

Training opportunities

A different perspective

At Ince & Co, we pride ourselves on our training programme. It's different to most law firms', not least in the results – over 70% of our partners trained here. We treat you as a solicitor and potential partner of the future, with the emphasis on early responsibility, broad expertise and hands-on experience. Welcome to Ince & Co. A different perspective on becoming a first class lawyer.



Jeremy Farr | Recruitment Partner

BSc Russian and Soviet Studies with Law, University of Surrey | Joined the firm in 1985

Welcome to a different kind of law firm.

You face a huge number of choices when you're looking for a training contract. The decision you finally make will take into account your desire for interesting work, good quality training, friendly people, a pleasant environment and inspiring career prospects.

At Ince & Co, you get all these and more. We treat you as a potential future solicitor not a glorified office junior. We look for adaptable, proactive trainees, people who can be equally at home taking a statement from an engineer in the morning and reporting to the senior management of a multinational in the afternoon.

The work is undoubtedly challenging, but you'll be working in a friendly and open environment and there is support behind you all the way, from trainee to partner.

Ince people

We believe the best advocates for our firm are the people who work here. In the pages that follow, some of our lawyers and trainees provide their own perspective on Ince.



Simon Hems 6

studied at Sheffield University and joined the firm in 1999. Simon is a partner.



Ruth Monahan 8

studied at University College, Dublin and joined the firm in 2008. She is a trainee solicitor.



Jamila Khan 9

studied at Manchester University and joined the firm in 2002. She is a solicitor.



Phillippa Tudor 12

studied at Cambridge University and joined the firm in 2007. Phillipa is a trainee solicitor.



Joe O'Keeffe 13

studied at Queen Mary and Westfield College and joined the firm in 1991. He is a partner.



Jams Rustambekov 20

studied at the University of Westminster and joined the firm in 2008. Jams is a trainee solicitor.

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Why Ince?

Our work

Our reputation was made in shipping and insurance. We're international leaders in both. Today we cover a much broader spread of business sectors including energy and offshore, international trade and aviation.

Much of our work involves cutting edge dispute resolution on a global scale, and we've worked on most of the leading insurance, reinsurance, shipping and energy cases.

The quality of the work you'll do at Ince & Co is second to none. Our clients are world leaders in their industries. You'll be helping to solve their problems, not only by applying tried and tested legal strategies, but also by being innovative and creating new law.

It's not for everyone. Ince & Co is a demanding and testing environment. You'll need to understand the law and be capable and confident enough in your legal abilities to apply it or challenge it in real-time, fast moving situations.

If you are up to the task, few firms can offer a legal career that is as stimulating or as rewarding.

Our clients

Our client list ranges from major international names to smaller companies and private individuals. What they've got in common is a need for top quality, incisive legal advice. You'll be exposed to an unparalleled range of work.

There's also our 24-hour, 365-days-per-year emergency response service. This specialist team handles disasters and crises around the globe. From accidents involving ships, aircraft, or rigs to terrorist acts or natural disasters, you could be involved in almost anything from taking witness statements to liaising with insurers.

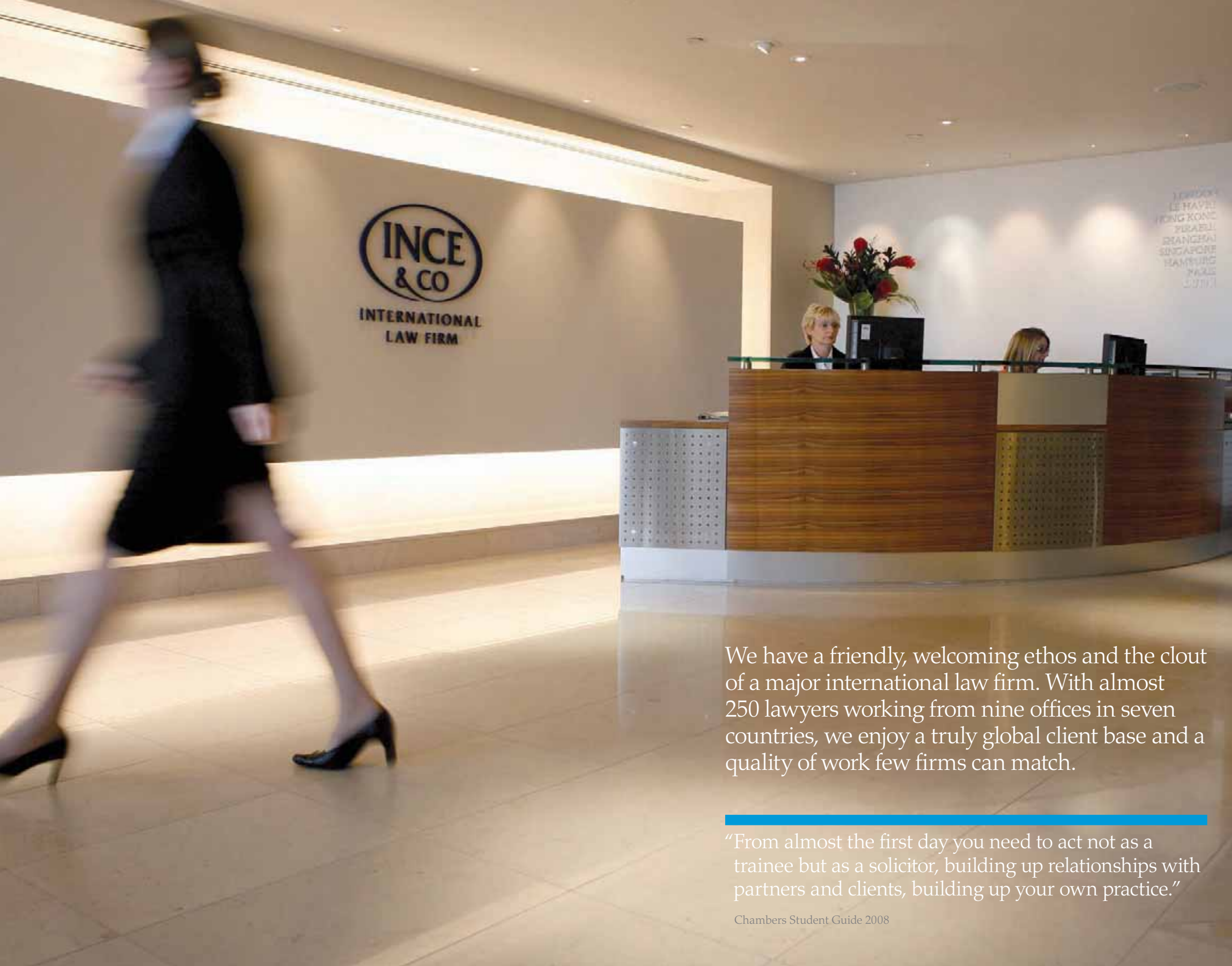
Ince & Co is one of the oldest law firms in the City – we've been around for 139 years – yet we are modern and innovative in our approach.

“If you wonder whether there's an alternative to the traditionally-structured, corporate-focused City training contract, investigate Ince & Co.”

Lex 100 2008/09

Ince & Co's London office is located on the left, at the end of Tower Bridge





**INCE
& CO**
INTERNATIONAL
LAW FIRM

We have a friendly, welcoming ethos and the clout of a major international law firm. With almost 250 lawyers working from nine offices in seven countries, we enjoy a truly global client base and a quality of work few firms can match.

“From almost the first day you need to act not as a trainee but as a solicitor, building up relationships with partners and clients, building up your own practice.”

Chambers Student Guide 2008

Our structure and approach

Rather than rigid departmental structures, our firm has seven core business strands: energy and offshore, international trade, shipping, insurance and reinsurance, aviation, business and finance and commercial disputes. Most of our partners and solicitors have more than one area of specialism and we encourage and support our trainees to develop their practice in the same way.

You could find yourself working with any of the firm’s partners in any business strand at any time. There’ll be plenty of opportunities to focus on particular areas of work as your career progresses, and we’ll give you all the training and guidance that you need.

We give you the support, the responsibility and the flexibility to develop your career in a way that suits your aspirations, your interests and your strengths. We do not recruit more than 15 trainees a year which gives us more time to focus on you and your individual development.

Our culture and values

We treat our trainees differently to most firms. We regard you as our future solicitors and partners and we treat you accordingly.

From day one, your opinions are valued. You’ll work alongside partners: dealing with clients; drafting documents; corresponding with other law firms; instructing technical experts and learning to practise the law. You won’t be chasing arbitrary targets that measure your time, but not your actual contribution.

We’re also strong believers in continuity. The cases you are assigned to work on stay with you until the file is closed, so you follow your work through to its conclusion.

Our international firm

Ince & Co is an international law firm, a fact reflected in the work we do and the clients we advise.

English law is the mainstay of our business, but we advise on local law where permitted.

We have offices in Dubai, Hamburg, Hong Kong, Le Havre, London, Paris, Piraeus, Shanghai and Singapore. All our offices are fully integrated into the fabric of the firm. It is common for lawyers from different offices to work closely together on cases.

That’s not to say that you can expect to travel the world as a trainee, but the opportunities often arise, depending on what you are working on.

Starting your training

We're proud of our training programme at Ince & Co. It's one of the most highly regarded in the City and it's very different to most firms'.

You spend six months with four different partners but the cases you are working on stay with you throughout your training contract and beyond. The same team will handle a matter right through from initial instruction to conclusion. That includes trainees, so you develop a whole range of legal skills in every case you work on.

You can get work from any partner in any business strand. You'll be encouraged to handle a wide variety of cases and work under the supervision of a number of different partners to ensure you get as full a flavour as possible of the firm's breadth of work. You'll meet and visit clients and you'll be expected to deal with counsel, technical experts and opposing lawyers.

"A well developed international network and an unusual non-rotational training contract."

Chambers Student Guide
2008



Roderic Jones | Second Year Trainee

BA History, Swansea University | LPC Inns of Court
School of Law | Joined the firm in September 2007

"A lot of law firms say their training is different, but at Ince it really is true. For one thing, there isn't the same rigid six-month placement system you get at many firms. Here, you are encouraged to make known the areas that interest you. Of course, you cover the main disciplines that need to be covered, but you can also influence how your training develops.

Once you start working on a case, you stay on it until it is concluded. You are not required to pass it on after six months when you change seats. It means you develop a much greater interest and involvement in the work, seeing how the different tasks you do contribute to the case as it develops.

Since there's a relatively small number of trainees for each intake, it makes it much easier to settle in and feel like a valued member of the team, as opposed to simply another nameless trainee."

"Once you start working on a case, you stay on it until it is concluded. You are not required to pass it on after six months when you change seats."

Experience the difference

Elle Young | First Year Trainee

LLB Sheffield University | LPC BPP London | Joined the firm in September 2008

“When it came to deciding where I wanted to do my training, Ince stood out. The training here is unique. Everything I read about the firm differentiated it from the crowd. People are treated equally, but everyone is respected as individuals, too.

The whole training process is adapted to suit the specific needs of the trainee. There is a lot of responsibility from day one, which is exciting and really empowers you to push yourself, rather than wait for work to be handed to you on a plate.

I know everything about the cases I’m working on because I work on them every day and have been doing so for several weeks or months in most cases. Sometimes it can be just you and a partner working on a case, so it’s up to you to come up with ideas and play an integral role in progressing things.

It’s proper legal work. I do the day-to-day correspondence and I also get involved in bigger tasks. I’ve recently been drafting witness statements and we’re just about to draft a defence on a case.”



“There is a lot of responsibility from day one, which is exciting and really empowers you to push yourself.”

What qualities do you need?

You’ll need to be ambitious and hard-working. Academically, you’ll need at least a 2:1 and AAB at A-level. Obviously, you should have an aptitude for the law and you’ll need to be confident in your abilities.

We expect tenacity, initiative and integrity, and good communication skills. We look for trainees who relish responsibility and thrive on a challenge, who can work happily in a junior role in a team of eight, or work closely with a partner in a team of two. You’ll need to be able to motivate yourself and be proactive in developing your caseload.

If you can demonstrate these qualities, the opportunities at Ince are immense.



Energy & Offshore

We've been in the oil and gas industry since the early days of North Sea development. Energy and offshore work has a natural crossover to the firm's maritime and insurance expertise, lacking in many other energy firms. This gives us an advantage, but our energy practice is by no means limited to maritime or insurance work.

We act for many of the world's leading oil and gas and renewables contractors, advising on projects around the world, both offshore and onshore, and handling the disputes which arise. We are involved in construction projects and operations in all the major oil and gas centres, including West Africa, North and South America, Europe, the Gulf region, India and Asia Pacific.



Clare Kempkens
Senior Associate

LLB Leeds University
LPC College of Law, York
Joined the firm in 2000

"I have been involved in a wide range of upstream energy issues around the world and, as a result, have travelled extensively. My passport is looking a little worn at the moment.

Much of my work concerns offshore drilling services. Over the last year in particular this has revolved around the impact the economic crisis and lower oil prices have had on the industry."



Simon Hems | Partner

BA Law and Criminology, Sheffield University
LPC Sheffield University Law School | Joined the firm in 1999

"I got involved in energy cases quite early in my training and I loved it. I made a point of finding out who the energy partners were and asking them if I could get involved.

It was the type of work that we do which appealed to me. We often advise on major construction or project installation work, so a lot of it is very technical and very engineering-based. You're learning about how things work, how resources are actually taken out of the ground and the processes they go through. You're immersing yourself in somebody else's expertise and learning it for yourself, and then using that knowledge to sort out our clients' problems. It's fascinating.

A bonus is the travelling. You get to travel all over the world. I've spent time in the Far East, the United States, Kazakhstan, Nigeria, Argentina and Brazil. It can go from one extreme to the other. I had a two month period where I spent a week in Houston and then a week in Kazakhstan, where it was -28°C, and from there I went straight to Rio, where it was the height of the Brazilian summer."

"I got involved in energy cases quite early in my training and I loved it. I made a point of finding out who the energy partners were and asking them if I could get involved."

Confident and self-reliant

Robin Acworth | First Year Trainee

MEng Aeronautical Engineering, Bristol University
LPC College of Law, London | Joined the firm in
September 2008

“I got involved in energy cases right away. It was one of the things that attracted me to Ince & Co. The firm has an extremely good reputation in its chosen fields and I liked the fact that trainees get involved in cases from the word go.

Soon after joining I was asked to help out on a dispute which had a significant technical element. We are acting for a shipbuilding yard over the construction of an offshore diving support vessel to be employed in the energy industry.

It’s a very interesting case, one to which I could really contribute because of my engineering background. It’s great to be able to see cases through to their conclusion, work on different aspects of them and be involved at each stage. It enables you to put your contribution in perspective and see how it fits into the wider picture.”

“The firm has an extremely good reputation in its chosen fields and I liked the fact that trainees get involved in cases from the word go.”



As a trainee, you will develop a good knowledge of the energy and offshore industry, the way it does business and the technology it uses. Our team advises operators, contractors, sub-contractors, underwriters and foreign lawyers, on disputes, transactional matters and on legal issues arising during operations.



“Already one of the premier maritime law firms in London, this firm is now making its mark on the energy industry, particularly energy-related disputes.”

Chambers & Partners, 2009

Case Study

Energy Dispute

An accident aboard a pipe-laying vessel in the Gulf of Guinea resulted in multiple loss of life and injuries, substantial damage to the vessel and

significant delays. Ince advised the contractor and its insurers on the various claims, the shutdown of the operation and dealings with the contractor’s client, including representing the contractor throughout

arbitration proceedings in London. Ince successfully settled the loss of life and personal injury claims, and avoided significant claims against the contractor for loss of profit and production.

International Trade

Our international trade strand advises many of the world's major commodity trading houses and brokers.

The firm's clients include trading companies, oil companies, banks, funds, charterers, ship operators/owners, and insurers, all needing expert, insightful and commercial legal advice on deals or disputes involving oil, gas and metals, as well as soft commodities such as grain, sugar or coffee.



"Ince & Co's 'absolutely first-class' commodities practice focuses on the oil and gas sector, but also handles coal, biofuels and soft commodities such as sugar."

Legal 500 2009

Early responsibility



Ruth Monahan | First Year Trainee

LLB University College, Dublin | LPC University of the West of England | Joined the firm in 2008

"Before I joined Ince & Co, I read up on the sectors the firm specialises in and the type of work the lawyers here are involved in. You realise that it touches on so many areas that you never really considered before – energy supply, world trade, travel, insurance – that major global markets depend on to function. It's all very tangible. It's easy to see how what you're doing relates to the real world.

Even though I'm still a trainee, I've worked on some really interesting cases. I've been involved with some disputes over futures contracts, and a case involving the Federation of Oils, Seeds and Fats Association. One of the most interesting cases I've been involved with concerned the import and export of fuel oil in Iraq after the fall of Saddam Hussein. I got the chance to go to court on that one, which was great.

It is very easy to walk into a partner's office and ask for work if there's a particular area you'd like to pursue. The open door policy means you can speak to anyone and get yourself known. There is no strict hierarchy, everyone talks to everyone."

"One of the most interesting cases I've been involved with concerned the import and export of fuel oil in Iraq after the fall of Saddam Hussein."

Jamila Khan | Solicitor

BA Psychology, Manchester University | LPC College of Law, London | Joined the firm in 2002

“After my LPC I worked as a paralegal on the *Marchioness* enquiry. That’s where I first came across Ince & Co. I liked what I saw, so I applied and came for an interview.

Now I do mainly international trade, shipping and energy work. It’s mostly litigation, although I have done some non-contentious transactional work as well. I work a lot with London and Monaco-based traders mainly dealing in oil and gas trading. This involves a huge range of issues – from sale contract disputes and contamination claims, to non-delivery issues and credit problems. I often go to Monaco where the Italian commodities traders are based to visit clients, see local lawyers and give lectures.

I spent part of my training on a placement in our Greek office. It was an excellent time to be in Greece as it coincided with the Olympics and we were lawyers for the British Olympic Association.”

“I often go to Monaco and to Genoa, where the Italian shipping industry is based, and visit clients, see local lawyers and give lectures.”



As an Ince trainee, you’ll be helping to resolve cross-border disputes, as well as developing skills in other aspects of international trade, such as financing, trading, hedging, storage, transportation, insurance and end use. You will also be involved in advising on finance documentation, physical and financial trading terms, freight agreements, regulatory issues and sanctions, and environmental issues.

“This ‘skilful and highly efficient’ commodities and derivatives practice covers various commodity markets and ‘delivers clear, insightful advice, and has a great combination of commercial acumen and technical expertise.’”

Chambers & Partners 2009

Case Study

Trading Dispute

A trading company bought a large consignment of sulphuric acid in the Middle East and sold it to a company in the United States. When it was discovered

the consignment contained arsenic, Ince & Co was instructed by the trading company to advise on limiting claims by buyers, mitigating losses and minimising damage to its reputation. Our client was



Stuart Shepherd | Partner

LLB Cardiff University
LPC College of Law, Guildford
Joined the firm in 1982

“As a partner specialising in international trade and shipping, I deal with oil and also dry goods like grain and sugar. There are huge sums of money involved in shipping these products all over the world – in particular oil.

In the last couple of years, 70% of my time has been taken up by a huge US\$600 million shipping fraud case for Russian clients. It’s meant a lot of travel to Moscow. One aspect of it went to the House of Lords recently. The case involves quite a large team, including two trainees. It was actually one of the trainees who dealt with the procedural requirements for the House of Lords.”

able to recover the product from the end users and the claim was recovered from the suppliers, supported by our client’s product liability underwriters.

Shipping

Ince & Co was built on shipping. It is among our major strengths and we're regularly judged the leading global shipping firm, as a glance at any of the legal directories will confirm.

The team advises on every aspect of shipping, including collisions, salvage, sinkings, shipbuilding, pollution, and all aspects of asset financing for the shipping and offshore industries around the world.



“Described by many as ‘the leading shipping law firm,’... ‘Its range of shipping expertise is second to none and its casualty expertise is exceptional,’ clients report.”

Chambers & Partners 2009



Rosalinda Tam | First Year Trainee

LLB University of Essex | LPC Nottingham University Law School | Joined the firm in 2008

“The focus of the firm was one of the things that attracted me to Ince & Co. It doesn't try to be all things to all people. It focuses on particular areas of law and excels in them. That fitted perfectly with my career ambitions. I didn't want to spread myself too thinly.

When I came for interview I immediately felt comfortable. I felt I could be myself, rather than what I thought they wanted me to be. On my first day I was asked to help out with a large disclosure task for a big shipping case. I was unsure of all the documentation at first, which is natural, but the partner walked me through it and reassured me that I could just ask.

Another exciting case involved the hijacking of a ship in Somalia. We acted for the insurance company advising them on issues concerning the pirates' ransom demand. It was one of the most interesting cases I've been involved in.”

“Another exciting case involved the hijacking of a ship in Somalia.”

Strategic thinkers

David Richards | Solicitor

LLB Exeter University | LPC College of Law, Guildford
Joined the firm in 2005

“The focus of the work I do at Ince & Co relates to the firm’s shipping practice. On a day to day basis I manage a number of cases. I deal with the progress of the arbitration or the court case, which often involves having to adapt to what the case throws up, with the supervision of the relevant partner. For instance, I may have to deal with correspondence or telephone calls with the opposition, draft evidence and pleadings and prepare for hearings.

I have gained experience of a range of admiralty cases, including ship collisions, groundings and fires onboard vessels. When I was a trainee I spent three weeks on my own progressing the handling of an oil pollution incident in Egypt. Prior to that, I spent two months assisting on the case in the UK, dealing with pollution liability claims and getting the vessel released from the jurisdiction as soon as possible. That case has now evolved into a significant arbitration.

Most admiralty cases involve complex legal issues which need to be worked through, such as salvage, general average, responsibility for the cargo onboard and assessing potential recourse claims against various parties. Shipping work also requires a fair amount of travelling and, since starting with Ince, I have visited Egypt, Japan, Italy, the US, Hong Kong and Belgium.”



“When I was a trainee I spent three weeks on my own progressing the handling of an oil pollution incident in Egypt.”

We handle cases involving the carriage of every type of cargo, from fruit to weapons, and involving all types of vessel, from tug to cruise ship. We handle most of the world’s shipping casualties and are regularly retained on high-profile piracy cases. Most cases do not go to court, but in the past five years alone, we have acted on over 50 reported shipping cases in the Lloyd’s Law Reports.



“If the firm were a famous person it would be... Sir Francis Drake... Because he proved that it’s the quality of your strategy not the size of your fleet that matters.”

Lex 100 2008/09

Case Study

VLCC Hebei Spirit

The VLCC *Hebei Spirit* was struck by a giant crane barge in the Yellow Sea, spilling 11,000 tonnes of crude oil and causing the worst oil spill in South

Korean history. Instructed by the ship’s owners, managers and their P&I Club, Ince & Co’s emergency response team dispatched an investigator to co-ordinate our clients’ response to the high-profile incident.

We negotiated the release of the vessel, defended the crew against criminal charges and advanced indemnity claims against the owners of the barge.

Insurance & Reinsurance

Insurance and reinsurance are two of our strengths. We're major international players in both and have advised on most of the leading cases in the development of insurance and reinsurance law.

Our clients include insurers, brokers and buyers. Whether it's contentious or non-contentious, straightforward or complex, we offer all the legal services required. Our expertise in the field is recognised throughout the industry, both in the UK and internationally.

You'll work on all aspects of insurance and reinsurance law, including marine and non-marine, regulatory, energy, aviation, political risk, personal injury and professional indemnity.

"Ince trainees must be confident and self-starting. Clones they are not: all the partners have their own oddities or outside interests, and trainees are the same."

Chambers Student Guide 2008



International players

Philippa Tudor | Second Year Trainee

BA Classics, Cambridge University | LPC College of Law, Guildford | Joined the firm in September 2007

"I came to Ince & Co specifically because I was interested in insurance law. From the outset I found myself working on big cases for big clients but the firm's friendly and collegiate atmosphere ensures you never feel isolated or out of your depth. You're encouraged to step out of your comfort zone but you can do so without being afraid of making a mistake or embarrassing yourself."

I've been working on a large insurance case related to asbestos, which has meant some travel around the UK. Our job is to maintain and manage the client's recoveries from its liability insurers but it's complicated by the fact the client underwent an insolvency process. My duties have ranged from applying general insurance principles and duties of the insured, notarising documents, assessing employment matters and the obvious insolvency issues.

There is inevitably an element of document management work in some cases but it's not as much as many other firms I'm aware of. You're always encouraged to get involved in the facts and develop a broader understanding of what the case is about, so you can see the wider perspective."

"You're encouraged to step out of your comfort zone, but you can do so without being afraid of making a mistake or embarrassing yourself."

Joe O’Keeffe | Partner

LLB & LLM Queen Mary and Westfield College, London
LPC City of London Polytechnic | Joined the firm in 1991

“Whilst I was in the middle of my LLM course, I met the in-house lawyer of a London Greek shipowner. He told me that if I wanted to do contentious work in the insurance and shipping arena, Ince was the firm to join.

When I started, my key interests were marine insurance and dry shipping and I had a very wide range of work across these two spheres. I was seconded to our Singapore office in 1997 for three years, but enjoyed the challenge so much that I stayed for nearly seven!

I returned to London in 2003 to focus on marine and energy insurance. At the moment I’m representing certain London market and foreign insurers in connection with the explosion at the Buncefield oil storage depot in 2005 – the biggest explosion in Europe since World War II.”



“When I started, my key interests were marine insurance and dry shipping and I had a very wide range of work across these two spheres.”



Jeremy Biggs | Solicitor

LLB Nottingham University
LPC Nottingham University Law School | Joined the firm in 2001

“My reinsurance work is mainly London based, because London is the international centre for the insurance business and dispute resolution, but I also do quite a bit of work abroad. I have travelled quite extensively on cases to Europe, Asia and North America, whether to interview a witness or obtain evidence, or for foreign arbitration/ litigation proceedings we are handling with local lawyers.”

Case Study

Anglo American

Ince & Co represented Anglo American’s captive insurer, Coromin, in a US\$200 million claim for business interruption losses suffered at a Chilean

mining site. Ince & Co advised Coromin on the effect of certain terms and conditions within the reinsurance policy. In a successful outcome, the Commercial Court found that Coromin was entitled to

recover all its losses under the reinsurance.

Aviation

Our growing aviation practice has the expertise to handle a wide range of aviation matters – from aircraft purchase and finance, through liability, insurance and subrogation, to reputation, criminal sanctions and public affairs.

The key to our approach is our understanding and experience of the technology and the commercial imperatives of the aviation market.



“If you want responsibility, a free rein and contentious excellence, Ince is a fantastic choice.”

Lex 100 2008/09



William Blagbrough | Second Year Trainee

BA Economics and Politics, Durham | LPC BPP London
Joined the firm in September 2007

“I’ve always been interested in aviation. When I was younger I wanted to be an RAF pilot. Here you can act on your interests, seek out work that you are keen to do and have a real influence on how your legal career develops, right from day one.

My interest in aviation was one of the reasons I joined the firm. In one case I’ve worked on, we were acting on behalf of an aircraft operator that was in dispute with the maintenance provider for their fleet, which would not let the aircraft leave its premises. I went to meet the client on my own and we went through their points step-by-step. I then worked closely with the partner to develop an appropriate action plan.

At the time it was nerve-wracking, but it is what a training contract should be all about: using your knowledge and learning new skills by working on live cases and doing real legal work. It’s tremendously exciting.”



“It’s what a training contract should be all about: using your knowledge and learning new skills by working on live cases and doing real legal work.”

Commercial insight

Brian Boahene | Senior Associate

LLB Bournemouth University | LPC Nottingham Trent University | Joined the firm in 2000 | Currently on secondment in Dubai

“I’m currently on secondment in our Dubai office. Before that I was on secondment to clients in Dubai and Abu Dhabi.

I had some aviation experience and expressed an interest in doing some more, so the firm asked me to come out to Dubai as a secondee to an airline client. Once I arrived I got stuck in to the work straight away and the team were incredibly supportive. It’s been very rewarding.

The majority of my work is aviation related. A large part of it involves working on general commercial agreements ranging from sponsorship, IT and software agreements, to aviation ground handling and sales agency agreements.

Secondments to clients are an invaluable experience. They give you a real insight into the commercial imperatives of your client and how your legal advice impacts on those imperatives. Aviation is a fast-growing area in the Middle East. There are a number of very active airlines expanding their fleets and developing the range of their services. It’s an exciting place to be.”



“I’m currently on secondment in our Dubai office. Before that I was on secondment to clients in Dubai and Abu Dhabi.”

As you might expect for such an industry, our practice is global and it covers the whole of the travel and leisure sectors. As a trainee, you’d be joining a versatile, experienced team, including the former in-house counsel of a major Middle East airline. Clients you’d be working with include airlines, airports, aircraft manufacturers, regulators, operators and insurers.



Case Study

Executive Jet

Ince & Co advised a leading businessman in the United Arab Emirates on the acquisition and financing of a new executive jet. We also advised on the

operation and management of the aircraft. Structured financing for the acquisition was provided by the Royal Bank of Scotland. The multi-million dollar transaction was based on Islamic finance principles

through the use of an Ijara Aircraft Finance Lease, with the close involvement of our Dubai office.

Business & Finance

Our business and finance strand provides corporate and finance related advice to a varied client base, ranging from start-ups, entrepreneurs and sole traders to major international trading and financial groups.

We deal with a particularly broad spread of work, and you'll be at the heart of it. Your work could cover anything from mergers and acquisitions to corporate governance and directors' duties. It might see you preparing website terms and conditions for a major airline or reviewing a commercial contract. We also offer all our clients specialist advice on commercial real estate and employment matters. On the finance side, our asset finance practice has developed as a result of the firm's strengths and experience of shipping, energy and aviation. We act for both banks and borrowers and we cover all aspects of financing the sale, purchase and leasing of assets in these industries.

"The firm is heavily involved in complex syndicated transactions."

Chambers & Partners 2009



High quality work

Jonathan Goldfarb | Partner

BA Economics, Manchester University | LPC College of Law, London | Joined the firm in 1999

"In my training I had a wide spread of shipping and insurance work. The shipping work involved an extensive amount of non-contentious transactional work within the business and finance area of the firm's practice.

Within business and finance we've increased our work for banks, financing the acquisition of all types of vessels and offshore units as well as undertaking a broad spread of transactional shipping and energy work.

I'm involved in a wide range of non-contentious work in the shipping and offshore oil and gas industries, including ship and rig sale and purchase, shipbuilding and offshore energy projects. I also work on the contentious side in the same fields. It gives me experience of both sides of the fence and hopefully makes me a more rounded lawyer."

"Within business and finance we've increased our work for banks, financing the acquisition of all types of vessels and offshore units."

Dora Costa | First Year Trainee

LLB University of Sussex | LPC City University | Joined the firm in September 2008

“In addition to gaining experience in the firm’s other strands, I have been involved in a very wide variety of commercial disputes – ranging from disputes over the recovery of gold bullion, political problems in Venezuela and intellectual property rights in the engineering sector.

Quite often the problem involves a client from one of our other business sectors – for example in insurance or in shipping. One very large case that I assisted on for several months involved losses arising out of the mis-selling of endowment financial products in the UK market. This case ended up going to a number of hearings in the Commercial Court involving both the insurers and the brokers.

Here you are expected to do real legal work from day one but partners and solicitors are really approachable. They take the time to explain things and they never forget they were once in your shoes. At Ince you are not just a faceless trainee. You’re treated as a valued member of the team, and the varying tasks and responsibilities you have ensure that no two days are the same.”



“You’re treated as a valued member of the team, and the varying tasks and responsibilities you have ensure that no two days are the same.”

Commercial Disputes

You could be involved in all forms of dispute resolution, from dialogue, through structured negotiations, to formal processes such as mediation, arbitration and litigation. Where litigation or arbitration is unavoidable or in a client’s interests, you will be able to draw on our immense experience in the commercial courts and before arbitration tribunals in the countries where we have offices. We also have a worldwide network of correspondent lawyers.



Rebecca Axe | Partner

BA Jurisprudence, Oxford University | LPC College of Law, Guildford | Joined the firm in 1995

“The commercial disputes group deals with a variety of disputes, some of which may touch on shipping or insurance issues, but many of which involve entirely different matters altogether. In dealing with these commercial disputes, you tend to use the same core skills and expertise.

I was involved in the Equitable Life litigation. This was a high profile case that attracted a lot of media attention. The issues in dispute were extremely interesting and the trial ultimately lasted around six months, involving 17 parties.”

Case Study

Sovcomflot

Ince & Co is acting for subsidiaries of Russian shipping giant Sovcomflot in high profile Commercial Court litigation. The case involves allegations

of fraud of over US\$600m. The claimants allege fraud in relation to a variety of transactions involving the sale of vessels under construction, leaseback finance transactions, debt purchase and commission

arrangements. The defendants deny the allegations. During the last two years, there have been various heavyweight applications made to the Court, including freezing applications for sums in excess of US\$600m.

It's not all work

We're proud of our reputation for being a friendly, sociable and caring firm. It's important to us that everyone at Ince & Co enjoys their jobs and their time here. Our size is an advantage, making it easier for you to get to know people and to become one of the team.

Our Sports and Social Committee includes representatives from all areas of the firm. It organises monthly Ince Drinks in a neighbouring bar, where you can have a chat with colleagues, and several times a year we organise events to which families and friends are invited. There's also a Christmas Party and spring wouldn't be complete without the firm's May Ball.

The Committee also organises sports events, such as sailing, cricket and football; and there's the annual touch rugby tournament, held on a weekend so family and friends can watch your mud-spattered heroics on the pitch.



"It's very easy to get to know people at all levels at Ince & Co, and the active sports and social side makes it even easier."



Scarlett Henwood | Second Year Trainee
BA Law and German, Sheffield University | LPC BPP
London | Joined the firm in September 2007

"It's very easy to get to know people at all levels at Ince & Co, and the active sports and social side makes it even easier.

I've been a member of the Sports and Social Committee since my first few weeks here. Even though I'm a trainee, my input is considered just as valid as people who've been with the firm for several years. People listen to you and respect your opinion, irrespective of your job title.

As you might expect from a major shipping firm, sailing and water sports are very popular. There are plenty of regattas and other sailing events to get involved in. There's a squash league which I enjoyed taking part in last year. I was doing quite well until I was trounced by another member of staff with a super serve.

I ran the London marathon last year too, and I'm in the triathlon team. Some of us get together at lunchtime to go for a leisurely jog along the river. There's always something going on and you're encouraged to get involved if you want to."



Kate Rodgers | Solicitor

LLB University of Leeds | LPC College of Law, York
Joined the firm in September 2006

“From the moment I joined I was aware the firm took corporate social responsibility (CSR) very seriously. I’ve been involved with the CSR Committee since I was a trainee. We meet regularly to discuss ongoing initiatives and new ideas for engaging with the local community.

Anyone in the firm can get involved in the various CSR schemes the firm runs. Two of our most popular initiatives are the reading scheme and Incesight days, which aim to build links with the local community.

CSR activities are supported throughout the firm and there is an entry for it on our time recording sheet. Everyone gets involved, from trainees through to partners.”

“CSR activities are supported throughout the firm... everyone gets involved, from trainees through to partners.”



Anna Macdonald
Second Year Trainee

BA Experimental Psychology,
Bristol University | LPC BPP
London | Joined the firm
in 2007

We take our corporate social responsibilities seriously, and we aim to reduce the impact that we have on the environment. For example, we have an energy efficient lighting and heating system and we have a ‘cycle to work’ scheme for all employees.

We make a firm-wide contribution to the local community. Our ‘Incesight’ days aim to break down some of the perceived barriers between the City and the local communities. Pupils from a school in Bermondsey visit the firm, talk to staff, learn about our work and potential career opportunities and we take them on guided tours of the Royal Courts of Justice and Lloyd’s of London.

We also run a weekly reading scheme with the same school. Members of the firm visit every Tuesday lunchtime to help pupils practise their reading and increase their confidence.

Other voluntary projects include providing pro bono advice to the Ahoy Project, a charity which gives young, old and disabled people the chance to take part in water sports.

“Ince prides itself on having a friendly, close knit culture that is evident as soon as you step through the door.

There are always lots of things going on to make you feel at home, including Ince Drinks. Every month the partners put money behind the bar and everyone turns up – business services staff, trainees, partners, everyone.

Trainees also have their own budget and organise two nights out a year, so we’ve been bowling and ice skating so far, which was great fun.”

Trainee Recruitment Placement Scheme

Our Trainee Recruitment Placement Scheme (TRPS) is designed to give you a practical insight into our firm and our practice.

The scheme runs at Easter and during the summer. In total, up to 15 people take part each year, with each placement lasting two weeks. We welcome a maximum of three at any one time to ensure that we can give you all the attention and support you need.

During the scheme, you'll sit with a partner, usually a member of our recruitment committee. You'll also be assigned a trainee as your minder, to look after you while you're with us.

We do not create an artificial environment for you. We want you to see what it's really like, so you'll be given real work on real cases – attending court and hearings and meeting clients, drafting correspondence, doing legal research. And we don't expect you to work for free – you'll be paid £250 per week.



“Even we have to allow that Ince’s ‘altogether different’ slogan has a ring of truth. The firm eschews the departmental approach, instead encouraging its lawyers to develop broad practices.”

Chambers Student Guide
2008



Jams Rustambekov | First Year Trainee

BA Business Management – Commercial Law and LLM
University of Westminster | LPC BPP London | Attended TRPS in 2006 | Joined the firm in 2008

“When I arrived I was assigned a minder who allocated me some initial work. At the same time, I was encouraged to knock on doors, to meet partners and ask for work I was interested in. It meant that even though I was on the TRPS, I got to do real legal work on live cases.

The approach is pretty much the same as it is for the trainees. Even though you are on the TRPS, you're expected to contribute. There are some wonderful opportunities to widen your experience and it's up to you to take them. For example, I got to go to Court and I drafted an order for a solicitor.

I found that as I had already met people beforehand, when I came here as a trainee two years later I was more comfortable approaching them again for work. The experience was invaluable because it gave me a real taste of life as a trainee at Ince & Co.”



Kirsty Cattanach | Solicitor

LLB Law & French, University of Bristol | LPC
Nottingham University Law School | Attended TRPS
in 2001 | Joined the firm in 2004

"I did the placement scheme while I was at university. A lot of my friends from Bristol were doing similar schemes at other firms. They were taken to softball matches and on trips around London, but what they didn't get was an opportunity to really talk to trainees about what life was like at that firm. They weren't given any proper work to do, whereas I was drafting some defence submissions and I went to Court to see what was happening with one of our cases.

One of the cases I worked on involved a warehouse that had burnt down with goods inside. The toxic waste had to be removed and there was a question over who should bear the loss for that, so I had a go at drafting some letters between the parties. On another case, one of the trainees needed assistance drafting some documents, so I helped out with that.

The placement scheme is certainly not an easy ride. You get a real insight into what life – and work – at the firm is like. Equally, they get a good idea of your capabilities."



At the end of it, you'll leave with a good idea of what life is like as a trainee at Ince & Co. It could also be the first step on the road to becoming an Ince trainee, as all TRPS participants are guaranteed an interview for a training contract for two years ahead.

Applying for TRPS

You should apply online by 31 January 2010 for the 2010 scheme, via our website: www.incelaw.com.



"Ince & Co allows access all areas in some class shipping, insurance and energy sector work. For a liberating yet undoubtedly 'tough' training environment, confident, brainy, outgoing types should look no further."

Chambers Student Guide 2007

Secondment opportunities

We are a truly international law firm. Most of our clients are from outside the UK and the majority of the work that we do has an international element. We have a network of international offices serving the needs of our clients around the world, and most of our lawyers travel overseas in the course of their work.

From time to time, we are able to offer our trainees the opportunity to work in one of our overseas offices. Recently we have seconded trainees to Dubai, Piraeus and Hamburg.



“The international offices are smaller than London which means that you often work as the only assistant to a partner, right at the sharp end. It’s a great way to boost your confidence.”



Anastasia Dola | Second Year Trainee

BA Jurisprudence, Oxford University | LLM King’s College, London | LPC BPP London | Joined the firm in 2007
Seconded to Piraeus, Greece in 2008

“My two favourite subjects at university were contract law and public international law. Shipping covers both these two subjects, so it was a natural choice to come to Ince.

I wanted to get involved in shipping from the very beginning. I hadn’t really thought about a secondment, but then an opportunity arose in the firm’s office in Piraeus, Greece, so I jumped at the chance.

The work I did in Greece was predominantly shipping, so it fitted in very well with my experience and my interests, but I was also exposed to a wide spread of cases and was involved in diverse tasks, so it kept me on my toes.

The international offices are smaller than London which means that you often work as the only assistant to a partner, right at the sharp end. It’s a great way to boost your confidence. For my career and my personal development, it was extremely beneficial.”



Pavlo Samothrakis | Solicitor

BA French and Philosophy, Nottingham University
LPC BPP London | Joined the firm in 2006 | Currently on
secondment in Dubai

"I was aware of the secondment opportunities at Ince from the very beginning and I was keen to get involved.

A lot of partners have done a foreign secondment and it is actively encouraged. When an overseas vacancy arises an email is sent around and you can put your name forward for the role.

I came out to Dubai for six weeks initially. I was very interested in working in the Middle East because it offered the potential to gain experience in lots of different types of work. I liked the initial spell so much that last September I signed up for a three-year secondment.

The Dubai office is smaller than London and offered me the opportunity take on more responsibility than I might have had elsewhere. On secondments, you are very much made to feel part of the team and an equal contributor, rather than someone on a short-term placement.

The weather takes a lot of getting used to because it's so hot, but it's a tremendously exciting place to be."



There is no set number of secondments we have to offer, it depends on the needs of each office. Nor is there a standard duration for a secondment. Most last for six months but some trainees stay for longer and even stay on after qualification.

Further opportunities are available on qualification and beyond, with secondments to all of our international offices and to clients both in the UK and internationally. These can range from a few weeks to several years.

"A lot of partners have done a foreign secondment and it is actively encouraged. When an overseas vacancy arises an email is sent around and you can put your name forward for the role."



Application and selection

By now you should have a good insight into Ince & Co and what it's like to work here. But there's only so much we can tell you in a brochure. If there's anything we've missed, take a look at our website, where there's a list of frequently asked questions, or call us or email us. We'd be delighted to answer your queries.

If you decide you'd like to start your legal career at Ince & Co – or if you'd like to apply for our trainee recruitment placement scheme (TRPS) – you'll need to apply online at www.incelaw.com.

Whether you're applying for a training contract or for the TRPS, our selection process encourages you to show your character and your individual strengths. We need bright, confident, capable people who can make their own mark at Ince & Co.

If you wish to apply for a training contract to commence in 2012, you should submit your application by 31 July 2010.

For general recruitment enquiries, please contact us by email at the following address:
recruitment@incelaw.com

Your salary

Our trainee salaries for 2012 will be not less than:

Year One: £36,000

Year Two: £39,000

If your application is successful, we'll also pay your law school fees and provide you with a maintenance grant.

After you've qualified

At Ince, you don't qualify into one particular area. We encourage you to maintain a broad caseload for a period after qualification, developing your expertise in different areas of our practice and continuing to work for several partners.

Later, we'll talk to you about choosing two strands that you're particularly interested in, but even this is not set in stone. It's a natural process, based not only on the needs of the firm and of our clients, but also on your strengths and interests as a lawyer.



"For top-class international shipping and insurance litigation and a bit more besides, Ince & Co is a unique choice. Definitely one for applicants with well-developed people skills."

Chambers Student Guide 2008



Mike Orton | HR Director

BA Economics & Law, Durham University | Joined the firm 2008

"We put a great deal of effort into looking after our trainees to make sure they feel comfortable and valued in their new role.

You'll spend the first two weeks of your training contract on the Professional Skills Course (PSC), so you are well prepared from day one.

You'll then have a two-week induction to the firm, where you'll meet people and learn about some of the practicalities of life at Ince. You'll be assigned a principal, usually the first partner you sit with, who will support you as your career develops, offering advice and opinions if you need it, or to act as a sounding board for any ideas you have.

We have a dedicated HR team for trainees led by Helen Salisbury. They will see you through the recruitment process, keep in contact with you while you complete your studies and then look after you throughout your training contract."

Equal opportunities and diversity policy

Our equal opportunities and diversity policy is designed to promote fair, equal treatment and to prevent discrimination, victimisation and harassment. This policy applies not only to all existing partners, employees, and anyone applying for appointments within Ince & Co, but also to people outside the firm with whom we have professional dealings.

Ince & Co is committed to being an equal opportunity employer and to being fair and equal in all its professional dealings with others. We are determined to ensure that no job applicant, employee or external professional contact receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origins, sex (including marital status, gender reassignment, pregnancy, maternity or paternity), sexual orientation, religion or belief, age or disability. We are also totally committed to ensuring that employees and those with whom we have professional dealings are not subjected to sexual or racial harassment or any form of victimisation.

Discrimination is not always intentional or overt. Practices and policies will be monitored to ensure that the equal opportunity policy is being properly implemented and where barriers to equal opportunities are identified, any necessary changes will be made. The efficiency of any organisation will clearly be improved if it seeks to develop the skills and abilities of all its employees. Equality of opportunity and compliance with the law and with our professional code of conduct are vital to ensure that everyone is treated with the personal respect and dignity that you would wish others to treat you.

AVIATION
BUSINESS & FINANCE
COMMERCIAL DISPUTES
ENERGY & OFFSHORE
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INTERNATIONAL TRADE
SHIPPING

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