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your future
in law

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This is it.



Simmons & Simmons Hong Kong

Having been active in Asia for over 40 years, we are recognised as **one of the leading international law firms in the region.**

- We are well known for our expertise in fields such as employment, investment funds, dispute resolution and corporate & commercial, serving clients ranging from major multinational companies to government agencies.
- Our offices in Asia offer a wide array of opportunities for graduates, with our trainees working alongside our team of lawyers with in-depth knowledge of the region.
- As the world becomes increasingly centred around the fast-growing economies in Asia, gaining experience in the legal work behind these thriving businesses would prove to be an invaluable asset to the future of your career.

Becoming a next generation law firm

We are renowned for our unrivalled expertise in our chosen sectors. We focus our efforts on providing exceptional service to leading organisations in Asset Management and Investment Funds, Financial Institutions, Healthcare and Life Sciences, Technology, Media, and Telecommunications, and Energy, Natural Resources, Infrastructure, and Construction. Furthermore, we will continue to develop our practices in emerging technologies and ESG capabilities, reflecting their growing importance in the global economy.

With a network of offices across Europe, the Middle East, Asia, and the United States, we provide our clients with a truly international service, ensuring consistency and quality in all aspects of our work. We focus on a global mindset with local expertise; ensuring that we have an in-depth understanding of the legal and regulatory environments in which you operate; enabling us to deliver comprehensive and tailored solutions to your most complex challenges.

01

The world
is **changing.**
So are we.

Every day, the world seems to spin faster.
New regulations come from all directions.
Globalisation opens endless opportunities.
And technologies we hadn't heard of just a few
years ago are rewriting the rules of the game.

At Simmons, we spend a lot of time thinking about our changing world. It's all part of our long-term strategy to transform the way we work, so we can deliver smarter solutions – to our people and our clients.

It means that when you join our firm, you'll discover so much more than the practice of law. You'll be part of an ambitious and future-facing team that's determined to leave its mark.

We'll train you to answer our clients' biggest and most important questions. Together, we'll help some of the biggest names in business to innovate, cut complexity and build a more equal and sustainable world.

**Discover the unexpected at
Simmons & Simmons.**

Where will
your **career**
take you?

We're a truly international firm, with truly international reach. So, wherever you work across our network, **you'll always be part of something big.**

Driving your future success

With a network of offices across Europe, the Middle East, Asia, and the United States, we provide our clients with a truly international service, ensuring consistency and quality in all aspects of our work. We focus on a global mindset with local expertise; ensuring that we have an in-depth understanding of the legal and regulatory environments; enabling us to deliver comprehensive and tailored solutions to our clients.

AMERICA

San Francisco

EUROPE

Amsterdam
Bristol
Brussels
Cambridge
Dublin
Düsseldorf
Frankfurt
London
Luxembourg
Madrid
Milan
Munich
Paris

MIDDLE EAST

Dubai
Riyadh

ASIA

Beijing
Hong Kong
Shanghai
Shenzhen
Singapore
Tokyo

Make a
Smarter
choice.

We're reimagining what a career in law looks like. It's all part of our long-term strategy to deliver smarter solutions – for our people and our clients.

Join our firm, and you'll learn so much more than the practice of law. We'll give you all the experiences you need to become a business leader of the future.

All our lawyers are sector specialists. Soon, you will be too. You'll learn about the areas that matter most to everyone's future – from healthcare and technology to the financial forces that power our world.

Make a smarter choice, with us.

Financial Institutions.

Help us re-write the future.

When we say financial institutions, you might think of traditional banks that are stuck in their ways. But at Simmons & Simmons, you'll find there's so much more to discover.

The truth is, the world of banking is changing every day. The rise of FinTech means it's now one of the most innovative sectors to work in. Firms need to adopt new digital technologies. They need to re-think their business models. And they must navigate a regulatory landscape that's always on the move. It's our job to help them.

The financial institutions sector is now our biggest focus. We're known for our work with top international banks and insurers across Europe, the Middle East and Asia. And we're delivering breakthrough projects that are rewriting the rules of the game.

So, as this sector shapes the world around us, you can be sure that our firm is leaving its mark. See beyond the surface here and you'll discover the powerful work we do – and the potential for your career.



Case study: Green Bonds and sustainable finance

Our Hong Kong office advised a large international Japanese securities house as the lead manager in connection with the issuance of a complex floating rate guaranteed green bond (Green Bonds). This was the Japanese securities house's first green bond issuance in Asia. The Green Bonds were guaranteed by a Japanese company listed on the Tokyo Stock Exchange.

The net proceeds of the Green Bonds were to be applied to finance newly eligible green loans or green projects. The team worked with the client to ensure that the instruments satisfied the requirements under the Green Bond Principles and thus qualified as "Green Bonds".

Trainees were highly involved in the typical cross border issues and challenges in the transaction. On completion of the transaction, they were equipped with some of the most progressive structured finance know-how, and also got a great understanding of some of the wider environmental challenges and principles that large corporates and financial institutions were facing.

Asset Management and Investment Funds.

Shape tomorrow's world, today.

Asset managers have surprising influence over how the world works. You may not know much about it now, but work with us and you'll see how this sector is behind many of the world's biggest headlines.

As in everything we do, our influence here is truly international. Every day our teams in Europe, Asia and the Middle East work together to deliver top-tier service to clients around the world.

The asset management sector moves quickly, and we're innovating to stay ahead. One great example is LaunchPlus, our online resource for hedge funds.

Another is our Asset Manager Outlook to 2025 report, which helps clients anticipate opportunities and challenges down the track.

So, when it comes to our influence in the sector, we're not just leaving our mark right now. We're helping businesses draw up their blueprints for success.

Join our firm, and you'll have the opportunity to shape tomorrow's world, today.

Case study: Restructuring of Hang Seng Index ETF

Our Hong Kong office has advised Hang Seng Investment Management Limited (HSVM) in seeking the approval from the SFC for the change of dealing of Hang Seng Index ETF (Fund) from a listed exchange traded fund (ETF) to an unlisted index fund. This restructuring was triggered by the appointment of HSVM as the new manager of the Tracker Fund of Hong Kong (TraHK), the first and the largest ETF in Hong Kong.

The project was the first of its kind in Hong Kong. It was highly complex and involved a deep understanding of the operational aspect of ETFs. Separately, to accommodate investors who may wish to maintain intraday trading in the secondary market on the

SEHK, we also assisted HSVM on the implementation of conversion of units of the Fund into units of TraHK. Conversion of listed units is extremely rarely sought after in Hong Kong ETF market. We engaged in prolonged discussion with HSVM, the SFC and other stakeholders as to how to effect the conversion and we were required to draft the complicated steps of conversion in a succinct manner which can be understood by the underlying investors fairly easily.

This high profile deal demonstrates our leading and unique expertise in managing complex restructuring of listed funds in Hong Kong.



Healthcare and Life Sciences.

Be part of something, with us.

We often take day-to-day healthcare for granted. But next time you check a fitness app on your phone or book a GP appointment online, take a second to think about the work that made it happen. Chances are we were involved.

The advance of technology means the healthcare and life sciences sector is changing. Fast. We help clients keep up. Our advice influences everything from the discovery of drugs and the delivery of care to how businesses turn a profit.

And we go above and beyond to share our expertise. Our flagship research programme, Digital Fusion, is just one

way we do this. It looks at the impact of technology such as robotics and artificial intelligence to set the agenda for a new era of healthcare.

At Simmons, you'll guide some of the world's top companies in pharmaceuticals, consumer health and biotech, helping them to rethink the entire healthcare system. In other words, you'll be part of a revolution that leads to smarter and more sustainable services for patients around the world.

Be part of something, with us.



Case study: Global pharmaceutical company

We advised a pharmaceutical company on a quasi in-house basis for over two years on co-ordinating international data protection advice in relation to a transformational cloud platform roll-out in over 70 countries.

Our involvement in this matter started when our client secured a contract with a cloud services provider, implying that a major international data protection engagement would be needed before deploying the platform internationally. As well as enabling the logging of information about customer interactions more generally, the platform enables our client to monitor employee behaviour and gather information relating

to its customers' reactions to presentations and information on new products, and therefore it is potentially privacy invasive (resulting in the need for employee specific configurations of the platform to address this in some territories).

We engaged with our client to create a description of the key background facts to the proposed arrangement and the questions on which we were requesting input from local counsel. At the end of each project phase, we created a data protection impact assessment describing the approach taken to address relevant risks.

Technology, Media and Telecommunications.

Bring innovation to life.

• The Technology, Media and Telecommunications (TMT) sector has a powerful influence on our way of life. Thanks to digital innovations, almost every industry is transforming day by day. And at Simmons, you'll be at the cutting edge of this revolution.

• Wherever you look, we're advising the companies behind major breakthroughs – from the giants of today's tech world to the major players of tomorrow's. That's the level of our influence throughout this fast-moving industry.

• Soon, you'll be dealing with patent wars, or helping a telecoms operator build a new network. Or perhaps you'll get involved in landmark cases with some of the biggest names in tech. Whatever the project, you'll impact some of the most ubiquitous devices and digital services on the planet.

• So, whether you're advising clients on new technology such as blockchain or artificial intelligence, or helping them to enter new markets, you'll see your work – and your career – come to life here.

Case study: TCL

TCL is a fast-growing consumer electronics company and leading player in the global TV industry. Founded in 1981, it now operates in over 160 markets globally. According to Sigmaintell, TCL ranked 2nd in the global TV market in terms of sales volume in 2019. Our relationship with TCL has been growing steadily over the years, and we have been a trusted advisor in TCL's transformation from a hardware manufacturer towards a smart home service provider, providing insightful and practical advice to support its innovative products and services in its adventure to new markets and business areas. Our Shenzhen office has been advising TCL and privacy compliance matters and

our work also extends to a variety of other legal topics including competition, intellectual property, product compliance, commercial contracts and disputes.

Our trainees are extensively involved in all stages of legal matters, conducting first hand legal research and drafting work as well as coordinating multi-jurisdictional projects. Trainees gain exposure to a variety of legal work and knowhow of different practice areas and develop a good understanding of the global network of Simmons offices and the prominent business needs and challenges faced by international corporate organisations.

Step inside our world.

⋮ You might have just started university,
⋮ or you might be thinking about changing
⋮ careers. Either way, it's important to
⋮ know you're on **the right path**. That's
⋮ why we offer plenty of opportunities for
⋮ you to get a sneak peek of our world.

Get to the heart of our world.

Our vacation scheme helps you discover so much more about our firm, so you can work out how you fit into our world, and **how we fit into yours.**

⋮ **Summer Vacation Scheme**

⋮ Open to penultimate and final year law students. Our
 ⋮ scheme offers three weeks with our team. Working
 ⋮ alongside a partner or associate, you will get work
 ⋮ experience in legal research, document drafting and
 ⋮ client meetings. It's a clear insight into how the legal
 ⋮ sphere works, and whether law in the city is right for you.

⋮ **Scheme intake 1:**

⋮ 1 June - 18 June 2026

⋮ **Scheme intake 2:**

⋮ 29 June - 17 July 2026

Anthony Phan Associate in Dubai office

2024 Newly Qualified

I began my training in the firm's Hong Kong office before relocating to the Dubai office, and the journey has been both professionally enriching and personally rewarding. I had invaluable exposure to high-profile transactions across the Gulf Cooperation Council (GCC) region, particularly in the area of debt capital markets. I have had the opportunity to work on a wide range of transactions, including both conventional and Islamic financing. I was intrigued by the various Islamic structures of a sukuk, which combine traditional credit concepts with Islamic finance principles, ensuring that the transactions are structured in

a Shari'a-compliant manner while also achieving the commercial objectives.

Further, I had the opportunity to work on a restructuring of a sukuk transaction. As the lead associate, I was responsible for reviewing all transaction documents and preparing ancillary documentation. Given the complexity of this transaction, it required multiple rounds of negotiations between parties and their respective counsels to finalise the term sheet and transaction documents. Participating in an in-person negotiation session with all key stakeholders was eye-opening and provided invaluable insight into the dynamics of high-stakes deal-making.

Beyond the work itself, the Dubai office has been an incredibly welcoming and dynamic environment – it has been an exciting place to begin my legal career in a new jurisdiction. I have had the chance to attend client meetings, including travelling to Qatar for a client dinner, which further broadened my perspective.

As the Middle East market continues to grow and evolve, I look forward to collaborating on more cross-border transactions and contributing to the firm's success in this vibrant region.

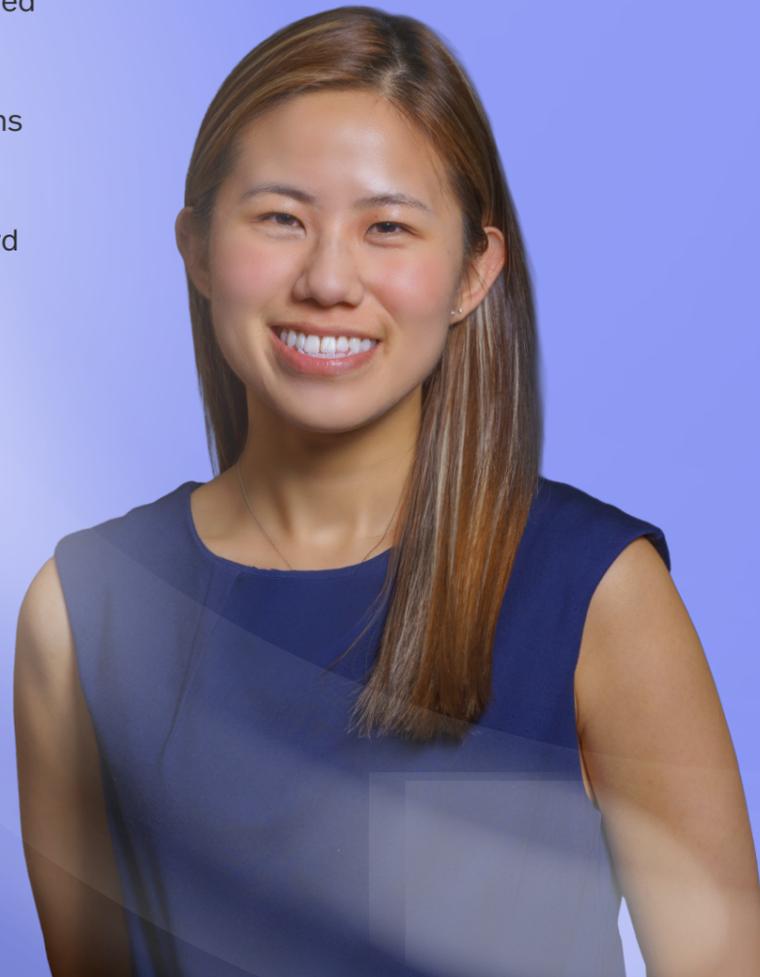


Jenny Wu Associate in Hong Kong office

2025 Newly Qualified

My journey as a Trainee Solicitor at Simmons & Simmons has been both enriching and transformative. Over the course of my training contract, I rotated through seats in Dispute Resolution, General Corporate, Employment, and Banking, each offering unique challenges and learning opportunities. These experiences have not only broadened my legal knowledge but also helped discover my interest in employment law, and I am very excited to be qualifying into our Asia Employment practice group in September 2025.

The firm's supportive culture has been a cornerstone of my development—mentors and colleagues are always approachable, fostering an environment where questions are welcomed and growth is encouraged. The collaborative atmosphere and emphasis on professional development have made Simmons & Simmons a truly empowering place to start my legal career. I'm grateful for the guidance and opportunities I've received, and I look forward to the next chapter in the Employment team.



Michelle Chitoo Associate in Hong Kong office

2025 Newly Qualified

As an intern in the Dispute Resolution department at Simmons & Simmons, I gained hands-on experience assisting with arbitration cases, conducting legal research, and working on matters involving white-collar crime investigations. This early exposure to high-quality work and the firm's collaborative culture left a strong impression on me.

My first seat was in the Funds team within the Financial Markets department, where I worked on fund structuring and regulatory matters, gaining insight into the fast-paced world of asset management. A standout moment of my training was a six-month secondment to the Structured Finance and Derivatives department in the London office. I contributed to complex structured finance transactions, including asset-backed financing and securitisation, and worked on multi-jurisdictional deals involving financial institutions across Europe and Asia. This experience allowed me to collaborate closely with partners and associates on high-profile matters. Back in Hong Kong, I joined the Dispute Resolution team, assisting in arbitration proceedings and settlement negotiations,

and later the Corporate & Commercial team, where I supported listed companies and explored financial regulatory matters.

As a next-generation law firm, Simmons & Simmons invests heavily in in-house AI tools to align with client expectations. These tools have streamlined tasks like document summarisation and drafting, allowing me to focus on delivering meaningful advisory work. This innovative approach, combined with the firm's collaborative culture, ensures trainees are well-equipped to thrive in an evolving legal industry.



Training contract.

Your Salary - Hong Kong

HK\$49,000 min – (first year)

HK\$51,000 min – (second year)

This is where you join the world of law for the long-term, starting a lasting career with us. Your training contract consists of a two-year programme of work within the firm. There are some ways yours might differ, but it goes a little like this:

You start with Postgraduate Certificate in Laws (PCLL). Simmons & Simmons will reimburse the cost of the PCLL conversion exams, and the PCLL course upon joining us. We will also offer a stipend of HK\$50,000 during the PCLL year for candidates who have accepted a trainee solicitor contract with us.

Then, you'll start on your training contract. It's made up of four six-month seats – what we call rotations – across our practice areas, including Dispute Resolution, Financial Markets, Corporate & Commercial and Employment.

Our trainees may also take one of those seats on secondment, working for six months in one of our international offices or with a client. It's the chance to see our work from a new perspective, to understand new aspects of the legal sphere, and to become a more rounded lawyer as a result.

At the end of your four seats, you'll hopefully qualify with us as a fully-fledged lawyer, graduating to associate. So your training contract marks the start of your full-time career.

Brandon Au Associate in Hong Kong office

2025 Newly Qualified

Embarking on my journey as a Trainee Solicitor at Simmons & Simmons has been an incredibly rewarding experience. From day one, I've been immersed in a dynamic and supportive environment that encourages growth, collaboration, and innovation.

The firm's international presence and sector-focused approach mean that no two days are the same. I've had the opportunity to work on high-profile matters across various practice areas, including corporate, dispute resolution, and financial markets. Each seat has offered invaluable

hands-on experience, whether drafting agreements, conducting legal research, or participating in client meetings.

What truly sets Simmons & Simmons apart is its unwavering commitment to nurturing talent. The guidance of approachable supervisors and colleagues has been instrumental in building my confidence and refining my skills. My time at the firm has not only shaped me as a legal professional but also as an individual ready to tackle complex challenges with creativity and resilience.

It's been a journey of growth, and I'm excited to take the next step as an associate in the Dispute Resolution team.



A place
to thrive.

05

What makes a law firm a great place to work? It's about **the quality of your work**, and **the impact you have** on your people and the world around you.

At Simmons, you'll discover **a training experience like no other.**



Ivy Yam and Christopher Ma

Graduate Recruitment & Development Partners

Hong Kong never stands still. Neither do we; neither do our trainees. Our clients demand the best from us and we need to find and foster lawyers who can deliver that for them. The nature of the legal profession is changing and we need people who understand this, who are excited by this challenge and who want to work with us to build a new type of law firm – a next generation law firm.

Our firm stretches from Madrid in the West, through London and Europe, the Middle East – right over to our six offices here in Asia. We might have more than 120 years of history but we're not tethered by bureaucracy or weighed down by our past. We have stayed agile; we thrive by being unconventional.

We have evolved with each generation that has led our firm. But the pace of change has increased and we are determined to keep up. We need trainees who can keep up.

At Simmons & Simmons our trainees get the best of us – our experience, our clients, our diversity. Collaboration, innovation and responsibility are at the heart of our culture and are reflected in everything we do; reflected in the impact we have on our people and the world around us. We take a long term view with our trainees – they are our future partners and will share in our future success. Trainees are part of our team and share our ambitions. We share their ambitions. We want to share your ambitions.

Training.

We'd like you to get familiar with each of our key business areas, but if you're set on specialising in a particular area of law, we'll do our best to help. Not only will you develop your technical legal skills but you'll also be exposed to crucial non-technical work such as business development and client relationships. Choice and flexibility have their place alongside breadth and depth.

To monitor your development, we've defined a series of key competencies, which you'll be graded against after every seat rotation. These include legal skills, business acumen, relationship building and self-management. You should be hitting a set level each year, so your expected progression is mapped out, and you can see the trajectory you need to maintain.

As your Graduate Recruitment & Development Partners, we are also responsible for your training and development over a two-year period. We also oversee the seat change and qualification process, will listen to your feedback as you undergo your training and facilitate discussion groups.

Buddy Programme

We appreciate that joining a large organisation right after graduation can be daunting. So upon joining us, you will have a buddy who is one of our home-grown associates. They have gone through the same Simmons & Simmons training experience and will guide you through those first whirlwind weeks, familiarise yourself with Simmons & Simmons' culture and share with you the best practice and tips for your work.

Leslie Cheng

2024 Trainee Solicitor

During my secondment to our London office as a trainee, I had the privilege of working in the Financial Services Regulatory team, recognised as one of the largest and best regulatory teams in the City. This gave me the opportunity to assist major financial institutions on a variety of regulatory matters, from ESG compliance to navigating complex cross-border regulatory changes. I gained valuable insight into how regulation impact clients' operations and decision-making, while developing a deeper understanding of the strategic considerations behind regulatory advice. This honed my ability to deliver clear, commercially focused solutions to clients operating in highly regulated markets.

Career progression.

As a trainee, you'll grow to understand how law shapes everything around us, and you'll start to see your place in the legal sphere. But where could you go from here? If you've got the ambition, **our world is yours to explore.**

1. Trainee

Through your seats, and through support from your mentor, you'll develop your interests as well as the soft skills you need to qualify.

2. Newly Qualified (NQ)

You've completed your seats, qualified into the department of your choice, and now you'll begin to transition from trainee to associate. And of course, we'll keep supporting you as you do.

3. Associate

With substantial knowledge of your practice area, as well as good foundations in business development, you'll become a key part of your team's day-to-day. You might even support your own trainees.

4. Supervising Associate

You're now in charge of your own work and sub-projects, as well as managing other associates and trainees. You might be part of pitches and present on your specialist areas day-to-day, and you'll be the primary contact for clients.

5. Managing Associate

By this point, you'll demonstrate expert understanding of your practice area. You'll manage teams of lawyers, and coach them in their own understanding. With impressive business acumen, you'll bring in new work, lead on pitches, and negotiate with clients.

6. Consultant

You're now one step away from being a Partner. You'll continue to bring in new work and help the business to grow. With your level of experience within the industry, you will continue leading your team to provide excellent services to our clients.

7. Partner

You've helped to create a firm of capable, brilliant associates, and they'll support you now as you lead the whole team. They'll rely on you for guidance and sector expertise, and you'll take overall responsibility for client relationships as well as wider firm conversations, demonstrating consummate leadership skills as you guide your practice.

So much
more
than law.

Our clients and our people often tell us we're not like other law firms. We're known for our **supportive, collaborative approach**. So, while we might be working on the best projects, we don't let egos take over.

⋮ In other words, it's our culture that sets us apart.
⋮ We want everyone to feel welcomed, valued and
⋮ heard. And we want to create an environment
⋮ where you can learn so much more than law.

⋮ **Does that sound like somewhere
⋮ you'd like to be?**

A culture of responsibility.

Our client work isn't the only way you'll see **our impact on the world**. You don't need to look too closely to see our commitment to giving back – to local communities, to global charities and to our people.



For instance, we have actively engaged in and spearheaded a plethora of vibrant events centered around the themes of diversity and inclusion, alongside initiatives designed to uplift those in need. Our efforts range from the impactful Get Redressed Month, which collects used and unwanted clothing, to the empowering 24 Hour Race that combats human trafficking and modern slavery, and the inspiring Dress Pink Day for breast cancer awareness. Additionally, we joined the 8-hour charity spin event at Taikoo Place to support local charities, and organised a diverse array of events from the Yin Yoga and Sound Healing and event to Circular Fashion event through our Gender Balance Network. As trainees, you will have the exciting opportunity to not only participate in these meaningful events but also to take a leading role in their organisation, working hand-in-hand with our lawyers and colleagues to make a significant impact.

All our lawyers get involved in pro bono work at every stage of their career. And there'll be plenty of opportunities for you to get involved too. We believe that taking part in our corporate responsibility work doesn't just make the world a better place. It also helps us become better lawyers.

Right from your first seat, you are encouraged to participate in and contribute to a wide range of corporate responsibility activities. You may be asked to provide pro bono legal advice to an NGO (of course with support from partners and associates) or offer career coaching to students. The first thing you will notice when you get involved in a corporate responsibility project is that your fellow colleagues always provide the indispensable support to you. Top

management of the firm is very supportive and understanding, and your participation generally reflects well in your performance review. Our management also actively participates in corporate responsibility events. We believe in giving back to the local communities that we work and live in.

£2m Donations to Covid relief charities

We donated £2m of our global profit to charities providing relief to those affected by the Covid 19 pandemic.

The donation pot of £2m has been split across Simmons' international offices, meaning that charities across the firm's network have benefited. Distributing the donation this way has given local offices

the autonomy to reward organisations doing important work either in their local communities or further afield, recognising that no two experiences of the pandemic have been the same and that different countries will have different legacies to contend with.

This is one of the many examples of our way of holding ourselves to account and recognising the broader social responsibility that we have. Part of being a next generation law firm is understanding this social responsibility and acting accordingly. We hope that this donation serves as a clear statement of our intention at Simmons to be driven by our values of collaboration and running our business responsibly as we look to the future.

This is it.

This is it. Your **first step** towards becoming a qualified lawyer. It's an exciting time, but also a disorientating one. With so many firms out there, how do you make the right choice?

- ⋮ At Simmons, we want to make your decision as easy as possible. So, if you're looking for an unexpected career – one where you can learn so much more than the practice of law – take a look inside our graduate programme and discover where we can take you.

What we look for.

We're looking for future lawyers with the curiosity to delve a little deeper, to understand the legal sphere that shapes our world.

- ⋮ So, we'll usually look for outstanding academic performance:
- ⋮ most candidates are on course for (or already have) at least a 2:1
- ⋮ in their discipline. That said, if you have the key competencies we
- ⋮ look for and can demonstrate that you're a strong match for us
- ⋮ in your career motivations, we do consider candidates who don't
- ⋮ quite meet the requirement. You'll find out more about our key
- ⋮ competencies on our website.

Our assessment process.

Like we mentioned earlier, our trainees come to us straight from our vacation schemes. Here's what you can expect:



- ⋮ We want to help everyone as much as possible, so
- ⋮ if you need us to make any reasonable adjustments
- ⋮ during the application process, please get in touch
- ⋮ (**graduate.recruitmentasia@simmons-simmons.com**)
- ⋮ and we'll do all we can to help.

This is it.

2025/26 key dates.

EVENT	DATES	WHO CAN APPLY	APPLICATIONS OPEN	APPLICATIONS CLOSE
Summer Vacation Scheme 2026	1 June-18 June 2026 29 June - 17 July 2026	Candidates who are eligible for and looking to secure a training contract in 2028	1 November 2025	31 January 2026
Training Contract	September 2028	Candidates who have taken part in our vacation scheme	Applications are via our vacation schemes	N/A

The Graduate Recruitment team

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