


Law  
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Moves  
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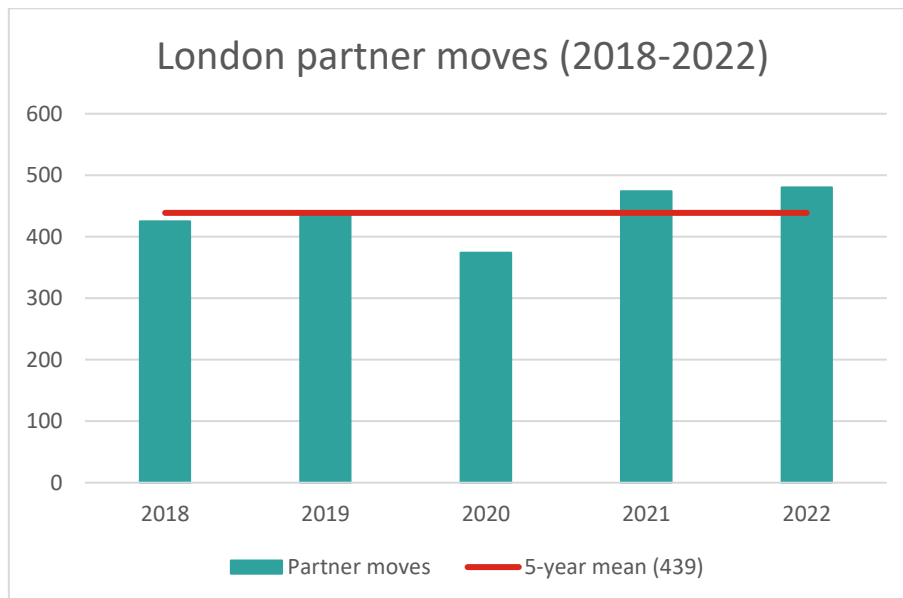
Welcome to the 72<sup>nd</sup> edition of Law Firm Partner Moves in London, from the specialist partner team at Edwards Gibson, where we look back at announced partner-level recruitment activity in London over the past two months and give you a ‘who’s moved where’ update.

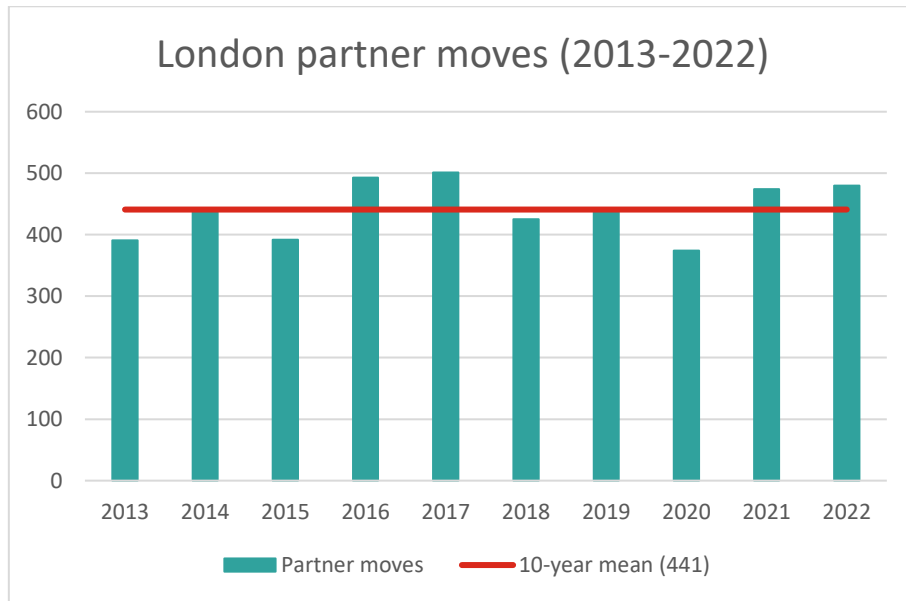
✦ **A summary of 2022**

2022 started with a searing-hot legal services market – the continuation of the post-covid economic bounce back, fuelled by ultra-loose monetary policies on both sides of the Atlantic, resulted in record law firm revenue and profitability, which in turn provided law firms with the largesse and confidence to invest in new partner hires.

As we reported in July, the first half of the year saw a near record of announced partner hires. While the market in the second half, specifically the last two months, has predictably cooled in the face of a global economic slowdown and a looming UK recession, such was the frenetic pace of activity earlier in the year that 2022 narrowly beats 2021 for partner hires; 2022 saw a total of **480** announced partner moves - six more than the **474** we saw in 2021 and respectively **9%** up on the five-year average (**439**) and **8%** up on the 10-year average (**441**).

Indeed, aside from 2016 and 2017 (which were disproportionately elevated due to the voluntary and involuntary number of laterals entering the market associated with the collapse of King & Wood Mallesons’ European verein), 2022 was another “real terms” record year for law firm partner moves.





### ✂ Team hires 2022

Notable team hires in 2022 included: newly launched disputes boutique **Pallas & Partners** which hired 5 laterals from US firm **Boies Schiller Flexner** in [January](#); and **Paul Hastings** which hired a 4-partner finance team from **Latham & Watkins** in [July](#). Additionally, in [March/April](#) four firms hired three-partner teams: **Harbottle & Lewis** (TMT/data privacy from **Deloitte Legal**); **Linklaters** (leveraged finance/high yield) from **Vinson & Elkins**; **Osborne Clarke** (energy & finance from **Orrick**); and **Ropes & Gray** (private equity from **Fried Frank**).

### The first rule of Dickson Minto is ...

December saw the most dramatic team move of all - **Milbank Tweed**'s lock-stock and barrel acquisition of the London office of clandestine Scottish private equity boutique **Dickson Minto**. Whilst it had been known for some time that Dickson Minto's London office was "in play", long term market watchers will know that "*the first rule of Dickson Minto is you don't talk about Dickson Minto*" so, whilst Milbank have confirmed to this publication that **7** laterals will indeed be joining its London office from Dickson Minto in the new year, the White Shoe firm will not confirm just who the septet are. Indeed, such is the secrecy surrounding the Caledonian spawned outfit that, at the time of writing, it is not possible for an outsider to determine with any certainty the names of all the Dickson Minto emigres which make the final line up - consequently the **7** laterals have not been recorded in this report nor our overall 2022 figures.

The most prolific hirer of 2022 was **Eversheds Sutherland** which welcomed **15** partners (**10** of whom were laterals), succeeded by **Kirkland & Ellis** which snapped up no fewer than **13**. Following suit, **DLA**

Piper welcomed a dozen partners, **Osborne Clarke** hired **11** and **Addleshaw Goddard**, **Mishcon de Reya**, **Paul Hastings** and **Squire Patton Boggs** all hired **10** partners a-piece.

✦ **Top partner recruiters in London 2022**

<b>Top partner recruiters in London 2022</b>	<b>Total hires</b>	<b>Lateral hires</b>
Eversheds Sutherland	15	10
Kirkland & Ellis	13	8
DLA Piper	12	10
Osborne Clarke	11	7
Addleshaw Goddard	10	7
Mishcon de Reya	10	6
Paul Hastings	10	9
Squire Patton Boggs	10	7
CMS Cameron McKenna	9	3
Stephenson Harwood	8	3
Allen & Overy	7	6
DWF	7	6

*\*Milbank Tweed would have had 8 lateral hires if the 7-partner Dickson Minto team move had been included (see above)*

✦ **Top partner recruiters in London 2022 (partnership to partnership moves only)**

<b>Top partner recruiters in London 2022</b>	<b>Lateral hires</b>
Eversheds Sutherland	10
DLA Piper	10
Paul Hastings	9
Kirkland & Ellis	8
Addleshaw Goddard	7
Osborne Clarke	7
Squire Patton Boggs	7
Allen & Overy	6
DWF	6
Mishcon de Reya	6

*\*Milbank Tweed would have had 8 lateral hires if the 7-partner Dickson Minto team move had been included (see above)*

**BCLP** again fell victim to the highest attrition, losing **15** serving partners, followed by **Dentons** which lost **11**, then **Brown Rudnick** and **Norton Rose Fulbright** - which both parted ways with **10** laterals. Nevertheless, in proportion to the size of their London partnerships, the firms with the highest rate of lateral attrition in Big Law were US disputes boutique **Boies Schiller Flexner** followed by Boston headquartered **Brown Rudnick**.

◆ **Firms with largest attrition in London 2022 (partnership to partnership moves only)**

Highest attrition rate	No. laterals lost
BCLP	15*
Dentons	11
Brown Rudnick	10
Norton Rose Fulbright	10
Kirkland & Ellis	8
DLA Piper	6
Hogan Lovells	6
Latham & Watkins	6
Memery Crystal	6
BLM	5
Boies Schiller	5
White & Case	5

*\*1 lateral departure was from BCLP's Manchester office to DWF in London*

◆ **Hyperactive magic circle**

2022 has collectively seen by far the greatest number of partner hires by magic circle law firms – **21** (of whom **17** were laterals). The previous record, set in 2016, was **12** (typically the magic circle tends to hire between 4 and 8 partners in London p/a). The most acquisitive magic circle firm this year was **Allen & Overy** which welcomed **7** partners, followed by **Clifford Chance** (**6**), **Linklaters** (**5**), and **Freshfields** (**3**).

◆ **Alternative Law Firm**

As per our [methodology](#), Edwards Gibson only records hires by law firms with conventional partnership (or corporate) structures; nevertheless, it should be noted that, were we to do so, **Keystone Law** would likely feature at the top of the rankings above. The difficulties in confirming a given lawyer's location at these entities make like-for-like comparisons with conventional law firms particularly challenging. However, on a rough reckoning, **Keystone** hired **24** relevant partners in 2022.

✦ **Other fun facts from 2022**

- **32%** of moves (**153**) were female, slightly up on the five-year average at **28%**;
- **3%** of all moves – **16** in all – were in-house lawyers moving into law firm partnership;
- Including those moving from in-house, **149** lawyers (**31%**) moved from non-partner roles into partnership.

✦ **November – December 2022**

This bi-monthly round-up contains **71** partner moves – down **7%** on the **76** we saw for the same period in 2021 (but still **13%** up on the cumulative five-year and ten-year averages for the same period – **62** for both).

Aside from the **7**, as yet unspecified, laterals joining **Milbank Tweed** from **Dickson Minto** (not covered in this edition - see above), the most prolific hirers over the past two months were **DLA Piper** and Boston-born, **Goodwin Proctor**, which hired **3** partners a-piece.





### 🔪 Market Outlook for 2023

In our August edition we mentioned that it was “*passing strange that in the context of: rising interest rates, skyrocketing inflation, a global energy crisis, international trade tensions, 1970’s-style industrial unrest, crippling government debt, UK political chaos, the fracturing of the post-World War Two global rules-based system ... not to mention a full scale European land war, that law firm partner recruitment remains at near record levels*” ... and so it remains.

Despite law firms facing sharply elevated fixed costs - in large part due to a nearly two-year long associate salary war on both sides of the Atlantic - and, since around June, reports of declining activity in many departments, law firm partner recruitment has remained surprisingly robust even allowing for the often considerable post resignation lag times experienced by many UK laterals.

Nevertheless, although law firms are intrinsically well hedged businesses, history tells us that the legal recruitment market will soften appreciably next year. Worse, for many law firms, rising global interest rates may dampen that more than decade long driver of Big Law - private equity. If so, it will not just adversely impact transactional lawyers but also those many disputes lawyers who may not even realise just how much they have come to rely on private equity backed litigation funders.

**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**

Arriving at the international firm is contentious construction lateral **Clarissa Smith** from Trowers & Hamlins. Smith's expertise spans cross-sector construction and engineering disputes, including ADR, adjudication, mediation, arbitration and High Court litigation.

◆ **Allen & Overy**

The magic circle firm adds two - one lateral and one from in-house - this edition: US capital markets and leverage finance specialist **Marwa Elborai** makes the switch from Shearman & Sterling; and finance lawyer **Anneliese Foster** returns after 8 years at Goldman Sachs, where she was a managing director. Elborai advises on leveraged finance, high yield, US securities and debt restructurings. Foster, who joins the real estate finance team, specialises in matters across the real estate credit and asset spectrum, including infrastructure debt transactions and holdco financings.

◆ **Ashurst**

Contentious anti-trust specialist **Anna Morfey** joins the global firm from US disputes boutique Hausfeld. Morfey, who is a solicitor advocate, advises on European and domestic antitrust investigations as well as follow-on and stand-alone damages claims.

◆ **Bindmans**

The social justice firm hires commercial and professional negligence litigator **Mark Ovenell** from Francis Wilks & Jones, where he was a senior associate. Ovenell advises on an eclectic range of matters, predominately for claimants.

◆ **Blake Morgan**

The national firm welcomes contentious trusts lateral **Thomas Middlehurst** from Moore Barlow

to head its contentious trusts and estates practice.

◆ **Boies Schiller & Flexner**

Returning to the US disputes boutique after a year-long stint is finance disputes lawyer **Michael Jacobs** from Locke Lord, where he was a senior counsel. Jacobs advises on banking and finance litigation, contentious insolvency, restructuring and regulatory matters.

◆ **Boodle Hatfield**

Construction specialist **Sarah Rock** arrives at the London outfit from Fladgate, where she was a senior associate. Rock advises on design and construction matters, particularly transactional advice relating to developments including sporting projects and digital construction.

◆ **Browne Jacobson**

Making the switch to the national firm is healthcare lateral **Carly Caton** from Bevan Brittan. Caton advises healthcare organisations on a wide spectrum of matters including outsourcings, integrated care systems, transactions and partnering / collaboration projects.

◆ **Brown Rudnick**

Two lateral hires for the Boston-born firm this edition: IP and patent specialist **David Knight** joins from Fieldfisher to lead the UK and European IP practice; and corporate energy partner **Paul Doris** arrives from Dentons. Knight has experience of a wide range of IP matters but focuses predominately on patent disputes. Doris focuses on joint ventures and M&A within the energy transition and infrastructure areas.

◆ **Cadwalader**

The New York firm makes two hires - one lateral and one vertical - this edition: financial services regulatory lawyer **Alix Prentice** arrives from King & Wood Mallesons; and finance and ESG



specialist **Sukhvir Basran** joins from Hogan Lovells, where she was a senior legal director. Prentice, who headed the EUME regulatory practice at her former firm, specialises in advising financial institutions and investors on non-contentious financial services matters. Basran, who, co-headed the sustainable finance and investment offering at Hogan Lovells, works with financial institutions on a range of finance initiatives and ESG strategies.

✦ **Cleary Gottlieb**

Making the switch to the New York firm this edition is corporate finance specialist **Nick Rumsby** from Linklaters. Rumsby is best known for advising on public company M&A although his experience encompasses private M&A, reorganisations, joint ventures, listing rule work and equity financings.

✦ **Clyde & Co**

The global firm hires energy finance lateral **Tim Pipe** from Dentons. Pipe advises financial institutions and commodity traders in relation to financings in the natural resources sector, with a particular focus on upstream oil and gas, with an emerging market (CIS / Sub-Saharan Africa) angle.

✦ **CMS**

The verein-like European firm welcomes financial services regulatory lawyer **Chris Glennie** from the Bank of England, where he was senior legal counsel. Glennie's expertise includes payments, fintech and digital assets.

✦ **DAC Beachcroft**

Joining the national firm is insurance veteran, and sometime Clyde & Co senior partner, **Simon Konsta**. Konsta has extensive experience of multi-jurisdictional commercial insurance and professional liability disputes.

✦ **Devonshires**

Returning to the City firm this edition is real estate and projects lawyer **Krissun Soodin** from Winckworth Sherwood, where he was a senior associate. Soodin advises housebuilders and registered providers on development matters and infrastructure agreements.

✦ **DLA Piper**

Three hires for the global firm this edition as it bags a real estate specialist and a brace of African focused project finance and development laterals: real estate lawyer **Andrew Yates** makes the switch from BCLP; **Titus Edjua** joins from Watson Farley & Williams; and **Karim Maalioun** arrives from Canadian headquartered outfit Fasken. Yates specialises in large scale residential and mixed-use developments with a particular angle on build to rent (BTR). Edjua's practice spans all aspects of project development and finance, including conventional and renewable power, mining, gas and infrastructure. Maalioun advises on matters in the power infrastructure and natural resources sectors often with an African or Middle Eastern focus.

✦ **DMH Stallard**

The South East firm looks to in-house as it welcomes insolvency and restructuring lawyer **Michael Lynch** from Natwest, where he was a senior legal counsel. Lynch, who joins the firm's dispute resolution team, advises on a range of insolvency disputes.

✦ **Dorsey & Whitney**

Commercial disputes lateral **Aymen Khoury** arrives at the Minneapolis spawned outfit from Fieldfisher. Khoury's expertise encompasses contractual and financial disputes, misrepresentation and breach of warranty matters.

- ✦ **DWF**  
 The listed firm hires construction and engineering specialist **Jim Jordan** from Weightmans to lead its non-contentious construction practice. Jordan's expertise spans transactional, development and infrastructure work as well as international projects in the energy, power and heavy industry space.
- ✦ **EY Law**  
 Asset finance duo **Alan Cunningham** and **Richard Skipper**, join the big-four consultancy firm from DLA Piper. Cunningham, who headed the UK asset finance practice at his previous firm, advises on asset finance deals across all asset classes including aviation, shipping, rail equipment finance and leasing. Skipper's experience spans international asset finance and leasing, particularly in the aviation and shipping sectors.
- ✦ **Farrer & Co**  
 Private client lawyer **Jennifer Ridgway** makes the switch to the Lincoln Inn firm from Exeter headquartered Michelmores. Ridgway advises trustees and high net worths on trust, succession, and tax planning matters.
- ✦ **Fladgate**  
 Two lateral hires for the London firm this edition: immigration specialist **Antonia Torr** joins from Howard Kennedy, where she was head of immigration; and property litigator **Michael Metliss** makes the switch from BCLP. Torr advises corporates and individuals on relocating and setting up in the UK. Metliss advises institutional landlords on real estate disputes, covering issues such as lease renewals, service charges and rental arrears.
- ✦ **Fox Williams**  
 The City firm bags a brace of laterals this edition: corporate lawyer **Bryan Shaw** joins from MBM Commercial; and disputes specialist **Matthew Reach** arrives from Keystone Law. Shaw advises entrepreneurs, scale-ups/fast growing companies and investors along the equity fundraising journey through to exit. Reach's practice covers a broad range of commercial litigation and financial services claims.
- ✦ **Fried Frank**  
 A pair of transactional private equity hires - one lateral and one vertical - for the New York headquartered firm this round-up: **Rachel Wolfenden** joins from Kirkland & Ellis; and **Andrew Rearick** is welcomed from Debevoise & Plimpton, where he was an international counsel. Wolfenden advises private equity houses and portfolio companies on cross-border acquisitions, disposals and restructurings. Rearick, who is dual U.S. and English qualified, focuses on M&A and joint ventures.
- ✦ **Gherson**  
 The London immigration boutique welcomes disputes lawyer **Ross Rymkiewicz** from Skadden where he was senior associate. Rymkiewicz, who will head the civil litigation & arbitration offering at his new firm, has experience of commercial litigation and international arbitration.
- ✦ **Goodwin Procter**  
 The Boston-born firm makes three hires - one lateral and two vertical - this round-up: employment specialist **Alex Fisher** joins from Travers Smith; incentives specialist **Saba Rais** arrives from Macfarlanes, where she was a senior solicitor; and fund finance lawyer **Ed Saunders** makes the switch from Mayer Brown, where he was a senior associate. Fisher, whose arrival will mark the launch of a London employment offering, advises on a mix of contentious and non-contentious employment law as well as a range of business immigration matters. Rais advises on the design, implementation and operation of employee share plans and executive remuneration

arrangements. Saunders acts for managers, general partners, funds, banks, non-bank lenders and other market participants on a range of products across the fund finance sector.

✦ **Harbottle & Lewis**

Media specialist **Hannah Wylie** arrives at the West End firm from her own consultancy Avalon Management Group. Wylie, who joins the film & TV practice, advises on media projects including: film, television, live events, and film acquisitions.

✦ **Hogan Lovells**

The global firm strengthens its construction and engineering offering with the addition of contentious construction lateral **Emerson Holmes** from King & Spalding, where he was deputy head of construction. Holmes, who joins the international arbitration practice, advises on disputes in the infrastructure, oil & gas and extractive industry sectors.

✦ **Holman Fenwick Willan**

Corporate and regulatory insurance lateral **Bob Haken** arrives at the international firm from Norton Rose Fulbright. Haken advises clients in the insurance sector on M&A, capital restructurings, regulation, outsourcing, distribution, equity investments and Lloyd's matters.

✦ **Howard Kennedy**

The London firm welcomes two laterals this edition: real estate disputes specialist **Stephen Scott** arrives from Child & Child, where he was head of disputes; and corporate lawyer **Jeremy Landau** joins from Memery Crystal. Scott's experience spans development, asset management and insolvency related real estate disputes. Landau, who will head up the firm's AIM practice, advises on corporate finance, M&A and private equity matters.

✦ **Kingsley Napley**

Joining the London firm to head up its landed estates practice is private client specialist **Charles Richardson** from Hunters Law. Richardson advises individuals, families, trustees and executors on lifetime tax and succession planning.

✦ **King & Spalding**

Private funds specialist **Stephen Sims** arrives at the Atlanta headquartered firm from asset management boutique MJ Hudson. Sims, who joins the firm's corporate, finance and investments group, advises on private equity fund formation as well as limited partner and family office fund advisory mandates.

✦ **KPMG**

Making the switch to the big four professional services outfit as its new UK head of law is corporate lateral **Stuart Bedford** from Linklaters. Sometime head of both the London and Asia corporate teams at Linklaters, Bedford advises on a broad range of matters including M&A, joint ventures and fund structures, often with a technology angle.

✦ **Locke Lord**

Corporate ECM lawyer **Kieran Stone** joins the Texas headquartered firm from Memery Crystal. Stone specialises in equity capital markets transactions in the junior market, with a focus on the energy and technology sectors.

✦ **Macfarlanes**

The elite London pocket battleship nabs pensions lateral **Faye Jarvis** from Hogan Lovells. Jarvis advises employers and trustees on funding arrangements, liability management exercises, scheme mergers and demergers, endgame strategies and the pensions aspects of corporate transactions.

- ✦ **Maples Teesdale**  
Hotels transactions specialist **Tim Dodd** arrives at the real estate boutique from US firm Katten, where he was a senior associate. Dodd advises hotel operators, owners, franchisees and developers on a wide range of hotel related transactions.
- ✦ **Mishcon de Reya**  
The London firm welcomes international arbitration specialist **Greg Falkof** from Eversheds Sutherland. Falkof focuses on disputes in the energy, resources, infrastructure and construction sectors, as well as international investment arbitration and public international law.
- ✦ **Morrison & Foerster**  
The US firm nabs IP specialist **Steven James** from Brown Rudnick, where he headed the UK and Europe IP practice. James, a solicitor-advocate, advises on contentious and transactional IP and commercial matters, predominantly in the tech, financial services, life sciences, retail and media sectors.
- ✦ **Osborne Clarke**  
A vertical hire for the Bristol headquartered firm which elevates corporate lawyer **Tom Lewis** from PwC, where he was a director. Lewis, who will head up the firm's corporate structuring and simplification (CSS) team, focuses on corporate group structuring, supply chain reorganisation and group treasury arrangements.
- ✦ **Payne Hicks Beach**  
Two hires for the Lincoln's Inn firm this edition: sports litigator **Mark Gay** arrives following the firm's acquisition of eponymous sports boutique Solesbury Gay; and private client specialist **Sara Morgan** joins from Fieldfisher, where she was a director. Gay, who joins the dispute resolution team, advises on sports specific disputes. Morgan specialises in personal taxation, trust and estate planning for individuals and trustees in the UK and overseas.
- ✦ **Proskauer Rose**  
Prodigal Son... corporate lateral **Liam Arthur** returns after briefly departing the New York headquartered outfit for Irish firm William Fry earlier in the year. Arthur advises on M&A, leveraged buyouts, equity co-investments, consortium transactions and joint ventures.
- ✦ **Reed Smith**  
The US firm welcomes financial services regulatory lawyer **Romin Dabir** who, until May 2022, was a partner at Kirkland & Ellis. Dabir provides both buy-side and sell-side advice on a broad range of regulatory issues as well as providing support for transactional departments and fund formations.
- ✦ **Rosenblatt**  
The listed firm elevates commercial disputes lawyer **Ian Bean** from Greenberg Traurig, where he was of counsel. Bean's practice involves litigation and asset tracing/recovery matters, often with a cross-border element.
- ✦ **RPC**  
Technology disputes lawyer **Helen Armstrong** joins the IP technology and disputes team from BCLP, where she was a senior associate. Armstrong's practice has a particular focus on outsourcing and public sector technology disputes.
- ✦ **Russell-Cooke**  
The London based firm welcomes private client lateral, **Nicole Gallop Mildon** from Druces. Mildon's practice covers a wide array of private client work, specialising in matters with a cross-border element including France and other francophone jurisdictions.

- ✦ **Shoosmiths**

The national firm hires a two partner corporate team comprising laterals **Oliver Pilkington** and **Nick McCarthy** from BDB Pitmans. Pilkington advises on domestic and cross border acquisitions and disposals, acting for both public and private companies and private equity. McCarthy specialises in UK and cross border M&A and fundraisings on the main market and AIM.
- ✦ **Stephenson Harwood**

Two hires (one lateral and one vertical) for the international firm this round-up as it welcomes non-contentious construction specialist **Navpreet Atwal** from Boodle Hatfield, and corporate tax lawyer **Shofiq Miah** from leading disputes boutique Joseph Hage Aaronson, where he was a tax associate. Atwal specialises in non-contentious construction and engineering with an angle on the retail, high-end residential, hotel and leisure sectors. Miah's experience covers both direct and indirect corporate tax with a focus on contentious matters.
- ✦ **Stewarts Law**

The disputes boutique adds disciplinary and compliance specialist **Gideon Habel** from Leigh Day, where he was head of regulatory and disciplinary. Habel acts for professionals in disciplinary investigations and prosecutions across a range of professions including lawyers, doctors and social workers.
- ✦ **TLT**

Joining the Bristol headquartered firm is finance lateral **Mark Thomas** from Squire Patton Boggs, where he was head of structured finance. Thomas advises on securitisations, structured loan products, trust structures, DCM, derivatives and loan portfolio sales and acquisitions.
- ✦ **Trinity International**

Arriving at the emerging markets boutique to lead its disputes practice is lateral **Poupak Anjomshoaa** from Baker Botts. Anjomshoaa, a contentious construction lawyer by background, advises on a range of construction projects and shareholder disputes.
- ✦ **Trowers & Hamlins**

Making the switch to the real estate flavoured international firm is social housing specialist **Hilary Pitts** from Exeter headquartered Stephen Scowns. Pitts advises housing associations and developers on land acquisitions and related infrastructure and development finance.
- ✦ **Vinson & Elkins**

Arriving at the Houston headquartered firm to head up its London corporate practice is **Ben Higson** from Hogan Lovells, where he co-headed the UK M&A practice. Higson's practice which has a strong energy, infrastructure and natural resources bent, marks an attempt by the US firm to restock its London corporate ranks after last year's raids by Gibson Dunn and Sidley & Austin.
- ✦ **White & Case**

Corporate lateral **Ian Ivory** joins the New York firm from BCLP, where he headed the EMEA private equity team. Ivory's practice includes M&A, private equity and venture capital, with a particular focus on the technology sector.
- ✦ **WilmerHale**

The US firm adds corporate crime and investigations specialist **Richard Burger** from listed firm DWF, where he co-headed corporate investigations. Burger advises on defence of regulatory investigations and prosecutions, governance, close supervisory enquiries, and non-financial misconduct across multiple jurisdictions.

✦ Withers

The international firm elevates immigration lawyer **Nicolette Bostock** from boutique firm Laura Devine Immigration, where she was an associate partner. Bostock advises on issues relating to international movement, including visa and residency applications.

**Related links:**

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✔ **The Specialist Partner Team**



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