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TRAINING AS A SOLICITOR



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‘This was one of the first U.S. firms to establish itself in Europe and the U.K., with offices in London, Paris, Brussels, Germany and Italy. It has some of the finest M&A and financing talent around, thanks to its commitment to excellence.’

Chambers Europe 2010

Cleary Gottlieb is one of the leading international law firms, with **12 closely integrated offices** located in major financial and political centres around the world. For more than 60 years, the firm has been pre-eminent in shaping the internationalisation of the legal profession. Our **worldwide practice** has a proven track record for **innovation** and providing advice of the **highest quality** to meet the domestic and international needs of our clients. In recognition of the firm’s strong international practice, its **effectiveness** in dealing with the different business cultures of the countries in which it operates and its success in multiple jurisdictions, Cleary Gottlieb received *Chambers & Partners’* inaugural International Law Firm of the Year award.

‘This haven is small and collegial with a strong sense of mutual support—everyone is approachable.’

Chambers Student Guide 2011

What Differentiates Cleary Gottlieb?

One firm.

We are organised as a single, integrated global partnership. All of our partners and associates are compensated based solely on seniority so that, as a firm, we focus not on individual advantage, but on achieving the best results for our clients. No lawyer at Cleary Gottlieb is compensated based on hours billed or business generated. This “one firm” approach to practice eliminates any need for competition between colleagues and offers to clients of any office the ability to access the full resources of all our offices and lawyers worldwide.

Quality clients.

Our clients include multinational corporations (ArcelorMittal, Coca-Cola, Sony Corporation and Google), international financial institutions (Citigroup, Goldman Sachs, Bank of America), private equity funds (TPG Capital, First Reserve, Hellman & Friedman), sovereign governments (Republic of Argentina, Republic of Iraq, Russian Federation) and sovereign wealth funds, as well as domestic corporations and financial institutions.

Leading edge.

Many of our clients have sophisticated in-house legal teams. They look to us where they require additional resource, or where the issues raised are particularly complex or challenging. Much of our work, for example on emerging markets transactions, is at the leading edge of practice. We rarely work on “commoditised” transactions based on standard forms; clients come to us with ground-breaking transactions, where precedents may not exist and where an original and creative approach is required.

‘Cleary Gottlieb Steen & Hamilton LLP is “the best—you want to have them on your side in a tough spot.”’

Legal 500 U.K. 2009

International structure.

We are a truly global law firm. We do not have “satellite offices”, but operate as a first-tier provider of legal services in all countries in which we establish an office (and many where we do not). Our business model is built primarily on the practice of local law in local jurisdictions by local lawyers. We have around 1,100 lawyers, approximately 50% of whom are based outside the United States. Our lawyers come from diverse backgrounds and more than 50 countries, and many are admitted to practise in multiple jurisdictions worldwide. We actively encourage our lawyers to spend time in different offices of the firm (and more than one-third of our 193 partners have worked in two or more of the firm’s offices).

Multi-specialist.

We train our lawyers to identify and consider all issues raised by a transaction and encourage each senior lawyer to be a specialist in more than one type of transaction. This multi-specialist approach equips our lawyers with a deep understanding of the ways in which all aspects of a transaction fit together. Our lawyers’ offices are not grouped together into departments by reference to the type of work they do. Unencumbered by artificial departmental boundaries, our lawyers’ ability to see the “big picture” delivers a propensity for innovation that can often be lost through over-specialisation.

Organic growth.

The firm is dedicated to expanding its practice through organic growth. Approximately 90% of our current partners were promoted from among our associates. We are proud that, since 1997 when we first began to accept trainee solicitors in London, all of our trainees have been offered an associate position on qualification.

Our London Office

Non-departmentalised.

In common with all offices of the firm, the London office is non-departmentalised. We have no formal departments because we want to allow our lawyers to follow their interests and abilities, rather than confine them to a menu of limited choices. This non-departmentalisation means that lawyers do not sit within practice groups, but are mixed around the office. We believe that this encourages discussion and integration between lawyers working in different practice areas and contributes significantly to the informality and collegiality of our office environment.

Core practice groups.

Our core practice groups in London are mergers and acquisitions (M&A), financing, capital markets, international litigation and arbitration and competition. In addition, we have successful self-standing practices in tax, financial regulation and intellectual property and information technology. Our recent matters include:

- U.S., French and English counsel to **UC RUSAL**, the world's largest aluminum and alumina producer, in its approximately \$2.2 billion Hong Kong-listed IPO and simultaneous listing on the professional compartment of Euronext Paris. RUSAL is the first Russian company to list in Hong Kong, and the IPO is the largest new listing in Hong Kong ever by an issuer from outside Greater China.
- Counsel in the **Cadbury/Kraft Foods** takeover to the financial advisors acting for Cadbury.
- Counsel to the **Russian Federation** in connection with its \$5.5 billion Eurobond, the first issuance of a new Russian Federation Eurobond in more than 10 years.
- Counsel to the super senior revolving credit facility lenders in the **TI Automotive** restructuring and scheme of arrangement in the U.K. courts.
- Counsel to **Tatneft** as borrower under \$1.5 billion syndicated pre-export financing. The financing was the largest pre-export financing by a Russian borrower in 2009.
- Counsel to **HSBC Holdings** in its innovative \$3.8 billion SEC-registered debt offering.
- Counsel to **TPG Capital** in the acquisition of British young adult fashion retailer **Republic** from **Change Capital Partners** and Republic's management team.
- Counsel to **J.P. Morgan Ventures Energy Corporation** in its \$1.7 billion acquisition of **RBS Sempra Commodities'** metals, oil and european energy units.

'Its international coverage is considerable, and it is noted for its market-leading work and impressive local presence in the USA, Asia-Pacific, CEE, Europe, U.K., Latin America and the Middle East.'

Chambers Global 2010

Multi-office deal teams.

Lawyers from each practice group work closely together according to the requirements of any particular transaction. The London office also operates as a closely integrated part of our network of international offices. Our focus on high quality, highly innovative and typically high profile transactions means that our work generally has a cross-border element. We work with colleagues in our U.S., European and Asian offices on a daily basis and individual deal teams will often combine the skills and resources of lawyers from multiple offices. By way of example, the Cleary Gottlieb team which represented several major investment banks and hedge funds in matters arising from the subprime crisis, the collapses of Bear Stearns and Lehman Brothers, and the turmoil in the credit default swap market comprised lawyers across all of our global network.

Pro bono.

In London, our lawyers provide pro bono legal advice on a wide range of issues to a variety of not-for-profit and charitable organisations and individuals, including in the areas of corporate and charities law, human rights law, intellectual property and litigation. The firm is active in LawWorks, which is the leading pro bono resource for legal volunteers in the U.K. and acts as a referral agency for pro bono matters. Our London office is also involved in the Citizenship Foundation's School Twinning Programme. A number of law firms in London participate in this programme in which a law firm is paired with one or more classes at inner-city London schools in order to teach the legal aspects of citizenship to 14 and 15 year olds. The programme offers participants the opportunity to discuss a range of topics, including employment law, rights and responsibilities and human rights with members of the legal profession.

Practice environment.

We believe that the structure of our firm in general, and of our London practice in particular, provides the most dynamic, challenging and stimulating environment in which to practise law. We conduct the highest quality work for the most interesting clients, working together with colleagues of a consistently high calibre across jurisdictions, and supported by an international network of know-how, precedent and best practice that reflects the vast experience of all our lawyers worldwide. We do this while practising in a smaller and more informal environment than is possible in the largest U.K. firms. We think this combination represents the optimal setting in which to train and, ultimately, to practise as a solicitor.

‘Clients compliment this responsive, inventive and creative team, which benefits from a long-standing and impressive track record in corporate, M&A and capital markets matters.’

Chambers Europe 2010



Cleary Gottlieb represented **TPG Capital** in the acquisition of British young adult fashion retailer **Republic** from private equity company **Change Capital Partners** and Republic's management team. Republic's management team will continue to run the business and remain significant investors. Republic currently operates 105 stores throughout the U.K., offering its customers brands such as **G-Star**, **Diesel**, **Firetrap**, as well as up-and-coming niche brands and its own exclusive range. TPG has previous experience in retail investments, including past and present retail investments in **Debenhams**, **J.Crew**, **Myer**, and **Neiman Marcus**.



Simon Jay Partner

I was driving home on a Monday evening when my mobile phone rang. It was one of our leading clients, TPG Capital, with a new transaction—the acquisition of Republic, a U.K. fashion group which had previously been the subject of a private equity backed buy-out. The new owners, Change Capital and senior management, had been running an auction process for some weeks. TPG had come into the process quite late in the day and, in order to compete successfully in the auction, required us to put a team together very quickly and commence due diligence almost immediately. The sellers wanted to sign and close the deal prior to some changes in capital gains tax anticipated to come into effect in the forthcoming mini-Budget so we had two weeks maximum to complete tasks that might normally take six to eight weeks. The following morning I briefed the team that we had put together overnight. This included Jennifer working closely with two of our experienced M&A associates as well as members of our tax, finance and IP teams. I was delighted with the way in which our trainees stepped up, working effectively as junior associates. We met the deadline, won the auction and had a very happy client as a result.

Jennifer Marques Trainee

I spent two hectic but exciting weeks working on TPG Capital's bid for fashion retailer Republic. It was a secondary buy-out, so our negotiation calls on the draft Share Purchase Agreement involved lawyers acting for the company and management. I participated in team sessions where we would try to think of ways to maximise protection for our client, whilst preserving a positive relationship with management (who will ultimately be our client's business partners). I enjoy the balance between thinking through the complexity of legal issues and trying to create a practical solution for the client.

In addition to my involvement in calls and meetings, I was responsible for setting up the acquisition structure through which TPG would purchase the Republic group. This involved liaising with lawyers in various jurisdictions, including the U.S., the Channel Islands and Scotland. On a day to day basis my role could be anything from drafting the requisite board minutes to incorporate various companies and approve aspects of the transaction, to discussing the tax implications of various structures with our tax partner, Richard, and other members of the tax team. The variety and responsibility involved in my job are two of the reasons I chose Cleary, and my work on this transaction has proved to be no exception.

Richard Sultman Partner

One of the joys of being a commercial tax lawyer is that you get to oversee all the aspects of a deal. A cross-border M&A transaction with U.S. private-equity investment into the U.K., with management shareholders and with third party loan financing has plenty of aspects to get to grips with. One of the main challenges in a transaction like this one is marrying up differing territorial tax considerations and then, when you find the solution, ensuring that it works in light of the commercial and tax objectives of the seller, buyer and management—whose interests do not always overlap.

Working closely with finance and M&A lawyers, including Simon and Jennifer, as well as accountants, U.S. tax advisers and tax advisers for management we found a structure to meet everyone's objectives. The role of the tax team does not stop when the plans are agreed, so we also had to see that they were implemented as intended. A tax associate and Saira, our tax trainee, were fully engaged in the process and the deal could never have been done without their dedication and creative thinking.

Saira Awan-Malik Trainee

We started working on TPG's acquisition of Republic when I was mid-way through my tax seat and it proved to be a great learning experience. There are a number of tax considerations that go into structuring a cross-border deal such as this, including withholding taxes, interest deductibility, stamp duty and VAT. Participating in the structuring discussions helped me understand the practical implications of these tax concepts and the rationale underlying the deal structure. I worked closely with the rest of the team on a range of issues, from legal research to ensuring that the legal documentation accurately reflected the intended structure.

I continued to work on this transaction post-closing on the refinancing of the target group's bank debt. I was responsible for ensuring that the tax provisions in the financing agreement were not only as favourable as possible for our client but also that they incorporated the latest legal developments. My work on this transaction did not end when I switched seats. The ability to carry work over to one's next seat is one of the best aspects about training at Cleary since it allows continuity and the ability to see a deal from beginning to end. In my case, it also segued well into my finance seat.

*Corporate Finance Deal of the Year, Deal of the Year
(Petronas' \$3 billion bond and \$1.5 billion sukuk offering)*

Islamic Finance News 2010, Asian-Counsel 2010, Islamic Finance Asia 2010



*“Clients describe this team as dedicated, smart,
professional and commercially savvy; it advises
primarily on capital markets and M&A.”*

Chambers Asia 2010

‘Sources say: “A tight team that adds value to a transaction thanks to its economic view about what is necessary on a deal.”’

Chambers Europe 2010



‘Cleary Gottlieb Steen & Hamilton LLP is an acclaimed market leader on the international scene in private equity and capital markets.’

Legal 500 U.K. 2009

open for timeline

Cleary Gottlieb Timeline

1946 to Present



1946

Cleary Gottlieb is established, its seven founding partners and eight associates opening offices simultaneously in New York and Washington, D.C., inspired by principles of legal excellence, internationalism, collegiality, collaboration, individuality and social responsibility. For over 60 years, these values have enabled us to build a pre-eminent international law firm where we work together and challenge each other to exceed our clients' expectations by applying critical thinking and developing innovative solutions.



1950

Cleary Gottlieb partner George Ball advises Jean Monnet and the French government on the implementation of the Marshall Plan, the creation of the Organisation for European Economic Co-Operation (the precursor of the OECD) and the foundations of the European Coal and Steel Community, the first treaty organisation of the European Union.

1940

1949

Cleary Gottlieb is the first U.S. firm to open an office in Paris after the Second World War. Our Paris office has over 100 lawyers, most of whom are members of the Paris Bar, and has been described as "the most American of French law firms and the most French of American law firms."



1950

1950s/1960s

Cleary Gottlieb, leveraging our international experience and reputation, plays a leading role in the development of the Eurodollar Markets (U.S. dollars deposited in banks outside the United States and trading in derivatives based on these deposits).

1960s

Cleary Gottlieb represents the new organisations which would form the basis of the European Union: the European Coal and Steel Community, Euratom and the EEC.

1960s

Cleary Gottlieb becomes one of the first non-European firms to elect a European lawyer as a partner. Today, close to 50% of our partners and associates are based outside the U.S. and the majority of partners are native to the countries in which they work.



1960

Cleary Gottlieb's Brussels office opens, long before any U.S. or European firms developed a presence of any significance there. The Brussels office has an internationally-acclaimed antitrust/competition law practice and its 70-plus lawyers also advise on corporate, litigation, international trade and regulatory work.



1971

Cleary Gottlieb is the first New York-based law firm to open an office in the City of London. The London office began practising English law in 1997 and now has close to 100 lawyers, many of whom are qualified in more than one jurisdiction.

1960

1968

Cleary Gottlieb establishes the first law firm externship programme, providing pro bono legal representation and community education to low income households. This programme continues to this day.

1970



1980

Cleary Gottlieb establishes a presence in Asia with the opening of our Hong Kong office. From our Asian offices, we have advised public and private clients, and governments, in Australia, China, India, Indonesia, Japan, Korea, Malaysia, the Philippines, Singapore, Taiwan and Thailand on investments, securities offerings, restructurings and privatisations.

1980s

Cleary Gottlieb plays a key role in the development of Brady Bonds, marking a turning point in the Latin American debt crisis by enabling developing countries to break the dispiriting cycle of debt restructuring. The firm has had a pioneering role in the development of virtually every financial product important to Latin America and is widely regarded as the pre-eminent international law firm in the region.



1998

Cleary Gottlieb establishes an office in Rome. Like all of our offices, this is “homegrown” rather than created by merging or acquiring local firms, thus ensuring the same professional values and high standards throughout our international network.



1991

Cleary Gottlieb opens an office in Frankfurt, providing a natural home for the firm’s existing community of German lawyers. In recent years, our Frankfurt—centered capital markets team has acted as issuer’s or underwriter’s counsel in some of the largest and most innovative equity and debt capital markets transactions in Germany and Central Europe.

1980

1983

Cleary Gottlieb pioneers collateralised mortgage obligations which, by 2007, accounted for one third of all debt issuances on Wall Street. Our lawyers also helped to create the first collateralised bond obligations, collateralised loan obligations, real estate mortgage investment conduit and asset-backed commercial paper programmes.

Early 1980s

Cleary Gottlieb’s reputation for innovative thinking is enhanced in the financial derivatives markets when the firm helps develop interest rate and currency swaps. Such ingenuity, a hallmark of the firm, is the product of lawyers who are not only bright but also intellectually curious and creative.

1990

1991

Cleary Gottlieb opens an office in Moscow. Our Moscow office advised on the first ever Russian sovereign Eurobond offering and the only two SEC-registered IPOs by Russian companies since the Russian financial crisis of 1998. We have also handled a wide range of work for the Russian government.



2000



2001

Cleary Gottlieb opens an office in Milan. Our Italian offices now have more than 90 lawyers and are unique in Italy in their capability to offer on a broad scale both sophisticated Italian law advice and significant expertise in the laws of the U.S. and other European jurisdictions.

2001

Chambers and Partners honours Cleary Gottlieb with its inaugural "International Law Firm of the Year" award. The firm regularly receives top 5 league table ranking and other awards across our practice areas and across jurisdictions, including in areas where awards have traditionally not been given to law firms, such as Acquisitions Monthly's "African M&A Advisor of the Year" award, which we won in 2007.



2004

Cleary Gottlieb establishes an office in Cologne, which concentrates on antitrust/competition and mergers and acquisitions. Our German offices now have approximately 70 lawyers, the majority of whom are qualified to practise in more than one jurisdiction.



2006

Cleary Gottlieb opens an office in Beijing. Today, approximately 30 lawyers, many fluent in Chinese, Japanese or Korean, work in our two Asian offices, and have been involved in many groundbreaking transactions, such as the first major foreign investment in the Korean and Chinese financial sectors and the first hostile acquisition of a U.S. company by a Japanese company.



2011

Cleary Gottlieb London office celebrates its 40th anniversary

2002

Following the passage of the Sarbanes–Oxley Act, the most important U.S. securities legislation since the Great Depression, our corporate governance expertise comes to the fore as we advise many of the largest U.S. and non-U.S. companies on financing, regulatory and enforcement matters.

2003

Cleary Gottlieb helps pioneer 'collective action clauses' in sovereign debt, for the first time allowing holders of a specified percentage of debt (rather than 100%) to approve changes to key provisions, thus facilitating sovereign debt restructurings. More than 25 countries around the world, including Argentina and Iraq, look to us as international counsel of choice in capital markets activities, debt restructurings, infrastructure development, project financings and a wide range of other work.

2009

Cleary Gottlieb is involved in some of the most high-profile work resulting from the financial crisis including having represented Barclays Capital on its acquisition of Lehman Brothers' North American investment banking and capital markets assets.

2003

Cleary Gottlieb is one of the first law firms to sign the U.K. Joint Protocol for Pro Bono legal work, which sets forth best practices for lawyers conducting pro bono matters. At Cleary Gottlieb, we strongly believe that the practice of law is a privilege and that along with this privilege comes a responsibility to apply our talents for the benefit of individuals, communities, our profession and the public sector.

2010

2010

Cleary Gottlieb Brussels office celebrates its 50th anniversary





Our Training Contract

We believe that our training contract is unique in the London market.

Bespoke.

We deliberately limit our graduate intake to just 10-12 trainees each year so as to ensure our ability to offer bespoke training that is individually tailored to the interests, experience and aptitudes of the exceptional individuals that join us. We do not believe in a “one size fits all” training solution.

Direct responsibility.

Nor do we believe that the transition from trainee solicitor to associate occurs overnight on qualification. At Cleary Gottlieb, the transition is a smooth and gradual one. We encourage our trainee solicitors to accept increased responsibility as soon as they are ready to do so. With appropriate levels of supervision, our trainees operate as lawyers of the firm from the day that they join us.

Flexible.

Subject only to our ensuring that all trainees experience a rich variety of high quality work from different practice areas, our trainees are effectively able to select the seats through which they rotate. Trainees spend six months in four different seats, in each case sharing a room with a partner or senior associate who supervises the trainee’s day-to-day workload. While a trainee solicitor will work with his or her supervisor for the majority of the time, we actively encourage our trainees also to work with other lawyers in the office. This allows the trainee, within the course of the training contract, to gain experience of all practice areas, including those in which he or she does not have a formal seat. Our non-departmentalisation also ensures that—unlike at many firms—trainees see projects through from initial instruction to completion, with the flexibility to carry work between seats without any arbitrary cut-off after six months. We think this flexibility provides our trainee solicitors with the best possible preparation for practice as a qualified associate of the firm.

*“There’s more responsibility across the board.
Getting exposure to some of the firm’s most important clients
during your training contract makes a big difference.”*

Chambers Student Guide 2011

‘Interviewees note the team-based culture at the firm, which encourages co-operation between the various global outposts and offers clients an intelligent approach to cross-border matters.’

Chambers Global 2010

International.

The nature of our practice is such that all of our trainees can be expected to travel during their training contracts. In addition, trainees may be invited to spend one of their seats in another of our international offices, most usually Brussels, Paris, Moscow, Hong Kong or New York.

Multi-specialist.

On qualification, some of our trainees choose immediately to focus on a single practice area such as competition or international litigation and arbitration. However, many choose to maintain a more wide-ranging corporate practice. It is not unusual, for example, for an associate to work across a range of M&A, capital markets and finance transactions for a number of years post-qualification in order to round out his or her experience before opting to specialise in one or other area. This is a key part of our multi-specialist approach.

Training and Know-How

Streamlined.

The College of Law is our exclusive partner for the Graduate Diploma in Law (GDL), the Legal Practice Course (LPC) and the Professional Skills Course (PSC). We are confident that this partnership offers a number of significant advantages to our current and future trainees:

- Our lawyers work closely with the College to ensure that the LPC is directly relevant to our practice and reflects current developments and market trends. Our partners and other senior lawyers regularly participate in workshops at the College in order to provide a practical and up-to-the-minute perspective on particular topics.
- While our trainees may choose to study at any of the College's locations around the U.K., most choose to attend the Moorgate centre in London where they study alongside their future colleagues. In particular, the LPC electives are taught at Moorgate in firm-specific (although not necessarily exclusive) groups. This enables our future trainees to get to know each other before joining us and allows the course tutors at the College to adjust their teaching more to your needs and our practice; and
- By collaborating with a single course provider at each stage of the formal legal education process, we are able to ensure that each course builds incrementally and without unnecessary duplication on previous teaching, providing a fully streamlined approach.

“Unquestionably top-tier quality,” Cleary Gottlieb continues to demonstrate a “very broad knowledge and experience with extensive capability not only at EU level but also on all key national laws.”

Legal 500 EMEA 2010

Structured.

Once you join us, the “hands-on” training that you will receive day-to-day is, of course, supplemented by a structured and comprehensive programme of more formal education. The Professional Skills Course is a compulsory part of training and is completed largely in the first year of the training contract. We also run, under the supervision of our London Head of Legal Education, a dedicated programme of practice-specific training sessions that provide trainees with a practical and commercially-focused insight into the major areas of commercial practice. These are in addition to a general series of internal seminars and workshops on legal know-how and technique, together with regular “refresher” lectures on core legal issues. Trainee solicitors also attend and participate in weekly office-wide training sessions on topical legal issues and in Europe-wide seminars on M&A, finance, capital markets and competition law.

Supported.

We recruit trainees not for their photocopying or proof-reading skills, but to realise their talent as lawyers. Our dedicated support infrastructure of office services and paralegals means that you will be able to focus from the outset on delivering premium legal advice to our clients. Professional support lawyers can help guide you to precedent transactions and related materials.



Litigation Practice

Jonathan Kelly Partner

One of the great attractions of the Law is the variety of opportunity that it presents for you to find an area of law that best suits your skills and temperament, where you can really enjoy developing a practice and a career.

For me, that area has always been litigation. When I was a trainee solicitor over 20 years ago, I could not wait to qualify as a litigator and it has been getting me out of bed every morning since then.

Practising as a litigator is fascinating. It demands the skills that one might associate with all lawyers—the need to organise, analyse and judge issues and situations in a precise and structured way, as well as other skills more particularly associated with the discipline. These include the need to anticipate and outwit opponents whose sole purpose is to promote their client’s interests at the expense of your client’s interests, the ability to deploy arguments and advocacy that would make my Jesuit educators proud, and the importance of trusting your intuition and experience when you have only incomplete information about the issues you are dealing with.

At Cleary Gottlieb, we are building up the English litigation practice within the firm’s outstanding international dispute resolution practice. The work is immensely varied and interesting. During the relatively short time in which the practice has been established, we have been fortunate enough to advise on an array of complex, substantial, international disputes.

These have reflected the very many strings to Cleary Gottlieb’s dispute resolution bow: cutting edge financial litigation ranging across European jurisdictions, with parties jostling to launch strikes and counter-strikes in their preferred fora; ground breaking antitrust claims that are right at the forefront of a new and fast-developing area of litigation driven by European Competition authorities; substantial oil exploration arbitration proceedings providing an insight into the highly sensitive, geopolitical issue of mineral extraction in Africa; acrimonious cross-border shareholders disputes involving courts and arbitral tribunals in the U.K., BVI and Russia; worldwide asset freezing and disclosure injunctions ordered by the English courts in relation to a battle for control of a valuable gold mining enterprise between Russian oligarchs and family interests in one of the former CIS countries.

The key to all of these matters is effective international teamwork, where members of the team at all levels are given responsibility. This involves our trainees quickly being exposed to challenging and high-profile work, and being given the freedom and encouragement to learn as much as they can about the practice of litigation and arbitration during their time in the team.

*Americas M&A Deal of the Year
(Barclays' acquisition of Lehman Brothers' assets)*

International Financial Law Review 2009



‘Cleary Gottlieb is considered to outstrip many of its peers when a merger or dispute demands expertise on both domestic and international fronts. “Without a doubt deserving of its place among the U.S. elite, the substantial team has maintained a superb reputation.”’

Chambers Global 2010

*‘Clients are drawn to the firm for its strong network, endorsing it as
“a truly international operation with very professional and accessible lawyers.”’*

Chamber Europe 2010



Paris Seat



Adam Bryan NQ

For the fourth seat of my training contract, I was offered the chance to work in the international arbitration team of the firm's Paris office for six months. As well as being a great opportunity to live and work for half a year near the Arc de Triomphe in the prestigious 8th arrondissement of the City of Light, the Cleary Gottlieb office in Paris is one of the leading practitioners of international arbitration in Europe and offered the prospect of varied and high-end work.

I found the experience to be enormously beneficial. In addition to working on several engaging matters, my time in Paris gave me an insight into the different working practices of an overseas office and broadened my knowledge base of international arbitration. Perhaps fortunately, it is not necessary to speak French in order to work in the Paris office; although, as an employee of a truly international firm, it is always useful to speak other languages and six months in Paris offer the ideal opportunity to brush up on some French.

Work aside, there is an extremely strong and inclusive 'trainee-in-exile' network in Paris, numbering some 40-50 lawyers. This makes it extraordinarily easy to make friends and meet people. I thoroughly enjoyed my time abroad and, having subsequently qualified into Litigation and International Arbitration in the London office, I look forward to drawing upon the skills and experiences I derived from my stay in Paris.

Social



Michael James Trainee

After being appointed captain of the newly formed Cleary cricket team in my first week as a trainee, I was immediately tasked with organising a match against one of the firm's largest clients. Despite my initial reservations, there was no shortage of enthusiasm and putting together a team provided me with an excellent opportunity to get to know colleagues, both U.K. and U.S. qualified, throughout the firm.

Our regular practice sessions at Lord's were a fantastic means of socialising informally outside of the office, and the Honorable Artillery Company Ground in Moorgate proved to be a spectacular setting for our inaugural victory, which included a number of memorable highlights!

Being part of a team which included partners, associates and trainees gave me the opportunity to interact with colleagues across the whole spectrum of seniority, and I feel that it is indicative of the responsibility and exposure which Cleary gives to trainees generally that I was able to coordinate an important client development initiative at such an early stage in my training contract.

Pro Bono



Saira Awan-Malik Trainee

The Kidney Centre is Pakistan's largest hospital and research centre for renal diseases. It is a non-profit organisation, funded entirely by donations from corporates and individuals in Pakistan. In order to expand the scope of their fund raising efforts, The Kidney Centre reached out to Cleary to help them establish a charity in the U.K. through which donations by U.K.-based persons could be made. I worked on this matter from the beginning, sending out a memo to the clients explaining the various charitable structures through which they could achieve their goals and detailing the substantive requirements for registering as a charity in the U.K.. We assisted the clients along the way as they applied to Companies House to have their charity incorporated and we are currently advising them on registering with the Charity Commission. We liaised directly, and established a personal rapport, with members of the board of directors of The Kidney Centre in Pakistan. In addition to the practical aspect of filing forms, arranging for signatories and setting up bank accounts, this project involved a great deal of legal research. In setting up the client's charity as a company limited by guarantee and drafting its constitutional documents, we gained valuable exposure to corporate work in the context of charities. We were also regularly in touch with the HMRC and the Charity Commission, and became familiar with the rules in relation to the establishment and taxation of charities. Now that the Kidney Centre's U.K. charity is almost set up, we are proud of having contributed to a worthwhile cause and delighted that we got an opportunity to hone our legal skills and learn more about the law relating to charities.

Who Are We Looking For?

Your qualities.

We seek individuals, both law and non-law graduates, whom we believe have the exceptional qualities necessary to become the leaders of the profession in the next generation. We recruit our trainees with a view to them becoming potential future partners of the firm. While our aim is to recruit 10-12 trainees to join us in September 2013 or March 2014, we will only recruit those candidates that we think have a long-term future with us.

We look for candidates who are enthusiastic about the practice of law in a challenging and dynamic international setting. Whilst academic excellence is a pre-requisite, we place particular emphasis on recruiting candidates we and our clients will enjoy working with. A sense of humour is as important as the ability to think critically and creatively about cutting-edge legal issues.

Our values.

Collegiality is a cornerstone of our culture. It guides everything from whom we hire to how we compensate ourselves. Our reasoning is not complicated: the best work product results from talented people working in a common enterprise and sharing their knowledge, time and experience with others. Collaboration, not competition, is the way we practise. Only a handful of firms around the world are so confident of their core values that they are willing to share the rewards of their work the way we do. Generations of Cleary Gottlieb lawyers have proved that there is no better way to foster excellence. Outstanding work is the standard we set for everyone and we have created an environment where everyone is eager to deliver it.

‘Clients and peers alike attest that [Cleary Gottlieb]’s U.K. M&A practice is one of the highest quality in the City.’

Legal 500 U.K. 2010

The Package

Salary.

We offer a market-leading salary and benefits package that reflects the premium nature of our practice and is commensurate with our aim to recruit the best lawyers of the future. As at 1 September 2010, our trainee salaries are:

- £40,000 for the first twelve months
- £45,000 for the second twelve months
- £92,000 on qualification

These salaries are reviewed annually. Trainees additionally receive a discretionary, year-end bonus. In keeping with the fundamental principles of the firm, the level of any bonus paid, whether to trainees or to associates, depends solely on seniority.

Funding.

We fund the Legal Practice Course for all our future trainee solicitors. For non-law graduates, we also fund the Graduate Diploma in Law. In each year of professional study, we pay a maintenance grant of £8,000.

Benefits.

Additional benefits include:

- Healthclub membership
- BUPA private healthcare cover (personal and family)
- Life insurance of twice annual salary
- Long-term disability insurance
- Childcare vouchers
- Employee assistance programme
- Subsidised staff restaurant

How to Apply

We receive a very high number of applications for training contracts each year. To succeed, candidates need to demonstrate exceptional academic ability. We normally expect candidates who demonstrate the ability to attain a high 2.1 degree or better from a leading university and who have achieved at least AAB at A-Level or the equivalent. We look beyond pure exam results to consider other relevant factors. Alongside academic ability, we value evidence of extra-curricular achievement. Foreign language skills are a valuable asset, but are not essential.

We actively encourage all candidates who are considering applying for a trainee solicitor position with the firm to undertake a vacation placement with us, as almost all our trainee solicitors have done. We offer 35 vacation places each year (approximately five in winter, 10 in spring and 10 in each of two summer schemes) and pay £500 per week. The vacation schemes aim to provide potential training contract applicants with a practical insight into life as a Cleary Gottlieb lawyer, and our objective throughout is to involve participants directly in client work. In addition to this hands-on experience, the scheme incorporates a series of practice overview sessions designed to ensure exposure to the full range of work that we undertake in London. There are also a number of organised social events so that participants can get to know the current partners, associates and trainees of the firm outside the office.

Applications for winter vacation placements should be received by 15 November 2010. The deadline for spring and summer vacation scheme applications is 28 January 2011. Selection for the vacation schemes is made through open days held in January or February each year.

All candidates should submit a cover letter and full curriculum vitae, including a breakdown by subject of all A-Level (or equivalent) results and degree results where known. We will be unable to consider applications that do not include this information. Details of at least one academic referee should be included, whom we may choose to contact directly.

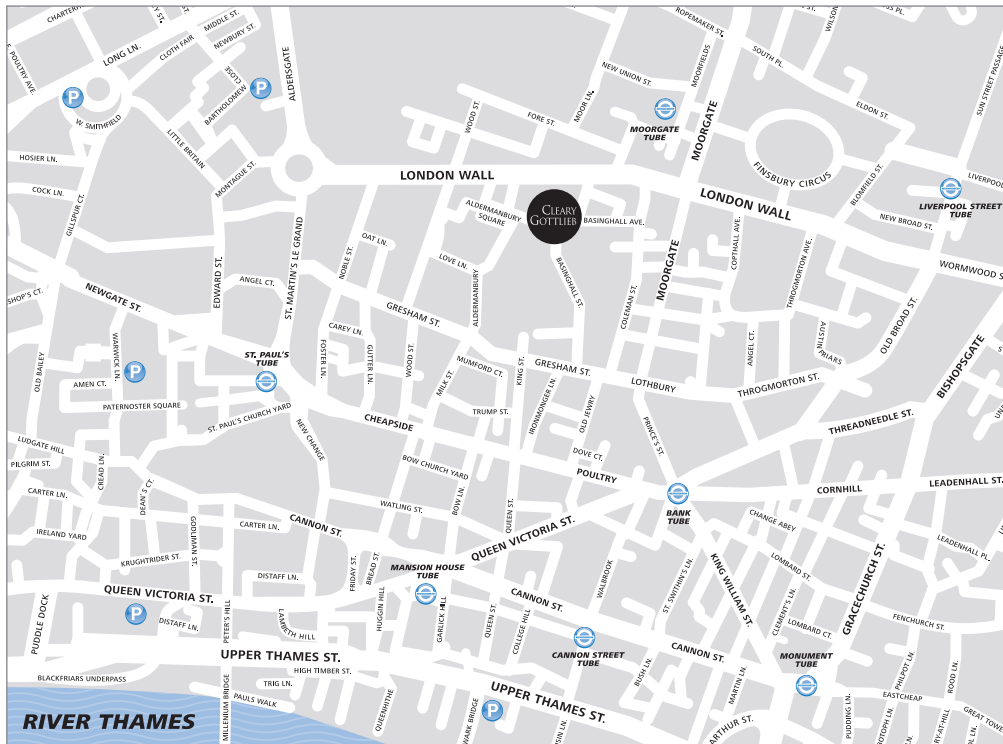
Applications for both vacation placements and trainee solicitor positions can be submitted either via our website (www.cgsh.com/london/apply) or by post to:

Graduate Recruitment
Cleary Gottlieb Steen & Hamilton LLP
City Place House
55 Basinghall Street
London EC2V 5EH

We will review applications on a rolling basis according to the following timetable:


	Applications Open	Applications Close
2010 Winter Vacation Scheme	1 October 2010	15 November 2010
2011 Spring Vacation Scheme	1 December 2010	28 January 2011
2011 Summer Vacation Schemes	1 December 2010	28 January 2011
2013 Training Contracts	1 December 2010	31 July 2011

Where to Find Us



Underground  Parking 

Founded in 1946 by lawyers committed to legal excellence, internationalism and diversity, Cleary Gottlieb Steen & Hamilton LLP is a leading international law firm with approximately 1,100 lawyers around the world. Cleary Gottlieb has offices in New York, Washington, D.C., Paris, Brussels, London, Moscow, Frankfurt, Cologne, Rome, Milan, Hong Kong and Beijing.



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