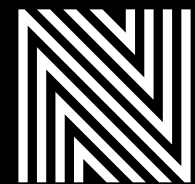


A light bulb, an apple and
a lump of coal.

An insight for graduates into the world of the commercial lawyer.



N A B A R R O
CLARITY MATTERS

The words under our logo tell you clarity matters. We'd like to tell you why.

Until you actually work with us, it may sound like just another catchy phrase, devoid of real substance.

In fact, it sums up a truth about Nabarro that links everything we do and underpins our business, our culture and our ideas about recruitment.

There are so many firms, so many brochures, and so many deadlines. Spelling out clearly what you can expect with us - and what we expect from you - is not only a good way to start, it will give you a necessary understanding of the Nabarro culture. That's important.

So in the interest of clarity, let's start with the light bulb, the apple and the lump of coal. These symbolise the diversity of our clients and the range of commercial experience that awaits the Nabarro trainee.

A lawyer who is just a lawyer is not a lawyer at all.

In today's fast-moving world clients want more. The solutions our clients look for are practical answers to real problems. The ability to be able to think strategically is crucial.

But being a successful lawyer is also about developing relationships. If you think about it, it makes sense. By understanding our clients and their needs better, we can offer them what they want. Our clients want more than top class legal advice; we work with them to develop their businesses, to meet new challenges and to lead their chosen markets.

This defines our methodology.

It means our job on a day-to-day basis is increasingly varied.

That means the work is more rewarding and more exciting.

'Nabarro are outstanding lawyers
and extremely commercial.'

Numis Securities Ltd

Initiative, Creativity, Clarity.

How we go about our business will obviously have a direct influence on what we expect from you.

No client relationship of the kind we're talking about is possible without a genuinely positive attitude and proactive approach. These characteristics are essential to everyone in the firm.

In keeping with the needs of our clients, we will look not just to your academic ability. We also want you to demonstrate a flexibility of thinking and a flair for creative problem solving that will allow you to provide our clients with the best advice and assistance.

You'll be involved in the real business of commercial law at an early stage. An exciting arena that thrives on initiative, creativity and of course, clarity of thought.

Nobody will expect you to become the finished article overnight. What we will expect is energy and enthusiasm. In return, we will provide you with a challenging introduction to your career. One that has been specifically designed to inspire and present our trainees with the chance to shine.

The case studies that follow will give you an idea of the challenges and responsibilities you can expect as a Nabarro trainee.



The Carbon Trust

The Carbon Trust is a government-funded company helping to reduce carbon emissions by promoting practical, commercially applicable research and development. Nabarro has advised the Carbon Trust on a variety of commercial arrangements relating to research and development and innovation projects.

Els Janssens, a trainee at Nabarro, joined the firm because she felt she had already become part of the team on her summer scheme. During her EU Competition seat, she had the opportunity to work closely with her partner supervisor in advising the Carbon Trust.

Before meeting the client regarding this highly specialised, technical area of law, Els set out to learn the general principles of this field and research the details of its case law. That, however, was little use without understanding the client's needs and objectives - so Els briefly became a self-taught expert in renewable energy.

Having researched the law, the facts and with guidance from the partner when necessary, Els was soon drafting advice for the Carbon Trust on several of its projects.





'The great thing about Nabarro is that hard work and enthusiasm pay off - if you want more responsibility, it's yours for the taking.'

Els Janssens



Whole Foods

Whole Foods Market was founded in Austin, Texas in 1980, on the idea of bringing natural and organic foods into a supermarket format. Today, the company employs more than 39,000 people and Whole Foods opened its first UK outlet in Kensington, London in June 2007. Nabarro assisted in the acquisition and development of this outlet consisting of 80,000 square feet of food retailing excellence in what had previously been a department store. The UK market has embraced Whole Foods and its unique shopping experience.

When Paul Beanlands was studying Law at university, the idea that he might be involved in selling organic fruit and vegetables would have been a strange thought. Yet between May and September 2006, as a Nabarro trainee, much of Paul's every working day was committed to ensuring that legal deadlines were met for the store opening.

'One problem that we faced was the provision of power before the grand opening - which involved negotiating and agreeing various documents with the property owner and the electricity company before the power could be turned on.'

Paul worked directly with a partner in the Real Estate team and was charged specifically with keeping a firm grip on all communications involving the surveyors, the property owner, the electricity provider and Whole Foods.

'The level of responsibility, always backed up with partner support, was great.'

Paul has now qualified into the Real Estate team and continues to work on Whole Foods matters.





'I felt part of the team... my input was recognised and I was working with people rather than for them. It was a good challenge - and I got to go to the opening.'

Paul Beanlands

WHOLE
FOODS
MARKET
LONDON

own bag and save 5p
ODSMARKET.CO.UK

UK Coal

UK Coal is Britain's biggest producer of coal and one of Britain's largest brownfield site property developers, employing 3,100 people.

Richard Wilson is a trainee due to qualify in the next few months. Richard has been a member of the Commercial Dispute Resolution team, working regularly with UK Coal on a wide range of matters and he is looking forward to becoming a permanent addition to the team on qualification.

Richard was recently involved with a significant High Court action for UK Coal. Amongst other things, he was responsible for ensuring compliance with a High Court Order to provide large amounts of complex information in a short space of time. The considerable time pressures meant that Richard had to work closely with a number of UK Coal employees, enabling him to form a strong working relationship with the client. Having worked closely with key figures from UK Coal, Richard is better able to understand what is important to the client and therefore how he can provide them with useful, practical solutions.

Richard's experience bears out Nabarro's belief that providing early responsibility brings out the best in their trainees. His training has ranged from County Court proceedings through to High Court and Court of Appeal involvement. Richard has also had the nerve-racking but enjoyable experience (especially when you win!) of representing clients in County Court applications and contentious Case Management Conferences.





'It meant being seconded for several days a week to UK Coal offices, where I worked closely with client personnel right up to company secretary and director level. This kind of contact made me feel a key part of the exercise. I was involved at every level but given responsibility for certain specific areas.'

Richard Wilson



Your Summer Scheme:

A clear idea about Nabarro in three weeks

90%. Remember that figure.

Each year we offer 60 Summer Scheme places spread across our London and Sheffield offices. We recruit two years in advance from students who are, as a minimum, in the second year of a law degree, or the final year of a non-law degree.

We run three intakes of the scheme over the summer months - each with a duration of three weeks. At the start of the scheme you will receive a full induction to the firm; our policies, procedures and departments, as well as comprehensive IT and research training.

You will spend the entirety of the scheme within one department, ensuring you are fully integrated into the team and receive a variety of high quality work. You will be allocated a supervisor to assist in managing your workload, and a 'buddy' (who will be a current trainee in your department), for additional support. In addition to the time you spend in your department you will attend inter-departmental talks and participate in a team project.

Our Summer Scheme students are our trainees of the future; in fact 90% of the firm's trainees are recruited from the Summer Scheme.



It's not all about work!

The summer programme incorporates a full social calendar to enable you to mix with the firm's trainee solicitors, associates and partners. Traditionally, Summer Scheme socials have included a scavenger hunt around London, bowling and a trip to the Comedy Store. In addition to planned events, past summer students have also attended departmental/client drinks functions and sporting matches, participated in the UK Corporate Games and joined us at the firm wide Summer Party.

As important as it is that we get to know you, it's just as important that in these three weeks you learn what Nabarro is really about. It's about clarity for you. The scheme has been carefully planned to ensure you gain a clear insight into our business, the type of work you can expect and the kind of people you'll be working with.

In 2007 Nabarro was the winner of the 'Best Vacation Programme' at the Target National Graduate Recruitment Awards. We were the only law firm to be short-listed for the award.

'The greatest strength of the vacation scheme in my eyes was the reality of the whole experience. Integration into a fast moving, challenging environment was instantaneous, and responsibility and support were provided in equal measures.'

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'I was delighted with the genuine, friendly welcome I received and the amount and quality of work I was given.'

'Not what I thought a law firm would be like.
The people make this firm – the scheme was challenging but immensely rewarding.'

'The highlight was attending a mediation. At the end of the eleven hour session the Nabarro team and the client went for drinks. Throughout the day it was evident that a close personal and professional relationship had been built between Nabarro and the client.'

'The scheme provided both a real insight into law and a great lasting impression of a professional yet friendly firm, which no later scheme managed to match.'

Your Training Contract:

Clear opportunities for gaining experience.

The culture at Nabarro is one of support, entrepreneurship and excellence. It has been instilled not just for our clients' benefit, but also to encourage our people to make the best of themselves. Training, teamwork and an open door policy are the cornerstones of this approach.

Your training contract has been developed to give you experience across as wide a variety of clients as possible. You'll complete six four-month seats, not the traditional four, exposing you to a broad range of both specialist and core practice areas. The Trainee Resources team will sit down with you one-to-one halfway through each seat to discuss your progress, and your preferences for future seats. This will ensure you receive personalised advice and support.

You will experience a variety of challenging work across every seat, which will involve you in developing legal advice on which important commercial, judicial and governmental decisions are taken. The projects will be selected to challenge your energy, commitment and ability – and to enable you to make an informed choice on where you wish to qualify. Your sixth seat will be spent in the department you've chosen to qualify into. This means that by the time you qualify you will have had eight months experience in that specific area, making for a much smoother transition.

There are a wide range of sporting and social activities on offer as well as opportunities to get involved with our community programme. We also recognise the value of experience gained outside work and understand the importance of your life outside the office.



Clear advice when you need it.

Adapting to the demands of a new working environment is never easy. The Nabarro culture is one of support and inclusion. Our Buddy Scheme and Mentor Scheme are a big part of this.

Once you've accepted our offer and during the two years before you join us, we keep in touch with you via our Buddy Scheme. Your Buddy is a trainee who will act as an informal contact, keeping you in the loop about developments at the firm and helping you get a real feel for the place and the people. Buddy Events are held each year, where you will get to meet other future trainees and key partners of the firm. The Buddy Newsletter is a publication written by the trainees and is issued bi-annually. As a future trainee you'll also need to keep a date in December free so you can make it to our firm wide Christmas Party.

When you arrive at Nabarro to begin your training contract you will be assigned a Mentor. Every Mentor is one of the firm's partners, someone who has been through exactly what you're going through.

The general idea is that you will meet your Mentor once a year to discuss your progress along with any other issues you may have, although of course, every Mentor is available whenever necessary. As well as acting as a confidential, general sounding board during the two years, your Mentor will be able to provide advice and specific guidance from an objective viewpoint. The intention is that your Mentor will have a direct and beneficial influence on your career.



Your future:

Clear lines of development.

To us, the training contract is just the beginning of a long-term relationship with you.

We believe that the aim of every firm in relation to its people should be to provide a happy environment where individuals are able to fulfil their potential and ambitions. We provide high quality work, a good client base and a positive, friendly atmosphere.

Our trainees are the future of our firm. We aim to retain all of our good trainees on qualification. From day one we will engage with you as much as possible to give you the opportunities and recognition you think should be yours.

You'll quickly discover that career development at Nabarro is assisted by a strong learning culture. You'll learn time management, negotiation skills and advocacy. Plus there are team-building weekends and a knowledge-sharing intranet.

Everybody's story is unique. Russell Holden commenced with Nabarro as a trainee solicitor in March 1997. In May 2007 alongside three other 'home-grown' associates, Russell was promoted to partner within one of our corporate teams. Russell comments 'one of the most positive attributes of the firm is that it provides a culture of encouragement and support for the development of 'home-grown' talent. Whilst it will involve a lot of hard work along the way, there is a great opportunity here for ambitious associates to develop their careers and progress through to partnership'.

Is everything clear?

We have offices in London, Sheffield and Brussels employing more than 450 lawyers across a range of clients. This includes major national and international organisations drawn from a spectrum of business interests plus government and public sector bodies. Our main areas of work are corporate / commercial law, real estate, dispute resolution, technology, media and telecommunications, projects and PPP/PFI.

You will be required to display a strong academic record, good interpersonal and team working skills, plus drive and enthusiasm.



- Applications for both our Summer Scheme and Training Contracts can be made online from **1 November**.
- Applications for our Summer Scheme should be made by **8 February**.
- Applications for Training Contracts should be made by **31 July**.
- For law students, applications can be made in the penultimate year of your Law degree at the earliest.
- Non law students must be in the autumn/spring term of your final year at the earliest.
- We welcome applications from post graduates.
- **We read all applications and do not have an automatic sifting system.**
- Applications are not screened until the deadline has passed.
- Interview days for our Summer Scheme are held between February and April.
- Interview days for training contracts are held late August/early September.
- Interview days start at 9.30 am and finish at 2 pm and include an interview, group and written exercise. There will also be an opportunity for you to meet partners, associates and trainees at the firm.
- We are committed to making the most of the diverse skills, expertise, experience, attitudes and backgrounds of all our staff and clients to ensure that the firm is the best it can be, both now and in the future.
- We recognise the importance of diversity to the business as we continue to access new and changing markets, and seek to innovate our services to best meet the needs of our clients.



And finally...

We began by saying 'Clarity Matters'. So we hope that reading this brochure has given you a clear picture of Nabarro: our culture, the challenges and opportunities you can expect.

Most important of all to grasp is the Nabarro style of working, which can be summed up in one word: involvement. If you think we sound like your kind of firm then we would like to hear from you.

You can find out more about Nabarro by visiting our graduate microsite at www.nabarro.com/graduates

Nabarro at a glance

Practice areas:

Banking & Finance
Construction & Engineering
Corporate
Dispute Resolution
Employment
Environment
EU, Competition & Trade
Health & Safety
Intellectual Property
IT & Communications
Pensions
Projects
Real Estate
Regulatory
Restructuring & Insolvency
Tax

Industry Sectors:

Defence
Education
Climate Change & Energy
Financial Services
Gaming, Hotels & Leisure
Government & Public Sector
Healthcare
Housebuilders
Real Estate
Retail
Technology
Waste

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Detailed specialist advice should be obtained before taking or refraining from any action as a result of the comments made in this publication, which are only intended as a brief introduction to the particular subject. This information is correct on the date of publication.

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