

PAUL HASTINGS

Culture of Excellence | Intellectual Capital | Superior Execution

With a strong presence throughout Europe, Asia, Latin America, and the U.S., at Paul Hastings we collaborate across our global platform to handle our clients' complex matters with care and efficiency.

In London, our team includes more than 170 qualified lawyers providing superior intellectual capital and execution to the world's leading investment banks, asset managers, and corporations. The London office has been a core driver of Paul Hastings' overall strong global performance, with the team acting on many prominent matters for our clients and hiring more than 20 partners into the office since January 2022, across several practice areas including energy and infrastructure, litigation, arbitration, restructuring, and finance. Paul Hastings' London platform is experiencing record financial performance. Lawyer headcount in the office is up 60% from the start of 2022, and is expected to reach over 200 by 2025.

Our clients entrust us with their most complex opportunities and challenges, and we rise to that challenge by attracting and developing people who thrive on working with other market leaders to find solutions for difficult problems. We empower and enable our people to deliver exceptional client service consistently around the world.

London's Core Areas of Practice

- Antitrust and Competition
- Energy and Infrastructure
- Employment Law
- ESG & Sustainable Finance
- Financial Restructuring
- Fintech and Payments
- Global Finance
- International Dispute Resolution
- Investment Funds & Private Capital
- Investigations and White Collar Defense
- International Arbitration
- Intellectual Property
- Litigation
- Mergers and Acquisitions
- Private Equity
- Real Estate
- Securities and Capital Markets
- Structured Credit
- Tax





“The recruiting and retention of a diverse community of legal professionals is a key strategic priority for Paul Hastings. It is fundamental to our future growth and sustainability.”

Ross Anderson

Co-Chair, London Office

Partner, Corporate Law Department

The Paul Hastings Training Programme

Exceptional talent leads to extraordinary results—it is the driving narrative in our firm’s history and it is the strategy for the journey ahead. From lawyer to partner, the paths to opportunity at Paul Hastings are diverse and dependent on one key factor: your imagination.

We will provide you with a first-class training and development programme, combining on-the-job training, internal practice-based training, and external courses. We will monitor your progress on a formal and informal basis to enable you to give feedback on the programme itself and on those areas of training and development that are of the most interest to you.

As a trainee solicitor, you will spend six months in four seats, typically chosen from corporate, real estate, finance, funds, litigation, payment systems and financial services, restructuring, capital markets, employment, and tax. There may also be the opportunity to undertake a client secondment depending on business need.

We recruit both law and non-law graduates. We offer a competitive salary whilst training, currently £60,000 per annum in your first year and £68,000 per annum in your second year, and benefits include medical insurance, a fitness and wellbeing allowance, life assurance, and 25 working days’ holiday.

We offer future trainees a maintenance grant alongside fees for your Graduate Diploma in Law (GDL) and the Solicitors Qualifying Examination (SQE).

We also offer:

- Substantive and challenging work assignments
- Exposure to the firm’s practice areas
- Training, guidance, and feedback on your work including mid- and end-of-seat evaluations
- Open doors and the opportunity to ask questions
- Opportunities to meet the firm’s lawyers, both professionally and socially
- A collaborative and positive work environment
- Cutting-edge technology
- Regular dedicated trainee social and team building events

Firmwide Recognitions

The American Lawyer

- A Top-Ranked Firm on the A-List of the Most Successful Law Firms in the U.S. nine years in a row

Financial Times Innovative Lawyers Awards 2022

- Shortlisted in two categories for Europe – “Diversity and Inclusion” and “Practice of Law: Long term strategies for success”
- A top ranked Firm across Asia, Europe, and North America

Women, Influence & Power in Law Awards 2024

- “Managing Partner of the Year” – Sherrese Smith, Corporate Law Global Managing Partner

UK Recognitions

British Legal Awards

- Highly Commended for “CSR Initiative of the Year”, 2022

The Lawyer Awards

- Commended as “City Firm of the Year”, 2022
- Dealmaker of the Year, 2023 – Mei Lian, Corporate Law Partner
- Commended as “International Firm of the Year”, 2024

Legal Business Awards 2022

- Finance Team of the Year

International Employment Lawyer 2022

- Named Global Elite Law Firm – Employment

Financial News

- Fifty Most Influential Lawyers 2023 – Arun Birla, Second Managing Tax Partner

Women in Business Law Awards EMEA 2024

- “Investment Funds Lawyer of the Year” - Diala Minott, Corporate Law Partner
- “Private Equity Lawyer of the Year” – Anu Balasubramanian, Corporate Law Partner
- “Labour & Employment Lawyer of the Year” – Suzanne Horne, Employment Law Partner

CreditFlux 2024

- No. 1 Most Active Global, U.S., and European Arranger Counsel
- No. 1 Most Active European Manager Counsel in CLO Markets for First Half of 2024

IFLR Europe Awards 2023

- Team of the Year: Loans

The Lawyer Hot 100 2024

- Recognised – Jason Raeburn, Litigation Partner
- Recognised – Mei Lian, Corporate Law Partner

Practice Area Recognitions

Secured Credit Investor’s ESG Securitisation Awards 2023

- ESG Law Firm of the Year

Chambers Latin America Awards 2022

- Project Finance Law Firm of the Year

Law360 2022

- Profiled as a White Collar “Practice Group of the Year” for second consecutive year
- Profiled as a Compliance “Practice Group of the Year”

Trainee Solicitors

Who We Are Seeking

We seek individuals with a wide variety of skills, who combine intellectual ability with enthusiasm, creativity, and an ability to thrive in a challenging environment. In addition, we expect you to show initiative and a willingness to make a positive contribution to the firm as a whole.

Academic Ability

We expect candidates to have high levels of academic achievement both at A Level (or equivalent) and degree level. This would normally mean an upper second or first-class degree and A grades at A Level.



“We are committed to providing our trainees with an environment that helps them develop their legal and business skills, in a collaborative, diverse and supportive manner.”

Mei Lian

Co-Chair, London Office

Partner, Corporate Law Department

Analytical Ability

The exceptional depth and breadth of our practice means that we recruit those who can think clearly, identify the key aspects of a problem, and apply sound commercial judgment and lateral thought. You will need to show that you can explain complex concepts in understandable terms, analyse the position, anticipate risk, interpret the reaction of parties in complicated situations, and offer commercial solutions. We look for people who can see alternative ways of approaching and solving problems and who can identify key issues.

Determination

The career path you have chosen is demanding, but rewarding. It will be intellectually challenging and make multiple *demands on you*. We therefore select individuals who possess the desire and drive to succeed in all circumstances and who can focus on and deliver first-rate solutions even when under pressure.

Flexibility

We encourage innovation and are therefore looking for bright and engaging individuals who make a valuable contribution from day one. To achieve this, you will enjoy dealing with new ideas and be able to adapt to new challenges. We are not just looking for talented legal minds, we seek people who can appreciate the detail whilst not losing sight of the bigger picture.

Interpersonal Skills

We are a close-knit yet diverse office in London. Teamwork is paramount to our success. You should demonstrate that you have excellent communication skills and can interact with a broad range of colleagues and clients.

Organisation

Our lawyers execute complex, multi-jurisdictional transactions. It is essential to keep abreast of legal developments and understand our clients' businesses. You will be able to manage, prioritise, and not lose your cool when others might lose theirs.

Commercial Acumen

Commercial sense and understanding usually develop with time and experience. However, we would expect you to demonstrate that you have the aptitude and potential to develop and apply business acumen as a lawyer.

Community

We place a premium on pro bono and community service. Our lawyers contribute to organisations around the world that effect change in our communities. As a trainee, you will have the opportunity to assist with a wide range of pro bono matters as well as to volunteer for other charitable organisations and events.



“We understand and appreciate that a training contract is an investment by trainees in us and by Paul Hastings in you. So while we expect the best, we provide exposure to high quality work with a genuine opportunity to contribute to matters and develop skills via real client engagement.”

Jason Raeburn
London Office Training Principal
Partner, Litigation Department

Global Diversity

Diversity is a fundamental part of the Paul Hastings history. Over the past 60 years, Paul Hastings has established itself as one of the world’s leading law firms and a leader in global diversity. We collaborate with leading diversity organizations, law schools, and clients to fulfill a mission of consistent excellence in legal practice, equality in the workplace, and promotion and advancement for all people.

PH Diversity & Inclusion Mission is to foster and enable an inclusive, high performance culture where diverse perspectives are not only embraced, but considered critical to creating innovative solutions for our clients.

Our focus:

- Talent Management and Development: Recruit, develop, promote, and build top diverse talent.
- Client Engagement and Business Development: Collaborate with clients and the industry on programming that drives change.
- Brand, Reputation, and Community: Create a dialogue around inclusion and diversity within our client relationships, business partners, and communities.
- Culture of Inclusion: Create an environment that fosters engagement, inclusion, and belonging.

Paul Hastings has a Global Diversity & Inclusion council which purposefully comprises the firm’s managing partners, general counsel, and heads of various departments who lead our diversity strategy focus areas.

In London, we have a Diversity & Inclusion Network open for all partners and employees. The objectives are:

- Promoting diversity and inclusion in the workplace
- Providing networking and client development opportunities
- Creating a forum for people to connect and discuss diversity and inclusion issues and topics
- Provide a platform for volunteering and social engagement

Our London PH Affinity Networks include:

- Women’s Initiative
- PH Balanced
- Social Mobility
- PH Pride
- Race & Ethnicity
- Disability Support
- Corporate Social Responsibility

Trainees have every opportunity to become involved in the work of these networks.

Trainee Solicitor Profiles



Shivani Bajpai
Trainee Solicitor

After graduating from the University of Cambridge with a degree in Politics and International Relations, I wanted to combine the analytical and written skills I had developed during my degree with a commercially viable career. Following this, I pursued both the GDL and the LPC where I undertook various modules, focusing on the business, corporate, and finance sectors, and this solidified my desire to pursue a career in corporate law.

My motivation to pursue a training contract at Paul Hastings was cemented during my time as a paralegal at the firm in 2021, in the Corporate Real Estate department. Being a lean team, I was given lots of responsibility from an early stage, and I am extremely grateful for that experience. We worked on different sized deals in both the residential and the commercial sectors, such as the hotel industry, and I had a lot of exposure to clients. My paralegal experience strengthened my application for a training contract at Paul Hastings, and I was lucky enough to be offered one, which began in March 2023.

My first seat was in Financial Regulation, a department which works on both advisory and transactional matters. This is a highly technical and diverse area of law, working on matters ranging from cryptocurrency, to bank regulatory work, and compliance projects. I then sat again with the Corporate Real Estate team, where I worked on various deals, both on the corporate and debt side. This provided me with a well-rounded understanding of how deals work as I had opportunities to work on substantive documents on both the M&A and debt sides of the business. My third seat has been split between the Intellectual Property Litigation team and the Arbitration team. This has brought another lens to my legal experience as I've been able to work on some extremely interesting and contentious matters. My final seat will be in the Energy and Infrastructure team, where I will be working with both the corporate and the finance sides of the department, providing further depth and breadth to my training contract experience.

The training contract programme at Paul Hastings is a unique one, where trainees are given a lot of opportunity to develop their skills and take on great responsibility. However, this is complemented by a strong supportive and collaborative network throughout the firm.



Trainee Solicitor Profiles



Hugh Odone
Trainee Solicitor

I studied law at university and was attracted to the varied intellectual challenges that a career in law would provide. After graduation, I sought out work experience within the legal sector. I worked as an in-house paralegal at an investment bank drafting transactional contracts for equity sales and trading teams for their derivatives products. I enjoyed the fast-paced environment and was keen to undertake a more specialised role in a private practice where I could develop a wider range of skills and gain exposure to interesting clients. So, I then worked as a funds paralegal at another U.S. firm for six months before moving to Paul Hastings. Whilst working as a paralegal at the firm, I successfully interviewed for a training contract and started my training in March 2023. My paralegal experience was invaluable during the interview process as it allowed me to both provide evidence of my technical skillset and demonstrate a more composite understanding of the legal sector.

My first seat as a trainee was in securitisation (CLOs), which falls within the structured finance sector. During this seat, my tasks ranged from drafting ancillary documents, reviewing comments from external counsel, coordinating signing processes, and managing correspondence. The seat was very beneficial in developing my transaction management skills and improving the core communication skills that are essential to any trainee.

My second seat was in the corporate M&A practice within the private equity sub-group. During this seat, I was fortunate to work on two sizeable private equity transactions with two different sponsors. I also enjoyed working with different specialist practice groups within the firm to prepare a due diligence report on the legal directory business.

My third seat was in private funds. During this seat, I assisted private equity sponsors with their fundraising activities in Europe and the U.S. I enjoyed advising these clients on how to pursue a range of different fund strategies including buyout, infrastructure, and growth strategies. The private funds team at Paul Hastings is relatively small and this allowed me to gain regular exposure to clients and investors, and take leadership over certain work streams.

I am about to start my final seat in the tax practice. I am looking forward to engaging in more statutory review and legal research tasks than I have in my other transactional seats.



How to Apply for a Training Contract

Apply for a Training Contract by completing the online application on our website at [Careers | Paul Hastings LLP](#). The application deadline for training contracts commencing in 2027 is 30 June 2025.

To find out more and apply for our Summer Work Placement Scheme, PHirst Steps, complete an online application on our website. The opportunity is a week long scheme in June 2025 for candidates looking to apply for a Training Contract with us.

Receipt of your application will be acknowledged by email. Please note that we will only contact candidates after the application deadline who are invited to interview.

Paul Hastings is a premier law firm providing superior intellectual capital and execution globally to the world's leading investment banks, asset managers, and corporations. We encourage you to visit our website to learn more about our people, our practice, and our accomplishments. Your journey begins now. Choose your path. Choose Paul Hastings.

We look forward to hearing from you.

*On-the-ground
presence in locations
throughout Europe,
Asia, Latin America
and the United States*

