



Steven Ward

Partner,
UK Training Principal



“I am a strong believer that great lawyers are trained, not born. As a junior lawyer at the firm, you can expect top-class work, working directly with senior lawyers and having client contact early on. Most of our work has an international element, so you will likely be working with colleagues in one or more of our 40-plus offices globally. Our four-month seats mean you will experience and be exposed to a wider range of practice areas than you might do at firms with the traditional six-month model. We also have a number of client and international secondments.

“Supervision is paramount to our success – we have a ‘two-tier’ system for trainees, whereby they have a day-to-day supervisor and a partner supervisor. We are acutely focused on the development of our junior lawyers. Throughout your training contract/apprenticeship, you will have support from supervisors, lawyers in the relevant team and me. Although based in London, I am forever travelling to our Leeds, Birmingham and Manchester offices to speak to our junior lawyers, grab a coffee and check in.

“We pride ourselves on our collegiality and inclusiveness. You will be encouraged to get involved with the broader life of the firm – be it participating on the Social Committee, the Charity Committee, joining one of our DEI resource groups or even taking part in our Tough Mudder team! I am forever amazed by the energy of our junior lawyers and their passion for getting involved with (and spearheading) firm events and initiatives.

“Finally, as a gay man from a northern working-class family who attended the local comprehensive school, diversity and equity of opportunity is of huge importance to me. While talent may be evenly distributed, opportunity is not – I am devoted to ensuring that we attract, train and retain the best candidates irrespective of their ethnicity, gender, sexuality or religion.”