

# 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**

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.”

**Seth Zachary**  
*Chair of the Firm*

## UK ACCOLADES

### British Legal Awards 2020

- Transatlantic Firm of the Year

### Law Society Excellence Awards 2020

- Highly commended as “Practice Manager of the Year”- Arun Birla, Chair of Paul Hastings London office
- Highly Commended as “Large Law Firm of the Year”

### Financial Times Innovative Lawyer Europe 2020

- Top 10 Innovative Practitioners- Anu Balasubramanian, Corporate Partner
- Highly Commended for “Innovation in the practice of law”
- Highly Commended for “Responding to Covid-19”

### Legal Business Awards 2020

- Highly Commended as “U.S. Law Firm of the Year”

### The Lawyer Awards 2020

- Highly Commended as “Funds Team of the Year”

### Law Society of England & Wales

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

### Women in Law Awards 2020

- Best in Investment Funds- Diala Minott, Corporate Partner
- Shortlisted for Dealmaker of the Year - Diala Minott, Corporate Partner and Anu Balasubramanian, Corporate Partner
- Shortlisted for Diversity Project of the Year
- Shortlisted for Legal Advisor of the Year - Suzanne Horne, Vice Chair of Paul Hastings London

### Legal 500 UK 2020

- Finance Lawyer of the Year- Luke McDougall, Corporate Partner

### IFLR1000 Women Leaders 2020 Europe, Middle East and Africa

- Recognising leading female transactional lawyers- Mei Lian, Corporate Partner

**FIRM-WIDE AND PRACTICE AREA RECOGNITION****Financial Times Innovative Lawyers North America Report**

- Top Ten Most Innovative Law Firm in “Overall” and “Legal Expertise” categories

**Global Investigations Review**

- Recognized among the World’s Top 10 Best Investigations Practices 2020

**The National Law Journal**

- Washington, D.C. White Collar Litigation Department of the Year 2020

**China Law & Practice Awards 2020**

- “Firm of the Year – Healthcare & Life Sciences (International)”
- “Firm of the Year – Regulatory & Compliance (International)”

**ALB China Law Awards 2020**

- Real Estate Law Firm of the Year

**International Legal Technology Association’s Distinguished Peer Awards**

- Innovator of the Year 2020

**The American Lawyer’s Pro Bono Scorecard**

- Top 10 —11 Years in A Row

**International Financial Law Review Americas Awards**

- Loan Team of the Year 2020

**Creditflux magazine**

- Top Global CLO Counsel for 2019



## 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.

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

## 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.

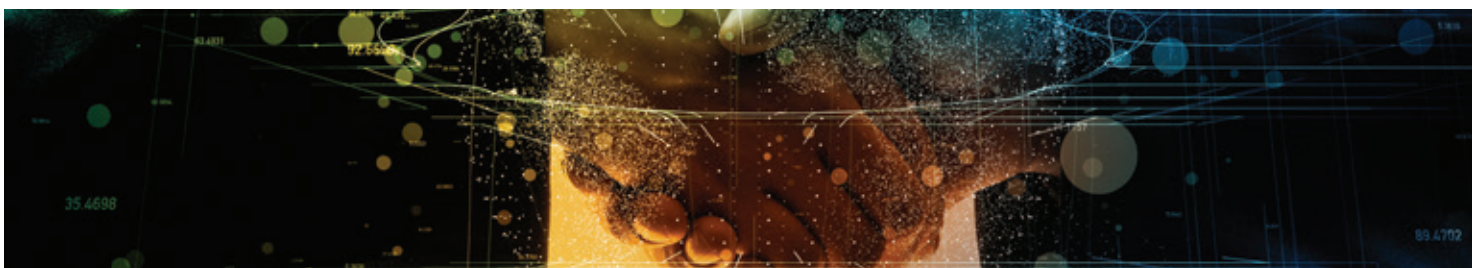
We recruit both law and non-law graduates. We offer a competitive salary whilst training (currently £50,000 per annum in your first year), and benefits including medical insurance, a fitness and wellbeing allowance, life assurance and 25 working days' holiday.

We offer future trainees a maintenance grant alongside fees for your Graduate Diploma in Law (GDL) and Legal Practice Course (LPC) and will be looking to support trainees through the Solicitors Qualifying Examination (SQE) from 2022.

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

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.



## 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 totally committed to providing our trainees with an experience that actually encourages them to develop their legal and business skills, in a collaborative, diverse and supportive environment.”

**Arun Birla**  
*Chair, London Office*  
*Partner, Tax 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 deals with a genuine opportunity to contribute to matters via real client engagement.”

**Matthew Poxon**

*London Office Training Principal  
Partner, Corporate 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

In 2020, we expanded 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.

Please click [here](#) to view a Paul Hastings 2020 International Women’s Day video of some of the women from our London office explaining what the theme of ‘eachforequal’ means to them.

## Trainee Solicitor Profiles



**Kassia Lewis-DeBoos**  
*Trainee Solicitor*

I studied Law at the University of Bristol after being inspired to pursue the discipline following some employment law work experience and a mini-pupillage at a chambers in Manchester. Law in a business setting was always attractive to me, so I attended talks at University and did research to gauge the type of commercial law that might interest me. Following graduation, I successfully applied for a paralegal position at a Private Equity & Credit firm where I built valuable experience working with a team of in-house lawyers and the investment team. After I received my training contract offer from PH, I went travelling before completing my LPC at BPP, Holborn.

My first seat was in Structured Credit (focusing on RMBS), where I assisted in drafting transaction documents, including ancillaries such as corporate authorisations, coordinated deal signing processes and completed research on various industry topics.

For my second seat, I joined the Leveraged Finance team where my workload consisted of preparing company search reports, drafting legal opinions and other deal documentation (such as accession deeds) and filing MR01s at Companies House. A highlight was working directly with a partner to provide English law advice as part of a large transatlantic deal with one of our US offices, where I was the main point of contact in London.

My third seat in Corporate has been a different experience again: It's a larger team with two trainees, meaning I have the opportunity to collaborate with another junior and split work between us. In this team you act as a more 'generalist' lawyer; assisting clients with M&A, reorganisations and disposals of assets. The work often involves collaboration with other specialist PH departments, such as Financial Regulation and Real Estate, in order to complete due diligence during an acquisition process.



## Trainee Solicitor Profiles



**Jack Turner**  
*Trainee Solicitor*

After studying Law at the University of Manchester, I spent a year working as a Forensic Analyst at Deloitte. I wanted to have an insight into a profession outside of law to compare it with my experience working in commercial law firms and help me decide whether law really was the career for me. I quickly decided it was and began making training contract applications. After I received the offer from Paul Hastings, I went travelling for a year and then completed my LPC at BPP Manchester.

My first seat was in Real Estate Finance, working with lenders and borrowers on commercial real estate financings, fund financings and loan on loan financings. The work mainly involved running conditions precedent checklists, drafting ancillary documents and managing executions. As a trainee you need to have resilience and be able to learn from your mistakes - this is especially important for first seat trainees. The learning curve in my first seat was steep and at times the team were very busy but the skills and experience I gained were invaluable and gave me a strong foundation to build upon.

For my second seat I joined the Corporate M&A team. I had experience working on sell-side and buy-side M&A, management incentive plans, a delisting and migration of a listed company, and other more general corporate work. My supervisor and I worked together on a group restructuring and investment into a company in the Middle East. I was given a lot of responsibility and got to become very familiar with the client's business.

I am currently in my third seat on secondment at a large global entertainment company assisting their data protection and privacy team. This client secondment has been particularly beneficial in helping me develop my soft skills and understanding of how clients operate and what they expect from their legal service providers. The business functions at the company rely heavily on the legal team for guidance and expertise; as such, I am given a lot of responsibility and my advice has a direct impact on how the business operates.

Being a trainee at Paul Hastings is exciting and challenging in equal measure. Every trainee is expected to work hard and take ownership of their work. The hands-on experience, responsibility and support you are given as a trainee at Paul Hastings gives you every opportunity to develop into a market leading legal professional. The view from the office is pretty spectacular too!





## 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 2023 is 31 July 2021.

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.** Interview invitations will be sent during September 2021 with interviews being conducted in London during September and October 2021.

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.

---

---

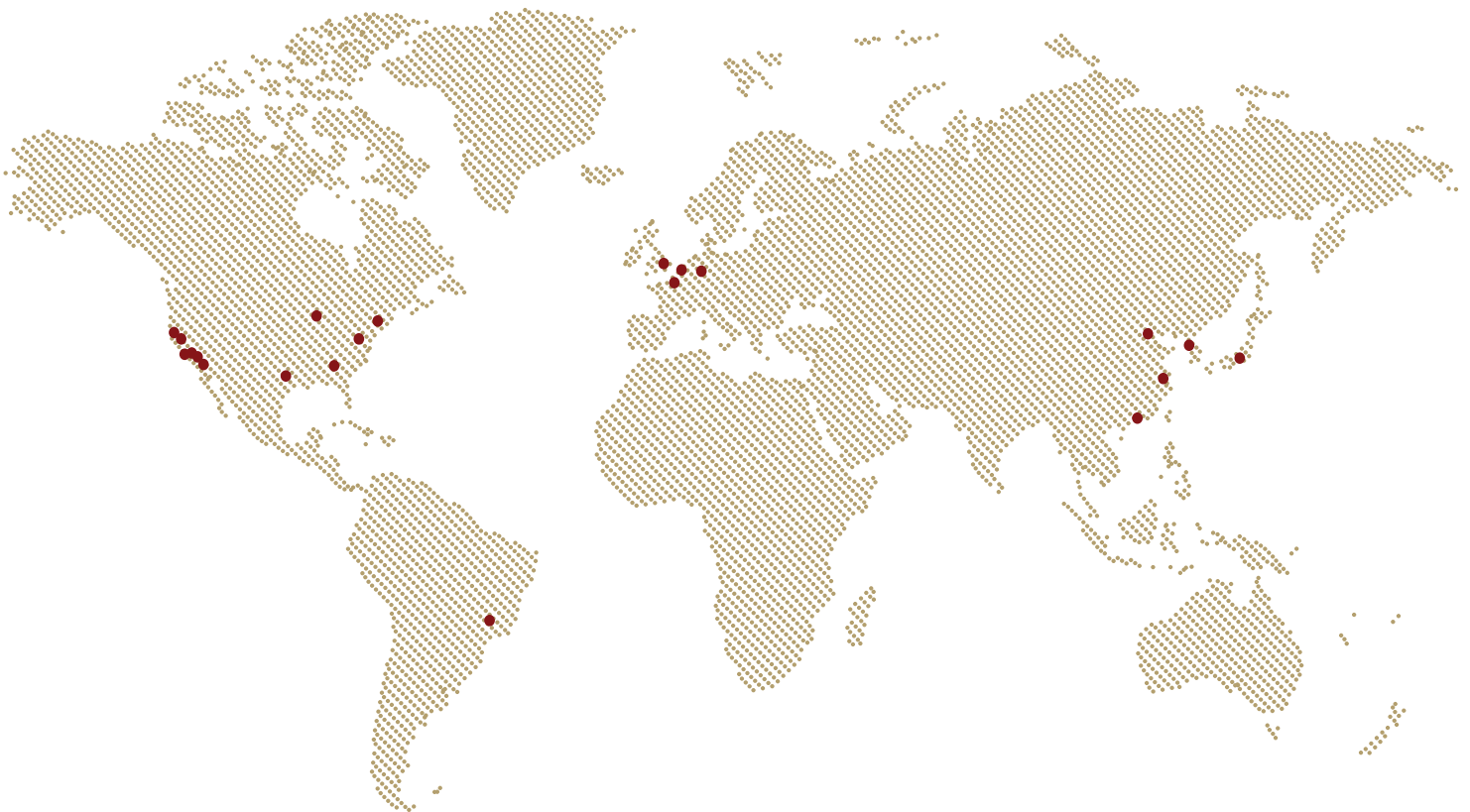
---

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

---

---

---



FOLLOW US @PH\_Recruiting

Paul Hastings (Europe) LLP | [www.paulhastings.com](http://www.paulhastings.com)