

Training contracts
at Marriott Harrison

MH

**MARRIOTT
HARRISON**

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19 partners

6 consultants

21 associates & paralegals

4 trainee solicitors

1 office in central London

41 countries covered by firms in the
Primerus network

Ranked in Chambers and Legal 500
in our core practice areas

24 places on our summer vacation scheme

2-3 training contract vacancies for 2023

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Message from our training principal

Welcome to Marriott Harrison!

It doesn't seem that long ago that I made the decision to join Marriott Harrison as a trainee, and now I'm a partner at the firm with responsibility for overseeing the trainee experience here.

Working here is a fantastic experience. Being a firm with our headcount and in one office helps us to maintain a supportive, fun and aspirational culture. You get hands-on experience in complex transactions with high quality clients, while enjoying working with excellent lawyers. We firmly believe in developing our trainees, who are seen as a long term asset of the firm who we want to stay throughout their careers.

I'm here to ensure that our future trainees get to enjoy exactly the same career trajectory as I did. This involves direct participation in client facing, CSR and integral social events right from day one. It's an exciting time to begin a career as a solicitor and if our approach, scale and culture resonates with you, I don't believe there's a better firm to join than Marriott Harrison.

I look forward to meeting you soon.

David Strong

Partner, head of the venture capital team and training principal



All about us

Marriott Harrison is a specialist, multi-practice, business law firm, designed to provide insightful, practical and responsive advice. We are not encumbered by traditional firm protocols and processes. Instead, we define ourselves entirely by outcomes. That means getting straight to the point, fast, and always focusing on what matters most to clients – valuable, high quality, technical and practical advice. We apply the same enthusiasm and attitude towards finding and training our future talent.

At Marriott Harrison, we don't see it as a two year contract. We see it as the first steps in a successful long-term career with us. We are really excited to welcome our first trainees through the SQE route. The SQE model will work well with our existing system of offering two year training contracts and we are committed to continuing to offer the same high quality of training combined with a high level of client exposure.

Like a lot of firms, in order to give our trainees a taste of life across the firm, our programme for trainees typically comprises four seats within corporate, dispute resolution, employment, commercial/data protection/ IP and IT, real estate and banking/business restructuring.

Whichever seat you're in, we offer trainees interesting, high quality and varied work, increasing in complexity as they progress through their training contract.

Trainees almost always sit with a partner in each seat, ensuring that they receive direct guidance from experienced practitioners throughout their training contract. Our partners and associates are always on hand to offer support and guidance when needed.

When we talk about a culture that is friendly, supportive and meritocratic, that applies across the whole organisation, not just to our trainees. The interesting, high quality work that trainees get directly involved in, whilst learning from colleagues who are experts in their fields, is something that endures however long you stay here. We know that if our people reach their potential, then our firm does too.

Trainees here can look forward to structured career progression, a supportive environment and a genuine sense of community.

This document will tell you more about us and how to join our team. We hope you enjoy it and we hope it encourages you to apply.

All about you

We are looking for highly motivated individuals with both a strong academic record and a common sense, pragmatic approach.



An ability to work well in a team is particularly important given the firm's size and structure. What motivates our people is being key to our business and making a positive contribution to our clients' and the firm's business.

We support our people's career potential and develop their leadership skills to the highest level. In turn, we look to our people to help our clients realise their ambitions to grow successful businesses.

Our people are a diverse group with many and varied interests, but they have these characteristics in common:

- A strong academic background (2:1 degree or above)
- A common sense approach
- An ability to work well in closely-knit teams
- Ambition and self-motivation
- An international outlook

As a trainee you will be supported in completing your Professional Skills Course throughout your training contract and encouraged to attend additional seminars, presentations and client marketing events to broaden the scope of your development.

In addition, you'll have the support of colleagues all across the firm, both formally and informally, in a variety of work and non-work related activities.

Our work and clients

Corporate law is at the heart of our practice, from fundraising, governance and restructuring to M&A and buyouts, supported by all of the practices every dynamic organisation needs to unlock its commercial potential.

Our strength comes from having a team of lawyers who consistently deliver in transactions of all sizes up to and including the mid-market. Work this year included a range of values and complexity, with almost all of our highlighted deals being reported.

As well as partnering with early stage tech accelerators to support growth stage companies, our highly ranked venture capital practice continues to act for some of the best known global VC firms in relation to high profile investments.

We're taking a fresh look at legal service delivery, regularly working with clients on bespoke documentation training so that transactions can be streamlined and to ensure that we are always working effectively and efficiently.

Above all, we see ourselves as a partner for growth. That means proactively accessing capital, driving success and building commercial value, from fundraising and seed investments right through to development capital investment transactions and management-backed buyouts.

Plus, our client's international ambitions are supported by our membership of Primerus, a network of nearly 200 member firms in more than 40 countries. That means we can access trusted legal expertise wherever our clients do business.

While corporate law is central to our business, we also thrive in our other departments, with lawyers in our commercial, real estate, employment, dispute resolution and banking and business restructuring teams regularly providing invaluable advice to some of the leading entrepreneurs and businesses in the UK.

Our practice areas

Corporate

- Full range of corporate finance and capital markets work, private equity, venture capital, M&A, debt and equity public markets, listed and unlisted funds, as well as bank lending work.
- Active deal flow of national and international corporate acquisitions, disposals and investment work.
- Regular instructions for corporates, institutions, management teams, directors, NOMADs, brokers and banks.
- UK company incorporation and business set-up services for international corporates and institutions.

Commercial and IP

- Our licensing, technology, IP & IT teams handle a wide range of matters for clients ranging from start-ups and early-stage businesses to significant global brands.
- Work regularly forms part of a wider corporate transaction where we advise buyers, sellers and investors.
- We provide specialist advice to both technology businesses and businesses using technology solutions and understand the challenges and issues faced by both.

Banking and Business Restructuring

- Extensive experience across corporate lending spectrum.
- Specialist skillsets in restructuring and insolvency, finance and asset-based lending.
- Broad lender and borrower client base, active across multiple industry sectors.

Real Estate

- Clients include investors, owner occupiers and tenants. The team acts for a number of companies in relation to their leasehold requirements.
- Full range of real estate transactions including developments, joint ventures, planning and environmental matters.
- The team closely works with the corporate practice in relation to M&A, private equity and financing transactions.

Employment

- Clients include corporate employers and individuals in all sectors.
- Full range of employment law (including share options, incentives, redundancy, tribunal and TUPE matters).
- The team works closely with the corporate practice to provide specialist advice on M&A and private equity transactions.

Dispute Resolution

- Active in arbitration, ADR and emergency court applications.
- Full range of litigation work, including enforcing leaver provisions, insolvency, corporate, arbitration, employment, IP disputes, domain name and internet issues, fraud, asset tracing and all aspects of injunctions
- International and off-shore capability.

A day in the life of a trainee in the dispute resolution team

Lucie Muhairwe is a trainee solicitor at Marriott Harrison.

Find out about a typical day in the firm's dispute resolution team.



09.00-09.15:

I arrive at the office and say hello to as many people as I can meet as I walk down the corridor to my office which I share with a partner and senior associate in dispute resolution.

09.15-09.30:

I check my emails and update my 'To Do' list for the day. I ensure I have created reminders on my phone for any meetings, training sessions or deadlines that I have that day.

09.30- 10.30:

One of the emails that I have received asks me to review a set of terms and conditions in relation to a potential dispute regarding the cancellation of a contract. I review the terms and conditions and begin drafting an email to the client which I will then send to the senior associate to be reviewed.

10.30-13.00:

A partner and I attend a meeting in preparation for a hearing to review the statements of case, discuss the merits of the case and agree on the potential strategies for the hearing. During the meeting, I take notes. After the meeting, the Partner and I discuss the next steps in relation to this matter which I immediately include on my 'To Do' list and begin to do.

13.00-14.00:

I head out of the office to have my lunch break and enjoy the sunny weather while it lasts!

14.00-16.00:

I attend a training session to learn how to use an eDiscovery platform in preparation for a disclosure exercise for a different client. Thereafter, I read the Practice Direction 51U which is the Disclosure Pilot for the Business and Property Courts. This is a relatively new scheme for disclosure. I need to make sure that I am familiar with the duties of our client and the firm. I highlight and summarise the key points that both the firm and our client need to be aware of throughout the disclosure process so that I am able to share this with the partner and senior associate at our next meeting in relation to this matter.

16.00-17.00:

I attend an 'MH Discover' event which is an open and voluntary forum which is organised by the firm in order to give us all an opportunity to engage with each other about various topics. We are very fortunate to have both internal and guest speakers who attend these events and encourage discussion. Today's event is with an Organisational Psychologist and former Clinical Mental Health Therapist. It is interesting and insightful to hear people share their stories (both publicly and anonymously) of how they cope with their own mental health challenges. Our guest speaker shared incredibly useful tips on how to improve our mental health both generally and at work.

17.00-17.30:

Feeling motivated after the lovely conversation, I review any outstanding emails that I have received throughout the day. I tick off the various things on my 'To Do' list which I have completed and look forward to the next day!

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A typical corporate deal from a trainee's perspective

Lisle Gannon is a trainee solicitor at Marriott Harrison.

Find out how Lisle played his part as a trainee on a typical corporate deal.



We have been instructed by a client that we have previously advised on an acquisition. The client would like to instruct us on another acquisition in the same industry, but with a higher value. The client partner brings together the corporate team that will be running the deal which consists of two associates and me as the trainee. The associates reach out to the wider Marriott Harrison departments that will be assisting on various elements of the deal and a kick-off call on Zoom is soon organised. An 'Information Memorandum' is circulated before the call giving a background of the target company, which I read through to familiarise myself with the target company and the industry it operates in.

On the call we discuss the key elements of the deal and some of the potential issues for each department to look out for during the due diligence process. An important part of a corporate trainee's role is to help manage the deal by keeping on top of the documents that are needed and the status of each one as the deal progresses. To do this, I prepare a document checklist with all the documents that I think are needed and send this to the associate to review. Once the associate has reviewed my draft, I send it to the solicitors acting for the target for any comments.

My next task is to draft the ancillary documents. These include documents such as board minutes, stock transfer forms and shareholders' resolutions. I prepare my drafts having considered some of the nuances of the deal and speak to the associate about my drafting. He gives me a few amendments to make and some tips for the next time. I then send the ancillaries to the solicitors acting for the target for any comment. We will send the documents back-and-forth until we can agree on a version.

Throughout the deal I also help manage the due diligence process. My colleagues in the commercial, employment and property teams are given access to a data room which contains information and documentation on the target company. As a team, we review certain documents within a scope to produce a report. The employment team flags some issues with the restrictive covenants in one or two of the employment agreements. I have a catch up with my fellow trainee in the employment team to discuss the level of the risk and how best to present it in the final report.

Over the course of the next few weeks, the lead partner and corporate associates negotiate the main documents as I continue to negotiate the ancillaries and work through the due diligence process. As part of this process, I attend a call with the other side's solicitors to discuss progress and negotiate a clause in the share purchase agreement. After further negotiations, the documents are in agreed form and the due diligence issues have been resolved.

I prepare for completion which I get to play a big role in. On the day of completion, I prepare a pack of all the documents in their final form and upload them on to DocuSign to be sent out to our client for signature. Once all the documents have been counter-signed by all the parties, we have a completion call with the other side's solicitors, the documents are dated, and the deal has finally completed! The team and I head out for a drink that evening to celebrate.

In the days following completion, the client gets in touch to thank us for all our hard work and in particular for getting the deal over the line in such a short timeframe. It's nice to get the recognition and we have a quick team debrief. I then turn my attention to post-completion tasks. These include, amongst other things, distributing a matter bible with all the signed and dated documents to all the parties and making filings with Companies House.

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What others say about us



Winner – Job Satisfaction
Lex 100 Awards 2021



Winner – Quality of Work
Lex 100 Awards 2021



Winner – Social Life
Lex 100 Awards 2021



Winner – Client Contact
Lex 100 Awards 2021



Winner – Approachability of Supervisors
Lex 100 Awards 2021



“The firm offers a ‘close relationship with senior solicitors’ and ‘lots of early responsibility.’”

Lex 100 2022



“I chose Marriott Harrison because of the people. The small intake meant that I would be able to get stuck into transactions from an early stage and have a good amount of client contact.”

Trainee (2020 Intake)

Chambers | Student

“It sounds cheesy, but the people are a really important aspect of the firm.”

Chambers Student 2022

“Especially as a trainee, it’s very apparent that everyone is invested in you, your development, and your future at Marriott Harrison.”

Chambers Student 2022

CSR at Marriott Harrison

We are committed to CSR, and take our responsibility for the world around us very seriously. Since we established our current Corporate Social Responsibility (CSR) programme in 2015, our aim has been to focus on genuine engagement in the community near to our office in Central London, as well as supporting well-known national charities with our fundraising initiatives.

Charities we support include Age UK Camden, The Trussell Trust, the London Legal Support Trust and our firm charity of the year, Friends of Essex and London Homeless (FOELH) (which is an NGO and charity working to help homeless people in Essex and London).

In the first half of 2021, we have raised over £3,500 for our various charities. Initiatives have included seasonal bake sales, comedy evenings with staff and clients, sending birthday cards to users of the Age UK Camden befriending scheme, donating entry fees from our MH Fantasy Football league, taking part in the London Legal Walk for the eighth consecutive year and creating and selling an MH Pet Desk Calendar.



How we recruit trainees

The Marriott Harrison Summer Vacation Scheme runs from June to August, with each candidate spending a week with the firm.



There are 24 places on the Summer Vacation Scheme and it takes place over a six week period.

A selection of those candidates will be invited back for an interview for a training contract. The deadline for applications is 23 March 2022.

Our Summer Vacation Scheme is an excellent way to discover whether working for a specialist business law firm is for you. You will be involved in real project work from all of our departments and get to see what it is like to make a genuine contribution to live transactions.

You'll have enough to do over the week, but there will also be enough time to talk with our current trainees about their experience of life as a trainee at Marriott Harrison.

Whether it is virtual (like the 2020 and 2021 Summer Vacation Schemes) or in the office, the Scheme is not only your chance to gain valuable work experience and see whether Marriott Harrison might be for you, but it is also our chance to gauge whether you may have the character and ability to be a successful trainee solicitor here.

At present we recruit all our trainees from participants in our Summer Vacation Scheme.

The details

The application is your first chance to impress us. We want to understand why you want to work for Marriott Harrison and why you think you should be selected.

Your application should state your reasons for applying together with any other information you feel is useful to help us to assess your application.

Shortlisted applicants will be contacted in April for a short video interview and successful applicants will be notified by email during April or May. Following your placement, a shortlist of candidates will be selected for a final partner-led interview.

Trainee recruitment is generally one year in advance so we are recruiting for trainees to start in September 2023.

We look for a 2:1 at degree level but don't have a rigid minimum academic criteria for applicants.

If you have particular special circumstances you want us to take into account, please tell us on your application form.

Applicants should note that Scheme participation is unpaid, however we will cover all reasonable travel costs.

Marriott Harrison has historically paid the LPC fees of successful applicants who are yet to start the LPC at the time they accept their offer. We intend to do likewise in respect of the SQE.

The first year trainee salary in 2023 will be £36,000.

Unfortunately, due to the volume of applications received and the number of participants involved in the Vacation Scheme, we are unable to provide individual feedback or references.

The closing date for applications is 23 March 2022.

Apply here:
apply4law.com/marriottharrison

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