

# Working at the Freshfields Hub

*a kick start*

to your career in international law



Freshfields Bruckhaus Deringer

**Freshfields is a leading international law firm, with over 2,800 lawyers working in over 150 countries and 70 languages. The world's biggest international organisations rely on us to help them make the right decisions in a fast-changing world.**

## *The Hub: an alternative route into law*

The legal industry is undergoing rapid, transformative change. The Freshfields Hub is our response: the latest legal technology combined with our industry-leading expertise.

The Freshfields Hub is responsible for delivering high-value, high-quality legal solutions, supported by advanced legal technology, to the firm and our clients. The Hub's Manchester location sits as a strategic part of the firm's Global Centre there, and is made up of qualified lawyers, Legal Solutions Specialists (LSSs) and project management and legal tech specialists. Working closely with other Hub locations in Continental Europe and Asia, and with lawyers from around our network, dedicated teams work on complex transactions, disputes and investigations.

A range of cutting-edge tech ensures we can meet our clients' expanding needs, processing large amounts of data efficiently and accurately. Tools like contract review software and document automation drive efficiency at every opportunity.

Our Hub also offers an alternative route into the highest tier of international law, with fabulous training and a supportive environment from the start. Freshfields' LSSs are given fantastic responsibility working with our offices all around the world.





## At Freshfields, as an LSS, you can:

1

**Advise**  
the world's  
biggest businesses

2

**Explore**  
other offices, be seconded  
abroad and/or to one  
of our clients' offices

3

**Pilot**  
and use cutting-edge  
tech, including artificial  
intelligence

4

**Build**  
high-value  
specialisms

5

**Learn**  
from the  
best lawyers

6

**Work**  
in a responsible  
business

## Development opportunities

The location of the Hub in Freshfields' Global Centre means that other opportunities in different departments can arise for you.

Several of our LSSs have now moved to being trainees in London on the Freshfields eight-seat training contract.

Others have been promoted to manager roles in the Hub, our global allocation team, or moved teams to experience our marketing, global technology and legal technology operation teams – the firm provides a wide variety of future opportunities in the legal services business.



# Welcome to the Freshfields Hub

The Freshfields Hub brings together lawyers, technologists, legal support staff and process improvement specialists who together design more agile and efficient ways to deliver our legal services. The Hub has locations throughout Europe and Asia, with the largest in our Manchester-based Global Centre. Here, a team of more than 100 smart and dynamic people – including a range of nationalities and languages – support Freshfields’ culture of quality, excellence and innovation. Continuous improvement principles are at the heart of Hub culture: we encourage everyone to suggest improvements and we employ the most innovative technology, including artificial intelligence. It really is a very engaging place to work.

Every day, our people here in Manchester undertake challenging work for some of the world’s biggest businesses across the globe, helping with some of their most important and interesting matters.

And we do this working together in a thriving, supported and diverse environment. If you’re interested in joining our team, please do get in touch.

**Olivia Balson**  
Global Centre Director

## Freshfields Hub in numbers

**100**

Over 100 people working in the Manchester Hub office

**2,800**

Assisting 2,800 lawyers

**28**

Across 28 Freshfields offices worldwide

**150**

Working in 150 countries

Every day you will undertake challenging work for some of the world's biggest businesses.



**‘The diverse teams across the Freshfields Hub have helped me realise that law has many other options, aside from being a lawyer in the traditional sense.’**



**Zoë Gundersen**  
Legal Technologist

# What's it like to work in the Hub?



## Jordan Young

Product Development Manager

**My role as a product development manager is varied, working with different teams and people firm-wide - everyone from partners and associates, to business services teams like our document specialists.**

I enjoy being involved in interesting strategic projects as part of a wider team through this challenging yet interesting role. We have recently made substantial changes to the way we work across the Hub by developing tech-enabled innovative solutions that can be used firm-wide. Through this initiative I work closely with the Hub globally to implement the new solutions and facilitate the relevant training, which allows me to interact with all the LSSs and Transaction Support Lawyers across the firm.

I have been fortunate enough to have opportunities to travel, including to Paris, a few of our German offices and London. We also have the technology to remotely collaborate so working with people in other countries quickly becomes normal. Understanding how the firm operates as a business and knowing that the product development team is contributing to the success of the overall firm make my role thoroughly enjoyable; being part of driving change is something I am truly grateful to be involved in.

Responsible business initiatives are so important here. I'm on our Women's Network and Sports and Social committees, and have been involved in our Freshfields Stephen Lawrence Scheme. The Stephen Lawrence candidates are so enthusiastic and I have been really impressed by the impact of the scheme on the diversity within the firm and the active involvement of many of our senior people.



You used your creativity,  
intelligence and experience  
to give me real advice.  
That was so valuable.



**'You will do challenging work and be well rewarded for it. And our international mindset and global reputation will open up a world of opportunities.'**

**Andrew Austin**  
Partner, Dispute Resolution



## Alastair Cowan

Senior Legal Solutions Specialist

**Freshfields is one of the world's biggest and best firms so when I joined I was a little awestruck. But I now feel I'm a valued part of the Manchester team and wider firm.**

Yes, you have the weight of expectation but we get lots of assistance and training. I feel like I'm involved – I can always pick up the phone to speak to lawyers anywhere in the world, even the most senior people. And they always make time to recognise if something has been done particularly fast or to a very high quality.

Progression is important and becoming a senior LSS is a really positive recognition of the experience I have gained. Working within the Freshfields network means we build comprehensive commercial awareness, understanding how to maximise value for clients.

The firm's focus on innovation and efficiency means we have responsibilities you might not traditionally associate with law. For instance, I am now the point of contact for people looking for guidance about the assistance we offer. That level of involvement is not something I expected but it has really enhanced my skills.







**Jo Sproson**

Legal Solutions Specialist

**Before I started I expected a very stiff, formal setting – I was a bit scared to be honest – but I’m actually really enjoying it.**

Partly that’s because of the four-week intensive induction process that really makes you part of the firm. I’m part of the ACT ‘ring-fence’ team – that means I’ve been trained in a specific area of law, in my case antitrust, competition and trade. I think being given the opportunity to build up specialist knowledge like that so early in my career is unusual and a great opportunity.

Corporate law is not something I considered at law school as it didn’t seem like something I could achieve. Freshfields has given me the confidence to work on some of the biggest, most high-profile cases in the world. And as part of the ACT ring-fence team I travel to other Freshfields offices such as London and Brussels to present to the lawyers and explain what my team can do for the wider practice group.





# Zoë Gundersen

Legal Technologist

**I joined the Freshfields Hub as a Legal Solutions Specialist in September 2016 upon completing my LPC.**

As an LSS, I worked on various high-profile matters for a number of Freshfields' top 300 clients across the global network of offices, including London, Europe, Asia and across the US. Most notably, I spent 12 months assigned to a multibillion-pound global class action case in the dispute resolution team in London. I split a lot of my time between Manchester and London – providing a varied working environment, mixing with people in different roles.

I have now moved roles to the legal technology operations team, which means I work with the innovation team, the Hub's product development team and various associates across the global firm. We work to help reduce inefficiencies by finding, bringing into the firm and governing legal tech tools. To be honest, my legal background initially made the technology jargon a little intimidating. But it's so supportive here and I've learned a lot of new skills, as well

as deepening my legal knowledge. The technology varies from sophisticated artificial intelligence tools to more simple rules-based technology, to ensure we are providing the best service to our clients and remaining competitive in the ever-growing legal market.

We're always encouraged to expand our knowledge. I go to conferences and workshops whenever I can; I was recently at Legal Geek in London (which Freshfields sponsors) and Legal Tech North in Sheffield. Networking at events gives me a chance to benchmark Freshfields' offering against our competitors – I feel that Freshfields is at the forefront of legal transformation. Lots of the job titles in the Hub didn't even exist five years ago.

I really enjoy being part of a 'hybrid' team: I still do legal work like drafting non-disclosure agreements and speaking to clients, but I've also been able focus on legal tech. I feel lucky as there are very few opportunities like this (and even fewer outside of London). The diverse teams across the Hub have helped me realise that law has many other options, aside from being a lawyer in the traditional sense.

# A responsible business

At Freshfields the way we do business reflects who we are and what we stand for. Ensuring diversity and inclusion is a strategic priority and forms part of our responsible business strategy.

**Through a combination of senior leadership involvement and grass roots initiatives led by employees, our diversity and inclusion strategy focuses on gender, LGBT+, race and ethnicity, and social mobility.**



Find out more at [responsiblebusiness.freshfields.com](https://responsiblebusiness.freshfields.com)

# Look out for us on campus

We visit as many universities as we can, keep an eye out for us.



[www.freshfields.com/en-gb/careers](http://www.freshfields.com/en-gb/careers)  
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