

Focusing on the **Future** Together

Graduate Recruitment Brochure
London 2025/2026



Why Orrick?



Band 1
Venture Capital
Chambers UK
2025

Tier 1
Renewable
Energy
Legal 500 UK
2025

#1 Venture
Capital Firm in
Europe
PitchBook
9 years in a row

#4 for Pro Bono
Internationally
*The American
Lawyer*
2024

Technology
Group of
the Year
Law 360
2024 (x4)

Sector Focus

Orrick lawyers help clients see around corners. We focus on four sectors driving the global economy: Technology & Innovation, Energy & Infrastructure, Finance, and Life Sciences & HealthTech. Also, we use AI-driven tech to deliver valuable insights, and we work in specialised teams to solve our clients' complex problems.

We each chose Orrick because we are excited about practising law in this way – and believe it's what the future demands.

Our Work

Experience matters. Whether you choose a transactional, litigation, intellectual property or regulatory discipline, Orrick offers incredible opportunities to learn.

- We rank Top 5 in the number of Venture Capital transactions our teams complete each year (*PitchBook*) and we closed 970+ deals in over 50 countries in 2024. Our M&A team worked on 170+ transactions in over 30 jurisdictions.
- We lead in the emerging area of AI law. We've advised on \$36B+ in AI venture financings in 42 countries, 70 AI M&A transactions in 18 countries, 45+ data centre transactions in 21 countries and we are handling precedent-setting AI disputes, all over the past 20 months.
- We're No. 1 in power purchase agreements for data centres and other energy needs worldwide (*inspiratia*) and No. 2 in energy transition transactions.
- Ranked among the world's top 30 by *Global Arbitration Review*, our International Litigation, Disputes & International Arbitration team defends businesses, high-net-worth individuals, multinationals, and nation states in complex, high-value disputes worldwide.
- Our Finance teams have earned 27 *Financial Times* Innovation Awards, and we're ranked *Chambers* Band 1 across 10 different areas of finance.
- We help life sciences, biopharma, healthtech, medical device, digital health, and healthcare innovators protect breakthroughs, scale, and invest – working with 350+ venture-backed companies and leading sector investors.

Our Clients

We advise the most exciting disruptors at all stages including:

- 13 of the 25 largest public tech companies.
- 5,000 venture-backed companies in AI, consumer tech, energytech, fintech, healthtech, digital assets, and leading funds.
- 4 of the top 10 oil & gas majors and half of the top 50 renewables sponsors.
- 12 of the 20 largest public biopharma companies.



43.5% Technology & Innovation

23.5% Finance & Fintech

18.5% E&I and Energy Transition

14.5% Life Sciences & HealthTech



55% Transactional

31% Litigation & IP

14% Regulatory

Our Strategy

We differentiate ourselves from other global law firms by delivering commercial, synthesised, and sector focused advice. Leading companies at all stages, financial institutions, funds, and other entities rely on Orrick for legal solutions that advance business objectives – whether through financings and corporate transactions, dispute resolution, IP protection, or navigating the uncertain regulatory and enforcement landscape. We bring insight to the transformational opportunities created by the merging of technology and AI with every other sector.

If you are motivated by practising at a modern, innovative global law firm, but value the teamwork, mentoring, and client contact of a smaller office environment, Orrick offers the best of both worlds.

Our sector focus enables us to really understand our clients' businesses.

Delivering Results

ANTHROPIC

Anthropic Raises
\$3.5 Billion to Advance
AI Development and
Expand Compute
Capacity

Mosaic Capital Partners

Revolutionising Energy Storage:
Mosaic Capital Backs £300M
Funding for UK's First
Large-Scale Liquid Air Energy
Storage Plant in Energy
Transition Deal of the Year



SAP Agrees to Acquire
WalkMe for \$1.5B,
Enriching SAP's
Business AI Solutions

Parkopedia

Building on a Decade of
Partnership: EasyPark Group
Completes Acquisition of
Parkopedia to Advance Driver
Experience and Data-Driven
Mobility Solutions

Microsoft Brookfield

Historic Renewable Energy
Power Purchase Agreement:
Microsoft and Brookfield
Agree on Framework to
Deliver Over 10.5 GW
Capacity Globally

atomico°

Backing Global Travel
Innovation: Long-Standing Client
Atomico Backs \$200M Series E
to Fuel TravelPerk's
Worldwide Growth



Our Culture

Core Values

Excellence and Integrity. We provide the highest quality of legal service to our clients, while observing the highest standards of integrity and ethics at all times.

Cooperation and Individual Respect. We work together as a team, interact in a friendly and mutually supportive manner, and treat each other with respect, trust and dignity.

Enthusiasm and Pursuit of Improvement. We bring enthusiasm, innovation, entrepreneurial passion and commitment to advancing the welfare of the firm and our clients, and always seek to improve the firm in order to realise our full potential.

Inclusion and Belonging

No matter which Orrick team you join, you will have teammates whose life, professional experiences and perspectives are different from yours. This is true at all levels in our firm – and we are proud to be led by a Board and Management Committee that is the most inclusive in Big Law. To cultivate an inclusive culture, we invest in building professional communities. Our inclusion networks, which are open to all, include First Generation Lawyers, Veterans, the Black Lawyers of Orrick, MENA, the Jewish Inclusion Network, Women's Initiative, Parents Forum, DiversAbility, and many others.

Many of these networks also have Europe-specific chapters that engage locally, and our London office Inclusion and Belonging Committee supports a wide range of local events and initiatives. We also partner with Rare Contextual Recruitment to ensure that our London trainee recruitment processes are fair and inclusive. No matter your perspective, you will find ways to connect with colleagues beyond your practice and office.

Innovation

There's a better way to practise – and we are working together to create it. Our lawyers have worked with Orrick Labs, to build 100+ bespoke tech solutions for clients over the past 12 months.

We help our lawyers integrate practice-specific technologies into their work product. Also, we tap into The Observatory, an in-house crowdsourcing platform, to learn about which technologies our colleagues are using for specific problems. 1,200 Orrick lawyers and staff use our bespoke platform Orrick.ai in a typical month, and a third use it daily.

If you have a vision for how to increase the quality and value of our client work, you'll find expert support, a tech platform and bonus-eligible time to bring it to life.

Top 10 Most Innovative Law Firms Globally
Recognition for Innovation in Data Enhanced Knowledge

– **Financial Times Innovative Lawyers: 20 Years**

Top 10 for Tech & Innovation

– **Vault, 2021-2026**

Top 10 for Use of Tech

– **AmLaw Midlevel Associates Survey, 2023-2024**





Pro Bono

The impact of our pro bono programme is broad, and one of the most important ways we measure our professional success. Last year our lawyers devoted more than 67,500 hours to 750 individual and non-profit pro bono clients and 125 legal services organisations.

We have a recognised leading pro bono practice with almost 100% of our lawyers in Europe and Asia supporting high impact pro bono projects each year.

Our lawyers work on a variety of matters such as The Greece Collaborative and UK Access to Justice. We assist marginalised and disadvantaged individuals in our communities, work on innovative social finance deals and human rights research.

Highlighted Projects

The Greece Collective The UK and European offices of Orrick, in collaboration with a group of law firms, partner with the NGO European Lawyers in Lesbos (ELIL) to provide much needed pro bono legal information and assistance to asylum seekers in Athens and Lesbos. This project involves sending volunteer lawyers to the ELIL offices for two weeks at a time to help with preparing these vulnerable individuals for the asylum interview process.

UK Access to Justice Trainees and lawyers in our London office can join a number of ongoing Access to Justice projects to help vulnerable individuals in our local community. These include:

- supporting adults with learning disabilities and mental health difficulties with welfare benefits and charging appeals with Access.
- advocating for terminally ill children and their families in areas of social housing and community care with LawWorks.
- assisting Afghan individuals with family reunification and Afghan Relocations and Assistance Policy (ARAP) applications with Safe Passage and Refugee Legal Support.
- preparing exceptional case funding and family reunification applications for asylum seekers in Europe with family members in the UK with Refugee Legal Support.
- assisting on statelessness applications with Asylum Aid.

These projects involve areas of law outside our usual expertise, so comprehensive training and supervision by an expert lawyer at our partner organisations is provided.

Your Career at Orrick

You'll have a real opportunity to chart the course of your career.

Here's how ...

You'll work in small teams

This means more Partner and client contact and access to coaching and mentoring.

You'll do pro bono work

Pro bono matters are among the most important work we do. Our dedicated Head of International Pro Bono and Community Responsibility will help find projects that inspire you.

Learning never stops

As a Trainee, you will be assigned a dedicated mentor to support you throughout your training contract, alongside your seat supervisor. You'll have regular appraisals with both your supervisor and our Training Principal to support your ongoing development. Orrick University offers over 350 substantive legal and business skills courses to help with your continual growth, both professionally and personally. As you advance from Associate through to Managing Associate and Senior Associate, you will also attend academies with our global colleagues. We offer workshops on leadership, teamwork, plain English writing, business development, mindfulness and more.





What to Expect

The two-year training programme comprises of six four-month seats, with regular appraisals. This gives you the opportunity to gain a wide range of practice group experience and work with many different clients.

Trainees can currently take seats in our following London practices:

- Antitrust & Competition
- Banking & Finance
- Capital Markets
- Cyber, Privacy & Data Innovation
- Employment
- Energy & Infrastructure
- Financial & Securities Litigation
- International Arbitration
- M&A and Private Equity
- Restructuring
- Tax & Incentives
- Technology Companies Group
- Technology Transactions

Trainee-led Training

At Orrick we are committed to giving our trainees responsibility straight away. From day one, you'll have the chance to shape your own learning experience with our trainee-led training programme. Each year, our trainee cohort selects their 'Trainee Training Representatives' to organise specialist sessions with our associates and partners. You will be guided by Nancy Jones, Senior Professional Support Lawyer, who will help explore areas that match your interests and create a bespoke training plan.



Milo Dunne
Associate

Practice Group: Energy & Infrastructure

At Orrick, trainees shape their own development through a unique trainee-led training programme that complements experience gained in seats, as well as more formal organised training.

Trainees organise regular sessions with specialist lawyers from across the firm, which might range from focused training on a specific topic to discussion on an emerging area of practice. This offers trainees genuine autonomy over the training experience by allowing you to explore areas that are of particular interest to you and your cohort. The programme also allows you to expand your internal network, and engage with departments that you might not otherwise experience directly during your training contract.



Nancy Jones
Senior Professional Support Lawyer

Trainees are invited to practice group and cross-departmental technical training, but the value of this additional programme is that it is focused solely on the trainees.

As a cohort, they select the topics, which can range from technical legal subjects to an in-depth look at particular aspects of law firm life. Afterwards, they collaborate with me to identify potential speakers. Since only Trainees attend, it's a great opportunity for them to get to know more people in the firm and ask questions about anything they don't understand.

Hear From Our Team



Siddharth Balani
Associate

Practice Group: Technology Companies Group

I always wanted to train at a firm whose speciality and expertise aligned with my interests in the technology sector, international work helping ambitious clients, and being part of a lean and dynamic team. Orrick has proven to be just that.

After graduating from the University of Leeds, I joined Orrick as a Trainee. From day one, I was given meaningful responsibility and exposed to high-quality work with a wide variety of clients. Now, four years in, I've worked with a variety of fast-growth startups, institutional investors, and built a strong internal network across teams, clients and offices.

Time has been invested in my development and real responsibility given to me from day one. In my Corporate seats and upon qualification, I've been part of multiple-deal teams, including company and investor side deals – this has allowed me to actively see the entire lifecycle of different deals, from term sheet stage to completion, and it's encouraging to know that our contributions as trainees and associates have a tangible impact within each transaction.

A memorable highlight from my time at Orrick is playing a charity football tournament at Crystal Palace's Selhurst Park involving numerous companies in the UK technology universe – hopefully a cricket match at Lord's next!



David O'Donovan
Managing Associate

Practice Group: Energy & Infrastructure

Orrick's sector focus was a significant factor in my decision to join the firm as a Trainee. I was keen to build my legal career in areas that are not only dynamic and fast-evolving, but also have a tangible impact on the way we live and work.

Orrick's reputation as a global leader in the Energy and Infrastructure sector, particularly its pioneering work in renewables and the energy transition space, stood out for me and this has been borne out by my experiences during my training contract and beyond. I have had the opportunity to work on a diverse and exciting range of matters, including acquisitions and disposals concerning some of the world's biggest renewable energy projects, the creation of innovative joint ventures in emerging markets, and matters concerning the development of new energy technologies (such as green hydrogen and carbon capture, use and storage) as well as energy regulation.

From the outset, I have been impressed by the firm's collaborative culture and the genuine responsibility given to junior lawyers. In particular, the level of exposure to high-profile clients and complex, cross-border projects is invaluable. With associates encouraged to take ownership of workstreams and contribute directly to client solutions, you feel empowered to make a real impact, both within the firm and wider sector.

For anyone looking to build a legal career at the forefront of the sectors that will shape the future, Orrick offers an unparalleled platform and a supportive, forward-thinking environment where you can gain top-quality, hands-on experience, working alongside experts who are genuinely passionate about what they do.



Rebecca Grevitt
Senior Associate

Practice Group: Energy & Infrastructure

I was initially drawn to Orrick due to the international nature of its work and degree of responsibility offered to trainees. This proved to be true throughout my training contract where I worked on numerous complex and high-profile transactions, including the financing of a windfarm in the Mongolian desert and investments in tech start-ups. On each transaction, I was offered the opportunity to work directly with clients and take the lead on certain workstreams.

I qualified into the Energy & Infrastructure team which has a strong focus on renewable energy and covers all aspects of renewable energy projects, ranging from M&A transactions and joint venture agreements to financing and regulatory compliance. Since qualification, I have been lucky enough to work on transactions that are at the forefront of the energy transition. Highlights include acting for Ørsted on its £1.1bn sale of the transmission assets of the Hornsea Two offshore windfarm (currently the largest offshore wind farm in operation in the world) and advising a multinational consortium in relation to the development of a green hydrogen project in Oman.



Alex Sobolev
Partner

Practice Group: Cyber, Privacy & Data Innovation

I joined Orrick as a Trainee in August 2014. The firm's draw was its small intake and its global reach but comparatively small presence in London, meaning an opportunity to get good exposure to high-end work in an environment that required taking on responsibility early.

I qualified into (what was then) the Data Protection, Commercial, Intellectual Property "etc." team, a group that seemed to take on matters that didn't cleanly fall into any other identifiable practice area but could probably be summed up as specialising in anything that involved creating or running a business online. It was a great platform for working with and getting to know some pioneering companies doing weird and wonderful things with software and data. It meant understanding how various online products worked under the bonnet and seeing how advice translated into real-world user experience. With the introduction of the GDPR, the growth of big data and the development of AI, it has also been an exciting space to work in.

Although the firm has changed a lot since I started my training contract, it has retained the qualities that made me apply and encouraged me to stay here in the first place. Despite being a large global firm, it has an entrepreneurial, almost start-up quality, which gives it a vibrant, relatively informal and non-hierarchical atmosphere that rewards curiosity, enterprise and willingness to take on challenges.



Pete Sugden
Partner and Training Principal

Practice Group: Technology Companies Group

As a Partner in the Technology Companies Group, my day-to-day practice primarily involves working with high-growth technology companies and investors in those companies. No day is the same when working with these kinds of disruptive companies: my diary on any given day might range from working on a £200k seed round for one client to closing a £200m Series E for another; from incorporating a company that is at the beginning of its journey to advising on an M&A exit for a company at the other end of the spectrum. It is a privilege getting to work with some of the most innovative thinkers in the world and having a hand in the development of tech companies that genuinely shape our future.

Alongside my work as a tech lawyer, I co-lead Orrick's training and graduate recruitment programme with Sarah Stockley.

At Orrick, we have designed our training contract to offer Trainees a large breadth of experience of different practice areas, so that they can develop a broad skill-set and are conversant in a range of practice areas. We don't believe that lawyers should operate in a silo; rather, we believe that, by providing exposure to a wide range of legal disciplines, our trainees develop the tools and self-confidence to take anything in their stride on qualification. It also gives trainees a real opportunity to find the practice area they are most passionate about and want to qualify into – it's a long career after all!



Sarah Stockley
Partner and Deputy Training Principal

Practice Group: International Arbitration

Having thoroughly enjoyed chemistry at school, I wasn't ready to give up my lab coat just yet, so I chose to study Chemistry and Law at Exeter University. After graduating, I started my training contract at a U.S. energy-focused law firm in 2006, qualifying into the disputes team. I joined Orrick's International Arbitration team in 2018, continuing my focus on energy disputes and working on complex, high-value cases for clients globally.

In 2025, I became involved in the training programme and graduate recruitment alongside Pete Sugden. Our role spans the full trainee journey, from recruitment and hiring through to supporting trainees on their journey to associate level. I really enjoy mentoring the next generation of lawyers and helping them navigate the early stages of their careers.

A huge benefit of our training programme is our small trainee intake and regular seat rotations, which gives trainees the chance to experience a broad range of practice areas and take on real responsibility from day one. At Orrick, we believe in giving opportunities to those who show the capacity to handle them, and we encourage trainees to keep an open mind, try different areas, and discover where their strengths and interests lie.

For me, the best part of being at Orrick is the people. You'll find a collaborative and supportive environment where colleagues at every level are genuinely interested in your development and success.



Applying to Orrick

We hope you're feeling inspired to learn more about a career with Orrick. Here's the path to explore more ...

What We're Looking For

Applicants should have obtained, or be on track to achieve a 2:1 (or above) university degree in any discipline.

Vacation Scheme

Our vacation scheme offers participants an opportunity to see the London office of a U.S. law firm in action and gain an insight into what life as a Trainee would be like here.

During the two-week scheme you'll spend time in two practice groups, working on real matters alongside our trainees, associates, and partners. There will also be a variety of social opportunities and events throughout the scheme, giving you an opportunity to really get to know our team. Candidates can also expect to attend various training sessions and workshops and they will be assessed for a training contract via a structured interview, written exercise, research task, and group presentation (please note, the assessment process is subject to change).

Training Contract Only Route

We also offer a direct training contract application route, designed primarily for those who are unable to complete a vacation scheme with us. This is part of our commitment to ensuring equal access to opportunities – we recognise that not all our applicants will be able to attend a vacation scheme with us.

Compensation and Sponsorship

Trainee salaries currently start at £60,000 for the first year, rising to £65,000 in your second year. Our NQ salary is currently £160,000. We also offer a competitive benefits package and dedicated wellness programme in London, including yoga classes, and a variety of global and local mental health initiatives.

Our trainees will study a bespoke course to prepare for the SQE, and we also provide a maintenance grant of £20,000.

Key Dates

Autumn 2025	Applications open for Vacation Scheme Route
Early 2026	Applications open for Training Contract Only Route
Early 2026	Applications close for Vacation Scheme Route
Spring 2026	Applications close for Training Contract Only Route
April 2026	Vacation Scheme Assessments
Summer 2026	Vacation Scheme
Summer 2026	Direct Training Contract Assessments

Ready to Focus on the Future Together?

Go to orrick.com/careers/lawyer-job-opportunities to apply.

Let's Talk !



Pete Sugden
Partner and Training
Principal

+44 20 7862 4603
psugden@orrick.com



Sarah Stockley
Partner and Deputy
Training Principal

+44 20 7862 4706
sstockley@orrick.com



Halina Kasprowiak
Director of Administration

+44 20 7862 4792
hkasprowiak@orrick.com

orrick.com/careers **AMERICAS | EUROPE | ASIA**

Orrick, Herrington & Sutcliffe (UK) LLP | 107 Cheapside | London EC2V 6DN | United Kingdom | tel +44-20-7862-4600
© Orrick, Herrington & Sutcliffe (UK) LLP 2025. All rights reserved.

