

Davis Polk

Build your future

London

2024

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As a trainee, you'll be involved in significant client matters and have real responsibility. We will welcome you warmly as a member of the Davis Polk community, and you will start making a difference from day one.



A note from Neil Barr, our Managing Partner

We hire exceptional students – individuals who are talented and interesting, who demand excellence from themselves and are energized by the prospect of working at an elite institution and with elite clients. And from the moment you become a Davis Polk lawyer, we invest everything we have in developing your skills and ensuring that you thrive and feel supported. You are mentored by lawyers who lead their fields and are given the opportunity to learn by doing real, substantive work at the highest caliber of legal practice. You are a respected member of a team. And you inherit a community for life. We cherish these core pillars of our culture. Because when taking on the world's most challenging legal matters, we are so much more powerful when we operate as one.

[Our firm →](#)

Awards and accomplishments

M&A Team of the Year

– *IFLR Europe Awards, 2024*

Firm of the Year

– *Law360, 2023*

Private Equity Team of the Year

– *British Legal Awards, 2023*

Other recognition

Ranked as leading practices for Capital Markets (Debt and Equity), Corporate/M&A and Bank Lending/Acquisition Finance

– *Chambers UK, IFLR1000 and Legal 500 UK*

Deal of the Year

(Galderma Group \$2.6 billion IPO)
– *LegalcommunityCG Awards, 2024*

Loan Deal of the Year

(Finastra Group \$5.32 billion refinancing)
– *IFLR Americas Awards, 2024*

Covered Bond of the Year

(ING Groep \$3 billion senior notes offering)
– *IFR Awards, 2023*

Cutting-edge work

1,000+ lawyers working seamlessly across our global offices to serve clients

We advise on the matters that matter:

- Sophisticated global M&A deals
- Groundbreaking securities offerings
- High-profile leveraged and investment grade finance transactions
- Complex multi-jurisdictional deals
- Critical executive compensation and corporate governance issues
- Cutting-edge financial regulatory developments
- Strategic tax transactional advice
- Sensitive antitrust investigations
- Complex corporate restructurings around the world



Counsel William Tong and associate Vittorio Arpellino accept the firm's award as "Private Equity Team of the Year" at the 2023 British Legal Awards.

Clients



[Our recent work →](#)

Vacation scheme

Our vacation scheme students enjoy a program that is distinctively Davis Polk:

- Two groups of 12 law students
- One week with the firm, in either spring or summer
- Dedicated associate who will answer your questions and provide you with feedback
- Real work on cross-border transactions for some of our major clients
- Learn about our practice, culture and distinctive approach to client care
- Exciting cultural and social events
- Payment of £750 to cover expenses



“From the moment you accept an offer to join our training programme in London, you become an integral part of the Davis Polk team. You’ll be trusted to work on high-profile matters, getting involved on some of the most exciting and complex transactions in the market. As a Davis Polk trainee, your contributions will be recognised and you will be a respected member of the team. We are committed to supporting you every step of the way, helping you reach your full potential.”

– Aaron Ferner, UK recruitment partner



Training programme

Our London-based team consists of over 60 English- and U.S.-qualified lawyers and trainee associates.

Working across industries, we advise on capital markets, M&A, finance and restructuring transactions for corporate, private equity, private credit, and investment banking clients. We also advise on tax, executive compensation, financial regulatory, and antitrust and competition matters, both in the context of corporate finance transactions and on a stand-alone advisory basis.

Our two-year London training programme provides you with a wealth of experiences to ensure a successful start to your career as an English-law-qualified lawyer. We will recruit our 2027 trainee intake from our 2025 vacation scheme participants.

Our training programme includes:

- Up to four rotations of six months to experience our corporate, finance and specialist practices, and our New York or Brussels office.
- Trainee first-year starting salary of £65,000, second-year £70,000 and £170,000 upon qualification
- 25 days' holiday and full benefits package including SQE sponsorship
- Training to help you through the first and second stages of the SQE
- Bespoke corporate finance training
- Extensive access to our partners
- Comprehensive legal and skills training and mentor programme

[Training in London →](#)

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Collaborative culture



“You feel like a valued team member from day one. Juniors are encouraged to take charge of their respective workstreams with the comfort of support from the more senior lawyers. This results in a seamless transition from trainee to associate, as you confidently take on greater levels of responsibility. I look forward to continuing to gain tangible legal skills and experience on complex cross-border transactions.”

– Ayse Atun, Associate



“I have thoroughly enjoyed my time so far at Davis Polk, having had the opportunity to work on numerous exciting deals in a very collaborative team. The firm will seek to integrate you and involve you in events from the moment you accept your training contract. That helps the transition from university into a working environment and gives you the opportunity to meet most of the lawyers before you even start.”

– Laurie Mathias, Trainee Associate

Build your future

We are proud of the wide range of perspectives and backgrounds our lawyers bring to our work, and the collaborative, empathetic culture that makes each of them feel valued.



Mentorship and training

Professional development at Davis Polk includes:

- Regular practice area training sessions for all lawyers
- Deal basics training for trainees and junior associates
- Multiday intensive seminars for first-, third- and fifth-year associates held in New York
- Networking events
- Formal mentor programme and ongoing informal mentoring
- Dynamic affinity groups





A note from Will Pearce, Partner and Europe practice head

Whether through our partner-led mentoring, the exchange of ideas and discussion of legal issues at our regular practice meetings or participation in our firm-wide professional and personal development courses, our focus is on supporting your career development. Throughout, you have unparalleled access to me and my fellow partners: we are all invested in helping you to succeed and grow as a lawyer, wherever your career may take you.

[Europe insights →](#)

Commitment to DEI

Recognition

Mansfield Rule certification

– Diversity Lab

Industry Leader Diversity Award

– Lawyers of Color, 2023



“DEI is fundamentally about respect for others and their contributions within the firm. It is a continuous effort that should permeate everything we do. In order to stay true to this commitment, we all need to recognize our individual responsibility for creating an inclusive environment by employing practical applications of DEI principles every day.”

– Kisha Nunez, Chief Diversity, Equity & Inclusion Officer

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Sponsorship of SEO London:
Delivering educational, training
and mentoring support to young
people from underrepresented
and underserved backgrounds
in the UK.

Build your future

39%

of U.S. lawyers identify as racially/ethnically diverse and/or LGBTQ+

59%

of 2024 summer associates identify as racially/ethnically diverse and/or LGBTQ+

44%

of partners promoted globally in the last five years identify as women, racially/ethnically diverse and/or LGBTQ+

50%

of firmwide committees are led by a partner who identifies as a woman, racially/ethnically diverse and/or LGBTQ+

[Our commitment to DEI →](#)



Partner Connie Milonakis accepts her award as “Debt Capital Markets Lawyer of the Year” at the 2023 Euromoney Women in Business Law EMEA Awards alongside her colleagues.

Davis Polk lawyers of all seniorities and practice areas power the firm’s rigorous pro bono program, which encompasses a wide range of pressing and globally significant matters.



Corporate partner to East London Business Alliance: Bringing the time, skills and resources of the private sector, to help build the capacity of local organisations, support young people in education and place people into employment in London.

Pro bono



“We strongly encourage our people to get involved in pro bono work and we have a range of local and global projects across a variety of causes that our lawyers can take part in. Working on pro bono matters is a great chance for trainees and junior lawyers to get a wider variety of experience early in their careers – and it’s the right thing to do.”

– Nick Benham, Partner and member of the Pro Bono Committee

2024 Pro Bono Matters →

Wellness and benefits

We are committed to supporting the physical, mental and financial health of our employees and their families. Through a wide variety of benefits and ongoing DPWellness programming, we ensure that our firm community has useful and timely resources available to help them thrive in their professional and personal lives.

Our programmes and benefits include:

- Subsidies for health club membership or reimbursement for fitness expenses
- Workshops led by subject matter experts on financial, health and mindfulness topics
- Premium subscription to the Calm app
- Donation matching through Benevity, our charitable giving platform
- Corporate social responsibility programming and volunteer opportunities

Advice from our trainees

Tips for a successful vacation scheme experience



Anne Mathieson, Trainee

“To make the most of the vacation scheme, get to know the team members and ask questions! Take advantage of the social opportunities to speak to people from different departments at the firm and make connections. Demonstrate your enthusiasm to join Davis Polk and your ability to work as part of the team.”



Kai Yeo, Trainee

“Meeting individuals across practice groups and levels of seniority was my highlight of the vacation scheme. It was an amazing opportunity to better understand the culture of the firm. Catching a glimpse of others’ journeys and how the firm has nurtured their success was a great motivator in accepting the training contract.”



Jade Lai Yau Tim, Trainee

“The vacation scheme is a good opportunity to get a feel for the firm’s culture and environment. For a successful experience, it is important to remember the basics: always be on time, double check your work, and try to speak to as many people as you can. Most importantly, enjoy the process!”

Our new London office location

We're excited to be moving to the Whittington Building at Frederick's Place in the autumn of 2025.



Ready to apply?

In 2025 Davis Polk will run a spring and summer vacation scheme in our London office.

Spring: 7 – 11 April 2025

Summer: 30 June – 4 July 2025

Applications for both sessions will open on **28 October 2024** and close on **19 December 2024**.

[Apply on our website](#) →

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