

PAUL
HASTINGS

NAVIGATING NEW PATHS TO GROWTH

Ranked Top 5 on *Vault's* "Overall Best Firm to Work For" List

Ranked Top 10 in the *Financial Times'* Innovative Lawyers Report

Ranked 2nd in *The American Lawyer's* Mid-Level Associate Survey

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 Development 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

- **FT Innovative Lawyers Europe Awards 2019**
Award for Managing Complexity and Scale
#3 in Europe for Legal Expertise
Standout for Accessing New Markets and Capital
Highly Commended for Creating a New Standard, and for Dispute Resolution
Commended for Managing and Developing Talent
- **Legal Week Innovation Awards 2019**
International Law Firm Innovation
Highly Commended for CSR Innovation
Shortlisted for PR & Communications Innovation; Knowledge Management Innovation
- **FT Innovative Lawyers Europe Awards 2019**
(announced 12 September)
Shortlisted for four 'Innovation in Legal Expertise' awards
- **The Lawyer Awards 2019**
Highly Commended for Finance Team of the Year
Shortlisted for & Pro Bono Initiative of the Year
- **Global PERE Awards 2018** (March 2019)
Europe Law Firm of the Year – Transactions
Shortlisted for Europe Law Firm of the Year – Fund Formation
- **Financial Times Innovative Lawyers Europe Awards 2018**
Top 10 Firm
Highly Commended for Accessing New Markets & Capital, Managing Complexity & Scale, New Products & Services, Rule of Law & Access to Justice
Shortlisted for Most Innovative Law Firm in Europe
- **The Lawyer Awards 2018**
Finance Team of the Year
Shortlisted for Funds Team of the Year
- **British Legal Awards 2018**
Restructuring Team of the Year
Shortlisted for Regulatory & Investigations Team of the Year
Shortlisted for International Law Firm of the Year
- **IFLR Europe Awards 2019**
Loan of the Year
Shortlisted for M&A Deal of the Year
- **Legal Business Awards 2019**
Shortlisted for Restructuring Team of the Year and US Law Firm of the Year
- **Private Debt Investor Annual Awards 2018**
(March 2019)
Shortlisted for European Law Firm of the Year
- **European Property Investor Awards 2018**
Law Firm of the Year – Transactions
Shortlisted for Law Firm of the Year – Overall
Shortlisted for Law Firm of the Year – Fund Formation
- **Hotel Investment Conference Europe (Hot.E) 2018 & 2017**
Structured Finance & Securitisation Deal of the Year
Shortlisted for:
Loan of the Year
Project Finance Deal of the Year
Restructuring Deal of the Year
Project Finance Law Firm of the Year
Merger & Acquisition/Portfolio of the Year

Navigating New Paths to Growth

FIRM-WIDE AND PRACTICE AREA RECOGNITION

- **Financial Times Innovation Lawyers Report 2018/2019**
Top 10 Firm for Innovation in Europe, Asia, and North America
- **American Lawyer A-List (eight years in a row)**
Top 10
- **IFLR Americas Awards 2019**
Debt & Equity Team of the Year
Debt & Equity Deal of the Year
M&A Deal of the Year
- **Managing IP Americas Awards 2019**
Life Sciences IP Litigation Firm of the Year – United States
- **LegalCommunity 2019 Finance Awards**
Law Firm of the Year: Private Debt/Minibond
- **LegalCommunity Energy Awards 2019**
Corporate/M&A Partner of the Year
- **Asian Legal Business**
China Employer of Choice Top 15 Law Firm 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.

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.

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.

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, medical insurance, 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).

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

Navigating New Paths to Growth

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.

Navigating New Paths to Growth

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.



“Paul Hastings’ trainees are valued members of the teams they work in. Trainees get exposure to high quality work and an opportunity to contribute substantially and play an important role in the matters they are working on.”

Arun Srivastava

*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.

The formation of the London office Diversity and Women’s Networks have helped open the door to honest dialogue and a greater understanding of equality in the workforce. Trainees have every opportunity to become involved in the work of these networks.

Navigating New Paths to Growth

Trainee Solicitor Profiles



Gesa Bukowski
Trainee Solicitor

After studying law at Aberystwyth University in Wales, I was convinced that I wanted to go into academia and pursued an LLM, focusing on Jurisprudence, at UCL. Long story short, I realised that academia was not for me! However, I had learned my lesson and before committing to yet another thing (a training contract), I decided to test the waters and worked as a paralegal for a Magic Circle law firm for a year. I spent six-months in dispute resolution and six-months in Corporate which really helped me understand that I wanted to pursue a career in corporate law, but at a firm with a much smaller trainee intake. After I received the offer from Paul Hastings, I went travelling for a year and then completed the LPC at BPP Holborn.

My first seat was in CLOs (Collateralised Loan Obligations). Whilst the first few weeks were challenging, I learnt a lot in a very short time. Being part of an extremely busy team meant that I was soon producing first drafts of transaction documents and opinions or managing executions. The teams at Paul Hastings are small which encourages a collaborative approach and trainees are often entrusted with tasks which would typically be given to junior associates.

After a very transactional first seat, it was interesting to do something completely different for my second one - in Litigation and Investigations. I carried out research and drafted research memorandums, attended client meetings, drafted letters and took attendance notes. I am now in my third seat in Corporate Real Estate. The scope of the transactions we work on often requires a cross-departmental team and local counsel working on a deal. As a trainee, I am often in charge of co-ordinating the various practice areas and local counsel input which gives me exposure to different teams and areas of law throughout the firm and internationally.

Trainees at Paul Hastings are given as much responsibility as they can manage which means you have the opportunity to develop and improve very quickly. The firm has a small trainee intake so you get to know the whole trainee cohort really quickly and become a great support network for each other, whether it's for advice on a piece of work or a chat over drinks on a Friday night. The first year of my training contract has given me a great basis on which to build during my second year and future career.

Navigating New Paths to Growth



Luca Uberai
Trainee Solicitor

After reading Politics at the University of Southampton for my undergraduate degree, I completed the GDL at the University of Law. I wanted to discover what it would be like in the legal world, so for 2 years I took a variety of paralegal roles in private practice and in-house. Through my diverse experiences, I realised that working at a US firm would provide early responsibility and the ability to work on complex, market-leading transactions. I completed the LPC at BPP and joined Paul Hastings as a Structured Credit Funds paralegal and shortly afterwards was offered a training contract.

I undertook my first seat in the Structured Credit Funds practice where I had been a paralegal and was able to hit the ground running, assisting on setting up funds for the biggest fund managers. The work is very interesting because it is both transactional and advisory; you learn how to advise and set up the fund structures and then assist with the negotiation process for the fund to bring in investors. It is also very different as most of the work uses foreign jurisdictions, and sometimes the only British aspect of the transaction is the use of English law. There was also the opportunity to work on funds that buy and sell leveraged loans, where I had the opportunity to work on my drafting skills.

My second seat consisted of a four-month secondment with one of the firm's biggest clients, a private equity firm, and two months in the Real Estate Finance practice group. It was very exciting yet somewhat daunting being at the coalface but the best aspect of the secondment was learning about the internal mechanics of how funds work and are managed internally. My supervisor was very senior and I was able to receive in-depth training and high client interaction.

I have just started my third seat in the Leveraged Finance practice group. Being a trainee at Paul Hastings in the tight-knit friendly London office means you get to know other lawyers very quickly, be it at the summer BBQ or at a client event at the Ham Yard. Partners are happy to take you to meet clients and like to encourage you to build your professional network whenever possible.

Navigating New Paths to Growth

How to apply for a Training Contract

Apply for a Training Contract by completing the online application on our website at www.paulhastings.com. The application deadline for a period of recognised training in 2022 is 31 July 2020.

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 2020 with interviews being conducted in London during September and October 2020.

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