

EVERSHEDS
SUTHERLAND

Lawyers of the future

Newly Qualified opportunities
at Eversheds Sutherland



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RANKED IN
Chambers
GLOBAL
2020
Eversheds Sutherland

RANKED IN
Chambers
GLOBAL
2019
Leading Firm

LegalWeek
BRITISH LEGAL AWARDS
2019
Celebrating Achievement, Excellence & Innovation in the Legal Profession
Finalist
Innovation through Technology
Award Private Practice

RECOGNIZED FOR EXCELLENCE IN CLIENT SERVICE
CLIENT CHOICE
2019

the Oath
THE MIDDLE EAST
LEGAL AWARDS
2019
**TMT TEAM OF THE YEAR
HONOURABLE MENTION**

Acritas
UK
LAW FIRM
BRAND INDEX
2019

THE **WALL STREET JOURNAL**
**TOP 50
EMPLOYERS FOR
WOMEN**
2019
In partnership with
The Prince's
Responsible
Business Network

Stonewall
**TOP 100
EMPLOYER**
2019

Le Monde du Droit
PARIS 2019
EVERSHEDS SUTHERLAND
Cabinet de l'année
Où

PROFESSIONAL
AWARDS • 2018
WINNER

gsa UK
GLOBAL
SOURCING
ASSOCIATION

WINNER
LEGAL
BUSINESS
AWARDS 2020
LAW FIRM OF THE YEAR

Our story

Eversheds Sutherland is committed to helping every lawyer and employee fulfil their potential. We achieve this by offering a range of opportunities to support career progression and develop technical ability.

We pride ourselves on our client-centered commitment, resilience and grit under pressure, whilst being friendly and fun to work with. We need good people on the ground looking after our clients’ interests, which is why our 5,000 lawyers and employees are spread across locations in Europe, North America, the Middle East, Africa and Asia.

Wherever you join us, we hope your career will be enshrined in the firm and that you can also take advantage of the chance to move between our offices, if circumstances allow.

 **750+**
partners

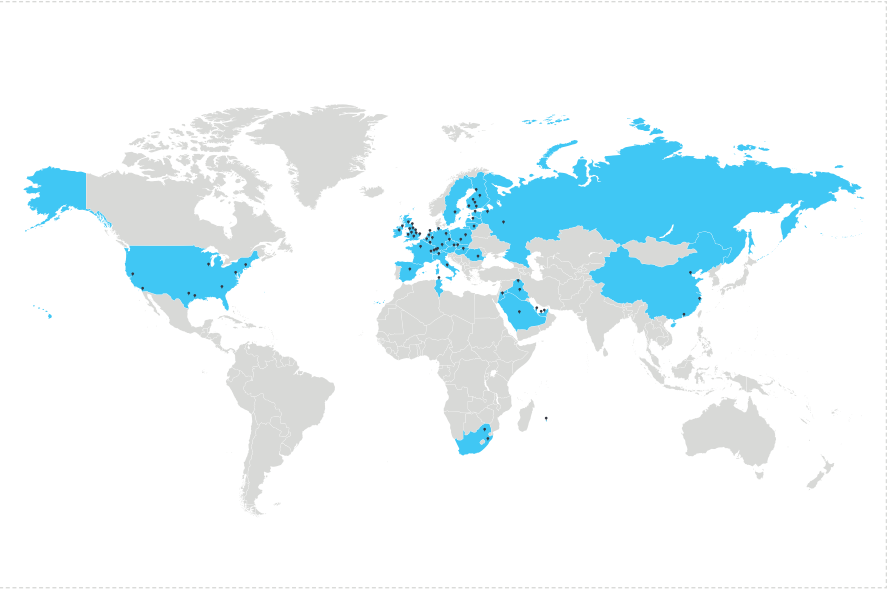
3,000+
lawyers

5,000
people

69
offices

32
countries

Global reach



Middle East	Africa
Iraq Baghdad Erbil	South Africa Durban Johannesburg
Jordan Amman	Tunisia Tunis
Qatar Doha	Mauritius Port Louis
Saudi Arabia Riyadh	
United Arab Emirates Abu Dhabi Dubai	Atlanta Austin Chicago Houston New York Sacramento San Diego Washington DC
Asia	
China Beijing Hong Kong Shanghai	

Europe					
Austria Vienna	Finland Hämeenlinna Helsinki Jyväskylä Oulu Tampere Turku	Hungary Budapest	Luxembourg Luxembourg City	Slovakia Bratislava	United Kingdom Belfast Birmingham Cambridge Cardiff Edinburgh Ipswich Leeds London Manchester Newcastle Nottingham
Belgium Brussels		Ireland Dublin	Netherlands Amsterdam Rotterdam	Spain Madrid	
Czech Republic Prague		Italy Milan Rome	Poland Warsaw	Sweden Stockholm	
Estonia Tallinn	France Paris	Latvia Riga	Romania Bucharest	Switzerland Berne Geneva Zug Zurich	
	Germany Berlin Düsseldorf Hamburg Munich	Lithuania Vilnius	Russia Moscow St Petersburg		

Our commitment

As a purpose-led organization, we are proud of our culture and the values that guide our behavior.

Our purpose:

Helping our clients, our people and our communities to thrive.

Our values:



Collaborative

We leverage our collective talents for the benefit of our clients and each other and we prize teamwork and relationships.



Creative

We are innovative and creative problem-solvers, providing an enhanced client and employee experience by not being bound by custom or convention.



Professional

We deliver quality and excellence and act with the utmost integrity at all times.



Inclusive

We foster a diverse and inclusive culture that places respect and support for everyone at its core and empowers all our people to fulfill their potential.



Open

We are approachable and nurture a culture of transparency and openness.

Corporate responsibility and pro bono commitments

Our corporate responsibility and pro bono commitment supports our purpose and values, and is centered on Unlocking Talent and Access to Justice.

At Eversheds Sutherland, this refers to our own commitment to an inclusive culture in the workplace, and to helping those within our communities to thrive. By providing access to opportunity, we are ensuring that our volunteer and philanthropic programs lend value to the most vulnerable members of our society. Likewise, as a leading global law firm, we utilize our people’s varied talents to engage in meaningful volunteer work. We are committed to representing vulnerable clients and

taking on projects that aim to improve society using skillful and accessible legal advice.

We also have a responsibility to our planet and understand that our operations have a local, regional and global impact. We are committed to promoting the conservation of natural resources, preventing environmental pollution and continuously improving our environmental performance.

Our Global Charities partnerships



Eversheds Sutherland are proud global partners of WaterAid, an international organization whose mission is to transform the lives of the poorest and most marginalized people by improving access to safe water, sanitation and hygiene.



End Youth Homelessness (EYH) is a national charity with a mission to end youth homelessness. We support their mission and purpose and support their bursary fund to aid young people back into accommodation, training, education and employment.

Unlocking talent and social mobility

We are a Top 50 Social Mobility employer in the UK, recognizing our commitment to equal access to the profession for all.

Our Unlocked program is designed to support students intending to study law who are state educated, in receipt of free school meals and are the first in their family to attend university. The program is designed to create greater social access in the profession. We are among the founding members of PRIME - the legal sector alliance to increase social mobility in the profession. Over the last ten years we have welcomed over 1,000 students to the firm, providing them with a weeklong, in-house program, work experience, three-year mentoring from partners and associates, and financial support.



Amy Bagni,
Associate, Corporate

"I applied to take part in the Eversheds Unlocked program in 2014, and it has undoubtedly shaped my career. At the time of taking part in the Unlocked program, I had little knowledge of the legal profession and no prior work experience in the profession, but had always known that I wanted to pursue a career in the law. The program gave me an incredible insight not only into what a career at Eversheds might look like but also more widely in relation to what a career in law could entail. The workshops and networking events were extremely well organized, and gave me the opportunity to build strong relationships with people at all levels throughout the firm. The program assisted in helping me standout in training contract applications and gave me real life experiences that I could discuss in interviews. I am now an Associate in the Corporate team in the Birmingham office and have assisted with a number of the Unlocked intakes. It is one of the most respected programs at the firm and I am very proud to have been an Unlocked member!"

Our vision and commitment for diversity and inclusion



Mark Wasserman
Co-CEO

"Diversity and Inclusion is a core part of our strategy and how we ensure our purpose and values are brought to life. Building a culture which is inclusive of everyone, where everyone can bring their true selves to work and where everyone can thrive, is crucial to us."



Lee Ranson
Co-CEO

"In addition, we are committed to ensuring our culture encourages professional growth and values differences. We know we still have a lot of work to do and we are excited by the passion and engagement of our people. Together we can drive positive change across the firm and achieve our diversity and inclusion vision."

At Eversheds Sutherland, the case for diversity and inclusion (D&I) is clear. It underpins our values and is at the heart of our strategy.

We recognize that having diverse talent across our business brings many benefits, and we are committed to accessing a wide range of views and thinking in all that we do. A culture of inclusion, where each person feels able to be their true self at work and reach their full potential is key. We

recognize that bringing together the perspectives of individuals of all backgrounds and life experiences is critical if we are to serve our global client base, people and communities as a leading global law firm.



Diane Gilhooley
Global Practice Head Employment,
Labor and Pensions, Diversity
and Inclusion Partner Sponsor
(International)

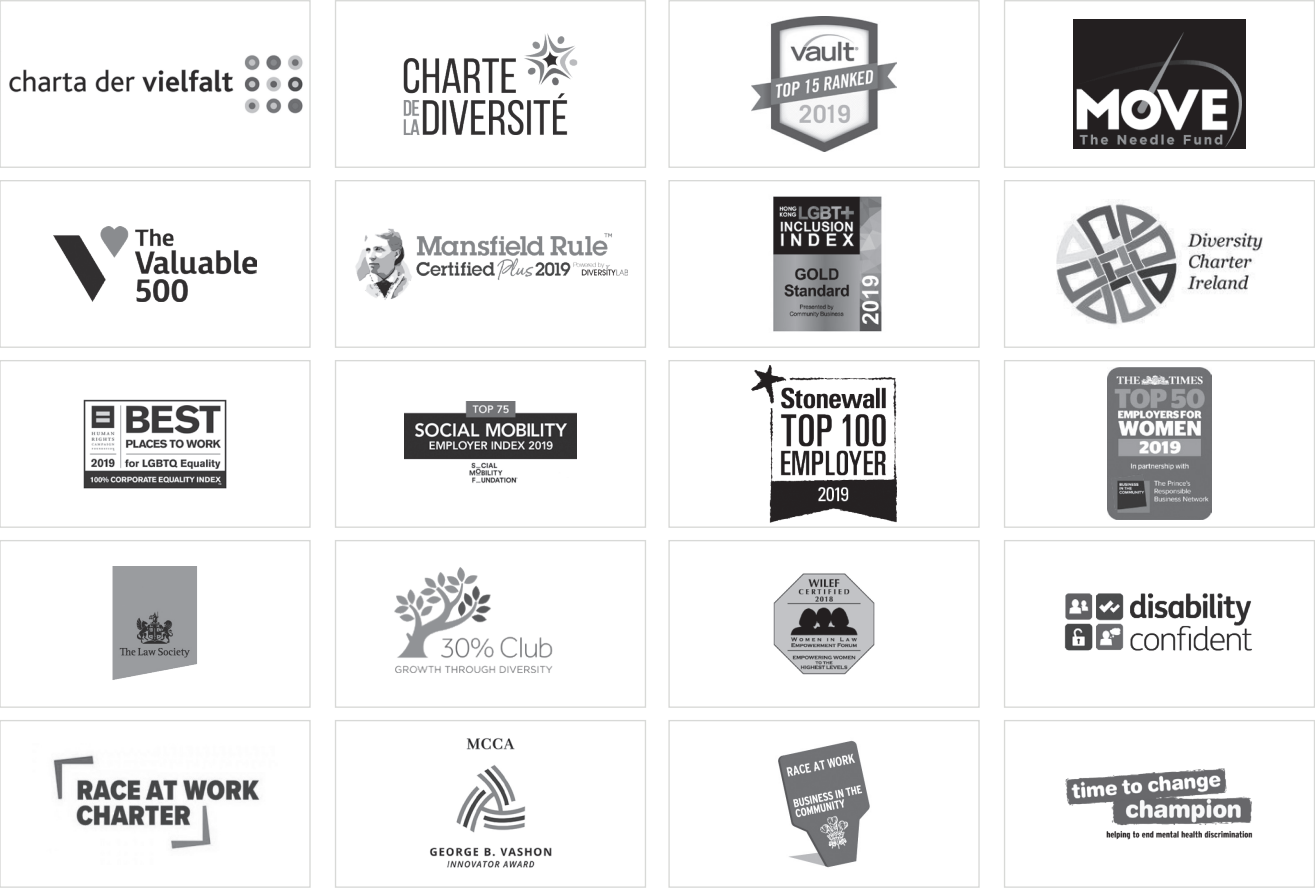
"I'm committed to working together with our people to advance all areas of our diversity and inclusion strategy to ensure a working environment where everyone feels valued and is able to realize their full potential. It's important that we continue our work in this area, evaluate our progress carefully and deliver against our objectives. Eversheds Sutherland has an opportunity, as well as a responsibility, to lead change in this area, and I'm delighted to be involved."



Vanessa Scott
Tax (ERISA and Employee Benefits),
Chief Diversity and Inclusion
Officer (US)

"I focus on identifying and eliminating opportunity gaps across difference, and ensuring that we are leveraging the unique talents that our diversity efforts bring to the firm. Because we know that our goals must be more than aspirational, we are focused on deploying innovative inclusion strategies, measuring tangible progress, and consistently holding each person accountable to our collective commitment."

International Diversity and Inclusion



At Eversheds Sutherland, the case for Diversity and Inclusion (D&I) is clear, it underpins our values and purpose. We recognize that having diverse talent across our business brings many benefits and that a culture of inclusion, where each person feels able to be their true self at work and reach their full potential is key.

Within Eversheds Sutherland International we have five people networks:



All of our networks are open to every employee and partner, and we encourage allies to get involved. We have an Inclusion Council which meets three times per year to drive our progress, with representation from our D&I Partner sponsor, and Global Head of HR and Pensions (Diane Gilhooley), along with our CEO, and partner sponsors/committee representatives from our networks. And we work with external specialist organizations to support our D&I progress.

Our memberships include the Business Disability Forum, Stonewall, Employers Network for Equality and Inclusion (ENEI), Business in the Community (BITC) and City Parents. We are also signatories to three European Charters – the Charte de la Diversité (French diversity charter), Charta der Vielfalt (German diversity charter) and Diversity Charter Ireland.

We are proud of the progress our people have made towards embedding D&I and good practice across Eversheds Sutherland. Below are some examples of the organizations we are working with, and awards we have received.

Your learning journey

At Eversheds Sutherland we support the learning and development of all our people, engaging them at every stage of their career.

Our approach to training and development for all staff is based on a 70:20:10 model of development with 70% of learning on the job, 20% from social learning, coaching and mentoring and 10% through formal courses. This ensures that each individual is able to take responsibility for their own learning and also guarantees training and development opportunities are accessible for all.

Empowering our lawyers

We have development programs tailored to the needs of our people at all stages of their career. Our Associate and Senior Associates take part in our flagship program 'Empower', which combines legal and technical knowledge with business and personal skills, supporting participants to fine tune their abilities to become top flight legal advisers.

The Empower program focuses on development across four key areas:

Financial contribution	Growth, client and business development
People and behavior	Market profile

The Empower program is developed in consultation and conjunction with our practice groups and international offices. It combines business skills and technical learning, and is designed to provide our lawyers with the right level and quality of training and development for each stage of their career.

We recognize the support that may be needed by one person may be different to that required by another at various stages throughout a career. We do not make assumptions about a person's career aspirations based on their personal circumstances, and we work hard to ensure our programs are flexible to enable everyone to take ownership of their own learning journey.



Mariya Rankin
Associate

"I have personally felt the firm's commitment to developing its juniors whether it's through the range of professional training on offer, or the support and encouragement of the partnership for juniors wishing to develop particular areas of their practice or embark on additional academic/professional training courses."

Agile working

At Eversheds Sutherland, we are committed to supporting flexible ways of working to enable everyone to meet their own personal needs, whilst fulfilling both career and business objectives.

We have adopted agile working, which focuses on providing our people with greater flexibility with regards to working hours and working from home. Our approach to agile working is based on the concept that work is an activity we do, rather than a place we go. Following the shift to remote working last year, we have also introduced some initiatives to provide our people with further support. Key resources on wellbeing and working from home have been added to our companywide 'Wellbeing Hub'. Our learning and development offering has been adapted for the virtual world. In the UK, we have created a 'Working Well' framework which provides a package of support for working from home, from introducing remote working protocols to the provision of IT equipment.



Meet a selection of our Associates



Aimee Taroni
Associate

"The past 18 months as a qualified solicitor have been a huge learning opportunity. Adapting to working from home and moving to a virtual environment, just 6 months after qualifying, has only been one part of my NQ journey. From the first day in the team, I have been given real responsibility by working on exciting and varied high value disputes in both High Court and arbitration proceedings. I am currently working on a top 20 dispute for 2021 (as rated by The Lawyer), which has provided the opportunity to see a major dispute from the pleading stage to witness statements (and onwards towards an 8 week trial at the end of the year). I have been encouraged to develop my skills and become a valued member of the team. From both a work and social perspective (even in lockdown), I consider the Eversheds Sutherland CDR team a great team to be a part of."



Jawad Khan
Associate

"I started my career at Eversheds Sutherland in 2017 where I joined the firm as a paralegal in real estate. From very early on, I made it clear to the firm that I intended to undertake a training contract and eventually qualify as a solicitor with the firm, and I was overwhelmed by the amount of support I received to achieve that objective. I was given various opportunities to help with a number of large projects (often involving a multitude of teams across different ES offices) and engaged directly with clients which was a massive boost to my confidence. I then started my training contract in 2019 and undertook seats in real estate, banking and commercial along with an

international secondment to the firm's office in Abu Dhabi, UAE. I continued to be well supported during the training contract and the level of responsibility that I was given to assist with high quality work was extremely invaluable to my development. This is what makes Eversheds Sutherland the best place to work; the people trust you, your capabilities and are really interested in and committed to helping you grow. The firm invests heavily in nurturing and developing the best talent in the market – NQs in the Company Commercial Practice Group (CCPG) undertake a comprehensive training course (the CCPG Diploma) during their first year of qualification to equip you with the skills and knowledge you need to help you transition from a trainee to a fully qualified solicitor and to deliver service excellence. For me, although it may seem to be a cliché, the firm's culture is very unique for an international law firm of this size. There are no barriers between solicitors of different levels / experience and there's always someone you can turn to when you have questions or would like support. Having worked with colleagues all over the world and even on the ground in the UAE, one thing I've noticed is that we all share the same approach and principles."



Dan Adejumo
Associate

“I started at Eversheds Sutherland as a newly qualified associate in March 2020, just two weeks before the first national lockdown. Qualifying into a new firm in a remote environment could have been extremely challenging in terms of wellbeing, supervision, and access to quality work. Due to the constant support I have received from partners through to legal PAs, the opposite has been true. The culture in my team and the wider firm is people-focussed and this is reflected in how connected we have remained and the excellent quality of my supervision. The senior colleagues I have worked with are friendly and approachable and there is a genuine sense of camaraderie amongst the junior associates and trainees. The quality of work has been fantastic, and for the last seven months I have been fortunate enough to be heavily involved in complex multi-party litigation with the claim value running into the hundreds of millions. I have been encouraged to take on as much responsibility as I can handle which has allowed me to develop my confidence and understanding far faster than I expected when I joined the firm last March.”



Megan Irons
Associate

“Having joined the firm as an NQ, I have found Eversheds Sutherland to be incredibly inclusive. As a junior lawyer I have been encouraged to develop client relationships from the outset and been involved in multi-jurisdictional transactions that allowed me to also develop internal working relationships both throughout the UK and internationally.

Eversheds Sutherland is not only inclusive in the work opportunities it provides but has also developed a social network that allows its employees to interact away from everyday work. The firm has created networks and clubs and invite anyone to join such as, the social club, the LGBT+ network, sports teams, charity events or going for a drink at the bottled snail on a Friday. The social aspect was a big draw for me and it’s been a great way to get involved in the firm.”



Lorena Dervishi
Associate

“Since joining FSDI London as an NQ in September 2020, I have been provided with many opportunities to enhance my development. This has been through my involvement in various corporate crime and sanctions matters and also through a number of business development initiatives. Such opportunities have encouraged me to step out of my comfort zone and gain a breadth of legal and commercial knowledge, as well as quickly develop my skill set. From the outset, I have been encouraged to take ownership of tasks and have had a prominent role in all matters I have been involved in, whilst still being able to rely on more experienced colleagues for support. Through these opportunities, I have also been able to build a good network, both inside and outside of the firm, in the early stages of my career which has been invaluable.

Throughout the past six months I have worked closely with colleagues and clients across the country and around the world, allowing me to witness Eversheds Sutherland’s collaborative culture in practice and see the important role this plays, particularly during Covid. There have also been opportunities to take a leading role in pro bono projects. One project in particular related to a contentious regulatory matter which involved us attending a Regulatory Decisions Committee meeting and preparing for an Upper Tribunal (Tax and Chancery Chamber) hearing.”



Chloe Barrett
Associate

“Like many other solicitors, I studied and worked very hard to achieve my ambition of becoming a qualified solicitor. I was a paralegal for 2 and a half years working in commercial real estate in another law firm before I decided to move to Eversheds Sutherland’s real estate department. The main reason I decided to move to Eversheds Sutherland is because of the opportunities for career progression that Eversheds Sutherland offers. I wanted to continue my career in Real Estate. Therefore, I decided to qualify via the CILEX route. Eversheds Sutherland were very supportive and ensured that I was exposed to good quality work to enable me to qualify as a solicitor into the team.

The transition from working as a paralegal to become a qualified solicitor at Eversheds Sutherland has been seamless. Although, I have felt that since qualifying, I have become more responsible and accountable for the work that I produce. I have been exposed to larger and more complex transactions. I have also gained more and more contact with clients and led various client meetings. Even after qualifying, the supervision, support and training continues so that you never feel completely out of your depth. I feel very lucky to be working along side and to be learning from such exceptional real estate solicitors.”

What we're looking for...

Our aim, through the recruitment process, is to identify whether you have the potential to be a great junior lawyer at Eversheds Sutherland.

That is why we're interested in more than your qualifications, skills and knowledge. These elements are important but it is your strengths that will really make the difference - those aspects of your work that really engage you, that you really enjoy and that energise you.

Research shows that you perform better when your work overlaps with what you enjoy as well as what you can do. For a business, ensuring employees are playing to their strengths improves employee engagement, satisfaction and loyalty.

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How to apply

Our in-house Recruitment team, manage all vacancies across Eversheds Sutherland. To have a comprehensive career conversation with one of our dedicated consultants, email or telephone us on the details below.



Kelly Brown
Senior International Recruitment Manager

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kellybrown@eversheds-sutherland.com



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Recruitment Consultant

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[eversheds-sutherland.com/graduates](https://www.eversheds-sutherland.com/graduates)

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Eversheds Sutherland (International) LLP and Eversheds Sutherland (US) LLP are part of a global legal practice, operating through various separate and distinct legal entities, under Eversheds Sutherland. For a full description of the structure and a list of offices, please visit www.eversheds-sutherland.com.

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