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

Associate

Achiever Programme

Law School

in-house

Secondments

Lawyers worldwide

Summer and winter

vacation programmes

Gym

1 of the world’s largest law firms globally by revenue

Level 3

BEE

45+ global offices

2500

eight-month rotations

3
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.”

Shazia Thabit, Candidate Attorney
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)
We’re just about everywhere. The United States, Europe, Latin America, Africa, the Middle East and Australia. 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? Around the world
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.”

Brittny Anderson, Associate
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.

— The Mochitele, Senior Associate

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.

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— The Mochitele, Senior Associate

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.
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

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.
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.

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.

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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
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 traveling. 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 adds to our journey to writing our boards in the comfort of our own firm.”

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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.
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 of 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.

“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

Life in the city

Hogan Lovells
new building 2017
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
Tex
Trademarks and Brands
Trade Secrets and Confidential Know-How
Unmanned Aircraft Systems

Your career at Hogan Lovells
Our core practice areas
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.
 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

Your career at Hogan Lovells

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.”
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

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.

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?

“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
“Give yourself enough time to prepare your application to do yourself justice.”

“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.”

“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.”

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

“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 these skills, for example business knowledge.”

“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.”

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

“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.”

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

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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.

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.

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Articles

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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

Your application: Application process

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

How to apply

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“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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