Join the Global Game-changers
Graduate Careers in Law, Birmingham
Be ready to change the game

Hogan Lovells opened its Birmingham office in January 2015. Since then, we’ve grown to nearly 30 lawyers and 70 people in total.

Given office growth, in early 2018 we moved into new space, trebling the size of our office in the Colmore Building. This provided an opportunity to design an entire floor in the building to our own needs bringing a new and fresh outlook to our working environment.

We are also recruiting more lawyers to build our team in Birmingham and we are excited about the future and opportunities which exist. Such is our success that we are now looking to take on more trainees. This publication

Michael Gallimore
Head of Birmingham office
Facts and figures alone won’t convince you we’re the right firm for you. But they’re a good place to start.
Join us and this is what you can expect.

- **Opened in 2015**
- **3rd largest UK law firm by revenue**
- **210k+ citizenship hours recorded worldwide**
  With 142,600+ hours dedicated to pro bono activities.
- **2,600 lawyers worldwide**
  But we always move as one united team.
- **2 training contracts**
  The perfect launch pad for your legal career.
- **48 global offices**
  From London to Washington, D.C. to Hong Kong and Sydney.
- **8th largest law firm globally**
- **48 days’ holiday per year**
  For that all-important work/life balance.
- **25 citizenship hours recorded worldwide**
- **250k+ the perfect launch pad for your legal career.**
- **In-house gym**
  Along with first-class health and wellbeing services.
- **£29k starting salary**
  And plenty of brilliant benefits too.
- **25 six-month seats**
  Giving you a broad, in-depth introduction to our practice areas.
- **26 countries**
  For a truly international presence in every part of the world.
- **2,600 employees and growing**
- **3rd largest law firm by revenue**
- **8th largest law firm globally**
Why Hogan Lovells

There is a dynamic to our firm that makes us feel different. Everyone is here to change the game. Everyone pushes each other and is pushed in return. Everyone works together to find smarter, bolder ways to solve problems that, in a global market, are increasingly complex.

Clients appreciate the practical advice we offer. We bring emotional as well as legal intelligence to the issues and we apply business know-how that’s on a par with our technical expertise. World-class training and on-going development give all of our lawyers the confidence to do things differently. Then there’s the exceptional breadth of our practice areas, the in-depth industry knowledge our lawyers develop and the high quality of our people, across a wide geographical reach. It’s a distinctive approach that helps us give clients what they want even before they realise they want it.

This sense of trust runs through the firm. There is a natural tendency to share knowledge, a desire to work collaboratively and a strong emphasis on building meaningful relationships with clients and each other. We are an international law firm that feels, to the people who work here, more like a community — one, most importantly, where you can always be yourself.

“Some of the work I do has an international element, so being able to pick up the phone to a colleague in a different jurisdiction is invaluable and makes a real difference.”

Jennifer Crust, Associate
A view from the top

If there’s one person who truly knows the ins and outs of Hogan Lovells, it’s Susan Bright. Having trained here in 1989, she qualified into our competition practice and, today, is Regional Managing Partner – UK and Africa.

As a lawyer, you spend many years learning your craft and becoming a trusted adviser to clients. A management role brings different challenges. You need to learn to take advice rather than give it – and to be the one making decisions.

Put simply, my goal is to create the best possible platform for our people to be successful and for our business to thrive. That isn’t straightforward. Technology, globalisation and shifting demographics are causing fundamental changes to how businesses, including law firms, operate. So I – along with a wonderful team of people from across the firm – work hard to look ahead and adapt our business so that we are fit for the future.

Since opening our Birmingham office in 2015, we have built a consistently profitable and strong qualified lawyer and paralegal capability, handling real estate, real estate finance, corporate and commercial and litigation work. In 2018 we expanded into our new office space on the eighth floor of the Colmore Building. Our new space has a modern look-and-feel, with the latest technology and more open spaces for collaborative working and for clients to come and work alongside us. Our move to the eighth floor will give us the space we need now and as we continue to grow our Birmingham offering. There are beautiful views out across the city, including of Birmingham Children’s Hospital – our local charity partner.

But it’s not just about the physical environment. I passionately believe that an inclusive and diverse team will always deliver the best results for our clients. So this is something we actively promote at all levels, whether that’s through focused efforts to attract and retain candidates from under-represented groups or targeted actions to create more gender balance in our partnership.

Every day is different. The “to-do” list is never done. I get to have my finger on the pulse of our business and to celebrate the successes of some extremely talented people. It’s a great privilege and a huge responsibility.

Susan Bright
Regional Managing Partner – UK and Africa
We’re just about everywhere. The United States, Europe, Latin America, Africa, the Middle East and Australasia. Our 2,600 lawyers are split across five practice areas, in some 48 offices spanning 26 countries. We’re the only firm with real strength and depth in both the United States and Europe – the two major markets for legal services – and expertise in virtually every industry sector. What really sets us apart, however, is the way we work together as one team.

Collaboration between offices is part of our everyday life. We’re able to deliver so consistently and seamlessly across borders because it’s easy to pick up the phone to a colleague in another country. Not only do you get the straightforward advice you need, you get it from someone whose opinion you trust.

The strength of our global network attracts the most prestigious clients. So expect to work for some of the world’s biggest organisations on some of the most exciting legal projects around. You’ll do so alongside fellow trainees and colleagues from different continents – all the while tapping into, and adding to, our shared knowledge. The contributions you make at every step will be respected and recognised.

One global team

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Our outlook on the world

Good citizenship at Hogan Lovells is not about ticking a certain box. It’s an integral part of who we are. It’s something that brings us together and encourages everyone to do better. Most of all, it’s a commitment that will never falter.

A global firm with a local touch
In 2017, we partnered with Barefoot College – an Indian social enterprise helping rural women around the world rise out of poverty by learning how to make and install solar panels in their villages. In other words, they become self-employed engineers: Solar Mamas who are valued, not vulnerable. Through our global citizenship programme, we provide Barefoot College with pro bono legal advice, financial support and community investment volunteering. The goal? To triple their international beneficiaries and train 400 new Solar Mamas to bring light to 20,000 households. That’s not just game-changing work, it’s life-changing.

Putting the social in enterprise
As part of your induction, we’ll introduce you to HL BaSE, our thriving social enterprise legal practice. HL BaSE delivers training to junior lawyers on business and social impact issues, and works together with corporate clients to provide legal advice to social enterprises. Through it, you’ll learn about the fundamentals of business and what drives clients’ big decisions. You’ll learn how to be more entrepreneurial so you can win more work, and you’ll discover how important the way we conduct ourselves is to the firm’s success.

Finding value in diversity
Also central to our success as a firm are the different perspectives our people bring. That’s why, through our comprehensive diversity strategy and the wide-ranging initiatives that have grown up around it, we do all we can to foster an inclusive culture. Our Global Diversity and Inclusion Committee, alongside 10 regional teams around the world, work hard to attract and retain the best talent – all while maintaining an environment in which everyone can realise their full potential and most importantly, be themselves.

“Citizenship brings us together across our global network to mobilise change and make a positive impact.”
Steve Immelt, CEO Hogan Lovells
Training contract

Your path to qualifying as a lawyer will vary depending on whether you studied for a law or non-law degree. Whatever happens, as you work towards completing our two-year training contract, you’ll develop world-class legal expertise and a deep understanding of our business and our clients’ industries too.

**Non-Law Entry point**

- **GDL**
  - 1 year
  - Start studying the Graduate Diploma in Law at a BPP University location in Birmingham, Bristol, Cambridge, Leeds, Liverpool, London, or Manchester.

**Law Entry point**

- **LPC**
  - 1 year
  - At BPP University in Birmingham, you’ll undertake the LPC.

**YOUR TRAINING CONTRACT BEGINS**

- **Induction**
  - 2 weeks
  - Two weeks of training will give you an in-depth insight into the firm and lay the foundation for your career to come.

- **Seat 1**
  - 6 months
  - Before you start your training contract, we’ll help you choose your first seat. Then, once you’ve completed your induction, you’ll get stuck in.

- **Seat 2**
  - 6 months
  - Mid-way through your first seat, we’ll ask you where you’d like to spend seats two, three and four.

- **Seat 3**
  - 6 months
  - In your third seat, you could spend six months in one of our international offices. Or sharpen up your commercial edge in a client’s in-house legal team.

- **Seat 4**
  - 6 months
  - In the final months of your training contract, you should already have an inkling of where you might want to qualify. We’ll work with you to help you find an opportunity that suits your skills, interests and our business needs.

- **Qualify as a solicitor**

You’ll find more detailed information about each step over the coming pages.
Getting the qualifications you need

A good degree might help you land a training contract with us. But you’ll still need one or, if you’re a non-law graduate, two more qualifications under your belt before you start.

Graduate Diploma in Law (GDL)

If you’re a non-law graduate, your training starts with the GDL. This one-year, full-time conversion course puts you on an equal footing with law graduates and lays an important foundation for your training contract. You’ll be a student of BPP University which has locations in Birmingham, Bristol, Cambridge, Leeds, Liverpool, London and Manchester.

Legal Practice Course (LPC)

All our trainee solicitors take the LPC at BPP University, either after their degree or when they complete the Graduate Diploma in Law.

You’ll study in Birmingham and we will keep in touch with you inviting you to attend social events and presentations that we run at our office in Birmingham.

Financial assistance

We will pay your course fees and a maintenance grant to help with living costs while you study. However, we don’t offer retrospective funding if you started or completed either the LPC or GDL before accepting an offer from us.

Our maintenance grants are:

- £7,000 for LPC students
- £7,000 for GDL students

Solicitors Qualifying Examination

The Solicitors Qualifying Examination (SQE), launching in September 2021, is the new assessment that will change your path to qualification as a solicitor in England and Wales. Future trainees will be guided and informed by their firms about what their training will entail. Hogan Lovells will be working with other City law firms to develop programmes that provide the best training for success in the relevant assessments, preparing trainees for City law practice.

www.hoganlovells.com/graduates
What’s it like to work in Birmingham? Birmingham is a vibrant and dynamic city, with lots to offer. The youngest city in Europe with over 40 per cent of the population being made up of under 25’s there is plenty to see and do. The city centre is a fusion of attractive squares, modern shopping arcades and centres, with food festivals and world-class restaurants, and the most Michelin star restaurants in the UK outside of London.

As our trainees put it our Birmingham office strikes the perfect balance of being an integral part of a smaller team whilst still being part of a wider network of International lawyers. Being part of a growing team there are opportunities to be involved in a number of important projects for the Birmingham office.

Located in the Colmore district we are in the heart of the central business district, the commercial heart of Birmingham. Close to an array of independent coffee shops, cafes and shops and to the beautiful green spaces that surround Birmingham cathedral.

“With both train stations only five minutes away, Thursday night drinks at the several new restaurants and bars near Colmore Row are hard to refuse!”

Trainee, Birmingham

“I’ve been fortunate to have been involved in some high-value, challenging transactions since starting at Hogan Lovells in September.”

Trainee, Birmingham

“I’ve been able to learn an incredible amount, and I’m delighted to have joined the Birmingham team at such an exciting time.”

Trainee, Birmingham

Life in the City
Pay and benefits

Varied, high-calibre work across many sectors. Respect and recognition for a job well done. The chance to build your reputation as an expert. A culture that celebrates and encourages your personal brand of individuality. Not to mention a sleek and modern environment to work in every day. These are some of the biggest rewards we offer. Of course the competitive pay and benefits are vital too, so we’ve made sure ours are among the best around.

We also offer:

The option to take £1,000 of your salary at the start of your training contract and at the start of your second year.

Our trainee solicitor salaries are currently:

- Year One: £29,000
- Year Two: £32,000

We review our salaries in May each year

Pay and benefits

Core benefits

Lifestyle benefits

• 25 days’ annual holiday, with the option to buy or sell up to five days
• Private medical insurance
• Pension scheme
• Life assurance
• Group income protection
• Dental insurance
• Cycle-to-work scheme
• Free in-house gym
• Private GP service
• Employee Assistance Programme
• Retail and Wellness Vouchers
• Locally negotiated discounts
• Dry-cleaning service
• On-site massage and beauty therapy services
• Interest-free season ticket loan

We review our salaries in May each year

Pay

Core benefits

Lifestyle benefits
“Whilst the work is complex and demanding, the team ethos at Hogan Lovells ensures you feel supported and valued.”

Vicki Kooner, Trainee

Your application

Some of the world’s biggest and toughest legal assignments regularly land on our desks. When they do, what does it take to handle them?

A quick, enquiring mind is a given. We look for a strong academic record that features excellent results from GCSE (or equivalent) onwards, and includes a good 2:1 or above (or equivalent). Commercial nous is vital too. You’ll need to get to grips not only with the world of law, but with the business worlds our clients operate in.

Then there’s the ability to think around corners and see beyond the obvious. We like to challenge conventional approaches here — pooling our expertise to do things differently from others and from what we’ve done in the past. Team spirit is another essential. We’ll want you to pitch in, collaborate with colleagues from different sectors and countries, and help us deliver seamlessly for clients across borders.

Since globalisation is a fact of life, and we’re one of the world’s largest global legal practices, we also look for an international outlook. You’ll be someone who adapts naturally to new surroundings, responds to cultural nuances and tackles the unpredictable with confidence.

Last, but not least, you’ll be resilient. Rigorous attention to detail won’t faze you, nor will the pressure of complex work, deadlines or putting in the extra hours to deliver the most professional job possible.
Making your application stand out

Competition for places at our firm is tough. Making a good first impression is vital. Luckily there are plenty of ways to make sure your online application does you justice.

1. "Make a note of the application deadlines. Give yourself enough time to do yourself justice."

2. "Use legal placements, law fairs, legal open days and information from universities (career advisers, law students, student law society events) to demonstrate your research into, and understanding of, the law and a legal career."

3. "Don’t feed back quotes from our own publicity, however great they are. It’s you we are interested in, and your reasons for choosing law and Hogan Lovells."

4. "The best preparation is to ask yourself difficult questions. Why do you want to pursue this career at this firm? What will make you stand out from the other 2,900 applicants?"

5. "Print off a copy and draft answers before finally completing and submitting the form."

6. "Don’t under sell yourself. Try to connect your experiences with what you know the firm is looking for, and give examples of when you have used those skills. For example: business knowledge."

7. "Keep a copy of your completed form. If you are invited to an assessment day you will need to refresh your memory about what you said."

8. "The person reading your form will be assessing many applications, so convey your personality and make the form engaging, interesting and individual to you."

9. "Pay attention to your spelling and grammar. You are applying for a job as a lawyer – written and oral communication, and attention to detail need to be of a high standard."

10. "Use any work placements (legal or non-legal) to demonstrate you understand business, time management, communicating with people and meeting deadlines."

"Make a note of the application deadlines. Give yourself enough time to do yourself justice."
The application process

Applications for all opportunities are submitted online through our graduate recruitment website. The process varies slightly, depending on which opportunity you are applying for. See opposite for dates and deadlines.

Online application form

Please include all of your academic grades to date, including your GCSEs and A-levels (or equivalent) and all completed-module grades for your undergraduate degree in percentage format.

Online critical thinking test

As part of this process, you will also be asked to take a critical thinking test, which will assess how you analyse data—a key skill for our lawyers.

Assessment day

Our assessment days have been designed as a two-way process: you will be able to find out more about what we can offer you, and we can find out whether you have the qualities we need from our lawyers.

Training contract

Our training contract assessment day includes:
- an introduction to the firm from a partner
- a paper-based critical thinking test—a different version of the online test
- an informal buffet lunch and a guided tour of our Birmingham office with trainee solicitors
- a commercial business exercise, undertaken with fellow candidates. This is designed to see how you work in a team, analyse commercial data and form arguments—all of which are key abilities for our lawyers
- an interview with two partners or a partner and a senior member of the graduate recruitment team to assess your motivations, understanding of and interest in commercial law and the business world
- a situational interview with a senior associate and a member of the graduate recruitment team to assess your ability to respond to common situations that trainee solicitors deal with.

Offer

You will normally be notified within five working days if you have been successful.

Dates and deadlines

Below are some of the key dates in our calendar. We don’t wait until the application deadlines to start screening and interviewing candidates, so get your application in early.

Law and Non-law students (penultimate-year)

Applications open:
- 16 September 2018.

Interviews held:
- In January through to April 2020 (to join the firm as a trainee solicitor in August 2022)

Applications close:
- 31 January 2020 (please note: we recruit on a rolling basis and will make offers to candidates from January onwards)

“Ultimately, where you train has a big impact on your career so it is important to make sure that you are right for the firm and that it is right for you.”

Scott Gibson, Senior Associate