



SHAKESPEAREMARTINEAU

***Meet your
ambition***

TRAINING CONTRACTS

We share your ambition to go places.

As a leading UK law firm, we've already come far – and fast: a fresh and outstanding force across the regions, solid in London and connected globally.

As enterprising and original thinkers, we're driven to create exceptional experiences for our clients and our people.

We handle personal and business-critical issues and game-changing deals across many dynamic sectors. It's stimulating and rewarding.

Challenging work and a rewarding career. This is what you can expect from working here.

This is a people business – and people like you can go far.

In our experience, fulfilling ambition is a potent blend of personal growth and career progression.

Succeeding at what you do, inside and outside work, comes from being able to let your personality shine and have your interests nurtured.

It's the chance to develop your talents; to challenge and be challenged. To be inspired by what you experience and the people you meet.

The more curious and informed you are about the wider world, the more value you can add to any business situation.

We put a high value on our people's individuality and the abilities that make them unique.

So step forward and show us how our training can stretch your talents to really go places together.

Welcome to Shakespeare Martineau

By our chief financial officer Lesley Spencer

We're a law firm for the smart thinkers; the mould-breakers; the go-getters. Here you'll find top quality work, cutting edge training, high profile clients, and supportive colleagues.

So far, so true – but so familiar? Many law firms will tell you similar things. Nothing wrong with that, but as you embark on applying for a training contract I want to give you genuine insight into what makes us distinctively special.

Unlimited potential

At Shakespeare Martineau you couldn't be in a better place to succeed. We're light on rigid hierarchies, and strong on energy, ambition and enjoying what we do.

My background is accountancy. I trained and worked at two of the UK's top firms where I had director roles before becoming chief financial and operating officer. I started here two and half years ago as a consultant and then strategy director before moving into my current role.

I'm focused on the firm's growth – by offering more services to existing and new clients, and also being open to growth through mergers. It's about creating opportunities for our people; to move forward and achieve our ambition together.

There are still law firms who see promotion pegged to time-served experience. We don't. If you show the capability and zeal to do a job our business needs, you're ready. I proved it myself when I came here fresh from a nine year career break.

There are no artificial barriers. We don't try to shrink you and your ambitions to fit. We'll simply set you on the right track for success.

Winning spirit

The pace of our business attracts savvy people who can build business relationships. It's about personality. We like our people to be engaging and memorable.

After all, our clients don't just want the law. They buy into people and want robust advice that is grounded in technical expertise but not limited to it.

Clients tell us that it's our energy and flair that sets us apart. They also like our straight talking. That's why we'll develop your potential to listen well and give creative solutions with clarity and commercial relevancy.

“We’re an ambitious law firm that doesn’t stand still. We help our clients’ businesses grow - and we continue to grow as a business. Moving further ahead is what excites us. We’re only at the start of what’s possible. By joining us now, you’ll have the chance to carve out your own place and contribution to making a genuine difference.”

Lesley Spencer, chief financial officer

Opportunity calls

It’s our future focus and zest for life that defines us. We’re not bland. We don’t conform to a norm. We crave originality.

Of course, we don’t have all the answers. That’s where you come in. We see this as the beginning of a career, not a training exercise.

This is the place where you can fulfil your ambitions, whatever they are. We want the journey with us to be rewarding and for the long haul.

We look for people who are not afraid to grab every opportunity with both hands. They evaluate the risk but are ready to dive into the uncertainty. That’s the drive and spark we prize.

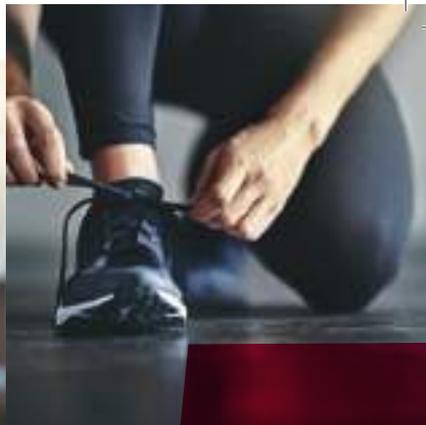
Be inspired

Today’s trainees are the solicitors, associates, directors and partners of tomorrow. We develop talented people to achieve their potential – and who help to achieve ours too.

Here we showcase some of them. Individually and together we create exceptional results.

We think it could be time you joined us.





Your training contract

Our in-depth training is set in the real world, with genuine caseloads, early responsibility and access to clients. This is first-class, hands-on training you can trust to develop your career.

The friendly support we give starts even before you begin working with us. When we offer you a training contract, we match you with a current trainee to be your 'buddy'. They'll answer your questions and invite you along to social events so there'll be familiar faces to see on your first day.

Over the course of two years, you'll get the chance to experience different areas of the law first hand. You will have exposure to the legal and commercial issues faced by our clients, and work with colleagues as part of the team that delivers the solutions. We'll encourage you to take on responsibility, coupled with giving you all the support you need to succeed.

We make sure that your supervisors are well-trained and supported. So as well as being experts in their field, they are confident in passing on their expertise and in steering you with your work.

You'll also have a mentor to guide you through the first two years and beyond. They're there to meet you regularly to share advice, give reassurance and answer your queries - after all, they were once in your shoes.

All our offices are open plan. This really aids communication and learning as you can easily approach team members and pick up on discussions around you.

Take your seat

As a trainee you'll spend two years experiencing at least three areas of the law. This will involve having four six-month stints, called seats, in our various practice areas. We tailor it to take account of our business needs alongside your preferences and strengths, so you gain solid, all-round experience of contentious and non-contentious work.

You'll also benefit from the Professional Skills Course, which we supplement with a structured programme from our training academy to strengthen your skillset. This is the highly successful way we develop your abilities and help you find your niche.

Our typical trainee seats are:

- ✦ Construction and engineering
- ✦ Corporate
- ✦ Employment
- ✦ Energy
- ✦ Litigation and dispute resolution
- ✦ Real estate
- ✦ Restructuring and insolvency

SHAKESPEAREMARTINEAU

TOP 100
UK LAW FIRM

£73+
MILLION
ANNUAL
INCOME



850 PEOPLE
125 PARTNERS



8 OFFICES



INVESTORS
IN PEOPLE | Accredited
Until 2021

CLIENTS INCLUDE

- # Al Rayan Bank
- # Barratt Homes
- # Commonwealth Games England
- # Europcar
- # Iceland
- # Kier
- # Lloyds Bank
- # National Grid
- # npower
- # University of Warwick

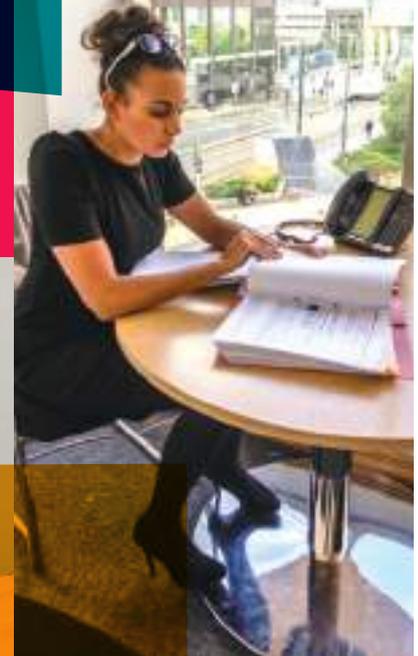


MEMBER OF
MULTILAW, A
GLOBAL LAW FIRM
NETWORK WITH
9,000 LAWYERS
IN MORE THAN
150 COMMERCIAL
CENTRES

MARKET EXPERTISE

- # Agriculture
- # Banking and financial services
- # Education
- # Energy
- # Family business
- # Investment funds
- # Islamic finance and inward investment
- # Manufacturing
- # Later living
- # Projects and infrastructure
- # Social housing
- # Sport
- # Healthcare

“You never know what you’ll fall in love with. I disliked property on the LPC course so it was a nice surprise to find it so interesting in the real world.”



Laura Taylor

Trainee solicitor

You get the chance to get in front of people and show them what you can do at early stage.

There are no psychometric tests in the application process to rule you out too soon. Just the chance to showcase what you've done and what you offer. And when you're in training, you're given real exposure to clients and encouraged to develop your own connections.



I've always valued the feedback I've received.

After my degree's placement year in a law firm, I took advice to gain more confidence by getting a media sales job. A partner contact then encouraged me to apply for a paralegal role. Two years later I started my training contract.

Everyone appreciates that once upon a time they were a trainee.

People enjoy sharing their experience and it gives you a chance to develop your own style by being inspired by many different approaches.

Islamic finance is fascinating.

Learning about sharia compliant transactions is like grasping a whole new area of law! Construction is probably where I'll focus - but it might all change. I'm starting my second year of training having enjoyed stints in real estate finance, social housing and now insolvency.

The firm's culture is fantastic.

It's welcoming and exciting with a broad and varied group of clients. You have a good work-life balance and plenty of exciting opportunities.

I'm giving something back while developing my own business network.

Through our links with the Prince's Trust's Mosaic programme I'm mentoring at a local secondary school. It's so rewarding to see how young people benefit by discovering new skills and having their aspirations lifted.

There's so much I love about working here.

I love the client exposure and responsibility that I am given. But there is so much more than just the work. I have the chance to socialise and network with young professionals across the City, attend brilliant training courses and captain our netball team... how much time have you got?

Joshua Hartle

Solicitor - banking

Corporate banking is far from dull – it’s a fast-changing and social area of law.

The work is very client-facing and I was exposed to that from the get-go. It’s all about building business relationships.

It calls for skills in drafting, research, negotiation and efficiency to hit deadlines.

Typically I could be reviewing security documents or title of property for a corporate lender, or meeting a borrower to shape a deal. It’s great to feel like an extension of the client’s in-house team.

Nearly-qualified, one of my best moments was getting a £40 million transaction over the line for a corporate individual.

It was long hours but I got confidence-boosting praise for my work with a partner to negotiate the documentation.

There’s a great willingness here to help one another, from a junior to senior level.

I hear friends in other firms say it’s difficult to approach their senior people or get the right supervision. Here they show patience and make the time. There’s an understanding that we grow together or we don’t grow at all.

If you’re ambitious and like to engage with people, this is the firm for you.

The scope for progression is clear and transparent. You can achieve all the things you want comparable to any larger law firm. Trainees feel well looked after and come out ready to walk into jobs.

When you work hard, it’s good to play hard too.

There’s something going on socially and in professional networks almost every day. Through volunteering and fundraising, I’m involved with local charity LoveBrum which supports hidden gem projects and people.

It pays to have perseverance, especially when starting out with applications.

I know from experience about the knockbacks. The best results come from staying positive and not trying to be anyone but you.





“Birmingham is booming. I find it rewarding to look around and see things I contributed towards - like a building I did the acquisition deal for.”



Know-how. No matter when.

Extensive learning opportunities aren't just limited to your time as a trainee. Our people are at the heart of our ambition and we want everyone to thrive through high quality continuous development.

Our award-winning Academy is uniquely created for everyone at Shakespeare Martineau. This is our nerve centre for inclusive training and learning resources, at all stages of your career. We see it as our ongoing investment in you.

Championed by our senior leadership team, The Academy gives our people the opportunity and time to stretch their knowledge and business skills. Its flexible programme responds to individual and business needs. Recent workshops covered pricing skills, personal resilience and confident communication.

We celebrate the success of our newly-qualified solicitors with a two-day conference to mark this important milestone. Its range of inspirational speakers will enthuse, reassure and propel you smoothly on to the next phase of your career.

96%
HIGH SATISFACTION
RATE
FOR OUR WORKSHOPS

OVER 40 DIFFERENT
SKILLS
WORKSHOPS
AT THE ACADEMY

OVER 1,300
ATTENDANCES
A YEAR, FROM
TRAINEES TO PARTNERS,
AT THE ACADEMY

A BESPOKE ACADEMY
PROGRAMME
FOR TRAINEES
ENHANCING YOUR
TRAINING CONTRACT

"I think The Academy is a brilliant bonus. I'm aware that friends in other firms don't have the support to attend as much training as I do here."

Trainee solicitor

"I've never worked anywhere which has offered as much support, advancement or encouragement as this firm."

Senior conveyancer

We recognise and reward your drive, talent and hard work. Here's what you can expect.

CORE PACKAGE

- # Competitive salary
- # Contributory staff pension scheme
- # 27 days holiday a year, plus bank holidays
- # Life assurance
- # Employee assistance plan
- # Private medical insurance after one year
- # Discretionary performance bonuses

PLUS FLEXIBLE, VOLUNTARY BENEFITS SUCH AS:

- # Holiday purchase and carryover scheme
- # Childcare vouchers
- # Interest-free season ticket travel loan
- # Critical illness cover
- # Medical cash plan
- # Dental insurance
- # Travel insurance
- # Cycle to work scheme
- # Give as you earn

“There’s lots of variety here. Today I went from seeing a patent attorney straight into a meeting talking about transgender lawyers.”



Kerry Russell

Associate - commercial

The pull of the firm is strong.

After a maths degree, I did my training and qualified here. I briefly worked at another leading law firm, but was happily drawn back, and within eight months I was promoted to associate.



I help all sorts of clients sort out disputes and infringements.

I'm currently building a case to show a product's patent is valid by digging into its technical history and how it evolved. There are always clients' products on my desk for me to take apart and put back together again! I go to the specialist courts in London about once a month.

Learning and developing is part of the DNA here.

No one keeps their knowledge to themselves. You're not pushed in any particular direction either. It's about developing naturally.

We value diversity and individuality - and it's more than just lip service.

The firm shares my enthusiasm for inclusivity, with people working here from all backgrounds. I've been given the time and support to launch our internal inclusivity network to further promote equality and diversity. I'm very excited at what's possible and the vast potential for anyone to be involved.

You don't need to wear a pinstripe suit to get on here.

University can feel open and inclusive but once in the corporate world people often think they have to leave part of themselves at the door. But it's okay to be different and to break the mould. I don't remember anyone saying that to me when I was starting out but I wish I'd heard it.

I'm diversely powered by our team's Cake Fridays and a passion for individuality.

The commitment to embracing different perspectives and abilities goes beyond our walls. I'm actively involved in Midlands Ability, a growing network of over 30 big employers to improve workplace opportunities for people with disabilities or mental health issues.

Hannah Tait

Legal director - private client

Sometimes you just don't know how things will work out.

I qualified into property law just as the financial crisis hit 10 years ago. It meant a change in direction by accepting a job offer in private client. Despite not having done a seat there, I soon felt right at home.

I love the myriad of clients you get to know in this area of the law.

Its reputation might not be very sexy, but you are a valued advisor and confidant. I work with high-net worth individuals often with complex family situations and business interests. Typically I might be in the office going over the figures in trust accounts or seeing clients about estate planning. Recent visits to clients include a trip to Ireland and another to see a personal injury client in a care home for spinal injuries.

Networking with clients and other professionals is important for attracting and retaining work.

As a thank you to clients, I'm planning a Nutcracker Ball for them, along with a separate corporate event at Birmingham's Symphony Hall.

Being promoted while on maternity leave, from solicitor to associate, is something I'm very proud of.

It says a lot about the firm and the supportive people here.

You're encouraged to put ideas forward to help the firm progress.

For example, I'm involved in this through committees for events and for legal precedents. It means decisions are collaborative and aren't all made at partner level.

Through The Academy, I benefited from a year-long leadership development programme.

I'm now a team leader with a focus on keeping my team happy and hitting our targets. Even if things don't go to plan, people here don't shy away but see it as a chance to get better.

I like people to show a willingness to learn and get stuck in.

There'll always be a place for technical lawyers, but what's increasingly important is the skill to get on with others at all levels and able to hold your own in any situation.





"I've had two people cry on me today. It can happen dealing with the raw emotion of bereavement. Empathy and being able to listen goes a long way."

Beyond the law

There's energy at work here. We enjoy what we do, have fun and create a buzz. Financial success matters. But so does making a positive contribution and memorable difference. Our focus is on creating a balanced workplace where you can be both commercially enterprising and socially responsible.

Be inspired – and be inspiring.

Community spirit

Being a responsible business is more than just words: it guides how we impact the environment, treat each other, and interact with our communities.

Across the firm we're involved in fundraising for our chosen national charity Cancer Research UK. We also encourage our people to be involved with causes they are passionate about or have a business connection to in other ways.

Our commitment to volunteering, for example, is shown by mentoring at schools through schemes like Business Class and Mosaic, and by providing support to university students giving free legal advice to people on low incomes.

Social scene

Developing your potential goes far beyond advancing your legal skills. For example, we encourage you to join your local junior lawyers' society to build a strong network, now and for the future.

Giving the opportunity to meet other young professionals, you'll be invited to a range of networking and social events, from dinners and bake-offs, to quizzes and boat races.

You can also get involved in organising all sorts of events by interacting with people throughout your local area and developing your personal skills along the way.

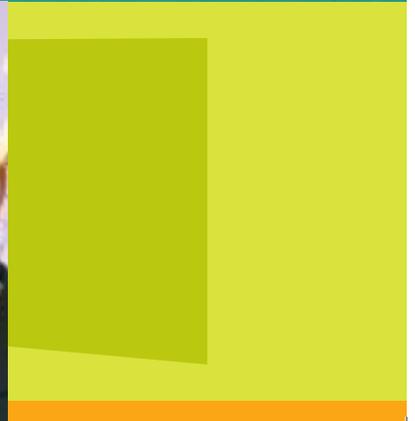
Wellbeing

We know first-hand that when people are happy and well, they flourish and businesses thrive. Our culture is prized for being open, supportive and valuing differences. The friendly atmosphere is genuinely encouraging of people's wellbeing and individuality, as championed by our equality and diversity group.

Football, cricket, netball, golf, hockey – even board games at lunchtime; you name it, we play it. Sometimes it's for fun and other times, like for the Inter-Firm Sports Trophy, our competitive natures just can't help breaking through.



“You’re not boxed in here. Although I am visiting a cardboard box factory tomorrow... There’s interesting technology in all pockets of industry.”



Martin Noble

Partner - dispute resolution

The sky's the limit.

As a commercial litigation lawyer I was supported by the firm to specialise in intellectual property (IP). Using the opportunities on offer, I've changed roles every three to four years. It's good to look around and make the changes you want - and here you can. With our growth plans, those opportunities will only get better.



A good settlement is where both sides feel they couldn't have done better.

The days I enjoy most are spent with business people - such as in corporate mediation - talking and listening before translating it into the best advice. Solutions can come from surprising angles.

When I'm not working on a big deal, I'm handling a wide range of cases, jumping from one matter to the next.

Time management is key. Clients have high expectations. Family life is important too - and with four young children, it can involve a bit of juggling.

A fair chunk of time is spent supporting people in my team so that everyone makes and understands their contribution.

Even the little things add up to something significant at the end of the year.

As a trainee, it's important to get involved in as much of the legwork as you can.

Be willing to take on responsibilities so you get to see a smaller case from start to finish. For bigger cases you'll be brought in to help the assembled team with different aspects.

You can build a bank of knowledge simply by listening and learning from others.

We're all responsible for the firm's reputation - so even if you're asked to prepare court bundles, it's important work to be done well.

I'm proud of being paperless.

I've only got one file in my cabinet. It certainly helps with moving around and working in different places. If someone gives me a sheet of paper I find a way of getting rid of it!

Louise Drew

Partner and head of real estate

Twenty years ago an exasperated housing client told me to learn fast.

As he dumped a batch of disposal files on my desk to untangle. It was an abrupt start to my strong interest in housing – and in particular the huge lack of affordable homes.

I'm passionate about new approaches to older people's aspirations for later living.

There are immense benefits to society of getting this type of housing right, and some innovative practice taking place around designs and ownership models.

It's important for us and our clients to use our expertise to shape government policy.

I was part of an all-party parliamentary group which reported on recommendations for housing the country's ageing population.

After five years at this incredible firm I've recently been appointed to head of real estate.

It's an exciting time, especially to be working with the sharp legal minds in my team and across the firm.

Our work in real estate is fast-paced and offers a real chance to influence the places where people live and work across the country.

It spans the delivery of everything from sports centres and transport hubs, through to urban regeneration schemes and commercial developments.

I never expect anyone to do things I wouldn't do myself.

I hope I lead by example. My management style is about empowering and coaching people to reach their own conclusions with guidance.

Having fun is good for any workplace.

At a departmental conference I injected some humour into the dry topics by having the speakers (willingly!) lead proceedings with an Irish Riverdance. Maybe I should have danced my way onto the stage at the Law Society Excellence Awards to clinch 'Woman Lawyer of the Year'? In any event I was chuffed to have been shortlisted.



"This is a firm which embraces diversity and has its eyes firmly fixed on the future."



Your career pathway

LAW STUDENTS

Apply anytime from the penultimate year of your degree.

This gives you time to complete your degree and a full-time Legal Practice Course (LPC) before you start with us.

NON-LAW STUDENTS

Apply anytime from the final year of your degree.

This gives you time to complete a full-time Graduate Diploma in Law (GDL) and then the Legal Practice Course (LPC) before you start with us.

BEGIN TWO YEAR TRAINING CONTRACT WITH US

QUALIFY AS A SOLICITOR

ASSOCIATE

LEGAL DIRECTOR

PARTNER

Make the first step. Apply.

We look for bright trainees who want to fulfil their ambition with us. You'll need a strong academic background: a 2:1 or above in any degree subject. We expect you to share our enthusiasm for our business and our clients. But we want more than that.

Show us what sets you apart. You'll be a great candidate to us if you can show you have an entrepreneurial spirit and enjoy finding new ways to get things done. Demonstrate too that you're comfortable in your own skin, whether in getting along with other people or challenging the status quo.

And when you show us, show us differently. Showcase practical know-how, your personality, efforts and attainments. Be yourself and you won't go far wrong.

How to apply

We offer training contracts in three locations.

- # West Midlands with stints in our Birmingham, Solihull and Stratford-upon-Avon offices
- # London
- # East Midlands with stints in seats at our Leicester and Nottingham offices

We're looking for trainees to start with us in the **West Midlands** in September 2019, 2020 and 2021.

In the **East Midlands** our contracts start in September 2020 and 2021.

In **London** our contracts start in September 2021 only.

To apply for 2019 the deadline is 28 February 2019.

To apply for either 2020 or 2021, the deadline is 30 June 2019.

You'll need to complete our online application form. This is available on our website at www.shma.co.uk/TrainingContracts from 1 January 2019.

If you are successful in the application stage, we will invite you to an assessment centre. This will help you decide if our programme is right for you – and we'll know if you're right for us.



“If the firm were a fictional character it would be...

Bruce Wayne – can seem ordinary on the outside but is extraordinary on the inside

Lex 100, independent student guide to working in law

We are a leading and fast-growing law firm, offering training contracts in the East and West Midlands and in London.

 @SHMALaw #MeetYourAmbition

 Shakespeare Martineau

training.contracts@shma.co.uk

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Content is correct at the time of printing October 2018.

www.shma.co.uk