



**Debevoise
& Plimpton**

**Starting Your
Debevoise Career**

An aerial photograph of London, showing the River Thames flowing through the city. The image captures a mix of historic architecture, modern skyscrapers, and green spaces. The River Thames is prominent, with several bridges and boats visible. The city extends into the distance, showing a dense urban landscape.

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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.

The office’s leading International Dispute Resolution Group practice similarly spans legal regimes, as well as international borders, languages, industries and court systems. Led by a team of nine partners, the practice’s advocacy-led approach makes it distinct in the market, with capabilities ranging from international commercial arbitration, domestic and international commercial litigation and public international law, to white collar crime and investigations. Debevoise’s London talent and resources in these areas are described by *Chambers UK* as “stellar” and “distinguished.” The practice is chaired by former UK Attorney General Lord Goldsmith KC, who has been described by a major legal directory as “one of the great doyens of the English Bar.”

Debevoise’s London Corporate Practice has advised on some of the largest public listings, globally significant M&A transactions, and innovative acquisition financings and strategies for corporate clients, and has a market-leading fund formation practice supporting its expanding fund sponsor client base. According to *Legal 500 UK*, “the transactional team at Debevoise & Plimpton LLP are ‘responsive, thorough and precise.’”

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 over a quarter of a century. Today, we have over 100 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 high stakes international arbitration to major cross-border M&A. 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



Alex Collyer

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Adeline Roberts

Recruitment Advisor
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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: litigation, arbitration, corporate (which includes M&A, private equity, insurance, finance and funds) or tax. 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 the **beginning of 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 40 places available each year.

The schemes are open to law undergraduates in their penultimate 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(i) 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



"When I went into my summer of vacation schemes, Debevoise & Plimpton was already at the top of my list of firms where I would want to undertake my training contract.

On paper, Debevoise seemed an ideal fit: an elite and well-respected firm that would allow me to work in small teams on cutting-edge deals and cases. On a more personal note, I have long had an interest in arbitration and litigation, and Debevoise is one of a few firms in London that are actively growing and investing in this department. I was fortunate enough to sit in litigation/arbitration over my two weeks, but was strongly encouraged to be proactive and find work from other lawyers in different departments, and not just my mentor. This meant that within a very short space of time it became possible to get to know a lot of different lawyers and learn about their practices.

I found that everyone was incredibly friendly and approachable, and were very willing to share their experience of working at Debevoise and their own career development over lunch or coffee (or cupcakes!). I also really appreciated that I was given advice on how Debevoise could help me with my long-term career aspirations, as opposed to just during the term of the training contract. It became clear that Debevoise was a supportive environment which encouraged you to decide for yourself what kind of lawyer you wanted to be. You would not be treated as just another fee-earner or expected to fit any sort of mould.

What I really appreciated was that I was treated like a trainee, meaning that I was constantly busy and that when I gave work in or was asked for my opinion, it was taken seriously – and not just dismissed as a task completed by a vacation scheme student. At the same time, I enjoyed that the work continuously varied in nature and that I was given as much responsibility as I was able to handle. Over my two weeks, I was given the opportunity to attend court, research sanctions for a firm newsletter, assist on pro bono cases, write research notes on points of contract law, and research on a business and human rights project, learning a huge amount along the way.

Finally, I found that I genuinely got along with everyone I met, from senior partners to the café staff, and even during my interviews. All told, it was easy to accept my offer from Debevoise, and I am excited to start my career there."

Sara Ewad, Associate, Class of 2020



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 nine Trainees each year.

The period of recognised training comprises four six-month seats with a mandatory seat in litigation / arbitration. Trainees may also have the opportunity to spend time in the Hong Kong office. Second year trainees complete a two-week business and finance education program (mini-MBA) at Columbia Business School, New York.

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 **the beginning of 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-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(i) in any degree discipline and have a minimum of 144 (new tariff) 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 £55,000 per annum
- Second-year trainees receive a salary of £60,000 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 £15,000 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
- 22 days vacation
- Cycle to work scheme
- On-site subsidised café
- On-site Gym
- Interest free season ticket loan
- Discretionary qualification leave on completion of your training contract
- 2-week training in New York in your second year as a Trainee
- Tech allowance

A Day in the Life

A day in the life of...



Emma Habanananda

Departments as a trainee: Finance, International Arbitration, Investment Management Group, Corporate

Associate in: Investment Management Group (IMG)

University: University of Edinburgh

London Degree: Law LLB (1st)

8:00: I check my emails on my work phone to ensure that there is nothing urgent that has come in overnight that requires my attention and address some client emails at home.

9:30: I grab a coffee on my way into the office and once I have arrived I catch up with my colleagues in the IMG team. I then sit down in my office to run through my emails and prepare my to-do list for the day.

10:00: I start answering emails in order of priority and prepare responses to some client requests that have come in overnight. I run these answers past the senior associate and partner on the project and then send out our responses and turn to updating some key fund documents for one of our clients.

11:30: I have a meeting with the team on one of my active pro bono matters. I am currently working on preparing the applications to the government for one of our clients to reunite with his children who were unable to join him in the UK when he fled from Afghanistan, last year. I work with a trainee to update the main submissions that will be sent to the Home Office and send them to the Initiative's coordinator for approval.

13:00: It's time for lunch so I head out with some of my colleagues from my trainee cohort. Since there are only nine trainees per year, we built a close relationship throughout the training contract and it has been great to maintain this since becoming associates.

13:50: I head back to my desk to prepare for a call with a client to run through comments that we have received from their potential investors on our key fund documents. I have been asked to take the lead on a section of the call so I make sure that I am up to date on our client's position in the negotiations, to date. I jump on a quick preparation call with the partner and senior associate to make sure we are all up to date on the status of each document and circulate an updated document tracker so that we can use it to guide the call.

15:00: I am a mentor for a project that helps students at school in Year 12 with their future careers and have a meeting with my mentee. This is my second meeting with my mentee and we meet over zoom to run through his LinkedIn profile and his CV and discuss how he could strengthen both. We also have a catch up on his research into different university courses and which course might suit him best.

16:00: The client that we had a call with has emailed with some further comments on each of the documents so I turn to those and amend the documents accordingly. I briefly check in with the senior associate to make sure he agrees with my changes before sending out the updated documents. It can be daunting having the responsibility of reviewing documents first and presenting my thoughts to my senior colleagues, but everyone I work with is supportive which has helped grow my confidence since joining the firm.

16:45: I take a call from legal counsel in Mauritius who are assisting us with regulatory law issues and we discuss the two points of Mauritian law that will impact our work with the client.

17:40 After updating the team on my call, I turn to some more pro bono work. This work involves updating our database with all of the cases that we have run so far and ensuring that we have received client feedback on each one. I review any missing entries and email the relevant case teams to request such feedback.

18:30 One of the trainees comes to my office to discuss their qualification decision that is coming up soon. I am part of the Women's Mentoring Scheme and regularly check in with my trainee mentees to talk through any issues they are having and provide them with support as they progress throughout their training contract.

19:00: I run through any emails that have come in during the afternoon and address any outstanding questions.

19:30 I check in with my team and since there is nothing else urgent for today I log my time entries, file my emails and leave the office.

19:40 I head to drinks with my team at a nearby pub and then head home.



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; the Afghan Pro Bono Initiative, providing advice to Afghan refugees following the Taliban takeover; 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 legal clinics: the UnLtd social enterprise and Dalston consumer debt 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, London Co-Managing Partner



80%
London office
doing pro bono



87
Nonprofits,
social enterprises
and vulnerable
individuals assisted



5.5%
Pro bono as a
percentage of
total billed



1
Award win
and mention



Over
10,000
Hours done



■ Litigation
■ Corporate

Our biggest pro bono clients

**HUMAN
DIGNITY
TRUST**

UnLtd 

**CENTER
FOR
REPRODUCTIVE
RIGHTS**



Greater Manchester
IMMIGRATION AID UNIT

DARA | Domestic Abuse Response Alliance



“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 Shanghai. I also recently returned from a six-month secondment to our New York office, and am now 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



“Right from my initial interactions with the firm it was clear that Debevoise did things differently. The Open Day felt like an opportunity to get to know the people at the firm, not just a grading exercise and since joining, those with whom I have worked have been both fiercely intellectual and remarkably amiable. Across my training contract I have had the opportunity to work with partners and associates on a range of matters – everything from complex emerging market M&A transactions to a pro bono case in the Supreme Court of Belize. Through these matters, I have always felt emphasis on my professional development. This sets Debevoise apart and has made it truly a unique place to train.”

Zachary Sosah, Associate, Class of 2020



“Debevoise’s collaborative and inclusive culture means teamwork across offices and practice groups is a core strength of the firm. I was fortunate to experience this first-hand both as a trainee in the London office and whilst on a six-month secondment to the Hong Kong office. Furthermore, Debevoise’s long-standing commitment to pro bono work means trainees play a key role in supporting local and international charities and social enterprises. This is something that I continue to enjoy as an Associate.”

Hilary Davidson, Associate, Class of 2015



DARA

Debevoise is one of the founding members of the Domestic Abuse Response Alliance (DARA), an initiative established by a network of law firms to provide legal representation to survivors of domestic abuse.

Our lawyers and trainee solicitors work on individual cases of survivors who are applying for non-molestation orders in the family courts, an urgent form of protection against perpetrators of abuse. The pro bono work involves interviewing clients, preparing a court application and conducting advocacy at any necessary hearings. Most significantly, this project offers support to vulnerable people, who would otherwise not be able to afford the legal advice that may help keep them safe.

Trainee solicitor Jessica Tucker: “My work on cases for the DARA project has been some of the most rewarding pro bono work during my training contract so far. The clients we work with are in the midst of an incredibly traumatic experience, and it is a privilege to be able to offer practical advice and support through a court process that is not easily accessible. I have been able to attend court hearings, draft witness statements and other documents, and take on real responsibility in progressing cases and working with clients.”



“The training contract at Debevoise was a hugely rewarding and enjoyable 24 months, with one particular highlight being the three-week MBA program in New York. The firm’s collegial atmosphere, which had left such an impression on me during my vacation scheme, remained a constant throughout my four seats. And while the Associate-level tasks with which trainees are entrusted at Debevoise may seem daunting, the willingness of all lawyers, from Partners to NQs, to make time to talk through legal and commercial issues that may arise on a given deal, case or investigation is what, for me, sets the firm apart.”

Jake Grandison, Associate, Class of 2015

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, BAME affinity 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(i) in any degree discipline and a minimum of 144 (new tariff) 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?

You may re-apply but candidates who have been interviewed before and were not offered a training contract are unlikely to be successful in a subsequent application.

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.

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