

EVERSHEDS  
SUTHERLAND

**An alternative career in law**  
The Risk & Compliance  
Grad Scheme





*A new grad scheme providing a unique opportunity for outstanding graduates looking to develop a career in risk and compliance at a leading global law firm*



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# Careers in risk and compliance in the legal sector

Risk and compliance has long been a priority for Boards in all sectors, including within the legal profession. New laws, increased regulation, rapid digitalisation, and growing external threats ranging from increased cybercrime to geopolitical instability have seen risk and compliance continue to rise up the agenda for law firms.

From its initial focus on business acceptance, risk and compliance in the legal sector has developed into a broad discipline covering a range of technical specialisms. This includes areas as diverse as: regulatory compliance; financial crime prevention; commercial contracts; risk management; business acceptance; data and information governance; insurance, claims and complaints; and audit and assurance.

Much like our lawyers, our risk and compliance professionals are focused on problem solving; interpreting and applying laws and regulations, providing expert advice, and helping the firm to manage risks or carefully pursue new opportunities.

So whilst our lawyers focus on our clients, we focus on protecting the firm and advising and supporting our people.

Risk and compliance offers an attractive career path for lawyers and non-lawyers alike. At Eversheds Sutherland we want both, and through this scheme, we are looking for outstanding graduates who wish to pursue a career in this rapidly growing area, who we can develop into the next generation of risk and compliance leaders.

# About Eversheds Sutherland

As a global top 10 law practice with 69 offices in 32 countries, Eversheds Sutherland provides legal advice and solutions to an international client base which includes some of the world's largest multinationals. We operate seamlessly to deliver the know-how and strategic alignment that clients need from their advisors to help further their business interests.

Our lawyers around the world provide a full range of legal services, including: corporate and M&A; dispute resolution and litigation; energy and infrastructure; employment law; insurance and financial services; intellectual property; real estate and construction; and tax.

As a law firm, there is a lot of the focus on our lawyers. But at Eversheds Sutherland it's a team effort and we recognize that in order to achieve our goals, we need not only exceptional lawyers, but exceptional business services professionals. A significant proportion of the people in our UK offices are based in our international operations (business services) teams, and they all play a vital role in enabling our lawyers to deliver excellence to our clients. So whatever your role, Eversheds Sutherland is a great place to work and one which can help you fulfil your potential.



**750+**  
partners

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**3,000+**  
lawyers

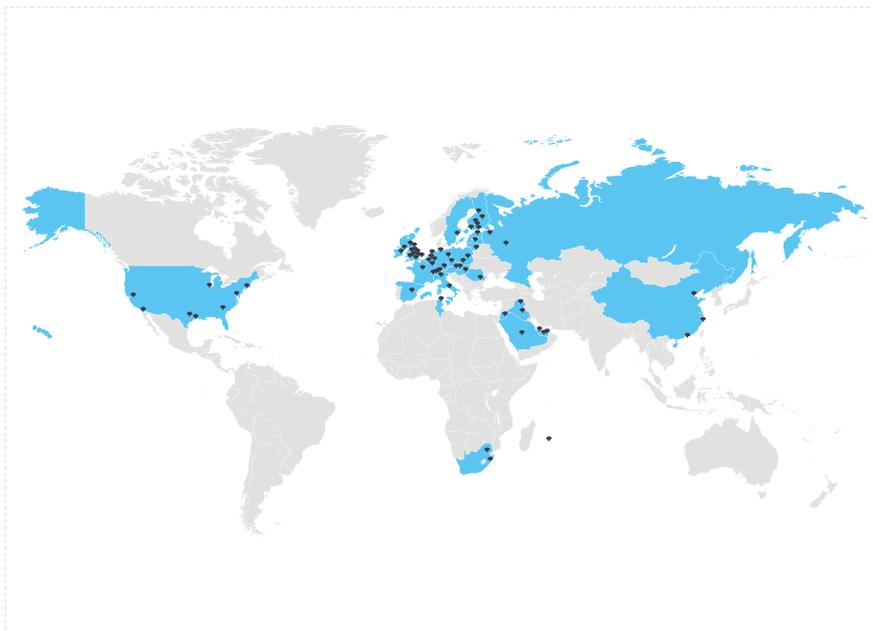
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**5,000**  
people

**69**  
offices

**32**  
countries

# Welcome to our world



## Middle East

**Iraq**  
Baghdad  
Erbil

**Jordan**  
Amman

**Qatar**  
Doha

**Saudi Arabia**  
Riyadh

**United Arab Emirates**  
Abu Dhabi  
Dubai

## Asia

**China**  
Beijing  
Hong Kong  
Shanghai

## Africa

**South Africa**  
Durban  
Johannesburg

**Tunisia**  
Tunis

**Mauritius**  
Port Louis

## US

Atlanta  
Austin  
Chicago  
Houston  
New York  
Sacramento  
San Diego  
Washington DC

## Europe

**Austria**  
Vienna

**Belgium**  
Brussels

**Czech Republic**  
Prague

**Estonia**  
Tallinn

**Finland**  
Hämeenlinna  
Helsinki  
Jyväskylä  
Oulu  
Tampere  
Turku

**France**  
Paris

**Germany**  
Berlin  
Düsseldorf  
Hamburg  
Munich

**Hungary**  
Budapest

**Ireland**  
Dublin

**Italy**  
Milan  
Rome

**Latvia**  
Riga

**Lithuania**  
Vilnius

**Luxembourg**  
Luxembourg City

**Netherlands**  
Amsterdam  
Rotterdam

**Poland**  
Warsaw

**Romania**  
Bucharest

**Russia**  
Moscow  
St Petersburg

**Slovakia**  
Bratislava

**Spain**  
Madrid

**Sweden**  
Stockholm

**Switzerland**  
Berne  
Geneva  
Zug  
Zurich

**United Kingdom**  
Belfast  
Birmingham  
Cambridge  
Cardiff  
Edinburgh  
Ipswich  
Leeds  
London  
Manchester  
Newcastle  
Nottingham

# Our purpose and values

As a purpose-led organization, we are proud of our culture and the values that guide our behavior.

Our purpose:  
Helping our clients, our people and our communities to thrive.

Our values:



## Collaborative

We leverage our collective talents for the benefit of our clients and each other and we prize teamwork and relationships.



## Creative

We are innovative and creative problem-solvers, providing an enhanced client and employee experience by not being bound by custom or convention.



## Professional

We deliver quality and excellence and act with the utmost integrity at all times.



## Inclusive

We foster a diverse and inclusive culture that places respect and support for everyone at its core and empowers all our people to fulfill their potential.



## Open

We are approachable and nurture a culture of transparency and openness.





# Risk & Compliance at Eversheds Sutherland



**Debbie Jukes**  
General Counsel

*"With the significant changes affecting the legal profession, Eversheds Sutherland is showing the way in developing innovative compliance and risk management practices and procedures. In fact, we now have one of the most structured and focused risk & compliance teams in the sector – and the work we do is correspondingly challenging and diverse.*

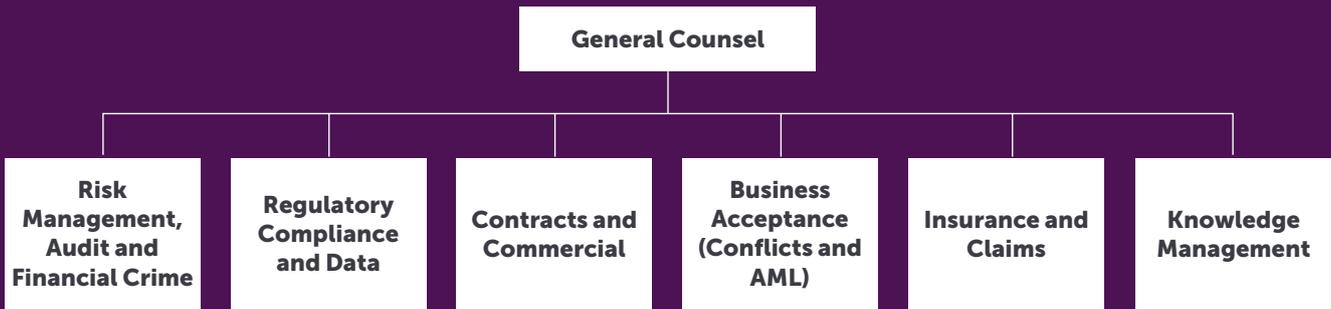
*With well in excess of 100 team members in the UK (made up of both lawyers and non-lawyers), our role is central to both the firm's day-to-day operations and its strategic priorities. Our team is broadly split into six core sub-teams, each with its own specialisms: Regulatory Compliance & Data; Risk Management, Audit & Financial Crime; Business Acceptance; Contracts & Commercial; Insurance & Claims;*

*and Knowledge Management, which sits alongside Risk to ensure that our lawyers have the best information and tools to enable them to provide excellent technical advice.*

*It's our role to keep the firm up to date with changes in our regulatory framework and best practice developments, and to design and develop effective policies and procedures. We help the firm to respond to changing client expectations, ensure compliance with new legislative and regulatory requirements, and look at all issues that affect reputational risk. Quite simply, our team - increasingly international in reach and impact - is successfully creating a robust framework for managing risk and increasing quality across all parts of our growing business.*

*This has created an exceptional career environment for lawyers and non-lawyers alike who can think independently, challenge stakeholders, engage with colleagues at all levels, lead strategic projects and who are committed to building a career in risk and compliance.*

*It's an exciting time to be working in this area, and as it continues to grow in importance, so too will career opportunities in the field."*



### **Risk Management, Audit and Financial Crime**

Risk Management works with the business to ensure that we identify, assess and manage any risks on an ongoing basis, whilst the Audit team ensures that measures put in place to manage a risk or achieve a particular objective are working effectively.

The Financial Crime team focuses on the detection, prevention and deterrence of financial crime, including things such as bribery and corruption, fraud, market abuse, sanctions and tax evasion.

### **Regulatory Compliance and Data**

The Regulatory Compliance team ensures that the firm and its people remain compliant with all applicable legal and regulatory obligations, including those set out by our regulator in the UK, the Solicitors Regulation Authority, and local regulators overseas.

The Data Protection Office within this team ensures that personal and confidential data held by the firm is managed appropriately.

### **Contracts and Commercial**

The Contracts and Commercial team works with our fee-earning lawyers and contract owners across the business to ensure that the firm contracts with clients, external suppliers and other third parties on the best possible terms, in order to reduce commercial, legal and regulatory risk to the firm.

### **Business Acceptance**

This team is our centre of expertise for anti-money laundering (AML), client due diligence/"Know Your Client" checks, conflicts of interest, information barriers, and all other issues associated with new business acceptance and client and matter opening.

### **Insurance and Claims**

This team is responsible for managing the firm's professional indemnity and other insurance cover, dealing with any potential claims against the firm, and other related issues.

# Grad Scheme

Risk and compliance is now firmly established as a core business service function at law firms.

Over the past decade, the risk and compliance function in law firms has developed into a broad field, offering a range of technical specialisms and an exciting alternative career path in law for those who do not wish to qualify as lawyers. We have created this innovative new grad scheme (the Scheme) to provide an opportunity for high performing graduates who are interested in developing a career in risk and compliance, to join the fast-paced risk and compliance team at one of the world's leading law firms.

## Summary

- the Scheme will last for two years, during which you will be called a "Risk & Compliance Analyst"
  - during the Scheme, you will spend approximately six months in each of the four participating sub-teams within Risk & Compliance (details below). Each sub-team focuses on a different specialism which will ensure that you get a varied, rich experience and develop a good breadth of knowledge over the duration of the Scheme
  - you will start the Scheme in one of the four sub-teams (which will be agreed prior to commencement of the Scheme) and this will serve as your "home team". You will complete your induction and spend your first six months with your home team, which is also where your buddy and mentor will be based. You will subsequently rotate around the three other sub-teams at approximately six monthly intervals, with regular performance check-ins throughout. You will ultimately be based in your home team on completion of the Scheme.
  - during the course of the Scheme you will attend various skills-based training (such as presentation skills, personal brand, effective communication, etc.)
  - in the second year of the Scheme, you will be supported in obtaining a relevant professional qualification from an accredited third party provider (e.g. International Compliance Association certification in Financial Crime Prevention, Anti-Money Laundering or Regulatory Compliance). The subject matter of the qualification or course will relate to the permanent role you will ultimately carry out upon completion of the Scheme
  - upon completion of the Scheme, you will take up a permanent position in your home team<sup>1</sup>. Subject to adequate performance on the Scheme, you will be promoted to Senior Risk & Compliance Analyst
  - following completion of the Scheme, you will continue to develop in your permanent role, and work with your line manager to build a suitable development plan in support of further progression within the team. You will still benefit from the same extensive training and development opportunities as others in the team, in line with the firm's overarching learning and development framework
- Note: this Scheme will not result in qualification as a solicitor.

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<sup>1</sup> Note that whilst it is intended that you will ultimately take up a permanent position in your home team and highly unlikely that this will change, the firm may at its sole discretion decide to change your ultimate role to a role in another Risk & Compliance sub-team (at the same level) where there is a business need.



### Team

International Operations / Risk & Knowledge (non-legal)



### Location

Leeds (though some remote working expected)



### Salary

£24,000 in year one  
£26,000 in year two



### Duration of Scheme

2 years – but permanent role thereafter



### Starts

September 2021



### External qualifications/ training

Yes, but specific qualification or course TBC



### Entry requirements

2.1 degree.  
A desire to build a career in risk and compliance



### Skills/Competencies

Excellent written and verbal communications, proven ability to solve problems, very strong attention to detail and a focus on quality, excellent research and analytical skills, good interpersonal skills, resilient under pressure, service-orientated, motivated



### Application process

1. CV and cover letter
2. Video interview
3. Final interview

# Financial Crime

This rotation will have a particular focus on Financial Crime, including areas such as anti-bribery and corruption, fraud prevention, preventing the facilitation of tax evasion, market abuse and insider dealing, anti-money laundering and financial and trade sanctions. However, you will also provide broader assistance to the wider Risk team as required.

You will be involved in a mixture of dealing with ad hoc queries from the business, contributing to strategic projects, and managing ongoing work including policy and training updates. It will also involve working with our offices in Europe and Africa. You will have interaction with legal advisers and business colleagues at all levels, including senior management.

Tasks may include things like researching relevant laws and applying them to practical issues, providing advice and guidance on financial crime issues to others in the team and colleagues across the business, assisting with the

development of training, presentations and other materials, assisting in responding to pitches or client questionnaires, helping to draft internal communications and policies, coordinating the activities of the wider Financial Crime team, and helping to drive forwards international compliance initiatives.

This is a great opportunity to build your knowledge of financial crime within a practical setting, finesse your research and written communication skills, and develop key organisation skills.

# Regulatory Compliance and Data

Your time in the Legal and Regulatory Compliance team will be spent assisting with the development and roll-out of compliance initiatives and supporting on a wide range of day-to-day risk and compliance related issues, including Solicitors Regulatory Authority (“SRA”) and Financial Conduct Authority (“FCA”) regulatory compliance, professional ethics, business continuity, quality management and complaints.

You will also be involved in data protection issues, including assisting with data subject right requests, data privacy impact assessments and data breaches.

You will assist the team in responding to day-to-day enquiries from the firm, clients and other third parties, helping with the development and roll-out of risk and compliance training, and assisting with updates to the firm’s policies.

This rotation provides a great opportunity to familiarise yourself with the vast array of laws and regulations that apply to lawyers and law firms (including data protection) and will enable you to further hone your research, time management and written communication skills.

# Contracts and Commercial

During this rotation, you will support the internal Contracts team in managing Eversheds Sutherland's contracts with clients, suppliers and other law firms.

The role is extremely varied; the issues that arise and the queries from our legal teams mean that no two days are ever the same. You will be involved in things like assisting with reviews of client terms and drafting of supplier contracts, helping to develop internal training and know-how on contractual matters and associated risks, and assisting in answering client questionnaires on contractual matters.

In doing so, you will develop a good understanding of the key contractual risks we face as a firm, and become familiar with our own due diligence and contracting processes, as well as common client requirements. It will also provide an opportunity to work with legal advisers and business colleagues at all levels and across all offices, and to develop your drafting, organisational and communication skills.

You will also work with the wider Risk & Knowledge team on strategic projects, such as supporting our international expansion through new office openings.



# Business Acceptance (AML, sanctions and conflicts of interest)

This role will see you supporting the firm's Business Acceptance team, with a specific focus on conflicts, AML and sanctions.

You will be working closely with senior team members on the non-operational elements of our AML and conflicts programmes, including things like supporting on escalations from the client and matter opening teams, responding to ad hoc queries from legal teams around conflicts of interest, AML and sanctions, undertaking legal research and supporting on key strategic projects.

During your time with the Business Acceptance team, you will develop a good understanding of how the team

operates, the practical, technical and operational challenges around Business Acceptance, and a good understanding of our range of clients and matters the firm works for.

This is a great opportunity to develop a working knowledge of conflicts, AML, the Proceeds of Crime Act, the Money Laundering Regulations, and various international sanctions regimes. It will also allow you to finesse your research and analytical skills.

## Salary and benefits



### Support network

Buddy, Mentor



### Salary

Year 1: £24,000  
Year 2: £26,000  
Post-Scheme: subject to performance



### Benefits

Life assurance, pension scheme, private medical insurance, employee recognition scheme

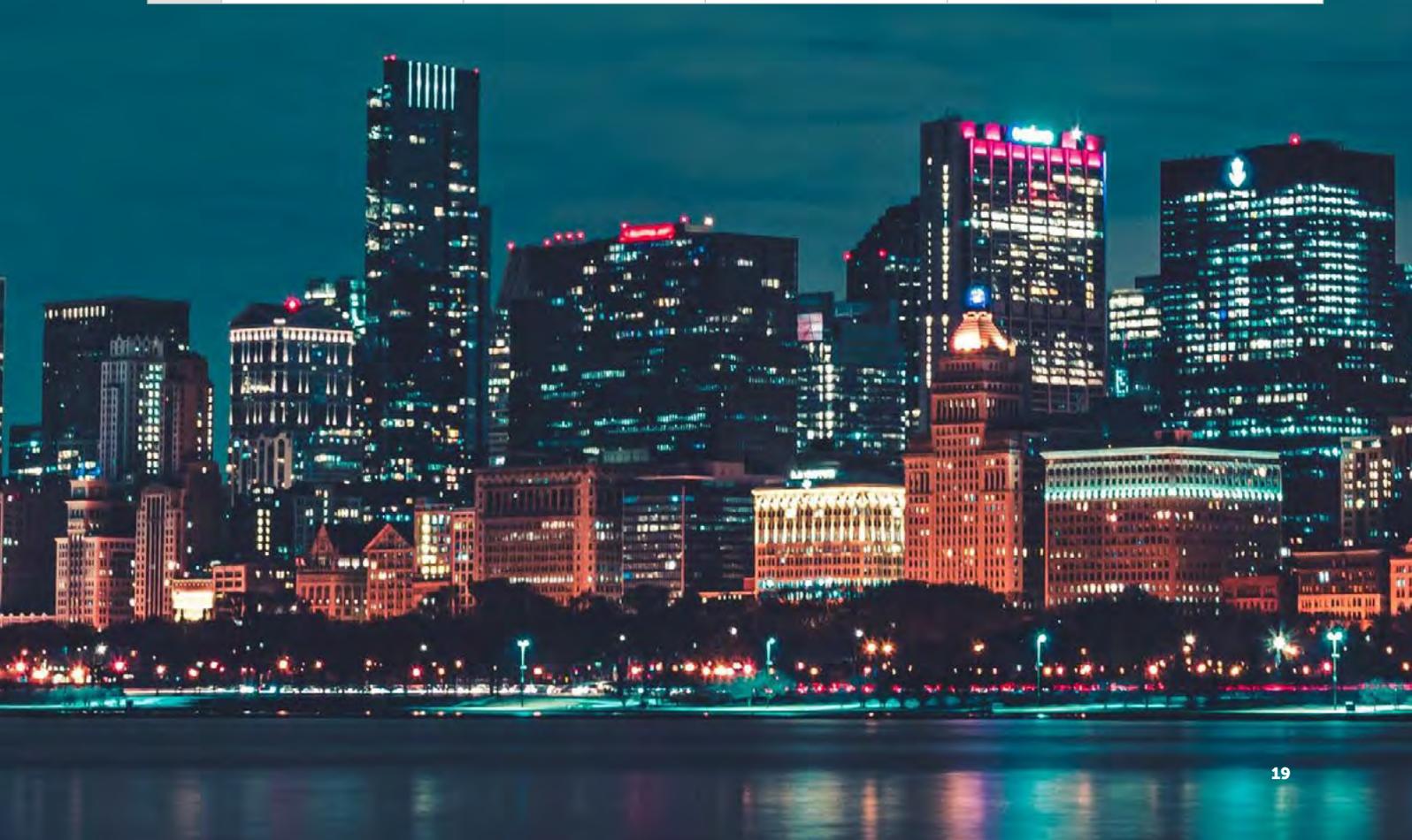


### Opportunity

An unrivalled start to your career in risk and compliance  
Working across four different areas of risk and compliance in a leading global law firm  
Extensive skills training  
External technical training (e.g. with ICA or BPP)

An illustration of how the Scheme will work (example):

Year	Rotation	Approx. Period	Team	Training
1	Rotation 1 (Home Team)	6 months	Regulatory & Data team	Induction
	Rotation 2	6 months	Financial Crime team	
2	Rotation 3	6 months	Contracts & Commercial team	
	Rotation 4	6 months	Business Acceptance, AML & Conflicts team	External qualification e.g. ICA Certificate in Regulatory Compliance
3	(Home Team)	Converts into permanent role	Permanent member of the Regulatory & Data team	Ongoing skills training



# Who are we looking for?

There is no one particular type of person we are looking for to join this Scheme – we are an incredibly diverse firm and a diverse team. However, whatever your background, you will need to demonstrate a number of skills and aptitudes to succeed as part of our team. We are looking for:

- **high performing graduates with strong academics** – we are keen to hear from graduates with strong academics (2:1 degree). You do not need to be a new graduate this year – you might already have some work experience (including in risk or compliance or at a law firm), but that is not a requirement. You should have proven research and analytical skills, and produce very high quality written work. While many in the team have studied law, we welcome applications from all degree disciplines. The reason is simple: people from a non-law background bring a wealth of alternative experience that can only benefit a growing and diverse organisation like ours
- **a desire to work in risk and compliance** – we are not looking for lawyers, and this scheme will not result in legal qualification. We are looking for graduates who want to develop an alternative career in law or professional services and who are genuinely interested in building their career in risk and compliance. What is your motivation, why this Scheme, and why Eversheds Sutherland?
- **professional and approachable** – we do serious work and engage with people at all levels of the business, including very senior stakeholders. Professionalism is therefore key. But we are also proud of our open, inclusive culture, and our down to earth approach to getting things done. Approachability, strong interpersonal skills, an energetic attitude and enthusiasm for providing excellent client service are all key
- **great attention to detail** – it is vital that your written work is of the highest quality and always based on reliable research and analysis. Things can be fast paced, but it is always important to take the time to ensure that information is correct and that your research and findings can be relied upon
- **excellent communication skills** – we are looking for great communicators (both in writing and verbally) who can tailor their messages for a particular audience and purpose, and meaningfully contribute to discussions. Can you communicate fluently, clearly and concisely? Persuade and negotiate with others in both group and individual situations? Make complex information understandable to others? These are the sorts of skills we prize
- **strong organisational and time management skills** – you will often be required to juggle numerous priorities at the same time, or quickly turnaround urgent matters for key stakeholders. It is imperative that you are able to manage your workload, that you thrive on working to deadlines, and that you are excited by the pace and demands of a corporate environment. A high degree of flexibility and responsiveness is a great advantage

We're a modern, progressive law firm. We think differently and we've built a culture where individual skills and personalities can shine through. At Eversheds Sutherland, we believe that innovation comes from a culture of genuine equality and diversity and we are happy to discuss any reasonable adjustments individuals may require in the recruitment process, or once in post.

# Supporting your career development

At Eversheds Sutherland, we're committed to getting our graduates up to speed as quickly as possible so that they can be part of the team that moves us forward. That means giving you early exposure to real, meaningful work from day one.

It means equipping you with the skills to be a great professional while developing your commercial acumen, leadership potential and business expertise. In short, it means investing in your talent and giving you access to training, development and support in the industry - not just as a new graduate but throughout your career with us. So if you have the right blend of strengths and aptitudes to make your mark at Eversheds Sutherland, we can promise you a career environment of exceptional variety, influence and potential.

The Risk & Compliance team has established a formalised development programme for the whole team, which has been designed to offer appropriate, phased training and development opportunities for our people based on both their level and specialism.

In addition to the Risk & Compliance team's development plan, people on the Risk & Compliance Grad Scheme will benefit from mentoring by a senior member of the team, structured rotation through four different sub-teams ensuring a rich and varied experience, and in year two, the opportunity to attend a relevant course with an accredited external body (such as the International Compliance Association or BPP).

# Our vision and commitment for diversity and inclusion

Our vision is a diverse team and an inclusive culture that places respect and support for everyone at its core and empowers all of our people around the world to fulfil their potential.

At Eversheds Sutherland, the case for diversity and inclusion (D&I) is clear. It underpins our values and is at the heart of our strategy. We recognize that having diverse talent across our business brings many benefits, and we are committed to accessing a wide range of views and thinking in all that we do. A culture of inclusion, where each person feels able

to be their true self at work and reach their full potential is key. We recognize that bringing together the perspectives of individuals of all backgrounds and life experiences is critical if we are to serve our global client base, people and communities as a leading global law firm.



**Mark Wasserman**  
Co-CEO



**Lee Ranson**  
Co-CEO

*"Diversity and Inclusion is a core part of our strategy and how we ensure our purpose and values are brought to life. Building a culture which is inclusive of everyone, where everyone can bring their true selves to work and where everyone can thrive, is crucial to us."*

*In addition, we are committed to ensuring our culture encourages professional growth and values differences. We know we still have a lot of work to do and we are excited by the passion and engagement of our people. Together we can drive positive change across the firm and achieve our diversity and inclusion vision."*



**Diane Gilhooley**

*Global Practice Head Employment, Labor and Pensions, Diversity and Inclusion Partner Sponsor (International)*



**Vanessa Scott**

*Tax (ERISA and Employee Benefits), Chief Diversity and Inclusion Officer (US)*

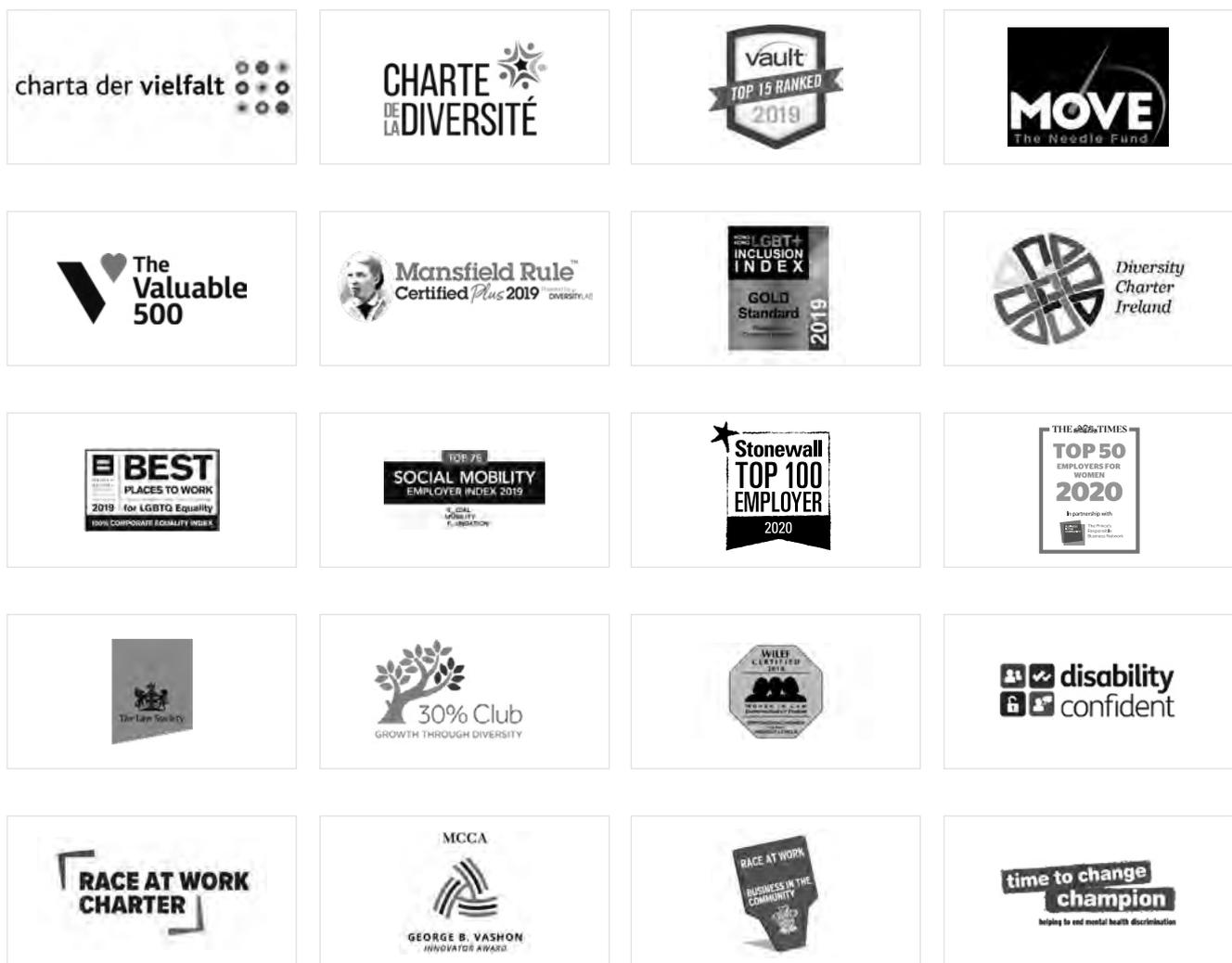
***“I’m committed to working together with our people to advance all areas of our diversity and inclusion strategy to ensure a working environment where everyone feels valued and is able to realize their full potential. It’s important that we continue our work in this area, evaluate our progress carefully and deliver against our objectives. Eversheds Sutherland has an opportunity, as well as a responsibility, to lead change in this area, and I’m delighted to be involved.”***

***“I focus on identifying and eliminating opportunity gaps across difference, and ensuring that we are leveraging the unique talents that our diversity efforts bring to the firm. Because we know that our goals must be more than aspirational, we are focused on deploying innovative inclusion strategies, measuring tangible progress, and consistently holding each person accountable to our collective commitment.”***



# International Diversity and Inclusion

We are proud of the progress our people have made towards embedding D&I and good practice across Eversheds Sutherland. Below are some examples of the organizations we are working with, and awards we have received.



At Eversheds Sutherland, the case for Diversity and Inclusion (D&I) is clear, it underpins our values and purpose. We recognize that having diverse talent across our business brings many benefits and that a culture of inclusion, where each person feels able to be their true self at work and reach their full potential is key.

## Within Eversheds Sutherland International we have five people networks:



**Gender**



**Perspective  
(LGBT+)**



**Verve (race and  
ethnicity)**



**Ability (wellbeing,  
ability and carers)**



**Multi  
Faith**

All of our networks are open to every employee and partner, and we encourage allies to get involved. We have an Inclusion Council which meets three times per year to drive our progress, with representation from our D&I Partner sponsor, and Global Head of HR and Pensions (Diane Gilhooley), along with our CEO, and partner sponsors/committee representatives from our networks. And we work with external specialist organizations to support our D&I progress.

Our memberships include the Business Disability Forum, Stonewall, Employers Network for Equality and Inclusion (ENEI), Business in the Community (BITC) and City Parents. We are also signatories to three European Charters – the Charte de la Diversité (French diversity charter), Charta der Vielfalt (German diversity charter) and Diversity Charter Ireland.

We are proud of the progress our people have made towards embedding D&I and good practice across Eversheds Sutherland.

# CSR

We are delighted to join the Sustainable Recruitment Alliance (SRA) to find greener, more sustainable and carbon-friendly ways of attracting early talent.

**As a member of the Alliance, we have pledged to take the below actions:**



We will review our attraction and assessment materials, identifying opportunities to be more sustainable



We will Reduce the amount of materials we produce, and/ or switch to sustainable alternatives



We will report our activities to the Sustainable Recruitment Alliance allowing them to build an impact report



# Meet the team



## **Nic Poole**

*Head of Risk, London*  
Risk, Audit and Financial Crime  
Joined Eversheds Sutherland: July 2018  
(previously in 2012-2015)

### **Your background:**

I read Law at university but decided pretty early on that I didn't want to qualify as a lawyer. However, I was still interested in working in the legal sector and joined Clifford Chance's risk and compliance team as a new graduate. My focus there was initially on new business acceptance (anti-money laundering, conflicts and confidentiality) and after six years and a short secondment to their Spanish offices, I joined Eversheds in 2012 as a Risk & Compliance Manager. I moved to another City firm in 2015 and returned to Eversheds Sutherland as Head of Risk in 2018.

### **Your role:**

I'm the firm's Head of Risk – so, responsible for the firm's approach identifying, assessing and managing risks of all types, as well as overseeing the assurance activity carried out by our Internal Audit team. But I wear a couple of other hats too. I lead the team looking at many areas of financial crime, such as anti-bribery and corruption, fraud prevention and sanctions – and act as the firm's Deputy Money Laundering Reporting Officer. As is a bit of a theme across risk and compliance, no two days are ever the same: one moment I will be providing advice to our Hong Kong office on a bribery issue, the next delivering training on fraud to the Middle East, and then looking at potential new risks on the horizon in the UK.

### **Your development and progression:**

Eversheds Sutherland has been instrumental in my professional development. When I first joined the firm, my experience was limited to one area of risk and compliance. However, compliance was really starting to explode as an area and I took on a much broader role here. This enabled me to build my knowledge and experience quickly and after a few years, I was promoted to Senior International Compliance Manager and then Head of International Risk. The firm was great in providing me with the support needed to step up to that level. After a short stint elsewhere, I returned to the firm in my current role: Head of Risk. But that doesn't mean my development has stopped. Far from it - the firm is really committed to development of its people in all roles and at all levels, and that is something we are really championing in Risk too. Whilst there are a lot of qualified lawyers working in this field, legal qualification certainly isn't a prerequisite; not being a lawyer hasn't stopped my progression at all. Risk and compliance is its own technical specialism and there is space for anyone with the right skills, attitude and interests.

### **What you like about Eversheds Sutherland?**

I think our culture really sets us apart from our peers. All organisations talk about their culture, but having worked at several other firms, I can honestly say Eversheds Sutherland is one that truly lives its purpose and values. The firm's openness and inclusivity is particularly striking. Whatever your background or your role at the firm, you will have access to people at all levels of the business, and be able to make an impact from day one.



**Adam Braddock**  
*In-house Contracts*  
Advisor, Manchester  
Contracts and Commercial  
Joined Eversheds Sutherland:  
January 2018

**Your background:**

I studied Law and Business at the University of Huddersfield and then went on to work in-house at a cloud services company based in Manchester. I worked there for two years before joining Eversheds Sutherland.

**Your role:**

I currently work in the Contracts and Commercial sub-team. My role, along with the wider team, is to manage risk to the firm through the commercial agreements we enter into. This involves reviewing the terms of our clients and suppliers to ensure we have robust contracts in place and ensure we are compliant with our agreements. We assist the practice groups and international offices in engaging new clients and the other internal areas of the business in on-boarding new suppliers.

**Your development and progression:**

Around two years after joining Eversheds Sutherland, I was promoted from paralegal to In-house Contracts Advisor. My role has developed from conducting initial contract reviews to providing full mark-ups of terms and assessing risks across a wide range of contractual provisions. I have also taken on more responsibility in dealing with our offices outside the UK.

**What you like about Eversheds Sutherland?**

Eversheds Sutherland feels extremely inclusive. From my first day as a paralegal, I have dealt with senior lawyers who have provided extensive guidance and support which has helped me to progress. There is a huge amount of training available related not only to your specific role, but also to your professional and personal development.



**Alice Tickle**  
*Senior In-House Counsel, Leeds*  
Regulatory Compliance (Data)  
Joined Eversheds Sutherland:  
September 2010 (joined the Risk team  
in March 2017)

**Your background:**

I studied Modern History and Classical Civilisation at the University of St Andrews followed by the GDL and LPC at College of Law, York. I completed my training contract with Clyde & Co in London before returning North and joining Eversheds Sutherland as a Newly Qualified solicitor.

**Your role:**

I manage the firm's Data Protection Office (the "DPO"), which advises the firm and its employees in relation to compliance with GDPR and other data protection regulations. The DPO deals with data breaches, cyber incidents, data subject right requests, privacy impact assessments, data audits and questionnaires, data protection queries, correspondence with the ICO and information governance more widely.

**Your development and progression:**

I joined as an NQ in Financial Services Disputes and Investigations. I was promoted to Senior Associate in May 2016 and transferred to the Risk team in March 2017. Since joining the Risk team, I have been supported in developing my knowledge of Data Protection and Information Governance and I have helped grow the DPO team. I took on the management of the DPO team in September 2020.

**What you like about Eversheds Sutherland?**

The Risk & Compliance team is by far the most collaborative and supportive team I have worked in. The team works together towards a common goal of supporting the wider firm to achieve its objectives. The size and international reach of Eversheds Sutherland means the work required to support it is both varied and challenging.

**What are your plans for the future?**

I would like to continue to develop my knowledge and application of key data protection and information governance principles. This has been fully supported by line manager and the firm is supporting me to obtain a professional data protection qualification.



**Danny Bearman**  
*CCU Manager – Conflicts,*  
*Leeds*  
Business Acceptance  
Joined Eversheds Sutherland:  
November 2014

**Your background:**

I joined Eversheds straight from Leeds University where I completed my Law degree in 2014. Eversheds was my first real role.

**Your role:**

I am a manager within the Conflicts and Compliance Unit (CCU). My current role concentrates on the conflicts side of the team, identifying conflicts of interest across all new matters that the firm takes on. This involves running conflict searches for new mandates, assessing new matters to ensure compliance with the relevant SRA codes, escalating any sanctions issues and analysis of complex conflict situations. The team's role is to ensure that the firm complies with all applicable regulations governing conflicts in different jurisdictions ranging from Asia to the US.

**Your development and progression:**

I originally joined the team back in 2014 as a Client Analyst, also within CCU. I spent around a year in this team before moving over into the conflicts team. Since then, I have been promoted from Junior Analyst to Senior Analyst, then to Team Leader and most recently to my current role as a CCU Manager. I currently manage a team of eight analysts.

**What you like about Eversheds Sutherland?**

As with any job, I find the most important aspect is the people you work with. Eversheds Sutherland has a great inclusive culture and it very much is a family environment. The Risk team is very sociable and everyone approachable. It is always difficult to move into a new workplace and it is made incredibly easy at Eversheds Sutherland due to the great people across our teams and the welcoming environment they create.



**Maisie Haddon**  
*Senior Client Analyst,*  
*Leeds*  
Business Acceptance  
Joined Eversheds Sutherland:  
May 2018

**Your background:**

I have a BSc degree in Biology from Kingston University. Between finishing my degree and starting at Eversheds Sutherland, I spent four years travelling and working in temporary jobs across a number of sectors, none of them legal!

**Your role:**

Over the past two years, I have been heavily involved in a project to develop a new client and matter opening system for the firm. This has seen me working closely with IT, Finance and other key stakeholders to establish our requirements, develop and document processes, deliver training and support on the introduction to the system. I also manage our team coordinators who support the wider team on day-to-day work allocation.

**Your development and progression:**

I joined the firm as a CCU Coordinator in May 2018 and was promoted to a Client Analyst in November 2018. I took on line management responsibilities in October 2019 and was promoted to Senior Client Analyst the following year. Throughout my time with Eversheds Sutherland, I have been given the opportunity to work on numerous key team projects and have consequently moved away from the more operational side of the role. My projects role has allowed me to build relationships with colleagues across many departments and gain a deeper understanding of where our team sits within the firm, and over the next few months I will be representing our team on a key firmwide project.

**What you like about Eversheds Sutherland?**

I started at Eversheds not entirely sure where I wanted to take my career. Over the last three years, I have benefited from numerous opportunities to develop and progress, always with the complete support and encouragement from my managers and peers. I have always been encouraged to feedback on the aspects of my role that I particularly enjoy and this has been taken into account when developing my role and responsibilities. I have been fortunate to be able to develop strong working and social relationships with my team and because of this I feel fully invested in the success of our team and the firm.

# Why us?



## Clients

In 2020 we acted for 39 of the Fortune 50, 70 of the Fortune 100, and 128 of the Fortune 200



## Innovation

We're known as being one of the world's most innovative law practices



## People

Over **5,000** employees consisting of **3,000+** lawyers, **750** of which are partners



## Reputation

UK's strongest law brand, Acritas UK Law Firm Brand Index 2019



## Opportunity

Secondments, overseas placements and early responsibility for you



## Geography

69 offices in 32 countries worldwide



## Culture

We live by our values of being collaborative, creative, professional, inclusive and open



# Next steps

If you are interested in applying for the Risk & Compliance Grad Scheme (starting September 2021) you can find further information on our **UK careers** pages

**There are three parts to the application process:**

## Stage 1:

First, submit an up to date CV and a cover letter setting out, in no more than 500 words, why you want to join the Scheme. You should clearly set out why you want to work in risk and compliance, and why at Eversheds Sutherland.

**The deadline for submissions is 30 June 2021.**

## Stage 2:

Successful candidates will be invited to attend a pre-recorded video interview. This will focus on your motivations, and some of the key skills we are looking for.

## Stage 3:

Finally, those who are successful in the second stage will be invited to attend a final face-to-face (or MS Teams/Zoom) interview with a members of the Risk & Compliance team and HR.

For further information, please contact  
[gradrec@eversheds-sutherland.com](mailto:gradrec@eversheds-sutherland.com)



**eversheds-sutherland.com**

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