

Vacation Scheme & Trainee Recruitment

fladgate





I'm Alan Wetterhahn, the training principal here at Fladgate LLP. My role involves overseeing training and confirming to the SRA that our trainees have met the standards required of them to qualify as a solicitor. It's something I take seriously: my responsibility to you, the firm and the profession, to ensure you're fully equipped with everything you need to qualify as a solicitor.

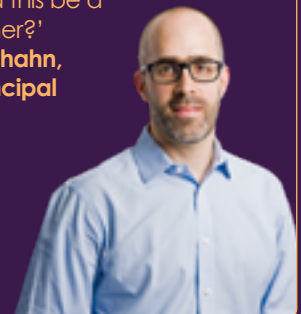
To secure a training contract at Fladgate you will be bright, hardworking and able to demonstrate that you are eager and willing to work with and learn from everyone here. Our trainees, like the rest of us here, do not all come from the same mould. They are individuals and self-starters but capable of working in teams; serious but don't take themselves too seriously.

Many of our clients are entrepreneurs and, as such, expect their lawyers to give clear, direct and commercially astute advice. We look for that ability in our trainees. If you apply to us, be concise, measured and deliberate on the application form and, if you are invited to an assessment day or interview, my advice to you is to be genuine and be yourself. If you are successful and join us as a trainee, we'll expect you to work hard, be open minded, curious and eager to take on responsibility. But we'll want, and allow your personality to shine through. After all, that's why we offered you the job!

'A training contract at Fladgate offers so much more than becoming a great technical lawyer.'

We recruit our trainees with one question in mind: could this be a future partner?'

Alan Wetterhahn,
Training Principal



About us

Fladgate is an innovative, progressive and commercially astute international law firm, underpinned by clear and dynamic thinking. We pride ourselves on our unique structure which allows us to deliver a partner-led model that is about keeping things personal, being agile, valuing intellectual rigour, and taking an enterprising approach.

Based in the heart of Covent Garden, the firm is one of the UK's top 100 law firms, serving a diverse portfolio of corporate, institutional and private clients.

With more than 103 partners and over 300 staff, including 110 associates, senior associates and knowledge lawyers, the firm combines extensive UK expertise with a strong international focus.

Our specialist regional groups support clients with cross-border business interests across Europe, India, Israel, South Africa, the Middle East, North America and the Asia Pacific region, further strengthened by the firm's membership of the International Lawyers Network, a global association of leading full-service law firms spanning 67 countries.

- **Corporate:**
including commercial, sports, IP, private capital, capital markets, M&A, tax, restructuring and employment.
- **Dispute Resolution:**
which includes regulatory, corporate governance and investigations, banking and financial services litigation, contentious construction, international commercial arbitration, insurance, contentious trusts and family, civil fraud and asset protection.
- **Private Client & Tax:**
Fladgate has a broad skills base that covers a wide spectrum of legal services across the business lifecycle and shaped to operate collaboratively to move fast and flexibly. Including Family, Private Wealth Disputes, Private Client and Corporate Tax.

- **Real estate:**
including planning, non-contentious construction, real estate finance and real estate litigation.
- **Funds, Finance and Regulatory:**
including investment funds, private equity, fund managers, asset and investment managers, promoters, sponsors and investors ; alternative finance providers, banks and debt funds, family offices, owner manager businesses, private equity funds and corporate borrowers FCA applications, advice on UK regulatory frameworks, fund related advice.

Our Clients

The firm prides itself on building long-term client partnerships through a collaborative, agile and proactive approach, which it calls an "unlimited partnership."

Known for delivering innovative, bespoke solutions, the firm excels in supporting entrepreneurs and clients tackling novel challenges with no established precedent.

Clients consistently rate the firm highly for collaboration and commercial problem-solving, and its client base includes organisations such as Yo! Sushi, Zouk Capital, Guild Esports, Dobbies, the National Portrait Gallery, the Science Museum and SharedPlay.

Training at Fladgate



What sets us apart?

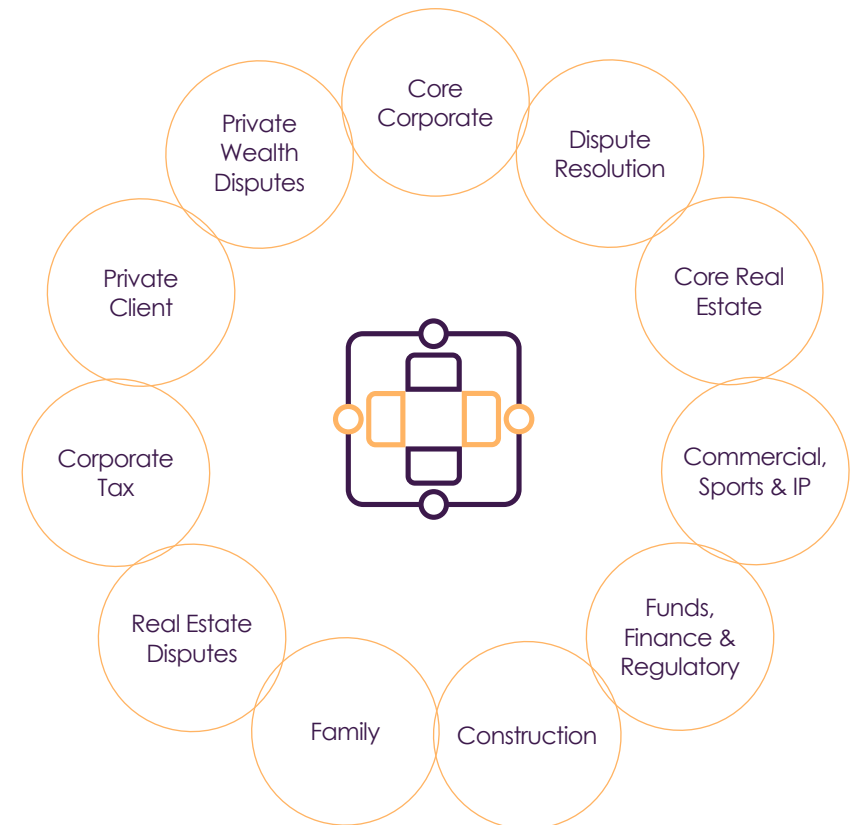
Training at Fladgate combines a first class education programme with real hands-on experience and client contact. The nature of our business and small intake of trainees each year means you will be given exposure to high quality work with lots of responsibility from an early stage. We don't expect you to learn by sitting on the side lines; you will gain first-hand experience on a variety of deals both large and small. Where possible you will be given every opportunity to develop your drafting and negotiating skills in real life situations.

Seat Rotation

We use our best endeavours to ensure that seats are chosen not only in response to commercial need but also personal preference. We have maintained high retention rates by offering our trainees newly qualified positions in their desired areas.

Our two year training programme is divided into four seats of six months. Each of our trainees will complete core seats in contentious and non-contentious areas.

Currently we have trainee intakes in the following groups:



What we offer

We offer a full sponsorship package, covering PGDL and/or SQE course fees for trainees who study with our exclusive partner, the University of Law (ULaw).

We will also provide a maintenance grant of up to £7,000 per annum for studying the course(s) in London and £6,000 per annum for studying the course(s) outside of London.

As of September 2026 our figures stand at:



1st Year Trainee
£50,000

2nd Year Trainee
£52,000

Newly Qualified Associate
£94,000

Vacation Scheme;

What to expect

We carefully select our trainee intake from an annual Vacation Scheme which takes place during one week over the summer. The scheme provides our future trainees with an opportunity to gain hands-on experience at the firm and a good understanding of what life as a Fladgate Trainee will be like.

Over the course of this week, you will participate in a number of group and individual activities, and undertake work assignments from current trainees, associates and partners, ensuring our students have the opportunity to network with as many Fladgate people and partners will give you a truly rounded view of what the firm has to offer.

Examples of assignments and tasks set during the vacation scheme week:

- Reviewing a confidentiality agreement between a buyer and seller in a corporate transaction.
- Drafting a loan agreement for a Fund
- Drafting a letter to a client regarding a property dispute
- Reviewing particulars of claim in a litigation matter
- Reviewing registrations with Companies House
- Working on a client pitch presentation
- Drafting an internal memo to Partners

During the Vacation Scheme, we make the most of our fantastic location in Covent Garden and arrange social events throughout the week with our current trainees and associates.

Don't forget, our vacation scheme is a paid placement of £450 for the week... easily spent with all the amazing shops just a stone's throw from the office!

Benefits

We reward our staff for their continued commitment to the success of this firm with a comprehensive range of benefits.

On Joining



- Life assurance scheme – 5x annual salary (non-contributory)
- Annual holiday entitlement – 26 days per calendar year (full time)
- Staff introduction bonus - £1,000-£5,000 depending on vacant role
- Personal training/yoga – free weekly sessions
- Free online GP service - 24/7 online video GP consultations

After 3 months



- Company sick pay scheme
- Group income protection
- Season ticket loan
- Private Dental Plan – payable through monthly payroll
- Gym membership scheme – interest free gym membership loan
- Eye test vouchers – every two years

After 2 months



- Group personal pension plan - 4%-5% employer contributions, matching employee contributions of 4% -5% (automatically enrolled). Processed via salary sacrifice 50% of employer NI savings added to contribution

After 6 months



- Private medical scheme insurance medical insurance scheme (non- contributory)



Don't just take our word for it...

The vacation scheme at fladgate has provided me with an invaluable insight into life as a trainee and a legal career path. The firm is uniquely personal, and the whole team at Fladgate is extremely welcoming and committed to helping its vacation schemers and trainees in any way possible.

The week delivered a distinctively enriching experience, from engaging with experienced legal professionals and learning about different areas of law to enjoying a fun and memorable social evening.

Vacation scheme attendee

I have really enjoyed the recruitment process at Fladgate; whether you were speaking with the hr team or a partner at the firm, everyone was extremely friendly and approachable.

Naïema Begum, Trainee Solicitor

The recruitment process at fladgate was engaging and challenging. We were tested on real legal scenarios and gained significant interactions with lawyers at all levels.

Dhruv Kanabar, Trainee Solicitor

I can happily say, that if there is one key thing to take away from my experience, it is that the people at the firm will exceed all your expectations.

Vacation scheme attendee

It was an amazing week, far less scary than anticipated but an even better, more honest, and welcoming exposure to Fladgate's culture than i ever would have imagined.

Vacation scheme attendee

What is the best thing about working at fladgate according to our people?

- Friendly & supportive culture
- The people

Application & Selection Process

October 2026

Online applications open via [AllHires](#) and [AmberJack](#)

February 2027

Successful applicants receive invitation to attend an assessment centre scheduled for March 2027

April 2027

Successful applicants will attend an interview with a partner and a member of the People team

July 2027

Successful applicants are formally offered a training contract at Fladgate commencing September 2029.



January 2027

Applications close

March 2027

Office based assessment day whereby candidates undertake a series of individual and group tasks and are given the opportunity to network with Fladgate staff and partners.

June / July 2027

1 week office-based paid vacation scheme



**A day in the life of a
Fladgate trainee**
Lucy Crawley
Trainee Solicitor
Commercial, Sports
and Intellectual Property



8.30am: I tend to arrive at the office at around 8.30, but the floor usually won't be busy until 9.30. I'm lucky enough to be able to walk to work, sometimes stopping for a coffee on my way in.

8.45am: I start my day going through my inbox, responding to anything urgent and writing up a to-do list for the day. Having some time in the office before the office gets busy allows me to prepare properly for the day ahead.

9.15am: Each day/week in our commercial team looks different. This morning, I am preparing an advice note for our client addressing GDPR compliance in relation to their direct marketing strategy. I attended a client meeting with a Partner via teams last week, so I review my attendance note to remind myself of our client's instructions and the commercial considerations highlighted. It's important in CSI that our advice is not only legally sound, but also that it involves the right amount of common-sense and is fit for purpose in the given context. I decide on the structure of the advice note, drop a quick line to the Partner to sign off on my proposed approach, and then get started on the research making use of the various resources available at the firm.

10.30am: The team meets at the start of each week to give an update on our workload, and for Partners/Senior Associates to hand out new work. It's also an opportunity to catch up as a team, and flag any upcoming BD or social events, including those with the wider Corporate team. I volunteer to assist with a due diligence exercise on a Corporate transaction which has come in that morning.

11.30am: I finalise my advice note for the client and send this to the Partner to consider, along with an explanatory email I have drafted for the client. On another matter, I receive an email from a client approving the final draft of a manufacturing agreement, so I issue this to all parties for signing by DocuSign.

12.30pm: The trainees often eat lunch together. Being in the middle of Covent Garden means there's a huge range of options – Atis being the latest favourite. It's a good opportunity to socialise with colleagues outside your department and get some air with a wander round Lincoln's Inn (weather permitting!).

1.30pm: Fladgate opens up department-specific training to all the trainees, so we're encouraged to attend these and learn as much as possible about the work across the firm – this also means we're better positioned for future rotations in our training contract. Today, there's an external session delivered by a Barristers Chambers about Share Purchase Agreement claims, attended by our Corporate and our Dispute Resolution teams. As well as regular training, the firm hosts lunchtime yoga and weekly personal training sessions in nearby Lincoln's Inn Fields.

2.30pm: I catch up with the Corporate associate regarding the commercial due diligence required. They give context to the wider transaction, explain the scope of work and give an indication of the pertinent deadlines in the deal. Our client is acquiring a hotel, which means the deal is a cross-departmental effort with Real Estate, FFR and Employment. My first job is to review the hotel management agreement, the key commercial

document in the transaction. I prepare a detailed report of its terms, identifying any issues we deem to be a 'red flag'. If I have any questions, I compile a list of these as I work through the document and then speak to the CSI associates for guidance. Fladgate has a very friendly culture and questions are always encouraged! Once I've completed my report, I send this to the Partner for review.

5.00pm: We run a trade mark 'watching' service for a number of clients. We receive daily email alerts, which the CSI trainee is responsible for reviewing on a weekly basis. I work through the alerts and identify a potentially infringing application, filed in the same goods and services classes as our client's. I email the associate running the matter for their view on the mark, offering to prepare an email notifying our client.

6.00pm: I check in with my supervisor ask if there's anything else I can help with. We agree to go for coffee the following day to catch up, check in on my workload and identify any tasks in my departmental trainee checklist I'm yet to tick off. I log off and go for a quick drink with colleagues at a pub nearby – we are spoilt for choice in Covent Garden!

Fladgate LLP
16 Great Queen Street
London
WC2B 5DG

fladgate

T: +44 (0)20 3036 7000
E: fladgate@fladgate.com

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