

Law  
Firm  
Partner  
Moves  
in  
London

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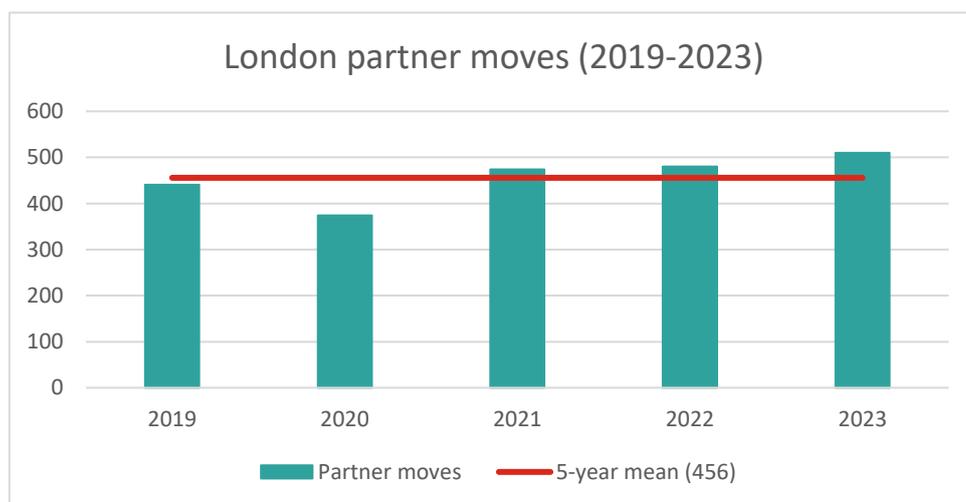
Welcome to the 78<sup>th</sup> edition of Law Firm Partner Moves in London, from the specialist partner team at Edwards Gibson, where we look back at announced partner-level recruitment activity in London over the past two months and give you a ‘who’s moved where’ update. This edition concludes our Law Firm Partner Moves in London for 2023 and we have included some facts and figures below comparing this year’s partner-level recruitment activity with that over the past ten years.

✦ **A summary of 2023**

There were **510** partner moves announced in 2023 which is the highest number ever recorded in a single year - **6%** up on the **480** we saw in 2022, and **12%** and **13%** up on the five and ten-year averages respectively. Our records go back to 2007 and, despite a relatively soft market for legal services, the partner hire market has been fueled by an odd mixture of (sometimes dramatic) countercyclical investments by US law firms in private equity related hires, alongside voluntary or involuntary partner moves resulting from perceived or actual structural failings at individual law firms.

Moves prompted by perceived structural failings included highly marketable partners at excellent, albeit a tad diminished, brands such as (pre-merger) **Shearman & Sterling**, jumping to more profitable homes to avoid, at best, the negative impact on their compensation from their firm’s relative underperformance or, at worst, a “run on the partnership”. Easier to measure was the impact of the collapse, or closure, of individual law firms - most notably national firm **Axiom Ince** and its antecedents whose often hapless alumni, together with those from three other law firms which closed their doors, collectively constituted **8%** of all moves recorded this year.

The number of hires this year breaks the previous record of **501** set in 2017; a year which was itself disproportionately elevated due to the collapse of **KWM’s** European verein. As such, it is perhaps fitting that this year’s figures were also boosted (albeit by a modest **1%**) by the final closure of **KWM (China)’s** EMEA and South America verein.





The most acquisitive firm of 2023 was **Kirkland & Ellis** which - aided in part by its unusual partnership structure - hired **18** partners (albeit only **8** were laterals) succeeded by **Paul Weiss**, which snapped up **14** partners (all laterals), then **Addleshaw Goddard** **13** partner hires (**9** laterals).

✦ **Top partner recruiters in London 2023**

Top partner recruiters in London 2023	Total hires	Lateral hires
Kirkland & Ellis	18	8
Paul Weiss	14	14
Addleshaw Goddard	13	9
Stephenson Harwood	11	7
CMS Cameron McKenna	10	7
Howard Kennedy	10	7
Paul Hastings	10	6
Eversheds Sutherland	10	9
Irwin Mitchell	8	8
Ashurst	7	4
DWF	7	3
Hill Dickinson	7	7
Latham & Watkins	7	6
Pinsent Masons	7	5
Watson Farley & Williams	7	5

🔪 **Top partner recruiters in London 2023 (partnership to partnership moves only)**

<b>Top partner recruiters in London 2023</b>	<b>Lateral hires</b>
Paul Weiss	14
Addleshaw Goddard	9
Eversheds Sutherland	9
Irwin Mitchell	8
Kirkland & Ellis	8
CMS Cameron McKenna	7
Hill Dickinson	7
Howard Kennedy	7
Stephenson Harwood	7

Besides **Axiom Ince** (which collapsed), **Kirkland & Ellis** suffered the highest attrition, losing **18** serving partners to rivals, followed by **Linklaters** - which lost **12** - and **Shearman & Sterling**, which parted ways with **11**.

🔪 **Firms with highest attrition in London 2023 (partnership to partnership moves only)**

<b>Highest partner attrition</b>	<b>No. laterals lost</b>
Axiom Ince	27*
Kirkland & Ellis	18
Linklaters	12
Shearman & Sterling	11
Travers Smith	10
Norton Rose Fulbright	9
Bryan Cave Leighton Paisner	8
Mishcon de Reya	8
Dickson Minto	7
MJ Hudson	7
Pinsent Masons	7
Reed Smith	7
White & Case	7

\* "Axiom Ince" covers all lateral departures from Axiom Ince, Ince and Plexus Law this year. As per below, only moves made in accordance with our [methodology](#) are listed.

By far the most significant event in BigLaw in 2023 was the formation of **A&O Shearman** - a merger between UK magic circle firm **Allen & Overy** and white shoe New York outfit **Shearman & Sterling** to create a true legal leviathan with revenues of \$3.4 billion. Prior to the announcement of the pending tie-up in March, Shearman had seen an increasing flow of lateral departures across Europe and the Middle East (with the latter virtually emptied of partners). In London at least, the merger (which was voted through in October) coincided with a slowdown in

partner attrition; of the **11** laterals who decamped from the New York firm in London in 2023, only two did so in the second half of the year.

The second most significant event in BigLaw, at least in the UK, was the re-launch of New York law firm **Paul Weiss'** London office with a largely English law offering. The fiery re-birth was overwhelmingly at the expense of its Chicago rival **Kirkland & Ellis**, from whom it has so far ripped no fewer than **10** laterals - including legal rockstars **Neel Sachdev** and **Roger Johnson** - since August in London alone\*\*. Nevertheless, as if to show it has nothing personal against its Chicago rival, the Wall Street firm also snatched two partners from **Linklaters** and two from **Clifford Chance**, bringing its total haul of London laterals to an astonishing **14**.

\*\*In a (likely) related move, Paul Weiss also hired 4 laterals from Kirkland & Ellis in New York and Los Angeles.



### ✦ Team Hires

The most significant team hire of 2023 was Paul Weiss' **10**-partner raid on Kirkland & Ellis (see above) followed by **Milbank's** acquisition of a **6**-partner private equity and antitrust team from clandestine Scottish private equity boutique **Dickson Minto**. Whilst it was announced at the end of last year that most of the London office of Dickson Minto was to defect to Milbank (reported in our [72nd Edition](#)), the final line up of arrivals was not confirmed until their appearance at Milbank in March 2023.

The other most sizable team hires were: **Eversheds Sutherland's** opportunistic acquisition of a five-partner mixed corporate and disputes offering as a result of **KWM** (China)'s disposal of its entire EMEA and South America verein; **Kirkland & Ellis'** own raid on its nemesis **Paul Weiss** for a five-partner (two laterals and three verticals) US qualified private equity and M&A team\*\*\* and **Collyer Bristow's** snatching of a four-partner team (three laterals and one vertical) from the collapsed **Axiom Ince**.

In addition, the following firms all hired three partner teams: **Haynes and Boone** - corporate and funds/financial services - from **MJ Hudson** (all laterals); **Hunton Andrews Kurth** - disputes and energy and infrastructure - from **Clyde & Co** (all laterals); **Kirkland & Ellis** - finance - from **Simpson Thacher** (two laterals and one vertical); and **Simpson Thacher** - funds/financial services - from **Travers Smith** (all laterals).

\*\*\*This team hire was originally [reported in August](#) as a four-partner (two laterals and two verticals) move.

◆ **Constructive Destruction – “Ince and Out”**

Fuelling the lateral market this year was the collapse of **Axiom Ince**, a national law firm with 100-plus partners and a penchant for acquiring other failed firms, which shut down amidst allegations of impropriety and fraud in October.

In its final form, Axiom Ince only technically existed for five months. However, many partners moved from the amalgamation of its predecessor firms throughout 2023. As we cannot be certain as to how many partners left prior to the creation of Axiom Ince (since partner moves are often reported later than their actual occurrence), we have recorded all lateral moves from the organisations “rescued” by the now-defunct outfit this year (notably **Ince & Co**, **Gordon Dadds** and **Plexus Law**) as moves from Axiom Ince.

In accordance with our [methodology](#), Edwards Gibson has not recorded all the announced moves by Axiom Ince émigrés. This is because they either work in practice areas that we do not record, or because, despite assertions to the contrary, in our assessment, the partners are not in fact based in London. One particularly high-profile team move, comprising seven **Axiom Ince** insurance and shipping partners joining Norwegian firm **Wikborg Rein** - which was significant enough to be included in *The Lawyer Top 10 Moves of 2023* - was not recorded in our publication because none of the departing lawyers joined their new firm as partners. Nevertheless, **27** moves (approximately **5%** of all partner hires in 2023) were as a direct result of the collapse of Axiom Ince or its precursors.



◆ **Bringing Closure ...**

Other law firm closures which boosted lateral hires at other firms this year included the collapse of the legal services arm of funds boutique **MJ Hudson (7 partners)**; **KWM (China)**'s disposal of its entire EMEA and South America verein (**5 partners**) and the closure of the dwindling London office of New York firm **Constantine Cannon (3 partners)**.

### ✦ The Travails of Travers Smith

Throughout 2023 we reported on the high attrition at **Travers Smith** which lost laterals to: **Freshfields; Fieldfisher; Dechert; Linklaters; Simpson Thacher & Bartlett** (4 partners); **White & Case** and **Cleary Gottlieb**. Ignoring promotions, the 80 something partner private equity focused firm lost over 12% of its partnership to competitors – **10** partners in all – which, alongside the two partners that it lost at the end of 2022, at the half year mark made it look in danger of suffering a run on the partnership. Happily, the firm lost only two laterals in the second half of the year.

### ✦ Private Equity, that gift that keeps giving to BigLaw ...

Despite high global interest rates dampening that more than decade long dynamo of BigLaw - private equity - plenty of law firms made significant investment bets in the expectation of a market Renaissance in leveraged finance, corporate finance, M&A and private fund formation\*\*\*\*. More pressingly, increased borrowing costs also hiked the demand for private credit, restructuring and special situations lawyers. Aside from **Paul Weiss** and the usual suspects - **Kirkland & Ellis** and **Latham & Watkins** - **Paul Hastings** and **Milbank** also bet big on private equity and so did many other US law firms, whose demand for partner talent extended beyond the usual law firm vs law firm talent war to in-house targets, which were often clients, including: **Fairview Partners** (Paul Hastings); **Permira** (Ropes & Gray); **KKR** (Paul Hastings); **Blackstone** (Simpson Thacher) and **Strategic Value Partners** (Sidley Austin). Of particular note was New York elite **Cravath, Swaine & Moore's** launching an English law practice with a two-partner leveraged finance team from **Shearman & Sterling** in March.

\*\*\*\*It has been widely reported that, at least three of the individual partners who moved to Paul Weiss and Kirkland & Ellis, were paid annual compensation of c.\$20 million each.

### ✦ The (Magic) Circle of Recruitment

In our round-up last year we commented on the record number of hires made by magic circle law firms (**21**) vs a more typical run rate of between 4 and 8 partners in London per annum. Once again, the magic circle was very active, hiring a total of **18** partners (16 laterals) - the second highest number on record - in the following order: **Clifford Chance (3); Freshfields (4) Allen & Overy (5) and Linklaters (6)**.

Whilst the magic circle may have become more covetous, collectively it lost **19** serving partners to other (overwhelmingly US) firms, with **Linklaters** alone losing **12** laterals (at least 9 of whom it would probably have preferred to keep!). That being said, with A&O Shearman going live next year, and with some in the magic circle - notably **Freshfields** - actively eschewing the term and preferring instead “global elite”, the moniker “Magic Circle” is perhaps on borrowed time.



✦ **Alternative Law Firms**

As per our [methodology](#), Edwards Gibson only records hires by law firms with conventional partnership (or corporate) structures. As such, we do not record hires to “alternative law firms”; the way they are structured, and the difficulties in confirming a given lawyer’s location at these entities, make like-for-like comparisons with conventional law firms challenging. Nevertheless, it should be noted that were we to do so, **Keystone Law** would likely feature at the top of the rankings above - on a rough reckoning, **Keystone** hired **24** relevant partners in 2023.

✦ **Other Fun Facts From 2023**

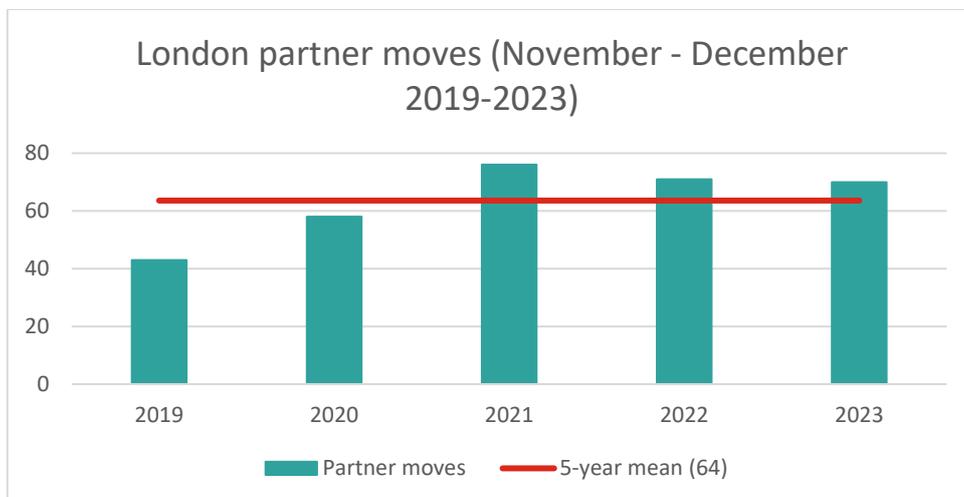
- **31%** of moves (**157**) were female - over the past 5 years this figure has ranged between 26% to 32%.
- **5%** of all moves (**26**) were in-house lawyers moving into law firm partnership.
- Including those moving from in-house, **124** lawyers (**24%**) moved from non-partner roles into partnership.

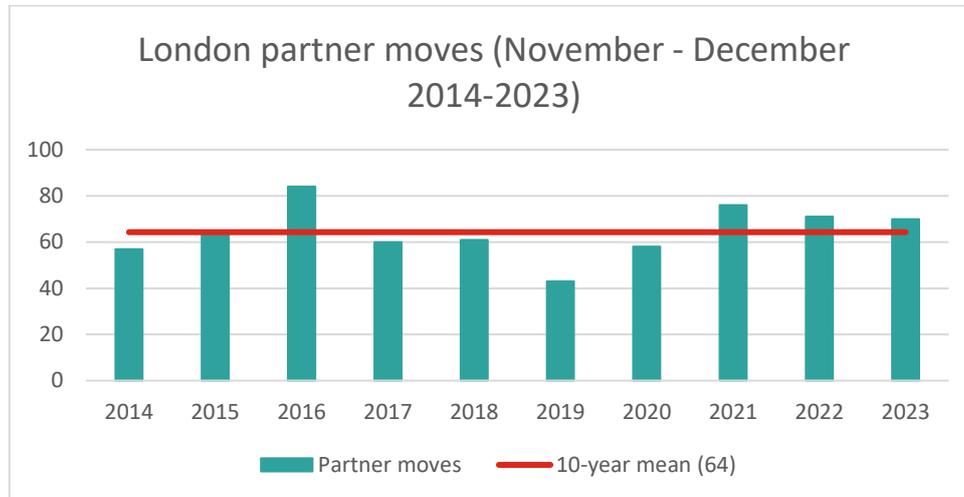
✦ **November – December 2023**

This bi-monthly round-up contains **70** moves, just missing the **71** we saw for the same period last year but comfortably ahead of the cumulative five-year and ten-year averages for the same period - **64** for both.

✦ **Top partner recruiters in London November – December 2023**

- **Eversheds Sutherland**      **6**      (**6** laterals)
- **Paul Weiss**                      **4**      (**4** laterals)
- **Addleshaw Goddard**      **3**      (**2** laterals)
- **Kirkland & Ellis**              **3**      (**2** laterals)
- **Latham & Watkins**              **3**      (**3** laterals)





**3** firms hired from in-house in November and December of 2023: **Blake Morgan** (from **BNP Paribas**); **Paul Hastings** (from **KKR**) and **Ropes & Gray** (from **Permira**).

### Market Outlook

Throughout 2023 law firms continued to bet heavily on the expectation that inflation, and therefore global interest rate hikes, would prove temporary and that their inevitable fall would presage a return to private equity led deal making. These partner-led investment hires, whereby law firms essentially bought future books of business, were in stark contrast to the recruitment market for junior lawyers which more accurately reflected the softer “real time” demand for transactional legal services - decreasing sharply and reversing the recruitment spree which followed the post-pandemic dealmaking boom. At the time of writing, many departments remain underutilised yet reluctant to downsize hopeful of a market uptick. So far only a handful of teams, predominately in commercial real estate, have commenced formal redundancy rounds, although without a market pick-up that trend will likely accelerate.

Global inflation has now begun to fall and, although interest rates have yet to follow, even if they do, it will take some time for that to feedthrough to BigLaw which, notwithstanding its record number of partner hires this year, saw profitability fall in FY 2022/23. Despite being naturally hedged with disputes and restructuring offerings, London’s BigLaw firms remain overwhelmingly transactionally focused and will continue to face strong challenges from an uncertain economy in 2024 which, let’s not forget, is also an election year on both sides of the Atlantic.

**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**

Three hires (two laterals and one vertical) for this year's third most prolific hirer as it welcomes: corporate insurance specialist **Matthew Brewer** from Pinsent Masons; finance lateral **James Tarleton**, from Osborne Clarke; and energy and infrastructure lawyer **Bruce Chen** from DLA Piper, where he was of counsel. Brewer advises insurers, reinsurers, banks and other financial institutions on Part VII FSMA transfers, reorganisations, reinsurance, longevity risk transfer and M&A. Tarleton, who returns to Addleshaws after a four-year stint at Osborne Clarke, covers a range of debt finance matters with a focus on asset-based lending. Chen specialises in renewable energy development, acquisitions, disposals, financing and refinancing, focusing on the offshore wind sector.

✦ **Allen & Overy**

A two-partner data and disputes team joins the magic circle firm from Norton Rose Fulbright. The duo, who both have a background in contentious insurance, comprise cyber specialist **Ffion Flockhart** and litigation lawyer **Charlie Weston-Simons**. Flockhart, who joins as global head of cybersecurity, advises on data protection, privacy and cybersecurity management across a range of sectors including financial institutions, transport, infrastructure, energy, technology and retail. Weston-Simons focuses on insurance issues, M&A disputes, professional negligence and cyber litigation.

✦ **Alston & Bird**

International arbitration lawyer **Will Hooker** arrives at the US firm from disputes boutique Pallas Partners. Hooker advises on both commercial and investor-state arbitrations, with clients across a range of sectors including energy, mining, telecommunications and financial services.

✦ **Ashurst**

Corporate technology lawyer **Chris Grey** arrives at the international firm from Clifford Chance, where he was a senior associate. Grey specialises in technology M&A and digital infrastructure across the technology, life sciences, media and telecoms sectors.

✦ **Bevan Brittan**

The Bristol headquartered set-up elevates employment and data protection lawyer **Oonagh Sharma** from Capsticks, where she was a principal associate. Sharma advises public and private sector healthcare organisations on human resources and workforce matters.

✦ **Bird & Bird**

Life sciences and healthcare lateral **Nicole Jadeja** decamps to Bird & Bird from Pinsent Masons. Jadeja advises pharma, healthcare and life sciences entities on general commercial, IP and regulatory matters with a focus on patent litigation.

✦ **Blake Morgan**

Joining the national firm this edition is finance lawyer **Natalie Coates** from BNP Paribas, where she was a senior legal counsel. Coates specialises in receivables financing, operating and finance leases, loans and stocking facilities.

✦ **Bryan Cave Leighton Paisner**

Two hires (one lateral and one vertical) for the global law firm this edition: corporate specialist **Russell Van Praagh** joins from Osborne Clarke; and debt capital markets lawyer **Vishal Mawkin** is elevated from Norton Rose Fulbright, where he was a counsel. Van Praagh advises on a wide range of sponsor-led and sell-side private equity and venture matters, acting for institutions, management teams and corporates. Mawkin, who is English and New York qualified, advises on Reg S/Rule 144A offerings, EMTN programmes,

high-yield debt offerings, project financings, green financings, and restructuring transactions.

✦ **Capsticks**

Making the switch to the London health, housing and social care outfit this edition is a two-partner (one lateral and one vertical) finance team from Trowers & Hamlins; lateral **Naomi Roper** joins as head of banking, alongside **Sarah Darvell** who was a managing associate; the duo specialise in affordable housing finance.

✦ **Charles Russell Speechlys**

Real estate specialist **Emma Carter** arrives at the international firm from Freshfields, where she was a senior associate. Carter advises investors, developers and banks on a wide range of commercial property transactions.

✦ **DLA Piper**

Public and regulatory lawyer **Claire Whittle** defects to the global firm from “right on” London outfit Bates Wells. Whittle advises public and private sector bodies, charities, social enterprises and individuals on regulatory matters across a range of sectors including education, health and social care.

✦ **Eversheds Sutherland**

Six hires for the Anglo-American firm this edition. Energy and infrastructure lateral **Kiran Arora** joins from BCLP, along with a five-partner team from KWM as part of KWM (China)’s disposal of its EMEA and South American vein: corporate lawyers **Greg Stonefield**, **Barri Mendelsohn** and **Joseph Newitt**; and disputes laterals **James McKenzie** and **Wilson Antoon** all arrive at their new home. Arora specialises in sustainable energy and infrastructure projects, advising on project development, project financings, M&A and specialist commercial contracts. Stonefield covers M&A and ECM transactions in the real estate, oil & gas and mining industries. Mendelsohn’s practice spans M&A, joint

ventures and private equity. Newitt specialises in M&A, ECM and hybrid securities. McKenzie and Antoon primarily advise on international arbitration in the construction, infrastructure, pharmaceuticals and resources sectors, with Antoon also having an angle on commercial disputes.

✦ **Fladgate**

The mid-town firm welcomes two laterals this edition: finance lawyer **Georgia Quenby**, who re-emerges after decamping from Morgan Lewis last year; and private wealth litigator **Simon Goldring**, from private client boutique Maurice Turnor Gardner. Quenby advises on financing transactions, restructuring and other special situations in the real estate, retail, manufacturing, transportation, and oil and gas sectors. Goldring focuses on disputes involving trusts, wills and estates as well as commercial disputes including fraud, partnership, tax, IP and minority shareholder actions.

✦ **Enyo Law**

Joining the London litigation boutique is contentious insolvency and restructuring specialist **Oliver Rule** from Allen & Overy, where he was a counsel. Whilst Rule’s practice predominately covers distressed/ insolvency disputes, he also advises on wider banking and finance litigation.

✦ **Gowling WLG**

Making the switch to the Anglo-Canadian outfit this edition is finance lawyer **Naina Patel** who was previously a senior legal consultant for multiple organisations. Patel primary advises on structured finance including: real estate finance, debt capital markets, securitisation, structured products, derivatives and related regulatory and compliance matters.

✦ **Greenberg Traurig**

Joining the Global Top 20 firm this edition is finance lawyer **Luke Lado** from Weil Gotshal & Manges, where he was counsel. Lado advises on leveraged and credit finance as well as special situations and restructurings.

✦ **Haynes and Boone**

The Texas-headquartered firm welcomes insolvency lateral **Michael Mulligan** from London firm Kingsley Napley. Mulligan specialises in contentious insolvency and commercial litigation advising on bankruptcy, fraud, asset recovery and enforcement.

✦ **Harneys**

Offshore insolvency and restructuring lateral **John O'Driscoll** joins the BVI headquartered firm from Walkers. O'Driscoll specialises in insolvency litigation, multi-jurisdictional disputes and restructurings as well as advising on formal appointments of insolvency officeholders in the British Virgin Islands and Cayman.

✦ **Herbert Smith Freehills**

Prodigal Son ... after jumping to Stephenson Harwood [in February this year](#), technology and IP disputes lawyer **Peter Dalton** returns to his former firm. Dalton, who was previously a senior associate at Herbert Smith, advises on cyber, IP and commercial disputes with a focus on the technology, digital media, and software sectors.

✦ **Hugh James**

Private client lawyer **Alix Langrognat** joins the Cardiff-headquartered firm from Morr & Co, where she was a senior associate. Langrognat specialises in estate planning and high net worth services.

✦ **Jones Day**

The Ohio spawned global firm snags structured finance lateral **Chris Arnold** from Mayer Brown. Arnold advises on cleared and uncleared OTC and exchange-traded derivatives, repos, securities lending, margin loans, structured products, derivatives regulations and risk management.

✦ **Kirkland & Ellis\***

Following the recent high-profile raid by Paul Weiss, the world's highest grossing law firm continues its restock *mutatis mutandis* with three hires (two lateral, one vertical): corporate tax specialists **Ceinwen Rees** and **James Morgan** from Macfarlanes and Linklaters respectively; and finance lawyer **Jia Meng** from Simpson Thacher, where he was an associate. Rees is an expert in advising investment fund managers on their fund, house, carry and co-investment structuring alongside remuneration packages, acquisitions, disposals and restructuring of investments. Morgan advises on a range of corporate tax matters with a focus on financial institutions, debt funds and alternative credit funds. Meng, whose hire appears to be a direct follow-on from that of **Ian Barratt** and **Sinead O'Shea**, mentioned in [our last edition](#), advises on leveraged and infrastructure finance for private equity sponsor clients and their portfolio companies.

\* Unlike most other law firms, Kirkland & Ellis does not tend to publicise its vertical (non-partner into partnership) hires, as a result a number of these junior partner hires were not recorded at the time by Edwards Gibson in our bi-monthly issues throughout the year. The following should have been included: (Jan-Feb 2023); debt finance lawyer **Byron Nicol** from Shearman & Sterling, where he was a senior associate; financial services regulatory lawyer **Daniel Fallon** from Linklaters, where he was a counsel; energy and infrastructure finance lawyer **James McGivern** from Linklaters, where he was a counsel; financial services regulatory lawyer **Julian Hui** from Baker McKenzie, where he was a senior associate; and financial services regulatory lawyer **Vanessa Walters** from Ropes & Gray, where she was an associate. (May-June 2023): Corporate energy infrastructure lawyer **Emma Shelston** from Allen & Overy, where she was a senior associate. (Sep-Oct 2023): US-qualified corporate lawyer, **Anna Van de moortel** from Paul Weiss, where she was an associate.

✦ **KPMG Law**

Joining the legal arm of the Big Four professional services firm as its new head of real estate is lateral **Rob O'Hanrahan** from DLA Piper. O'Hanrahan advises on a mixture of real estate investment and development on behalf of private equity clients, investment funds and listed property companies.

✦ **Latham & Watkins**

The Los Angeles giant welcomes three laterals this edition: debt finance duo **Fergus Wheeler** and **Paul Yin** from Akin; and white collar crime specialist **Pamela Reddy** from Norton Rose Fulbright. Wheeler and Yin, who only joined Akin [in March this year](#) from White & Case, advise on acquisition financings, restructurings, liability management solutions and cross-border special situations lending. Reddy advises on corporate crime including fraud, bribery and corruption, market abuse and money laundering as well as multi-jurisdictional investigations.

✦ **Linklaters**

The magic circle firm snags **Jane Caskey** as its new global head of risk advisory from Norton Rose Fulbright, where she undertook a similar role. Caskey, an IP lawyer by background, will oversee a multi-disciplinary practice advising clients on regulatory compliance risks as well as helping them design and implement governance and operational frameworks, processes, systems and controls.

✦ **Lewis Silkin**

Joining the London firm this edition is litigation lateral **Fraser Mitchell** from Armstrong Teasdale. Mitchell advises on disputes involving fraud, bribery, conspiracy and breach of fiduciary duty, alongside insolvency litigation and shareholder disputes.

✦ **Mantle Law**

Making the switch to the disputes boutique is international arbitration lateral **Alexander Slade** from Mishcon de Reya. Slade, who primarily covers commercial and investment treaty arbitration in the oil and gas, renewable energy and infrastructure sectors, also undertakes some English high court litigation matters.

✦ **Matheson**

Corporate lawyer **Rory Mullarkey** returns to law at the Irish firm after a two-year career break, prior to which he was a senior partner at Kirkland & Ellis. Mullarkey focuses on M&A and private equity, advising on public and private transactions.

✦ **Mayer Brown**

One lateral and one vertical hire for the global firm this edition: competition specialist **Daniel Vowden** arrives from Herbert Smith Freehills in Brussels; and disputes lawyer **Sarah Garvey** is welcomed from Allen & Overy, where she was a counsel. Vowden, advises on UK and EU competition matters with a focus on merger control, foreign direct investment, and cross-border deals requiring regulatory approval. Garvey covers commercial disputes and international arbitrations with an angle on shareholder and contractual disputes, conflict of laws and immunity issues.

✦ **McDermott Will & Emery**

Executive compensation and incentives specialist **Robert Marshall II** defects to the Chicago born firm from King & Spalding. Marshall, who is California qualified and will split his time between London and the US, advises public and private companies on executive compensation and equity plan issues on a global basis.

◆ **Memery Crystal**

Making the switch to the listed firm this round-up is corporate lawyer **Nick Heap** from Armstrong Teasdale. Heap advises on a range of equity capital market transactions as well as private M&A, with a focus on the energy, natural resources, life sciences and health care sectors.

◆ **Osborne Clarke**

The Bristol headquartered firm snags skilled financial services regulatory specialist **Noline Matemera** from TLT. Matemera advises banks, self-invested personal pension providers, asset managers, payment entities and intermediaries on a wide range of UK and EU financial services regulatory matters.

◆ **Paul Hastings**

Financial restructuring and distressed debt specialist **William Needham** makes the switch to the LA headquartered outfit from global investment firm KKR, where he was a managing director and head of European restructuring. Needham who will co-chair the European restructuring practice at his new firm, will advise on cross-border restructuring and distressed investing.

◆ **Paul Weiss**

Four more hires for New York's finest as it continues its rolling raids on Kirkland & Ellis and Linklaters by welcoming: corporate technology and IP lateral **John Patten** from Kirkland & Ellis; and anti-trust specialist **Nicole Kar** from Linklaters; alongside a two-partner team from Clifford Chance comprising corporate lawyer **Chris Sullivan** and finance specialist **Taner Hassan**. Patten, who is the 10<sup>th</sup> London lateral Paul Weiss has swiped from its Chicago rival since August, advises on corporate technology transactions as well as stand-alone contentious and non-contentious IP and data privacy matters. Kar, who was global head of Linklaters' antitrust and foreign investment practice, covers a range

of competition matters, including cartels and investigations, but has a particular focus on merger control. Sullivan, who was Clifford Chance's head of private equity, advises on private M&A with a focus on private equity transactions. Hassan, who was co-head of banking and finance at Clifford Chance, and joins his new firm as head of European leveraged finance, covers sponsor-side leveraged and infrastructure financings in Europe and emerging markets.

◆ **Quinn Emanuel**

Commercial litigator **Gemma Anderson** joins the elite US disputes boutique from Morrison & Foerster. Anderson specialises in cross-border disputes, with an angle on contractual, technology, privacy and data protection matters.

◆ **Reed Smith**

Structured finance lateral **Mark Drury** arrives at the global firm from Linklaters. Drury advises on structured capital markets securities and derivatives, with a particular angle on CLOs, as well as Fintech initiatives, financial market infrastructure and payment systems.

◆ **Ropes & Gray**

Two hires (one lateral and one from in-house) join the Boston blue blood this round-up: finance lawyer **Benoit Lavigne** from King & Spalding; and corporate lawyer **Paul Armstrong** from private equity house Permira, where he was a managing director. Lavigne, who was previously a partner at Ropes & Gray, advises private credit providers, underwriters and borrowers on acquisition finance, general corporate lending, asset-based lending and restructurings. Armstrong advises on cross-border private equity M&A, leveraged buyouts, growth investments and take-private transactions.

✦ **Russell-Cooke**

The London firm welcomes private client lateral **James Cook** from Collyer Bristow. Cook advises on tax and succession planning, wills, powers of attorney and Court of Protection matters.

✦ **Simpson Thacher**

Finance lateral **Katie McMenemy** joins the New York firm from Travers Smith. McMenemy, who undertakes a range of debt finance matters with a particular angle on fund finance, joins the fund finance practice. McMenemy's hire follows on from a three-partner asset management flavoured team move from Travers Smith [in February](#).

✦ **Shoosmiths**

IP litigator **Antony Craggs** defects to the national firm from Lewis Silkin. Craggs advises on patent litigation across a variety of industries including life sciences, pharma, chemicals, electronics and retail.

✦ **Skadden**

A brace of leverage finance laterals for the Wall Street firm which welcomes: **Sebastian FitzGerald** from fellow New Yorker Willkie Farr & Gallagher; and **Noel Hughes** from Linklaters. FitzGerald and Hughes both advise on leveraged buyouts, restructurings and special situations investing, with Hughes having an additional angle on high yield debt offerings.

✦ **Stephenson Harwood**

Joining the international firm this round-up is IP litigator **Helen Conlan** from Mishcon de Reya. Conlan's practice has a particular niche in multi-jurisdictional patent litigation and disputes relating to trade secrets, especially within the TMT sector.

✦ **Stewarts Law**

Tax litigator **Giles Salmond** makes the switch to the disputes boutique from Eversheds Sutherland, where he was head of tax litigation and indirect taxes. Salmond advises on indirect contentious tax, with a particular specialism in VAT disputes.

✦ **Trowers & Hamlin**

Two laterals for the international firm this edition: corporate tax specialist **Alex Barnes** arrives from BDB Pitmans; and commercial contracts lawyer **Simon Edwards** defects from RPC. Barnes, who was head of tax at his former firm, advises on a mix of corporate and real estate tax. Edwards specialises in commercial contracts, with an angle on supply chain and logistics arrangements in the retail and consumer sectors.

✦ **Vinson & Elkins**

The Houston spawned firm elevates energy and infrastructure lawyer **Kilian de Cintré** from Milbank, where she was a special counsel; Kilian is the second half of a team move alongside lateral Chris Taufatofua, whose [move was reported in October](#). De Cintré advises on the development, structuring and financing of natural resources, infrastructure and energy projects.

✦ **White & Case**

Two hires for the New York firm this edition: corporate crime lateral **Neil Blundell** from Macfarlanes; and private funds specialist **Emily Brown** from Ropes & Gray. Blundell, who joins as head of corporate crime and investigations, advises corporates and individuals on corporate crime defence, sanctions compliance and multi-jurisdictional investigations. Brown advises sponsors on the formation, marketing and closing of private equity, private credit, real assets and VC funds; and investors in relation to commitments to new funds and co-investments.

✔ **Watson Farley & Williams**

Joining the international firm as head of international real estate investment is real estate lateral **Deepa Deb** from DWF, where she was global head of development and investment. Deb acts for domestic and overseas developers, property companies, institutional investors and funders on complex real estate transactions, including structured investments, disposals, and joint ventures.

✔ **Willkie Farr & Gallagher**

Arriving at the New York headquartered firm this round-up as co-chair of its European restructuring group is restructuring and insolvency lateral **Simon Baskerville** from Latham & Watkins. Baskerville acts for a variety of stakeholders in cross-border restructurings, alongside stressed, distressed and insolvency situations.

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