



Careers in law

The New Dynamic

Contents

3

Welcome

4

At a glance



Why Hogan Lovells?

7

Why Hogan Lovells?

8

A view from the top

10

Around the world

13

Why culture matters

14

A personal path to expertise



Vacation work programmes

17

Vacation work programmes



Your career at Hogan Lovells

18

This could be you

20

Candidate attorney contract

22

Hogan Lovells Law School

24

Life in the city

27

Our core practice areas

28

Secondments

28

Associate Achiever Programme

30

Benefits



Your application

33

Your application

34

Making your application stand out

36

Application process

Welcome

In preparing this publication, we've given careful thought about what it is that makes us distinctive – not only to our clients, but also to the people who work here. That's where our title, The New Dynamic, comes from. It's the phrase that our people feel best sums us up – our personalised approach to development, our global community, and the unique perspective on law and business we will help you gain if you take up a career with us.

At Hogan Lovells, we know that in order to make effective decisions and meet the challenges of a dynamic, ever-changing business environment, we need to take on board ideas and opinions from a range of perspectives. That's why this publication doesn't just give you our view. Instead, you'll find a selection of articles and features. You'll hear from our chairman and young professionals in the firm with different outlooks on the future, and people who were once in the midst of making their future career choices, as you are now.

We hope you enjoy reading these different features and getting a dynamic new perspective on a career in law.

Nikki Webb

HR Director, Hogan Lovells (South Africa)

Overview of firm

At a glance

Facts and figures alone won't convince you we're the right firm for you.
But they're a good place to start. This is what you can expect.



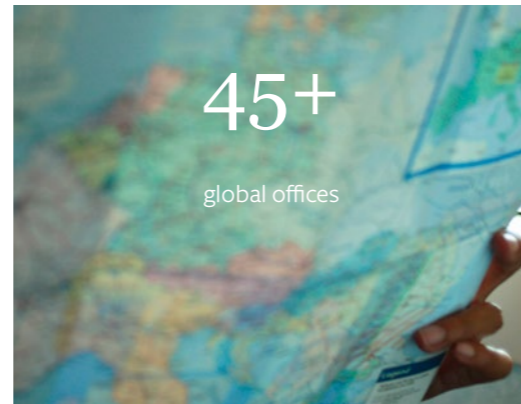
140 West
Street,
Sandton

Our new offices



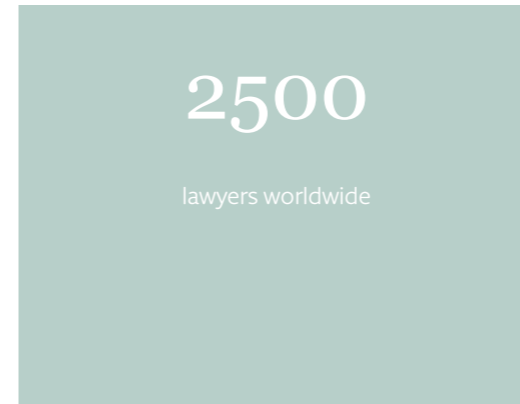
Associate

Achiever Programme



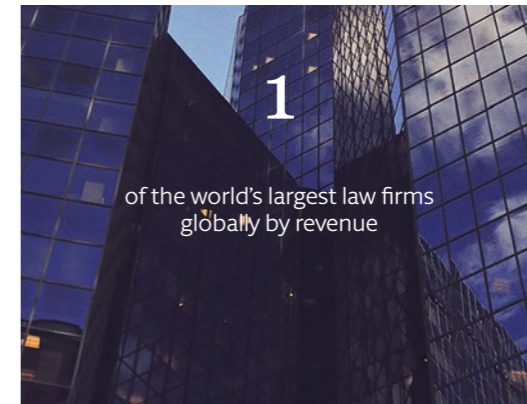
45+

global offices




2500

lawyers worldwide



1

of the world's largest law firms
globally by revenue



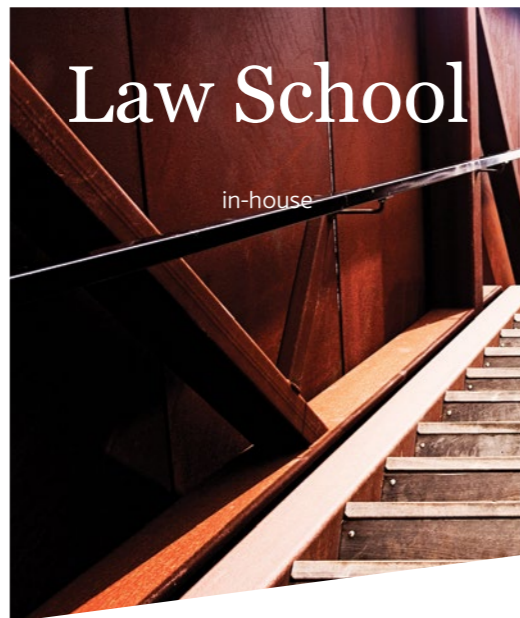
3

eight-month rotations



Best
Company to
Work For

Silver Achiever Award 2015



Law School

in-house



Secondments



Summer
and winter

vacation programmes



Level 3
BEE



Gym

in-house



Why Hogan Lovells?

There is a dynamic to our firm that makes us feel different. Everyone here contributes. Everyone pushes themselves and is pushed in return. Everyone works together to find smarter, bolder ways to solve problems that, in a global market, are increasingly complex.

This sense of trust runs through the firm. There is a desire to share knowledge and work collaboratively. An emphasis on building deep relationships with clients and with each other. We are an international law firm that feels, to the people who work here, more like a community – one, most importantly, where you can always be yourself.

Clients appreciate the practical advice we offer. We bring emotional as well as legal intelligence to the issues and we apply business know-how that's on a par with our technical expertise. World-class training and ongoing development give all of our lawyers the confidence to do things differently. Then there's the exceptional breadth of our practice areas, the in-depth industry knowledge our lawyers develop and the high quality of our people, across a wide geographical reach. It's a distinctive approach that helps us give clients what they want even before they realise they want it.

“Hogan Lovells is not just a law firm
but a global family, we rise together.”

Shaaista Thabit, Candidate Attorney

Why Hogan Lovells?

A view from the top

Lavery Modise joined the firm in 1998 as head of our employment practice and since 2012 he's the chairman of Hogan Lovells South Africa.

When I became chairman, I learnt quickly that managing an organisation is totally different to dealing with clients. Leading a legal practice is a challenge of another kind. A chairman has to put the firm first at all times and always act in the best interest of the firm. I came to understand that my role should be to make our people realise that they have more ability than they think they have, so that they continue to do better than they thought they could. In the right work environment employees are inclined to reciprocate and go the extra mile for their organisation.

I believe transformation should be more than just window-dressing. It should be about nurturing our up-and-coming lawyers to become independent thinkers and decision makers. Diversity and inclusion have moved way beyond being the right thing to do to creating a business imperative.

Creating the right environment for all our people is paramount for our people to thrive.

I also believe in good corporate citizenship and that giving back to society is the right thing to do. We have a dedicated citizenship team that is involved in a number of projects with local and corporate partners.

A leader is expected to set a good example, be a role model and take a meaningful and unpatronising interest in the people with whom he works. When times are tough – be it economically or on a personal level – good leadership means understanding that people do not function in isolation. At times like this, a leader should be a motivator who brings out the best in everyone.

Lavery Modise
Chairman, Hogan Lovells (South Africa)





Why Hogan Lovells?

Around the world



“We make good use of our global offices. For example, when China works with the London office across both jurisdictions, we pick up each others’ work seamlessly at the end of each day.”

Senior Associate, Shanghai

“We have the global reach. We work in a single team spread across the globe. We all behave and feel like one team.”

Senior Associate, Milan



“Our finance lawyers work with London almost daily. They’re practically part of the London team.”

Partner, South Africa



“People here make themselves available to assist you – that’s the culture across the firm.”

Associate, New York



We’re just about everywhere. The United States, Europe, Latin America, Africa, the Middle East and Australasia. Our 2 500 lawyers work in over 45 offices across 26 countries. Crucially, we’re the only law firm with strength and depth in both the United States and Europe, the two major markets for legal services.

Collaboration between these offices is part of our everyday life. We’re able to deliver so consistently and seamlessly across borders because it’s easy to pick up the phone to a colleague in another country. Not only do you get the straightforward advice you need, you get it from someone whose opinion you trust.

The strength of our global network attracts the most prestigious clients. So expect to work for some of the world’s biggest organisations on some of the most exciting legal projects around. You’ll do so alongside fellow candidate attorneys and colleagues from different continents – all while tapping into, and adding to, our shared knowledge. The contributions you make at every step will be respected and recognised.



Why Hogan Lovells?

Why culture matters

Your culture goes to the core of your being. It is an essential component of who you are as a person, and being part of a firm that not only cultivates but nurtures, embraces and celebrates each individual's culture is being part of the bigger picture.

Shaaista Thabit
Candidate Attorney

Work culture is the quintessence of any business. At the end of the day, there is nothing more powerful than the collective capacity of people to create value.

Daniel Magowan
Candidate Attorney

Culture is an important element at Hogan Lovells. We are unified in what we do and always work together to achieve our common goal.

Nonhlanhla Hugo
Candidate Attorney

“As a member of the Hogan Lovells family you’re exposed to a corporate culture that is, at once, top tier, global, dynamic and has soundly entrenched values – and that’s a very exciting position to be in.”

Brittany Anderson, Associate

Why Hogan Lovells?

A personal path to expertise

Starting at the firm as a vac student, followed by articles, then promoted from associate to senior associate within two years, culminating in a secondment to the London office – that’s the path of one of our top achievers.

“There is a scramble every year in the Law Faculty when students reach their penultimate year of law school. Those with aspirations of securing articles at the top law firms begin their application process for the winter vacation programme. Being selected for the vac programme at a top firm takes you one step closer to being offered a contract for articles. I was part of this scramble in 2009 and was selected to take part in the winter vacation programme at Hogan Lovells in Johannesburg.

The vac programme gives you much needed insight into how a major corporate law firm is run. From the very first day I knew that I had found a home where I could build and develop my career among the top legal minds in the industry. Hogan Lovells has always been able to balance being a major, multi-service firm and still maintain a unique spirit of kindness and respect towards all people, regardless of their title.

During articles I worked in three different practice areas. My first rotation was in the employment law practice and I had the privilege of working under our current chairman. Within a few weeks I was involved in private arbitrations and mediations. I was also exposed to CCMA and High Court labour disputes.

The matters had varying degrees of complexity but, from the onset, I was given responsibility in all the matters I was working on. This taught me how to grapple with complicated technical issues at an early stage. In personal injury, I learnt how to litigate under pressure and at a very fast pace, as we had matters running out of the High Court almost on a daily basis. My final rotation was with the construction and arbitration team, which is my current area of practice. I have exposure to very large and complex construction disputes involving large multinational clients.

The highlight of my career at Hogan Lovells has been my secondment to the construction and arbitration team in our London office. There I was part of the team giving advice in a dispute involving one of the biggest airports in the world. This experience will be invaluable as I continue to develop my practice and skills.

My time at the firm has been richly rewarding. Hogan Lovells has given me the platform to grow from a shy, young graduate into a confident attorney who is able to deal with various issues and clients from different parts of the world.”

“Hogan Lovells is the kind of firm where hard work is recognised and rewarded and the firm is invested in the growth and development of its staff.”

Thethe Mochitele, Senior Associate





Vacation work programmes

Before you decide to join an organisation, get to know it. It makes a lot of sense. You'll spend a big chunk of your life in your new firm. You need to find out if it's the right one for you.

The choices you make now will set the pace and direction of your career. So you should feel confident that the people, the work and the culture will bring out the best in you.

Every encounter with a potential employer can lead to a fresh insight. Every experience can sharpen the skills you need to get your hands on the kind of future you're aiming for.

So, although we've worked hard to pack this brochure full of useful information, we have to admit nothing beats the real thing. That's why we've created so many ways to meet us and do the kind of work we do yourself. It's hard to make an informed decision about which firms to apply for if you haven't experienced them first-hand.

We run two vacation work programmes each year to give law students an exposure into life and work at a global legal practice.

The programmes are open to law students who want to secure a candidate attorney position with us.

During the programme candidates will:

- be given the opportunity to spend time in different practice areas where they may attend client meetings, conduct legal research or attend court proceedings
- undertake a presentation project
- attend presentations made by different practice areas

Selection for the programme is based on your online application and possibly an interview. The duration of the programme is one or two weeks.

At the end of the programme all students are interviewed for candidate attorney positions.

"The best place to gain insight into the practice of law. A once-in-a-lifetime experience at the best firm with people who have a passion for law. You learn a lot about the firm, about what you can expect in practice and about working together with other people."

Vicky Frazaõ, vacation work programme student

Your career at Hogan Lovells

This could be you

The ink on her contract to start articles with Hogan Lovells in 2017 was hardly dry, and Tamara already participated in one of the firm's major CSI events, the CEO SleepOut in July 2016.

Leaving the comforts of home behind for a night, Tamara braved the coldest winter night Johannesburg had seen in years to “sleep out” on the Nelson Mandela bridge. She was in good company. Also participating from Hogan Lovells were our chairman, Lavery Modise, Osborne Molatudi (a partner in our employment practice) and Joshua Clifford (a Grade 12 student). All this to raise funds and to gain a deeper, more meaningful compassion for the homeless.

Apart from raising money, the SleepOut brings business leaders together to engage in discussions about how businesses can be used for positive social change.

During the course of the evening Tamara made herself useful in many practical ways, such as making sandwiches for less privileged children and assisting in other goodwill initiatives, as every small comfort, including food, had to be earned in the form of tokens.

The formal opening of the event was around 8 pm. Everyone joined Yvonne Chaka Chaka in the singing of our national anthem, *Nkosi Sikelel' iAfrika*. Ladysmith Black Mambazo's performance of *Homeless* was appreciated by ululations and traditional dancing.

Around midnight Tamara rolled her sleeping bag out on the tarmac with a cardboard box as mattress. As the early morning dawned, the temperature was around four degrees Celsius. After this eventful night, our four participants were welcomed back at our offices by the SleepOut sympathisers who had spent the night sleeping in our parking garage.

This is what you can expect when you join Hogan Lovells – being part of one big family.

Tamara Druckman

Studied

Law

University

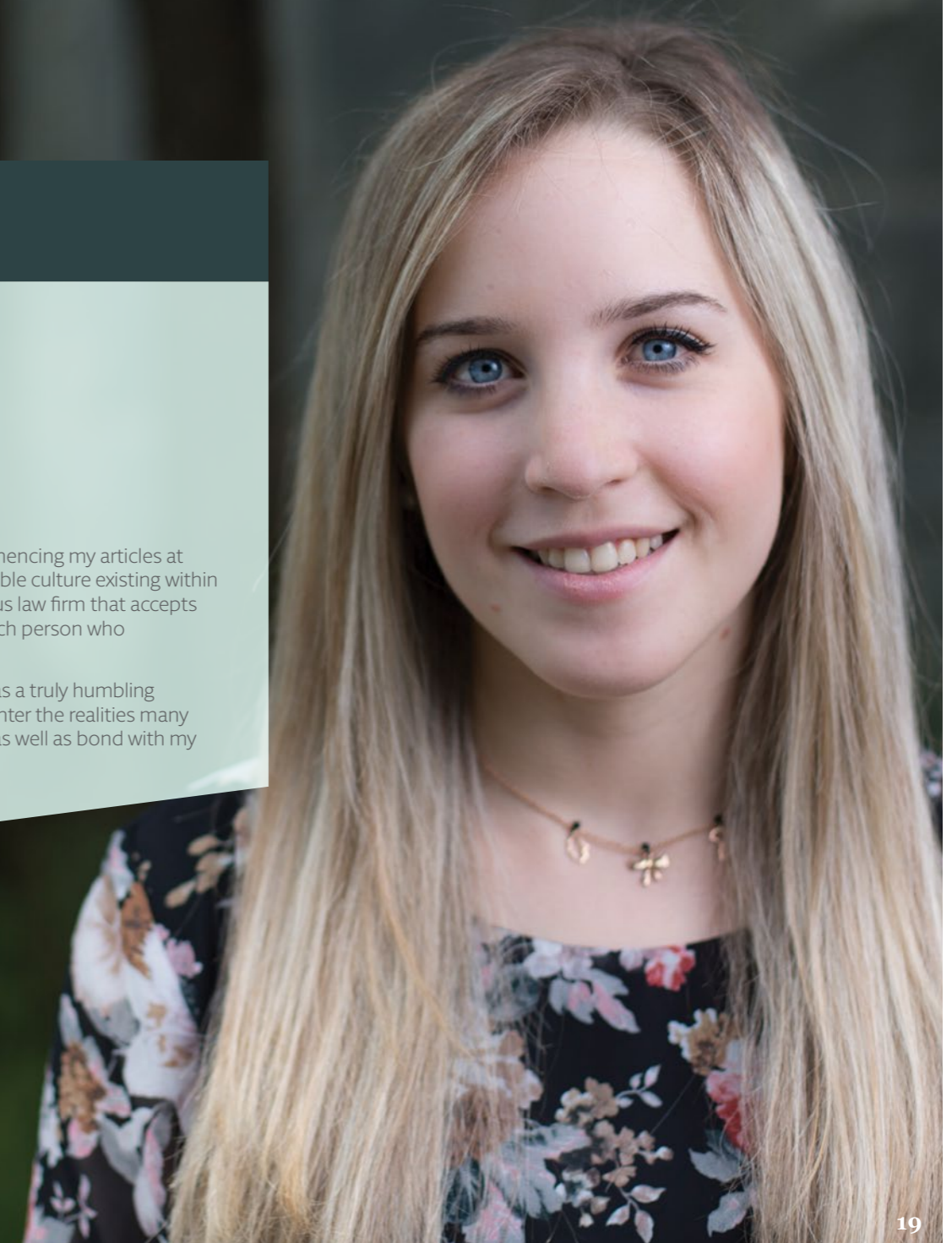
University of Johannesburg

Current role

First Year Candidate Attorney

“I had been looking forward to commencing my articles at Hogan Lovells because of the incredible culture existing within the firm. Hogan Lovells is a prestigious law firm that accepts and embraces the individuality of each person who works there.

Participating in the CEO SleepOut was a truly humbling experience that allowed me to encounter the realities many South Africans face on a daily basis, as well as bond with my future colleagues.”



Candidate attorney contract

Our lawyers are known for being practical, commercial and building strong relationship with clients. Our two-year training contract will help you develop the same set of skills.

International law evolves constantly. So do we. So will you. You'll amass world-class technical skills and learn to master the areas that fascinate you. But there's more to our lawyers than legal expertise. You'll develop a deep understanding of business and industry too. Even more importantly, you'll discover how to forge deep connections with clients. After all, tomorrow's economy won't have much use for lawyers who are only good at law.

It starts with stretching work. We'll give you as much as you can handle – in our experience it's the best way to learn. Of course we'll balance that responsibility with help and encouragement from all corners. As well as a comprehensive legal skills training programme, you'll have regular reviews and no end of advice and guidance from mentors, colleagues and more. Our candidate attorneys consistently say we're supportive. It's easy to see why.

It's not over when you qualify. Far from it, your professional and personal growth will be top of the agenda throughout

your career. At every stage you'll be in the driving seat, steering your own progress and tapping into the training you need. Your goal? To develop the capability, mindset and networks to solve the new, often never seen before challenges our clients face.

Our candidate attorneys rotate every eight months to a different practice area. This enables you to get a variety of experience during your articles and relevant training in preparation for your board examination. Our partners and other lawyers are accessible when you need advice, respectful of your efforts, and personally committed to your development.

We're a firm of ambitious, confident people who are committed to developing the highest quality business lawyers. With some of the world's most prestigious organisations as clients, you'll have the opportunity to work on complex deals and disputes and take on significant responsibility from the onset.

“Exposure to international clients, continuous career development and purposive mentorship from all levels of seniority, Hogan Lovells has far surpassed all expectations of what articles at a top tier law firm entail. The sky is the limit at Hogan Lovells.”

Nikhil Bhogal, Associate

Your career at Hogan Lovells

The Hogan Lovells Law School

All candidate attorneys have to attend a practical legal training course approved by the Law Society for the purposes of admission as an attorney. We understand the demands candidate attorneys face and offer this mandatory training in-house, which saves you time and transport expenses. We're committed to educate not only our own candidate attorneys, but also provide training bursaries to historically disadvantaged candidates.

Larissa Subramoney

Studied

LLB

University

University of South Africa

Current role

Second Year Candidate Attorney

"My first rotation at the firm was in the pro bono department where I attended various clinics and got hands-on experience working on my own matters as well as going to court with clients. Currently I'm in the construction department, which has been quite an adjustment. But what helps is having a supportive team and director to learn from.

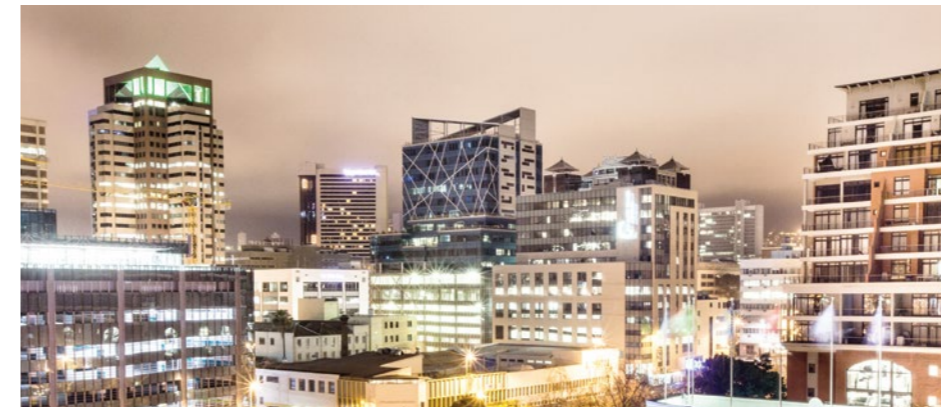
On top of all the work, we have to find time to attend law school in order to prepare for our board exams. Having in-house PLT makes our already hectic lives much easier, not having to stress about travelling. Because if you need to go back to work it's a floor or two away, which makes a world of difference. We have some of the best lecturers giving us quality lectures in subjects including constitutional law, wills and estates, and the infamous bookkeeping. This definitely aids us on our journey to writing our boards in the comfort of our own firm."



Hogan Lovells
new building 2017

Your career at Hogan Lovells

Life in the city



“Having shopping malls within walking distance is so convenient.”

Larissa Subramoney, Candidate Attorney

“The vibe in Sandton is phenomenal – it’s very cosmopolitan.”

Ceiri Bouwer, Candidate attorney



“Our new office is perfectly positioned, right opposite the Gautrain station.”

Hopewell Sathekge, Senior Associate



“If you want to go somewhere after work, everything’s right on your doorstep.”

Darryl Jago, Associate



We are based in Sandton, Africa’s richest square mile and the economic hub of South Africa. With easy freeway access, Johannesburg and Pretoria city centres are only 30 minutes away.

Sandton is home to around 10 000 businesses and these include the Johannesburg Stock Exchange, investment banks, the head offices or major companies, one of the biggest convention centres on the African Continent – the Sandton Convention Centre – and, of course, all the major law firms.

Our new offices are just across the road from the Sandton

Gautrain station, South Africa’s first rail subway, which links up with OR Tambo and parts of Johannesburg and Pretoria. It doesn’t get more convenient than that to get to work.

And a hop, skip and jump away are two of Africa’s most elite shopping malls, Sandton City and Nelson Mandela Square – both under one roof with close to 300 leading local and international retailers. An energetic hub of Afro-cosmopolitan glamour. In the Sandton precinct you’ll also find quite a few five-star hotels and glitzy nightclubs, British-style pubs, cocktail bars and rooftop terraces.



Your career at Hogan Lovells

Our core practice areas

- Administrative and Public Law
- Antitrust and Competition
- Aviation Law
- Banking Transactional
- Business Restructuring and Insolvency
- Business Structures
- Capital Markets
- Commercial
- Communications Law
- Complex Contracting
- Consumer Law
- Copyright
- Corporate
- Corporate Governance
- Designs
- Domain Names
- Education
- Employment
- Energy Regulatory
- Environment
- Executive Compensation, Employee Benefits and Share Incentives
- Financial Services
- Food Law
- Government Contracts
- Government Relations and Policy Advocacy
- Health Law
- Immigration
- Infrastructure, Energy, Resources and Projects
- Insurance
- Intellectual Property
- International Arbitration
- International Trade and Investment
- Investigations
- Investment Funds
- IT Law
- Joint Ventures
- Litigation and Arbitration
- Marketing and Advertising
- Media Law
- Medical Device Law
- Mergers and Acquisitions
- Patents
- Pensions
- Pharmaceuticals and Biotechnology Regulatory Law
- Privacy and Cybersecurity
- Private Equity
- Public Company Advisory and Compliance
- Public Procurement
- Real Estate
- Tax
- Trademarks and Brands
- Trade Secrets and Confidential Know-How
- Unmanned Aircraft Systems

Your career at Hogan Lovells

Secondments

Hogan Lovells recognises that secondments offer valuable opportunities for employees to enhance their skills and develop relationships by being in a new environment and gaining international exposure.

From time to time we identify practice areas for secondment opportunities. Associates and senior associates from these practice groups are then encouraged to apply. The secondments are awarded on merit and form a valuable stepping stone in their careers, and a chance to gain significant experience and build long-lasting relationships with our overseas colleagues.

Associate Achiever Programme

Each year, one associate is selected as the best all-round achiever. The winner of our *Associate Achiever Award* is able to participate in a programme to develop their skills at the firm's cost. This is either an international short-term legal or career development course, or a visit to one of our 45 international offices.



Your career at Hogan Lovells

Benefits

As you would expect from a leading global firm, we offer great benefits. Recognising that our employees will have different lifestyle priorities at different times of their life, our flexible benefits scheme will allow you to select the benefits that matter to you and your family:

- pension scheme
- medical aid
- in-house gym
- staff restaurant
- cellphone allowance
- on-site therapy service
- wellness programmes
- employee assistance programmes
- in-house law school

Keshen Govindsamy

Studied
LLB

University
University of KwaZulu-Natal

Candidate attorney
2015 & 2016

Current role
Associate

“Having had two of my three rotations in the tax department, where I remained after my articles of clerkship, an integral component of our practice is the global presence of Hogan Lovells. Few South African firms can compete with Hogan Lovells when it comes to doing multi-jurisdictional corporate restructures and general cross-border work. It’s simply a matter of picking up the phone and liaising with your colleague in whatever the relevant jurisdiction may be, whether it’s London or Munich, tapping into their expertise and coming up with a solution that suits the client’s needs best on a truly global scale.

A daunting aspect of any candidate attorney’s articles is the prospect of board exams. The in-house law school took much of the stress off me. Lectures are held at the firm, with the majority given by the firm’s partners.

On the topic of stress, it definitely helps having a gym in the building to ventilate my frustrations. I cannot overstate the convenience of training at your place of work in the morning and then walking up to your desk.”



Your application

Some of the world's biggest and toughest legal assignments regularly land on our desks. When they do, what does it take to handle them?

A quick, enquiring mind is a given. We look for a strong academic record that features excellent results. Commercial savvy is vital too. You'll need to get to grips not only with the world of law, but with the business worlds our clients operate in.

Then there's the ability to think around corners and see beyond the obvious. We like to challenge conventional approaches here – pooling our expertise to do things differently from others and from what we've done in the past. Team spirit is another essential. We'll want you to pitch in, collaborate with

colleagues from different sectors and countries, and help us deliver seamlessly for clients across borders.

Since globalisation is a fact of life, and we're one of the world's largest global legal practices, we also look for an international outlook. You'll be someone who adapts naturally to new surroundings, responds to cultural nuances and tackles the unpredictable with confidence. Last, but not least, you'll be resilient. Rigorous attention to detail won't faze you. Nor will the pressure of complex work, deadlines or putting in the extra hours to deliver the most professional job possible.

“We work as a team, helping to solve our clients' toughest and most complex legal issues. You will shape the future by having the privilege of working with international clients at an internationally acclaimed top tier law firm.”

Jaco Meyer, Candidate Attorney

Your application

Making your application stand out

Competition for places at our firm is tough. So making a good first impression is vital. Luckily there are plenty of ways to make sure your online application does you justice.



1

"Give yourself enough time to prepare your application to do yourself justice."

2

"Use legal placements, law fairs, open days and information from universities (career advisers, law students, student law society events) to demonstrate your research into, and understanding of, the law and a legal career."

3

"Don't feed back quotes from our own publicity, however great they are. It's you we are interested in, and your reasons for choosing law and Hogan Lovells."

4

"The best preparation is to ask yourself difficult questions. Why do you want to pursue this career, at this firm? What will make you stand out from the applicants?"

5

"Print off a copy and draft answers before finally completing and submitting the form."

6

"Don't under sell yourself. Try to connect your experiences with what you know the recruiter is looking for, and give examples of when you have used those skills, for example business knowledge."

7

"Keep a copy of your completed form. If you are invited to an interview you will need to refresh your memory about what you said."

8

"The person reading your form will be assessing many applications, so convey your personality and make the form engaging, interesting and individual to you."

9

"Pay attention to your spelling and grammar. You are applying for a job as a lawyer - written and oral communication needs to be of a high standard."

10

"Use any work placements (legal or non-legal) to demonstrate you understand business, time management, communicating with people and meeting deadlines."

Application process

We screen and interview candidates throughout the year, so get your application in early.

Vacation work programme

Applications for the vacation work programmes should be made in the penultimate year of your studies.

The firm hosts summer and winter vacation work programmes.

More details on the application process are available on our website careers.hoganlovells.com.

Articles

Applications for articles open in January. Candidates can apply in their penultimate year of your studies by completing an online application.

More details on the application process are available on our website careers.hoganlovells.com.

How to apply

Apply online at careers.hoganlovells.com and include copies of the following documents:

- comprehensive CV
- cover letter/motivational letter
- identity document
- full academic transcript
- matric certificate

Interviews for candidate attorney positions are conducted in Johannesburg during the course of the year. Offers for articles and for the vacation work programmes are made on a rolling basis as applications are received.



Alicante
Amsterdam
Baltimore
Beijing
Brussels
Budapest
Caracas
Colorado Springs
Denver
Dubai
Dusseldorf
Frankfurt
Hamburg
Hanoi
Ho Chi Minh City
Hong Kong
Houston
Jakarta
Johannesburg
London
Los Angeles
Luxembourg
Madrid
Mexico City
Miami
Milan
Minneapolis
Monterrey
Moscow
Munich
New York
Northern Virginia
Paris
Perth
Philadelphia
Rio de Janeiro
Rome
San Francisco
São Paulo
Shanghai
Silicon Valley
Singapore
Sydney
Tokyo
Ulaanbaatar
Warsaw
Washington, DC
Zagreb

Our offices
Associated offices

Hogan Lovells (South Africa)
22 Fredman Drive
Johannesburg,
South Africa

www.hoganlovells.com

“Hogan Lovells” or the “firm” is an international legal practice that includes Hogan Lovells International LLP, Hogan Lovells US LLP and their affiliated businesses.

The word “partner” is used to describe a partner or member of Hogan Lovells International LLP, Hogan Lovells US LLP or any of their affiliated entities or any employee or consultant with equivalent standing. Certain individuals, who are designated as partners, but who are not members of Hogan Lovells International LLP, do not hold qualifications equivalent to members.

For more information about Hogan Lovells, the partners and their qualifications, see www.hoganlovells.com.

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