

Law
Firm
Partner
Moves
in
London

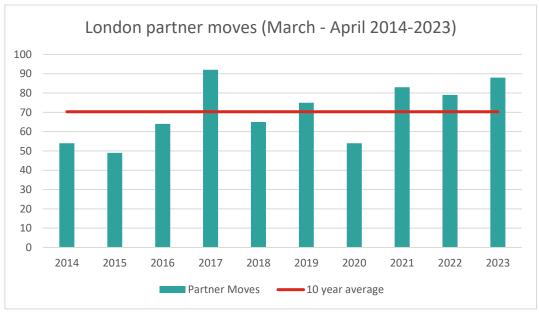
March-April 2023 Issue no. 74



Welcome to the 74th edition of Law Firm Partner Moves in London, 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.

This bi-monthly round-up contains **88** partner moves – up 11% on the same period in 2022 (**79**), and 16% and 25% above the cumulative five-year and ten-year averages (**76** and **70** respectively).







The numbers in this edition are flattered by two factors in particular: **Milbank**'s acquisition of a half-dozen laterals from the London office of clandestine Scottish private equity boutique **Dickson Minto**; and by the enforced departure of a quintet of émigrés from the collapse of the legal services arm of funds boutique **MJ Hudson**. Whilst it was announced at the end of last year that the entire London office of Dickson Minto was to defect to Milbank Tweed (reported in our <u>72nd Edition</u>), in the event, finance lateral **Chris Barron** broke off to join rival New York firm Fried Frank in February 2023 (reported in our <u>73rd Edition</u>) and the final line up of arrivals was not confirmed until their appearance at Milbank in March.

Top partner recruiters in London March – April 2023

•	Milbank	6	(6 laterals)
•	Addleshaw Goddard	3	(3 laterals)
•	Dechert	3	(1 lateral, 2 verticals)
•	Haynes and Boone	3	(3 laterals)
•	Kingsley Napley	3	(3 laterals)
•	Linklaters	3	(3 laterals)
•	Pinsent Masons	3	(3 laterals)

In addition to the above, the following firms all hired 2 partners apiece: Burges Salmon, Charles Russell, Fladgate, Gowling WLG, Shakespeare Martineau, Sidley, Squire Patton Boggs, Stephenson Harwood and Withers.

Team hires

The two most sizable multi-partner team moves this edition were: **Milbank**'s acquisition of a 6 partner private equity and antitrust team from **Dickson Minto** (mentioned above) and Texas born **Haynes and Boone**'s poaching of a 3 partner private funds and venture capital team from (the now defunct) **MJ Hudson.** As per our <u>methodology</u> Edwards Gibson does not record as a "partner move" the transfer of individual partners to their new entity on a formal law firm merger. As such the hire of three contentious construction partners into **Howard Kennedy** - following its acquisition of construction boutique **Corbett & Co** in March 2023 - does not feature in our statistics.

• Highest firm attrition rates in London (laterals only) March – April 2023

•	Dickson Minto	6
•	MJ Hudson	5
•	Weil Gotshal & Manges	3



In addition to the above, 8 firms: BCLP, Harrison Clark Rickerbys, Herbert Smith Freehills, Ince, Latham & Watkins, Linklaters, Shearman & Sterling and Travers Smith all lost 2 London-based partners to rival law firms.

Of interest to market watchers this round-up is an uber rare hire by white shoe firm **Sullivan & Cromwell -** which picks up a private equity lateral from **Allen & Overy**, as well as yet another hire by, traditionally conservative fellow New Yorker **Cleary Gottlieb -** which snaps up its fourth lateral in as many months (this time in the form of a finance partner from **Linklaters**). Despite losing two laterals **Linklaters** itself comes out net positive following its hire of three laterals from: **Shearman & Sterling**, **Travers Smith** and **Latham & Watkins** respectively. Indeed, in a quirky twist of recruitment fate **Linklaters** and **Latham & Watkins** trade partners with the magic circle outfit picking up a corporate infrastructure partner whilst at the same time losing an antitrust lateral to its LA headquartered rival.

The travails of Travers Smith continue ...

In our last edition we commented on the very high lateral attrition rate at **Travers Smith** – which had seen the 80 something partner firm lose no fewer than seven laterals to rivals in the preceding six months (against a 10-year historic attrition rate of one lateral p/a). Unfortunately, the travails of Travers Smith continue into this edition with the silver circle firm losing a further two partners in the form of a private funds specialist (to **Dechert**) and a private equity lateral (to **Linklaters**). As the quality of all the recently departed partners appears to be high (not to mentioned that at the time of writing there appears to be at least two further Travers Smith partners whose profiles have recently been taken down from the firm's website), presumably the management at Snow Hill are considering contingencies – if so, we know an excellent legal recruiter they can speak to!

Ince ... and out

In April it was announced that the 100 something partner AIM listed legal business **Ince Group** was to go into administration. The troubled firm - a chimera comprising two legacy law firms: **Ince & Co** (a shipping, insurance, energy and aviation blue blood) and **Gordon Dadds** (a west end private client flavoured outfit) – has seen a steady stream of defections, including two this edition. Whilst rumours abound of potential suitors for the business, it is probable that the number of partner moves (enforced or otherwise) in our future editions will be bolstered by the flotsam and jetsam from the collapse of Ince Group. Similarly, by our reckoning, three further **MJ Hudson** partners may yet emerge at new homes following that (also listed) firm's winding up of its legal business.



• Also of note in this edition

- 25% (22) of all hires were female.
- 19% (17) of all hires were non-partners moving into partnership.
- 5 firms hired from in-house this edition: Ashurst (from Goldman Sachs), Bird & Bird (from the Information Commissioner's Office), Gately (from Cromwell Property Group), McGuireWoods from Co-Operative Bank) and Norton Rose Fulbright (from Morgan Stanley).

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 <u>here</u> to understand our methodology for compiling Partner Moves



Addleshaw Goddard

A trio of laterals for the international firm this round-up as it welcomes real estate partners **Sarah Atkinson** (from Greenberg Traurig) and **Catherine Williams** (from Shoosmiths) as well as infrastructure, planning and government affairs specialist, **Francis Tyrrell**, from Pinsent Masons. Atkinson advises on mixed use developments, private equity led real estate investments and income strip financings. Williams, who joins as cohead of the living sector, has a particular angle on residential and mixed-use developments. Tyrrell advises on infrastructure consenting and operation, environmental assessment, legislative drafting, and public law.

ASAFO & Co

The Africa-focused outfit hires corporate lateral **Weyinmi Popo** from US firm Akin Gump as its new London managing partner. Popo specialises in private equity and M&A, as well as cross-border transactions with a focus on Africa.

Ashurst

Returning to private practice is litigation and contentious regulatory lawyer **Philip Linton** from Goldman Sachs, where he was a managing director. Linton, who was head of the EMEA litigation and contentious regulatory team at Goldman Sachs, joins the disputes & investigations practice at the international firm.

Bird & Bird

Data privacy lawyer **James Moss** arrives at the technology focused outfit from the Information Commissioner's Office, where he was Legal Director for Regulatory Enforcement. Moss advises on data breaches, defence of regulatory enforcement and other contentious data protection matters.

Boies Schiller Flexner

The US disputes boutique boosts its international arbitration practice with lateral **Andrei Yakovlev**

from Chinese law firm King & Wood Mallesons. Yakovlev's practice includes investor-state and commercial arbitration, concentrating on energy, metals & mining, telecommunications and financial services disputes.

• Baker Botts

Arriving at the Houston-born set-up is energy finance lateral **Tomas Gärdfors** from Norton Rose Fulbright, where he was head of Nordic. Gärdfors, who is dual English and Swedish qualified, advises on debt solutions in the European energy transition and infrastructure space.

• Bryan Cave Leighton Paisner

Private equity real estate specialist **Luke Mines** joins the real estate heavy firm from Morrison & Foerster. Mines advises on corporate real estate involving joint ventures, M&A, real estate funds and private equity.

Burges Salmon

Two lateral hires for the Bristol headquartered outfit this edition as real estate finance specialist **Rohan Campbell** arrives from Maples Teesdale, and corporate lawyer **Andrew Mills** joins from (now defunct) MJ Hudson, where he was head of M&A. Campbell, who will head the firm's real estate finance team, advises lenders and borrowers on investment and development financing matters across the capital stack. Mills, who will split his time between London and Bristol, advises on private equity, infrastructure and general corporate transactions.

• Cadwalader, Wickersham & Taft

Joining the New York firm is finance lateral **Smridhi Gulati** from global outfit Dechert. Gulati advises UK and international lenders with a particular focus on acquisition and leverage finance.



Charles Russell Speechlys

A brace of laterals this round-up for the London headquartered firm as it bags: private client disputes specialist **Ziva Robertson** from McDermott, Will & Emery; and construction lawyer **Francis Ho**, from Penningtons Manches Cooper. Robertson, who was head of private client at her former firm, is a solicitor-advocate who advises on contested estates and trust disputes. Ho advises on non-contentious construction and infrastructure projects.

• Cleary Gottlieb Steen & Hamilton

The New York firm snaps up its fourth lateral of 2023 in the form of finance lawyer **Ed Aldred** from Linklaters, where he co-headed the financial sponsor leverage finance practice. Aldred specialises in cross-border public and private leveraged acquisition and infrastructure financings.

Clyde & Co

A vertical hire for the global firm which elevates corporate and restructuring lawyer **Rob Lowe** from Reed Smith, where he was counsel. Lowe has experience of corporate restructuring and general corporate M&A across a range of industry sectors including energy, natural resources, commodities and insurance and re-insurance.

Cripps

Employment lateral **Sarah Glockler** joins the Kent headquartered firm from Memery Crystal. Glockler advises on a range of employment and HR matters with a particular focus on contentious work.

Dechert

A trio of hires (two vertical and one lateral) for the global firm this edition which welcomes: private funds lateral **Sam Kay** from Travers Smith; competition lawyer **Saira Henry** from Orrick, where she was a senior associate; and structured finance specialist **Aaron Scott** from Paul Hastings,

where he was an associate. Kay, who was head of investment funds at his former firm, advises private equity, infrastructure, private debt and real estate clients on a range of matters including: fund formations, co-investments and secondaries. Henry, whose move is a team follow-on with antitrust lateral Douglas Lahnborg (reported in our <u>last edition</u> (73rd)), advises on EU and UK competition law and the UK national security regime. Scott advises on structured finance and securitisation, with a focus on CLOs.

Dentons

Finance lawyer **Richard Sharples** emerges at the global verein after a year-long career break following his departure from Clifford Chance. Sharples specialises in leveraged finance, debt restructuring, private equity, acquisition finance, corporate and syndicated lending.

DLA Piper

The global leviathan elevates finance lawyer Konstantinos (Kos) Vavelidis from Paul Hastings, where he was an associate. Vavelidis has experience of structured finance, securitisation and derivatives matters but has a particular niche advising arrangers and managers in CLO transactions.

• Eversheds Sutherland

Energy and infrastructure specialist **David Wyles** re-emerges at the Anglo-American outfit after a six month hiatus following his departure from Herbert Smith Freehills last year. Wyles, who was head of infrastructure M&A at his former firm, advises on the financing and refinancing of energy and infrastructure assets.

EY Law

The big-four professional services firm strengthens its legal TMT practice with **Charlotte Walker-Osborn** from Eversheds Sutherland, where she was international head of the technology and artificial intelligence sectors.



Walker-Osborn has a broad range of TMT expertise with an angle on artificial intelligence.

Fieldfisher

Life sciences regulatory lawyer **Robert Jappie** arrives at the European firm from the (now insolvent) listed outfit Ince. Jappie advises on food/agri-tech and healthcare - with a particular focus on cannabis regulation.

Fladgate

Two lateral hires for the London firm this roundup as corporate lawyer **Tessa Trevelyan Thomas** joins from BDB Pitmans, while commercial technology specialist **Nathan Evans** arrives from the Cambridge office of Harrison Clark Rickerbys. Trevelyan Thomas' practice is focused on public and private M&A. Evans advises on procurement projects in the tech and outsourcing sphere.

Freeths

The national firm welcomes dispute resolution lateral **Paul Kinninmont** from litigation boutique CANDEY. Kinninmont's practice is focused on international arbitration and commercial litigation across several sectors and jurisdictions.

Gateley

Making the switch from in-house to the UK listed outfit is private funds specialist **James Gee** from Cromwell Property Group, where he was interim head of legal and compliance. Gee's experience includes advising fund managers, investors and teams on fund structures, fundraisings and related regulatory matters.

Gowling WLG

Corporate tax duo, **Matthew Poole** and **Paul Shaw** join the Anglo-Canadian outfit from Bryan Cave Leighton Paisner. Poole and Shaw both have a focus on commercial property taxation including acquisitions, disposals, development, real estate finance, property funds, joint ventures and cross-border investment structures.

Greenberg Traurig

Finance lateral **Sierra Taylor** arrives at the global top 20 firm from fellow US outfit Paul Hastings. Taylor, who has directory rankings for both real estate finance and funds finance, advises investment banks as well as debt and investment funds.

Haynes and Boone

The Texas-headquartered firm scoops up a three partner private funds and venture capital team from the, now defunct, funds boutique MJ Hudson. The trio comprising: **Karma Samdup**, (who joins as head of private funds and venture), **Andrew Pannell** and **Ronan McCann**, undertake a mix of asset management and corporate matters with a focus on the venture capital space.

• Herbert Smith Freehills

Arriving at the silver circle firm this edition is construction lateral **Matthew Bool** from Ashurst, where he was co-head of non-contentious construction. Bool acts for employers, developers, investors and lenders on construction documentation for large real estate developments.

Hogan Lovells

Making the switch to the global firm is corporate energy lateral **Alastair Young** from Bracewell, where he co-chaired the oil and gas projects group. Young advises on M&A, cross-border joint ventures and the development of major energy projects.

Howard Kennedy

Alongside the acquisition of construction boutique Corbett & Co - which sees Howard Kennedy elevate three contentious construction lawyers (all of whom were counsel or director at their previous firm) into its partnership - the London firm welcomes real estate lateral **Huseyin Huseyin**, from Harold Benjamin. Huseyin, who was head of development at his previous firm,



specialises in residential and mixed use development.

Hunters Law

Corporate and commercial lateral **Piers Larbey** joins the Lincoln's Inn firm from Fletcher Day. Larbey advises on an eclectic range of corporate and commercial matters including M&A, reorganisations, joint ventures and investment agreements.

Irwin Mitchell

After spending less than a year at west end firm Collyer Bristow, commercial litigation and arbitration lateral **David Vaughan**, arrives at the national firm. Vaughan has an eclectic disputes practice across a range of sectors.

Kingsley Napley

The London firm welcomes three laterals this edition: insolvency and restructuring duo Daniel Sejas and Nick Hughes arrive from Harrison Clark Rickerbys, where Sejas was head of restructuring and insolvency; and disputes specialist Melanie Hart joins from (the now insolvent) law firm Ince. Sejas who will lead the firm's restructuring and insolvency practice, advises on both contentious non-contentious restructuring insolvency. Hughes focuses on knock about corporate and personal insolvency litigation. Hart advises on a wide range of contentious matters including: commercial litigation, IP disputes, professional negligence, fraud, contentious trusts and enforcement.

Kirkland & Ellis

ESG lateral **Rhys Davies** joins the Chicago spawned powerhouse from DLA Piper, where he was head of international sustainability and ESG. Davies advises private equity firms, public companies and project sponsors on the design and implementation of ESG strategies.

Latham & Watkins

The Californian founded outfit snaps up antitrust lateral **Simon Pritchard** from Linklaters. Whilst Pritchard has experience across a range of antitrust matters, he specialises in UK and EU merger control with extensive experience of Phase II merger procedures.

Linklaters

The magic circle firm poaches a trio of laterals this edition: corporate infrastructure specialist **John Guccione** joins from Latham & Watkins, private equity lawyer **Genna Marten** is welcomed from Travers Smith, and finance specialist **Rahul Chatterji** makes the move from Shearman & Sterling. Guccione advises financial sponsors on M&A and financing transactions in the infrastructure and energy sector. Marten acts for private equity and financial sponsors together, with their portfolio companies, on transactional and advisory matters. Chatterji, who is expected to make the move to the Singapore office later this year, specialises in leveraged finance and private credit.

McDermott Will & Emery

Joining the Chicago headquartered firm this edition is corporate lateral **Peter Lu** from Baker McKenzie. Lu joins as global head of the firm's China practice and specialises in corporate matters including M&A, joint ventures, directors' duties and restructurings.

McGuireWoods

Prodigal Son ... returning to the Virginia-based firm following a four-year stint in-house is finance lawyer **Alan Holliday** from The Co-Operative Bank, where he was a senior legal officer. Holliday advises on debt finance and related financial services matters.

Michelmores

Contentious IP lateral **lain Connor** joins the Exeter headquartered firm from Pinsent Masons.



Connor advises on IP disputes across a range of industry sectors including retail and consumer; technology, FMCG, life sciences and financial services.

Milbank

Following the announcement in December 2022 that the London office of clandestine Scottish private equity boutique Dickson Minto was to defect to Milbank, the New York firm confirms the final line-up as comprising six laterals; transactional private equity lawyers: Jordan Simpson, Paul Buchan, James McClymont, Andrew Nuthall and Lara Watt join alongside antitrust specialist Ajal Notowicz. The private equity team, led by Simpson, advises PE houses, financial sponsors and other stakeholders on private acquisitions, leveraged buyouts, minority investing, consortium deals and portfolio company bolt-ons. Notowicz, who headed the competition team at Dickson Minto, specialises in merger control and FDI matters. Whilst it was confirmed by Milbank in December 2022 that the entire seven partner London office of Dickson Minto was due to port to Milbank, in the event, finance lateral Chris Barron broke off to join rival New York firm Fried Frank in February 2023 (reported in our 73rd Edition).

Norton Rose Fulbright

Making the switch from in-house is finance lawyer **Christian Lambie** from Morgan Stanley, where he was legal counsel. Lambie, formerly a partner at Allen & Overy, is a securitisation specialist with experience in commercial mortgage-backed securities, structured finance, distressed portfolio trading and workouts.

O'Melveny & Myers

Following raids by rivals on its once mighty private funds team (which saw it lose most of its London partnership in 2019), the Los Angeles headquartered firm fights back with its first lateral hire since 2017 in the form of restructuring

and finance lateral **Greg Campbell** from Gibson Dunn & Crutcher. Campbell advises creditors, and investors on cross-border restructurings, financings and special-situations transactions.

Paul Hastings

The US firm snaps up international arbitration specialist **Garreth Wong** from Shearman & Sterling. Wong, who joins his new firm as global co-chair of international arbitration, primarily advises on commercial and construction arbitrations but also has experience of investment treaty arbitrations, commercial litigation and global investigations.

Penningtons Manches Cooper

Arriving at the London and south-east focused firm this round-up is corporate tax specialist **Oliver Gutman** from national firm Shakespeare Martineau. Gutman advises on the tax aspects of restructurings, debt finance, real estate and corporate transactions.

Pinsent Masons

A trio of lateral hires for the national firm this round-up: international arbitration specialists **Sylvia Tonova** (from Jones Day) and **Graham Coop** (from Volterra Fietta) arrive alongside IT and cyber disputes specialist **Eleanor Ludlam** from DAC Beachcroft. Tonova and Coop, who both join as co-heads of investor-state disputes and public international law, advise on international arbitration proceedings with a focus on the energy, natural resources and infrastructure sectors. Ludlam has particular experience acting for both insurers and policy holders on cyber, data and privacy disputes.

Proskauer Rose

A vertical hire for the New York headquartered firm this edition, as competition specialist **Mary Wilks** joins from Freshfields, where she was counsel. Wilks' advises on a broad range of EU



and UK competition law, merger control and foreign investment advice.

Reed Smith

The global firm expands its restructuring and insolvency team by elevating **Linton Bloomberg** from Weil Gotshal & Manges, where he was a senior associate. Bloomberg's experience includes cross-border restructurings, creditor and debtor representations, pensions restructuring and insolvency litigation.

RPC

The international firm welcomes contentious intellectual property lawyer **Matthew Jones** from patent boutique EIP. Jones specialises in UK and cross-border patent disputes in the life sciences and technology sectors.

Russell-Cooke

Non-contentious construction lateral **Pippa Beesley** joins the London set-up from national firm Bevan Brittan. Beesley advises on the construction aspects of real estate developments and transactions.

Seladore Legal

The London disputes boutique welcomes white collar crime lateral **Dan Hudson** from Herbert Smith Freehills. Hudson advises on fraud and regulatory investigations, as well as matters relating to money laundering, bribery and sanctions.

Shakespeare Martineau

A brace of laterals for the national firm this round-up. Vanessa Joll joins as head of real estate disputes from DMH Stallard, and commercial litigator Mark Rondel arrives from EMW Law. Joll advises developers, local authorities, landlords and tenants on commercial and residential property disputes. Rondel's eclectic practice includes general commercial litigation and solicitors' negligence.

Sidley Austin

Private equity duo, James MacArthur and Ed Freeman join the Chicago headquartered firm from Weil Gotshal & Manges. MacArthur and Freeman, who have a particular focus on the infrastructure sector, advise financial sponsors on M&A, equity investments, co-investments, IPOs and related transactions.

• Squire Patton Boggs

Two hires (one vertical and one lateral) for the global verein which welcomes: private funds specialist **Robert Eke**, from MJ Hudson; and international arbitration specialist **Naomi Briercliffe** from Allen & Overy, where she was counsel. Eke advises on fund formations, primary investments, secondary transfers, coinvestments and related projects. Briercliffe has experience in international commercial and investor-state arbitrations.

• Stephenson Harwood

Two vertical hires for the international firm this round-up: disputes lawyer **David Capps** joins from Ashurst, where he was a senior consultant after standing down from the partnership last year; and immigration specialist **Jessica Yu** arrives from Macfarlanes, where she was a senior associate. Capps specialises in financial regulatory enforcement, internal investigations and finance-related disputes. Yu, who will head the immigration team at her new firm, provides UK immigration and nationality advice to a range of clients including high-net-worth individuals and corporates.

• Steptoe & Johnson

A vertical hire for the US outfit, which welcomes disputes lawyer **Jonathon Egerton-Peters** from Skadden, Arps, Slate, Meagher & Flom, where he was counsel. Egerton-Peters advises on international arbitration and commercial disputes matters, including tax controversies,



contentious restructuring and competition investigations.

Sullivan & Cromwell

In a rare lateral hire Allen & Overy private equity specialist **Karan Dinamani** makes the switch to the uber conservative New York firm. Dinamani acts for private equity houses and other financial sponsors on cross border M&A and corporate finance transactions.

Taylor Wessing

The real estate practice at the European firm welcomes **Leona Ahmed** from Addleshaw Goddard, where she was onetime head of the London office and divisional head of real estate. Ahmed advises international investors in commercial real estate projects, development, and investment matters.

TLT

The Bristol headquartered outfit elevates finance specialist **Steve Downey** from Squire Patton Boggs, where he was a legal director. Downey has experience of a wide range of debt finance matters including: securitisations, receivables finance, asset-based lending, structured lending and general banking.

Watson Farley & Williams

Prodigal daughter ... in a vertical hire the international firm welcomes back corporate tax lawyer **Claire Miles** from US firm Willkie Farr & Gallagher, where she was a senior associate. Miles advises on the tax aspects of company reorganisations, fund structuring and cross-border finance matters.

Wedlake Bell

The City firm boosts its commercial practice with **Jake Ghanty** from Deloitte Legal where he was head of financial regulation. Ghanty advises on financial services regulatory matters across a

range of sectors including retail banking, payments and insurance.

Weil Gotshal & Manges

Joining the New York firm is private equity infrastructure lateral **Brendan Moylan** from Latham & Watkins. Moylan acts for infrastructure funds and direct investors across infrastructure assets, including utilities, transport, renewables, technology, communications, and social infrastructure.

White & Case

Antitrust lateral **Michael Engel** arrives at the New York firm from Kirkland & Ellis. Engel, who is English and German qualified, specialises in advising on multi-jurisdictional mergers requiring merger control approval from the CMA, European Commission and other regulators around the world.

Womble Bond Dickinson

The transatlantic firm welcomes insolvency lateral **Amy Gallimore** from south west firm Ashfords. Gallimore specialises in corporate and personal insolvency law, representing insolvency practitioners and stakeholders affected by financial distress.

Withers

Two lateral hires for the international firm this edition: commercial disputes lawyer Henry Farris arrives from Mishcon de Reya; and property litigator Owen Talfan Davies is welcomed from Fieldfisher. Farris specialises in financial services and banking litigation with a focus on private equity and investment fund disputes. Talfan Davies' advises on disputes in the real estate sector.



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• The Specialist Partner Team



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