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ONRAMP FELLOWSHIP EXPANDS INTERNATIONALLY IN AUSTRALIA AND THE UK WITH TWO GLOBAL LAW FIRMS – HERBERT SMITH FREEHILLS AND HOGAN LOVELLS – AND BARCLAYS’ COMPLIANCE GROUP

The [OnRamp Fellowship](#) – the largest re-entry platform for female lawyers and financial services executives returning to the workforce after an extended career break – is entering the Australian market for the first time with Herbert Smith Freehills and also expanding into the UK with Herbert Smith Freehills, Hogan Lovells, and Barclays’ Compliance Group.

This unique initiative began in January 2014 as a pilot program in the U.S. with four law firms (Hogan Lovells, Sidley, Cooley, and Baker Botts) to provide experienced female lawyers re-entering the profession after an extended career break with an opportunity to update their skills and contacts through paid, one-year Fellowship placements. In just two years, the Fellowship has extended its reach by placing female lawyers as well as financial services executives in 35 of the world’s top law firms, in-house legal departments, and financial services firms.

The goal of the Fellowship is to enhance the talent pipeline in prominent organisations with diverse, high-level women who have the potential and the desire to advance into leadership roles in the future. The [42 total Fellows](#) placed in organisations thus far clearly demonstrate the depth and the breadth of this untapped pool of talent. Of the women who have completed Fellowships, 86% have received offers for full-time employment in firms and other organisations.

“We are delighted to be working with OnRamp to launch the Fellowship in Australia and the UK,” said Sue Gilchrist, Regional Managing Partner, Asia & Australia at Herbert Smith Freehills. *“It is vitally important that we continue to find ways to access the untapped pool of female talent for roles within the firm, which complement our existing strategies to promote diversity and inclusion across the firm.* Ian Cox, Regional Managing Partner for the UK also said, *“As a firm, we are absolutely committed to fostering a diverse and inclusive culture because we know that diverse perspectives significantly enhance our creativity, problem*

solving skills and our ability to innovate, which results in a more rewarding workplace for our people and better service for our clients.”

“As a global law firm we are committed to empowering girls and women, and to the advancement and retention of women at all stages in their career. We strive to maintain a diverse and inclusive working environment as diversity creates better teams, and better teams mean better solutions for our clients,” said Ruth Grant, partner and Chair of Hogan Lovells' Diversity and Inclusion Committee. *“As one of the inaugural Fellowship firms in the U.S., we know first-hand the perspective and value these returning women add to our population and the profession, which is why we are so excited to support this initiative as it expands into London,”* said Susan Bright, Regional Managing Partner - UK and Africa.

Together, the participating organisations – which now includes 28 law firms (listed below), Barclays' Compliance Group, and the legal departments at Amazon, Hewlett Packard Enterprise, Microsoft, and BMO – have posted more than 200 Fellowship positions in 32 locations across the globe, including a dozen positions in Sydney, Perth, Melbourne, and London.

OnRamp Fellowship Law Firms

Akerman	Fenwick & West	Hogan Lovells	Pillsbury
Baker Botts	Fish & Richardson	Jackson Walker	Sidley Austin
Baker Donelson	Fisher & Phillips	Jenner & Block	Skadden
Blank Rome	Fox Rothschild	K&L Gates	Stoel Rives
Cooley	Fried Frank	Loeb & Loeb	White & Case
Covington & Burling	Goodwin Procter	Morrison Foerster	Wiley Rein
Crowell & Moring	Herbert Smith Freehills	Orrick	Wilson Elser

Opportunities exist in numerous practice areas within the participating organisations, including antitrust, compliance, corporate, emerging companies, finance, life sciences, labor and employment, litigation, mergers and acquisitions, private equity, real estate, securities, and tax.

Candidates must have at least three years of experience and be returning from a career break of two or more years to apply for a Fellowship position. Additionally, lawyer candidates must be admitted to practice in the jurisdiction where they plan to work.

“The lack of senior female practitioners in law firms and financial services firms exists in markets around the world and is a major area of concern for these organisations. In the U.K., for instance, females comprise more than half of the lawyers entering the profession, but represent only 24% of partners in law firms and just under 19% in Magic Circle firms,” said [Caren Ulrich Stacy](#), Founder of the OnRamp Fellowship and Diversity Lab. *“Herbert Smith Freehills, Hogan Lovells, and Barclays are leading the way for their professions by being the first in their countries to participate in the Fellowship. They are helping the profession as a whole, while also realizing the tremendous benefits gained by their own firms by bringing these talented women back into the fold.”*

To enhance the matching process of female applicants with the participating organisations, the OnRamp Fellowship utilizes proven recruitment techniques successfully implemented by corporations to hire and develop C-suite executives. To ensure a mutual “fit” for the organisations and the returning women, applicants complete a three-hour screening process, which includes a personality and skills assessment, writing test, culture questionnaire, and structured behavioral interview.

Women who are selected to participate in the Fellowship are provided with an advisor at the organisation, an external career counselor, access to [Practical Law](#) from Thomson Reuters, unlimited online continuing education through the [Practising Law Institute \(PLI\)](#), and a variety of training from experts in negotiations, oral advocacy, and project management.

Women participating in the Fellowship said the following about their experience.

“The OnRamp Fellowship opened the door to advancement that had been all but bolted shut for women like me who took an extended hiatus from practicing. It provided me with outstanding levels of support and encouragement for what was a previously elusive opportunity to demonstrate my value to the legal community. As a result, a large part of my drive to perform to my best ability is to honor the program and to demonstrate its merits to similarly situated women and to the larger legal community.”

– Heather Hewitt, Fellowship Alumnae & Attorney, Baker Botts LLP

“As I have told many people, I feel that I am the luckiest person in the world to have been selected as a Fellow in the inaugural class of the OnRamp Fellowship. This is truly a life-changing event for me, providing me with an opportunity to get back into the practice of law at a level that I never could have imagined possible just a few short months ago – and I am enjoying every minute of it! Even more importantly, the OnRamp program and its innovative approach (including the invaluable ongoing coaching component) has the ability to completely change the landscape for so many women who have stepped away from the practice to raise families – and to open up a whole new and previously untapped pool of talent to law firms. I can’t say enough good things about the program.”

– Pam Zdunek, Fellowship Alumnae & Attorney, Sidley LLP

About OnRamp Fellowship

Created in January 2014 by [Caren Ulrich Stacy](#), the founder and CEO of the [Diversity Lab](#), the OnRamp Fellowship is the largest global re-entry platform that matches experienced women returning to the legal and banking profession with organizations for six-month and one-year, paid positions.

This unique experiential learning program gives returning women – many of whom have opted out of the legal and banking professions for a period of time to raise children – an opportunity to demonstrate their value in the marketplace while also broadening their experience, skills, and contacts. Organisations that participate in the Fellowship gain access to an untapped group of experienced, diverse high performers who want to return to the workforce but face unique challenges due to the gaps in their résumés.

www.OnRampFellowship.com

About Barclays’ Compliance Group

Barclays is committed to building a world-class team of trusted advisors within its compliance function – one that safeguards our clients, employees, and reputation. As an independent control function, compliance helps to protect the interests of the firm while promoting a strong and visible compliance culture throughout Barclays. We provide regulatory advice and guidance, while maintaining a risk-based program designed to prevent, detect, and address violations of applicable laws, rules, regulations, policies, deviations from industry standards and other relevant standards.

About Herbert Smith Freehills

As one of the world's leading law firms, Herbert Smith Freehills advises many of the biggest and most ambitious organisations across all major regions of the globe. Our clients trust us with their most important transactions, disputes and projects because of our ability to cut through complexity and mitigate risk.

Operating from over 26 offices across Asia Pacific, EMEA and North America, Herbert Smith Freehills is at the heart of the new global business landscape providing premium quality, full-service legal advice. We provide many of the world's most important organisations with access to market-leading dispute resolution, projects and transactional legal advice, combined with expertise in a number of global industry sectors, including energy, natural resources, infrastructure, technology and financial services.

www.herbertsmithfreehills.com

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About Hogan Lovells

Straight talking. Thinking around corners. Understanding and solving the problem before it becomes a problem. Performing as a team, no matter where we're sitting. Delivering clear and practical advice that gets your job done.

Our 2,500 lawyers work together with you to solve the toughest legal issues in major industries and commercial centers around the world. Whether you're expanding into new markets, considering capital from new sources, or dealing with increasingly complex regulation or disputes, we help you stay on top of your risks and opportunities.

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