Good at problem solving? Then you may be the lawyer for us...
One firm, over 400 talented individuals
Michelmores is a leading national law firm, with over 400 staff, 60 partners and a turnover in excess of £26m. We provide Business, Real Estate and Private Client expertise to a wide range of national and international clients.

Client insight and understanding
We put ourselves in our clients’ shoes and look at the world from their perspective. We are committed to achieving the best possible outcome for our clients.

Success as a team
Headquartered in Exeter, with London and Bristol offices:
• Top 100 law firm
• Ranked as ‘Leading Firm’ by Chambers & Partners UK and ‘Top Tier Firm’ by Legal 500
• Winners of Legal 500’s Regional Technology, Media and Communications Team of the Year 2014
• Winners of ‘Regional Law Firm of the Year 2013’ at Citywealth Magic Circle Awards
• Awarded One Star status in the Sunday Times ‘Best Companies to Work For’ employee survey 2013 and 2014
• Winners of ‘UK & Ireland Regional Team of the Year 2013/14’ at STEP Private Client Awards
• Winners of the Lex 100 in a range of categories including: living up to expectations, friendliness, vacation placement, job satisfaction, and confident about being kept on
• We have raised over £30,000 for Macmillan this year through our annual charity run, Christmas bazaar, charity art auction, and the big coffee morning
So what are we really like…?

WE ARE MORE THAN JUST LAWYERS…

Our brand is beautiful because it engages seamlessly with our work… and our brand ethos works for our clients as much as it works for us.

We have four simple key brand messages for all of our people to embody.
Clients’ Shoes

At some point you will have said: “put yourself in my shoes.”
You will have said it because you want others to understand why you did something. You want them to see things from your perspective.
We believe this is a powerful way of adding value, strengthening relationships, improving service, maximising business potential and becoming a trusted advisor.

Success as a Team

1 firm, 3 offices, over 400 talented individuals.
We all know the value of teamwork, but we don’t always recognise who is in the team.
We encourage a culture where everyone can be relied upon by their colleagues, where we talk to each other and share and celebrate success.
Rising fuel costs

Competition from Eastern Europe

A return to work hazard

New EU legislation

3D Thinking

Providing innovative solutions to complex problems. 360° legal thinking.

3D thinking is about being analytical and breaking down assumptions. Our lawyers will look at a dairy farm and see a health & safety issue; at an ice cream factory and see a renewable energy opportunity; at a school and see commercial property potential; and at a successful business owner and see a father. We look at a work process and see an opportunity for a new idea.

We encourage everyone to imagine what they are not seeing and start thinking in 3D.

Forging Opportunities

Putting people together. Seeing the opportunities. Spotting the gaps. Developing business.

Our aspiration is to be at the forefront of peoples’ minds. We want them to think lawyers: think Michelmores.

To do this we need to build individual reputations, create networks, make introductions, recommend colleagues and develop new relationships.

We need to act quickly, clearly and with courtesy. Be relevant. Be enthusiastic. Stay connected.
Trainee Development Programme

As a trainee with the firm, you will be encouraged to be yourself and shape your training within a high quality and supervised environment.

We believe that the commitment and investment in the development of our trainees is vital to the continuing success and growth of the firm. Our development programme will build your skills and knowledge across a range of areas, including:

- learning from internal experts as part of your ‘on the job’ training and technical skills development;
- a tailor-made personal development programme aligned to your specific skill set;
- coaching and support on a one-to-one basis in relation to seat options;
- attending external conferences, seminars and workshops; and
- a structured programme of internal and external workshops to ensure you become a fully-rounded business professional.

Working closely with a designated supervisor on a day-to-day basis, you will be given early responsibility, client exposure and very quickly become an integral member of the team. The period of recognised training consists of four placements, each of six months duration. Whilst you will be involved in choosing your seats, we are keen to ensure you gain exposure across all aspects of our business. We also offer our Exeter-based trainees the opportunity to spend six months in our London and Bristol offices, and for our London and Bristol trainees, the opportunity to spend six months in our Exeter HQ.
International capability
We act for UK and international clients undertaking cross-border and international investment activities worldwide.

For business and private clients our services include:
- foreign direct investment (into the UK and overseas)
- private equity and funds
- real estate investment
- corporate investment
- tax efficient offshore trusts

We are a member of IAG International, a group of independent legal and tax firms around the globe. This membership provides us with an international network of trusted professionals, who can assist in advising on non-UK law.

Michelmores represents clients based in, or investing in, a large number of overseas territories. Current and recent jurisdictions include:
One of the most outstanding aspects of Michelmores’ work, compared to others I have worked with, has been the commitment to the Trust above and beyond the work we commission them to undertake. They visit regularly, are always available, invite us to events which will be to our benefit and will offer thoughts, advice and guidance at key points in our development. This is coupled with a friendly yet respectful approach and a genuine sense that we matter to them.

Janine Waring, St. Christopher’s Multi-Academy Trust

Jason Phelps has a brilliant mind and is able to condense complex competition law concepts into understandable plain English language. Jason knows how to make my life as in-house counsel easier by providing practical and useful advice rather than an academic treatise.

Toby Schumacher, General Counsel & Company Secretary, Veolia Global Enterprises

Emma Honey is incredibly knowledgeable, efficient and most importantly commercial in her decision making process, always doing her best to get the job done.

Russell Baldwinson, Land Director, Barratt Homes

Emma Honey is incredibly knowledgeable, efficient and most importantly commercial in her decision making process, always doing her best to get the job done.

Russell Baldwinson, Land Director, Barratt Homes

What our clients say

Recent deals done

<table>
<thead>
<tr>
<th>Client</th>
<th>Type of deal</th>
<th>Value</th>
<th>Details</th>
<th>Overseas element</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development</td>
<td>£200m</td>
<td>Acting on the set-up of a mixed-use development site at Finsbury Park in London, comprising commercial, affordable housing and over 100 open-market residential units</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MK Test Group</td>
<td>Disposal</td>
<td>£20m</td>
<td>Disposal of a leading global provider of automated electrical test solutions to the aerospace, rail, oil and gas industries</td>
<td></td>
</tr>
<tr>
<td>Acquisition</td>
<td>£57.2m</td>
<td>Acquisition of Motorola’s PTP broadband division</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MK Test Group</td>
<td>Raising Finance</td>
<td>£40m</td>
<td>£40m syndicated unsecured loan facility</td>
<td></td>
</tr>
<tr>
<td>The Carlyle Group</td>
<td>Letting</td>
<td>Confidential</td>
<td>Acting on a letting to Barclays Bank Plc for approximately 80,000 sq ft of office space in Manchester (one of the largest office deals in Manchester in recent years)</td>
<td></td>
</tr>
<tr>
<td>Group</td>
<td>Reorganisation</td>
<td>£26.5m</td>
<td>Global reorganisation of US food group</td>
<td></td>
</tr>
<tr>
<td>Balfour Beatty</td>
<td>Disposal</td>
<td>Confidential</td>
<td>Acting on the sale of Exeter Airport to the Rigby Group</td>
<td></td>
</tr>
<tr>
<td>Tridos Investment Management &amp; Bamboo Finance</td>
<td>Sale</td>
<td>Confidential</td>
<td>Acting on the sale of a significant minority stake in a bank, to ORIX corporation</td>
<td></td>
</tr>
<tr>
<td>Tridos Investment Management &amp; Bamboo Finance</td>
<td>Financing</td>
<td>$50m</td>
<td>Credit facility from OPIC (a US Government development finance agency)</td>
<td></td>
</tr>
<tr>
<td>Raising Finance</td>
<td>£40m</td>
<td>Advising on the first UK publicly-listed solar finance bond</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
You’ve got to be able to keep several plates spinning, but the quality of work trainees are exposed to is its own reward.
"My training contract has been second to none and has provided me with excellent grounding for my career as a newly-qualified solicitor."

Exeter Office
Our purpose-built out of town HQ offers an open-plan working environment that encourages teamwork, and helps us to deliver seamless service to our clients.

At our Exeter office you can spend your lunch break in our in-house gym, or socialising with colleagues in our subsidised cafe. Due to our out of town location, we offer a number of concierge services to make life that little bit easier.

Trainees can choose from a full range of seats across all practice areas, with the opportunity to work on high profile matters for high quality clients.
Trainee Solicitor

I studied law at the University of Southampton, and took part in the Vacation Scheme at Michelmores in the summer after I graduated. During the Vacation Scheme I spent a week with the Employment team in Michelmores’ Exeter office, which gave me a great insight into the quality and range of work being done at the firm, as well as the atmosphere. Having completed three other vacation schemes before my week at Michelmores, I really appreciated how friendly and approachable everyone was here and by the end of the week, I was sure that Michelmores was the place for me.

After being offered (and, of course, accepting!) a training contract at Michelmores, I spent my first six months at the firm with the Tax, Trusts & Succession team in the Private Client department. In this seat I was involved with complex, offshore tax work as well as the more traditional private client work. My second seat was in the Projects team, focusing on procurement, state aid and competition law, and, as part of this seat, I also went on secondment to the Met Office.

During the secondment to the Met Office, I supported our client on the procurement of their next supercomputer. This was a hugely rewarding experience and the highlight of my training contract so far. Spending this time with the Met Office was a great way of getting to know them, and also developed my understanding of what clients expect from their lawyers.

I’m now with the IP/IT team for my third seat, and throughout the training contract I’ve had a great deal of responsibility and exposure to high quality clients and work.

I’ve also been able to travel to our Bristol and London offices for client meetings and marketing events, and recently led a client meeting in the London office. Travelling to the different offices is always exciting, as it gives you a real sense of our national presence and it’s a useful opportunity to get to know other people in your team who are based elsewhere.

Throughout my training contract it’s been a steep learning curve, but the experiences I’ve had so far will undoubtedly come in useful for the challenges that being a qualified solicitor will bring.

James Eley
Trainee Solicitor

Partner and Training Principal

Following my law degree and LPC I trained at, what is now, DAC Beachcroft in Bristol. I did seats in Company & Commercial, Professional Indemnity, Insurance Recovery and Insolvency. Having found Insolvency a huge challenge it was also immensely rewarding and I decided that was the area for me.

Following some time working for Clarke Willmott, I moved to Devon and joined Michelmores in 2008, making partner in 2010. I took on the role of Training Principal for the firm in 2013 having already been involved in our graduate recruitment programme. Trainees at Michelmores have a very important role to play within the business. We are dedicated to their successful development and an important part of my role is to ensure that, during the period of recognised training, our trainees learn and develop the skills to become highly successful solicitors and business people.

Our Trainee Development Programme (TDP) is exceptional. It is carefully designed to provide both professional skills training and on-going knowledge development with internal and external training. An increasingly important attribute of a successful solicitor is business development and marketing; as part of the TDP, trainees are very much encouraged to develop their skills through participating in seminars and events, attending networking functions and writing articles for the firm’s website. The level of responsibility given to trainees is high and they have a great opportunity to prove themselves. This, combined with focused, practical training, means they qualify as highly respected, well-rounded lawyers.

In addition to the formal aspects of my role as Training Principal, I carry out a more pastoral role by advising and supporting our trainees in relation to things like seat choices and qualification options. I also have responsibility for the trainee supervisors, all of whom are excellent in taking each of our trainees under their wing by teaching and coaching them through to the goal of qualification. Training at Michelmores is challenging but also, with the support the TDP team offers, it is incredibly rewarding.

Sacha Pickering
Partner - Insolvency

James Eley
Trainee Solicitor

Partner and Training Principal

Following my law degree and LPC I trained at, what is now, DAC Beachcroft in Bristol. I did seats in Company & Commercial, Professional Indemnity, Insurance Recovery and Insolvency. Having found Insolvency a huge challenge it was also immensely rewarding and I decided that was the area for me.

Following some time working for Clarke Willmott, I moved to Devon and joined Michelmores in 2008, making partner in 2010. I took on the role of Training Principal for the firm in 2013 having already been involved in our graduate recruitment programme. Trainees at Michelmores have a very important role to play within the business. We are dedicated to their successful development and an important part of my role is to ensure that, during the period of recognised training, our trainees learn and develop the skills to become highly successful solicitors and business people.

Our Trainee Development Programme (TDP) is exceptional. It is carefully designed to provide both professional skills training and on-going knowledge development with internal and external training. An increasingly important attribute of a successful solicitor is business development and marketing; as part of the TDP, trainees are very much encouraged to develop their skills through participating in seminars and events, attending networking functions and writing articles for the firm’s website. The level of responsibility given to trainees is high and they have a great opportunity to prove themselves. This, combined with focused, practical training, means they qualify as highly respected, well-rounded lawyers.

In addition to the formal aspects of my role as Training Principal, I carry out a more pastoral role by advising and supporting our trainees in relation to things like seat choices and qualification options. I also have responsibility for the trainee supervisors, all of whom are excellent in taking each of our trainees under their wing by teaching and coaching them through to the goal of qualification. Training at Michelmores is challenging but also, with the support the TDP team offers, it is incredibly rewarding.

Sacha Pickering
Partner - Insolvency

James Eley
Trainee Solicitor

Partner and Training Principal

Following my law degree and LPC I trained at, what is now, DAC Beachcroft in Bristol. I did seats in Company & Commercial, Professional Indemnity, Insurance Recovery and Insolvency. Having found Insolvency a huge challenge it was also immensely rewarding and I decided that was the area for me.

Following some time working for Clarke Willmott, I moved to Devon and joined Michelmores in 2008, making partner in 2010. I took on the role of Training Principal for the firm in 2013 having already been involved in our graduate recruitment programme. Trainees at Michelmores have a very important role to play within the business. We are dedicated to their successful development and an important part of my role is to ensure that, during the period of recognised training, our trainees learn and develop the skills to become highly successful solicitors and business people.

Our Trainee Development Programme (TDP) is exceptional. It is carefully designed to provide both professional skills training and on-going knowledge development with internal and external training. An increasingly important attribute of a successful solicitor is business development and marketing; as part of the TDP, trainees are very much encouraged to develop their skills through participating in seminars and events, attending networking functions and writing articles for the firm’s website. The level of responsibility given to trainees is high and they have a great opportunity to prove themselves. This, combined with focused, practical training, means they qualify as highly respected, well-rounded lawyers.

In addition to the formal aspects of my role as Training Principal, I carry out a more pastoral role by advising and supporting our trainees in relation to things like seat choices and qualification options. I also have responsibility for the trainee supervisors, all of whom are excellent in taking each of our trainees under their wing by teaching and coaching them through to the goal of qualification. Training at Michelmores is challenging but also, with the support the TDP team offers, it is incredibly rewarding.

Sacha Pickering
Partner - Insolvency

James Eley
Trainee Solicitor
From day one I worked alongside the leading lawyers in the country and was given ‘hands-on experience’ and a high degree of responsibility.”

Bristol Office

Our newly refurbished Bristol office is centrally located on Broad Quay. With convenient transport links, it is easily accessible for clients and colleagues.

The location makes it a great place for lunches out and socialising after work. There are also plenty of opportunities for networking with other professionals across the city.

The Bristol practice areas include the highly acclaimed Agriculture and Private Wealth teams, which provides trainees with the opportunity to work on ground-breaking cases alongside nationally renowned lawyers.
Newly Qualified Solicitor

I completed my law degree and my LPC at the University of the West of England. I joined Michelmores in October 2012, when the Bristol office was opened. Following successfully completing my training contract with the firm, I have just started a newly qualified position with the Agricultural team in Bristol as an Agricultural Property Litigator, having spent the first year of my training contract with the team.

From day one I worked alongside the leading lawyers in the country and was given hands-on experience and a high degree of responsibility. At the same time I always felt like I had the support of the other lawyers. One of the great things about Michelmores is that you feel like you can approach any member of the team when you have a question.

In my first week I was attending client meetings, court hearings and drafting court documents. I was heavily involved with the preparation of two cases that went to trial during my time with the team, one of which also went to the Court of Appeal.

After a year in Bristol I moved to Exeter to undertake a seat in the Exeter office. Michelmores is renowned for its unique culture as a collegiate, friendly and ambitious firm. One thing that sticks out in my mind about my first few days in Exeter was how the other partners, lawyers and support staff went out of their way to introduce themselves and find out a bit more about me. As in Bristol, I was pushed from day one and given a great deal of day-to-day contact with clients.

My training contract has been second to none and has provided me with excellent grounding for my career. In my first few weeks as a newly qualified solicitor I am already involved in some exciting and complex cases.

Since joining Michelmores, the Bristol office alone has tripled in size and is regarded as being home to the leading agricultural practice in the country. It is great to be part of a firm that continually strives forward. I am excited about my future with the firm, knowing that Michelmores is committed to my development as a lawyer and as a business professional.

Charlotte Razay
NQ Solicitor

Partner, Head of Bristol office

I joined Michelmores in October 2012 when the firm opened its Bristol office. The attraction of Michelmores is that it combines a leading corporate, commercial and property practice with a strong private client focus. This was endorsed by the firm being awarded the Regional Law Firm of the Year 2013 by Citywealth and the STEP UK & Ireland Regional Legal Team of 2013/14.

I studied Jurisprudence at Oxford University and came from a rural background, developed an interest in agricultural law during my training contract. Although based in Bristol, our Agricultural Property Litigation team has a truly national practice with clients spread from Yorkshire, Lancashire and Cumbria, down to Cornwall. One of the firm’s partners is the Editor and I am a contributor to the leading textbook in our area of practice, Scammell, Densham and Williams’ Law of Agricultural Holdings. Our case load involves work in the High Court and appeal courts, the First-Tier Tribunal and arbitration cases. We are leaders in our field in the UK and at the cutting edge of this practice area.

The Bristol office has grown rapidly since it opened, and the growth has brought many exciting new opportunities. We work closely with our Exeter office and colleagues frequently travel between locations, which encourages a one firm mentality.

Bristol trainees are very much part of the team and are given a high level of responsibility, working closely with partners across all teams in a supportive environment. Bristol trainees can spend 6 months in the Exeter office to experience a different practice area and build their internal network.

Bristol combines a strong and competitive commercial centre which generates high quality work, with the fact that it is an enjoyable place to live and work. It is a vibrant city with a diverse culture, and speaking from my own experience, is a great place to pursue a legal career.

Vivienne Williams
Partner - Agriculture
London Office
Our location in Chancery Lane, in the heart of the legal district, allows us to service both our national and international clients. Our London office specialises in Real Estate, Business and Litigation. Trainees are given the chance to work alongside renowned leaders in their field in an inclusive environment. Trainees form an integral part of the team, and play a vital role in Michelmores’ ambition for growth.

“It is also incredibly rewarding working for a firm which has such clear ambition.”
Trainee Solicitor

I am lucky enough to be a first seat trainee in the Commercial Litigation team at Michelmores’ London office - a lively and exciting place to be! I have been given the fantastic opportunity to get stuck into a variety of practice areas including IP, Insolvency, Banking, Emerging Markets and Litigation, to name but a few. Although I am primarily in the Litigation team, a typical day involves working on a wide spread of legal matters across several departments and taking the occasional trip to the Royal Courts of Justice to make an Application or file a Witness Statement. You’ve got to be able to keep several plates spinning, but the quality of work trainees are exposed to is its own reward.

I first encountered Michelmores at the Cardiff University Law Fair in my final year of study. I had researched the firms that would be attending and was particularly keen to speak with Michelmores, a top 100 firm with an impressive reputation and a Lex 100 winner in several areas. Having always struggled to answer the obligatory question about where I would like to specialise, a full-service firm with first-rate training and support to guide me in the right direction seemed the perfect fit.

I was delighted to be accepted onto Michelmores’ Vacation Scheme in 2012 and after an enjoyable week, I was offered a training contract to commence in September 2014. This brings me to the present day where I am happy to be embarking on the final part of my journey of becoming a qualified solicitor within a friendly and ambitious firm.

Some firms say they are friendly, but Michelmores really delivers. I experienced the approachability of Michelmores’ staff from week one when the new trainees were eagerly welcomed to the Late Summer Ball – a great opportunity to bond with colleagues and a fun night. It is also incredibly rewarding working for a firm which has a clear ambition. The London office is constantly expanding and it’s great to be a part of Michelmores at such an exciting time!

Naomi Morley
Trainee Solicitor

Solicitor

Having qualified into the corporate team in Exeter in 2012, I then made the move to the London office a year later, in order to provide support to the growing corporate practice.

One of the strengths of being a trainee and junior lawyer at Michelmores is the amount of contact that you have with partners and clients, and, from my experience, this is even more the case in the London office. Being part of a smaller team means that you are able to learn directly from lawyers who have spent their careers working at top firms and for top clients – this sort of experience is invaluable. For example, a large part of my work is working alongside Joe Whitfield on private equity investments into the emerging markets. Joe is undoubtedly one of the leading figures in this practice area, so having the chance to work alongside him day-in-day-out is an invaluable experience. This is equally true for other teams and partners in the office, and is something that you just don’t see very often at the bigger London firms.

I have in the last 12 months alone been lucky enough to work on deals in many jurisdictions including Mexico, Tanzania, Kenya, and Mongolia. The latter involved advising two Triodos investment funds and the Bamboo Financial Inclusion Fund on their multi-$m disposal of a significant stake in a Mongolian banking group to several buyers, including Orix Corporation, Japan and International Finance Corporation. I have also travelled to South Africa to meet with and provide legal training to clients.

More generally, there is a real sense of optimism around the London office at the moment. The the calibre of people that have joined and continue to join the team is exceptional. The care taken to ensure that they are the right fit, the quality of work being undertaken, and the real sense of togetherness amongst the staff here (something which is fostered by the regular social events that we organise) are all things that make working here challenging, rewarding and, most importantly, fun.

Harry Trick
Solicitor
Whilst a trainee I was exposed to a fantastic range of work, from the ‘Waterfall II’ application made by the administrators of Lehman Brothers’ main UK subsidiary, to a US $50m investment in a group of agricultural companies based in Mauritius.
More than just lawyers…

Charity 5K Run

Cycle Network

Property Awards

Late Summer Ball
Key Dates:

- **Vacation Placement Application**
  - **Deadline:** 28 February
  - **Vacation Placement:** 1 Week in July

- **Training Contract Application**
  - **Deadline:** 31 July
  - **Assessment Days:** Last week in August

Benefits:

- £5000 bursary in Exeter and Bristol
- £7000 bursary in London
- Fully funded LPC with the University of Law
- Ongoing training and development programmes for all solicitors at every stage of their career
- Time off for involvement in CSR
- In-house gym (Exeter) and corporate membership elsewhere

Key Facts:

- **Location of Training Contract:**
  - Exeter, with the opportunity for a seat in London
  - London and Bristol, with a seat in Exeter

- **Trainee positions in 2017:**
  - 6 in Exeter, 1 in London, 1 in Bristol

- **Seats:**
  - 4 x 6 months
  - 13 seats to choose from across all departments
  - Secondment opportunities

Michelmores at a glance…

- **Offices:** Exeter, Bristol and London
- **Staff:** 400+
- **Partners:** 60

- **Trainees:** 13
- **Turnover:** In excess of £26m
- **Best Companies:** Rated One Star in 2013 and 2014

Want to know more about what life as a trainee is like at Michelmores? Visit [www.michelmores.com/recruitment/graduates](http://www.michelmores.com/recruitment/graduates)
Find out more and apply online at www.michelmores.com/recruitment/graduates