

## Trainee Attorney rotation scheme

Through our three year Trainee Attorney (TA) rotation scheme, we have always supported our TAs with their professional qualifications by offering hands-on experience across a varied range of work with different partners. Historically, this has seen our TAs rotate around three or four of our UK offices, before settling permanently in an office to continue their training on a more informal basis through to qualification.

With the world of work rapidly evolving, we have recently adopted a more flexible, hybrid working approach. We took the opportunity to review our existing TA scheme, with the aim of retaining the benefits of our existing scheme, whilst also providing our TAs with increased flexibility around their working location. We still firmly believe that our TAs have a better learning and development experience by working in a number of different offices in-person, and we encourage our TAs to move between our offices for this reason. However, we want to provide our TAs with more control over their own training path and to provide greater flexibility. So, we have introduced the option of virtual rotations, which some TAs may use to balance personal and work commitments more easily. Importantly, in virtual rotations, a TA remains in their preferred office whilst working remotely with a partner and their team in another office elsewhere in the UK, rather than physically moving to that office.

### The first year; your starting office

Occasionally, we require flexibility as to your starting office location. If so, we help you move to your preferred location as soon as possible. You will spend at least 12 months in your first office, providing a good period of stability when you start with the firm. Ideally, your first two rotations will be in-person. Sometimes, one may be virtual with you physically sitting in your starting office, but working virtually with a partner in another office.

### Secondments to another office location

During your second or third year, you will do at least one physical six-month secondment to a different office. We will agree the best timing of this in-person secondment with you well in advance. If you would like to do more than one physical secondment, we will always support this as we believe that it offers the best learning experience. Whilst we always do our best to accommodate preferences for your secondment location, there may be times when business need (work type or client requirements) requires flexibility.

During your in-person secondment, you can either choose to move (with the help of our Concierge Service) and rent a property in the secondment city, or you may choose to commute from your home location.

### Flexible approach to remaining rotations

Apart from the minimum six month in-person secondment, you then have the flexibility to choose virtual or in person rotations for all the remaining rotations. Personal circumstances or preferences will mean that combinations will look different for each TA. If you choose virtual rotations, we will encourage you to spend some time in-person in the office of your virtual rotation, for example through occasional overnight or day trips. Nonetheless, we encourage our TAs to participate in as many in-person rotations as they can. Experience tells us that they provide the optimum learning and development experience.

### Things change.....

We appreciate things change. For example, you may choose to start with in-person secondments and then request to switch to virtual at a later point because of personal circumstances. We will always do our best to accommodate these changes, but it might take some time. As for your final working location, this often changes too. Throughout your scheme we will discuss where you would like to finish and settle. This is a two-way process and usually determined by both personal circumstances and career development aspirations.