



Build your career from a strong foundation

GIBSON, DUNN & CRUTCHER LLP



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**GIBSON, DUNN & CRUTCHER LLP** was established in Los Angeles in 1890 and today has over 1,000 lawyers in 15 locations worldwide.

Our lawyers work on some of the most high-profile deals and litigation, involving cutting-edge legal issues and a wide range of clients.

We work hard to build and maintain our reputation for excellence. A key objective for us is the recruitment of first-rate lawyers.

Our London office opened in 1979. The majority of our London lawyers are English qualified and practise in the following areas:

- CORPORATE
- FINANCE
- REAL ESTATE
- CAPITAL MARKETS
- DISPUTE RESOLUTION
- COMPETITION
- TAX
- EMPLOYMENT

We work hard to build and maintain our reputation for excellence. A key objective for us is the **RECRUITMENT OF FIRST-RATE LAWYERS.**

## Learn the skills you need

We look for exceptional lawyers – people who are capable of taking the initiative and fulfilling clients’ needs. We also look for people who have strong interpersonal skills and who can rise to the challenge of early client contact.

In return, we offer first-rate work, excellent mentoring and practical training, and a collegial and relaxed environment, thereby providing the tools needed to build a great career.

We understand that professional training contributes not only to the quality of lawyers, but also to the advancement of their careers. The firm has rolled out a comprehensive training programme, with regular sessions not only on essential law and regulation, but also more informal “deal talks” where lawyers can share useful know-how and insights into market practice.

Having armed its lawyers with top notch training and back-up, the firm encourages a hands-on approach. Working on matters with more than £1 billion at stake, you will find yourself travelling to meet and interview clients and experts wherever in the world they are located.

Our culture also encourages the development of mentoring relationships. As partners and associates alike find the teams that click, these provide the foundation for years of productive and rewarding collaboration.

For those wanting more in-depth exposure to a different legal system or market, the firm has a secondment programme enabling our London-based lawyers to transfer to our New York and Los Angeles offices and to other European offices for periods ranging from six months to two years. Comparing US/European and UK negotiating techniques and approaches to problem-solving has helped our lawyers gain a fuller appreciation of the work they do and the markets in which they work, as well as a sensitivity to varying cultural styles and business models.

Associates are encouraged to take on **A HIGH LEVEL OF RESPONSIBILITY** and are treated by partners and clients alike as integral members of the team – there is always somebody to turn to if you have a question.

## OSMA RAJAH

Associate, Dispute Resolution Group

“ I joined Gibson Dunn in August 2005, having trained and then qualified at a Magic Circle firm.

*Despite the complexity of the cases we handle, associates are encouraged to take on a high level of responsibility and are integral members of the team. I work with the partners on a daily basis and there is always somebody to turn to if I have a question. For me, the most impressive aspect of Gibson Dunn is client exposure. I speak to and meet with clients regularly and I am often the main point of contact. We are always encouraged to develop our own client relationships – for instance, we have a certain amount of freedom to organise our own social events with our contacts in the business world.*

*Given the international nature of the cases, there is significant opportunity to travel. I am working on an international arbitration which is governed by New York Law and is being conducted according to English procedural rules in London. I work closely with lawyers in New York and LA, and have visited both offices several times, as well as meeting with our clients in Zurich.* ”



## KAREN SLATER

Associate, Global Finance Group

“ I joined Gibson Dunn in September 2001 having trained and qualified at a Magic Circle firm.

*Since joining Gibson Dunn I have been most impressed by the level of control associates are given in shaping their own career. When I joined as a junior associate, I knew I wanted to be a finance lawyer, but did not want to become over-specialised too early in my career. The free market system at Gibson Dunn aims to develop well-rounded lawyers and gave me the opportunity to work with the maximum amount of responsibility I could handle on numerous types of complex, cross border and domestic financing transactions. The result is that I had the necessary knowledge which allowed me to make informed choices about the areas I now specialise in.*

*I recently returned from a year spent living and working in New York on a temporary secondment to the firm's New York office. It was an invaluable experience. Not only to live in Manhattan and to enjoy all that it has to offer outside the office, but also to gain first hand experience of the firm, our clients and the transactional* ”

## High-end, sophisticated, cross-border work

At Gibson Dunn you are guaranteed exposure to legal work of the highest quality requiring creativity and innovative thinking in addition to first class legal skills.

For example, the firm was instructed to conduct an internal investigation on behalf of a multi-national group of companies, arising from the discovery of potentially illegal acts relating to the group's tax affairs. London Dispute Resolution lawyers developed and implemented a strategy to complete the investigation within the narrow time constraints set by the client. They reviewed and analysed relevant documents, identified evidence of irregularities, carried out face-to-face interviews with 29 individuals located in Hong Kong, the Netherlands and London, conducted regular meetings with a range of consultants, and reported regularly to auditors and management.

In an acquisition for a private equity client, our lawyers were involved in the negotiation and drafting of the acquisition agreement in Paris, the closing of the primary acquisition in Amsterdam, and the completion of a follow-on acquisition that required a dual New York/Amsterdam closing. The London associates on the transaction were the hub for all of the activity, coordinating the work of lawyers in other Gibson Dunn offices, liaising with tax advisers and local counsel in key jurisdictions and working hand-in-hand with the client to complete the deal.

At Gibson Dunn you will be an indispensable member of a team of international lawyers, working with colleagues in Europe and the US on the most complex and challenging deals and cases.

At Gibson Dunn you are **GUARANTEED EXPOSURE TO LEGAL WORK OF THE HIGHEST QUALITY** requiring creativity and innovative thinking in addition to first class legal skills.

## An opportunity to become involved

Lawyers at Gibson Dunn are expected to contribute to the development of the firm.

### Committee Membership:

#### THE ASSOCIATE COMMITTEE

is composed of partners and associates from each of the firm's offices and acts as a liaison between associates and firm management in addressing issues and policies that affect associates.

#### THE HIRING COMMITTEE

includes associates from all practice groups and plays an important part in interviewing prospective associates and giving them an insight into the firm.

#### THE RETREAT COMMITTEE

organises European, firmwide and practice group retreats on a regular basis, as well as an annual New Lawyer Academy in California. Sessions at these retreats are often led by associates, who play a key role in developing the agenda. The retreats offer a valuable opportunity for interaction and visibility among lawyers at all levels and across all of the firm's offices.

#### THE SOCIAL COMMITTEE

We recognise the importance of achieving a balance between the commitment and hard work required of our team and personal development and well-being. Our Social Committee organises cultural, sporting and general social events throughout the year.

#### THE DIVERSITY COMMITTEE

oversees the implementation of our commitment to diversity in every office.

Work aside, the firm really looks after its associates and is **KEEN TO PROMOTE A SOCIAL LIFE.**

### ZAIN HUDDA

Associate, Corporate Transactions Group

“Work aside, the firm really looks after its associates and is keen to promote a social life. There is a designated Social Committee with generous social budgets, associate ski trips, yearly retreats and an emphasis on each associate making an active effort with client entertainment. The firm also participates in the Manches Cup, one of the largest sailing events in the yachting calendar and the main social and sporting event for the legal community.

What has also impressed me at Gibson Dunn is the level of autonomy I have been given. Whatever your level of qualification, you are very much in charge of managing your own time and workload. The firm really pushes you to make the most of your career.”





## LOUIS GLASS

Associate, Corporate Transactions Group

“ I began my career at a Magic Circle firm in London and later worked at a smaller law firm abroad. Joining the London office of Gibson Dunn gave me the best of both worlds - the support, facilities and international flavour of a large firm, with the intimate atmosphere of a smaller office.

It's an exciting time to have joined Gibson Dunn. The London office has expanded significantly since I joined, and it's good to feel part of a growing team. ”

## Build your professional network

Gibson Dunn lawyers are encouraged to build and develop professional relationships both inside and outside the firm.

### PERSONAL CLIENT DEVELOPMENT ALLOWANCE:

Every lawyer is given an annual marketing budget to use in entertaining contacts/friends in the business community, thus fostering an entrepreneurial spirit. In addition to this allowance, associates are encouraged to organise an annual office-wide marketing event to which they can invite their contacts and clients of the firm.

### BUDDY SYSTEM:

All new lawyers in our London office are assigned a “buddy” to make their transition and integration as smooth as possible and a “buddy allowance” is provided to this effect.

### FREE MARKET SYSTEM:

Our lawyers are empowered to accept or decline work assignments from a wide range of partners, thereby giving them the opportunity to shape their careers as they so choose.

Joining the London office of Gibson Dunn gave me the **BEST OF BOTH WORLDS** - the support, facilities and international flavour of a large firm, with the intimate atmosphere of a smaller office.

## A chance to help others

At Gibson Dunn, pro bono is part of our everyday practice, from assisting with the processing of hundreds of adoption papers, to helping low-income families improve their living conditions, to advising on asylum applications for refugees.

Our history is rich with examples of lawyers serving the community. In London, we provide litigation advice through the Independent Panel for Special Education Advice (“IPSEA”), a charitable organisation, to parents of children with special educational needs. This work involves assisting parents in preparing their case to appeal against Local Authority decisions in respect of their child or children, and often also involves representing parents before the Special Educational Needs and Disability Tribunal. Local Authority decisions in respect of which advice is sought include: a refusal by the Local Authority to assess a child’s special educational needs; disagreement with the description of a child’s needs or the provisions required to meet those needs; and opposition to the school proposed for the child. In addition, we actively support Medicinema, a charity that provides purpose-built state of the art cinemas in hospitals across the United Kingdom. This organisation aims to lift the spirits of patients in hospitals, for whom a visit to the cinema would be otherwise impossible.

Lawyers are strongly encouraged to continue this tradition and work on pro bono matters throughout their careers with the firm. We also provide academic support through scholarship programmes awarded on the basis of academic excellence. These scholarships support the fees of a post-graduate student who might not otherwise be able to undertake further study. Gibson Dunn scholarships have been established with the London School of Economics and the Courtauld Institute of Art in London.

Our history is rich with examples of community service. Our lawyers are **STRONGLY ENCOURAGED TO CONTINUE THIS TRADITION AND WORK ON PRO BONO MATTERS** throughout their careers with the firm.



GIBSON, DUNN & CRUTCHER

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## Apply

For further information on Gibson, Dunn & Crutcher LLP  
please send your CV with a cover letter to the attention of Samantha Nicholson:

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*Gibson, Dunn & Crutcher LLP is regulated by the Solicitors Regulation Authority. We are not authorised under the Financial Services and Markets Act 2000 but we are able, in certain circumstances, to offer a limited range of investment services to clients because we are supervised and regulated by the Solicitors Regulation Authority. We can provide these investment services if they are an incidental part of the professional services we have been engaged to provide.*

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