



Be Different.

#bedwf

Graduate careers in law

Welcome

As an award-winning legal business we do things differently.

DWF is an exciting place to begin your legal career. Training with us will offer you a high level of responsibility and access to a broad range of clients, sectors and people. You will work within a fast-paced, innovative environment that will encourage you to be creative and flexible in your approach to legal solutions. Our inclusive culture will foster your development and help you to become a successful commercial lawyer.



Our Journey

DWF is a global legal business, supplying services not only to the global legal market but also providing complementary connected services to our clients. We are on a journey to transform legal services through our people for our clients using our three principal strategic objectives: understanding our clients, engaging our people and doing things differently.

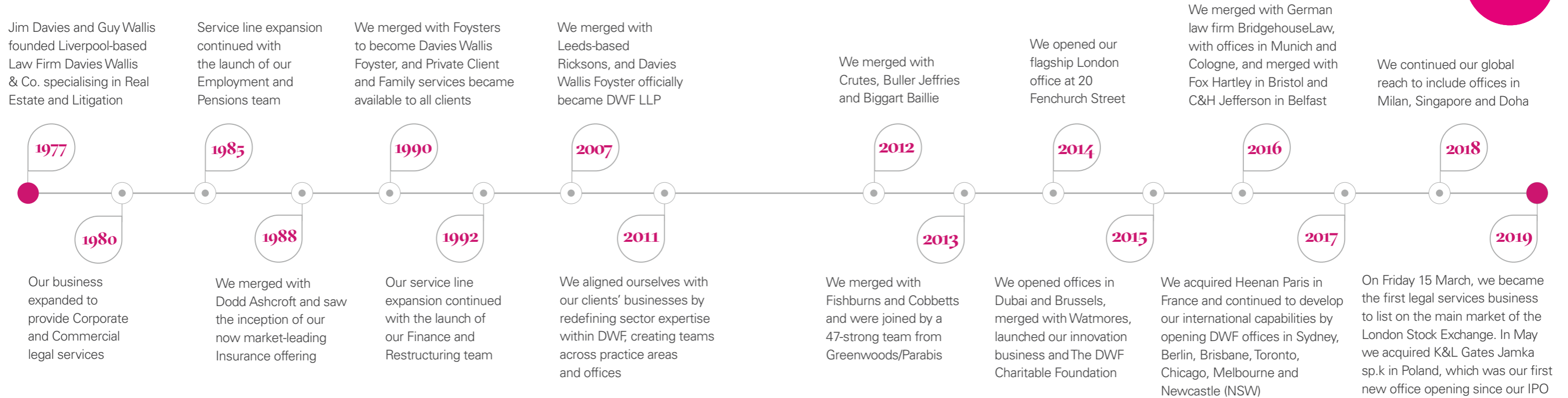
Innovation is at the forefront of our strategy to provide a competitive and differentiated offering for our clients, and is helping us to become the go-to partner for outsourced legal and connected services. Technology plays an important role across all our operations and service delivery, it allows us to offer new tech-enabled solutions and software directly to our clients, and optimise the development of new workflows and tools, data analytics and project management solutions.

DWF is ranked the 11th most innovative legal business in Europe in the 2018 Financial Times Innovative Lawyers report. The Financial Times also recognised our Group CEO Andrew Leatherland as one of the top ten innovative lawyers in Europe, as a nominee for the Innovative Lawyer Awards in 2018.

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How far we've come



DWF in numbers



Our Strategy

The power of three

Our strategy underpins and drives all that we do and reflects our purpose to transform legal services through our people for our clients. Our strategy is supported by a unique, integrated delivery platform that blends legal and non-legal services to meet and solve our client's business challenges.

1.

Understanding our clients

We don't just offer standard solutions. As a legal business, our flexible approach means we engage with our clients then develop a solution together.

2.

Engaging our people

Engaging and listening to our people is essential to our success. The values we share bring us together, and this connectivity helps us to create and deliver outstanding experiences for our people, our clients and our communities.

3.

Doing things differently

To do things differently we think differently. Across our teams, this has always been our stock-in-trade. Innovative thinking is key. Whether this is through our approach to using technology, developing our range of services beyond legal advice, or simply by turning an approach on its head to increase efficiency and effectiveness.

Connected Services



We're leading the way, in the legal sector, by adding value that goes beyond the traditional legal advisor role.

Connected Services is a division of DWF that contains a range of independent businesses that work alongside, support and deliver products and services to our legal teams and clients. Each of the businesses within the division has been set up to offer a complete service designed to help clients better manage risk, reputation, cost, time and resources.



CSR & Diversity

Our values

Our values are the foundation of our culture, providing a common sense of direction for our people. They influence our actions and behaviours and support our strategic direction.

- ⊕ Always aim higher
- ⊖ Disrupt to progress
- ⊕ Be better together
- ⊕ Attend to details
- ⊕ Keep all promises

Diversity

Continuing to focus on our inclusive culture remains our priority. We are working hard to increase diversity across all career levels within our business and to provide the right environment for all our people to be themselves at work. We encourage and support our people to take ownership and responsibility for our inclusion agenda, which is aimed at ensuring mutual respect, and dignity is seen and valued as an integral part of our culture and the way we do business.

Our Diversity & Inclusion Leadership Group defines and executes our global inclusion strategy. Executive Sponsors and more than 40 senior leaders, supported by our Affinity Networks and a growing number of Diversity Champions, deliver action plans supporting gender, race, LGBT+, age, disability, agile and flexible working and mental health.



“Getting involved with local CSR activities is a great way to support local charitable causes and also build connections with people from different parts of the business. Trainees are encouraged and supported to not only volunteer, but take a leading role. I recently hosted a charity netball tournament fundraising for the DWF Foundation. I have really enjoyed taking part in several other initiatives, such as 5 STAR Futures, Law Factor and Liverpool Cares. CSR is definitely an integral part of being a trainee at DWF!”

Zoe Moore-Martin (Second Year Trainee)

Corporate Social Responsibility (CSR)



CSR is central to DWF. Not only does it deliver responsible sustainable growth and help build stronger local communities, it also makes DWF a great place to work.

An example is our charity, the DWF Foundation. Founded in 2015, it has the sole aim of providing funds, resources and support to help our local communities achieve their full potential.

The pillars of the foundation are: Homelessness, Health & Wellbeing, Employability and Education.

Our opportunities



Training Contract

At DWF, we use our values to help define and reinforce our culture and to enable us to recruit, retain and develop the highest quality people. This is reflected in our training contract, where our future trainees are made to feel part of the DWF team from the moment of offer. Once within the business, our trainees get a high level of responsibility in terms of legal work and exposure to business development and CSR. There are opportunities to learn from leading legal, technical and sector experts, and all our trainees are supported to go beyond their full potential with a range of training, practical day-to-day working and in-house learning and workshops. Many of our trainees also have the opportunity to complete a client secondment.

Vacation Scheme

Our award winning two week vacation scheme runs over the summer across multiple office locations. The scheme is designed to give you a genuine in-depth experience of what it's like to work at DWF.

You will work with partners, directors, associates and trainees across two different practice areas. You'll work on live legal matters and will be given responsibility right from the start. This is combined with a variety of internal workshops and presentations, helping you understand DWF as a business. You'll also complete a group project that's designed to aid your professional development and provide you with some of the essential skills of a successful commercial lawyer.

Open Days

We run a number of winter open days across multiple office locations. They are a fantastic opportunity to meet with the Graduate Recruitment team, trainees, associates and partners and learn about what makes us different.

For further information on our open days, including dates please visit www.dwf.law/graduate

“The DWF Vacation Scheme was an extremely valuable insight into life at the firm. Spending two weeks carrying out trainee tasks, working with future colleagues and experiencing the culture solidified my decision to join. I was also able to get a great feel for the values and the key role the sectors have, which developed my understanding of DWF's business and services.”



Feedback from our Vacation Scheme survey

The recruitment process

What we look for

We're looking for people who are committed to a career in commercial law, who enjoy working as part of a busy team and respond positively to a challenge. In terms of academics, we look for AAB at A-Level or AAABB at Scottish Highers (or equivalent), and a 2:1 at undergraduate degree level in any discipline (either expected or obtained).

We are proud to be using Rare Recruitment's Contextual Recruitment System (CRS) which allows us to consider your academic achievements in the context in which they were gained. So if you missed our grade criteria but overachieved in light of your personal circumstances, then this will be taken into account. We understand that not every candidate's achievements look the same on paper and we want to recruit the best people, from all backgrounds.

See opposite for a step by step guide to our application process. Please note that for direct training contracts, the recruitment process is exactly the same aside from attending a vacation scheme.



Recruitment timeline

Stage 1: Online application form

Our application form asks for a breakdown of your academic achievements to date, any work experience (both legal and non-legal), and a personal statement.



Stage 2: Video interview

Should you be successful at application stage then you will be invited to complete a video interview, which should take about twenty minutes in total to complete. You will be asked a series of timed questions. But don't worry, there is a practice question!



Stage 3: Assessment centre

If you are successful at video interview stage, then you will be invited to an assessment centre, which is a fantastic opportunity to get a feel for DWF. The day consists of a group exercise, a strengths-based interview and a short written exercise. There will also be an opportunity to network informally with the assessors.



Stage 4: Vacation scheme

Should be successful post assessment centre, you will be invited to attend a vacation scheme at one of our offices.



Stage 5: Meet senior partners/stakeholders

The final stage of the recruitment process is a networking morning where you will meet with our Group CEO Andrew Leatherland, practice group heads and senior partners/stakeholders.



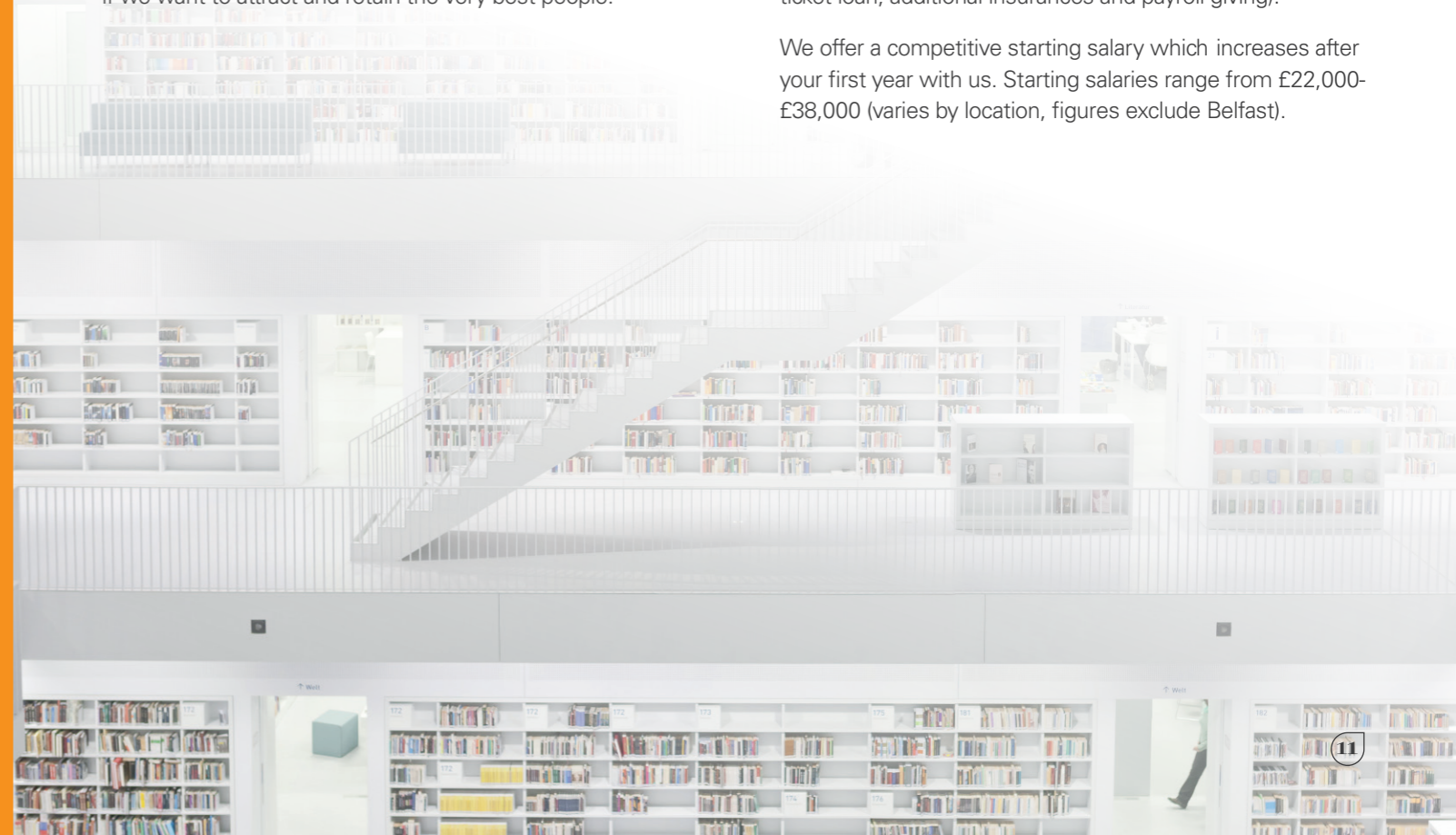
What we offer

Rewards & benefits

We understand that benefits can serve as a powerful and effective way of connecting people and providing rewards which are more than simply money. We view the benefits we offer as being crucial to driving our business forward and we know that we need to stay competitive and imaginative if we want to attract and retain the very best people.

We have a number of core company-funded benefits including life assurance, matching plus pension scheme, health cash plan, along with options for a number of voluntary benefits (apple and windows products, retail vouchers, gym membership, cycle to work scheme, season ticket loan, additional insurances and payroll giving).

We offer a competitive starting salary which increases after your first year with us. Starting salaries range from £22,000-£38,000 (varies by location, figures exclude Belfast).



The route to qualification

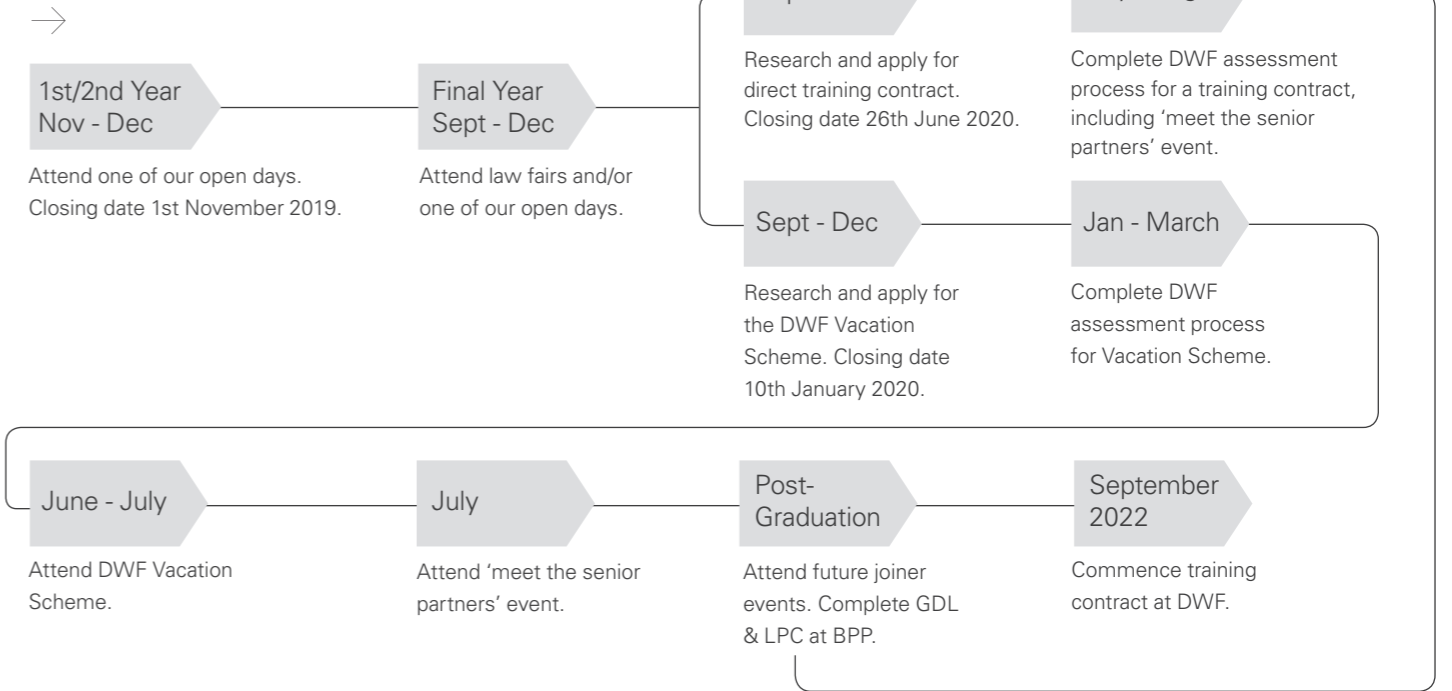
Law Students



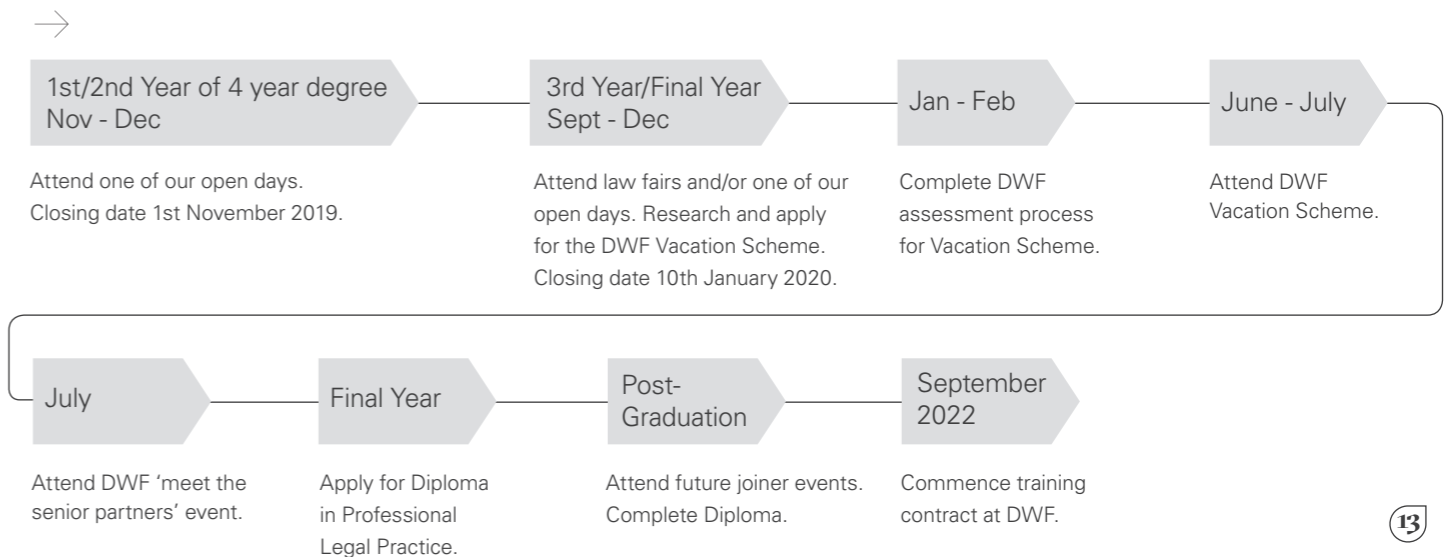
Northern Ireland Law Students



Non-law Students



Scotland LLB Students



Important dates

Stay informed

Applications for all vacancies (Open Days, Vacation Scheme and Training Contracts) will open from September 2019.

Please apply via www.dwf.law/graduate
This will redirect you to our application portal, Apply4Law.

Open Day deadline:

Friday 1 November 2019

2020 Belfast Training Contract deadline:

Friday 6 December 2019

2020 Vacation Scheme deadline:

Friday 10 January 2020

2022 Training Contract deadline:

Friday 26 June 2020



Get to know us

The Graduate Recruitment team are looking forward to meeting you. We will be out and about on campus attending law fairs and conducting skills sessions. Keep an eye on the website to find out key dates and events, alternatively please feel free to connect with us using the below.

✉ trainees@dwf.law

🖥 www.dwf.law/graduate

📘 DWF Graduate Recruitment

🐦 DWF_Graduate

📷 [dwf_graduate_recruitment](https://www.instagram.com/dwf_graduate_recruitment)

A final word...

Visit www.dwf.law/graduate to read our Trainee Blogs page, which covers every aspect of what life is like for a trainee at DWF (including some handy recruitment advice from our Graduate Recruitment team).



Beyond borders, sectors and expectations

DWF is a global legal business, connecting expert services with innovative thinkers across diverse sectors. Like us, our clients recognise that the world is changing fast and the old rules no longer apply. That's why we're always finding agile ways to tackle new challenges together. But we don't simply claim to be different. We prove it through every detail of our work, across every level. We go beyond conventions and expectations.

Join us on the journey.

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