means getting to know the client and understanding experiences that can stretch back decades, before working with the wider team to gather evidence and present their case as effectively as possible. The experience has developed my interviewing, drafting and case-management skills, but most importantly it has shown me the tangible difference lawyers can make through pro bono work at any stage of their career."



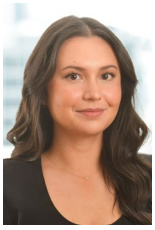
"I attended a Debevoise vacation scheme in summer 2015 and subsequently trained at the Firm from 2017 to 2019. I really enjoyed my training contract and qualified into the White Collar Crime department, where I am now part of the Data Strategy & Security team.

I applied to Debevoise because I was unsure on which area of corporate law I may want to qualify into, and Debevoise has market-leading practices across both its litigation and transactional departments. I was also attracted by the Firm's smaller trainee intake and its emphasis on 'on the job' training in lean teams meaning that, even as a trainee, you are fully involved in client matters. To me, these stood out as hallmarks of a firm that would offer me the broadest and highest quality of training possible over the two year training contract period. The reality lived up to the expectation.

During the training contract you are encouraged to seek out work from different people in the team, not just your supervisor, on a range of different matters. These experiences enabled me to build a strong foundation of knowledge for the start of my associate career, and allowed me to interact with sub-groups and specialty areas that I likely would not have encountered had I worked only with my supervisors. It also resulted in me getting to know almost everyone in the office. It is somewhat of a running joke that if you ask someone from Debevoise what they like about the firm, invariably a top response is "the people." Having met some of the most interesting and immensely intelligent, yet grounded and approachable, individuals during my time at the Firm, I wholeheartedly agree with that reply.

One of my favourite things about Debevoise is the truly international nature of the Firm and its work. I work very closely with my colleagues in New York, Washington DC and San Francisco on a daily basis, as well as those in Paris, Frankfurt and Hong Kong. As a mid-level associate, I was also seconded to our New York office for six months, and I've continued to make a few trips there each year to visit clients. I am also formally mentored by a Partner in the New York Data Strategy & Security team. This means I get to work on cutting-edge work from around the world, and not just those with a UK or European nexus, while also continuing to work with clients who come directly to our London office. I have thoroughly enjoyed my time at Debevoise, and it has unquestionably been the right choice for my training contract and associate career."

Martha Hirst, Associates, Class of 2019



From my first experience of Debevoise at an Open Day, I was struck by the firm's collegiality. The day was genuinely structured as an opportunity to get to know the firm and its people, rather than simply as an assessment exercise, and that same sense of collegiality remained a constant throughout my training contract and ultimately into qualification.

The small trainee intake and lean team structure meant that I quickly felt part of the wider firm. I had the opportunity to work closely with partners and associates across different practices, gaining exposure to a broad range of matters and perspectives while getting to know colleagues throughout the London office. I found this particularly true when working on a number of the firm's pro bono matters, which often brought together individuals across different teams and gave me the chance to work with people I might not otherwise have encountered during my seats. Working in small teams also meant regular partner contact and meaningful responsibility from an early stage, whether contributing substantively to matters or leading client calls, while always having the support to ask questions and learn from those around me.

One of the things I valued most during my training contract was how invested the associates and partners I worked with were in my development. People made time to explain not just what needed to be done, but why, to involve me in discussions and to give thoughtful feedback on my work. That combination of responsibility, support and exposure to exceptional lawyers across the firm made Debevoise a uniquely rewarding place to train, and made qualifying here feel like a natural continuation of that experience.

Christina Newall, Associate, Class of 2026



Diversity and FAQs

Diversity

Debevoise has long been committed to promoting equality of opportunity and respect for diversity and dignity in the workplace, recognising it as both central to the firm's practice and fundamental to its ongoing success. We are dedicated to attracting, retaining and promoting lawyers and administrative staff from diverse backgrounds.

That doesn't happen by itself. To ensure a continued focus on this commitment, the firm has an active London Diversity Committee, drawn from all levels of the firm in London. Its mandate is to ensure recruitment is open to all based on merit, ensure access to relevant development programmes and initiatives, retain and promote a diverse team of staff and lawyers, raise awareness of equality, and cultivate an inclusive culture.

As well as the Diversity Committee, the London office has an active Women's Resource Group, and LGBTQ+ affinity group, ensuring regular forums for discussion and support.

We also look outside the firm for inspiration, hosting high profile guests as part of our D&I London Speaker Series. The firm regularly seeks out credible and effective external schemes to engage with, and currently works with initiatives such as Change 100, Impact 100, the Oxford University Disability Law and Policy Project, and General Counsel for Diversity & Inclusion.

We recognise these efforts need to be ongoing and to grow if we are to deliver on our commitment to diversity and inclusion, and so the team will continue to look for new ways to support this mission.

Should you have any questions that are not answered here, please email us at Londonrecruitment@debevoise.com

FAQs

Vacation Scheme

Can I apply for the vacation schemes if I am already working, having finished my GDL/PGDL and LPC/SQE?

Yes, the firm will consider any application as long as you meet the necessary academic entry requirements (at least a 2:1 in any degree discipline and a minimum of 144 UCAS points at A-level (or equivalent)).

Do I have to complete an online application form, or can I submit a CV and covering letter?

The firm will only consider applications that have been submitted through the online application form.

Do I need to complete a vacation scheme before applying for a training contract?
As the firm recruits all trainees from vacation schemes, you should apply for a place on our open days in order to secure a vacation scheme placement.

Will I have the opportunity to work in more than one practice area?
Yes. You will be assigned a mentor with whom you will work. However, there will be other opportunities during the two weeks for you to work in other practice groups.

Training Contracts

Do you offer work experience?
In London, the firm runs vacation schemes for undergraduate students who are studying law or non-law degrees, graduates and postgraduates.

Do I have to complete an online application form or can I submit a CV and cover letter?
The firm will only consider applications that have been submitted through the online application form.

Do you accept applications from candidates who need a work permit?
Yes, but any offer will depend on the firm successfully obtaining a work permit for you. If you are successful in securing a training contract, Debevoise will offer assistance to obtain the necessary work permits and visas. You will have to provide all of the information and documentation required (e.g., proof of academic and professional qualifications, current CV and valid passport). Please note that the firm cannot be held responsible for any restrictions imposed by the UK Border Agency.

If I am unsuccessful after my interview, can I re-apply in the future?
Yes, you are welcome to re-apply in the future.

Do you have a preferred institution for the PGDL and SQE ?
Yes, we partner with the University of Law in London, Moorgate.

If I have already started the GDL/PDGL or LPC/SQE, will I be reimbursed for my fees?
If you have recently started the course then the firm will fully reimburse your fees. However, if you have completed or substantially completed the course prior to accepting our offer, the firm will not reimburse your fees.

Can I start my training contract earlier than the advertised intake?
Whilst Debevoise cannot guarantee you a position earlier than advertised, the firm does occasionally have positions available sooner.

How many trainees are kept on at qualification?
London retention rates are consistently high and most trainees are offered and accept associate roles with us.

Does the firm accept applications from candidates who need a work permit for a vacation scheme?
The firm does not provide sponsorship for vacation scheme candidates.
Debevoise will, however, provide sponsorship if you secure a training contract.

New York
66 Hudson Boulevard
New York, NY 10001
Tel: +1 212 909 6000
Fax: +1 212 909 6836

Washington, D.C.
801 Pennsylvania Avenue N.W.
Washington, D.C. 20004
Tel: +1 202 383 8000
Fax: +1 202 383 8118

San Francisco
650 California St
San Francisco, CA 94108
Tel: +1 415 738 5700
Fax: +1 415 644 5628

London
The Northcliffe
28 Tudor Street
London
EC4Y 0AY
Tel: +44 20 7786 9000
Fax: +44 20 7588 4180

Paris
103 rue de Grenelle
75007 Paris
Tel: +33 1 40 73 12 12
Fax: +33 1 47 20 50 82

Frankfurt
Taunustor 1 (TaunusTurm)
60310 Frankfurt am Main
Tel: +49 69 2097 5000
Fax: +49 69 2097 5555

Luxembourg
4a, rue Albert Borschette
L-1246 Luxembourg
Tel: +352 28 5795 33 00

Hong Kong
21/F AIA Central
1 Connaught Road Central
Hong Kong
Tel: +852 2160 9800
Fax: +852 2810 9828

Shanghai
13/F, Tower 1
Jing'an Kerry Centre
1515 Nanjing Road West
Shanghai 200040
Tel: +86 21 5047 1800
Fax: +86 21 5047 1600

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