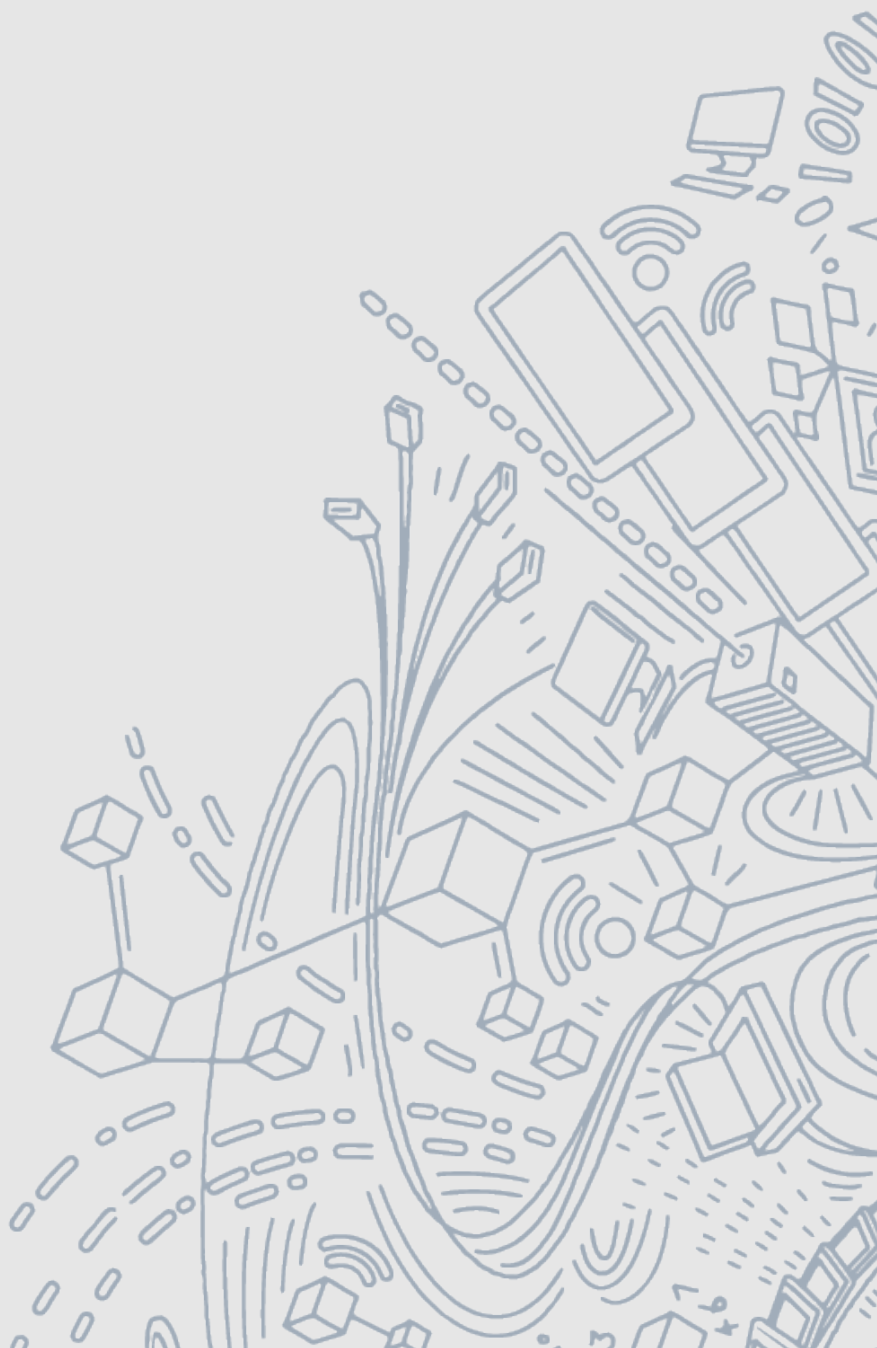


# INNOVATION GRADUATE SCHEME 2025

More paths to an innovative  
legal technology career

 **ADDLESHAW  
GODDARD**

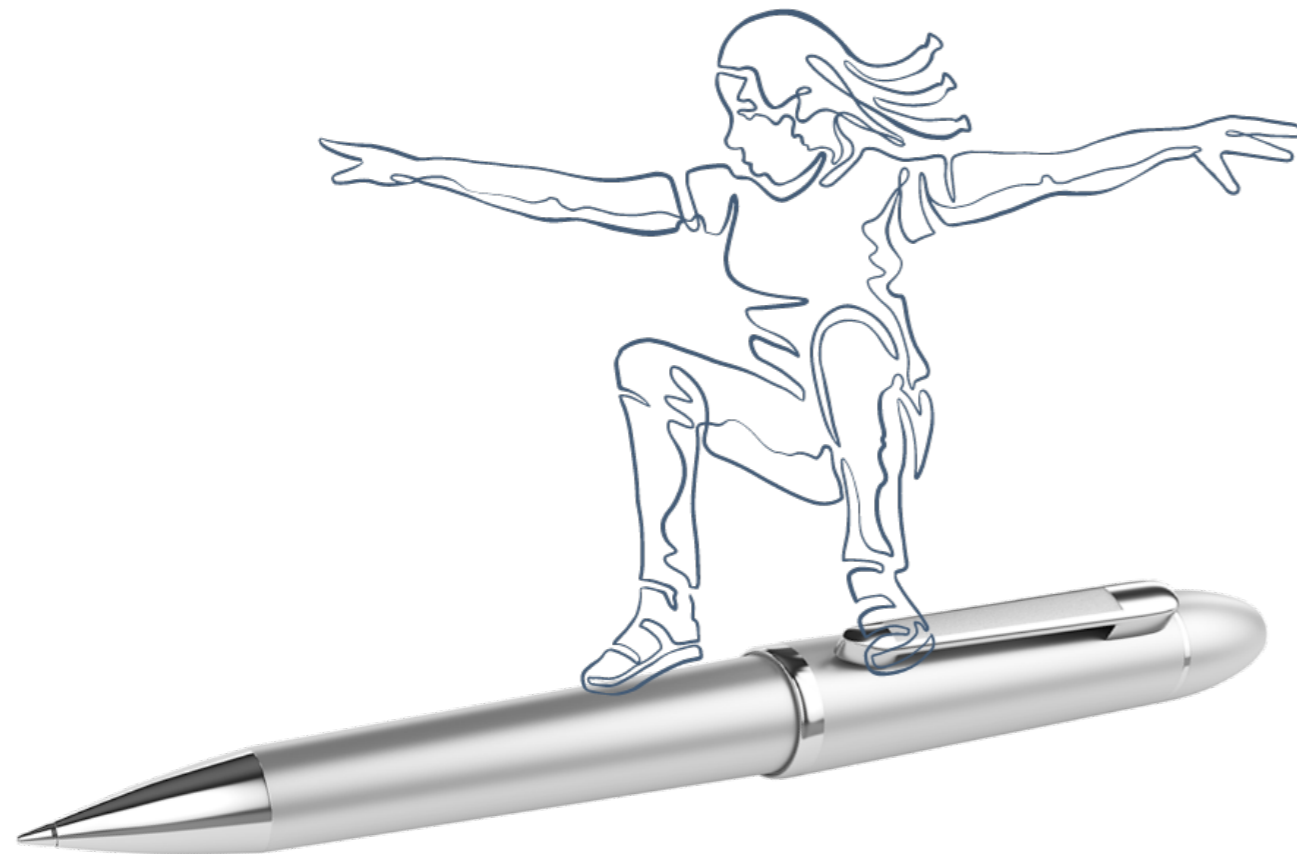
**MORE IMAGINATION MORE IMPACT**





**We are passionate about providing new routes to those that may not have considered or thought that a career in an international law firm was possible for them. We are proud to continue this commitment with the fourth iteration of our Graduate Scheme, with innovation now a firmly established career in the firm.**

Kerry Westland, Head of the Innovation Group

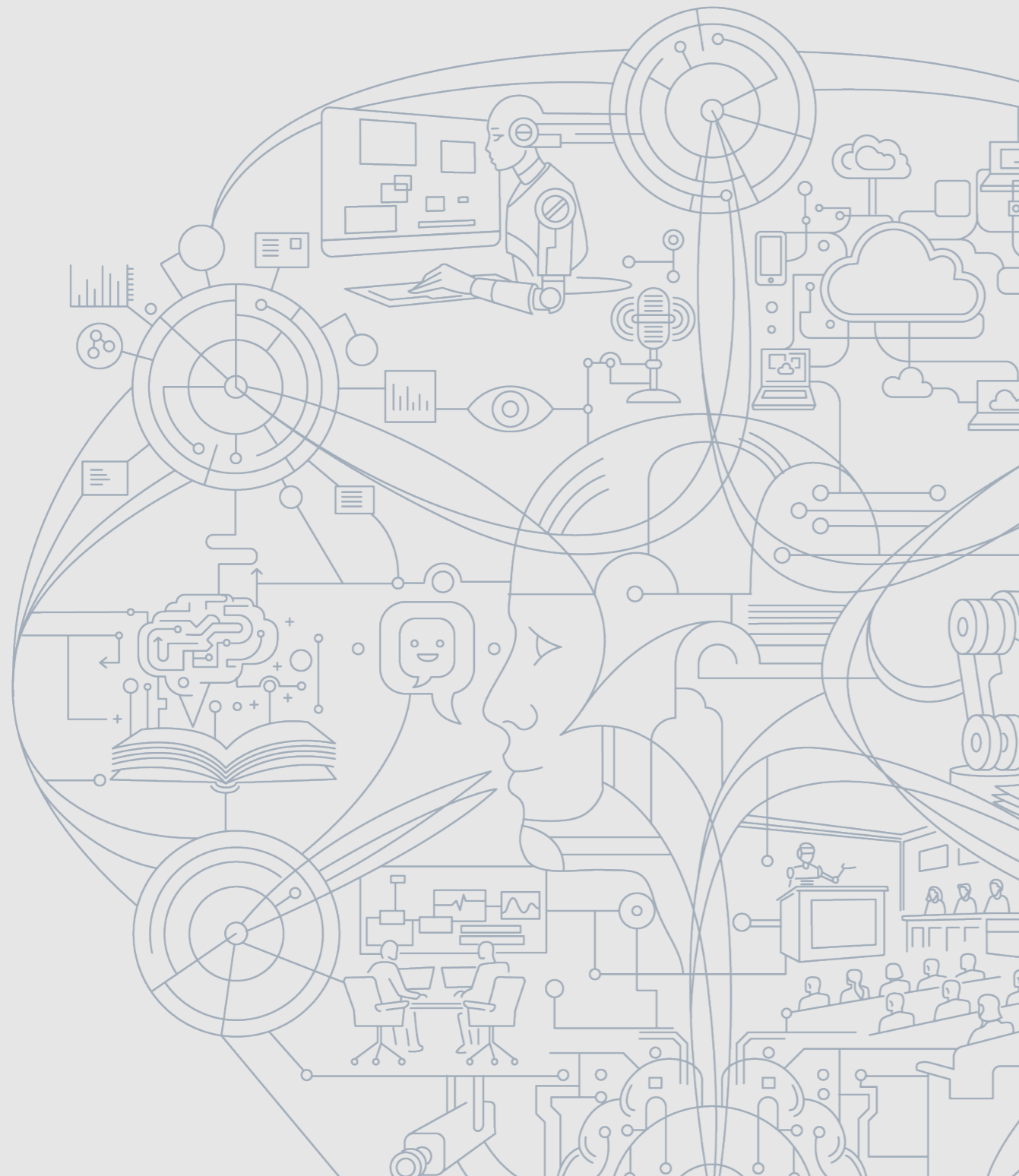


# CONTENTS

---

INNOVATION GROUP STRUCTURE	5
GRADUATE SCHEME OVERVIEW	7
PLACEMENT SCHEME OVERVIEW	8
GRADUATE SCHEME SUMMARY	10
KEY INFORMATION	11
GRADUATE SCHEME SEATS	12
REWARDS AND BENEFITS	14
CAREER DEVELOPMENT	15
BRING YOUR BRILLIANCE	17
THE FIRM	18
OUR CULTURE	18
OUR AWARDS	19
MORE THAN A GRADE	20
GOODBYE TO BIAS	20
REMOVING BARRIERS SO THAT TALENT CAN SHINE	21

# INNOVATION IS BUSINESS AS USUAL FOR US



## INNOVATION GROUP

INNOVATION IS BUSINESS AS USUAL FOR US. WE ARE COMMITTED TO OFFERING THE VERY BEST CLIENT USER EXPERIENCE AND BEING AT THE LEADING EDGE OF INNOVATION AND EFFICIENCY.

The Innovation Group is full of dynamic and forward-thinking specialists within Addleshaw Goddard. Our integrated teams reimagine the delivery of legal services by pushing boundaries, exploring new possibilities, and pursuing continuous improvement.

Our Innovation and Legal Technology team blends technology and legal expertise. We are constantly developing and embracing new technology to deliver legal services and solutions faster and more cost-effectively.

The Research & Knowledge Services team harnesses our firm's collective wisdom to significantly enhance client outcomes.

The AG Consulting team support in-house legal teams by helping them develop new skills, adopt innovative technologies, and align legal strategy with commercial objectives.

Managed Legal Services offer comprehensive solutions for clients seeking legal services typically handled by an in-house team, including the option to transfer entire portfolios of work or handle specific processes or workstreams.



### OUR PURPOSE

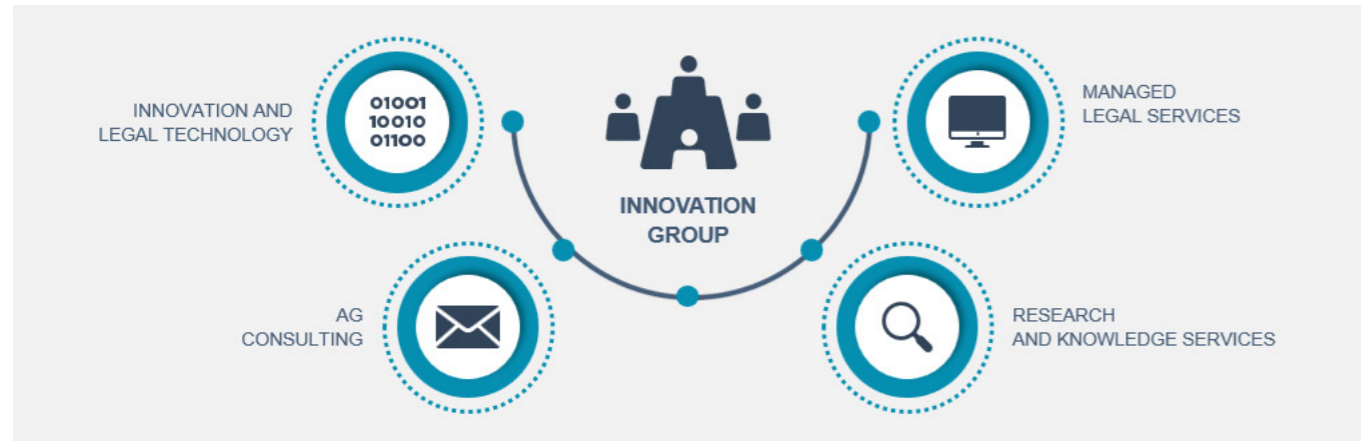
OFFERING THE VERY BEST CLIENT USER EXPERIENCE AND BEING AT THE LEADING EDGE OF INNOVATION AND EFFICIENCY.



**Technology continues to enhance and transform how our legal work is performed. It is essential in driving efficiencies and allows us to create innovative solutions and services. Our strategic investments in the teams and cutting-edge technologies have been key to creating our market-leading offerings, delivering significant measurable benefits for clients.**

Elliot White, Director, Innovation and Legal Technology Team

# INNOVATION GROUP STRUCTURE



**“OFFERING THE VERY BEST CLIENT USER EXPERIENCE AND BEING AT THE LEADING EDGE OF INNOVATION AND EFFICIENCY”**

# GRADUATE SCHEME OVERVIEW

**THE INNOVATION GRADUATE SCHEME FOCUSES ON EQUIPPING YOU WITH THE SKILLS NEEDED TO LEAD INNOVATION IN A RAPIDLY CHANGING LEGAL INDUSTRY. THROUGH THE SCHEME, YOU WILL DEVELOP PROBLEM-SOLVING SKILLS, LEARN NEW TECHNOLOGIES AND GAIN EXPERIENCE FROM CLIENT ENGAGEMENTS.**

This is the fourth year of our successful Innovation Graduate Scheme which has seen a diverse pool of graduates complete the program and are now based in our Manchester, Leeds and Edinburgh offices.

You will rotate within the Innovation Group and by working on a diverse range of projects, you will directly contribute and add value while gaining broad exposure to how innovation drives change across the legal industry.

The teams involved in the graduate seat rotation are:

- Client Projects
- Document Lifecycle
- Internal Efficiencies
- Research and Development
- Platform Delivery
- Technology Driven Services
- Research and Knowledge Services
- Managed Legal Services
- AG Consulting - People
- AG Consulting - Legal Technology Consulting
- AG Consulting - Performance

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 completing hackathons and other initiatives to stimulate creative ideas with the single objective of bringing more imagination and more impact to the delivery of solutions and services for our clients.

# PLACEMENT SCHEME OVERVIEW

---

## Innovation Placement Scheme

As part of our recruitment process for the Innovation Graduate Scheme, we offer a paid Placement Scheme which provides a unique insight into our Innovation Group and the chance to demonstrate your skills in a dynamic, real-world setting.

The one-week scheme will be held in our Manchester office (and potentially in our Leeds office, dependent on candidate numbers in these locations). It's designed to give you an insider's view of what it's like working within our Innovation Group, providing the perfect opportunity to showcase your skills and how well you align with our team.

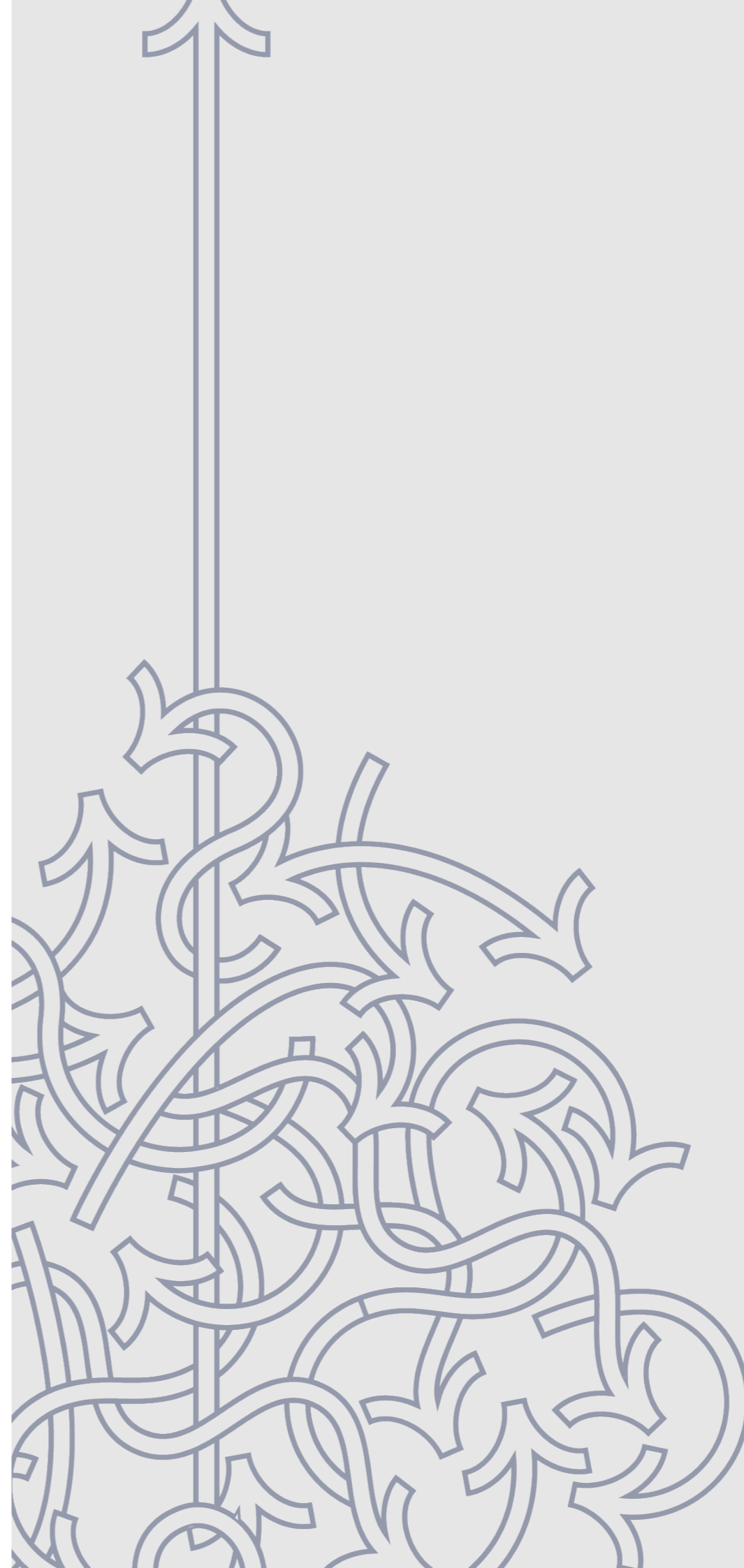
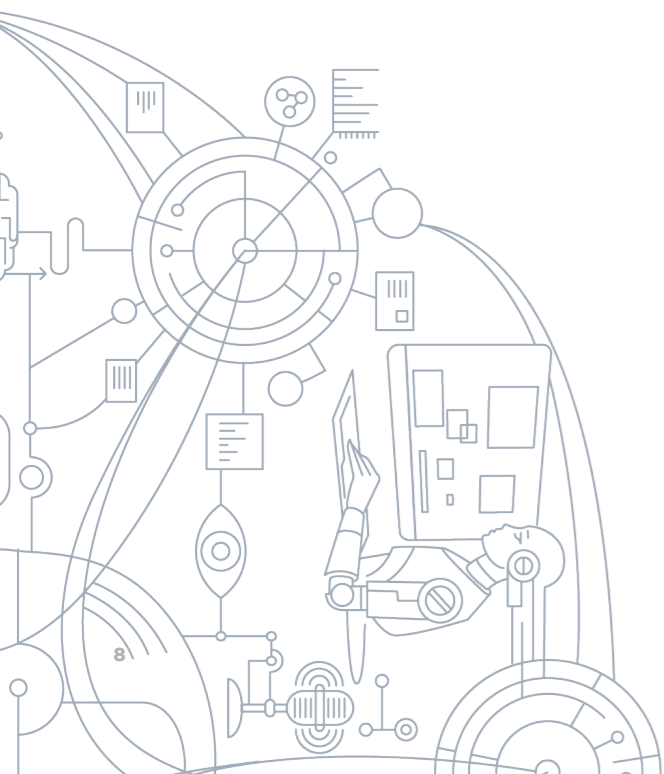
## Why the Placement Scheme Matters

Participation in the Placement Scheme is highly valued, offering you a unique opportunity to engage with our team. A number of Innovation Graduate Scheme places will be offered to successful candidates upon the completion of the Placement Scheme.

## Assessment Centre

We understand that some candidates may be unable to participate in the Placement Scheme due to extenuating circumstances. In these cases, we still encourage you to apply for the Innovation Graduate Scheme. We offer an alternative assessment centre providing an opportunity to demonstrate your suitability for the Innovation Graduate Scheme. Please note that the number of roles available via the alternative assessment centre route will depend on the selection outcome of the Placement Scheme.

We are committed to fairness, transparency, and equal opportunities throughout the selection process, ensuring all talented individuals have the chance to build a successful career at Addleshaw Goddard.



# GRADUATE SCHEME SUMMARY

INNOVATION WITHIN THE LEGAL INDUSTRY 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.

- The scheme will run for 2 years
- As an Innovation Graduate you will rotate between 6 seats every 4 months, learning the different expertise that make up the Innovation Group
- As you come towards the end of the Scheme you will have the opportunity to specialise in an area
- Your preference will be considered alongside the business and team needs as we evaluate the most suitable placement for you
- Your career will then proceed along our development pathways, providing plenty of opportunity for career growth



**There are a lot of law firms that say they invest 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

## GRADUATE SCHEME

- Team: Innovation Group
- Location: Manchester, Leeds, Edinburgh and Glasgow
- Salary: £25,000 year one  
£30,000 year two.  
Year 2 salary effective from September 2026
- Scheme Duration: 2 years
- Start Date: 30 June 2025
- Entry Requirements:  
Undergraduate Degree (in any discipline).

## PLACEMENT SCHEME

- Team: Innovation Group
- Location: Leeds and Manchester
- Pay: Paid
- Scheme Duration: 1 week
- Dates: 7th - 11th April 2025

# GRADUATE SCHEME SEATS



## AG CONSULTING - LEGAL TECHNOLOGY CONSULTING

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.



## AG CONSULTING - PEOPLE

High performing legal teams need to be equipped with the skills, attitudes, mind-sets, and behaviours required for organisational success. Through bespoke training programmes, workshops, and one-on-one coaching, our people pillar work with clients to co-create approaches to personal and team development that increase connectivity, align with business needs, and enact meaningful change.



## MANAGED LEGAL SERVICES

Acting as an extension of our client's in-house legal teams, we offer end-to-end solutions for a range of legal processes and workstreams. Our focus is on streamlining, optimising, and leveraging technology to deliver efficient solutions, whether it's managing an entire portfolio of work or handling specific tasks.



## PLATFORM DELIVERY

By creating innovative solutions that enhance and integrate existing capabilities, or new software to exploit gaps in the market and take advantage of emerging technology, we prioritise, design and deliver new platform capabilities for our lawyers' and clients' benefit.



## AG CONSULTING - PERFORMANCE

We support in-house legal teams to enhance the performance of their function and deliver greater value, we achieve this by undertaking performance improvement assessments and proposing optimal solutions which are tailored to deliver against their strategy.



## CLIENT PROJECTS

Intelligent implementation of legal expertise, technology, data and process to pitch for and help deliver processes 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 AND KNOWLEDGE SERVICES

As experts in legal research, business research and analysis, and strategic management of know-how, we enable AG to harness the firm's collective wisdom to significantly improve client outcomes.



## RESEARCH & DEVELOPMENT

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.



## DOCUMENT LIFECYCLE

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.



## INTERNAL EFFICIENCY

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



## TECHNOLOGY DRIVEN SERVICES

Leveraging technology to provide templated legal technology solutions for our lawyers, to enhance and expand the tech-powered legal services for our clients.



# REWARDS AND BENEFITS

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

- Group pension scheme with employer contribution of 5%
- Life assurance
- Private dental insurance
- Private medical insurance
- Health screening
- Employee assistance programme
- Critical illness insurance cover
- Income protection
- Eye test voucher
- Digital hearing aid subsidy
- Gym and retail discounts
- 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 DEVELOPMENT

WE STRONGLY BELIEVE THAT SUPPORTING THE MULTI-DIMENSIONAL CAREER DEVELOPMENT OF OUR INNOVATION GRADUATES RESULTS IN GREATER ENGAGEMENT, INNOVATION AND DRIVES POSITIVE OUTCOMES FOR OUR CLIENTS.

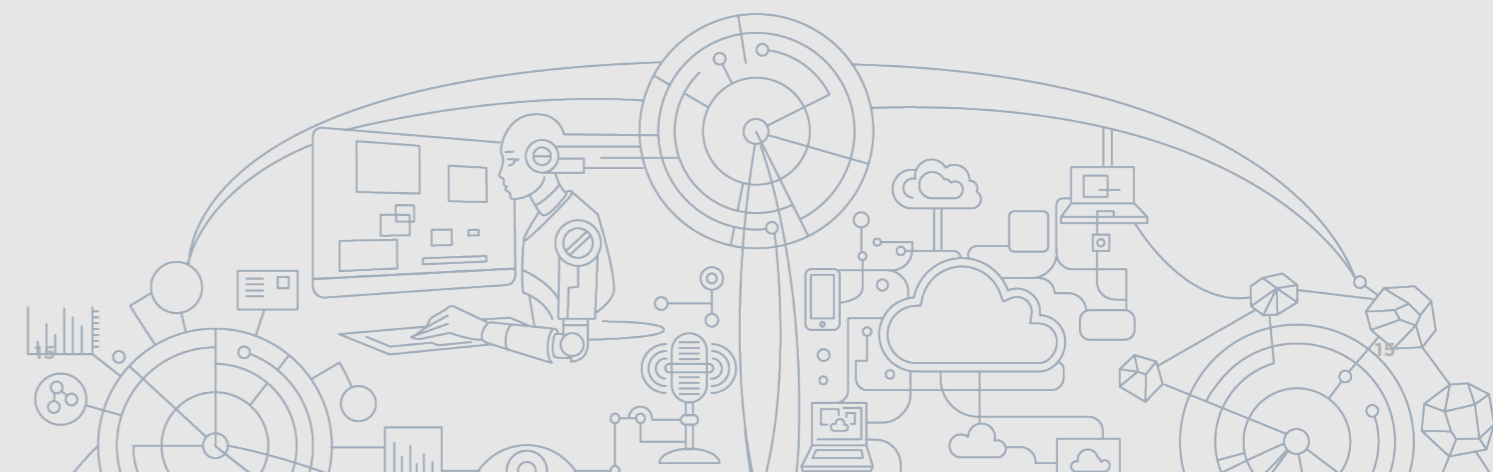
We have crafted and regularly update career development training for our Innovation Graduates, such as:

- Technical training: You will learn how to use various tools and platforms to deliver innovative and efficient solutions for our clients, such as document automation, contract analysis, workflow management, and data visualisation.
- Career development training: You will have access to a range of learning resources and opportunities to enhance your personal and professional skills, such as communication, collaboration, resilience, and receiving feedback.
- The Learning Path is a carefully curated combination of sessions specifically designed to supplement your learning as Innovation Graduates. It aims to provide you with additional knowledge and soft skills around key areas; work, delivery, personal development, business and client focus.

As you progress in your career, you will also have the opportunity to explore other roles and pathways within the Innovation Group. You will receive regular feedback and guidance from your manager to help you achieve your career goals.

We are proud of our Innovation Graduates and the value they bring to our firm and clients. We look forward to supporting you on your career journey and helping you reach your full potential.

Our goal is to foster a culture of continuous learning, encouraging both interaction during sessions and self-directed learning outside of them.





# THE REAL YOU IS WELCOME HERE.

## BRING YOUR BRILLIANCE

---

### THE REAL YOU IS WELCOME HERE.

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

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

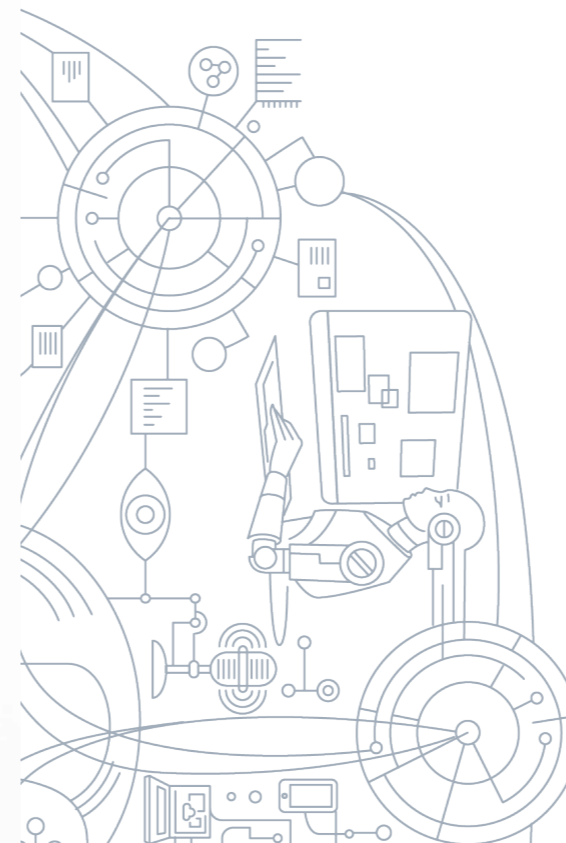
We want to find people with individual spark and spirit. A flash of brilliance, you might call it. Bring yours and see where it takes you.

## IMAGINE THE BEST YOU CAN BE

---

### WE WILL HELP GET YOU 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 the potential to progress in an inspiring and innovative environment.



# THE FIRM

---

Addleshaw Goddard is a premium international commercial 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 as a Top 10 Innovative Law Firm at the FT's Innovative Lawyer Awards 2020, 2021, 2022 and 2023 and multi-award winners for our legal technology, innovation and knowledge management delivery for clients 2024. To maintain this enviable reputation, we're looking to grow our Innovation Group with a creative and ambitious graduate group.

# OUR CULTURE

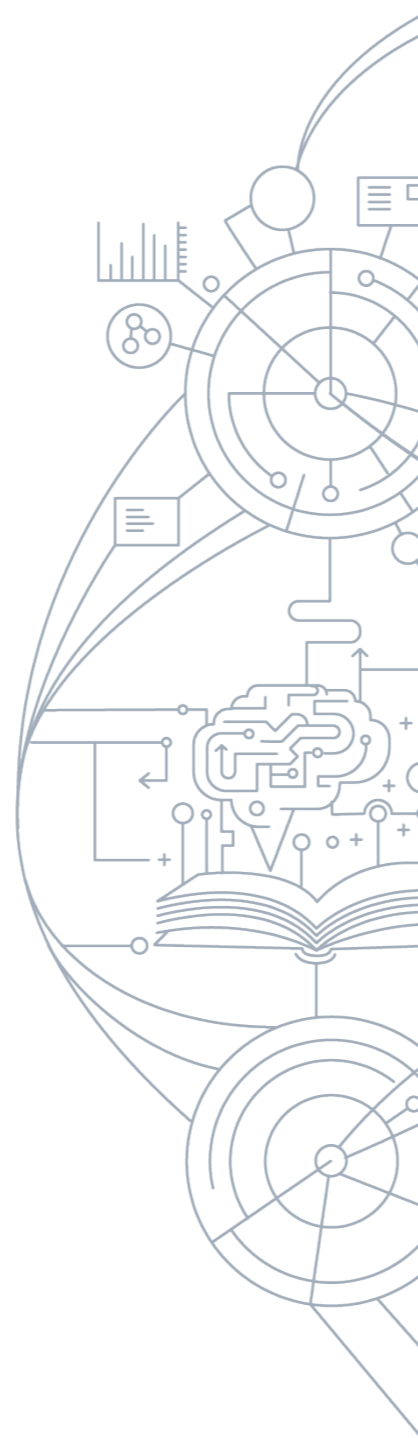
---

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 best graduate employer in the Legal Week national league table



# OUR AWARDS

---

We believe it is important to celebrate the successes of the Innovation Group 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.



## MORE THAN A GRADE

---

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 to allow a more diverse pool of candidates to apply for these roles.

## GOODBYE TO BIAS

---

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

---

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 early careers hiring process.



**MORE IMAGINATION MORE IMPACT**

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

© Addleshaw Goddard LLP. This document is for general information only and is correct as at the publication date. It is not legal advice, and Addleshaw Goddard assumes no duty of care or liability to any party in respect of its content. Addleshaw Goddard is an international legal practice carried on by Addleshaw Goddard LLP and its affiliated undertakings – please refer to the Legal Notices section of our website for country-specific regulatory information.

For further information, including about how we process your personal data, please consult our website [www.addleshawgoddard.com](https://www.addleshawgoddard.com) or [www.aglaw.com](https://www.aglaw.com).

22506