withers

Join a law firm that is genuinely different

Graduate careers in the UK

Where global collaboration delivers exceptional results

Hello

Welcome to Withers, a law firm focused on people.

For the past 125 years, we have supported some of the world's most remarkable individuals and organizations.

What we do for them is exciting, because what they're doing is exciting. Our working environment is flexible and agile, which suits them and us.

And our culture is highly collaborative. We work hard together, but always with humour and balance. We listen to ideas, and nurture talent and creativity.

We're helping our clients to shape the future. Can we help shape yours too?

FEATURED IN Chambers Student 2024

1,500
PEOPLE

200+
PARTNERS

15
LOCATIONS ACROSS US, EUROPE AND ASIA PACIFIC

45%
OF THE FIRM'S PARTNERS ARE WOMEN

65+
LANGUAGES

FIRM REVENUE

I enjoy working with a diverse range of clients across a breadth of practice areas. The variety of work is intellectually stimulating, no two days are the same! The small trainee intake ensured I received a personal and unrivalled level of training.

Lucy Malek
Associate | London

Working here

Withers exists to help our clients succeed, and we can only do that by supporting our people, and providing interesting and rewarding career opportunities.

We want to be the best, and we work hard to keep improving. But that doesn't mean living at the office. We've found that we perform best when we work flexibly around our clients' needs and our own.

Ours is a collaborative, inclusive culture where everyone can flourish. We look to attract and develop people with wide-ranging backgrounds and skillsets. It's the only way for us to keep pace with change.

Our clients, in business, in dispute or in private

Creative advice for businesses in complex and turbulent times

Our global team of business lawyers has the depth and diversity of knowledge to advise on issues that arise over the entire life cycle of a company, from securing investment, to structuring executive pay, to completing mergers and acquisitions.

The largest global disputes and litigation group of its kind

We are strategically spread across key dispute resolution centres around the world, including New York, London, Milan, Singapore, Hong Kong and the BVI. We are uniquely placed to resolve our clients' issues efficiently and without drawing unwanted attention to them.

An international team dedicated to the needs of private clients

We provide real-time, on-the-ground advice to clients in the locations where they live, work and invest and we continually look for opportunities to enhance our strong presence worldwide. We are committed to delivering creative solutions to help our clients achieve their aims and avoid any adverse consequences of planning for the future.

Areas of legal practice

- Banking and finance
- Commercial litigation
- Corporate
- Divorce and family
- Employment
- Immigration
- International arbitration
- Investment funds
- IP and data protection
- Private client
- Public international law
- Real estate
- Tax
- Trust, estate and inheritance disputes
- White collar defense and investigations

Clients and industries

Art
Aviation and marine
Charities and philanthropy
Climate change, sustainability and social impact
Crisis management
Crypto and digital assets
Education
Energy
Farm and estates
Fashion
Fashion tech
Financial services
Food and drink
Hotels and hospitality
Life sciences and healthcare
Luxury brands
Media and reputation
Philanthropy
Sponsorship
Sports, talent and entertainment
Technology

Clients we work for

For over 125 years we have been proud to assist some of the world's most remarkable individuals and organizations in realizing their ambitions, protecting and defending their interests, and using private capital to transform the world around them.

CANCER RESEARCH UK

LEICESTER CITY FOOTBALL CLUB

BINANCE

GOVERNMENT OF THE VIRGIN ISLANDS

FLAT IRON

NOVAK DJOKOVIC FOUNDATION

OPPENHEIMER

Grab

ISSEY MIYAKE

ACCOR

SOHO HOUSE

GIORGIO ARMANI

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Training at Withers has exposed me to a great variety of matters and clients across different teams. My colleagues’ availability to give feedback and discuss my work has really helped to develop my skills and legal knowledge.

Alice So
Trainee solicitor | Hong Kong

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I’ve worked alongside friendly and supportive colleagues while being trusted with real responsibility. The international aspect of the work has been particularly fascinating, allowing me to apply my language skills regularly.

Philip Xia
Trainee solicitor | London

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There are incredible opportunities for professional growth at all levels and exposure to a diverse and sophisticated range of client matters.

T. Sandra Fung
Partner | New York

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Trainees are valued members of every team. You are given the opportunity to work on a range of interesting and complex client matters from day one, and asking questions is encouraged.

Marina Nalbantis
Trainee solicitor | London

Training

The Solicitors Regulatory Authority (SRA) have introduced the Solicitors' Qualifying Exam (SQE) as a new route to qualification for all future solicitors. Withers transitioned to the new qualification route for all trainees from September 2024.

When you join Withers, following the successful completion of the SQE 1 and SQE 2 exams (that we will help fund), you will receive a comprehensive induction to the Firm and a tailored development programme to support you through your Qualifying Work Experience (QWE) and prepare you for a career as a solicitor.

Support network

As a Withers trainee, you will be assigned a partner as a mentor.

Your mentor will help with the choice of seats as you move through your training contract, give guidance on day-to-day issues and advise you on your potential area of qualification. When you begin, you will also be assigned a second-year trainee buddy. Your buddy is a helping hand who can answer those questions that you may not want to ask a more senior person. You will have an Associate buddy as you rotate across different seats. Your buddy is there to help you with any queries you may have in your seat. You will be assigned an HR contact who oversees your wellbeing and ensures that your training consistently meets the high standards we set.

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We look for the most talented people, and recognise that a broad range of strengths and experiences are what makes for a successful team. If you have skills to contribute to our market-leading practices, then we would love to meet with you, and in turn can promise our trainees that they will experience an exciting, collaborative and immersive environment that will challenge them and help them develop into lawyers for some of the most successful clients in the world.

Natasha Stourton
Training partner | London

Training seats

Our training programme offers four seats of six months' duration. Seats currently available are:

- Charities
- Corporate
- Employment
- Family and divorce
- Intellectual property
- Litigation and arbitration
- Private client and tax
- Real estate
- Trust, estate and inheritance disputes
- White collar defense and investigations

Current secondment opportunity for UK based trainees: Milan

"We pride ourselves on being business lawyers for private capital, representing entrepreneurs, investors, closely-held businesses and non-profit organisations. This is a very exciting area to work in, actively engaging with individuals who are major influencers and those advancing progressive change in business and society more broadly. We look for trainees with interests and talents across a broad spectrum of areas. Those with a creative and commercial mind set will excel at Withers.

Jeremy Wakeham
Partner and CEO
Business division | London

What we look for

We welcome applications from all degree disciplines and from applicants at all stages of their career (undergraduates, postgraduates, mature students and those considering a career change). We are an equal opportunities employer and actively aim to attract a vibrant, diverse pool of talent with individual skills and experience to reflect our dynamic client base.

The international nature of our practice means that language skills (whilst not essential) can be useful, particularly European languages, as well as Russian, Ukrainian, Arabic and Mandarin.

Minimum requirements

Applicants will be expected to obtain an upper second-class degree or higher and a minimum of two As and one B at A-Level (unless there are mitigating circumstances).

Salary and benefits

We offer a competitive salary and benefits package – current salaries for first and second year trainees are £47,000 and £52,000 respectively, and these are reviewed annually.

We pay the course and exam fees for undertaking the PGDL (if applicable) and SQE. We will also contribute towards your living expenses in the form of a maintenance grant of £8,000 for the PGDL and £10,000 for the SQE (LLM).

You will benefit from 25 days' holiday, an interest free season ticket loan, group personal pension, life assurance, private medical insurance, access to the firm's doctor, conveyancing and an array of social events.

How to apply

To apply for a training contract or a vacation scheme, you will need to complete our online application form. We do not accept CVs, but hard copy application forms are available on request. If you are successful following the application stage, you will be invited to complete an online assessment called Capptivate. This is a strengths-based online assessment which will help you learn more about the work you'd be doing in the role and help us understand if you'd be a good match. If you are successful, you'll be invited to the next stage of the recruitment process. All candidates will receive a personal feedback report from Capptivate.

Responsible business

We are always thinking about the future. That means doing our part to help tackle the world's problems and engaging our people across the firm to help us create a positive impact in our communities.

Many of our clients are working through their businesses, charities and philanthropy to tackle the climate emergency, reduce inequality and support communities, and we are proud to help them make their initiatives more effective.

We focus on our impact too. From our greener buildings program to our employee networks, we are always pushing ourselves to be better. We take on important cases on a pro bono basis, and we offer mentoring and apprenticeships as a way to broaden access to legal careers.

Our responsibility framework (opposite) is a vital part of the firm's strategy, and each group is led by partners across the firm, supported by teams across the US, Europe and Asia to help us deliver important initiatives.

We are seeing measurable results, for example we are tracking our carbon output at a detailed level globally, in order to identify changes to create the greatest impact in the coming years.

Managing our environmental impact is vital, as part of our commitment to reduce our carbon emissions and operate sustainably, all our global offices have achieved Planet Mark Business Certification.

From new offices to diversity, equity and inclusion, wellbeing, pro bono and our giving back initiatives across our offices, we seek to create a positive impact for our people and for our local communities.

PlanetMark
Certified Business

WINDRUSH JUSTICE CLINIC

CLOONEY FOUNDATION FOR JUSTICE

FIGHTING FOR JUSTICE ON DEATH ROW
AMICUS

Responsible business framework

All of our people are encouraged to get involved in areas that they are passionate about or interested in, helping to develop and share knowledge, and play an active role in initiatives across the firm.

Diversity, equity and inclusion

An inclusive workplace is one where everyone feels free to be who they are, supported and encouraged to fulfill their career potential.

Inclusion is deeply embedded in our culture and having a diverse workforce at all levels within the firm has long been an essential guiding principle for us. Our aim is to ensure that all staff can bring their full selves to work and excel in their role.

We are proud to partner with the organisations featured opposite, as part of our commitment to fostering a truly diverse and inclusive workplace.

We're not complacent about the diversity of our workforce or the challenges that individuals can face in their professional and personal lives. We treat everybody equally and we are committed to promoting and conducting an open, honest and fair culture.

Our diversity partners

Mansfield Rule Certified Plus 2024–2025 United Kingdom Powered by DIVERSITYLAB

PRIME
FAIR ACCESS TO QUALITY WORK EXPERIENCE

LFAA LAW FIRM ANTIRACISM ALLIANCE

rare | DIVERSITY RECRUITMENT EXCELLENCE

AS ASPIRING SOLICITORS

Stonewall DIVERSITY CHAMPION

10000 | INTERNS FOUNDATION

Recognition

The Legal 500 UK
Top Tier Firm 2025

Best Lawyers US
Best Law Firms 2025

The Times
Best Law Firms 2025

Chambers & Partners
Top ranked in UK 2025

Chambers & Partners
Ranked in Asia-Pacific 2025

Chambers & Partners
Top ranked in HNW 2025

> Very capable firm that covers every need a HNW/UHNW would require. Genuinely collaborative mentality means you have access to the best in Withers with contacts across all sectors.
>
> Legal 500

A note from our leaders

In a fast-changing world, we're proud to work with many of the individuals and businesses who are making the world a better place.

If that interests you, you will find that Withers is an exciting and dynamic place to work, and that we are constantly on the lookout for ways to grow and strengthen our business.

There is a huge amount of opportunity to grow at Withers and to work on exciting client work and business initiatives, and we look forward to discussing how you can be part of that success story.

Margaret Robertson
CEO
London

Paul Hewitt
Global Chair
London

Key dates

1 October 2025

Applications open for
- 2025 open day
- 2026 vacation schemes
- 2028 training contracts

7 November 2025

Application deadline for
- 2025 open day

9 January 2026

Application deadline for
- 2026 vacation schemes

27 February 2026

Application deadline for
- 2028 training contracts

2026 vacation scheme dates

9–18 March
15–24 June

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Finding diverse talent is important. I’m looking for people who are curious, creative and internationally minded.

Peter Wood
Partner | London

If you like what you see, we'd love to hear from you

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30 September 2025