It’s your future. Create it here.
About CMS

We’re a future facing, global law firm, with more than 70 offices worldwide across the UK, Europe, the Middle East, Asia and South America.

Our vision is to create sustainable and rewarding futures for our clients, people and communities. Our teams work across borders to deliver the best practical advice for our clients, no matter how complex the situation. With more than 1,100 partners and 4,800 lawyers, we have the breadth of experience to help clients confront challenges and feel confident in exploring new opportunities.

How we move forward

People are at the heart of our evolution, which is why we created our people proposition, Modus, to help us come together and move forward. We’ve chosen Modus as the word means “the way in which things are done”. At the heart of this, is the principle that good performance means both what we deliver and how we deliver it. Modus sets out the behaviours and attitudes we believe in and how they connect to the work we do.

The how

This describes the key behaviours we believe will deliver success for our firm, our people and our clients:

- We grow
- We’re resilient
- We engage
- We include
- We trust and respect
- We collaborate
- We innovate

The what

This describes the work you do and the associated behaviours that drive good performance. This is covered under 4 main areas:

- Professional
- Leadership
- Business
- Clients
Broaden your horizon

We work with some of the largest companies in the world, with clients in more than 40 countries. Our expertise runs across a variety of sectors and is aligned to meet the changing needs of our clients.

**Life Sciences and Healthcare**

We have over 300 Life Sciences specialists globally, offering a range of expertise to help companies from start-ups to global pharmaceuticals. Our Healthcare teams advise independent operators, investors, funders, advisors and the NHS, offering sector focused support.

**Real Estate**

Around the world, we have more than 650 Real Estate lawyers (including the largest team in Europe), and the resources to meet clients’ needs quickly and efficiently. Whether clients are investing, developing or seeking to manage their assets more effectively, we can provide the full spectrum of Real Estate services.

**Technology, Media and Telecommunications**

Over the last 30 years, our 300-strong Technology, Media and Telecommunications lawyers have worked on industry-defining commercial arrangements and litigation in advertising, film, TV, digital and social media, games, music and publishing.

**Consumer Products**

With more than 400 specialised lawyers, we advise clients across the FMCG, Retail, Fashion & Luxury and Household Goods sectors on how to adapt to the new frontiers of their industries. From omni-channel to digital cash, social media, data privacy, new delivery systems and complex regulatory changes, our specialists sit at the coalface with enormous transitions changing our clients’ worlds.

**Energy**

Our Energy team has been a globally recognised leading practice for over 30 years, and consists of more than 400 Energy specialists around the world. Our experience spans oil and gas, power and renewables, and we’re thought leaders in all these areas, highly connected with governments and leading academic institutions.

**Financial Services**

We have leading practices in the UK’s biggest financial services centres – London and Edinburgh – where our team acts for corporates, financial institutions, investment funds and managers, pension trustees, insolvency practitioners and debt advisors. Whether it’s the opportunities provided by FinTech, the prospect of blockchain or Brexit, or the ever-changing regulatory landscape, the pace of change confronting the financial services sector is phenomenal.

**Infrastructure and Project Finance**

Our Infrastructure and Project Finance team has over 300 lawyers, supporting clients across the world. We advise some of the biggest players in the sector across transport, health, education, waste, energy, defence, IT and telecoms, leisure, custodial and justice and water sub-sectors.

**Hotels and Leisure**

We’re Europe’s leading law firm in the hotel industry, with more than 200 experts in 40 countries, and we advise the biggest names in the sector on everything from M&As, franchising and financings to development and construction leases and tax structuring.
Why CMS?

Learn from the best
Join us and you’ll be part of one of the Top 10 Global Law Firms. That means you’ll have access to a breadth of expertise, experience and opportunities which will help you to shape your future career. As you learn from our sector expertise, you’ll be able to engage with clients, and strengthen those relationships, in an insightful, relevant and commercially compelling way.

Our culture
Our unique culture is shaped by our people proposition (delivered through our MODUS framework), because it’s in our people and their personalities that our real strength lies.

We believe in communication with a personal touch, where you’re encouraged to share your ideas in a supportive environment and where every day is different. With us, you have the chance to define the way we work, and it’s your ability to be yourself and connect with our clients, which justifies the trust they place in us.

“The firm’s culture was a key factor for me. From my first interaction with CMS at the university law fair, I was impressed by how friendly, helpful and down-to-earth the people were.”

— Megan McCulloch, Trainee Solicitor

Corporate Responsibility
#CMSBuildingBetterFutures

“Our CR and Diversity work is the heart and soul of CMS. Through strong partnerships with our communities and clients we can make a real difference and build better futures for all.”

— Penelope Warne, Senior Partner

In 2018/19

We gave £1.7m worth of pro bono legal advice
We recycled 90% of our waste in the London Office
Our people spent 22,000 hours volunteering on CR projects

When it comes to the future, we take our responsibilities seriously. We focus on activities where we know we can make a real, meaningful impact including: charitable giving, education and social mobility, the environment, local communities and sharing our expertise.
Diversity and Inclusion

Being true to yourself

As a future facing law firm, diversity and inclusion are a vital part of our success. We rely on diversity of thought and the ability to understand different perspectives to help us adapt, innovate and move forward.

D&I is embedded in our business from recruitment, to career progression, to bringing our culture to life. We have ten diversity networks which enable people to share common experiences and raise awareness of the challenges they face.


“I took a slightly different route into the profession, first completing a Neuroscience degree before studying law. Given my background as a STEM graduate and their global scope, this made CMS a front runner when applying for vacation schemes.”

— Megan McCulloch, Trainee Solicitor

Top 50 Employer for Women 2019

Stonewall Top 100 Employer

Catapult your career

We recognise that no two people are the same and that we have a role to play in making careers in law accessible for all. That’s why we offer a range of different routes into a successful law career, so that you can start your journey in the way that suits you. Whether you want to explore your options first, build your skills or you’re ready to kick-start your career, we’ll give you the support and trust you need to succeed.

First Steps

CMS Academy

· Business of Law
· Internship

GDL

· Non-law students only

Diploma in Professional Legal Practice

- Scotland

Legal Practice Course

- England & Wales

Training Contract

· Comprehensive induction to kick off your Training Contract
· Four seats supported by dedicated supervisor and buddy
· Client, national and international secondments

Diploma in Professional Legal Practice - Scotland

Legal Practice Course - England & Wales

It’s your future. Create it here.
Undergraduates, Graduates & Career Changers

The CMS Academy is the main route to a Training Contract at CMS. In fact, to date approximately 90% of Academy participants have been offered Training Contracts on completion of the programme. It offers you the chance to gain real work experience and the skills you need to succeed.

The innovative three-week programme is split into two parts:

· One week of training on the business of law in our London offices.
· Followed by a two-week internship in the CMS office of your choice.

Dubai opportunity (NEW this year)
This year, we’re also offering a Training Contract in Dubai, beginning with the CMS Academy. You’ll attend training on the business of law in our London offices, followed by a two-week internship in the UAE.

There will be a range of innovative activities and events for you to get involved with, which will prepare you for a career in law. You’ll have the opportunity to meet with clients, network with lawyers at all levels, work on projects and debate with thought leaders in the legal and industry sectors.

Profile — Edgar Thornton
Completed CMS Academy

“My time on the CMS Academy has been much more than just work experience. The firm’s been generous with their time and resources, and has exceeded all my expectations. They provided central London accommodation for the duration of my first week, employed expert consultants to lead activities and kept us well fed. I spent two weeks sitting with the EPC team (within Construction and Infrastructure and Project Finance), where I was involved in rewarding work, with immediate and personable Associate and Partner feedback, and was delighted to attend the summer social, where we enjoyed a game of impromptu cricket followed by a BBQ. The less said about my batting skills, the better! I’ve been able to present to the Executive Partner, hosted client meetings and sung karaoke with my fellow participants. Best of all, everyone, across the firm, has helped to make work-life as positive and enjoyable as it can be.”

Completed CMS Academy
Salary
Participants on both our CMS Academy (including Dubai) and First Steps programmes are paid £375 per week. We can provide further financial assistance for travel and accommodation if it’s needed.

For further information and to find out if you’re eligible, please visit our website: cmsearlytalent.com

Be the next generation
Join the CMS Academy

It’s your future. Create it here.
Develop into an expert
Take on a Training Contract

Our Training Contracts feature four six-month seats or secondments nationally, internationally or client-based. You’ll have the opportunity to work across different practice groups covering at least three distinct areas of law. Each participant will also have a dedicated supervisor in each seat in addition to an Early Talent Development team member who will meet with you regularly throughout your Training Contract.

Starting salaries:
- London £43,000
- Bristol £38,000
- Scotland £25,000
- Sheffield/Manchester £28,000

Dubai opportunity (NEW this year)

This year, we’re also offering a Training Contract in Dubai following on from the Dubai CMS Academy. On the Dubai Training Contract, a minimum of three seats will be in the UAE, with one being in either London, another international office or client secondment.

Find out more about our training programmes online at cmsearlytalent.com

Who can apply?

To be successful for any of these programmes (CMS Academy, First Steps or Training Contract), you’ll have achieved or be on course to achieve ABB or higher at A-level (or equivalent) and be on course to achieve (or have already achieved) a 2:1 or higher in your undergraduate degree. If there are any mitigating circumstances that may have affected your achievement of these results, please share the details on your application form.

We review applications on a first-come, first-served basis, so the earlier you apply, the better.
More than one way into law

PRIME Work Experience

We offer work experience opportunities to school/college students who may not previously have had the option and introduce them to the law and our practice areas. As a founding member of PRIME – an alliance between law firms across the UK aimed at improving access to legal professions – we’re focused on helping students to propel their law careers forward. You’ll have the chance to develop your employability skills, to connect with other students and explore the possibilities a future in law could offer you. Your travel and food expenses will be covered.

Who can apply?

To be eligible you’ll need to be in either Year 12 or Year 13 in England and Wales; or S5 to S6 in Scotland. You must also meet two (or more) of the following criteria:

- Attend a non-fee-paying school.
- Be the first in your family to attend university.
- Be eligible for free school meals.

Find out more about work experience opportunities online at cmsearlytalent.com

Realise your ambition

Apply for a scholarship

What we offer:

- A £2,500 grant for every year of your law degree.
- Mentoring from one of our lawyers and connection with a trainee lawyer.
- Two days paid work experience at CMS during your first year of university.

How to apply:

Find out if you’re eligible to apply online at cmsearlytalent.com and take a look at our ‘How to apply’ section on page 18 for more info.

Law Scholarships

We believe that a career in law should be open to everyone. That’s why we offer law scholarship opportunities to anyone with the talent and potential to go further. Since 2012, our scholarships have been helping Year 12 students to find their way into the legal profession. It’s also a chance for you to develop a meaningful relationship with CMS as you start on your career path. We provide financial support, mentoring and paid work experience opportunities, to students who most need it, across the UK.

Profile — Precious Akegbejo

Awarded Law Scholarship

“My interview with the partner felt like having a conversation and I could tell he was genuinely trying to get the best out of me. As part of the Law Scholarship, I visited the London office for three days of work experience. There were workshop sessions which focused on improving presentation and interpersonal skills, and advice sessions on applying for legal schemes, which definitely helped.

Being in a law firm and meeting so many different types of people, each with their own journey into law, made me realise that there really is a place for me. It’s good to know that I can bring my own unique experience and diverse background.”
Solicitor Apprenticeships

Not sure if university is the right route for you? There are other options. Join our six-year Solicitor Apprenticeship programme and start your journey to becoming a fully qualified solicitor today. You can earn while you learn, and enjoy the peace of mind that comes with having job security and working for a Top 10 Global Law Firm.

At the start of your apprenticeship, you will be enrolled onto a Law Degree (LLB) in Legal Practice and Skills at the University of Law. You will be immersed into the firm right from the very start of your apprenticeship, providing you with the opportunity to gain experience across a wide range of practice areas from Banking & Finance to Litigation & Arbitration. Once you’ve completed your law degree, you will prepare for the Solicitors Qualifying Examinations (SQE) Parts 1 and 2. Having passed all of your assessments, you will become a fully qualified solicitor.

Salary

We offer a highly competitive salary and bonus scheme that’s fully aligned with what we offer our trainee solicitors. By the start of year five, you can expect to be on the same salary as a first-year trainee solicitor who entered CMS via the university route.

Our Solicitor Apprenticeship starting salaries are as follows: London £20,000 | Bristol £16,000 | Sheffield/Manchester £16,000

Who can apply?

You’ll need Grades 4 and above in your GCSE’s (A-C under the old scoring system) with at least a 6 (B grade) in Maths and English at GCSE (or equivalent level). You’ll also have or be on track to attain ABB at A-levels (or BTEC Level 3 equivalents DDM).

If there are any mitigating circumstances that may have affected your achievement of these results, please share the details on your application form.

Take a look at our ‘How to apply’ section on page 18 for more info.
Next steps

Key dates

For CMS Academy, First Steps and Apprentice opportunities
Applications open 16 September 2019 and close on 6 January 2020.

For Law Scholarships
Applications for the England, Wales and Northern Ireland programme open in early June and close in mid-July.
Applications for the Scotland programme open in early May and close mid-June.

How to apply:

For CMS Academy, First Steps and Apprentice opportunities
1. Application form – an opportunity for you to tell us about your educational background, work experience and research into CMS.
2. Critical thinking test – designed to test your analytical reasoning and logic. You can visit our website to access practice materials.
3. Video interview – a short 15 minute interview.
4. Assessment day – consists of a case-study and competency-based interview, group exercise and speed-networking exercise.

For Law Scholarships
1. Application – this is so that we can check your eligibility and get to know you.
2. Essay – we’ll read your essay and ask your teacher for a reference.
3. Assessment day – top students are invited to CMS London or CMS Scotland.

Go online to apply now: cmsearlytalent.com
For more information, please contact: EarlyTalentAcquisition@cms-cmno.com

Salary

CMS Academy (including Dubai) and First Steps programmes: £375 per week
Training Contract starting salaries:
London £43,000 | Bristol £38,000 | Scotland £25,000 | Sheffield/Manchester £28,000

Solicitor Apprenticeship starting salaries:
London £20,000 | Bristol £16,000 | Sheffield/Manchester £16,000

Our benefits

You and your career really matter to us, which is why we recognise your hard work and success with a range of benefits, including:

- Flexed holiday allowance
- Interest free season ticket loan
- Eye tests and dental insurance
- Private medical insurance
- Corporate gym membership and subsidy
- Cycle to work scheme

We continue to review our salary and benefits packages and they are therefore subject to change.