

# Katten

## London Vacation Scheme and Training Contract Brochure



## Key Facts

**700**

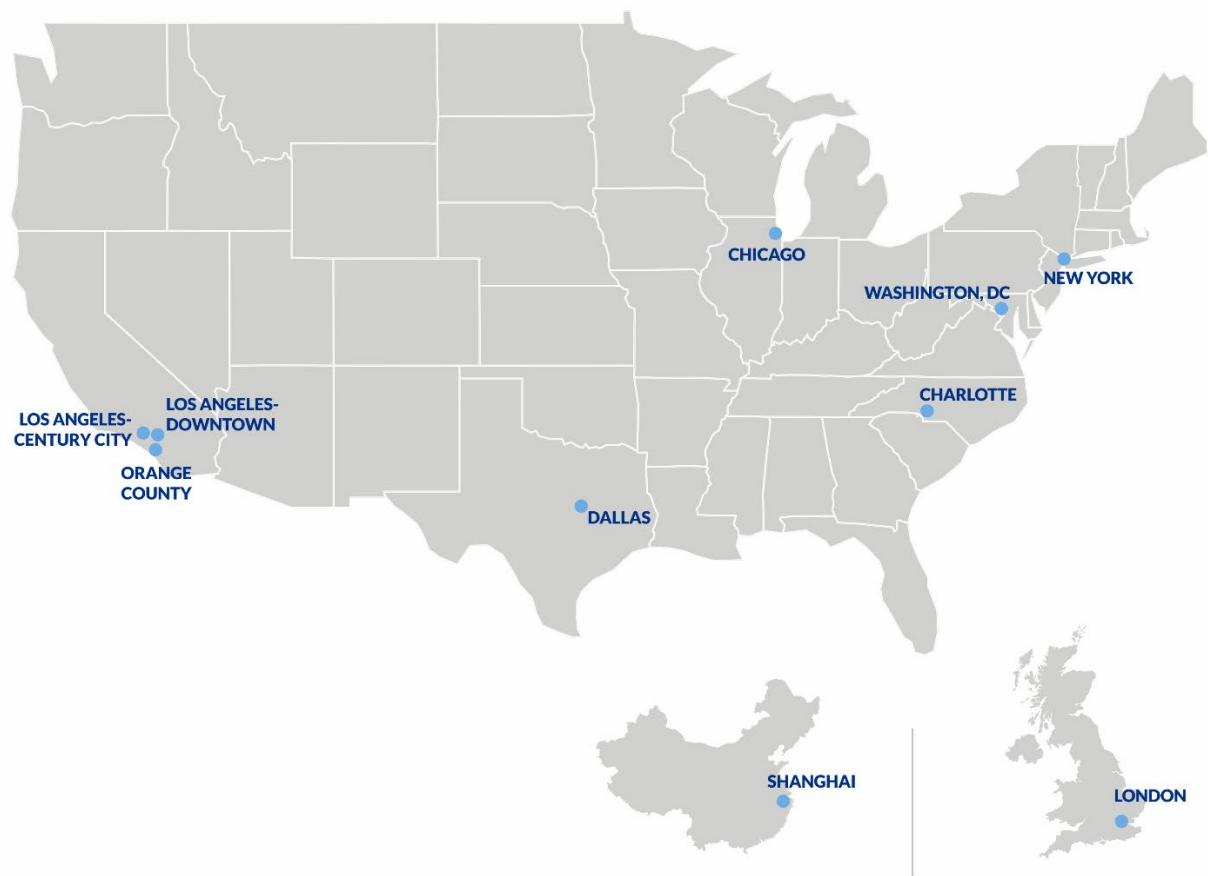
Lawyers worldwide

**46**

London fee-earners

**10**

Offices worldwide



## Areas of Practice Worldwide

- Corporate
- Finance Markets & Funds
- Insolvency & Restructuring
- Real Estate
- Tax
- Private Wealth
- Intellectual Property
- Litigation
- Private Credit
- Structured Finance & Securitization
- Employment

# Welcome from Chris Hitchins

## Welcome from Chris Hitchins, Managing Partner, London

Katten is an innovative, entrepreneurial, ambitious and growing US law firm that has made huge strides in recent years. Today, we are the full-service, business-oriented law firm our founders envisioned, with around 700 lawyers providing sophisticated, high-value legal services across the United States, the UK and China.

We have evolved, but our vision remains the same and we are proud to have retained the drive and ambition of the early years. This is especially true of our London office, where we have spent the last 10 years establishing the firm in the UK. We pride ourselves on our responsiveness and commitment to outstanding client service, and offer expert, integrated legal advice servicing both domestic and transatlantic clients operating in the UK, continental Europe, the United States and Asia.

Our philosophy remains centred around the same principles that guided the firm's founding: a desire to be nimble, strategic, creative and client-centric. Most importantly, a desire to be different. Indeed, we believe our culture is unique, especially compared to other US law firms. We have the resources, support and management of a big established firm. However, we have the mindset and flexibility of a specialist boutique firm.

Crucially, our people are driven, commercial professionals — but we are so much more than that. We are a friendly, inclusive, approachable group who value the contributions of every individual at Katten, and we look out for each other. We have embraced hybrid working with our KattenFlex policy while retaining our regular socials and other in-office events to allow us to mix regularly with each other. We have rolled out a wellbeing programme, which educates us all on the different aspects of wellbeing—whether physical, financial or emotional. We have trained 10 Mental Health First Aiders from across the office to ensure we know how to recognise when our colleagues may need extra support. Put simply, Katten cares.

Our plan for the future is built on a simple premise: to make Katten a more competitive, engaging and rewarding law firm for everyone — individually, collectively, professionally and financially. Our trainees will become the great lawyers of the future, and will drive the firm forward.



*Chris Hitchins*  
Managing Partner, London

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*My top tips for candidates to any law firm, are to research the firm's website in advance, have a think about what that firm's goals are, what its client base is, and the type of work it does for them, and make sure that you sound convincing in the application, interview or placement that it's that law firm that you want, by reference to what the firm says about itself.*

*Subsequently, if you are lucky enough to have a choice of firms at offer stage, choose the one which has the right working culture for you and aligns with your values, and where you can see yourself thriving. They are all quite different!*

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# Summer Vacation Scheme

## Overview

Katten's training contracts are offered to students who take part in our summer vacation scheme, which next year will be taking place from 17 to 21 June 2024 inclusive. The scheme aims to give students first-hand experience of what it is like to train and work at Katten, so you can better understand whether Katten is the right fit for you.

During the week you will sit primarily within one of our practice groups, sharing a room with associates and senior associates gaining invaluable insights into the work they do. We always encourage you to seek out opportunities within other practice areas too — our aim is to create well-rounded lawyers with strong legal knowledge, so both the vacation scheme week and training contract are designed with this flexibility in mind.

On the vacation scheme you can expect to get involved in drafting memos and research, a mixture of individual and group tasks (both legal and nonlegal) and attend various skills sessions on presenting and business development to name a few. Social events including album clubs, the London Legal Walk, small group lunches and networking evenings allow our students to get to know our lawyers, from current trainees through to partners, on a more personal level.

We welcome applications from all degree disciplines. The scheme is open to all graduates, penultimate-year LLB students and final-year non-law undergraduates.

## Application Process

In an effort to make our recruitment process as fair as possible we use blind recruitment, which is the removal of all identifying information from CVs and cover letters. Further details, including guidelines on how to blind your CV, can be found [here](#).

To apply, all candidates should submit the following to Frankie Arnold at [lon-trainingcontract@katten.co.uk](mailto:lon-trainingcontract@katten.co.uk):

1. a copy of your cover letter;
2. both a blind *and* non-blind copy of your CV;
3. a completed copy of [this form](#);
4. your right-to-work documentation.

## Key Dates

2 October 2023	Applications open
31 December 2023	Applications close
February–March 2024	Vacation scheme interviews
17 to 21 June 2024	Vacation Scheme
July 2024	Training Contract Offers

# Remuneration, Benefits and Initiatives

## Salary

While we can't say for certain what our 2026 trainee salary will be, our current trainee salaries are outlined below:

- First-year salary: £50,000
- Second-year salary: £55,000
- Discretionary year-end bonus

Upon qualification, our associates enter lockstep compensation until 5PQE. Our NQ salary currently sits at £108,000 per annum.

All salaries are reviewed on an annual basis.

## Benefits

At Katten, we are proud to offer our employees a complete compensation package — not just a paycheck. This package includes:

- PGDL/SQE course and assessment fees paid
- PGDL/SQE maintenance grant: £15,000 each
- Private medical insurance
- Private GP
- Eyecare
- Life insurance
- Income protection
- Cycle scheme
- Pension scheme
- Gym allowance
- Wellbeing stipend

## Initiatives

At Katten, we recognise that our ability to maintain our inclusive culture requires attracting top professionals that touch all aspects of diversity. Our commitment is anchored in our investment to deliver innovative and collaborative solutions for our clients. This includes driving change and supporting our lawyers and business professionals through various initiatives and affinity groups, including:

- Women's Leadership Forum
- London LGBTQIA+
- Diversity, Equity & Inclusion Committee
- London ESG Working Group

# Recognition and Awards

**Ranked Tier 1 for  
Corporate M&A**

*Legal 500, 2023*

**Firm to Watch for  
Insolvency & Restructuring**

*Legal 500, 2023*

**Transatlantic Firm of The Year**

*The British Legal Awards, 2022*

**Longlisted for  
The Legal Cheek Awards**

*The Legal Cheek, 2024*

**Leading Individuals,  
Charlotte Sallabank**

*Legal 500, 2023*



## Key Contacts



**Frankie Arnold**

*HR Assistant*

+44 (0) 20 7770 5253

[frankie.arnold@katten.co.uk](mailto:frankie.arnold@katten.co.uk)

## US Offices

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Charlotte, NC 28202-4213

### Chicago

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Chicago, IL 60661-3693

### Dallas

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2121 North Pearl Street  
Suite 1100  
Dallas, TX 75201-2591

### Los Angeles – Century City

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2029 Century Park East  
Suite 2600  
Los Angeles, CA 90067-3012

### Los Angeles – Downtown

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515 South Flower Street  
Suite 4150  
Los Angeles, CA 90071-2212

### New York

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50 Rockefeller Plaza  
New York, NY 10020-1605

### Orange County

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100 Spectrum Center Drive  
Suite 1050  
Irvine, CA 92618-4960

### Washington, DC

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1919 Pennsylvania Ave., N.W.  
Suite 800  
Washington, DC 20006-3404

## International Offices

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### London

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65 St Paul's Churchyard  
London, EC4M 8AB  
United Kingdom

### Shanghai

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1717 Nanjing Road West  
Shanghai, 200040  
P.R. China

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