

PAUL HASTINGS

Training Contracts at Paul Hastings

With a culture focused on collaboration and superior execution, Paul Hastings counsels clients across Europe, the Americas, Asia and the Middle East.

In London, our team of more than 200 qualified lawyers advises the world's leading investment banks, asset managers and corporations. The London office has been a core driver of Paul Hastings' strong global performance, handling a wide range of complex and high-profile matters. Since January 2022, 20 new partners have joined the office across several practice areas, including litigation, arbitration, restructuring and finance. The London team's accomplishments are driving record financial performance.

The firm's clients entrust us with their most significant opportunities and challenges, and we rise to the occasion by attracting and developing people who thrive on working with other market leaders to develop solutions for difficult problems.

London's Core Areas of Practice

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



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“The firm is committed to fostering an inclusive work environment for everyone and supporting an elite team of professionals with wide-ranging backgrounds and perspectives.”

Ross Anderson

Chair, London Office, and Partner, Corporate Department

The Paul Hastings Training Programme

Exceptional talent leads to extraordinary results — this is the driving narrative of Paul Hastings’ history as well as our strategy for the journey ahead.

Our firm provides a first-class training and development programme, combining on-the-job and practice-based training with external courses. We monitor progress on a formal and informal basis, providing our trainees with opportunities to give feedback and help shape their own training.

As a trainee solicitor, you will spend six months in four seats, typically chosen from capital markets, corporate, employment, finance, funds, litigation, payment systems and financial services, real estate, restructuring and tax. We also provide opportunities to undertake client secondments, when business needs allow.

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 Postgraduate Diploma in Law (PGDL) 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
- A collaborative and positive work environment
- Regular dedicated trainee social and team building events

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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 candidates to show initiative and a drive to make positive contributions 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 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

Training Principal, London Office and Partner, Litigation 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 client's 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 can make a valuable contribution from day one. To achieve this, you must enjoy dealing with new ideas and be able to adapt to new challenges. We are not looking just for talented legal minds, but we seek people who can appreciate the smaller details whilst not losing sight of the bigger picture.

Interpersonal Skills

We are a close-knit team in London. Collaboration is essential 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, multijurisdictional transactions. It is essential to keep abreast of legal developments and understand our clients' businesses. You must 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 expect you to demonstrate 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.

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Trainee Solicitor Profiles



Ryan Ho
Trainee Solicitor

I studied English Literature at UCL, and after finishing my degree I wanted to pursue a career combining my analytical skills with a commercially focused practice. I spent a year working for a barrister in Hong Kong, which confirmed my interest in law, and went on to complete the GDL and LPC. Just after finishing the LPC, I successfully interviewed for a training contract at Paul Hastings.

Before starting my training contract, I worked as a paralegal at a boutique litigation firm for a year. Though it was a very different type of firm, my paralegal experience was invaluable in laying the groundwork for working as a trainee, developing my technical skills and sparking my interest in commercial litigation.

I started my career at Paul Hastings in March 2024. My first seat was with the Collateralised Loan Obligations team, where I gained experience drafting transaction and settlement documents, liaising with clients and managing transactions.

I then moved to the Intellectual Property and Technology Litigation practice, which gave me the opportunity to work on complex and high-profile disputes. I was involved in IP disputes as well as general commercial litigation, exposing me to a wide range of contentious matters. I worked on pleadings, disclosure, evidence, interim applications and enforcement, and conducted various discrete research tasks. This was an invaluable experience in further developing my technical skills and learning how to manage long-running cases.

For my third seat, I joined the Financial Regulation team. This seat involved advisory and contentious matters across areas such as banking regulation, investment regulation, payments and crypto assets. Having not previously studied financial regulation, I did a lot of learning on the job about various domestic and international regulatory frameworks, and I found the challenge intellectually stimulating and rewarding.

I have just started my final seat in the Tax practice. My training at Paul Hastings has given me exposure to a wide variety of practice areas, spanning contentious, advisory and transactional work. Each seat has helped me to build different skills, and the breadth of my experience has been invaluable in shaping my development as a lawyer and preparing me for qualification.



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Trainee Solicitor Profiles



Georgia Tsiavou
Trainee Solicitor

After completing an LL.M. in Commercial Law at the University of Cambridge, I gained experience in the legal department of an alternative asset manager. I found the intersection of law and finance particularly engaging, especially the legal and commercial aspects of negotiations, which led me to apply to Paul Hastings for its creditor-focused practice and commitment to excellence, team spirit and integrity. I joined the firm as a trainee in September 2024 after completing the SQE.

My first seat was in Private Funds, where I assisted on a range of fundraisings, primarily acting for sponsors and private equity management teams. Highlights included working on the closing of a €4 billion flagship private equity fund, where I reviewed subscription agreements, maintained client-facing trackers and drafted side letters.

I then joined the Financial Restructuring Group, where we advised creditors on complex cross-border transactions, including in- and out-of-court restructurings, distressed financings and “blind” enforcements. My experience included debt-for-equity swaps in various jurisdictions, including the UK and Italy, debt issuances for distressed companies, large-scale due diligence reviews and transaction management. I also contributed to the group’s watchlist, monitoring distressed names and supporting the team’s business development initiatives. I particularly enjoyed experiencing the fast pace of the work, seeing the direct commercial impact of our advice and working alongside a brilliant team of lawyers.

I am currently in my third seat, Global Finance, acting for creditors on both private credit and syndicated deals. This seat has provided exposure to some of the most high-profile financings in Europe, sharpening my understanding of the legal and commercial drivers behind these transactions. I have greatly valued the opportunity to work with such a dynamic team, whose collaborative approach and practical training sessions on commitment papers, CP processes and long-form documentation have significantly enriched my development as a trainee.

Overall, I have greatly enjoyed the international and fast-paced nature of work during my training contract. Paul Hastings is an excellent place to train as a solicitor, offering early responsibility, high-quality matters and a genuinely supportive culture.



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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 2028 is 30 June 2026.

To find out more and apply for our Work Placement Scheme, PHirst Steps, complete an online application on our website. The opportunity is a week-long scheme in either April 2026 or June 2026 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 who are invited to interview.

We look forward to hearing from you.

*On-the-ground
presence in locations
throughout Europe,
the Americas, Asia
and the Middle East.*

