



N A B A R R O  
CLARITY MATTERS

Don't just warm a chair,  
choose the perfect seat.



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# Are you sitting comfortably?

Then let's talk about your future. And why choosing Nabarro could put you in the driving seat, the box seat and indeed, from time to time, the hot seat...

So, you're planning to build a career in the legal profession. Good decision. But you still have some crucially important choices to make. Because where you start will have an enormous impact on how your future as a lawyer unfolds.

At Nabarro, we understand what a critical phase in your life this is. And we're happy to put time and effort into getting to know you, and discussing what we might have to offer each other.

On our side, we're confident that what we have to offer stacks up pretty well – and not just in tangible, material terms. Quality of work? Opportunities to take on responsibility, and find your niche? Training and career development? Genuinely friendly and supportive culture? On all counts, we believe we're up there with the very best.

In the following pages, we'll explain why. So go on, pull up a chair, settle down, and take 10 minutes or so to find out if Nabarro could be the right place to lay the foundations for your career...

# A more user-friendly law firm

Clarity matters, declares our brand promise. And we're perfectly clear that those two little words are much more than just another marketing slogan...

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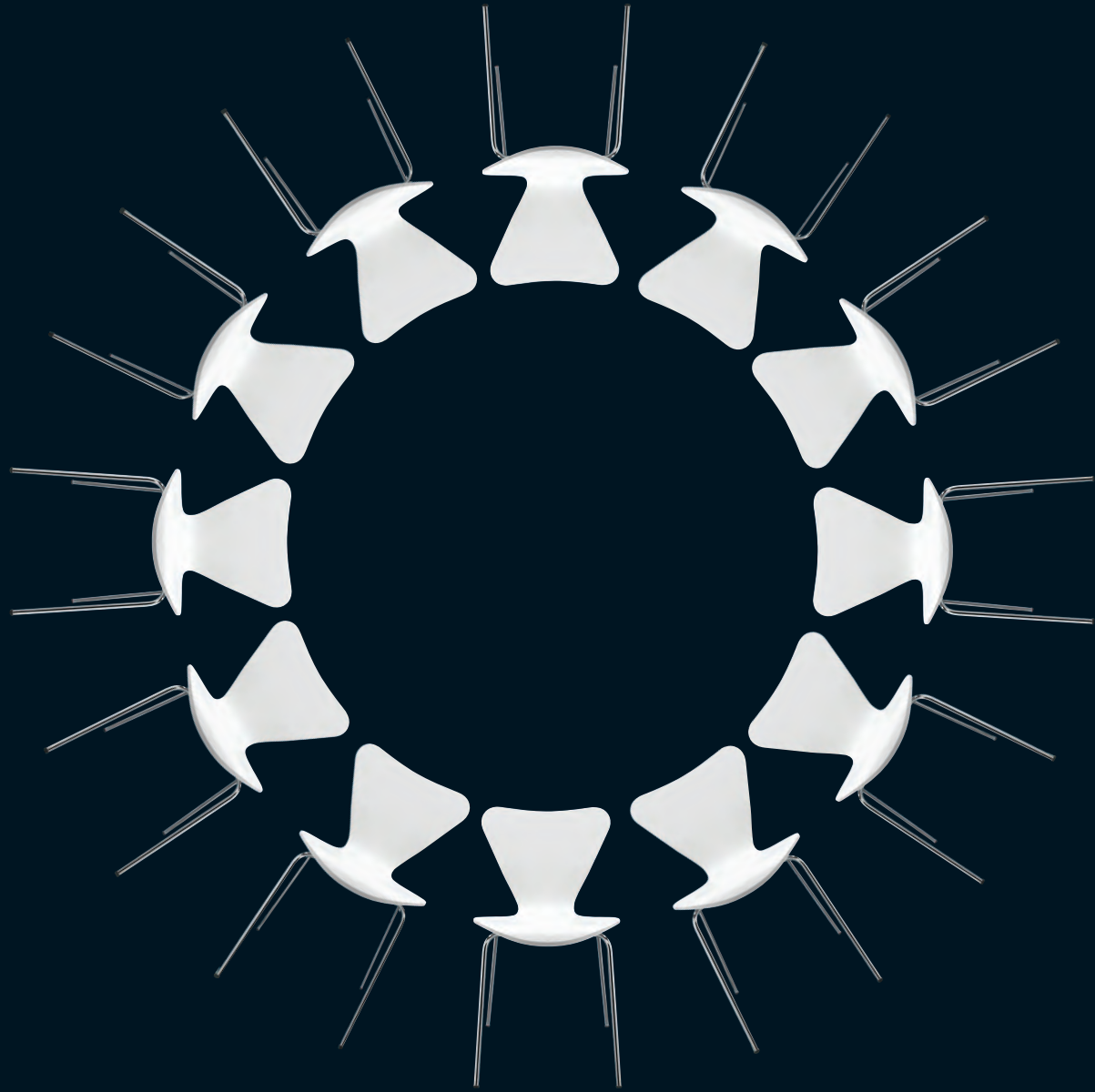
We're planning to focus largely on what makes Nabarro different, and, in our view, a better place to learn the business of being a lawyer. For all the basic facts and figures about the firm, please see our website, if you haven't already.

So, why Nabarro? We'd say the first key reason for choosing us is our size. With multiple offices we are big enough to offer you a wide range of opportunities and a chance to do great work for great clients from the outset (as you'll see from the case studies included here). Yet, compared to the real behemoths of our business, we operate on a fairly intimate scale: there's little danger of new trainees getting lost or overwhelmed, and you'll quickly start to learn your way around.

But, as we briefly mentioned above, it's our culture that really sets us apart. Nabarro's reputation is founded on qualities such as an unusually positive and practical approach to helping clients meet their objectives; a higher than average degree of no-nonsense commercial awareness; and a genuinely entrepreneurial spirit. In short, Nabarro is an exceptionally user-friendly law firm.

Clarity matters? For us, it really is much more than empty marketing-speak. It's a mind-set shared by everyone who works at Nabarro. It's a constant reminder of what our clients value most highly in the service we provide: clear, sharply focused advice that helps resolve complex issues. And it's a tool that helps us maintain the very high standards we set for ourselves, encapsulating a genuinely distinctive approach to running a successful law firm; a place where great careers achieve lift-off.





# Our award-winning Summer Scheme

It's hard to exaggerate the importance of our Summer Scheme to you as a potential trainee. Because, although we award a handful of Training Contracts directly, this is by far the best way into Nabarro...



We won't pretend it's easy to get onto our Summer Scheme. From the hundreds who apply, we invite the most promising to an assessment day. And following that, we accept just 60, who participate in four intakes over the summer months. But here's the key statistic. Every year, we recruit around 90% of our new trainees directly from the Scheme.

As for the Scheme itself, we think it's an exceptionally well designed way for potential recruits to get to know Nabarro, and vice versa. It lasts for three weeks, rather than the more usual two. And, no less important, you'll spend the entire time in a single department, allowing you not just to start building relationships, but to roll up your sleeves and get involved in some interesting work for clients.

You'll be given a proper induction to the firm, learning how our various systems work and gaining valuable research skills. And, just like a Nabarro trainee, you'll be allocated a supervisor, responsible for keeping you productively occupied, as well as a trainee in your department, who will be another point of contact during the scheme. (We'll explain our trainee Buddy/Mentor system a bit later.)

Socially, too, you'll find it's all a bit of a whirl, with all kinds of activities lined up – a chance not just to relax and enjoy your time with us, but also to start getting better acquainted with potential future colleagues, across the firm.

Those awards we mentioned? We're justifiably proud of the fact that our Summer Scheme won the Target award for "best undergraduate internship/vacation programme", for three consecutive years from 2007. In addition, we recently won the Ratemyplacement award for 'best short term insight scheme' - an award based on the students' views of their placements. You can read their reviews at [www.ratemyplacement.co.uk](http://www.ratemyplacement.co.uk)

## A trainee's tale

When long-time Nabarro client Land Securities had a piece of land to sell, they came to us for help. What made it an out-of-the-ordinary assignment, for us and for trainee Rebecca Gill, was the size and location of the site...

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"It really made me focus on developing my organisation and planning skills, and on the importance of really focusing on the needs of clients. What I enjoyed most about it was working on such a high profile transaction, reading the press coverage on the way home from work – and now, walking past the site on Oxford Street, seeing something tangible that I was involved in."

Rebecca Gill

Even for the UK's largest commercial property company, this was something special: the sale for development of an entire one acre block, bang on Oxford Street, opposite Marks & Spencer. Having worked with Nabarro on many previous transactions, Land Securities instructed us to advise not just on the property issues, but also the tax structuring and corporate aspects of the deal.

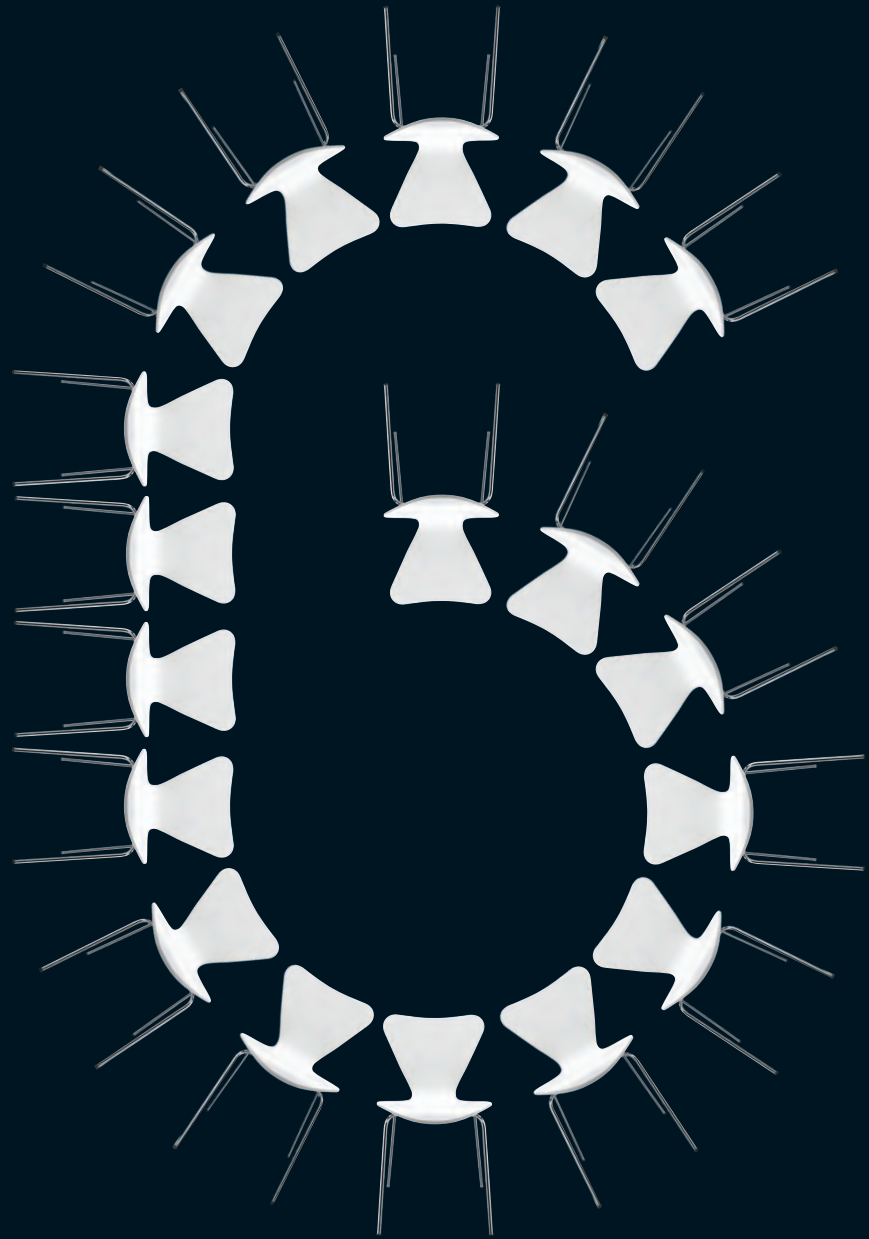
As the transaction continued to develop, Durham graduate Rebecca was in her final seat, with our Funds and Indirect Real Estate team. Initially, she was mainly involved in drafting many of the ancillary documents needed for a transaction of this size. But, as the pace picked up, her role widened. "During the last four weeks," she recalls, "I was working almost exclusively

on the transaction, liaising with other departments and with the other side's solicitors, and helping to get everything in place in time for completion – all very much against the clock, with lots of stages that had to be in place by certain dates."

It was an intense period for Rebecca and her colleagues, but did she enjoy the experience? "Definitely. There's a lot of adrenalin and pressure, but you're part of a team and you know that people are there to back you up."

The deal went through, with considerable fanfare, with Qatar-based real estate giant Barwa paying Land Securities £250 million for the site. Since then Rebecca has qualified, and, thanks in part to her efforts, the magnificent new Park House development has started to take shape.





# Why six seats are better than four

We do things a little differently at Nabarro. Our Training Contract is a case in point. With two extra seats, it's designed to help get your career off to a flying start...



A few of the 35 or so trainees who join us each year arrive knowing exactly which area of law they want to specialise in, but most are still some way from making this decision. Our Training Contract is designed with this in mind. Consisting of six four month seats, rather than the traditional four, it enables trainees to gain valuable experience in a wider range of both specialist and core practice areas – as well as getting to know more people within the firm.

Once you start, our Trainee Resources team will monitor your progress closely, sitting down with you at the half-way point of each seat to discuss your progress, and your next move: the aim is to tailor your Training Contract to your needs and ambitions.

From the outset, you'll be given real responsibility and challenging assignments. Depending on the department, you may attend client meetings or court, as well as drafting contracts and developing legal advice on important topics.

Above all, your commercial awareness will be tested and developed: we'll be training you not just in the technicalities of the law, but in the Nabarro way of practising law.

As your training contract progresses, you'll acquire greater clarity about your future career as a lawyer. And for your sixth and final seat, you can return to the department you have chosen to qualify into. We aim to retain all our trainees on qualification and do in the vast majority of cases; a claim fully supported by our average retention figure of 90% over the last three years.

# Nurturers by nature

At Nabarro, we expect a lot from our people.  
But with us, it isn't "sink or swim". There's always  
someone ready and willing to sit down and talk...

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Of course, most firms in most sectors will claim that they operate an open door policy, and offer employees support on both a professional and personal level. But at Nabarro, nurturing our people really is a key part of our culture.

With us, you'll always know what's going on, what's expected of you, and how you are doing. And you'll always have access to the kind of support and guidance you need – whether it's a sympathetic ear, a quick clarification of something that's puzzling you, or some hard-headed advice on long term career strategy.

That starts from the moment you accept our offer of a Training Contract. A current trainee will become your Buddy, and he or she will be responsible for keeping you up to date with developments in the firm, as well as responding to any queries or concerns you may have about working here. You'll also receive regular Buddy Newsletters, as well as invitations to Buddy and firm-wide social events.

When you start at Nabarro, your Buddy will be there to help you find your feet. You will also be assigned a Mentor, who will be one of the firm's partners. And, over time, you will discover how valuable it can be having someone at the highest level within the firm who takes an interest in your career, and is ready and willing to discuss both your development as a lawyer and your progress within Nabarro.



## A trainee's tale

Just nine months into his Training Contract, Atish Shah found himself helping global electronics giant Nu Horizons to raise \$110 million. The phrase “in at the deep end” springs to mind...

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“It’s a great feeling to have dealt successfully with so many more senior lawyers. I gained so much confidence, which will definitely stand me in good stead going forward in my career... The first thing they tell you is that actual practice is very different from the LPC. And being involved in a transaction like this is a really good springboard.”

Atish Shah

Law graduate Atish had just begun his third seat in our Banking and Finance department when Nu Horizons engaged us to advise them on the UK law aspects of a major international asset financing exercise, involving both their US-based holding company and their European and Asian subsidiaries.

For Atish, charged with a key co-ordinating role, it was a challenging first assignment, to say the least. As well as liaising with the client in the UK, he was in constant contact with other lawyers involved in the transaction, both in the UK and the US. He was also responsible for negotiating, drafting and managing documents required by the bank before the financing could take place.

And, with tight deadlines to meet, a further important part of his role was speaking directly to the existing lender, encouraging them to release the security as quickly as possible.

“It was a lot to take on so early in the seat,” remembers Atish. “Often, when I was dealing with other lawyers, they were associates, so I definitely felt I was given a good level of responsibility. But I never felt out on a limb, because I had a strong support network.”

After a few late nights for Atish and the rest of the Nabarro team, the deal was successfully concluded. Being involved in such a demanding yet exciting transaction left Atish increasingly clear about his future: “One of the most important ways to judge a department is by the quality of the work you get. So yes, I will definitely be qualifying into Banking and Finance.”





# It's not all work

Shock news: we won't expect you to work all your waking hours. In fact, we'd strongly prefer it if you didn't...



Are the best, most astute and clearest thinking lawyers the kind who never leave their desks, and survive on a diet of black coffee and three hours' sleep a night? Not in our book. When you join Nabarro, we'll actively encourage you to get involved in all kinds of "extra-curricular" activities.

As a firm, we're proud of the active role we play in our local community. For example, many of our London-based lawyers – including trainees – give up their time to run a free law clinic at nearby St Luke's. Volunteers from our Sheffield office run a reading scheme with a local primary school, as well as a link-up with a local sixth form college, providing students with advice on CVs and other career-related topics. And each year, both offices choose

a charity to support, via a wide variety of fundraising activities, with recent highlights having included a fire-walk over hot coals and a sponsored London to Brussels bike ride.

If you're keen on self-improvement, why not come along to one of our lunchtime language courses, or a talk by one of our regular guest speakers? And whether your idea of a good time is belting out Bon Jovi's greatest hits on a karaoke night, playing games – from serious football in the London Lawyers' League to friendly softball in Regent's Park – or just meeting up with a few congenial colleagues for an after-work drink, you'll find your tastes are catered for at Nabarro. It's a genuinely sociable place to work.

# Building your career

After your Training Contract ends, what next?  
At Nabarro, we're clear it's just the start of  
a long term relationship...

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As you've read, we aim to retain all trainees. And when you think about it, we have a very good reason for doing so: by the time you finish your Training Contract, we've made a big investment in you. So, in return, we're naturally keen for you to stay with us and contribute to the firm's long term success.

From qualification onwards, it's up to you to make the most of the opportunities available here to do great work for our clients. The challenges and pressure to perform will be considerable, but, as you've read, support and guidance are always available. And training doesn't stop when you qualify. We have a strong learning culture at Nabarro, and as part of our ongoing career development

programme, you'll take part in a series of modules tailored to your individual needs, in key areas such as networking, advocacy and negotiation skills.

How long does it take to become a partner? Naturally, that depends on the individual. But let's just say that this is a firm where ambition, talent and a lot of hard work can win rapid recognition. For proof, look no further than our current partners, several of whom made the grade at just five years qualified.



## A trainee's tale

# Do we mean it when we claim to give trainees as much responsibility as they can handle? For Justin Coaley, the proof took the form of nightly update meetings with the client's Financial Director on a £1 billion deal ...

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"As well as the responsibility, I hugely enjoyed the working relationships on this project. For me, it was a real learning curve, seeing how closely lawyers from different departments and offices collaborated. And it was great dealing with such senior members of the client team – they were brilliant, really friendly, and great to work with."

Justin Coaley

When leading waste management specialists Biffa planned one of Europe's biggest and most advanced recycling facilities in West Sussex, they called in Nabarro to help make it happen. We put together a team from across the firm to advise on a range of complex issues, including site acquisition, planning, project operation and long term environmental impact.

Shortly after starting his third seat in our Projects department, Sheffield law graduate Justin was one of several trainees drafted into this major project. "To begin with," he recalls, "I was just handling the usual trainee duties – checking documents for the main contract with the local authority, and liaising with international sub-contractors and their professional advisors in both the UK and Germany."

As the project moved towards completion, the pressure increased. "For the last four weeks, everyone involved

in the deal was camped out here at Nabarro, which presented some real logistical challenges!

Points of law were coming up, which I was asked to find answers for very quickly, then present my findings to a partner, who would have to trust what I told them." And then, for Justin together with an associate, there were those regular update sessions with the client's Financial Director and senior project managers...

As the negotiations drew to a close, Justin found himself also running the document room for the entire deal, a huge undertaking involving several hundred documents from numerous different sources. "It was very pressurised at times, but I really enjoyed it, especially the level of trust and confidence placed in me," says Justin.

The deal went through in June 2010, and construction is now underway. Throughout the remainder of his seat Justin was involved with tying up the post-completion formalities and helping the client prepare for the construction phase.



# So, should we save you a seat?

And finally, the rousing call to action. If you like what you've heard, don't just sit there, apply for our Summer Scheme right now. Or, at least, take the first step by finding out more about Nabarro...

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We hope this short brochure has made it very clear why Nabarro is a great place to begin and build your career as a lawyer. If so, and you're ready to apply for our Summer Scheme, you'll find we do everything possible to make the process simple and transparent.

We're genuinely open-minded in assessing potential recruits. Naturally, we expect a strong academic record, plus all the usual personal qualities, such as enthusiasm and drive. In particular, we look for great creative thinkers and problem-solvers, with the potential to develop strong commercial awareness.

But there isn't a stereotype that you have to conform to. We read every application carefully, with no automatic sifting process. We take on law students and non-law students. We value diversity, and we guarantee we'll judge you on your merits.

Still want to know more before applying? You'll find all the more detailed supporting evidence on our graduate microsite...

All it takes is a little application...

Applications for our Summer Scheme, and for direct entry to Training Contracts, can be made online from 1 November.

Applications for our Summer Scheme should be made by 31 January.

Applications for Training Contracts should be made by 31 July.

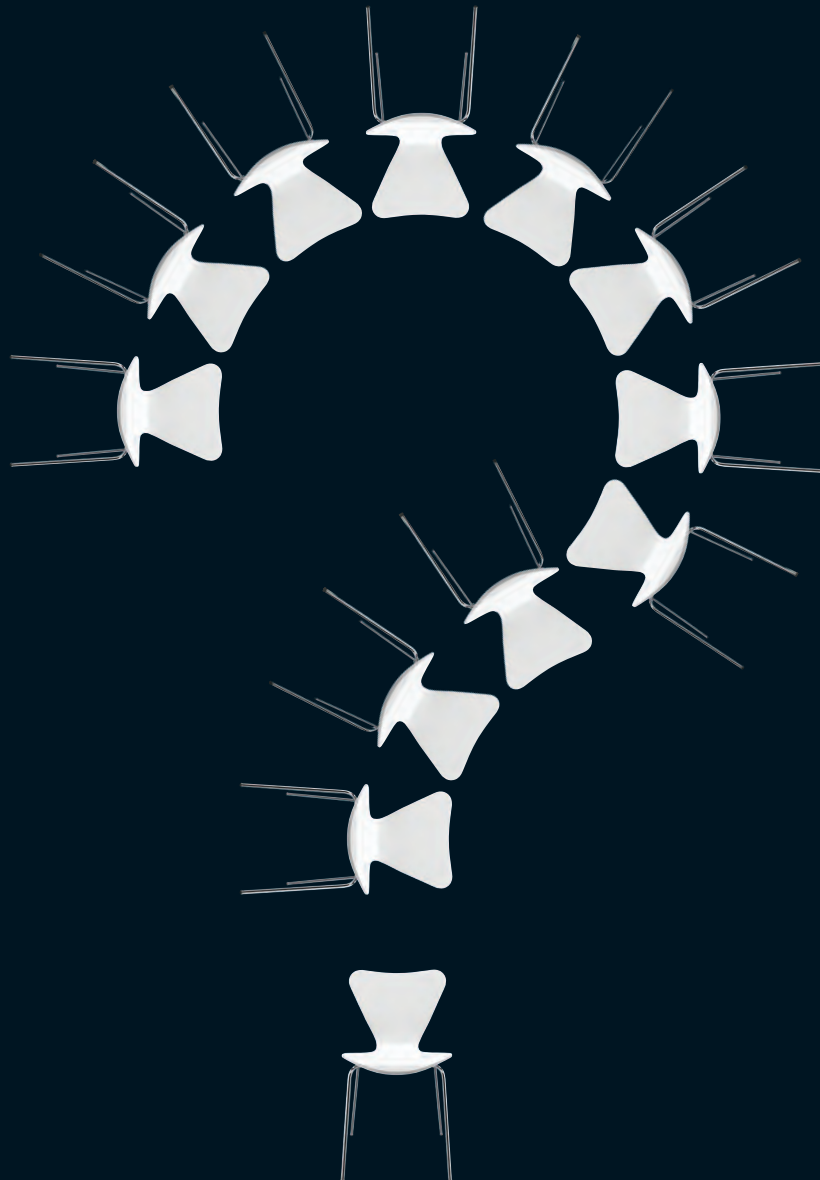
For law students, applications should be made no earlier than the penultimate year of your law degree.

For non-law students, applications should be made no earlier than the autumn term of your final year.

We welcome applications from post-graduates.

Interview days for our Summer Scheme are held between February and April.

Interview days for our Training Contracts are held late August/early September.



**Nabarro areas of Practice include:**

Banking and Finance  
Construction and Engineering  
Corporate  
Dispute Resolution  
Employment  
Environment  
EU, Competition and Trade  
Financial Services Regulatory  
Funds and Indirect Real Estate  
Health and Safety  
Intellectual Property  
IT and Communications  
Pensions  
Planning  
Projects  
Real Estate  
Regulatory  
Restructuring and Insolvency  
Tax

**Industry sectors Nabarro work within include:**

Climate Change and Energy  
Data Centres  
Defence  
Education  
Entrepreneurs and SMEs  
Financial  
Gaming, Hotels and Leisure  
Healthcare  
House builders  
Life Sciences  
Public Sector  
Real Estate  
Retail  
Technology  
Waste

**Here are a few of the major brands we work in partnership with from our varied and growing client base:**

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Hermes  
HSBC  
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For a full list of our current clients – please visit [www.nabarro.com](http://www.nabarro.com)

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