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**GRADUATE RECRUITMENT 2021/22**

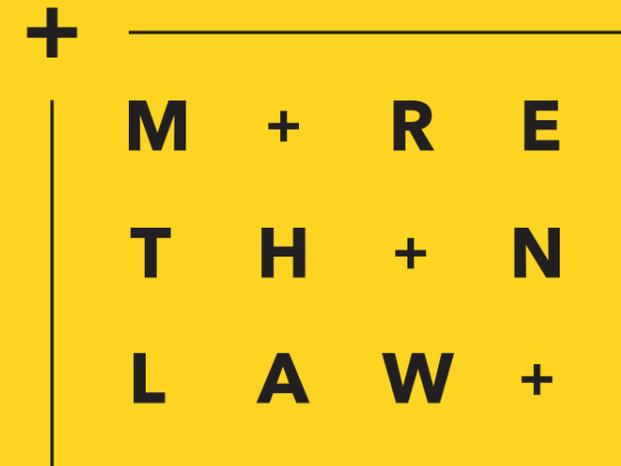
**FORSTERS**

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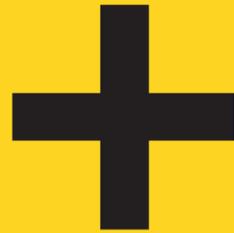
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Looking for something  
a little different?

That just might be **Forsters**



**#MoreThanLaw**



**More Than Law** celebrates the diversity of services, knowledge, skills, and personalities within our firm. As we celebrate our twentieth year we look to highlight and embrace everything that makes us different, from the people who sit at the core of our success, to our longstanding relationships and sector expertise. We are so much more than just another law firm.

We are **More Than Law**.



# Hello

## Welcome to our Graduate Recruitment brochure

Once you have chosen a career in law, deciding which firm to train with is one of the most critical decisions you will take. Law firms come in many different sizes, cover a variety of practice areas and of course can be located in very different places. You will want to find a firm which will be right for you and will give you that all important start to a stimulating and successful career. If you are looking for a firm that undertakes excellent legal work and values you as an individual, you should think about Forsters.

We invest a great deal into our trainee recruitment process. For us, it is an investment into the future of the firm. We want to train and shape our trainees into our future partners. From the outset our partners are heavily involved in the recruitment process, with our panel of 18 graduate recruitment partners assessing and interviewing candidates. This commitment is reflected throughout the training contract itself where we offer our trainees an exceptional experience and training that is second to none.

In turn, we expect a great deal from our trainees. Given the size of our intake, you will be given real responsibility from the outset; every trainee has a key role to play. If you are offered a training contract at Forsters, you should expect top quality work that is interesting, demanding and professionally rewarding.

We are proud of our supportive and collegiate atmosphere and our reputation for being a collaborative firm which we think distinguishes us from others. At Forsters, we believe that being an excellent lawyer requires much more than academic ability. We align ourselves with our clients' interests and look to recruit candidates who understand people as well as the issues. We look for future trainees that have initiative, drive and commercial awareness together with the desire to contribute to the life of the firm.

Applying for a training contract is very much a two way process, so I hope that the information in this brochure will give you a better insight into what life at Forsters could be like and whether you have what it takes to join us.

**Emily Holdstock**  
Graduate Recruitment Partner

# About us

## Not just another law firm

Forsters is a leading London law firm with offices in Hill Street, off Berkeley Square in Mayfair. Forsters provides a wide range of services to corporate clients and private individuals. Forsters is best known for its real estate and private client work but also has important corporate and dispute resolution teams.

Forsters is not just another law firm; our ability to meet the exacting requirements of our clients is enhanced by our approach, size and location. We do not seek to offer everything to everyone, but to excel at what we do, as leaders in our chosen fields. We have 61 partners and more than 150 lawyers across the firm advising in the following practice areas:

- Commercial Real Estate
- Residential Property
- Private Client
- Corporate
- Dispute Resolution
- Family
- Banking & Finance
- Construction
- Property Litigation
- Planning
- Landed Estates

As one of our trainees, you will have a unique opportunity to get involved in the departments of your choice, often as the sole trainee in your department giving you the chance to get involved in a range of tasks on varying deals.



Forsters was formed in 1998 by ten partners from Frere Cholmeley Bischoff, who decided to create a new firm rather than take part in a merger with a large firm based in the City. Their vision was to create a new firm with a distinctive culture which could provide a genuine alternative to City firms.



“

Forsters is a fantastic choice for those looking for a highly regarded firm that has a ‘reputation for friendliness’.

Lex 100 - The Student Guide to Law

# Open days

With increasing uncertainty around the feasibility of hosting student events in the office or attendance at large-scale events such as law fairs, we have decided to run some of our events for 2021/22 virtually. We will be hosting a number of virtual events and open days throughout the year. Candidates will have the opportunity to find out more about the firm and its practice areas during each session. There will also be plenty of opportunity to network with the Forsters team and find out what life is really like at Forsters.

We will be hosting lunchtime 'spotlight' sessions, where associates and trainees will give you an in-depth insight into their specialism and practice area. We have also converted the timetable of our usual open days into a virtual format.

Applications for our open days will open one month before the event. You can apply via the website.

These events involve talks on our key practice areas as well as the opportunity to meet with various members of staff.



## How to get the most out of an open day

**Roland Merz**

**Associate, former trainee**

University of Durham, Politics (2:1)

### What attracted you to Forsters?

I initially drafted a shortlist of firms that specialised in the areas I was interested in (property, private client and family), and Forsters consistently showed up on lists and reports as one of the best firms for them. However, it was also the unique location in Mayfair that attracted me, as I was not too keen on working in the city! I was also drawn to Forsters by the consistent reports that it was a particularly friendly firm, as well as being better for work/life balance.

### Why did you decide to attend an open day at the firm?

I feel that one can only learn so much from looking on a website and reading reports, and that open days are the best opportunity to get a proper idea of what a firm is like. I also wanted a chance to meet both the partners and trainees to get a first-hand idea of what it was like to work at the firm. In essence, I wanted to see whether the firm was the right one for me.

### What did you learn on the open day?

I learnt about the various departments within Forsters, as each one gave us a talk in detail about the work they carry out. I discovered that Forsters have some interesting seats that Trainees can sit in, such as planning, construction and landed estates. I also learnt about what it was like to work at Forsters on a day-to-day basis through talking to trainees and partners.

### Were there many opportunities for networking?

There was a great opportunity to network at lunch, as we met various partners and trainees within the firm. Equally, after each presentation on the various departments in the firm, we had the chance to ask questions to the partners and associates.

### What are your top tips for candidates invited to an open day?

Go to it with an open mind and talk to as many people as you can during the networking sessions. It is important to remember that the day is about seeing what Forsters has to offer and whether the firm is the right one for you. Treat everyone with respect, regardless of what position they are. Most of all though, enjoy yourself! It is not an assessment centre, so take it as a chance to experience the firm without too much pressure.



Most of all though, enjoy yourself! It is not an assessment centre, so take it as a chance to experience the firm without too much pressure.

# Vacation Schemes

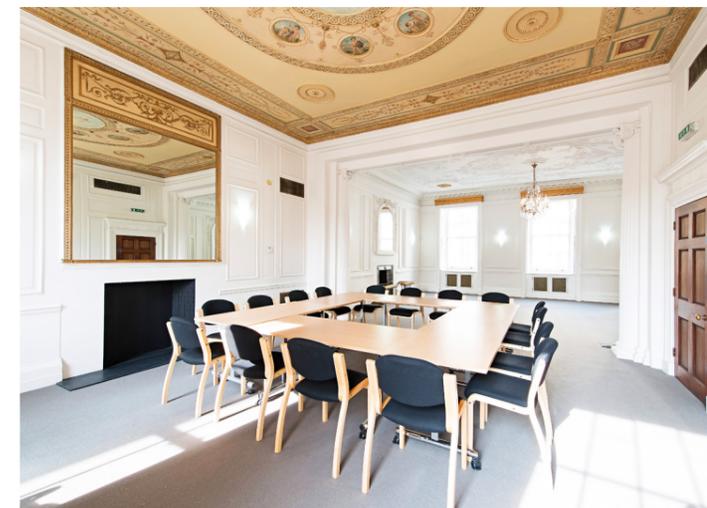
In 2022 we will be running two Vacation Schemes between June and July. As a vacation scheme student, you are a potential trainee and are therefore treated as such. You will sit with either a partner or an associate and you will experience real work of the type that a trainee would undertake. Other activities will include attending lunchtime seminars, visits to the courts and departmental presentations. Our aim is to offer vacation scheme students a real insight into what it would be like working as a trainee at the firm.

**You will sit with a partner or a solicitor and you will be exposed to ‘real work’.**

If you would like to be considered for a place on our vacation scheme, please [visit our graduate website](#) and fill out our online application form.



- If you wish to apply for a place on our 2022 Vacation Scheme, you must do so between 1 November 2021 and 31 January 2022.
- Applications are welcomed from both law and non-law students. Undergraduate law students should apply at the earliest in their penultimate year of study and non-law students at the earliest in their final year of study.
- Each year we offer 14 places, 7 on each scheme.
- We pay all students an allowance of £300 gross per week.



# My Vacation Scheme

**Chloe Daley**

**Trainee Solicitor**

Cardiff University, Law (First class honours)

I spent my first week in the Commercial Real Estate (CRE) department and my second week in the Private Client department. During my time in CRE I completed a variety of different tasks. One of my most interesting tasks was to research the principle of easements of necessity and how it applied to an issue that had arisen for one of the firm's clients. Land law had not been one of my favourite modules in my undergraduate degree but conducting this research showed that real estate issues are much more interesting in practice. Moreover, I have always enjoyed conducting research and was pleased that my work was of benefit to the client.

During my time in the Private Client team, I was fortunate enough to be asked by the head of the department to sit in on

a series of client meetings and take notes. Many of these clients had both domestic and international assets, which highlighted the diversity of work available at the firm. I prepared attendance notes following these calls and was grateful that the partner took the time to give me feedback on my notes and discuss the calls with me.

Everyone from the reception staff to the heads of departments was friendly and welcoming. The fee earners that I completed tasks for really did want me to succeed in obtaining a training contract, and I felt very supported throughout. I had plenty of opportunity to complete trainee tasks and receive feedback on my work, which meant that when I began working as a trainee I had a rough idea of what sort of things I would be doing.



**Cameron Turnbull**  
**Future Trainee Solicitor**  
UCL, Psychology (2:1)

### **What attracted you to Forsters?**

Aside from their rankings, Forsters seemed to be offering an alternative to city firms; promising the same level of work and a higher degree of responsibility whilst emphasising a healthy work-life balance. Coupled with the awards they have won for employee satisfaction and mental wellbeing, Forsters stood out as a firm that would allow me to work on exciting cases in a supportive environment.

### **Which practice groups did you spend your vacation scheme in?**

I sat in the Residential Property and Dispute Resolution teams.

### **What sort of work were you given?**

My workload ranged from document review and preparation for active transactions to research and drafting tasks on niche and interesting points of law. No two tasks were the same and I found myself completing a huge variety of work. Particular highlights included a large research and drafting task for a partner and some intense preparation work ahead of a property development conference in China. There was never a moment where I had nothing to do, and I

was able to contribute to real work rather than doing copying and coffee runs.

### **What did you feel you gained out of the vacation scheme?**

I learned a lot about the law and legal practice during my two weeks, gaining valuable transferrable skills such as effective legal research and proper drafting format. I also took away a realisation that high level legal practice didn't have to necessitate a high-pressure work environment and unsociable hours. After my first week I was convinced this was the sort of firm I wanted to work at.

### **What was your highlight of the two weeks?**

I was lucky enough to have my scheme coincide with a high profile court case the firm was handling. It was a great opportunity to see how much preparation goes in behind the scenes. Being present as the team formulated and refined arguments, identified potential problem areas, instructed their barrister and then seeing the main cross examination play out in court was immensely satisfying.

### **Were there many opportunities for socialising/networking?**

There were opportunities for socialising and networking almost every day. These ranged from an informal Italian meal with some current trainees and a softball

match against another firm in Hyde Park to a chat with the managing partner about where we thought the legal industry was headed. As a vac schemer I was also invited to departmental events and even leaving drinks for a partner. The staff at Forsters went out of their way to include us in the social side of the firm and treat us as their colleagues. This went a long way in making me feel welcome there.

### **What advice would you give to others in applying for a vacation scheme at Forsters?**

Really spend some time thinking about what sort of firm is right for you.

Forsters is not a giant multinational firm, and consequently the level of responsibility you get as a trainee and a vac schemer is higher than you would get in a larger intake. This is not for everyone, and I found the ability to articulate why this appealed to me was very important in the application and interview stages. Other than that, draw on your personality and individuality. It may sound clichéd, but Forsters is a fundamentally friendly and social firm and they want passionate and interesting applicants, so be yourself!



Being present as the team formulated and refined arguments, identified potential problem areas, instructed their barrister and then seeing the main cross examination play out in court was immensely satisfying.

**Cameron Turnbull, Future Trainee**

## Ellen Jones

### Future Trainee Solicitor

University of Bristol, History (1<sup>st</sup>)

Spending a fortnight at Forsters, sitting in two different departments, gave me a fantastic insight into how the firm operates.

Despite being a non-law student, from the outset I was given genuine client work by my supervisors. This not only gave me a great experience of the day-to-day work of solicitors in those particular practice areas, but confirmed Forsters' commitment to its trainees: providing 'hands-on' training and responsibility from the outset.

For example, in the family department, I was tasked with preparing a summary of witness statements for a meeting with counsel, in preparation for a client's court hearing. It was great to be able to use my existing skills as a history student – adopting a meticulous approach to document analysis and production – whilst also having

the constant support of my trainee 'buddy' to guide me through difficult legal concepts.

The socials the firm laid on were also great. We had lunches with trainees, after-work drinks, and played softball for the Forsters team. This gave us the chance to experience the more 'informal' side of Forsters. In particular, it was lovely to witness how close-knit the trainee cohort is.

Overall, my two weeks at Forsters were really rewarding. I was able to get a real feel for the firm, and learned that its commitment to providing a great trainee programme, high-quality work and a supportive environment is genuine.





Housed in a substantial portion of a Georgian terrace in Mayfair, private client and real estate outfit Forsters feels more like an upmarket boutique hotel than a commercial law firm. A small annual trainee intake of just ten adds to the intimate vibe.

Legal Cheek

# Law School

All future trainees before they undertake their training contract, must complete the SQE.

If you are offered a training contract, we will sponsor you through the SQE and provide you with a maintenance grant of £6,000 per year of study.



# Katherine Ekers

Katherine joined Forsters in 2009 as a Trainee Solicitor and was made Partner in April 2018. We caught up with Katherine about her career journey to date.

**Where and what did you study as an undergraduate?**

I read law at Durham University. I wasn't completely sure when I went to university whether I wanted to go into law as a career but I thought that I probably did and that law would be a useful degree to have studied in any event.

**What were your career ambitions as a student?**

At the start of university I thought I wanted to be a criminal defence lawyer. I think this was largely inspired by reading "To Kill a Mockingbird" as well as some work experience that I had

done at a Magistrates' Court when I was 16. My enthusiasm for this started to wane during my degree, as I began to understand a bit more about how the criminal justice system operated in practice and considered the impact that it would probably have on me at a personal level if I pursued it as a career. Then, when I started looking into training contracts during my second year, I realised that very few firms in the legal aid area were able to commit to trainees two years in advance and quite a few of them did not offer to fund the LPC. That was the final nail in the coffin for my aspirations to practice criminal law and, looking back, I think that that was definitely the right decision for me.



### Why did you decide to train at Forsters?

At the start of my second year at Durham the magic and silver circle firms came and visited the law students, giving presentations about life in their firms. They were very persuasive but I couldn't really picture myself in an enormous office with thousands of people. When I thought about what I wanted from my training contract I realised that I wanted to do excellent quality work but that I also wanted to work somewhere where I would be an individual rather than one of a large number of trainees. I didn't know what kind of law I wanted to practice but I did know that I wanted to work with people and do something a bit more tangible. I therefore started to search for smaller or medium sized firms that specialised in areas such as family, private client, property, employment or charities law and found Forsters. I applied to 15 different firms for training contracts and got offered interviews at a number of them. When I left Forsters, after my first interview, I rang my mum from Hill Street and told her how much I wanted to get a training contract here. I am not sure exactly what it was that made me so convinced; possibly the warmth of the two partners who interviewed me or maybe the tour from Anna-Marie (then a trainee, now a solicitor in the

residential property team) who very openly answered all my questions about life at the firm and gave me a real insight into where I would be training. In any event, from that point on, the other 14 applications I had made faded into the background and I desperately wanted to come to Forsters.

### Where did you qualify and how did you come to that decision?

I was very open minded as a trainee because I had no idea when I started what kind of law I would enjoy in "real life". My first seat was in residential property and I absolutely loved it. It was a steep learning curve because you had lots of your own files which you were responsible for but I loved the challenges and learning from everyone around me. I also realised (slightly to my surprise) that I really enjoyed property law. After that I did seats in property litigation (which convinced me that I definitely loved property law but that I was certainly not cut out for litigation – I thrive on the juggling act that being a transactional property lawyer involves but hate the stress of litigation) and corporate and tax. My fourth seat was in commercial property and I went there convinced that I wanted to qualify into resi. However within the first few weeks I had (somewhat guiltily) changed my mind – the commercial property work included



everything that I had loved about resi but the properties were bigger and more valuable and therefore often had more interesting quirks in them. I worked with a number of different partners and associates on a wide variety of work and was involved from a very early stage on development projects (where Forsters advises on the acquisition of a property, through the planning stage, obtaining vacant possession from existing tenant, deals with land law issues that might impact on development such as rights of way and rights of light, negotiates the construction documents, deals with issues during the course of the building (such as crane oversailing licences) and

then finally acts on the grant of leases to occupiers of the new building) which I found incredibly interesting and wanted to learn more about. Basically, I was hooked! I did my final seat in private client, which was very interesting in a completely different way to the property departments but although I enjoyed my time there it did not shake my desire to qualify into commercial real estate.

### How did your training contract shape your career?

Hugely – had I not come to a firm with such a strong property focus then I might not have done one property related seat,



I have made some of my best friends at Forsters and part of the reason that I genuinely enjoy coming to work each day are the people that I spend time with there.

Katherine Ekers, Partner

let alone three! I was also very lucky to work with incredibly skilled partners and solicitors in every department that I sat in, and I learnt a lot from all of them that has stood me in very good stead over the years.

**What has been the biggest challenge along the way?**

I don't think there has been any one particular challenge that stands out but the ever present challenge is juggling the workload, constantly trying to do your best whilst balancing different clients and competing demands. The work is incredibly varied which is great because it means that you are always learning but it also means that whenever

you get comfortable with one particular area (whether that is legal knowledge or soft skills) you need to then adapt and do something different. Now that I am a partner there are a whole new host of challenges, including more business development and people management to add into the mix. I really do thrive on this variety but it can also occasionally feel a bit overwhelming at times, and that is when it is important to have really supportive colleagues around you.

**What has been your highlight of working at Forsters?**

The work and the people; I have been (and continue to be) stretched and encouraged to become the very best

# FORSTERS

lawyer I can be which is so stimulating and satisfying and that has happened in a warm and supportive environment where I can be myself. I have made some of my best friends at Forsters and part of the reason that I genuinely enjoy coming to work each day are the people that I spend time with there.

**What has kept you at Forsters instead of looking elsewhere?**

I grew up in Yorkshire but I was born in Essex and have family down south. Throughout university I was sure that I wanted to come to London for my training contract but at the same time I was also always sure that I would ultimately go back to York after a few years. When I first started my training contract I had a "5 year plan" but that changed within a year or two after I qualified. I just couldn't imagine working anywhere else where I would have such a brilliant combination of fantastic quality work and a friendly and supportive environment where I was encouraged to develop. For those reasons I have never been tempted to look elsewhere.

**When did you decide that you wanted to become partner?**

To be honest, I am not completely sure! I think it was probably a few years after qualifying, when I had reached a stage when I knew (a bit more) about what I was doing in a work-sense and I probably thought "maybe I can do this".

**What advice would you give yourself as an undergraduate?**

Think really seriously about what kind of a firm you want to work in and what you want to get from your training contract. I do remember the desperate desire to get a training contract and the urge to apply anywhere and everywhere thinking "it's only two years, how bad can it be?". However, ideally (for both you and the firm) it will be more than two years and two years is actually a long time if you are somewhere that you are not suited to. Think about a training contract as though it were a long term relationship – the best kind is one where you can be yourself but involves an element of give and take as well as mutual trust, respect and support and that is what you should be looking for (and prepared to give) in your training.







The great thing is that the support is always there if you need it, from partners to paralegals, and working with my fantastic colleagues helps me overcome whatever challenges I may have!

**Anthony Goodmaker**  
Associate and former trainee

# Training Contracts

Every year Forsters takes on ten trainees. The training contract at Forsters is divided into six four-month seats, not the traditional four.

The aim of the six-seat system is to allow you to sample more of the firm's practice areas before making your decision about the area in which you want to qualify into. It also means that towards the end of your training contract, you may be able to revisit a department of specific interest to you.

We want you to feel part of our team from the outset and you will be actively encouraged to become a valuable member of each department, drafting documents, doing research and attending client meetings. The training is very 'hands on' and we aim to give you increasing responsibility as each seat progresses.



## A day in the life of a trainee

**Lauren Hepburn**

**NQ, former trainee**

University of Liverpool, Law (1st)

Lauren joined the firm in September 2019 and was sat with our Trusts, Tax and Estates team at the time of writing.

**9.30am** An associate in my department asks me to draft various estate planning documents for a client. This includes a will, a letter of wishes and a family trust.

**10.00am** I review the client's file and locate precedent documents to work from. I draft the various documents together with a detailed cover letter to the client, explaining each document and the relevant terms. I send everything to the associate for their review.

**11.30am** I undertake some research on agricultural property relief, in particular, focusing on the factors HMRC will consider in determining whether an asset will benefit from the relief, I prepare a memorandum of my findings for a non-resident client considering purchasing a multi-million pound farm in the UK.

**12.30pm** I have a catch up with my trainee supervisor to discuss my current workload and my progress. Following the meeting, I update my training record.

**1pm** I attend a lunch-time offshore tax update meeting. This involves various fee earners presenting on recent relevant updates and sharing practical points from their cases.

**2pm** I am asked to attend a client meeting with a partner to take a note. The client wants some pre-arrival tax planning advice in advance of his upcoming move to the UK from the US. Following the meeting, the partner and I discuss the next steps and divide up the action points.

**4pm** I prepare a domicile opinion letter setting out our view as to the domicile of a client. This involves setting out the legal position in relation to domicile, applying it to the facts and reaching a conclusion as to whether the client has displaced their domicile of origin and acquired a new domicile of choice.

**5.30pm** I complete a non-resident capital gains form on behalf of a client who has recently sold a residential property in the UK. I draft an email to the client explaining the form and asking them to check the contents and confirm the information is correct.

**6.30pm** Every evening before I log off, I update my task list and ensure that my time recording for the day is complete. I then get changed and head off to play in an inter-departmental netball match against our Commercial Real Estate department, followed by drinks at a close by bar.

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I was pleasantly surprised at how much responsibility we were given at such an early stage. On my second day, in between various training sessions, I was asked to attend a client call, which then involved a variety of urgent follow up tasks.

**What attracted you to a career in law?**

My interest in pursuing a career in law arose from the diverse, dynamic and problem-solving nature of the legal profession.

It can be a challenging career but it is rewarding, fulfilling and intellectually stimulating.

**How did you decide on which firms to apply for?**

When considering trainee applications, I was looking for a mid-size, reputable firm, offering high profile work and early responsibility, coupled with a collegiate support structure. It was important to me to find a friendly firm that really cares and invests in their trainees.

I was drawn to Forster's unique breadth of offering training across commercial, property and private client areas and particularly the six-seat rotation, enabling trainees to develop a broader range of expertise and versatility.

**What do you enjoy most about working at Forsters?**

From the outset, I have been given a high level of responsibility with the opportunity to undertake complex, diverse and exciting work. Fee earners really want you to learn and develop and they spend time getting you involved and giving you constructive feedback. I really enjoy working in such a friendly and supportive environment and I know that help is always there if I need it.

**What has been the highlight of your training contact so far?**

I have been fortunate enough to be able to work on a number of interesting matters since joining the firm. I have particularly enjoyed being involved in advising a US client moving to the UK, this involved complex tax, residency and immigration considerations in both jurisdictions. I was involved with this matter from start to finish, which provided an invaluable experience.

**What things have challenged you during your training contract?**

I have been fortunate enough to be able to work on a number of interesting matters since joining the firm. I have particularly enjoyed being involved in advising a US client moving to the UK, this involved complex tax, residency and immigration considerations in both jurisdictions. I was involved with this matter from start to finish, which provided an invaluable experience.

**Has Forsters lived up to your expectations?**

It certainly has! From day one, I have been made to feel welcome and an important and valued member of the team. It really is such a friendly and supportive place to work with lots of social events. The firm prioritises personal development and the approach to training is exceptional. Although the first few months have been challenging, I have thoroughly enjoyed it and I feel very fortunate to train at such a great firm. I am excited for the rest of my training contract and getting exposure to different areas of the law.



# Support & development

At Forsters we pride ourselves on the support and development we offer our trainees. We want all of our trainees to reach their full potential and develop into our future partners.

From the outset we offer our trainees an induction programme which will equip them with all the right skills to get going at Forsters. We spread our induction programme out over several months so it is not overwhelming and trainees are given the opportunity to practice what they learn.

We have recently implemented new ‘soft’ skills sessions into the induction to ensure all our trainees get a head start at the firm:

- Effective email writing
- Resilience

- Importance of time-recording
- Professional impact and presence
- Getting the most from your mentor
- Driving your career

Support continues throughout the training contract with our Learning and Development team hosting weekly confidential 1:1 catch ups. This way our trainees can flag any issues or extra support they may need. Our Learning and Development team also organise bi-monthly lunches to gather collective feedback from the trainee population in order to continuously improve our services.

We run a very successful mentor programme for our trainees. Each trainee is assigned a senior member of the firm to act as their mentor. Mentors are on hand throughout the two year training contract to pass on experience and guidance in respect of the role, the firm and the legal profession in general from a neutral standpoint. Mentors will meet their trainee on a regular basis during the training contract and into qualification.

As part of your training you will be required by the Solicitors Regulation Authority (SRA) to undertake Professional Skills Courses (PSC). At Forsters, PSC core modules are organised by a company called FRESH. Forsters are in a consortium which is made of 3 firms, namely Forsters, Bircham Dyson Bell and Boodle Hatfield. This gives the trainees an opportunity to network with other trainees in different firms. PSC electives are provided by BPP or University of Law who provide a huge range of modules – we like to give our trainees the best chance of finding the electives they are passionate about rather than limiting it to a few.

## Support as a Newly Qualified Solicitor

Once the trainees have qualified after two years of hard work and dedication, our Learning and Development team carry out an NQ induction which consists of three sessions:

- **Session 1** – Psychometric testing

to understand different behavioural preferences

- **Session 2** – A very exciting away day for team building which is always great fun!
- **Session 3** – A debrief on the away day and Q&A session with current associates

After qualification the NQ’s have access to the Skills Academy which includes a variety of soft skill based modules helping associates learn as they grow in their job roles. Training and support is available to all of our associates when they require and practice groups will run their own “know-how” sessions for updates on their areas of the law.



# My best bits

We asked our current crop of newly qualified associates what they enjoyed most about training at Forsters.

I have most enjoyed being part of the collegiate, friendly and intellectually stimulating environment at Forsters, and learning from lawyers who are among the best at what they do. A stand out moment was our smash-hit trainee Christmas performance, when Smita Edwards took us to the Footman for a round of G&Ts to say thanks!

**Emily Wyatt**, Associate, Family

I have enjoyed having the opportunity to work with many different people, learning from them and building my knowledge throughout each seat.

**Sophie Smith**, Associate, Planning

I enjoyed the sense of community that Forsters provides, both between the trainees and throughout the firm as a whole.

**Roland Merz**, Associate, Private Client

I have really enjoyed being given lots of responsibility whilst working in such a friendly and supportive environment.

**Anna Penn**, Associate, Commercial Real Estate



I have enjoyed the fact that in each seat the level of responsibility and involvement has been very high. When I look back at my training contract at Forsters, the amount of growth in both knowledge and confidence has been infinite. It has fulfilled the definition of training.

Tim Evans  
Associate, Family

# Salary & benefits

At Forsters we offer our trainees a competitive salary and benefits package.

Salaries from September 2021 are £43,500 for first year trainees and £45,500 for second year trainees. Salaries are reviewed on 1 September each year.

We offer trainees a package of benefits including 25 days holiday, life insurance, permanent health insurance, private healthcare, contributory pension, season ticket loan, subsidised gym membership, cycle to work scheme, employee assistance programme and a staff perks and discounts platform.



# CSR

Forsters' Corporate Social Responsibility (CSR) policy supports charitable causes, community activities, encourages sustainability and promotes diversity and inclusion. The CSR function is made up of three committees which we encourage our trainees to get involved in from the start of their training contract. Those committees are: Charities, Green Impact Group and the Equality, Diversity and Inclusion Committee.

**Charities** - In April 2019 the firm nominated a new charity to focus its efforts on fundraising and supporting. Our new charity is St Andrew's Club, who are the worlds' oldest youth club being founded in 1866. The community based club provides activities for young people from age five to adulthood that are educational and fun. We host a range of fundraising activities throughout the year to fundraise for the Club – everything from sponsored sporting activities to selling strawberries and cream in the summer.

**Green Impact Group** - Our Green Impact Group (GIG) are committed to reducing our environmental impact and to provide an example of sustainable best practice. GIG have been responsible

for introducing a paper-light working environment, the use of biodegradable cups, the switch to environmental friendly cleaning products and the bee-friendly plants on our outdoor terrace. Members of the committee have also volunteered for various activities such as clearing up the River Lea.

**Equality, Diversity and Inclusion** - Our Equality, Diversity and Inclusion Committee (ED&I) are dedicated to creating a working environment where everyone feels like they belong and diversity is celebrated. The ED&I Group look at ways internally that diversity and inclusion can be promoted and externally on how we can open up the legal profession.



The approach to CSR at Forsters reflects our belief that we have a collective responsibility to be good members of our community. Through a range of CSR activities our staff are able to make a difference by helping others and they have great fun at the same time.

**Rosie Schumm, Partner and Head of the Forsters' Charity Committee**

# Podcast

Our new podcast is now available on Spotify, Apple Podcasts, and SoundCloud, as well as via our website.

The **More Than Law Podcast** is a great way to learn about the different types of work undertaken by the firm on a day-to-day basis, as well as gain insight into life at 31 Hill Street and some of the more interesting fundraising work or events that we are involved in. There are also some episodes that specifically talk about Graduate Recruitment and life as a trainee here at Forsters. Have a listen!

## Graduate Recruitment - Mythbusters

Graduate Recruitment Partner, Emily Holdstock, and More Than Law Podcast host, Miri Stickland, are joined by various guests as they discuss some of the common myths and frequently asked questions surrounding training contracts and the application process.

## Graduate Recruitment 2022

Graduate Recruitment partner, Emily Holdstock, and Graduate Recruitment officer, Emma Cooper, join podcast host Miri Stickland to talk about the key dates and events coming up in the graduate recruitment calendar, key points for candidates to note and some top tips for navigating the application process.

## Trainees and their supervisors

Partner, Emily Holdstock, and first year Trainee, Tamsin Collingridge, talk to Miri Stickland about the “special relationship” between trainees and their supervisors, including the value that supervisors can bring in mentoring trainees, the feedback and review process and the attributes that are highly valued in Forsters’ trainees.

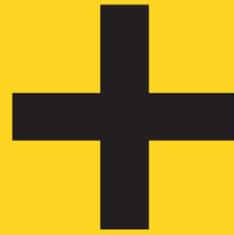
Listen to these episodes and more at <https://www.forsters.co.uk/graduate-recruitment/podcasts> or by subscribing on Spotify, SoundCloud, or Apple Podcasts.





An impressive six Lex 100 Winner medals have been awarded to Forsters for job satisfaction, living up to expectations, work/life balance, social life, vacation scheme and salary. Recruits enjoy working with ‘very approachable and normal people’ who have ‘interests outside of just law’ and ‘get to know who you are as a person’. The partners in particular are ‘incredible role models’.

Lex 100 - The Student Guide to Law



## **We know our markets**

Sector experts across  
real estate + private wealth

## **We provide commercial and practical advice**

Providing holistic advice to enable growth + success

## **We believe in CSR and helping others**

Using our skills to help + support the wider community

## **We cherish the individual**

Supporting our staff so that they can flourish + excel

## **We like to have fun**

Creating a positive environment for both  
our clients + staff



# Key Dates

## Application Deadlines

### 2022 Summer Vacation Schemes

Applications open on 1 November 2021 and close on 31 January 2022

### 2024 Training Contract

Applications open 1 November 2021 and close on 13 June 2022

## Open Days

The firm will be hosting virtual open days and events throughout the year. Please keep up to date with our social media channels and website for upcoming events and application forms.

## 2022 Vacation Schemes

**Vacation Scheme 1:** Monday 13 June – Friday 24 June 2022

**Vacation Scheme 2:** Monday 27 June – Friday 8 July 2022

\*Please note that assessment days for the vacation schemes will take place in February and March 2022.

## 2024 Training Contract

Assessment Days and final stage interviews will take place in July and August 2022.

**Application forms for both the Vacation Scheme and Training Contract can be found online via:**

<https://www.forsters.co.uk/graduate-recruitment/how-to-apply>

## Expect **More** at Forsters

More **seats**  
More **opportunity**  
More **responsibility**  
More **support**  
More **teamwork**  
More **development**  
More **personality**  
More **Mayfair**  
More **social life**  
More **balance**  
More **than just another trainee**

## More **You**

Looking for something  
a little different?

**You have just found it**

## Contact details:

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## #ExpectMoreAtForsters

[forsters.co.uk/careers/graduates](https://forsters.co.uk/careers/graduates)



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