

Law
Firm
Partner
Moves
in
London

◆ May – June 2024
Issue No. 81

Welcome to the 81st 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.

✦ **A summary of the first half of 2024**

This edition marks the midpoint of 2024 and, in addition to our usual bi-monthly report, we have included some facts and figures below comparing the partner-level recruitment activity in the first half of 2024 with that over the same period of the past five years.

The first half of 2024 saw the continuation of [last year’s record year for partner hires](#). There were a total of **265** announced partner moves, up on the **257** we saw last year, and **7%** higher than the five-year average for the same period - (**248**).



The most prolific hirer in the first half of 2024 was **Simmons & Simmons** which welcomed **12** partners (**9** of whom were laterals) succeeded by **Kirkland & Ellis** (**11** partners; **4** of whom were laterals) and **Pinsent Masons** (**9** partners; **6** of whom were laterals).

◆ **Top partner recruiters in London 2024 (inclusive of hires from non-partnership)***

Simmons & Simmons	12	(9 laterals)
Kirkland & Ellis	11	(4 laterals)
Pinsent Masons	9	(6 laterals)
Charles Russell Speechlys	8	(6 laterals)
King & Spalding	7	(6 laterals)
McDermott Will & Emery	7	(6 laterals)
Paul Weiss	7	(5 laterals)
DLA Piper	6	(5 laterals)
White & Case	6	(4 laterals)
Paul Hastings	5	(3 laterals)
Perkins Coie	5	(3 laterals)
RPC	5	(3 laterals)

* To 30 June 2024

On the other side of the coin, over the same period, **Deloitte Legal, Linklaters** and **Paul Hastings** suffered the highest attrition, losing **7** lateral partners apiece in London.

◆ **Firms with largest attrition in London 2024 (partnership to partnership moves only)***

Deloitte Legal	7
Linklaters	7
Paul Hastings	7
Cadwalader	5
EY Law	5
Goodwin Procter	5

* To 30 June 2024

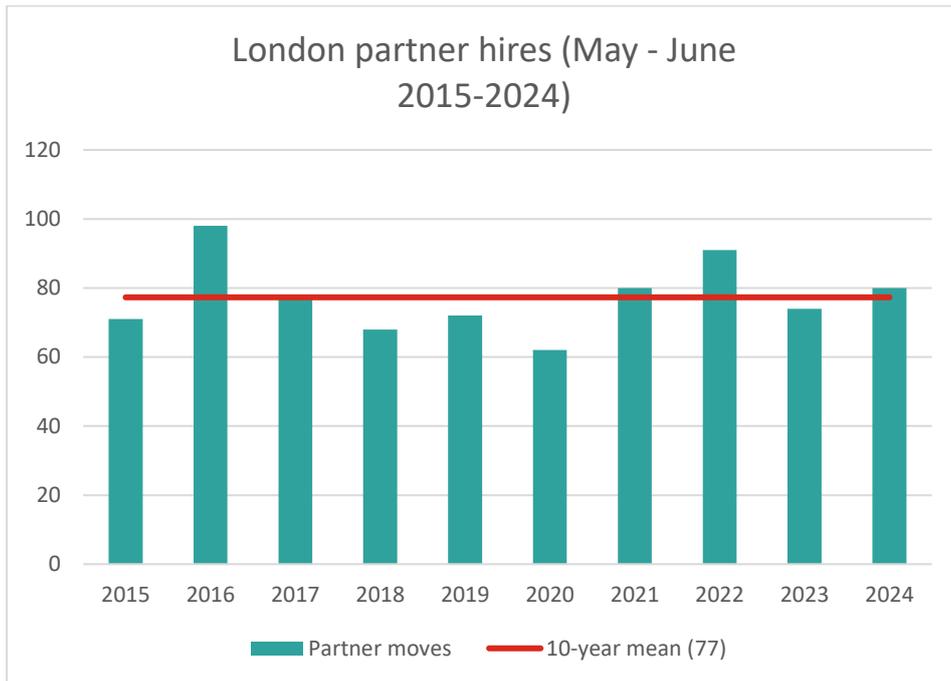
◆ **Other Fun Facts from the first half of 2024**

- **37%** of all moves so far in 2024 were female (**97**).
- **4%** of all moves (**11**) were in-house lawyers moving into law firm partnerships.
- **25%** of all moves (**67**) were vertical hires (non-partners elevated to partnership upon moving from another law firm).

◆ **May – June 2024**

This bi-monthly round-up contains **80** partner moves – **8%** up on the **74** we saw for the same period in 2023 and **3%** up on the cumulative five-year and ten-year averages for the same period – which both sit at **77**.





🔪 Top partner recruiters in London May – June 2024

Simmons & Simmons	7	(6 laterals)
King & Spalding	5	(4 laterals)
Perkins Coie	5	(3 laterals)**
Latham & Watkins	4	(4 laterals)
McDermott Will & Emery	4	(3 laterals)

** Includes a former partner returning to private practice after a 3-year absence

In addition, eleven firms, hired two partners each: **Addleshaw Goddard, Browne Jacobson, Clifford Chance, Covington & Burling, Greenberg Traurig, Hogan Lovells, Kirkland & Ellis, Paul Weiss, RPC, Squire Patton Boggs, and Stephenson Harwood.**

◆ **Firms with largest attrition in May – June 2024 (partnership to partnership moves only)**

Cadwalader	5
Cahill Gordon & Reindel	3
Deloitte Legal	3
EY Law	3
Morrison & Foerster	3***

*** Excludes a lateral departure from the Brussels office joining another firm in London

In addition, six firms lost two partners each: **A&O Shearman, Eversheds Sutherland, Gateley, Osborne Clarke, Sidley Austin, and Travers Smith.**



◆ **Team hires May – June 2024**

The most sizable multi-partner team move this edition was Atlanta headquartered **King & Spalding's** hire of a five-partner funds finance team from Cadwalader. In addition, two firms hired three partner teams: **Latham & Watkins** (finance from Cahill Gordon & Reindel) and **Simmons & Simmons** (TMT from Deloitte Legal).

Lastly, five firms hired two partner teams: **Browne Jacobson** (technology and commercial from EY Law); **Covington & Burling** (private equity real estate from Sidley Austin); **McDermott Will & Emery** (real estate from Fried Frank and finance from Morrison & Foerster); **Perkins Coie** (corporate from White & Case in Prague) and **Simmons & Simmons** (private equity and acquisition finance from Osborne Clarke).

◆ **Top 50 US firm launches in London**

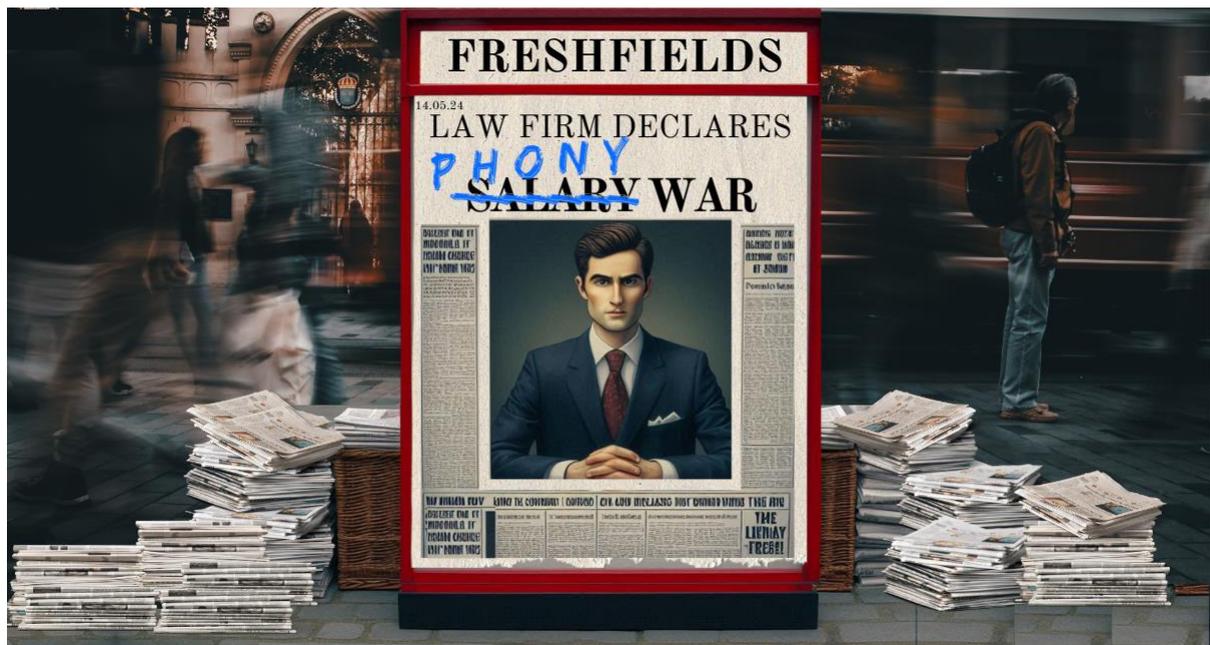
Technology flavoured Seattle outfit - **Perkins Coie** - launched its London office in May with an eclectic quintet of corporate partners comprising: storied rainmaker **Ian Bagshaw** (who returns to private

practice three years after retiring from White & Case, where he was global co-head of private equity); two in-house General Counsel; and two laterals from White & Case in Prague.

◆ **Freshfields starts a salary war ... more Sun Tzu than Milton Friedman**

In May, **Freshfields Bruckhaus Deringer** dramatically hiked the base compensation for its newly qualified lawyers (NQs) in London by 20%; from £125,000 to £150,000. The move by the Magic Circle firm was surprising because, whilst the partner market has so far remained reasonably robust through 2024 (primarily on account of law firms hoping to grow by “buying” books of business from rainmaker laterals), overall, the market for legal services has been soft – certainly relative to the post-covid bounce. Indeed, having ramped up associate leverage for a short-lived economic boom, many law firms have found themselves overstaffed, particularly at the very junior NQ level.

From a purely economic (supply and demand) perspective a law firm salary war is puzzling... Indeed, this is the first time in history that such dramatic hikes have occurred in the absence of a wider economic boom.



Perhaps unsurprisingly, Freshfields’ move has been followed by all bar one of the Magic Circle quintet, leaving just **Slaughter and May** as a hold out. The move, which narrows the differential for NQ (First Year) English qualified associates to, by far, the closest that it has ever been in proportion to full New York Rates, has inevitably put pressure on other firms. Indeed, some mid-Atlantic Rate paying US firms, have reacted with their own dramatic hikes and, if history is any guide, UK law firms further down the pecking order will eventually be impacted by the gravitational pull - at least in relation to elevating the totemic NQ rate - which for law students and associates alike, is often a proxy for the objective quality of a given firm.

From a purely economic (supply and demand) perspective a law firm salary war is puzzling. The UK associate hire market is relatively weak, with virtually zero demand from law firms for external NQs and, unlike the US, whose economy has remained relatively strong throughout, the end of 2023 saw a technical recession in the UK. Indeed, this is the first time in history that such dramatic hikes have occurred in the absence of a wider economic boom.

As we argue in [Breaking The Circle - the real significance of Freshfields pay bonanza is far more profound than just another Big Law salary arms race](#), it is probable that Freshfields' latest salary offensive in such a tepid market was a very deliberate statement to help distance itself from its Magic Circle peers. For some time Freshfields has been actively eschewing the term "Magic Circle", seeing it as too British and inconsistent with its designs to be a major player in the US, preferring instead the moniker "global elite". No matter that its erstwhile peers have followed suit; by upping the ante so dramatically, Freshfields has once again set the UK Big Law agenda. Moreover, aside from non-globalist Slaughter and May, Freshfields is in better financial shape than the rest of the Magic Circle coterie so, by forcing its rivals to add so much additional fixed costs to their balance sheets, it can always hope that one of them may just blow a gasket!

Whilst Freshfields' recent associate pay hikes are unlikely to be welcomed by its UK rivals, in practice, the costs of following suit will not be as significant as it may at first seem. This is because, since the breakdown of strict associate lockstep (where a given lawyer's base compensation increased by a defined amount each year in accordance with their level of post qualified experience (PQE)) more than a decade ago, compensation hikes at UK law firms have been overwhelmingly focused on the totemic NQ level with often only minimal hikes for more senior associates.

Whilst Freshfields' recent associate pay hikes are unlikely to be welcomed by its UK rivals, in practice, the costs of following suit will not be as significant as it may at first seem.

For those Mid-Atlantic Rate paying US firms looking to maintain a 20% differential on the new Freshfields rates by, adopting Full New York Rates (the Cravath Scale) in London, things will be a lot more expensive because, due to the continuation of defined associate lockstep on the Cravath Scale, compensation hikes will need to be more uniform across all PQE levels.

◆ Paul Weiss – Blackjack!



With two more London partner hires announced in the past two months, by our reckoning, **Paul Weiss** – the City’s Big Law equivalent of an exploding super nova – has hired no fewer than 21 partners to its Air Street office since its fiery European re-birth in August last year (this excludes a couple of partners who will be splitting their time between London and elsewhere, and two internal promotions in June).

The impact of the covetous New Yorker on the highest levels of the London legal services market over such a short period has been profound; certainly, greater than any previous law firm launch or re-launch this city has ever seen. Whether it be: re-calibrating expectations with (reportedly) \$20 million headline compensation for its favoured laterals; the huge knock-on effect down the chain as hapless rivals have scrambled to re-stock anchor rainmakers; or (ultimately the most important metric of all) instructions on significant European mandates - Paul Weiss has proved the adage “there is always room at the top!”

It is probable that the only reason the New York firm has even been able to make vertical hires, not to mention rapid internal partner promotions, is because of the recent abandonment of its, once sacrosanct, all-equity partnership structure.

Significantly, the Wall Street firm’s two most recent hires – a Counsel from **Linklaters** and a Senior Associate from **Clifford Chance** – are its first ever “vertical” (non-partner into partnership) recruits as opposed to “lateral” (partner-to-partner) hires in London. Whilst vertical hires are not exactly cheating – indeed, some of the most successful rainmakers in the City originally got their big break as vertical

hires - the carrot of “day-one partnership” sure makes luring top (non-partner) talent a whole lot easier. It’s a template snatched from the playbook of arch-rival **Kirkland & Ellis** and used to phenomenal success in that firm’s more than decade-long rapid expansion.

It is probable that the only reason the New York firm has even been able to make vertical hires, not to mention rapid internal partner promotions, is because of the recent abandonment of its, once sacrosanct, all-equity partnership structure. Whilst all-equity partnerships convey many advantages to elite law firms, they are structurally inflexible and, due to the high bar to entry, make rapid partner expansion exponentially more problematic (not to mention eye watering expensive!)

So having already elbowed its way into a prime seat at London’s Big Law top table by removing all house limits, it seems the New York Patrician can keep playing into the small hours by either doubling down for the odd lateral “whale” or, with its new-found ability to make smaller (less risky) bets, patiently accumulate chips bit-by-bit at the expense of its rivals for whom the Blackjack term “HIT ME!” may have whole different connotations.

✦ Other Fun Facts May – June 2024

- **31%** of moves this edition were female (**25**)
- **3** firms hired from in-house: **Clifford Chance** (from Competition and Markets Authority), **Perkins Coie** (from Phrase and Bud Financial Group) and **Travers Smith** (from Blackstone Credit and Insurance).
- **25%** of all moves (**20**) were vertical hires (non-partners elevated to partnership upon moving from another law firm).

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**

Two vertical hires for the international firm this edition as it elevates: tax lawyer **Kyle Rainsford** from Travers Smith, where he was a senior counsel; and competition specialist **Laila Wood** from Clifford Chance, where she was a senior associate. Rainsford specialises in real estate tax, advising institutional investors and funds on the tax aspects of real estate investment, development and financing. Wood covers merger control and investigations across a range of sectors including TMT, pharmaceuticals, financial services and private equity.

◆ **Ashurst**

The disputes and investigations team at the global firm adds product safety and liability lateral **Sarah-Jane Dobson** from Kennedys. Dobson advises on product safety, product liability and consumer litigation matters with an angle on the automotive, chemicals, consumer goods, cosmetics and life science sectors.

◆ **BBA/Fjeldco**

The Icelandic firm welcomes US qualified private equity veteran **John Van de North** from Goodwin Procter. Van de North, who joined his new firm in February this year, advises private equity sponsors on cross border leveraged buyouts, restructurings, industry roll-ups and venture financings.

◆ **Blake Morgan**

Prodigal Daughter ... following a four-year sojourn to rival firm Lewis Silkin, planning lawyer **Sara Hanrahan** returns to her previous role at the national firm. Hanrahan, who re-joins as head of planning, advises on a wide range of planning matters on behalf of developers, housing associations and local authorities.

● **Bracewell**

After a 12-month stint at Reed Smith, which he [joined from Willkie Farr & Gallagher last year](#), corporate lateral **François Feuillat** defects to the

US energy, finance and technology firm. Feuillat advises on private equity and M&A transactions across the energy, infrastructure, industrial and technology sectors.

◆ **Browne Jacobson**

Technology and commercial duo **Rowan Armstrong** and **Alex Mason** arrive at the national firm from EY Law. Armstrong and Mason advise on a broad range of technology, commercial, JV and sourcing contracts with a particular angle on the financial services sector.

◆ **Cleary Gottlieb**

Debt finance specialist **Alexander van der Gaag** makes the switch to the New York firm from Kirkland & Ellis. Van der Gaag advises private equity firms and corporates on leveraged finance acquisitions, private credit, syndicated lending, infrastructure, and real estate finance.

◆ **Clifford Chance**

Two hires for the magic circle firm this edition as it welcomes: derivatives and structured products lateral **Dan Shurman** from newly merged A&O Shearman; and antitrust specialist **Michael Grenfell** from the Competition and Markets Authority. Shurman specialises in equity financings, structured products and hedging transactions. Grenfell, who until February this year was the executive director of enforcement at the CMA, advises on anti-trust enforcement, abuse of dominance, cartels and consumer protection law.

◆ **Clyde & Co**

Real estate specialist **Rachel Orton** is welcomed by the international firm from Addleshaw Goddard, where she was head of senior living. Orton, whose practice covers all aspects of investment, development, and financing of real estate assets, has a particular specialism in the living sector with a focus on BTR, student accommodation, and senior living.

- ✦ **Covington & Burling**
Private equity real estate laterals **Lyndsey Laverack** and **Jade Williams-Adedeji** defect to the Washington DC headquartered firm from Sidley Austin. The duo focus on private equity transactions involving real estate, including buy-outs of operating real estate businesses, and acquisitions and disposals of real estate portfolios and single assets.
- ✦ **Curtis**
The atypical New York firm bolsters its disputes offering with barrister **Thomas Francis** from 4-5 Gray's Inn Square. Francis advises on international arbitration, public international law and commercial litigation as well as domestic public law and human rights claims.
- ✦ **DAC Beachcroft**
Joining the national firm this edition is data protection and privacy lawyer **Peter Given** from EY Law, where he was co-head of the data protection advisory team. Given advises on data processing and transfer, outsourcing arrangements, data breaches and regulatory investigations, with a focus on the financial services and retail sectors.
- ✦ **Davis Polk**
In a rare lateral hire, the white shoe firm lures leveraged finance specialist **Luke McDougall** from Paul Hastings, where he was co-chair of the global finance practice. McDougall advises arrangers, direct lenders, equity sponsors and corporate groups on UK and cross-border leveraged finance, corporate finance and restructuring matters.
- ✦ **Dentons**
In a vertical hire, the global firm elevates competition disputes lawyer **Laura Whyatt** from Willkie Farr & Gallagher, where she was an associate. Whyatt advises on UK competition litigation as well as cartel and abuse of dominance proceedings before EU courts.
- ✦ **Dorsey & Whitney**
The Minneapolis-spawned set-up bolsters its employment offering with specialist **Lisa Patmore** from virtual law firm Co-Counsel Limited. Patmore advises employers, sellers and purchasers on a range of contentious and non-contentious employment law matters.
- ✦ **DWF**
The once-listed, now private equity-owned, firm welcomes private funds specialist **Ravi Longia** from Gateley as its new UK head of investment funds. Longia advises private fund sponsors, asset managers and other market participants on a range of matters, with a focus on venture capital, private equity and real estate strategies.
- ✦ **Faegre Drinker**
Making the switch to the Minneapolis headquartered set-up is investment funds and financial services lateral **Michelle Moran** from K&L Gates. Moran advises on the establishment, authorization, management and distribution of retail and institutional investment funds in the UK, Ireland, Luxembourg and Jersey.
- ✦ **Fladgate**
The London firm bolsters its construction practice with lateral **Joanne Kelly** from Memery Crystal, where she was head of construction and engineering. Kelly acts for developers, contractors, sub-contractors and funders in the construction and energy sectors on both contentious and non-contentious matters.
- ✦ **Forsters**
Disputes specialist **Steven Richards** joins the property and private client flavoured West End firm from Foot Anstey, where he headed the fraud team. Richards has an eclectic range of commercial litigation experience with a focus on fraud and contentious insolvency.

✔ **Gowling WLG**

Construction disputes lateral **Jessica Tresham** defects to the Anglo-Canadianverein from Womble Bond Dickinson. Tresham advises contractors and other market participants on a range of contentious construction and engineering matters together with related insurance disputes.

✔ **Greenberg Traurig**

A brace of laterals for the global firm as it bags: real estate finance savant **Duncan Hubbard** from Cadwalader; and corporate tax specialist **Sophie Allen** from Morrison & Foerster. Hubbard advises funds, financial institutions and investors on property finance transactions ranging from single assets to multi-jurisdictional cross-border deals. Allen, who joins as co-chair of the London tax practice, advises private equity houses and corporates on the tax aspects of domestic and cross-border PE and M&A transactions.

✔ **Haynes & Boone**

Clifford Chance lateral **Mark Payne** decamps to the Texas-headquartered outfit to launch a London real estate offering. Payne advises on both direct and indirect real estate encompassing a wide range of assets including: data centres, offices, retail, residential, logistics and hotels.

✔ **HFW**

In a vertical hire, the international trade firm elevates construction disputes specialist **Tom Hutchison** from Freshfields, where he was a counsel. Hutchison primarily advises on contentious construction on major projects in the oil and gas, energy, infrastructure, transport, nuclear and utilities sectors.

✔ **Hogan Lovells**

Two new faces for the global firm this edition as it welcomes: restructuring and special situations lateral **Sam Norris** from Ropes & Gray; and corporate insurance lawyer **Edward Steward** from Slaughter and May, where he was a senior

counsel. Norris represents the private capital industry on the leveraging of private equity investments, special situations, distressed investing and other credit opportunities. Steward advises both life and non-life clients on a range of matters, including M&A, reorganisations, insurance and reinsurance arrangements, de-risking and insurance regulation.

✔ **King & Spalding**

The Atlanta headquartered outfit adds a five-partner team (four laterals and one vertical) from Cadwalader led by funds finance partner **Samantha Hutchinson**. Joining alongside Hutchinson are fellow funds finance specialists: **Nathan Parker**, **Mathan Navaratnam** and **James Hoggett**, who was special counsel at his previous firm; and ESG Finance lateral **Sukhvir Basran**. Hutchinson, Parker, Navaratnam and Hoggett advise financial institutions and private market managers across a range of fund finance products, including subscription facilities, NAV, hybrid products and GP and co-invest facilities. Basran advises corporates and financial institutions on ESG strategies, policies, disclosure and reporting as well as the incorporation of financing and impact investment structures into mainstream transactions.

✔ **Kirkland & Ellis**

Two vertical hires for the world's highest grossing law firm as it elevates corporate tax lawyer **Sivanti Devakumar** from Travers Smith, where she was a senior associate; and finance lawyer **Tian Sun** from Latham & Watkins, where she was an associate. Devakumar advises corporates, asset managers, institutional investors and management teams on tax and structuring matters. Sun advises on banking and finance transactions, with a focus on sponsor driven leveraged and acquisition finance matters in Europe, North America and Asia.

✦ **Latham & Watkins**

A quartet of hires for the Los Angeles spawned firm as it welcomes back corporate infrastructure lateral **John Guccione**, from Linklaters; and restocks its lender side leveraged finance offering with a three-partner team comprising laterals: **Jonathan Brownson**, **Joydeep Choudhuri** and **Prue Criddle**, from New York headquartered rival Cahill Gordon & Reindel. Guccione [who returns after a year-long sojourn to the magic circle firm](#), advises financial sponsors on M&A, restructuring and financing transactions in the infrastructure and energy sector. Brownson, Choudhuri and Criddle (who all moved to Cahill from Allen & Overy in 2020/21) predominately advise lenders on domestic and cross border leveraged financings, restructuring and investment grade finance.

✦ **Linklaters**

Leading M&A and equity capital markets specialist **Richard Spedding** makes the switch to the magic circle firm from Travers Smith. Spedding, who has a particular angle on cross-border public M&A, also advises corporates, investment banks, hedge funds and other financial intermediaries on equity capital markets transactions.

✦ **McDermott Will & Emery**

The Chicago headquartered firm hires two separate teams this edition: a debt finance duo from Morrison & Foerster comprising **Christopher Kandel** and **John Burge**; and a real estate/ real estate finance pair from Fried Frank comprising **Darren Rogers** and **Devina Rana**, who was a special counsel. Kandel and Burge both advise borrowers and lenders on leveraged and acquisition finance, direct lending, special situations and restructurings, with Kandel having an additional angle on high yield, DCM and structured products under both English and US law. Rogers, who led the European real estate practice at his former firm, advises on equity-related investment matters, London leasing joint

ventures, and mixed-use development projects. Rana, who also advises on corporate real estate, has an additional sub-specialism in real estate finance.

✦ **Mills & Reeve**

The Cambridge spawned national firm welcomes private client specialist **Ravi Francis** from Gateley, where he was head of private wealth. Francis advises fiduciaries, family offices and UK-based entrepreneurs/business owners, on international tax planning and trusts.

✦ **Mishcon De Reya**

Lateral **Angela Fox** joins the London firm from IP boutique Maucher Jenkins. Fox, who is a solicitor and trademark attorney, advises on a mix of contentious and non-contentious trademark, copyright and design matters.

✦ **Norton Rose Fulbright**

Debt finance and capital markets lateral **Bernd Bohr** defects to the global verein from Mayer Brown. Bohr, who is US, English and German qualified, advises on a broad range of capital markets, leveraged finance and corporate matters with a particular focus on European high yield bond and leveraged lending transactions.

✦ **Paul Hastings**

The West Coast firm boosts its finance offering with lateral **Reena Gogna** from Weil Gotshal & Manges. Gogna's expertise includes leverage finance, senior debt financing, high yield financing, debt restructuring and refinancing matters.

✦ **Paul Weiss**

Blackjack! Two hires for the Wall Street firm which has now welcomed 21 partners in London since its re-launch in August last year. Joining the covetous New Yorker is: corporate lawyer **Benjamin Wilkinson** from Linklaters, where he was a counsel; and finance specialist **Silvia Menendez** from Clifford Chance, where she was

a senior associate. Wilkinson specialises in cross-border private M&A, joint ventures and corporate reorganisations with a particular angle on advising regulated companies, including insurers and professional services firms. Menendez advises private equity firms and portfolio companies on a wide variety of transactions, with a focus on buyout and infrastructure financings in the energy and infrastructure sectors. Wilkinson and Menendez's hires are the firm's first ever vertical (non-partner to partner) recruits in London and are likely only possible due to the firm moving away from its once sacred all equity partnership model.

◆ **Perkins Coie**

The technology flavoured Seattle firm launches its London office with an eclectic quintet of corporate partners - all of whom are White & Case *alumni*. The new office will be led by storied legal celebrity and rainmaker **Ian Bagshaw**, who returns to private practice three years after retiring from White & Case, where he was global co-head of private equity. Joining Bagshaw are: corporate laterals **Jan Andrusko** and **Jan Stejskal**, from the Prague office of White & Case; **Barry O'Driscoll** from SaaS technology company Phrase, where he was general counsel; and **Craig Fagan** who, until September 2023, was general counsel at fintech Bud Financial. The new office will initially focus on advising mid-market private equity funds, high-growth tech companies, along with their founders and family offices, on technology-focused corporate matters.

◆ **Pillsbury**

The US firm's international trade practice welcomes regulatory lawyer **Sungbum Lee** from South Korean firm Yoon & Yang. Lee advises on WTO regulations, free trade agreements and Korea-specific trade matters.

◆ **Pinsent Masons**

Arriving at the national firm this edition is structured finance vertical **Igor Zyskind** from Simmons & Simmons, where he was managing associate. Zyskind's experience covers *inter alia*: OTC derivatives, structured products, synthetic securitisations, repacks and margin loans.

◆ **Proskauer Rose**

The New York firm snags finance lateral **Philip Bowden** from newly merged A&O Shearman, where he was global co-head of private capital. Bowden represents commercial and investment banks, private credit funds and corporate borrowers across a range of debt products, including leveraged acquisition finance, structured finance and investment grade event driven financings.

◆ **RPC**

A brace of laterals for the UK and Asia based firm this edition as it bags: disputes lawyer **Neville Byford** from Eversheds Sutherland; and anti-trust specialist **Tom McQuail** from the Brussels office of Morrison & Foerster. Byford, who was head of civil fraud at his former firm, advises on a mix of high court litigation and international arbitration, with a particular angle on civil fraud. Onetime managing partner of Morrison & Foerster's Brussels office, McQuail, who is English and Brussels qualified, advises on all aspects of competition law including: merger-control, cartels, abuse-of-dominance and follow-on damages actions.

◆ **Russell-Cooke**

Joining the London firm this edition is insolvency litigator **Simon Jerrum** from the London office of offshore firm Appleby. Jerrum, who will head up the insolvency and restructuring team at his new firm, advises insolvency practitioners, directors, companies, investors and high-net-worth individuals on contentious insolvency matters.

◆ **Seladore Legal**

The disputes boutique snags international arbitration savant **Laurence Shore** from the Milan office of BonelliErede, where he was most recently of counsel. Shore, who was formerly a partner at Herbert Smith and Gibson Dunn, stood down from partnership at BonelliErede in 2020; he advises on commercial and treaty disputes in the energy, construction, mining, telecoms and finance sectors.

◆ **Shoosmiths**

The national firm welcomes patent litigator **Graham Burnett-Hall** from IP boutique Marks & Clerk. Burnett-Hall advises on patent litigation and dispute resolution across the life science, TMT and electrical engineering sectors.

◆ **Sidley Austin**

Infrastructure finance lateral **Ben Thompson** defects to the Illinois-born firm from Travers Smith. Thompson, who joins the energy and infrastructure team at his new firm, advises on financings across a range of sectors including: energy and energy transition, digital infrastructure, transportation, and social infrastructure.

◆ **Simmons & Simmons**

A septet of hires for the international firm this edition (six laterals and one vertical) as it announces the arrival of: a three-partner technology team from Deloitte Legal, including former head of legal advisory **Andrew Joint**, along with **Calum Murray** and **Rich Folsom**; and a two-partner team from Osborne Clarke, comprising private equity specialist **Tim Hewens** and acquisition finance lawyer **Laurie Keel**; real estate tax lateral **Helen Coward** from Charles Russell Speechlys; and TMT vertical **Hayley Davis** from Goodwin Procter, where she was a counsel. Joint, who prior to Deloitte Legal was managing partner of Kemp Little, advises technology and outsourcing suppliers as well as their customers

on the provision, procurement and use of services in the financial services, healthcare and public sectors. Murray covers legal and regulatory compliance relating to technology, commercial transactions for technologies and conjoined services, and on digitisation and data use. Folsom advises data users and vendors in financial services on the sale and purchase of data in a regulated environment as well as services agreements and blockchain technology. Hewens, who was head of private equity at his former firm, advises sponsors, investee companies, management teams and sellers on a range of private equity-led matters. Keel, who headed the leveraged finance practice at Osborne Clarke, specialises in acquisition and leveraged finance, with a focus on cross-sectorial matters in the private equity finance market. Coward's practice covers direct and indirect tax, including investment funds, corporate structuring and joint ventures, particularly in relation to real estate investment and development. Davis advises on a wide variety of technology transactional matters across all industries, in particular digital health.

◆ **Squire Patton Boggs**

Two hires for the global verein (one lateral and one vertical) as it welcomes: leveraged finance lawyer **Chris Hastings** from Eversheds Sutherland; and environmental and sustainability specialist **Georgie Messent** from PwC, where she was a director and head of environmental and sustainability. Hastings advises private equity houses, corporate borrowers, banks and alternative capital providers on leveraged and acquisition financing and refinancings. Messent, who prior to joining PwC, was a partner and head of environment at Pinsent Masons, covers environmental regulatory issues including: chemical and carbon regulation, corporate transactions, defence of litigation and governance support on the transition to net-zero.

◆ **Stephenson Harwood**

Two vertical hires for the international firm which elevates: asset finance lawyer **Peter Theochari** from Clifford Chance, where he was a senior associate; and technology disputes specialist **Joanne Elieli** from Cooley, where she was an associate. Theochari advises on the financing, leasing and trading of vessels, aircraft and other transportation assets. Elieli, who will lead the firm's cyber practice, focuses on TMT litigation but also covers data breaches arising from cyber-attacks, and other data law infringements.

◆ **Travers Smith**

The private equity flavoured London firm welcomes private funds specialist **Joel Grossmark** from Blackstone Credit and Insurance, where he was European Legal Counsel. Grossmark specialises in retailisation and product development; advising fund managers on the launching of new products for their private bank and wealth management clients.

◆ **Watson Farley & Williams**

Asset finance specialist **Randeep Bubbra** arrives at the international firm from A&O Shearman, where he was a senior associate. Bubbra, advises a range of market participants on financings in the aviation, aerospace and satellite sectors.

◆ **Weightmans**

The national firm elevates regulatory lawyer **Elliott Kenton** from Fieldfisher, where he was a senior associate. Kenton's eclectic practice covers health and safety investigations, business crime, transport and sports regulation.

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