

# Lateral Partner Moves in London



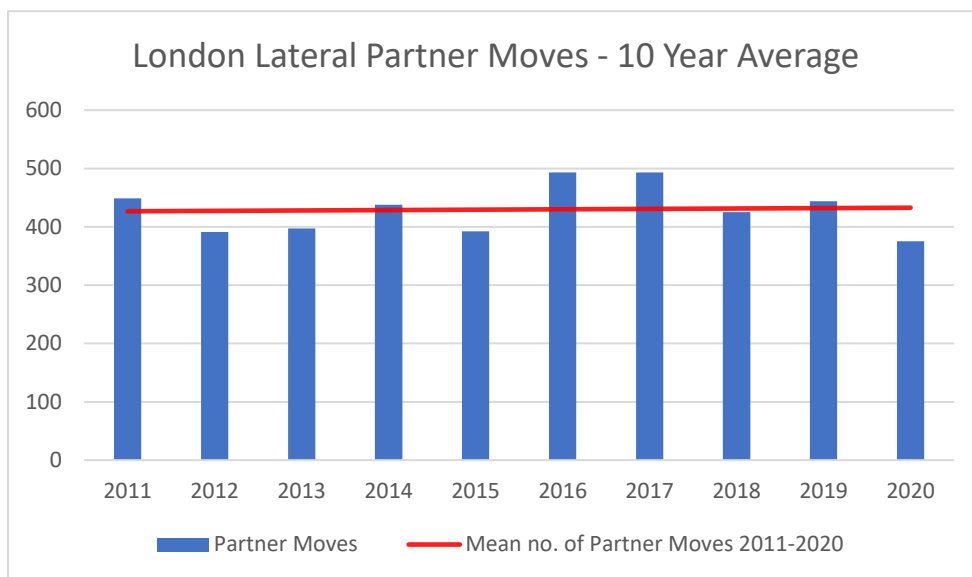
 November -  
December 2020

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

This edition concludes our Lateral Partner Moves for 2020 and we have included some facts and figures below comparing the year’s partner-level recruitment activity with that over the past ten years.

✦ **A summary of 2020**

2020 saw a total of 375 announced lateral partner moves – 16% down on the 444 moves we saw in 2019 and 13% off the ten-year average (430). Although law firm lateral recruitment is clearly down, as we have previously observed, given that the UK has experienced its sharpest economic contraction in 300 years, the market has remained surprisingly resilient.



The most prolific hirer of 2020 was **Addleshaw Goddard**, which entered the recession in rude financial health deploying some of its £80 million cash surplus to fund no fewer than 10 laterals, followed by **Goodwin Procter** and **Orrick**, which each took 9 partners apiece.

By contrast **BCLP** had the highest rate of attrition, losing 11 serving partners in 2020, followed by **Kirkland & Ellis**, **Pinsent Masons** and **Sidley Austin** which all parted ways with 7 partners.

✦ **Top partner recruiters in London 2020**  
(inclusive of moves from non-partnership)

• Addleshaw Goddard	10
• Goodwin Procter	9
• Orrick	9
• DWF	8
• CMS	7
• Latham & Watkins	7
• Reed Smith	7
• Squire Patton Boggs	7
• Stephenson Harwood	7

✦ **Firms with largest attrition in London 2020**  
(partnership to partnership moves only)

• BCLP	11
• Kirkland & Ellis	7*
• Pinsent Masons	7
• Sidley Austin	7
• Allen & Overy	6*
• CMS	5
• Linklaters	5
• Mishcon De Reya	5
• Stephenson Harwood	5

\*Includes a lateral move from the Hong Kong office into partnership at another firm in London.

In addition, **Alston & Bird**, **DLA Piper**, **Mayer Brown**, and **Taylor Wessing** each nabbed a half-dozen lateral partners in 2020.

The largest team move of 2020 was **Goodwin Procter's** raid on **Sidley Austin**, which netted it a five-partner private equity team, followed by **Orrick's** capturing of a four-partner energy sector team from **Watson Farley & Williams**. Although smaller in scale, New York firm **Cahill Gordon & Reindel's** snatching of a three-partner finance team from **Allen & Overy**, and **Greenberg Traurig's** two-partner launch of a London disputes offering, led by **Mishcon de Reya's** market leading finance disputes head, were of particular note.

Two other firms made three-partner team hires in 2020: **Forsters**, which took a real estate team from **Orrick**, and **Brown Rudnick**, which scooped up a corporate offering from **Baker Botts**.

Other high profile individual moves included **Skadden's** poaching of **Freshfields Bruckhaus Deringer's** co-head of global M&A and, in what is only its second ever London lateral hire in modern times, **Slaughter and May's** welcoming of Danske Bank's head of litigation and enforcement into its lockstep.

✦ **Also of note in 2020**

- 26% of laterals (97) were female - the proportion has remained more-or-less constant over the past five years;
- 5% of all moves - 19 in all - were in-house lawyers moving into law firm partnership;
- Including those moving from in-house, 100 lawyers moved from non-partner roles into partnership (27% of the total number of moves in 2020).

◆ **November - December 2020**

This bi-monthly round-up contains 58 lateral partner moves – up 32% on the 44 we saw during the same time period in 2019 (although 4% fewer than the cumulative five-year average for the same period – 61). Edwards Gibson does not record law firm mergers, as per our [Partner Moves Methodology](#), so our round-up does not include the 27 partners from TMT boutique **Kemp Little** which it was announced in November would be subsumed into **Deloitte Legal**.

Top hirers in this edition were Atlanta headquartered **Alston & Bird**, which having launched its London office only last year, has nabbed four partners for its fledgling offering, and **Reed Smith**, which took three. Significant for its rarity, this round-up sees the über-conservative **Slaughter and May**, announcing its second ever London lateral partner hire in the form of litigation and enforcement specialist **Gayathri Kamalanathan** from Dankse Bank in Copenhagen.

Also of note in this edition, **Latham & Watkins** snatches **Travers Smith's** private equity head, **Paul Dolman** and **Simpson Thacher & Bartlett** hires **Allen & Overy's** co-head of antitrust, **Antonio Bavasso**. Historically conservative in its lateral hiring, Simpson Thacher has become positively trigger happy this year as the New York firm chalks up its fourth London partner hire of 2020. Nevertheless, in a sop to its pride, and in a reversal of the increasingly one-way traffic from the magic circle to US law firms, **Allen & Overy** itself reclaims an alumnus in the form of **Shearman & Sterling's** head of commercial disputes, **Susanna Charwood**.

◆ **Market Outlook 2021**

In previous editions this year we have highlighted at length why, despite a COVID-induced global recession, the fall in London lateral recruitment would be mitigated by two main factors: law firm's inherent ability to hedge their businesses to benefit from COVID-induced workflow, and disruption-induced voluntary and involuntary movement of partners. To this we could of course add central bank largess, which has created an extraordinary debt fuelled stimulus.

Having now learnt how to work remotely, Big Law will doubtless continue to benefit from the above and, relative to most other industries, will outperform, offsetting what would otherwise be a much sharper fall in lateral recruitment in 2021. Nonetheless, as discussed in our [April 2020 edition](#), in absolute terms, for scores of law firms and thousands of legal personnel, things are likely to get worse.

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

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

- ✦ **Addleshaw Goddard**  
Banking and finance lawyer **Joe Su** arrives from the London office of King & Wood Mallesons. Su, a native Mandarin speaker, acts for major Chinese lenders and corporate borrowers on global finance transactions.
- ✦ **Allen & Overy**  
In its only lateral hire of 2020, the magic circle outfit re-claims one of its own as Shearman & Sterling litigation lawyer **Susanna Charlwood** re-joins the firm where she trained. Charlwood, has expertise of a wide range of commercial litigation, including banking and restructuring disputes.
- ✦ **Alston & Bird**  
The Atlanta headquartered firm nabs an eclectic quartet of laterals this edition. Corporate lawyer **Stuart Harray**, from Milbank, non-contentious restructuring specialist **Phillip Taylor**, from Sidley Austin, alternative funds lawyer **Saloni Joshi**, from SJ Advisors, and US qualified capital markets and high yield specialist **Tamer Bahgat**, from Ashurst, all arrive to boost the US firm's nascent London offering which launched in 2019.
- ✦ **Baker McKenzie**  
Private equity specialist **Nick Rainsford** joins the international verein from Ashurst, after sixteen years at the firm. Rainsford advises infrastructure and private equity investors on M&A transactions, with a particular expertise in consortium and shareholder arrangements.
- ✦ **BDB Pitmans**  
The national firm adds **Marilyn McKeever** and **Jonathan Colclough** from New Quadrant Partners to its private client bench. The pair advise on tax and estate planning.
- ✦ **Berkeley Rowe**  
**Gemma Redfern** joins the West End firm as its new head of white collar crime and regulatory from national firm Cartwright King Solicitors, where she was a director.
- ✦ **Bracewell**  
The US energy, finance and technology boutique recruits energy disputes lawyer **Alistair Calvert** from Pinsent Masons. Calvert focuses on disputes related to oil and gas exploration.
- ✦ **Brecher**  
The Mayfair real estate boutique makes a brace of hires this edition; real estate lawyer **Sakis Tombolis** joins from DAC Beachcroft, and planning specialist **Stephen Webb** arrives from Clyde & Co. Tombolis specialises in investment and development matters, whilst Webb deals with all aspects of planning including new settlements, regeneration projects, compulsory purchase and judicial review.
- ✦ **Bryan Cave Leighton Paisner**  
White collar crime specialist **Sarah Klein** joins from Kirkland & Ellis. Klein represents clients on government and internal investigations advising on the UK Bribery Act, financial sanctions and anti-money laundering compliance. She also has experience working at the Serious Fraud Office.
- ✦ **Charles Russell Speechlys**  
**Simon Weil** joins the private client practice at the London headquartered firm. Specialising in tax planning, trusts, philanthropy and charities, Weil joins from UK law firm BDB Pitmans.
- ✦ **Cohen & Gresser**  
White collar crime specialist **Richard Kovalevsky QC** joins as head of criminal defence for the US firm's London office after two years as head of financial crime at boutique disputes firm Stewarts. The former 2 Bedford Row tenant advises on insider dealing and bribery allegations, fraud, corruption, money laundering, market manipulation and taxation with criminal exposure.

- ✦ **Curtis, Mallet-Prevost, Colt & Mosle**  
 The New York firm steps up its London recruitment to make its second and third hires of the year, welcoming corporate energy duo **Marc Hammerson** and **Tony Edwards** from Stephenson Harwood. Both advise on emerging market M&A, venture capital and private equity transactions in the energy and natural resources sector.
- ✦ **Ebl Miller Rosenfalck**  
**Chris Rodda** joins the dispute resolution team at the European business law firm after 25 years at Royds Withy King where he undertook an eclectic range of contentious matters.
- ✦ **EMW**  
 The Milton Keynes headquartered firm adds **Daniel Wilson** to its private client practice from W H Matthews & Co Solicitors. Wilson advises on succession planning, wealth protection and estate administration.
- ✦ **Fletcher Day**  
**Kevin Manship** arrives at the London outfit from national firm Blake Morgan to advise on disputes in the IT, technology and healthcare spheres. Also joining is commercial real estate lawyer **James Singleton**, emerging after an exit from Wedlake Bell in 2019, where he was a senior associate.
- ✦ **Forsters**  
 The Mayfair firm adds **Dearbhla Quigley** to its corporate practice from Fox Williams. Quigley, focuses on UK and cross-border corporate finance and M&A transactions.
- ✦ **Gibson Dunn & Crutcher**  
 The US firm welcomes **Matthew Nunan** from Morgan Stanley, where he was Managing Director and EMEA Head of Conduct Risk. Nunan will advise on contentious financial regulatory investigations and disputes.
- ✦ **Harrison Clark Rickerbys**  
**Ajit Mishra** joins the corporate team at the national firm from listed firm Rosenblatt. Mishra specialises in cross-border foreign direct investment laws, acting for both UK and Indian corporate clients.
- ✦ **HFW**  
 Having started his career at HFW, shipping expert **Paolo Ghirardani** returns to the firm after nearly 30 years at Stephenson Harwood, where he was head of global marine and international trade. Ghirardani acts on wet and dry shipping disputes, as well as multi-jurisdictional trade and commodity litigation.
- ✦ **Hill Dickinson**  
 Two hires for Hill Dickinson this edition: marine specialist **Ian Teare** joins from the Singapore office of Wikborg Rein, and real estate lawyer **Ashley Kopitko** arrives from West End firm Merali Beedle. Teare, who was managing partner of the Singapore office of his former firm, specialises in marine casualty claims and Kopitko, who undertakes a wide variety of commercial property matters, has a particular specialism in offices.
- ✦ **Hogan Lovells**  
 The global firm nabs Herbert Smith Freehills' UK head of IP, **Joel Smith**. Smith, predominately a strategic IP disputes specialist, joins the media and technology (IPMT) practice after 26 years at his previous firm.
- ✦ **Hunters Law LLP**  
 The Lincoln's Inn firm recruits corporate lawyer **Richard Baxter** from the Muscat office of Al Tamimi, where he was a senior associate.
- ✦ **Ince**  
 Maritime lawyer **Eric Eyo** joins from shipping boutique Campbell Johnston Clark, where he was a senior associate. Eyo's practice encompasses shipping and commercial dispute resolution, with

particular expertise in obtaining overseas injunctive relief and asset tracing.

✦ **JMW Solicitors**

The Manchester headquartered firm recruits commercial property lawyer **Andrew Li** from Laytons where he specialised in real estate development.

✦ **Jones Day**

International arbitration specialist **Michelle Bradfield** is the US firm's only lateral hire of 2020. Bradfield, who focuses on public international law, arrives from Dechert.

✦ **Kennedys**

The insurance firm hires financial services insurance specialist **Tobin Ashby** from Pinsent Masons. Ashby's clients include insurers, brokers, fintechs, banks and fund managers, whom he advises on insurance retail investments and commercial matters.

✦ **King & Spalding**

**Ben Emmerson** QC leaves barrister's set Monckton Chambers to join the Atlanta headquartered firm as head of public international law. Emmerson specialises in public law and human rights disputes representing sovereign states, individuals and corporates.

✦ **Kingsley Napley LLP**

The London firm nabs a brace of corporate partners this edition: **David Davies** from Bates Wells & Braithwaite and **John Young** from Manchester headquartered JMW. Davies advises businesses, investors, management and partnerships on transactional matters, whilst Young's client base centres around entrepreneurial, high growth and family businesses.

✦ **Latham & Watkins**

In a significant move, the US firm snatches Travers Smith's head of private equity **Paul**

**Dolman**. Dolman, who acts largely for mid-market private equity houses, arrives after spending his entire legal career at the Silver Circle firm.

✦ **Morgan Lewis & Bockius**

**Tori Weir** re-joins the US firm after a two-year stint at Akin Gump, where she was a senior counsel. Dual English and California qualified, Weir represents institutional investors in US and cross-border debt financings with a focus on secured and unsecured private placements.

✦ **Norton Rose Fulbright**

**Jennie Dorsaint** rejoins the international vein from Paul Hastings having trained at Ogilvy Renault, which later merged with Norton Rose. Dorsaint specializes in property finance including structured financing and restructuring, representing corporate and private investment funds.

✦ **Osborne Clarke**

IP lawyer **Tim Harris**, formerly destined for Stephenson Harwood in a move [announced in September this year](#) which has since fallen through, lands instead at Osborne Clarke. Harris, who arrives from Bird & Bird, focuses on patent disputes across the life sciences, pharmaceutical and biotechnology sectors.

✦ **Payne Hicks Beach**

Tax and private wealth lawyer **Sam Carver** joins the Lincoln's Inn firm from BCLP, where he was an associate director. Carver advises on succession planning, personal and trust taxation and asset protection.

✦ **Reed Smith**

A trio of laterals for the US firm this edition; Orrick, Herrington & Sutcliffe's global head of oil and gas **James Atkin** joins alongside asset finance duo **Christopher Jackson** and **Adam Longney** from London-based outfit REN Legal. Atkin

advises globally on oil and gas projects that include LNG sales arrangements and acquisitions. Jackson and Longney specialise in financing and leasing transactions in the aviation and wider transport sectors.

✦ **Ropes & Gray**

The Boston headquartered firm ensnares its second partner from Kirkland & Ellis this year as finance and restructuring lawyer **Samuel Norris** joins the capital solutions and finance group. Norris advises financial sponsors on private equity investments, special situations and other credit opportunities.

✦ **Russell-Cooke**

Private client lawyer **Clare Jeffries** joins from fellow London firm Goodman Derrick. Jeffries' practice covers wills, trusts and probate.

✦ **Shakespeare Martineau**

The national firm hires **Shushma Maharaj** from clean energy boutique, Lux Nova Partners. Maharaj advises on renewable energy projects including corporate power purchase agreements and heat networks.

✦ **Simpson Thacher & Bartlett**

In its fourth hire of the year, the normally conservative US firm concludes an uncharacteristic foray into the lateral market with the arrival of Allen & Overy's co-head of antitrust **Antonio Bavasso**. Bavasso, a specialist in merger and behavioural investigations, as well as regulatory and antitrust litigation, at EU, UK and international levels, was also co-head of the magic circle firm's telecoms, media and technology practice.

✦ **Slaughter & May**

In what is only its second London lateral hire in modern times, the über conservative magic circle firm nabs litigation and enforcement specialist **Gayathri Kamalanathan** from Dankse Bank in Copenhagen. As head of group litigation and

enforcement at Dankse, Kamalanathan manages investigations by regulators and criminal prosecutors in multiple jurisdictions. Prior to her current role, Kamalanathan worked at Deutsche Bank and Freshfields.

✦ **Taylor Wessing**

A two-partner private wealth team arrives from BCLP in the form of **Damian Bloom** and **Simon Phelps**. The pair advise individuals and high net worth families on tax and estate planning, specialising in offshore trusts, with Phelps also dealing with the transactional aspects of international estate planning.

✦ **TLT**

The Bristol headquartered firm boosts its London office with banking litigation pair **Stephen Mills** and **Clare Stothard** who join from Dentons' Watford office which is closing. Mills and Stothard handle finance disputes, regulatory compliance and investigations.

✦ **Vedder Price**

The US outfit adds **Chris Harrison** to its finance & transactions bench from Pillsbury Winthrop Shaw Pittman. Harrison represents financial institutions, funds and corporate and government entities on cross-border leveraged finance and debt capital markets transactions.

✦ **Watson Farley & Williams**

Construction disputes specialist **Ryland Ash** arrives from construction boutique Silver Shemmings Ash, where he was a named partner. Focusing on the construction, infrastructure and rail sectors, Ash brings particular experience in arbitration, mediation and adjudication.

✦ **Wiggin**

The media boutique hires two laterals this round-up. The eponymous **Jas Purewal** arrives from digital entertainment outfit Purewal & Partners and telecoms specialist **Gordon Moir** joins from



Shepherd & Wedderburn, where he was head of TMT regulatory. Purewal advises game developers and publishers on commercial, IP and regulatory matters. Moir, who specialises in issues related to market access and the regulation of next generation telecoms, will head up a new telecoms offering.

**Related links:**

- ✔ [Edwards Gibson Partner Round-Up - Our Methodology](#)
- ✔ [Previous editions of Lateral Partner Moves in London](#)
- ✔ [Quantifying your following and writing an effective business plan](#)
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✔ **The Specialist Partner Team**



**Scott Gibson**

Director

[scott.gibson@edwardsgibson.com](mailto:scott.gibson@edwardsgibson.com)

+44 (0) 7788 454080



**Sloane Poulton**

Director

[sloane.poulton@edwardsgibson.com](mailto:sloane.poulton@edwardsgibson.com)

+44 (0) 7967 603402



**Mark Coates**

Senior Consultant

[mark.coates@edwardsgibson.com](mailto:mark.coates@edwardsgibson.com)

+44 (0) 7541 666856

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