

Chambers Associate 2020

The Students guide
to America's leading
Law firms

e-Edition

Get to know us.

How are we different from other law firms?

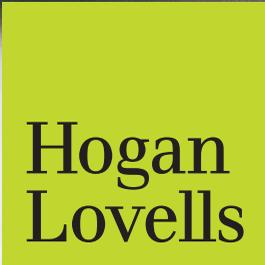
Well, it's our dynamic spirit that hits you from the get-go. The feeling of trust; of sharing knowledge to help us all power forward. The deep relationships we forge with clients and with each other, to create a community that buzzes with promise. A community where, above all, you can always be yourself.

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As you lay the foundation for your career, know that Finnegan attorneys serve clients worldwide through 10 major IP practice areas and many additional sub-practices. We also follow innovation, with specialist teams focused on more than 20 industries that currently generate the bulk of IP activity.

Yes, Finnegan is a global IP law firm, specialized and successful, made up of smart professionals who are very good at what they do. We're also people, who come here to achieve individually while building something together. Here, teamwork, relationships, diversity, and a positive workplace count.

If this intrigues you, find out more about the kind of careers available by visiting www.finnegan.com/careers.

Chambers Associate

The Student's Guide
to Law Firms

2020-2021

Chambers
AND PARTNERS

www.chambers-associate.com

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The most extensive survey of its kind, based on thousands of telephone interviews with junior associates and management, the Inside View gives students the most unbiased and truthful information available to help make an informed decision.

All content plus more can be found at:
www.chambers-associate.com

Foreword to *Chambers Associate 2020-21*

Only a cave dweller would attempt optimism in 2020, but here goes... Firstly, lawyers are billing more pro bono hours than ever in the seven years we've been tracking this. The call to 'make the world a better place' is strong in a lot of law school enrollments, so this is good news for meeting students' career goals. How well a law firm meets expectations has been central to our research this year: if the experience falls short the associate will leave. And we've seen a generational shift in the reasons why lawyers walk out: today's junior lawyers are eschewing traditional signifiers of success like power and wealth, and pursuing intellectual challenge and, in particular, positive working cultures. So our second call for optimism is that today's junior lawyers are behaving in a more empowered way, seeking personal gratification over status, and law firms are having to accommodate.

Amid this greater focus on culture, firms are under the spotlight from their clients as well as their attorneys to improve their retention of diverse lawyers. And to see how wasteful and costly attrition is for firms has urged them to make D&I and good mental health core priorities with the power to affect the firm's commercial fortunes. Addressing these issues is hard in this uniquely taut industry, but the pressure to improve working cultures makes this a better time than ever to become a lawyer – our third big reason for optimism. And finally, while some industries are suffering badly this year, we should take comfort in seeing what a resilient place the law is, able to nimbly switch its focus in the face of crisis; more on that from Leah below. Whether you find my rose-tinted viewpoint delusional or not, these turbulent times will at least favor a resourceful and pragmatic mindset.

Antony Cooke, Editor

We can't go much further without mentioning the pandemic-shaped elephant in the room. Readers today are facing challenges that no generation of law student has faced before. As schools and firms adhere to social distancing measures, interviews and summer programs are going virtual. Law firms have been forced to adapt their way of working. The long-lasting effects of the global emergency on firms and the industries of their clients are yet to be seen – but the world still needs lawyers. Some practices are even enjoying a boom. As businesses try to stay afloat, bankruptcy and restructuring lawyers are rising to the occasion to help them survive, and to handle the liquidations of those that can't.

The legal landscape that students join in a couple of years' time may look very different to what it is today. Right now, we're in an in-between, uncertain place. These may not be ideal circumstances, but it's certainly an interesting time to be a law student. And you may even find opportunities to show employers how much mettle you've got. Chambers Associate will be on hand to help you navigate this new reality all the way.

Leah Henderson, Deputy Editor

This has been the most exciting edition of Associate to work on; we've expanded our content into new areas and have been busy preparing more analysis of the sector than ever before. There are two areas that I have been focusing on in particular. First, diversity and inclusion. Chambers Associate has long tracked the progress of D&I in BigLaw, but in this edition we're taking that coverage further by combining our own findings with articles produced with law firms to bring you the latest on important topics such as allyship; mentoring and sponsorship; and positive law firm culture. We'll be building this base of content online, so check the website for updates. Second, greater regional analysis and content. Whether you're trying to choose between US markets as a law student or looking to make a lateral move, in this edition we've endeavored to bring you a much more in-depth bank of information for markets across the country. So, if you're interested in the thriving tech scene in Austin; the life sciences drive in Boston; or the IP potential in DC, we'll have it covered alongside much more in various other locations. Enjoy!

Paul Rance, Deputy Editor

So much is uncertain in these challenging times, so it's good to have one thing you can be sure of – our Inside View analysis is as sound as ever. This year we've renewed our focus on helping you understand the unique character of each firm, as well as the differences between each firm's departments, practices and offices. We've expanded our research to focus more on mental health and wellbeing, which are crucial factors to consider when you're making career decisions; and we're taking a more long-term view of career development, helping you match your goals with those of your potential employer. In a job market that's only set to get more competitive, you can never be too prepared, and our resources are the best possible place to start.

Michael Bird, Deputy Editor

Our Editorial Team



Antony Cooke

Editor of *Chambers Associate* and *Chambers Student*. Graduated from Durham University in Russian & French. Taught English at Saint Petersburg State University. Previously worked at Michelin as a European project manager, and at PricewaterhouseCoopers as an associate in investment management. Fluent in Russian and French.



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A beginner's guide to Chambers research

At every stage in your career planning, the decisions you make should always be based on sound research. This short guide helps you focus and get the most out of our resources. We've stripped away the fat and reduced your job to four steps.

STEP 1:

What kind of lawyer do you want to be?

Practice Area Guides

What are they? We interviewed leading lawyers from each of the main practice areas. They provide an overview of what they do. Cleary's litigators, for example, explained that their practice is all about "telling a compelling story," and added: "You need to think about what will be persuasive and compelling for the decision maker, be it a judge, jury or arbitrator." The personality traits needed to be a litigator will not be the same as those of a capital markets lawyer; life goals and motivations among IP lawyers will differ from those of real estate or private equity lawyers.

Why use the practice area reviews? They will give you a feel for what your job might end up being like, and whether you can hack it. They're full of useful insights like: "If your eyes glaze over when reading a detailed technical or cost proposal, this is not the area for you" – a top government lawyer at Hogan Lovells.

Where? Check out **pages 83 to 276** to read our practice area guides.

STEP 2:

Narrowing the field

Chambers USA and Chambers Global rankings

What are they? Our parent company, Chambers and Partners, is the authority on researching and ranking law firms around the world. Say you want to view the top firms practicing political law in the US – you can.

Why use them? It's the most efficient way of shortlisting firms by city and the practice areas you're interested in. The site ranks firms and lawyers by every practice area in every significant legal market, and gives an idea of the type of work each office does.

Where? *Chambers USA* is the most immediately relevant, and, if international work is important to you, check out the US rankings in the *Chambers Global* guide – access to both guides is available via chambers.com.

Comparison tables

What are they? We compile vital data on firms – salaries, attorney numbers, diversity percentages, etc. – and put them into a comparison table.

Why use them? Using the tools on the web page, you can rank firms by certain characteristics, immediately ruling out firms that don't fit what you're looking for.

Where? Follow this link to our website (chambers-associate.com/law-firms/a-to-z-firm-list) and select the firms you want to compare. We analyze more data from our homepage too, in case you want to pick a firm by partner-associate leverage, for example. Data is also listed from p.9 of this guide.

STEP 3:

The Shortlist

The Inside View

What is it? The Inside View is the heart of our guide. It gives you a behind-the-scenes look at the lives of junior associates, examining firms' culture, work and training opportunities, office environments, diversity, hours culture and pro bono.

Why use it? Reading these will help you to see if you're a good match for the firms you've selected so far. Ask yourself: does this firm offer me what I want? Will I fit in? What will my life *actually* be like?

Where? Turn to **page 277** to start reading our Inside View features on over 100 firms.

Managing partner interviews

What are they? As part of our research for The Inside View, we also speak to firms' managing partners.

Why use them? Read these to get an idea of what the firm wants to achieve and where its priorities lie. Could you be part of this firm's future? Do your aspirations match this firm's? To be that candidate is attractive to firms.