



# NAVIGATING NEW PATHS TO GROWTH

“Transatlantic  
Firm of the Year”  
at the British  
Legal Awards  
2020

Globally  
Recognised in the  
*Financial Times*’  
Innovative Lawyers  
Reports

Top 10 on  
*Vault*’s “Overall  
Best Firm  
to Work For” List  
for eight years

## London’s Core Areas of Practice

- Capital Markets
- Commercial Lending
- Corporate
- Employment
- Finance
- Fund Formation
- Financial Services and Payment Systems
- International Dispute Resolution
- Litigation
- Mergers and Acquisitions
- Private Equity
- Real Estate
- Restructuring
- Securities
- Tax

# Navigating New Paths to Growth

Paul Hastings is committed to developing the talent and expertise of our people. We recognise that you want to learn, to have options and opportunities, to make a difference, to have a voice, to have flexibility and to know that the firm cares about your professional development. We continually invest in our lawyers. Our partners are committed to your development and they lead by example. We help develop careers, not CVs. The driving force behind this effort is our Talent Management team. We are passionate about developing new standards in legal and professional excellence. Hallmarks of our commitment include a strategic approach to career development, global integration and an emphasis on local relationships.



“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 Department*

## UK ACCOLADES

### British Legal Awards

- Transatlantic Firm of the Year, 2020
- High Commended for “CSR Initiative of the Year”, 2022

### The Lawyer Awards 2022

- Highly Commended as “City Firm of the Year”

### Legal Business Awards 2022

- Finance Team of the Year

### IFLR Europe Awards 2023

- Team of the Year: Loans

### International Employment Lawyer 2022

- Named Global Elite Law Firm - Employment

### Law Society of England & Wales

- Social Mobility Ambassador- Arun Birla, Chair of Paul Hastings London office

### Women & Diversity in Law Awards 2023

- Dealmaker of the Year – Mei Lian, Corporate Partner
- Innovator of the Year – Catherine Goodman, Practice Innovation & Knowledge Counsel

### Women, Influence & Power in Law UK Awards 2023

- Collaborative Leadership Award – Diala Minott, Corporate Partner

### Global Investigations Review Awards 2022

- Firm ranked #4 in GIR Top 30 globally

**FIRM-WIDE AND PRACTICE AREA RECOGNITION****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

**The Amercian Lawyer**

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

**Chambers Latin America Awards 2022**

- Project Finance Law Firm of the Year

**Secured Credit Investor’s ESG Securitisation Awards 2023**

- ESG Law Firm of the Year

**ALB China Law Awards 2022**

- Recognised as an “Employer of Choice” for Eighth consecutive 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”

**Vault Law 100**

- Top 10 for “Best Place to Work” in Vault’s annual survey eight years in a row
- A Top-Ranked Firm for Best Overall Diversity

**FinanceAsia Achievement Awards 2022**

- Named best of Northeast Asia

**Creditflux magazine**

- Top Legal Service Provider to US and European CLO Arrangers and European CLO Managers 2022



## Paul Hastings London

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 challenge each other to achieve optimal results, and we support each other in being the best we can be. We empower and enable our people to deliver exceptional client service consistently around the world.

With a strong presence throughout Asia, Europe, Latin America, and the US, we collaborate across our global platform to handle our clients' cross-border matters with care and efficiency. In London, our team includes more than 100 English and US qualified lawyers advising many of the world's leading financial services organisations and multinational corporates, as well as numerous innovative newcomers. In the past five years, our London office has more than doubled in both headcount and revenue – and this growth streak continues, driven by our outstanding client successes.

In 2020, we received the British Legal Award for Transatlantic Firm of the year. Please do watch a short video of Arun Birla and Suzanne Horne accepting this award and explaining Paul Hastings strategic growth plan for the London office [here](#).

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 are diverse and dependent on one key factor: your imagination.

## The Paul Hastings Training Programme

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 most interest to you.

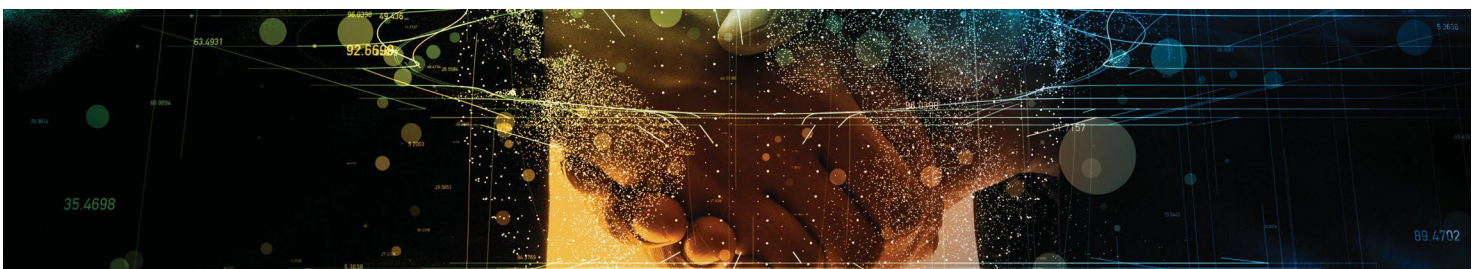
As a trainee solicitor you will spend six months in four seats, typically chosen from corporate, real estate, finance, funds, litigation, payment systems and financial services, restructuring, capital markets, employment and tax. There may also be the opportunity to undertake a client secondment depending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

We recruit both law and non-law graduates. We offer a competitive salary whilst training (currently £55,000 per annum in your first year), and benefits including 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



## Trainee Solicitors

### Who We Are Seeking

We seek individuals with a wide variety of skills, who combine intellectual ability with enthusiasm, creativity and a demonstrable 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  
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 to include:

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

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

## Trainee Solicitor Profiles



**Naren Kondhia**  
*Trainee Solicitor*

For my undergraduate degree I studied Physical Geography. After attending a conference on corporate and environmental law and completing some work experience, I committed to changing my career path and pursued the GDL and LPC. I thoroughly enjoyed the business, corporate and finance modules which solidified my intention to pursue a career in corporate law at an international law firm. I joined Paul Hastings in September 2021 as a paralegal in the Mergers & Acquisitions (M&A) and Private Equity team where I assisted at all stages of corporate acquisitions.

Having interviewed for a training contract, I was fortunate enough to be offered a start date of September 2022 which I happily accepted. My first seat as a trainee was in CLOs (Collateralised Loan Obligations) which falls within the structured finance sector. This is a technical field of law where leveraged loans are securitised and structured into several tranches of interest-paying bonds that are sold to institutional investors. As a seat focused on transaction management and process, my tasks ranged from drafting ancillary documents, reviewing comments from external counsel, coordinating signing processes and managing correspondence. The seat was very rewarding and provided key responsibilities which helped me clarify my desire to work in a transactional environment.

My next six months was in the Global Finance team, specifically within the Leveraged Finance department. During my time in the team, I worked on deals acting separately for both the sponsor and lender advising on the financing arrangements for the acquisitions of private companies. I was fortunate enough to work with most associates in the team which meant I was very busy but gained significant exposure to the varying matters dealt with as a finance lawyer. I was exposed to matters at various stages and worked on deals at commitment stage through to the full form, accessions process, incremental facilities and security releases. For my next seat I will be going on secondment to Oakley Capital where I will be working in their deal team with the legal director for M&A.

It is an exciting time to be joining PH as a trainee. The smaller trainee intake provides opportunities to gain more responsibility and encourages an environment of collaboration amongst trainees. The significant growth in our London office has strengthened existing practice areas and provides opportunity to team up with new departments.



## Trainee Solicitor Profiles



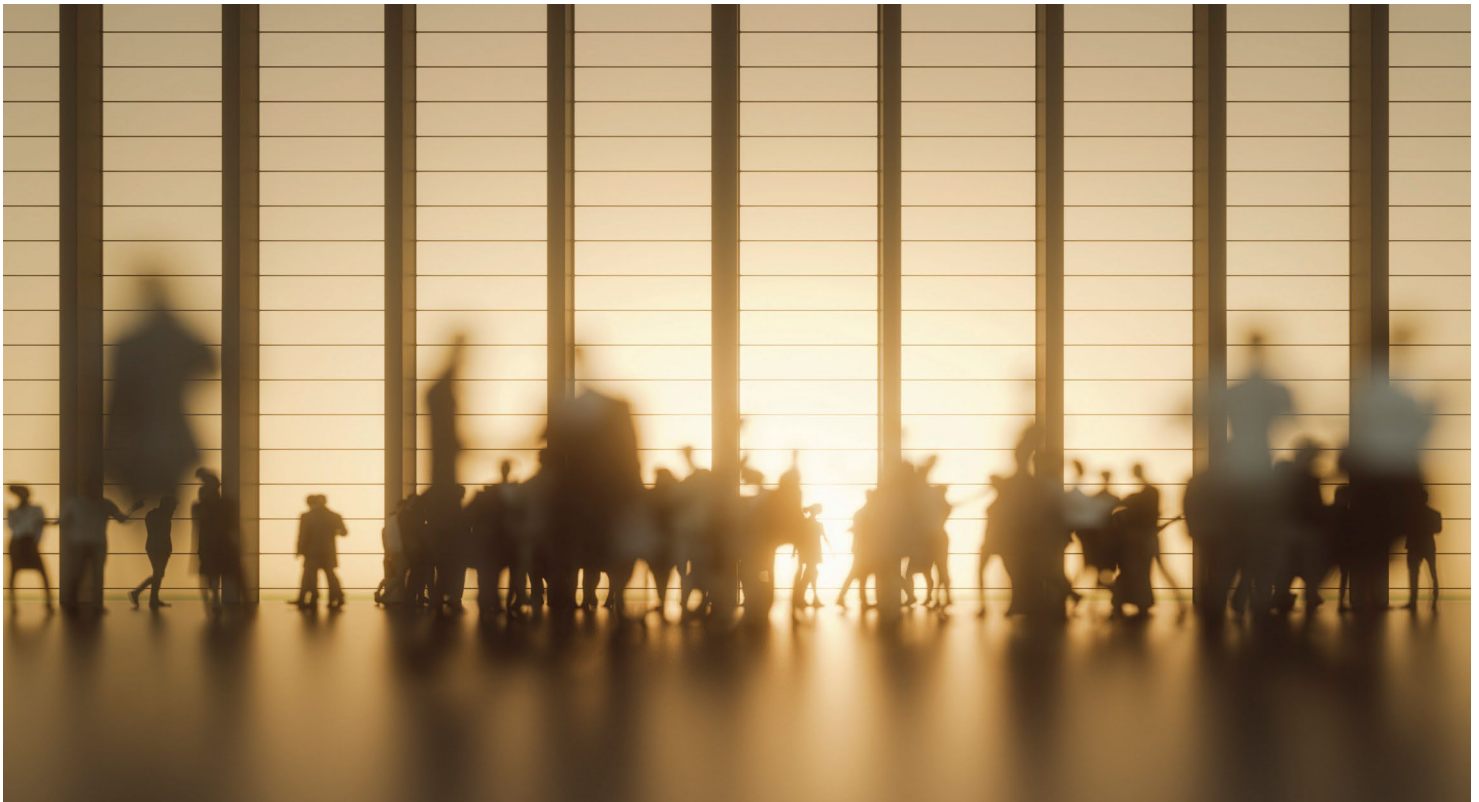
**Sainaya Ahluwalia**  
*Trainee Solicitor*

After completing my law degree at the University of Warwick, I had a strong inclination towards a career in law. I completed first year schemes and vacation schemes during my time at University, which helped me narrow down both the practice areas and kinds of firms that appealed to me.

After graduating, I worked as an in-house paralegal for leading private debt fund manager. I was exposed to variety of work streams, from fund formation and fundraising efforts to finance deals. Due to the small size of the legal team, I worked closely with the General Counsel, Investment Professionals and Investor Relations within the firm and was strongly encouraged to take ownership of my work product. This experience highlighted my attraction to law firms with a smaller trainee intake and ability to take on complex work at a junior level.

My first seat at Paul Hastings was in the Financial Restructuring & Insolvency team. This seat was a unique hybrid of both transactional and contentious work. I worked closely with the Associates in the team on a distressed M&A deal, on which I was able to run various work streams with minimal supervision as we approached closing. The work was incredibly varied - ranging from drafting witness statements for cross-border insolvency court processes to reviewing and drafting loan agreements. This exposure allowed me to appreciate the application of both commercial and "black-letter" law considerations in different contexts.

My second seat was a client secondment to CVC Credit. This was an invaluable opportunity to have consistent client contact, at a very early stage in my career. The work was very broad and frequently involved liaising with a number of business units within the organisation, including from fund operations, portfolio management and the investment professionals, for example. My secondment was an opportunity to experience law practice "from the other side" and gain a real understanding of what clients need and what they expect from their external law-firms. I am excited to bring this knowledge with me into my third seat, where I will be joining the White Collar Crime & Investigations team.





## How to apply for a Training Contract

Apply for a Training Contract by completing the online application on our website at [www.paulhastings.com](http://www.paulhastings.com). The application deadline for a period of recognised training in 2026 is 31 July 2024.

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 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 provides guidance to the world's leading financial institutions, multinational corporations and Fortune 500 companies, among other organisations. The collective discipline and individual creativity of our lawyers is the fulcrum for an integrated approach to problem solving and transactional efficiency. 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 Asia, Europe, Latin America  
and the United States



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