Why Clyde & Co

Canada Lawyer

Join the fastest-growing insurance law firm
Welcome

Over the last decade, Clyde & Co has been one of the fastest growing law firms in the world. The development of our business in the North American region during that time has been one of our proudest achievements.

North America is the world’s largest and most competitive legal market. It also offers the most potential to any firm with a forward-looking and client-focused strategy for growth.

We believe, and our clients tell us, that our experience across business lines, our commitment to the insurance sector and our international reach provide us with a unique client proposition and a platform for further growth.

We are excited about this latest phase in our expansion. We hope you will join us to continue what we’ve started.

We are delighted that you are considering joining Clyde & Co. By joining now, you will be arriving at the outset of what promises to be an exciting chapter in our story.

Though our offices first opened their doors in the US in 2006 and in Canada in 2011, we remain ambitious for further, client-led growth.

One of the things you will notice about Clyde & Co is our distinctive culture. We are headquartered in London, but we entrust our regions and local offices with an unusual level of responsibility. We know that it is our lawyers on the ground who best know what our clients want.

Clyde & Co shares clarity of purpose and ambition. Our culture is respectful, hard-working and entrepreneurial in spirit. We encourage our people to be ambitious and to take advantage of opportunities, and we provide the support that enables our people to be the very best they can be in their chosen fields.

We know that if we are to continue to grow successfully in North America, we need to remain committed to staying true to the quality of lawyer and focus on insurance that has characterized our operations to date.

Eileen King Bower
Chair of the North American Board
Why join Clyde & Co?

We are a firm committed to not only our clients, but our people.

– We have a proven track record of attracting and retaining the best talent and managing their integration into the global firm and our North American practice.

– Our international network and global scope of client work give Clyde & Co a sustainable advantage over other firms’ training platforms, and we have the framework, systems and support both globally and locally to guide our teams at every stage of their development.

– Our network also provides associates with unique opportunities, such as our annual program of secondments to international offices. This includes seconding North American associates into the London Market.

We could tell you a number of other reasons to join Clyde & Co, but let our people tell you what they think.

In September 2011 I joined Clyde & Co as a partner when my former firm, NPM, merged with Clyde & Co. I joined NPM as a student in 1996, articled in 1998, and then as a lawyer later that year. As an insurance lawyer, my practice focus is insurance of financial institutions, D&Os and professional liability coverage, although I also handle instructions on a variety of other insurance lines. I think Clyde & Co is especially good at focusing on its sectors and strategy and, within that, allowing employees of all types show initiative and develop the business. It is exciting, as an insurance lawyer, to be part of one of the largest insurance practices on the globe; it brings valuable added perspective and capability in a shrinking world.

I joined Clyde & Co in 2015 as a senior associate looking to grow my practice and the commercial litigation practice group in the Toronto office. Before joining, I had been practicing commercial litigation at a boutique litigation firm. Clyde & Co had everything I was looking for: a dynamic, collegial office in Toronto backed by an ambitious, entrepreneurial culture that runs through its global network. The firm has provided me with tools to develop. I have attended the Advanced Development Centre, Associate Exchange Program, and more recently the Senior Leadership Program. I am proud of how our commercial litigation team continues to grow as we strive to provide the premium service our clients deserve.

Trevor McCann
Partner, Montréal

Jamie Spotswood
Partner, Toronto

Global fast facts

Our performance

Global revenue (£, millions - % YOY Growth)

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenue (£ millions)</th>
<th>YoY Growth</th>
</tr>
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<tbody>
<tr>
<td>FY2015</td>
<td>429m</td>
<td></td>
</tr>
<tr>
<td>FY2016</td>
<td>469m</td>
<td>9%</td>
</tr>
<tr>
<td>FY2017</td>
<td>438m</td>
<td>3%</td>
</tr>
<tr>
<td>FY2018</td>
<td>517m</td>
<td>11%</td>
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<tr>
<td>FY2020</td>
<td>627m</td>
<td>4%</td>
</tr>
<tr>
<td>FY2021</td>
<td>637m</td>
<td>3%</td>
</tr>
<tr>
<td>FY2022</td>
<td>563m</td>
<td>2%</td>
</tr>
</tbody>
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Percentage of revenue by region

- APAC: 14%
- MEA: 12%
- North America: 27%
- Europe: 6%
- Other: 2%
- LatAm: 2%
- UK: 44%

Global reach

60+ Offices* worldwide

6 Continents

Our people

- 440 Partners
- 1,700 Other employees
- 2,420 Legal professionals (excl. partners)

New partners

- 44 New partners
- 21 Lateral hires
- 23 Partner promotions
Inclusion matters

We recognize that creating an inclusive culture is vital to the success of our business. It is crucial that our people feel happy, respected and able to be their whole selves at work. Having a workforce that brings a variety of backgrounds and experiences helps us harness the power of different perspectives, to better innovate and problem solve, and drive change.

We acknowledge that we have progress to make across our focus areas of gender, race and ethnicity, LGBTQ+ and disability. The firm’s senior leadership have approved a high-level vision and a set of global objectives, which we are working to translate into local priorities for our regions.

Our US offices are proud to have achieved their first Mansfield Rule certification, which encourages greater diversity by encouraging participating law firms to consider at least 30% diverse candidates for lateral hire roles, senior leadership positions and business development activities. We are including Canada in the current iteration, and we are also taking part in the inaugural year in the UK, while tracking the parameters in other regions and areas of the business.

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We were excited to launch the Reverse Mentoring Program in 2020, an evolution of our Global Mentoring Program, which focuses on developing mutually beneficial mentoring relationships between senior staff and underrepresented individuals, helping to deepen the understanding of diversity and inclusion issues in addition to career development opportunities. We will be fully integrating this into our Global Mentoring Program software, which is powered by AI, in early 2022.

We have expanded our employee networks for North America following a regional survey to understand and respond to our people’s experiences. Our existing North American Women’s Initiative (for attorneys) has been active for several years and is now joined by five additional networks including:

- LEAP (Leading and Empowering Asian Professionals)
- Clyde RAR Association (Black Awareness Resource)
- GECO (Gender Equality at Clyde & Co for Business Services)
- Pryde & Co
- Parent and Carer Network

We know that as a law firm, one of the most effective ways in which we can make a positive contribution to our communities is by using our legal skills and expertise. We encourage our lawyers to take part in pro bono work through our policy that allows them to receive credit toward their billable hours targets for up to 50 hours of time spent on pro bono initiatives. We are a member of the Law Firm Antiracism Alliance, which is an opportunity for us to work together proactively as an industry.

We are finalizing a new global strategy for pro bono which will strengthen our existing offering and enable our offices to develop new partnerships in line with clear overarching pro bono themes and goals.

I joined the firm 13 years ago, upon becoming a lawyer, after articling at a large national firm. I knew I wanted to handle interesting and challenging disputes and get time at court, and I knew that the firm could offer me such opportunities. Over the years, the firm offered me even more interesting opportunities than I had envisaged when I first joined, from expanding my practice to insurance coverage and monitoring work to a secondment at a Lloyd’s syndicate in London.”

Prachi Shah
Senior Counsel, Montreal
An ambitious firm

Clyde & Co is an ambitious international law firm with a dynamic and enterprising approach. Over the past decade the firm has undergone a considerable transformation, doubling in size – twice! – from revenues of $174 million and 13 offices in 2005, to revenues of $679 million in 2022 and more than 60 offices around the globe.

What’s the difference?
The firm has consistently pursued a strategy of expansion based on industry focus and global scale. This has resulted in extensive but targeted growth. Clyde & Co is recognized in the Global 100 as one of the fastest growing law firms in terms of revenue. We constantly align our growth ambitions to the needs of our clients, along the way creating an international network that only a handful of law firms can match.

Insurance at our core
Our global insurance team is the engine of that growth. We represent more US, London Market and international insurers and reinsurers than any other global law firm. Insurance is both the largest and the fastest growing sector of the firm, as well as our strategic priority.

But our insurance capability also pervades all our core sectors: international trade, energy, transport and infrastructure. This sector-specific approach means our lawyers are known for their in-depth industry knowledge and experience, earning the respect of their clients and winning sector-specific accolades around the world.

Our vision is to become the most complete North American and global provider of coverage and defense services to the insurance industry. As other major law firms shift their focus away from insurance, Clyde & Co has insurance work at the centerpiecde of its growth. In an ever more interconnected world, we offer clients quality, capability, economies and relationships of scale that help them navigate an increasingly complex risk environment across their business lines and geographies.

North American expansion is central to our plan
North America is home to the largest insurance market, and we need to reflect that scale in our US and Canadian operations. For Clyde & Co, a North American presence is a particularly strong differentiator. Our competitor firms of non-North American origins cannot compete with our nationwide presence and our 15-year record in North America. With the addition of several offices over the past five years, we are reaching critical mass. From this base and with sound investment in our infrastructure, we are creating a platform from which to project a national US and Canadian brand.

This investment is starting to pay dividends. North America is one of our fastest growing regions.

Almost unparalleled understanding of, and experience in, most commercial insurance matters.
Chambers Canada
An increasingly competitive marketplace

There is a shift occurring in the insurance sector towards consolidation, creating new international players in North America and in the developed emerging markets around the world.

These fewer, but larger, insurers want to partner with fewer, larger firms that are equipped to help them create efficiencies and deal with the increasing regulatory requirements, all while providing more added value and oversight.

We believe Clyde & Co is that firm:

– We have a global presence seamlessly aligned to the operations of international insurers
– We offer quality, capability, economies and relationships of scale that are compelling to clients, giving them the opportunity to use Clyde & Co across their global network

Accolades

- Ranked nationally in Chambers and Legal 500
- 29 Lawyers ranked in Chambers USA or Chambers Canada
- 20 recommendations in Legal 500

Size in the region

- 220+ support staff
- 345+ legal professionals
- 90 partners
- 18 offices

North America by the numbers ($, millions - % YOY Growth)
Insurance at the center of our strategy

Our North American attorneys are focused almost exclusively on the insurance sector. Our nationally ranked practice provides complete coverage, disputes and defense capability for our clients.

In the US, 90% of our top 25 clients are US, Canadian, London Market or international insurers or reinsurers. We act for our clients with established teams across our offices covering virtually every class of business.

Alongside major insurers we have deep and broad relationships throughout the London and Bermuda markets, which benefit from our joint North American and London capability. The insurance practice is also supported and strengthened by dedicated insurance corporate teams in the US, London, Australia, Dubai, Shanghai, Singapore and Paris.

In several areas, we have practices acting in the defense of insureds as well. Our lawyers have argued hundreds of jury trial cases before district courts all over the country and argued appeals before federal and state appellate courts, including the United States Supreme Court. Our teams are also experienced in all alternative forms of dispute resolution.
Firm management

Our philosophy is to coordinate centrally through a strong vision and focus - but to manage locally.

The firm’s Global Management Board is supported by regional management boards for the US, Canada, UK, Middle East & Africa and Asia Pacific. This is underpinned by executive committees and strategy groups for practice areas, sectors and departments. We aim to provide effective management teams with a grown-up approach. We expect offices to manage themselves as much as possible with the regional boards made up of local partners along with representatives from the Global Management Board.

Supporting the development of your business

Our international business development (BD) team work closely with lawyers to implement integrated marketing and client development plans. On an everyday level, the business development team assist with new clients and support the management of existing client relationships. They also manage the organization of BD activities for groups of clients and facilitate the awareness of BD initiatives across the whole firm. The communications team provides support on public relations and wider communication strategies.
Clyde’s Learning & Development Programs

Clyde has a number of learning and development programs aimed to provide extensive personal, professional, and career development opportunities for all. This helps to create a learning culture which encourages our people to take ownership of their own development while still being supported by their partner or manager. The firm-wide learning programs are highlighted here.

Professional Development Programs

- Clyde’s “core” live and on-demand training
- Global webinars available to all that map back to Clyde’s five competencies
- Clyde is an accredited CLE provider and hosts numerous internal continuing education programs.

Clyde Career Conversations

- This new initiative replaced our previous career development review process and encourages frequent, quality career and feedback conversations throughout the year, with a variety of people
- Individual team members are responsible for initiating at least four development conversations with their supervising partner/manager and others they feel could help their career (i.e., mentors, peers, HR)
- Clyde has created a toolkit with a variety of resources including templates, guides, and training videos to help employees and leaders feel confident going into their conversations

Global Mentor Program

- Our mentoring initiative capitalizes on the vast pool of knowledge, expertise and wisdom existing across the firm and is a great opportunity to expand global networks and get support with personal, professional and career development
- Mentors and mentees are easily connected through our mentor-matching platform, Guider, which can also be used to schedule meetings and track progress
- Reverse mentoring is also available for those who want to switch the traditional mentor/mentee roles and focus on increasing discussions around diversity and inclusion

Talent Management Programs

- Clyde has three talent management programs aimed to provide additional development support for high potential attorneys as they grow their career at the firm: Virtual Development Program, Business Development Academy and Senior Leadership Program
- All programs are modular and run over several months to allow participants to practice new skills and embed learning

Global Associate Program

- The program provides an opportunity for our Associates from around the world to spend a week in another office
- The program’s goal is to build immediate and lasting relationships with international colleagues and further develop connections with contacts and clients abroad
- These working relationships not only benefit Associates but also their whole practice group, clients and colleagues at home

A great, seasoned expert and practical litigation team.
Chambers Canada
Benefits at a glance

Clyde & Co values your contributions to our success and provides you with a benefits package that protects your health and helps your financial security, now and in the future. We continually look for valuable benefits that support your needs, whether you are early in your career, raising a family, or preparing for retirement. We are committed to giving you the resources you need to understand your options and how your choices could affect you financially. We offer several perks and programs that make Clyde & Co a great place to work!

Our benefit plans include the following:

- Extended Health Benefits offered through Empire Life for employees and their eligible family members
- Dental coverage
- Vision coverage
- Life Insurance and AD&D
- Critical Illness coverage
- Long-Term Disability
- Retirement Savings Plan
- Employee Assistance Program (EAP) available to employees and their family members
- Thrive wellbeing program provides reimbursement for gym memberships, fitness classes, and more!
- Generous paid time off for vacation, illness, parental leave, and holidays

The team is very responsive, and they possess an understanding of our business that makes them one of our top picks for outside counsel.

Chambers Canada
A truly global law firm

With an impressive international reach, we operate on a global basis, from our own offices, our associated offices, via our regional ‘desks’ or through long term correspondent relationships with leading local firms in other jurisdictions.

Key

- Clyde & Co offices
- Associated offices
Partners

2,400

Lawyers

3,200

Legal professionals

5,000

Total staff

60+

Offices worldwide*

www.clydeco.com

*Includes associated offices