

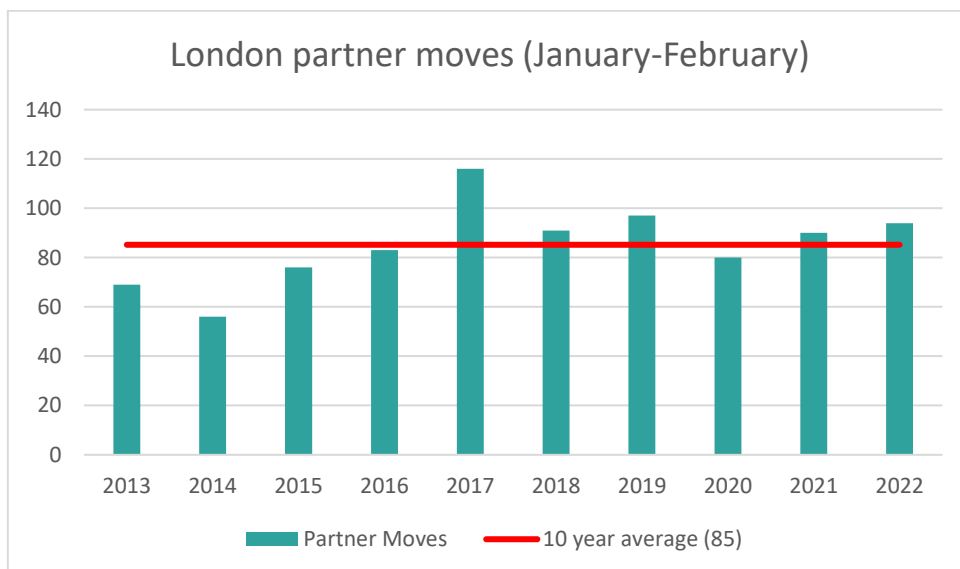
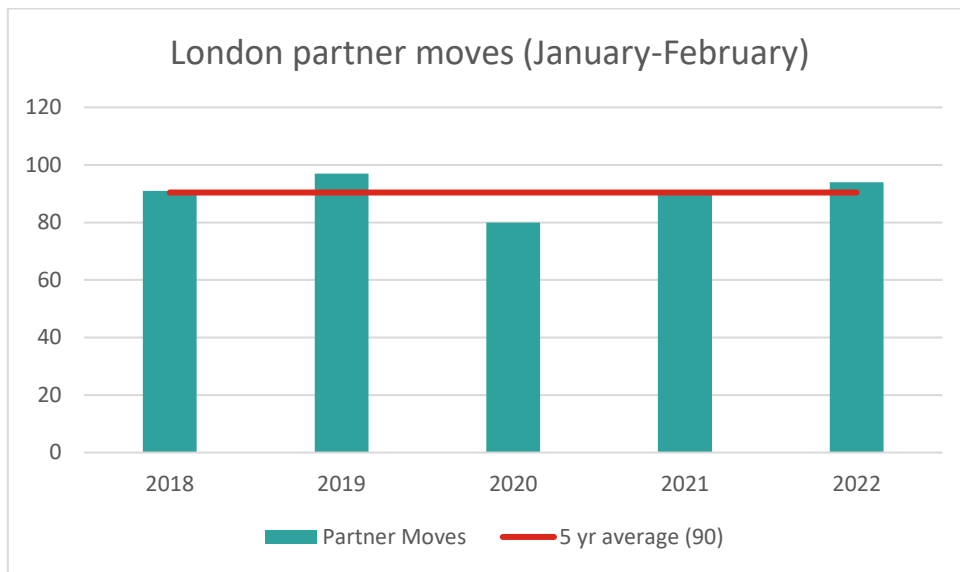
Law Firm Partner Moves in London



- ▄ January -
February 2022
Issue no. 67

Welcome to the 67th edition of law firm partner moves, from the specialist partner team at 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.

With few exceptions, our January-February edition tends to record the highest number of moves in any given year. This bi-monthly round-up contains **94** partner moves – an increase of **4%** on the number of hires we saw during the same period last year (**90**) and the cumulative five-year average for the same period –also **90**. In terms of laterals (partner-to-partner hires), there were **57** in total; down **16%** on this time last year.



So far, 2022 has seen no fewer than eight firms hire three or more partners. The most coveted firm was **Pallas Partners** - a scion of the much larger US disputes boutique **Boies Schiller Flexner**; in one of the worst kept secrets in law, the newly launched outfit sees a quintet of disputes laterals from Boies Schiller Flexner re-unite with their former global deputy chair, Natasha Harrison, whose own departure from the New York firm was [reported in our last edition](#).

The next most acquisitive firm was **Eversheds Sutherland**, with five hires (3 laterals and 2 verticals); followed by, *the now not so soon* to be listed, **Mishcon de Reya** which hired four (2 laterals and 2 verticals).

Top partner recruiters in London January – February 2022

✓ Pallas Partners	6
✓ Eversheds Sutherland	5
✓ Mishcon de Reya	4
✓ Allen & Overy	3
✓ Armstrong Teasdale	3*
✓ Baker McKenzie	3
✓ CMS Cameron McKenna	3
✓ Mayer Brown	3

*Onboarded three partners, although one has subsequently departed

Also of note in this edition

- ✓ 2 firms hired from in-house this round-up: **Kirkland & Ellis** (from Libya-Analysis) and **GQ Littler** (from NBCUniversal)
- ✓ **33%** of all hires were female
- ✓ **39%** of all moves were non-partners moving into partnership

Market Outlook

As we reported in our last edition, on both sides of the Atlantic, the Covid-induced lockdown year of 2020 and the subsequent economic bounce-back through 2021 were kind to commercial law firms. Whilst law firm revenue typically increased, dramatic cost savings (from global travel restrictions, fewer entertainment expenses, rent reductions, etc.) coupled with productivity gains from the universal adoption of Zoom/Teams - as well as (now proven) efficiencies in associates working from home - meant that law firm profitability rose sharply in 2020 and largely remained elevated through 2021. Record revenue and profitability provided law firms with the means and confidence to invest in new partner hires, so unsurprisingly, 2021 was in real terms, a record year for law firm partner

recruitment. This strong recruitment activity, underpinned by an ongoing deals tsunami, has continued into 2022.

Nevertheless, law firms now face some incredibly strong headwinds – whilst the benefits of Covid related cost savings have largely tapered out, fixed salary costs on both sides of the Atlantic have skyrocketed thanks to ongoing associate salary wars. That by itself should blunt law firm profitability a tad, however, the halting of Covid related debt fuelled Government stimulus, together with pending tax rises, hikes in interest rates and global inflation rising to levels unseen for 30 years, will challenge even the best managed law firms to maintain profitability. Throw in a major land conflict in Europe on a scale not seen since the Second World War - which, quite apart from the economic impact, is in itself an existential threat to the international rules-based system which underpins much of Big Law - and things really start to look tricky...

At the time of writing there is a drastic military and humanitarian situation in Ukraine and it seems almost glib to make projections on something as esoteric as the hiring outcomes of Big Law. Nonetheless, our guess is that the law firm partner market will cool appreciably by the second half of this year ... we'd sure love to be wrong.

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.

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

✦ **Addleshaw Goddard**

The international firm nabs Fieldfisher’s co-head of energy and infrastructure, **Matthew Williams**, and competition disputes lawyer **Paul Chaplin** from Hogan Lovells, where he was a counsel. Joining the infrastructure projects and energy team, Williams will “focus on M&A and projects within the zero-carbon power assets market”. Chaplin is experienced in domestic and international disputes, predominantly in group actions and cartel damages matters.

✦ **Allen & Overy**

The magic circle outfit welcomes a trio of disputes laterals this round-up: contentious antitrust specialist, **Kristina Nordlander** arrives from Sidley Austin, where she was global co-head of antitrust and competition; finance litigator **Michael Godden** re-joins from Norton Rose, where he was EMEA head of dispute resolution; and civil fraud and finance disputes specialist **Andy McGregor** joins from RPC, where he was head of civil fraud. Nordlander specialises in antitrust violations, disputed product classifications, market access, data protection and legal privilege issues; she will split her time between the London and Brussels offices. Godden, who focuses on disputes arising from derivatives, debt capital markets, Islamic finance, commodities and trade finance matters, re-joins his former firm after a fourteen-year stint. McGregor, also a finance disputes specialist, has a particular angle around fraud, professional negligence and financial mis-selling matters.

✦ **Armstrong Teasdale**

Now you see me ... the St Louis headquartered firm welcomed three new corporate partners but, after less than a month, seems to have already mislaid one! The new starters were: **Ashley Wright**, McCarthy Denning’s head of energy in Asia; **Eniga de Montfort**, from Macfarlanes, where she was a senior solicitor; and **Nick Heap**, who joined from Bird & Bird, where he was a director. Wright – who has now left the firm – has an international energy practice, focusing on corporate transactions

including M&A and joint ventures. De Montfort focuses on multijurisdictional M&A, private acquisitions and disposals, carve-outs, private equity transactions and advisory mandates. Heap advises on various corporate transactions, specialising in equity capital markets.

✦ **Baker Botts**

Corporate technology lawyer **David Marshall** arrives at the Houston headquartered firm from Norton Rose Fulbright. Marshall’s expertise lies in transactions within private equity, venture capital, and growth capital in the technology sector.

✦ **Baker McKenzie**

Three hires (one lateral, two vertical) for the global verein this edition. Restructuring and finance specialist **Sarah Smith** joins from Dechert, and corporate counsels **Ash Tiwari** and **Rakesh Rathod** are welcomed from Allen & Overy. Smith focuses predominately on financial restructurings but her practice also encompasses debt finance, structured products and financial services regulatory matters. Tiwari specialises in cross-border M&A transactions and in the structuring of joint venture and equity arrangements. Rathod focuses on spin-off/demergers, carve-out sales/acquisitions and group reorganisations.

✦ **Bindmans**

The social justice firm adds a lateral and a vertical hire to its employment practice: **Susan Gordon** arrives from her own legal practice, Clario Legal & HR Gordon; and **Krishna Santra** joins from Howat Avraam Solicitors, where she was a senior associate. Gordon, who joins as head of employment, advises on all aspects of employment law, particularly business restructurings and redundancies. Santra undertakes a mix of contentious and non-contentious matters.

✦ **Boodle Hatfield**

The London outfit recruits **Clare Stirzaker** from PwC where she headed the private client legal offering. Stirzaker acts for private clients and

family offices, concentrating on succession planning and related matters.

✦ **Brown Rudnick**

Compliance and investigations specialist, **Jeffrey Cottle**, joins the Boston born firm from Norton Rose Fulbright. Cottle, who will continue to split his time between the London and Washington DC offices, has a practice focusing on compliance, investigations, and government enforcement actions.

✦ **Cadwalader, Wickersham & Taft**

The New York firm welcomes leveraged finance lawyer **Matthew Smith** and restructuring and finance specialist **Bevis Metcalfe**, both arriving from Baker McKenzie. Smith advises on cross-border leveraged and general financing transactions, specialising in private credit and direct lending matters. Metcalfe focuses on corporate restructurings, cross-border insolvencies, and distressed acquisitions and financings.

✦ **Capsticks**

Healthcare law specialist **Mark Jarvis** returns to the health, housing and social care specialist after nearly four years at rival Veale Wasbrough Vizards. Jarvis specialises in commercial contracts, business structures, new models of care, procurement, and NHS regulation.

✦ **Clifford Chance**

Prodigal son... after a two-year stint away, the magic circle firm welcomes back structured finance lawyer **Will Sutton** from Simpson Thacher & Bartlett, where he was counsel. Sutton advises on structured real estate finance and securitisation transactions, in particular commercial mortgage backed securitisations.

✦ **CMS**

The verein-like international firm elevates a trio of magic circle lawyers this edition: corporate M&A specialist **Emma Clark** arrives from Linklaters, where she was counsel; private equity specialist **Edward Holmes** joins from Clifford

Chance, where he was a senior associate; and IP lawyer **Toby Sears** is welcomed from Allen & Overy, where he was a senior associate. Clark specialises in advising on M&A transactions, intra-group reorganisations and joint ventures. Holmes focuses on M&A, with a particular angle on private equity transactions. Sears predominately focuses on patent litigation in the tech sector.

✦ **Cohen & Gresser**

The US firm welcomes corporate crime specialist Sir **David Green QC** from Slaughter and May, where he was a senior consultant. Green, the former Director of the Serious Fraud Office, joins the white-collar defence and regulation group.

✦ **Cooke, Young & Keidan**

The dispute resolution boutique hires litigation duo, **Natalie Todd** and **Jon Felce**, from fellow boutique PCB Byrne. Both Todd and Felce specialise in disputes involving fraud, enforcement and asset recovery.

✦ **DAC Beachcroft**

The national firm bags a brace of insurance laterals this edition. **Ian Plumley** and **Jon Ogle** arrive from Clyde & Co and Norton Rose Fulbright respectively. Plumley has experience in policy disputes, property claims and international casualty, whilst Ogle's practice focuses on insurance and reinsurance coverage disputes.

✦ **Dentons**

Finance lateral **Simon Prendergast** arrives at the international behemoth from the Manchester office of Addleshaw Goddard. Prendergast specialises in asset-based lending and receivables financing.

✦ **Druces**

The London outfit appoints **Nigel Adams**, from Goodman Derrick as its new head of dispute resolution. Adams predominately focuses on media-related matters, such as reputation management and intellectual property litigation,

but also incorporates a niche in classic car ownership disputes.

✦ **DWF**

The listed firm adds professional indemnity lawyer, **Lucy Tolond**, from insurance firm BLM. Tolond works in the financial services industry, defending claims for professional negligence against accountants, tax advisers, financial advisers and insurance brokers amongst others.

✦ **Eversheds Sutherland**

A quintet of new partners for the international firm this roundup: insurance duo **Martin Mankabady** and **Adriana Cotter** arrive from Dentons; corporate lawyer **Sebastien Bonneau** joins from AYNFG, a self-founded Parisian legal and management consulting firm; finance lawyer **Christopher Williams** is welcomed from Linklaters, where he was counsel; and financial services regulatory lawyer **Joanne Owens** arrives from Allen & Overy, where she was counsel. Mankabady, who was global chair of Dentons' insurance group, specialises in M&A, joint ventures and corporate finance as well as regulatory and restructuring work. Cotter advises on non-contentious restructuring, regulatory and corporate matters for insurance and reinsurance clients. Bonneau, who joins the data centre practice, will focus on corporate and commercial transactions within that space. Williams' practice spans debt and corporate financing on behalf of both borrowers and finance providers. Owens specialises in consumer credit, mortgages, retail banking, payment services, and e-money.

✦ **Fieldfisher**

Dual-qualified (English and Indian) disputes lawyer, **Shivani Sanghi**, joins the European firm from Covington & Burling, where she was a senior associate. Sanghi's experience encompasses emergency arbitrations and matters involving fraud, conspiracy, and world-wide freezing injunctions.

✦ **Gateley Legal**

The listed firm welcomes funds specialist **Ravi Longia** from CMS, where he was a senior associate. Longia, who joins as head of investment funds, focuses on structuring, raising, and negotiating venture capital funds.

✦ **Gibson Dunn & Crutcher**

The West Coast US firm elevates dual New York and Spanish qualified capital markets lawyer **Hugo Hernández-Mancha**, who was a senior associate at Linklaters. Hernández-Mancha specialises in US capital markets and leverage finance, focusing on high yield and acquisition finance transactions.

✦ **Gleiss Lutz**

Financial restructuring specialist **Christian Halász** joins the newly launched office of the Teutonic firm from Akin Gump, where he was based in both Frankfurt and London. Halász, who is German qualified, focuses on cross-border restructurings with a particular angle on German and Scandinavian debt restructurings in offshore energy.

✦ **Goodwin Procter**

The Boston born firm launches its European antitrust practice with the hire of **Sarah Jordan** from Kirkland & Ellis and bolsters its real estate offering with **Eric Lim** who joins from Baker McKenzie, where he was a senior associate. Jordan has a wide range of antitrust expertise with a particular niche in merger control matters. Lim specialises in private investment funds and corporate transactions across the real estate sector.

✦ **Gowling WLG**

The Anglo-Canadian outfit hires **Tom Pringle** from Womble Bond Dickinson to lead its London restructuring and insolvency team. Pringle specialises in a wide range of restructuring, finance and insolvency issues, acting for banks, insolvency practitioners, directors and distressed entities.

- ✦ **GQ Littler**
 The employment boutique announces two vertical hires: **Nicola James** from NBCUniversal, where she was senior legal counsel, and **Laura Lobb** from CMS, where she was a senior associate. Both James and Lobb are non-contentious employment specialists who advise on carve-outs, TUPE/outsourcings, business transfers and reorganisations.
- ✦ **Hill Dickinson**
 Corporate lawyer **James Paton-Philip** arrives from fellow national Irwin Mitchell. Paton-Philip's experience encompasses equity capital markets (in particular AIM & AQSE), reorganisations, venture capital and private equity investments.
- ✦ **Howard Kennedy**
 Private client specialist **Monika Byrska** joins the London firm from Thomson Snell & Passmore. Byrska specialises in wills, trusts and estate disputes, acting for both domestic and international clients.
- ✦ **Ince**
 The listed law firm nabs corporate lawyer **James Channo** from Texas born outfit Locke Lord, where he was co-chair of the international transactions group and former London managing partner. Channo advises on listings, reverse takeovers, cross-border M&A, and joint ventures.
- ✦ **Irwin Mitchell**
 The national firm makes two hires this roundup: construction specialist **Jonathan More**, from alternative law firm Spencer West, and corporate commercial lawyer **Matthew Sillett**, from Cannings Connolly. More, who is dual English and Scottish qualified, predominately focuses on construction disputes. Sillett, who was managing partner at his previous firm, undertakes a mix of commercial contracts, IT projects, finance and corporate transactions.
- ✦ **JMW**
 The Manchester headquartered firm adds **Chris Godwin** to its real estate finance team from DLA Piper, where he was a legal director.
- ✦ **K&L Gates**
 The international firm strengthens its asset finance offering with the addition of aviation finance specialist **Peter O'Hare** from Watson Farley & Williams. O'Hare advises banks, financial institutions, lessors and operators on financings and workouts in the aviation sector.
- ✦ **Katten Muchin Rosenman**
 Re-joining the Chicago headquartered firm into its financial markets and funds group, **Alice Bell** makes the switch from Pinsent Masons, where she was a senior associate. Bell advises investment managers, funds, banks and other financial institutions on a variety of UK and EU financial service regulatory matters.
- ✦ **Kennedys**
 The insurance focused outfit welcomes **Paul Lowe**, a contentious construction and insurance specialist, from Weightmans. Lowe focuses on professional indemnity and policy coverage within the construction and engineering sectors.
- ✦ **Kirkland & Ellis**
 Two hires (one lateral and one vertical) for the Chicago-spawned firm this edition which welcomes: investment funds specialist **Aleksander Bakic** from US rival, Akin Gump; and financial services specialist **James Roslington**, from Libya focused consultancy Libya-Analysis, where he was director of operations. Bakic advises on a wide range of funds with a primary asset focus on European mid-market and African buy-outs. Roslington, who advises on financial services and compliance matters, will also be responsible for financial services knowledge management and training.

✓ **Locke Lord**

The Texas headquartered firm recruits two IP specialists this edition: **Dominic Farnsworth**, who arrives from Lewis Silkin, where he was head of IP; and **Leigh Smith**, who joins from Clifford Chance, where he was a senior associate. Farnsworth, a dual qualified solicitor and trade mark attorney, predominately advises on non-contentious matters in the brand protection, creative industries and sports sectors. Smith has experience advising on both contentious and non-contentious matters, with a particular focus on trade marks.

✓ **Mayer Brown**

Three hires (one lateral and two vertical) for the global firm this edition: investment funds specialist **Matthew Griffin** arrives from White & Case; disputes lawyer **Airlie Goodman** is welcomed from Linklaters, where she was a managing associate; and capital markets specialist **Peter Pears** joins from Clifford Chance, where he was a senior associate. Griffin advises on fund formation and fund investments, acting for sponsors, institutional investors, and sovereign wealth funds. Goodman acts for financial institutions and large corporations on commercial and competition disputes. Pears acts for both issuers and underwriters on domestic and international debt capital market offerings.

✓ **Memery Crystal**

The mid-town firm hires tax specialist **Leigh Sayliss** from Howard Kennedy, where he was head of business and property tax. Sayliss advises on an eclectic range of matters including: real estate tax, ship finance tax, employee incentivisation matters and VAT.

✓ **Mishcon de Reya**

Four hires (two lateral and two vertical) for the London firm this edition: contentious IP lawyer **Campbell Forsyth** arrives from Dentons, where he was co-head of European patent litigation; health and safety specialist, **Kizzy Augustin**, joins from Russell-Cooke Solicitors; international arbitration lawyer, **Alexander Slade**, is welcomed

from Vinson & Elkins, where he was counsel; and private client lawyer **David Whittaker** arrives from Baker McKenzie, where he was a senior associate. Forsyth advises on cross-border patent disputes in the pharma, electronics and telecoms sectors. Augustin joins the white-collar crime and investigations team and will focus on corporate manslaughter and serious health and safety matters. Slade's experience encompasses both investment treaty and commercial arbitration as well as public international law. Whittaker advises on tax planning, asset structuring, succession planning, trust litigation and tax investigations.

✓ **Morgan Lewis & Bockius**

Structured products lawyer **Merryn Craske** joins from fellow US firm, Mayer Brown. Craske has experience of a range of structured products matters but specialises in trade receivables securitisation.

✓ **Orrick**

The US firm swipes employee benefits specialist **Anna Humphrey** from Taylor Wessing. Humphrey advises a range of clients, in particular technology companies, on employee incentives and executive compensation.

✓ **Osborne Clarke**

Financial services regulatory specialist **Paul Harris** arrives from Linklaters, where he was a managing associate. Harris, who focuses on payment services, joins the payments and fintech team at the Bristol headquartered firm.

✓ **Pallas Partners**

The worst kept secret ... Boies Schiller Flexner's former global deputy chair **Natasha Harrison** launches her disputes boutique with a quintet of laterals from her former home: **Matt Getz, Tracey Dovaston, Will Hooker, Fiona Huntriss** and **Neil Pigott** all join the eponymous venture – a nod to the Greek goddess of wisdom, inspiration, warfare, and courage. Harrison's practice focuses on finance and business disputes, distressed debt investments, restructurings, sovereign debt,

cross-border disputes and international enforcement actions. Getz, a corporate crime specialist focuses on investigations, anticorruption due diligence, and regulatory compliance. Financial services regulatory specialist, Dovaston, represents corporates and individuals in global regulatory investigations. Hooker specialises in commercial arbitration and related litigation. Huntriss' experience spans finance litigation, restructuring and general commercial disputes. Pigott specialises in finance disputes, contentious restructurings and special situations.

✦ **Ropes & Gray**

The Boston blue blood welcomes leading antitrust specialist **Annie Herdman** from fellow US outfit, Kirkland & Ellis. Herdman's practice encompasses all aspects of EU and UK competition law, with a particular focus on merger control.

✦ **RPC**

Disputes lawyer **Rathi Thiagamoorthy** joins the IP & technology team from Dentons, where she was a senior associate. Thiagamoorthy's expertise encompasses general commercial litigation, competition disputes and contentious insolvency matters.

✦ **Shearman & Sterling**

A brace of laterals for the New York firm this round-up. Corporate finance lawyer **Maegen Morrison** arrives from Hogan Lovells and international arbitration specialist **Matthew Skinner** relocates from Jones Day's Singapore office. Morrison advises on equity capital markets, mergers and acquisitions and joint ventures. Skinner focuses on disputes across the oil & gas, pharmaceutical, mining, manufacturing, and energy sectors.

✦ **Shoosmiths**

Real estate finance lawyer **Chris Mills** joins the national firm from Osborne Clarke, where he was an associate director. Mills advises borrowers, sponsors and other financial institutions on a range of real estate financings.

✦ **Simmons & Simmons**

The City stalwart adds product liability specialist **David Kidman** from DWF to its disputes team. Kidman specialises in product liability and recall claims and has particular expertise in the life sciences and health sectors.

✦ **Stephenson Harwood**

Two hires (one lateral and one vertical) for the international firm this edition: trade finance specialist **Philip Prowse** joins from Holman Fenwick Willan; and TMT lawyer **Simon Bollans** arrives from Osborne Clarke, where he was an associate director. Prowse specialises in structured commodities trade finance, with a niche in digital trade technologies. Bollans advises suppliers and customers on IT and managed service arrangements, business process outsourcings, systems integration and digital transformation projects.

✦ **TLT**

The Bristol headquartered firm welcomes **Gemma Townley**, a technology and procurement specialist from Sharpe Pritchard. Townley predominately advises public sector clients on IT, procurement and business outsourcing projects.

✦ **Watson Farley & Williams**

The international firm elevates Linklaters' managing associate **Ryan Ayrton**, who joins the projects group. Ayrton advises in the energy and infrastructure sectors on the development, acquisition, and project financing of assets.

✦ **Wedlake Bell**

Private client specialist, **George Merrylees**, joins the City firm from national outfit, Irwin Mitchell. Merrylees advises high-net-worth individuals and related entities on cross-border tax planning, asset structuring and succession.

✦ **White & Case**

The New York firm adds dual qualified (English and South African) capital markets lawyer, **Anthony Colegrave**, from Allen & Overy, where he was counsel. Colegrave advises under both

English and South African law on derivatives, securities lending and financial regulatory matters.

✦ **Wiggin**

The media, technology and IP boutique announces two vertical hires: telecoms and technology specialist, **Marcus Bagnall**, from Linklaters, where he was a managing associate; and libel lawyer, **Alex Wade**, a legal consultant and freelance journalist. Bagnall's experience includes network acquisition and roll-out projects, technology outsourcing and procurement. Wade becomes the CEO of Wiggin's own specialist content practice "Reviewed & Cleared".

✦ **Willkie Farr & Gallagher**

The New York headquartered firm reinforces its insurance transactional and regulatory practice with the addition of corporate insurance specialist **Tim Baumgartner** from DLA Piper. Baumgartner acts for both life and non-life businesses, advising on a range of transactions, including portfolio transfers, restructurings and reinsurance matters. Baumgartner's move follows on from a two-partner transatlantic swoop last year which saw the US firm take the global co-chairs of DLA's insurance practice in both London and New York (reported in our [September-October 2021 edition](#)).

✦ **Wilson Sonsini**

The Silicon Valley tech disruptor boosts its corporate practice by welcoming **Rich Goold** from EY, where he was the global head of its legal technology sector. Goold represents start-ups and scale-ups, focusing his practice on international M&A, fundraising transactions and equity incentivisation work.

✦ **Winckworth Sherwood**

Two recruits for the national firm which elevates: employment and data privacy lawyer **Chris Garrett** from Debevoise & Plimpton, where he was international counsel; and real estate

finance specialist **Nicola Balmer** from Dentons, where she was a senior associate. Garrett advises on a mix of data protection, cyber, employment and partnership law. Balmer acts for both lenders and borrowers across the hotel, office and prime real estate sectors.

✦ **Withers**

Corporate lateral **Sarah Melaney** joins the international firm's technology team from US firm Brown Rudnick. Melaney advises on venture capital, M&A and equity capital markets matters with an angle on impact investment, digital health, clean energy, fintech and edtech.

Related links:

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✔ **The Specialist Partner Team**



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