

Lateral Partner Moves in London



 January - February
2021

Welcome to the latest round-up of lateral partner moves in the legal market from Edwards Gibson; where we look back at announced partner-level recruitment activity in London over the past two months and give you a ‘who’s moved where’ update.

There were **90** partner hires in the first two months of 2021 which, although 6% down on the 5-year statistical average for the same period, is actually 13% up on last year (**80**). Indeed, as we have previously discussed, Big Law has, with some exceptions, so far managed to remain remarkably unscathed by the largest economic contraction the UK has ever seen.

No fewer than six firms took on three or more partners, with **Hogan Lovells** nabbing five: a four-partner litigation team (two laterals and two promotion hires) from **Debevoise & Plimpton** and the co-head of corporate - **Patrick Sarch** - from **White & Case**.

Top partner recruiters in London January – February 2021

◆ Hogan Lovells	5
◆ Addleshaw Goddard	3
◆ Bracewell	3
◆ Harcus Parker	3
◆ Paul Hastings	3
◆ Squire Patton Boggs	3

Given the inverse relationship between economic activity and commercial disputes, it is unsurprising that nearly a third of all hires were disputes lawyers and 12% were restructuring/ insolvency specialists, with three firms - **Armstrong Teasdale**, **McDermott Will & Emery** and **Simpson Thacher** – launching completely new practices in that space.

Firms hiring laterals whose practices were primarily restructuring or insolvency related

- ◆ **Armstrong Teasdale** (formerly Kerman & Co)
- ◆ **Dechert**
- ◆ **Edwin Coe**
- ◆ **Faegre Drinker**
- ◆ **Fried, Frank, Harris, Shriver & Jacobson**
- ◆ **Goodwin Procter**
- ◆ **Latham & Watkins**
- ◆ **McDermott Will & Emery** (hired a two-partner team)
- ◆ **Simpson Thacher & Bartlett** (hired two partners from separate firms)

Although demand for restructuring and insolvency specialists clearly remains very high, many lawyers report that work levels remain eerily quiet due to governments across Europe pumping vast amounts of cash into the system to counter a COVID- lockdown induced economic collapse. Ironically, this debt fuelled stimulus has enabled many zombie companies which, “but for” COVID, would have collapsed,

to survive. As such it is likely that many law firms, which paid a premium to acquire restructuring laterals in 2020, are yet to see a return on their investments.

Nevertheless, whilst it is rare in any market to find a restructuring lawyer who does not optimistically predict a sharp uptick in their work levels “by this time next year”, it is probable that, even with historically low interest rates, the inevitable tapering of government largess in 2020 will, at last, validate this oft’ repeated portent.

Outside of restructuring and disputes, our round-up contains plenty of market fizz with significant hires in corporate, finance and regulatory. Perhaps the most notable was **Weil Gotshal & Manges’** snaring of that rarest of beasts in the London market – a **Slaughter and May** lateral, not even remotely close to that firm’s mandatory retirement age – congratulations to corporate partner **Murray Cox**.

Also of note in this edition

- ✦ Three firms hired partners from in-house: **Clyde & Co** (from RSM), **Lewis Silkin** (from Deliveroo) and **Squire Patton Boggs** (from MHMK Capital).
- ✦ 24% of all hires were non-partners moving into partnership.
- ✦ 24% of the total moves recorded were female.
- ✦ The firm with the highest attrition rate was **White & Case** - which lost 4 laterals.

Market outlook

A significant number of US law firms have posted healthy financial results for 2020 – some have been spectacularly good. Whilst few UK headquartered law firms are expecting to report stellar results this year, it appears that many will perform far better than they were predicting in April last year. With this in mind, having learnt to work remotely and to take advantage of their inherent abilities to hedge their businesses to benefit from COVID-induced workflows, there is perhaps a note of guarded optimism amongst law firm management. Ordinarily, we would expect this to feed through to lateral recruitment but tapering of government stimulus and looming tax rises will doubtless temper this.

Please do not hesitate to contact us if you would like to discuss this article or any other aspect of the market in more depth.

[Please click here to understand our methodology for compiling Partner Moves](#)

✦ **Addleshaw Goddard**

The most prolific partner recruiter of 2020 kicks off 2021 with three hires; disputes lawyer **Maria Frangeskides** arrives from Orrick, infrastructure partner **Alex Hirom** joins from Womble Bond Dickinson, and corporate governance specialist **Jaya Gupta** joins from Allen & Overy, where she was counsel. Frangeskides is a litigation and arbitration partner with expertise in civil fraud. Hirom advises on infrastructure projects involving traditional and renewable energy generation. Gupta, a corporate lawyer specialising in public company advisory work, will lead the corporate governance offering and co-chair the India desk.

✦ **Alius Law**

A new litigation boutique is founded by Fladgate's former head of disputes **Bree Taylor**. Taylor undertakes commercial disputes across a range of sectors including: aviation, energy, projects, finance, hospitality and retail.

✦ **Armstrong Teasdale (Kerman & Co)**

The St Louis headquartered US firm, which launched its London office in February with the acquisition of 16 partner mid-town commercial firm Kerman & Co, makes its first London partner hire recruiting restructuring lawyer **Imran Aslam** from Fried Frank, where he was an associate. Aslam will head the insolvency and restructuring practice.

✦ **Ashurst**

After 17 years at Addleshaw Goddard, head of corporate governance **Will Chalk**, returns to the firm where he was a trainee and associate. Chalk focuses on governance, corporate compliance, and listed company issues.

✦ **Bird & Bird**

Commercial technology lawyer **Alex Dixie** joins the digital rights and assets team from CMS, where he was a senior associate. Dixie, who was head of adtech and co-head of advertising and marketing at his former firm, joins as head of adtech.

✦ **Bracewell**

The US energy finance and technology firm swipes energy trio **Tom Jamieson**, **Jo En Low** and **Gordon Stewart** from Clifford Chance, where all three were senior associates. Jamieson advises on all aspects of the project cycle, whilst Low acts for private equity and other financial investors as well as international corporates and utilities in the renewable energy space. Stewart advises financial investors, private equity houses, corporates and their funders on renewable energy and power transactions.

✦ **Bryan Cave Leighton Paisner**

Construction disputes specialist **Shy Jackson** joins from Pinsent Masons. Jackson's practice covers project advice and disputes related to UK and international projects, spanning litigation, arbitration, adjudication and ADR.

✦ **Cahill Gordon & Reindel**

A double hire for the New York firm this edition. **Prudence Criddle** and **Warren Newton** join the capital markets & lending team from Allen & Overy, where they were both senior associates. Criddle and Newton both specialise in leverage finance and their arrival is a direct follow-on from Cahill's three-partner finance raid on the magic circle firm last year when it welcomed **Joydeep Choudhuri**, **Jake Keaveny** and **Jonathan Brownson**.

✦ **Clifford Chance**

The magic circle firm nabs funds focused financial services regulatory partner **Paul Ellison**, a Macfarlanes 'lifer'. His practice focuses on the regulation of private equity funds, fund structuring and corporate transactions.

✦ **Clyde & Co**

Professional negligence and regulatory specialist **Penrose Foss** joins from accountancy firm RMS, where she was general counsel. Foss advises on defending professional negligence claims, risk management issues, and regulatory investigations.

- ✦ **CMS**
Emma Schaafsma makes a return to CMS after over twelve years at Herbert Smith Freehills, including a stint as head of construction and engineering disputes in Tokyo. Schaafsma specialises in disputes resolution on construction and engineering projects, primarily in the energy and infrastructure sector.
- ✦ **ColeKhan LLP**
Shazia Khan and **Emilie Cole** of Irwin Mitchell are set to launch an eponymous employment boutique. Khan has a particular focus acting for senior executives, whilst Cole has a specialism in representing professionals in whistleblowing actions.
- ✦ **Cooley**
The US firm hires **Guadalupe Sampedro** from Bird & Bird to bolster its European cyber/data/privacy capabilities. Sampedro advises on data protection and has a particular niche in fintech and payments work.
- ✦ **DAC Beachcroft**
The national firm welcomes insurance disputes duo **Jonathan Robinshaw** and **Sahar Farooqi**, to its new in-house advocacy unit from DWF. Both barristers join the firm's claims solutions group and will oversee its advocacy offering.
- ✦ **Davitt Jones Bould**
After less than a year at Keystone Law, former Fieldfisher planning and environmental partner, **Yohanna Weber**, joins the real estate boutique. Weber has particular experience of infrastructure and energy projects.
- ✦ **Dechert**
Restructuring specialist **Adam Plainer** joins as global co-chair of the financial restructuring group, after a decade at Weil Gotshal, where he was London restructuring co-head.
- ✦ **Dentons**
A brace of finance hires for Dentons this round-up. Asset based lending specialist **Steven Geerlings** joins from DLA Piper, and corporate lending lawyer **Will Turner** arrives from Linklaters, where he was a managing associate. Geerlings focuses on structuring cross-border asset-based lending transactions and work-out strategies. Turner acts for borrowers and lenders on corporate financings, acquisition financings, fund financings and investment grade lending.
- ✦ **DLA Piper**
Former global head of finance at Freshfields **David Trott** joins as head of finance. Trott's practice encompasses real estate finance, acquisition finance and corporate treasury matters.
- ✦ **Edwin Coe**
Two recruits for the London firm this issue, as **Daniel Bellau** joins the corporate team from Hamblins, and corporate and personal insolvency specialist **Christina Fitzgerald** joins the litigation & insolvency practice from Moon Beaver. Bellau's practice encompasses M&A, investments and fundraisings whilst Fitzgerald advises professional practices, distressed charities, and not-for-profit organisations.
- ✦ **Faegre Drinker**
Sue Moore joins the US firm from Stephenson & Harwood, where she was head of insolvency and restructuring. Moore specialises in cross-border and domestic restructurings, corporate insolvencies and insolvency litigation.
- ✦ **Fieldfisher**
TMT lawyer **Rehman Noormohamed** joins from Acuity Law, where he was Counsel. Noormohamed's practice spans IT, IP, communications, privacy and cybersecurity law.
- ✦ **Fletcher Day**
Insurance disputes lawyer **Nick Sutton** joins from DWF, where he was a senior associate.
- ✦ **Forsters**
The West End firm welcomes real estate duo **Robert Barham** and **Charles Miéville** from Cripps

Pemberton Greenish. Barham and Miéville specialise in super prime residential real estate matters.

✦ **Fried Frank**

The New York headquartered firm has swiped **Mandip Englund** from Reed Smith to grow its insolvency and restructuring practice. Englund handles corporate and financial restructurings, acting for companies, advisory firms and insolvency practitioners.

✦ **Gaillard Banifatemi Shelbaya Disputes**

As part of an eight-partner Paris-led team move from Shearman & Sterling's international arbitration practice, **Ximena Herrera-Bernal** will establish the fledgling boutique's London office. Herrera-Bernal represents corporate and sovereign clients in commercial and investment treaty arbitrations.

✦ **Gibson Dunn**

Real estate finance lawyer **Robert Carr** joins the US firm after 14 years at Herbert Smith Freehills. Carr advises lenders and borrowers on real estate backed financing transactions, acting for investment banks, German mortgage banks, insurers, private equity funds and other alternative lenders.

✦ **Goodwin Procter**

The US firm snags restructuring partner **Geoff O'Dea** from Baker McKenzie. O'Dea advises sponsors special situation funds, creditors and insolvency practitioners on issues involving schemes of arrangement and acquisition finance.

✦ **Gowling WLG**

The international firm welcomes **Mike Stewart** from the Oslo headquartered Wikborg Rein to its construction and engineering disputes team. Stewart specialises in disputes arising from infrastructure and energy projects, especially in the Middle East.

✦ **Harcus Parker**

A triple hire for the recently launched litigation/class action boutique. Litigator **Tom Ross** and competition specialist **Jeremy Robinson** arrive from Watson, Farley & Williams, and head of media disputes, **Ryan Dunleavy**, joins from Stewarts Law. Ross specialises in finance and competition disputes, whilst Robinson's practice encompasses competition damages litigation, EU relations law, regulatory compliance and aviation. Dunleavy's expertise focuses on TMT claims, with a specialism in data disputes.

✦ **Hausfeld**

The US-based disputes boutique welcomes **Ned Beale**, a disputes and arbitration specialist, from Trowers & Hamblins. Beale's practice includes litigation across the finance, aviation, engineering and technology sectors as well as international arbitration.

✦ **Hogan Lovells**

A quintet of hires for the global firm this edition, including a four-lawyer team move. Litigation duo, **Richard Lawton** and **Kevin Lloyd** arrive from Debevoise & Plimpton, joined by **Akima Paul** and **Ardil Salem**, who were counsel and are joining as partners. In addition, **Patrick Sarch** joins from White & Case, where he was co-head of the financial institutions global industry group and London corporate practice. His practice includes advising on domestic and cross-border public company M&A.

✦ **Howard Kennedy**

Dual qualified (UK/US) intellectual property lawyer **Colin Sawdy** joins the West End firm as head of trademarks from Sheridans. Sawdy is experienced in trademark registration procedures and the enforcement of trademarks, designs and copyright.

✦ **Icon Law**

Stephen Brown has left Latham & Watkins after almost two decades as a partner at the firm to launch boutique employment and incentives specialist, Icon Law. Brown, who previously

served as vice-chair of Latham's global tax practice, specialises in equity-based incentive arrangements.

✦ **Kennedys**

The insurance focused outfit has hired **Sarah-Jane Dobson** from Cooley to expand its international products law practice. Dobson, who was an associate at her previous firm, specialises in litigation and regulatory matters, advising on product safety, product compliance and product liability.

✦ **King & Spalding**

Construction disputes pair **Vincent Rowan** and **Shareena Edmonds** arrive at the US outfit after a collective decade at Reed Smith. The team specialise in disputes arising out of international energy, infrastructure and construction projects, with a focus on the oil and gas sectors.

✦ **Kingsley Napley**

A double hire this round up for the London firm. Real estate finance lawyer **Christina Kelly** joins from Taylor Wessing, where she was a senior counsel, and dispute resolution lawyer **Michael Mulligan** arrives from Shakespeare Martineau. Kelly advises on a range of real estate finance matters, whilst Mulligan's practice focuses on contentious insolvency and commercial litigation.

✦ **Kirkland & Ellis**

The US firm bolsters its antitrust practice with the hire of **Michael Engel** from Sullivan & Cromwell. This is a promotion into partnership for Engel, who advises on competition law, regarding merger control, cartels, state aid and compliance, as well as foreign direct investment matters.

✦ **Latham & Watkins**

Restructuring and finance lawyer **Bruce Bell** joins the US firm's expanding restructuring practice from Linklaters. Bell focuses particularly on cross-border restructurings and has been involved in some of Europe's most high-profile restructurings since the global financial crisis.

✦ **Lewis Silkin**

The London firm hires three partners this edition – IP lawyer **Antony Craggs** joins from D Young & Co, commercial disputes lawyer **Neil Parkes** arrives from Foot Antsey, and employment specialist **Tarun Tawakley** returns from his role as head of employment law and commercial litigation at Deliveroo. Craggs handles contentious and transactional intellectual property matters, with a focus on patent litigation. Parkes, with a background in contentious IP matters, litigates in the media, entertainment and technology sectors. Tawakley specialises in team moves, confidential information litigation, and employee disputes.

✦ **Mayer Brown**

European head of structured finance and real estate finance **Charles Malpass** has left Dechert to join the fellow US firm. Malpass' practice focuses on real estate, non-performing loan transactions and commercial mortgage debt.

✦ **McDermott Will & Emery**

The Chicago headquartered firm nabs a restructuring duo from Proskauer Rose. Proskauer's European head of restructuring **Mark Fennessy** arrives to head up McDermott's restructuring team in London, alongside **Sunay Radia**, an associate at Proskauer who joins as a partner. Both lawyers handle all areas of contentious and non-contentious insolvency matters, with Fennessy specialising in multifaceted group collapses and insolvency issues of an international nature.

✦ **Milbank**

The New York firm welcomes Kirkland & Ellis private equity specialist **Andrej Wolf** to its ranks. Wolf advises on leveraged buyouts, growth capital, minority investments and cross-border mergers and acquisitions.

✦ **Mishcon De Reya**

Following a brief stint at alternative US law firm FisherBroyles, former Strange & Butler London managing partner, **Ben Lasserson**, joins the

competition team at the London firm. Lasserson, a disputes lawyer, specialises in competition litigation and related matters.

✦ **Morrison & Foerster**

The US firm hires real estate finance partner **Ed Borrini** from Jones Day. Borrini, who joins the global real estate group, focuses on real estate finance across a number of asset classes in both investment and development transactions.

✦ **Orrick**

Equity capital markets associate **Edward Dyson** joins from fellow US firm Cooley. Dyson advises public and pre-IPO private companies, investors, entrepreneurs and underwriters on UK capital markets transactions, as well as primary and secondary listings on Nasdaq and the NYSE.

✦ **Paul Hastings**

A trio of disputes laterals join the West Coast firm this round-up. White collar and investigations pair **Jonathan Pickworth** and **Joanna Dimmock** arrive from White & Case, whilst commercial disputes specialist **Alex Leitch** joins from US rival Covington & Burling, where he was co-chair of the London dispute resolution group. Pickworth and Dimmock advise on money laundering, corruption, market misconduct, fraud, tax evasion and insider trading. Leitch's practice focuses on clients across financial services, technology and life sciences.

✦ **Penningtons Manches Cooper**

Kamran Rehman joins the commercial disputes team from Shakespeare Martineau. Rehman has experience in commercial and banking disputes and professional negligence actions, primarily focusing on the banking and real estate sectors.

✦ **Proskauer Rose**

Litigator **Steven Baker** swaps one New York headquartered firm in the City for another as he departs from White & Case. Baker advises on commercial disputes in the financial services, technology and communications sectors.

✦ **Quinn Emanuel**

The US litigation powerhouse poaches Simmons & Simmons' UK head of dispute resolution, **Paul Baker**. Baker's practice focuses on financial disputes and investigations, with an emphasis on contentious asset management work.

✦ **Reed Smith**

The international firm swipes structured products lawyer **Jason Richardson** from Sidley Austin to join its financial industries group. Richardson advises on a range of structured finance transactions including securitisations, real estate finance and derivatives related matters.

✦ **Royds Withy King**

The national firm recruits commercial property lawyer **David Paxton** from Charles Russell Speechlys, who joins as its head of real estate. Paxton undertakes matters involving mixed use residential development, infrastructure, leisure, retirement living and student accommodation.

✦ **RPC**

Two hires this round up; commercial lawyer **Tom Purton** arrives from Travers Smith, and corporate specialist **Conor Cahalane** joins from Latham & Watkins, where he was UK ECM and Public M&A knowledge management counsel. Purton has a broad-based commercial practice, with an emphasis on strategic alliances and commercial contracts. Cahalane advises listed and pre-IPO companies on M&A, equity fund raising and corporate governance.

✦ **Simpson Thacher & Bartlett**

The New York headquartered firm has inaugurated its London restructuring practice with the hires of **Adam Gallagher** from Freshfields and **James Watson** from Kirkland & Ellis. Gallagher and Watson both have experience advising on domestic and cross-border restructuring and formal insolvency matters, as well as counselling clients on stressed and distressed investments and liability management transactions.

✦ **Squire Patton Boggs**

Three hires for the international firm this edition. Sports and entertainment lawyer **Warren Phelops** joins from K&L Gates, where he was global head of sport, media and entertainment. Corporate lawyer **Fergus Gallagher** arrives after only a year at McDermott, Will & Emery, and private equity specialist **Julian Thatcher** joins from MHMK Capital, where he was general counsel. Phelops' advises on media and technology rights as well as sports regulatory matters. Gallagher's practice focuses on M&A, equity capital markets and corporate restructurings. Thatcher advises on private equity and M&A in Africa and the UK.

✦ **Stephenson Harwood**

The international firm's banking team welcomes leveraged finance specialist **Julie Romer**, who joins after a decade at DLA Piper.

✦ **Taylor Vinters**

Corporate lawyer **Erika McIntyre** joins the Cambridge headquartered firm, following a two-year stint at Withers. McIntyre specialises in advising fast-growing companies and investors.

✦ **Taylor Wessing**

Corporate real estate lawyer **Michael Goldberg** joins the real estate team from Greenberg Traurig. Goldberg focuses on corporate finance, mergers and acquisitions, as well as capital markets work in the real estate field.

✦ **TLT**

Turning to in-house, the Bristol headquartered firm hires **Simon Courie** from The EV Network, where he was general counsel. Courie specialises in renewable energy, battery storage and electric vehicle projects.

✦ **Trowers & Hamlins**

Michael Chilton re-joins the international firm from Thrings, having been with the firm between 2003 and 2005. Chilton is a construction and

engineering specialist with a focus on transactional work.

✦ **Watson Farley & Williams**

Maritime disputes specialist **Mike Phillips** joins the dispute resolution group from Stephenson Harwood. Phillips' practice includes shipping, international trade, shipbuilding, offshore construction, and contentious ship finance.

✦ **Wedlake Bell**

The City firm swipes two real estate focused partners this round-up. Leading real estate finance lawyer **Laurence Rogers** arrives from US firm McDermott, Will & Emery and property litigator **Jonathan Hibberts** joins from Fladgate. Rogers' practice encompasses investment and development transactions as well as syndicated and bilateral deals, whilst Hibberts handles real estate development and defect claims.

✦ **Weightmans**

Corporate partner **Nick Fothergill** joins the national firm from Hewitsons. Fothergill advises on a range of corporate matters, with a focus on the energy and infrastructure sectors.

✦ **Weil Gotshal & Manges**

In a rare departure from the magic circle firm, **Murray Cox** leaves Slaughter and May to join the New York firm. Cox advises on a broad range of corporate matters, focusing on public and private M&A and private equity transactions.

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✔ **The Specialist Partner Team**



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