

# INNOVATION & LEGAL TECHNOLOGY GRADUATE SCHEME 2022

More paths to an innovative  
legal technology career

 **ADDLESHAW  
GODDARD**

MORE IMAGINATION **MORE IMPACT**



# TECHNOLOGY IS A GAME CHANGER IN THE LEGAL WORLD.



Technology is a game changer in the legal world. The tools we're employing are essential as we strive to increase the efficiency and cost efficacy of our work. We have already invested significantly in this area and will continue to do so over the coming months and years as we build a market-leading technology offering as part of our client services. Our approach has already delivered significant measurable benefits for clients and this is only set to increase as we continue to grow in this area.

KERRY WESTLAND, PARTNER INNOVATION AND LEGAL TECHNOLOGY

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# **INNOVATION IS BUSINESS AS USUAL FOR US**





# INNOVATION & LEGAL TECHNOLOGY

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INNOVATION IS BUSINESS AS USUAL FOR US. OUR PASSION IN THIS AREA IS DRIVEN BY OUR CLIENTS AND THEIR BUSINESS CHALLENGES. WE CONSTANTLY OPEN OURSELVES UP TO NEW WAYS OF WORKING AND COLLABORATE WITH OUR CLIENTS TO RE-DESIGN THE LEGAL SERVICES THAT MEET THEIR NEEDS IN A CHANGING WORLD.

Our Innovation and Legal Technology (ILT) team was formed in 2015; it blends technology and legal expertise and is fully integrated into our business. We develop, test, invest in and embrace new technology on a continuous basis in order to enable the smart delivery of legal services and creation of clever solutions to clients, both faster and more cost-effectively.

We embed a culture of innovation across the firm so that it is part of our DNA. We have formed innovation groups led by partners across our practice areas which work closely with the ILT team. Our staff are also encouraged to focus on innovation as part of their core day-to-day roles and we have established processes to enable people to submit their ideas, recognising the best so the whole firm can continue to develop these new ways of working.



## OUR PURPOSE, INNOVATION AND LEGAL TECHNOLOGY TEAM

HELPING AG TO BE THE FIRM THAT CLIENTS KEEP COMING BACK TO BY ENABLING NEW WAYS OF WORKING, PUSHING BOUNDARIES THROUGH THE USE OF TECHNOLOGY AND CREATING INNOVATIVE SOLUTIONS.

# THE PILLARS

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THE INNOVATION & LEGAL TECHNOLOGY PILLARS HAVE BEEN CREATED AS SPECIALIST AREAS THAT ENABLE US TO BE RESPONSIVE TO OUR CLIENTS AND INTERNAL STAKEHOLDERS, WHILST MAINTAINING THE ABILITY TO BE AT THE FOREFRONT OF THE SMART DELIVERY OF LEGAL SERVICES VIA TECHNOLOGY.



# GRADUATE SCHEME OVERVIEW

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THE GRADUATE SCHEME FOR THE INNOVATION LEGAL & TECHNOLOGY TEAM IS DESIGNED TO TEACH YOU THE SKILLS REQUIRED TO INNOVATE THE DELIVERY OF LEGAL WORK. YOU WILL LEARN SKILLS IN PROBLEM SOLVING, TECHNOLOGY, CLIENT ENGAGEMENT AND CONSULTANCY.

Our 2022 Graduate Scheme follows the success of our inaugural scheme the previous year, which saw us attract a diverse pool of Legal Technologists who are now based in our Edinburgh and Manchester offices.

You will be given the opportunity to work in each of the ILT pillars dealing with different areas that the ILT Team works in delivering value for the firm.

The pillars involved in the graduate seat rotation are:

- Research & Development
- Internal Efficiency
- Document Lifecycle
- Client Projects
- Legal Tech Consulting
- Products

Our appetite to learn as a team sees us partnering with technology providers, universities and law schools. We expect all of our team members to collaborate with these organisations, such as hackathons and other initiatives to stimulate creative ideas with the single objective of delivering solutions and services that benefit our clients.



**We are passionate about providing new routes into the legal industry, devising innovative career paths that attract people who may not have considered or thought that a career in an international law firm was possible for them. We are proud of what we have achieved with our first ILT graduate scheme, recruiting a group with diverse backgrounds and we hope to continue this trend in our subsequent schemes.**

ELLIOT WHITE, HEAD OF INNOVATION & LEGAL TECHNOLOGY OPERATIONS

# GRADUATE SCHEME SUMMARY

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INNOVATION AND LEGAL TECHNOLOGY IS AN EXCITING AREA THAT STILL HAS MUCH SCOPE FOR ADVANCEMENT AND CHANGE. ESTABLISHING AN AWARD WINNING TEAM EARLY IN THIS SPACE HAS AFFORDED US THE OPPORTUNITY TO BE A LEADER IN LEGAL INNOVATION, TO BUILD A CLEAR CAREER PATH FOR YOU AS GRADUATES AND NURTURE YOUR TALENT TO REACH YOUR FULL POTENTIAL.

- This is a 2 year scheme with a job title of 'Legal Technologist' (level 1)
- You will rotate every 4 months through six of the seven ILT pillars, learning the different expertise that make up the ILT team
- As you come towards the end of the Scheme you will have the opportunity to specialise in a pillar
- Your preference will be taken into account as we assess your appropriate pillar placement
- The Senior Manager for your pillar will be your line manager in the ILT Team moving forward.
- Your job title upon completion will be 'Legal Technologist' (level 3)
- Your career will then proceed along our Legal Technologist career pathway, providing plenty of opportunity for career growth



**There are a lot of law firms saying they are investing in technology and innovation, but not many that are genuinely investing in the teams that deliver those solutions ... when I heard about the AG graduate scheme I was over the moon!**

JASMINE SLADEN, LEGAL TECHNOLOGIST 2021 INTAKE



# KEY INFORMATION

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## TEAM

Innovation and Legal Technology



## LOCATION

Leeds  
Manchester  
Edinburgh/Glasgow



## SALARY

£25,000 year one  
£30,000 year two



## SCHEME DURATION

2 years



## START DATE

September, 2022



## QUALIFICATIONS

Degree



# GRADUATE SCHEME SEATS



## LEGAL TECH CONSULTING

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Guiding our clients through the process of selecting and configuring legal technology. We work with our clients to assess their needs, narrow down the options, consult on the configuration of solutions, and implement their chosen strategy and platforms.



## CLIENT PROJECTS

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Intelligent implementation of legal expertise, technology, data and process to pitch for and help deliver projects for our clients. This includes engaging internally and externally to find and discuss opportunities, as well as transferring successful ideas to products or internal efficiency.



## RESEARCH & DEVELOPMENT

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Looking at how we can push the boundaries of what legal technology can do. We do this by working with third-party providers and internal developers to look at new products or how we can best use our existing technologies, understanding how they might develop over time to bring the greatest benefits to our firm and our clients.



## INTERNAL EFFICIENCY

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Engaging with our lawyers to identify opportunities to enhance how our legal work is delivered. Creating solutions using existing and new technology and embedding them within the business, driving adoption to ensuring uptake.



## DOCUMENT LIFECYCLE

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Focusing on technologies that interact with documents. This includes the creation, management and data gathering of documents in all practice areas. We have a strong focus on the automation of precedents as well as ensuring we procure the right tools for the job, be that negotiation, reporting or efficient drafting.



## PRODUCTS

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Working with our lawyers to develop new avenues and income streams through productising AG's expertise by designing and developing products for our clients. This is achieved by combining a number of the Legal Technology building blocks in different ways to create powerful solutions that can be applied across our practice areas.

# REWARDS AND BENEFITS

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WE ALSO PROVIDE OUR LEGAL TECHNOLOGISTS WITH A SUBSTANTIAL AND COMPETITIVE RANGE OF FURTHER REWARDS. THESE INCLUDE:

- Group pension membership with matched contribution at 5%
- Life assurance
- Private dental insurance
- Private medical insurance
- Health screening
- Employee assistance programme
- Critical illness insurance cover
- Income protection
- Childcare vouchers
- Buy and sell holiday scheme. Once you're qualified you can buy up to five days' extra holiday a year, increasing your annual holiday entitlement from 25 to 30 days
- Health and wellbeing subsidy (this includes gym membership or wellness apps such as Strava or Headspace)
- Cycle scheme
- Season ticket loan and railcard
- Talent spotting
- AG Excellence award
- CSR days



# CAREER PATHWAY

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**WE HAVE A DEFINED CAREER PATHWAY FOR ALL ROLES IN INNOVATION & LEGAL TECHNOLOGY. THIS PROVIDES A CLEAR UNDERSTANDING OF YOUR CONTINUED CAREER PROGRESS WITHIN THE ILT TEAM.**

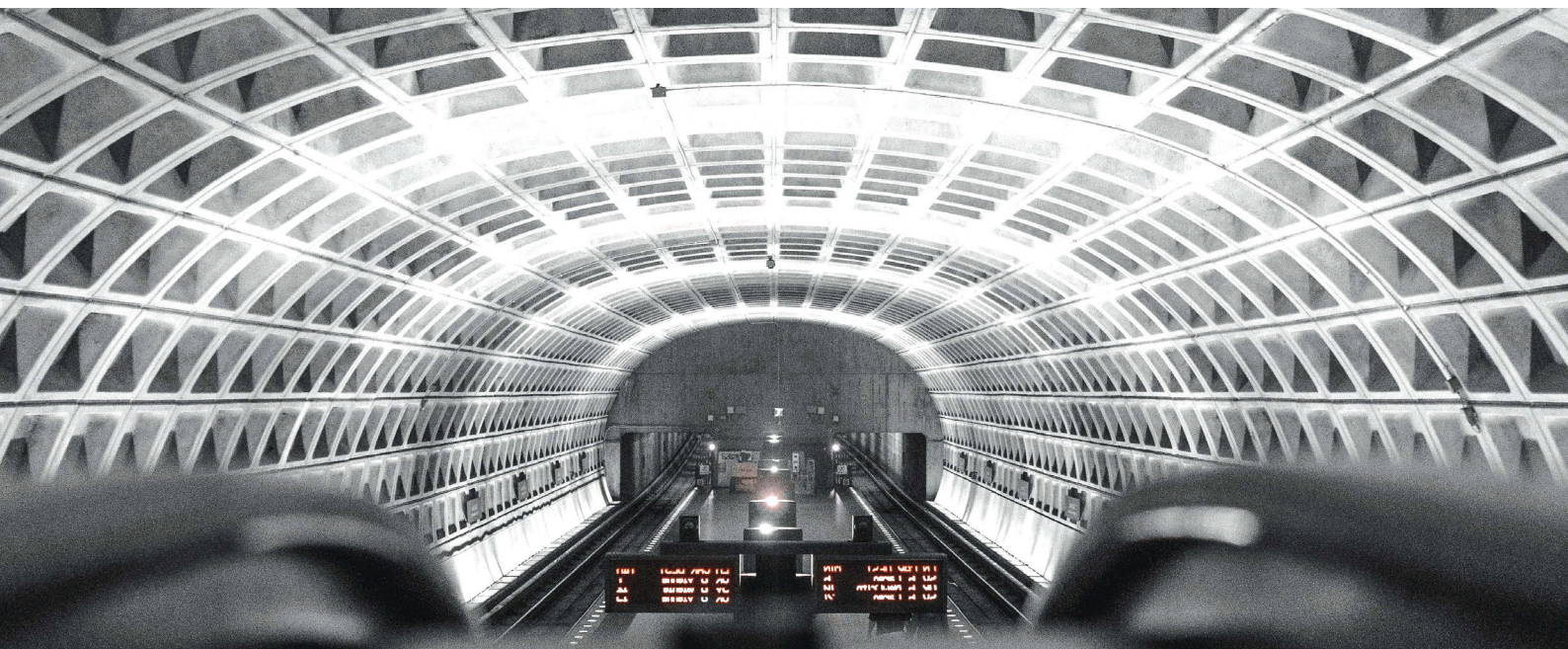
Upon completion of the ILT Graduate Scheme you will be placed at level 3 of the Legal Technologist career pathway (subject to performance).

The pathway details the skills and training you will receive to reach level 3 of the Legal Technologist role, such as;

- Career development training
- Technical training

Once you are placed at level 3, a readiness program will be made available, providing clear expectations of what it takes to become a Senior Legal Technologist. This will focus on these areas:

- Personal development
- Work delivery
- Team leadership and delegation
- Client focus
- Business acumen



**PARTNER / DIRECTOR**

**HEAD OF ROLES**

**PILLAR HEADS**

**TEAM LEADER**

**SENIOR LEGAL  
TECHNOLOGIST**

(inc Associate)

**ASSISTANT  
TEAM LEADER**

**SPECIALIST  
ROLES**

**LEGAL TECHNOLOGIST - 3**

**LEGAL TECHNOLOGIST - 2**

**LEGAL TECHNOLOGIST - 1**

Senior Legal  
Technologist  
Career  
Development  
programme,  
CILEX  
sponsorship /  
qualification  
opportunities  
available at  
this level

Senior Legal  
Technologist  
Readiness  
programme

**THE REAL YOU  
IS WELCOME  
HERE.**



# BRING YOUR BRILLIANCE

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## THE REAL YOU IS WELCOME HERE.

There is no Addleshaw Goddard type. We are looking for authentic personalities who are ambitious, confident and committed to becoming great lawyers.

We want people who are up for a challenge, who want to learn alongside the best in the profession, bringing their energy and passion to our team and our clients.

We want to find people with individual spark and spirit. A flash of brilliance, you might call it. Bring yours and see where it takes you.



## IMAGINE THE BEST YOU CAN BE

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## WE WILL HELP YOU GET THERE.

Train with Addleshaw Goddard and you will be a valued, trusted part of our business from day one. We will surround you with experienced lawyers, exciting projects, great rewards and potential to progress in an inspiring and innovative environment.

# THE FIRM

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Addleshaw Goddard is a premium international business law firm with an exceptional breadth of services; known for the quality of our advice, the imagination we bring and the impact we make. We are a Firm which has innovation built into its DNA. No matter the challenge, we deliver bespoke, platforms for our clients, providing smart, usable solutions which are customised, collaborative and integrated into their businesses. We have been ranked Top 5 Law Firm in Europe for Innovation at the FT's Innovative Lawyer Awards 2021 and multi-award winners for our legal technology, innovation and knowledge management delivery for clients. To maintain this enviable reputation, we're looking to grow our Innovation and Legal Technology team with a creative and ambitious graduate group.

# OUR CULTURE

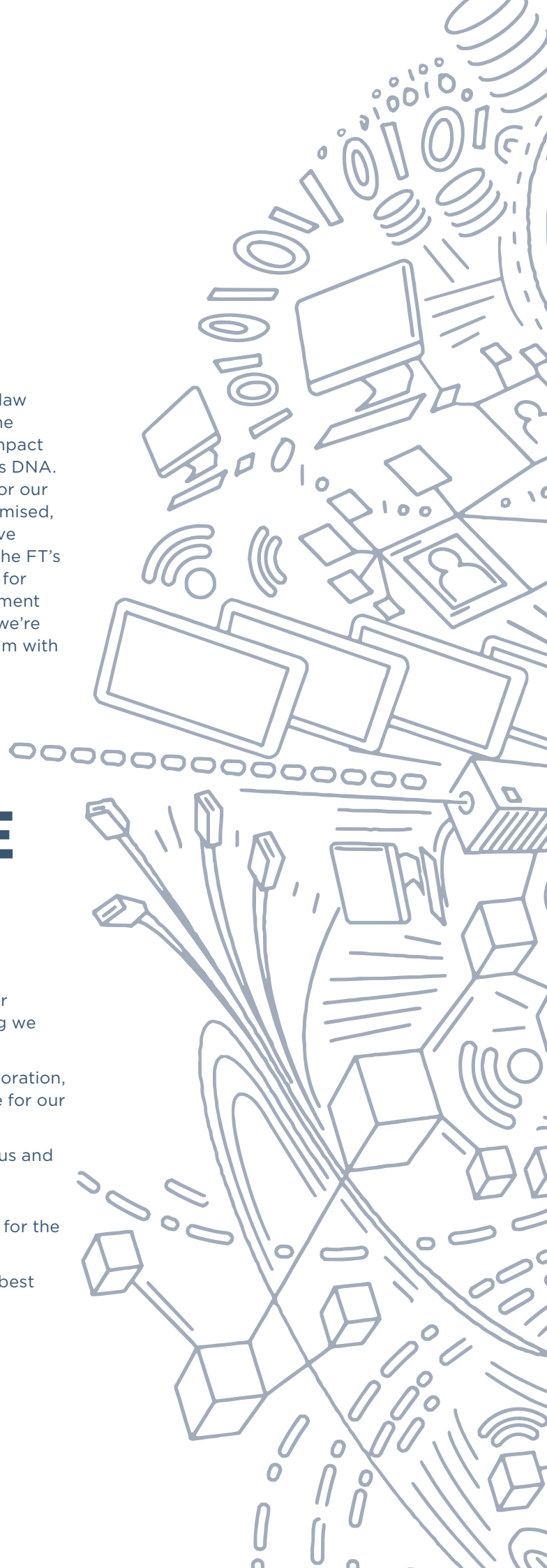
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Everything we've accomplished can be traced back to our people and the way we work. Our reputation is something we are proud of and constantly invest in.

Addleshaw Goddard's culture is built on openness, collaboration, challenge and support. We are there for each other, there for our clients and there until the job is done excellently.

We have won awards for our culture and innovation, join us and you join:

- The Top employer for women in The Times Top 50 list for the last 12 years
- The 2nd in Legal Week's national league table for the best graduate employers



# OUR AWARDS

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We believe it is important to celebrate the successes of the ILT Team and the firm.

For us seeing our team's hard work and dedication, as well as the solutions and products we continue to develop for our clients recognised by the industry is always a pleasure.

Listed here are a small selection of those accolades.



**FUTURE OF LEGAL  
SERVICES INNOVATION**  
Legal Week Innovation  
Awards 2020



**FUTURE OF LEGAL  
SERVICES INNOVATION**  
Legal Week Innovation  
Awards 2018



**TOP 5 LAW FIRM  
IN EUROPE FOR  
INNOVATION**  
FT Innovate Lawyers  
Awards 2021



# MORE THAN A GRADE

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Contextual recruitment looks at the context of academic achievement, and identifies students who have surpassed expectations or performed excellently in conditions of adversity.

We have also removed our minimum A-level requirement allow more diverse pool of candidates to apply for training contracts at Addleshaw Goddard.

# GOODBYE TO BIAS

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Our external recruitment partner helps us to screen your application without personal information to ensure we do not allow bias of any kind to affect the process.

We are also increasing the training for everyone involved in the recruitment process to ensure that we select people based on their ability, potential and nothing else.

# REMOVING BARRIERS SO THAT TALENT CAN SHINE

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A key focus for Addleshaw Goddard is diversifying our talent. To do this we have partnered with an external organisation to introduce contextual recruitment and accountability into our graduate hiring process.

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DIVERSITY  
RECRUITMENT  
EXCELLENCE



**MORE IMAGINATION MORE IMPACT**

**[addleshawgoddard.com](https://addleshawgoddard.com)**

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