

YOUR GLOBAL SUCCESS

HOLMAN FENWICK WILLAN GRADUATE RECRUITMENT



www.hfw.com/Graduate-Recruitment



WELCOME



Richard Crump

WE BELIEVE THAT WE ARE DIFFERENT AT HOLMAN FENWICK WILLAN AND THAT WE OFFER SOMETHING MORE PERSONAL IN OUR LEGAL SERVICE AND IN OUR TRAINING CONTRACTS. WE CONCENTRATE – AS WE HAVE FOR MORE THAN 130 YEARS – ON ADVISING BUSINESSES ENGAGED IN INTERNATIONAL COMMERCE.

In many ways, we see ourselves as commercial advisers rather than as pure lawyers. We are, of course, legal experts in our chosen fields of practice, but we use that expertise as the foundation of the advice we provide, rather than as the primary focus. This is, however, not unique among commercial law firms. What makes us different is our in-depth industry knowledge, coupled with our leading legal expertise.

Completing a training contract with us means working alongside some of the most respected and talented lawyers in their field, and embracing opportunities where Trainees are valued as individuals and encouraged to become Partners.

Our goal is to help you develop as a skilled and confident lawyer. Your training contract therefore involves workshops, direct client contact and skills training which support the hands-on responsible work you will do. Given that we recruit a small number of Trainees annually in London, we give you our full attention. Your personal contribution is valued and makes a real difference.

RICHARD CRUMP
GLOBAL SENIOR PARTNER

OVER 450
FEE-EARNERS GLOBALLY



A STRONG
INTERNATIONAL
PRESENCE

across the Americas, Europe,
the Middle East, Asia
and Australia.



INTERNATIONAL
SECONDMENT
OPPORTUNITIES
FOR ALL TRAINEES



100%

OF OUR TRAINEES HAVE
BEEN INVOLVED WITH
CR/PRO BONO IN THE
LAST YEAR



85%

AVERAGE TRAINEE
RETENTION FOR THE
LAST THREE YEARS



FUTURE
TRAINEES

STUDY A JOINT LPC/
MA IN BUSINESS
PRIOR TO JOINING
THE FIRM



A TRAINING
CONTRACT THAT IS
SHAPED BY YOU

15 TRAINEES PER YEAR,
GUARANTEEING HIGH
LEVELS OF RESPONSIBILITY
AND CLIENT EXPOSURE



TOP QUALITY
EXPERIENCE

ACROSS OUR CORE
INDUSTRY SECTORS

I studied an undergraduate degree in History and completed a vacation scheme during the summer of my final year. Having done a few vacation schemes, I immediately felt the culture at HFW was right for me. I was attracted by the guaranteed opportunities of an international seat, the firm's sector specialisms and the mid-sized feel of the firm – big enough in stature to attract large and interesting clients, whilst still providing opportunities as a Trainee to take on early responsibility and participate in meaningful tasks. Since starting at HFW, I've also discovered the large range of extracurricular activities on offer and it's been enjoyable to get involved in these - from mixed touch rugby to charity fun runs.

My first seat was spent in the ship finance department. As a Trainee, this involved drafting various corporate and security documents, attending closing meetings with clients and visiting ship registries throughout London to discharge/register ship mortgages. On occasion I was given the opportunity to run small matters on my own and it was satisfying to see these through to a successful conclusion. From time to time the team would also go for celebratory drinks to mark the end of long-running deals.

I spent my second seat in Australia, working in the Perth office. As one of HFW's smaller offices, around 20 people, it was very easy to feel part of the team from the start. As the sole Trainee, I worked across the departments, and found myself involved in construction, competition and corporate work. Much of the work was highly topical and often in the press. During my time in Perth I worked closely with Partners, met clients one-on-one and overall was given a high level of responsibility.

I am currently in the construction department for my third seat, which has involved a mixture of both corporate and dispute resolution work as well as attending several court hearings and client networking events.

OUR PEOPLE

ALEX STOUGHTON

TRAINEE SOLICITOR



YOUR SUCCESS OUR SUCCESS



We provide our Trainees with the experience and exposure that they need to become confident, capable international lawyers. In return we look to them to take an integral role in the business and to help shape our market leading, industry-focused practices across our global network. Every year we recruit just 15 Trainees, so right from the very outset of your time with us your contribution makes a real difference.

Being a Trainee at HFW means working on multi-jurisdictional projects for high profile clients, very often on precedent-setting cases and transactions. We look for Trainees who are practical problem-solvers, who have a hunger to learn and who aren't afraid to embrace new challenges. Our Trainee intake is diverse, with Trainees coming to us from a variety of universities and disciplines, some having had

previous careers and others joining straight after their studies. Regardless of their route to HFW, all of our Trainees are enthusiastic about developing their careers as international lawyers and have a natural curiosity about our industry sectors.

An HFW training contract consists of four six-month seats – typically three contentious seats and one transactional seat, with at least one seat spent outside of London in an international office. Overall, we aim to provide you with a dynamic, supportive and varied environment in which you are challenged to become the best lawyer you can be and, in turn, encouraged to contribute to the success of our global business.



FOR THE
FULL PICTURE



OUR PEOPLE

MARGARITA KATO

TRAINEE SOLICITOR

I completed a two week summer vacation scheme during the penultimate year of my law degree. I was given interesting research tasks to complete, and very helpful and productive feedback on my work. The Trainees, Associates and Partners were all happy to take the time to answer my questions.

My first seat was with the corporate insurance group where I assisted in providing general corporate and regulatory advice to insurance and reinsurance companies. I was given a great deal of responsibility and directly participated in client meetings and conference calls. One highlight was when I was given the responsibility of setting up the branch office of a P&I club and communicated with the client directly throughout the entire process. It was a great way to gain client communication experience and I enjoyed the responsibility that came with it. I worked closely with the Partners and Associates in the team and gained extremely valuable drafting experience as a result of the time they took giving me feedback on my work.

I am currently in commodities litigation and I started working for the team in the final two weeks of my previous seat when they were instructed on a case. The case is a contract formation dispute over the provision of services to a mine in West Africa and I have spent the majority of my seat working on this case. I have been able to work closely with Associates and have attended meetings with clients and witnesses as well as internal strategy meetings with counsel. It has been a great introduction to how a large, complex and high value case is managed and the type of team work necessary to ensure smooth progress.



A GLOBAL CAREER

A career at HFW is by definition international. Our lawyers service clients across the globe and consequently become experts at adapting their advice to suit different cultures and perspectives. As a Trainee, almost all of the matters that you work on will have an international dimension and with at least one of your seats spent abroad, your experience at the firm will be global from the outset. Recent international seats have included Shanghai, Hong Kong, Singapore, Perth, Melbourne, Dubai, Piraeus, Geneva and Paris as well as a variety of secondments to clients. Our lawyers work on cross-border matters, very often spanning multiple countries and time-zones. You are encouraged to develop a global perspective and set of experiences from the very beginning of your training contract, with the secondment abroad supplementing this.

Completing a training contract at HFW is your passport to becoming a truly global lawyer and we will provide you with the support, experience and exposure that you need to thrive in a genuinely international environment. In return, we look to you to show a genuine interest in international business and an enthusiasm for gaining hands-on experience of our international network and clients.



FOR THE
FULL PICTURE



OUR PEOPLE

LIZZIE GRAY
ASSOCIATE

I joined HFW as a Trainee in 2010 and I can remember quite clearly the reasons why two years earlier, having scoured the pages of various graduate law firm guides, HFW stood out. The firm has an excellent reputation, a growing international presence and offers all Trainees the opportunity to spend a seat abroad. The firm also prides itself on its supportive and friendly environment, the high Trainee retention rates and the belief that its Trainees are the future Partners.

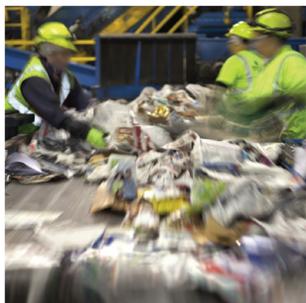
My training contract did not disappoint and after completing my first seat in ship finance, true to their word HFW gave me the fantastic opportunity to spend six months in our Geneva office for my second seat. My six months abroad flew by during which I made great friends and also made the most of the outdoor lifestyle (with plenty of skiing, red wine and steak). Working in a smaller office means that you inevitably gain greater exposure to clients and an increased level of responsibility which will stand you in good stead for life as an Associate. Before I knew it I was back in London completing my third seat in shipping before moving to the insurance and reinsurance group where I qualified in 2012.

The matters that we are involved in are incredibly varied as we act for (re)insurers, brokers and policyholders in large complex disputes (including coverage disputes and professional negligence claims) often with an international element and across a range of industries and lines of business. This makes the work that we do both interesting and challenging as every day is different. For example, one day I could be advising a shipowner on their insurance coverage under their hull and machinery policy following the loss of one of their vessels and the next be in the High Court obtaining a worldwide freezing injunction.

Now as a working mum with a very active toddler I work full time but flexibly thanks to a team who are very supportive of the fact that I can often be seen flying out of the door to get home for bath time. To say that there is never a dull moment would be an understatement!



CORPORATE RESPONSIBILITY



Corporate responsibility is an important part of HFW's culture and ethos, and we are committed to expanding the work we do in this area.

Community Investment:

- All Trainees play an active role in pro bono work and we run a number of local volunteering projects.
- On a global basis, we support a number of charities. Individual offices also take part in a range of fundraising activities for charities working within their local communities.

Environment:

- We are committed to reducing our environmental impact particularly through the use of technology such as video conferencing and we have recently installed LED lights in our London office.
- Other initiatives include recycling within our offices, automatic night-time shut-down of computers and printers, recycling of old equipment, motion sensitive lighting and the use of responsibly sourced paper.

Marketplace:

- Building mutually advantageous relationships based on trust between us and our clients is at the core of HFW's business. Anti-bribery, anti-corruption and anti-money laundering policies are in place, and all employees undertake training in these areas.
- We want to work with suppliers who also believe Corporate Responsibility is important. We ask suppliers about their social and environmental commitments during the procurement process.

Workplace:

- We are signatories of the Law Society's Diversity & Inclusion Charter.
- Our diversity and inclusion focus areas are: ethnicity; gender; LGBT; mental wellbeing and social mobility. We are undertaking actions to address each area in collaboration with our employee networks.
- We are partnering with Aspiring Solicitors as we are both committed to increasing diversity within the legal profession.

FOR THE
FULL PICTURE



OUR PEOPLE

JIM CASHMAN
PARTNER



After leaving school I planned to take a year off, but I was having so much fun I decided to take 13 years off! I joined the merchant navy and while travelling around the world I worked my way through the ranks of the deck department and became a ship's captain at the age of 26.

Having sailed as captain for five years, I decided it was time to go to university. I read law at Southampton and then went to law school in Birmingham. Being a little short of cash after four years of full time education I went back to sea for a year and then did my two year training contract with a small London based "niche" firm specialising in shipping.

Shipping – not law – is in the family genes and my intention from the moment I decided to study law was always to specialise in shipping. For that reason, HFW was always on my radar and I joined the firm in 1996 as a solicitor. I became a Partner in 2005.

My sea time included seven years in the offshore oil and gas sector and my practice now spans pure shipping work into the offshore sector. I investigate casualties and run the litigation that stems from them through to arbitration or High Court. I am currently working on a marine insurance case which is going to the Supreme Court next year, where we hope to "improve" the English law approach to fraudulent devices in the presentation of insurance claims – it's exciting still to have the opportunity to work at the cutting edge of the law. At present I work in the London office but I spend a significant amount of my time supporting the Greek office. I have also spent time in the Hong Kong office too.

To the extent that HFW needs to be sold, I would say only this – I'm 20 years into my career here and I still enjoy the work I do and the people I work with.

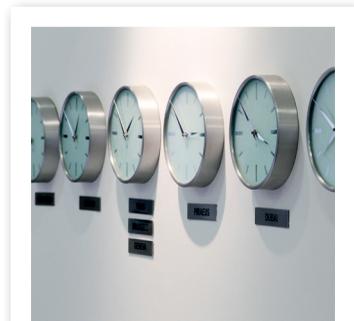
OUR RECRUITMENT PROCESS



Our recruitment process consists of an online application, an assessment centre at our London office and a final round interview with two Partners. Vacation schemes are a key part of our recruitment process for Trainees and we run spring and summer vacation schemes each year to enable you to experience life at HFW first-hand.

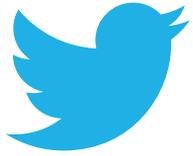
We also run a number of open days and events throughout the year. Open days provide networking opportunities and the chance to find out more about the award-winning work we do across our industry sectors of focus.

Language skills are an advantage but not a prerequisite. Our clients range from individual businesses to multinational blue chip companies, so we look for well-rounded individuals to reflect our commitment to our broad spectrum of clients.



FOR THE
FULL PICTURE





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@HFWGrads

Lawyers for international commerce

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