

PAUL  
HASTINGS

# NAVIGATING NEW PATHS TO GROWTH

Top 5 for “Overall Best Law Firm to work for” for six years  
in a row in Vault’s Annual Survey

## London’s Core Areas of Practice

- Commercial Lending
- Corporate
- Corporate Finance
- Employment
- Fund Formation
- Litigation and Corporate Crime
- Mergers and Acquisitions
- Private Equity
- Real Estate
- Real Estate Finance
- Regulatory and Payment Systems
- Restructuring
- Securities
- Structured Finance
- 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*

- Top 10 Most Innovative Firm in Europe  
**Financial Times Innovative Lawyers Europe 2018**
- Finance Team of the Year  
**The Lawyer Awards 2018**
- Oil & Gas Law Firm of the Year  
Corporate/M&A Partner of the Year  
Deal of the Year  
**LegalCommunity Energy Awards 2018**
- Rising Star Lawyer of the Year  
**LegalCommunity Banking & Finance Awards 2018**
- Best Law Firm: Structured Debt  
**Alt Credit Intelligence US Services Awards 2018**
- Real Estate Law Firm of the Year - International  
**Asian Legal Business China Law Awards 2018**
- Seven lawyers in the Top 100, 2018  
**Latinvex**
- Named as “Overall Best Firm to Work For” by Vault  
**“Best Law Firms to Work For – Quality of Life rankings” Vault 2017**
- Top 20 Global Law Firm 2017  
**Law360**
- Law Firm of the Year – Overall  
Law Firm of the Year – Fund Formation  
Shortlisted for Law Firm of the Year - Transactional  
**Property Investor Europe Awards 2017**
- Shortlisted for International Firm of the Year, Finance Team of the Year, and Restructuring Team of the Year  
**The Lawyer Awards 2017**
- Shortlisted for International Law Firm Innovation, Client Management Innovation, CSR Innovation, and Training Innovation  
**Legal Week Innovation Awards 2017**
- Shortlisted for Finance Team of the Year, Restructuring Team of the Year, US Law Firm of the Year  
**Legal Business Awards 2017**
- Shortlisted for Restructuring Team of the Year, Restructuring Deal of the Year, Equity Deal of the Year  
**IFLR Europe Awards 2017**
- Regulatory Law Firm of the Year  
**Women in Compliance Awards 2017**
- M&A Firm of the Year  
**Asia Legal Awards 2017**
- Most Impressive Investigations Practice 2017  
**Global Investigations Review GIR Awards**
- Europe Power Deal of the Year  
LatAm Power Deal of the Year  
Americas Transport Deal of the Year  
**PFI Awards 2017**
- Best CLO Law Firm  
**Alt Credit Intelligence European Services Awards 2017**
- European Law Firm of the Year – Runner-up  
**Private Debt Investor Annual Awards 2017**
- Regulatory Law Firm of the Year  
**Women in Compliance Awards 2017**
- Law Firm of the Year – Overall  
Law Firm of the Year – Fund Formation  
**Property Investor Europe Awards 2017**

# Navigating New Paths to Growth

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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.

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## **Paul Hastings London**

With lawyers serving clients from 21 worldwide offices, Paul Hastings provides a wide range of services across Europe, America and Asia. Through a collaborative approach, entrepreneurial spirit and firm commitment to client service, the legal professionals of Paul Hastings deliver innovative solutions to many of the world’s top financial institutions and Fortune 500 companies. Our lawyers in the London office have extensive experience in multi-jurisdictional transactions which provides them with a global outlook.

## **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 professional 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



**Rebecca Denton**  
*Trainee Solicitor*

I read Classics at Durham University before completing the GDL and LPC at BPP.

My first seat was in the Real Estate Finance team. By the end of my seat I was working one-on-one with the partner and was entrusted with drafting ancillary documents, leading on conference calls and closing the deal myself. 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.

The firm also has a small trainee intake which means you get to know the whole trainee cohort really quickly. Trainees become a great support network during the training contract, whether it's for advice on a piece of work or a chat over drinks on a Friday night.

For my second seat rotation I moved to Corporate M&A where I worked on a number of high value private acquisitions. The scope of these transactions means there is often a cross-departmental team working on the deal. As a trainee you are often in charge of co-ordinating the various practice areas which gave me great exposure to different teams and areas of law throughout the firm.

I have just begun my third seat in Leverage Finance. Trainees are given as much responsibility as they choose to take which means you have the opportunity to improve very quickly. The first year of my training contract has given me a great basis on which to build during my second year and future career.

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**Edward Scott**  
*Trainee Solicitor*

Following an undergraduate degree from Duke University in North Carolina, where I studied history and political science, I had a brief flirtation with journalism and spent some time in the Ivory Coast before returning to London to undertake the GDL and LPC. I was drawn to the American legal model of lean teams, minimal hierarchy and as much responsibility for trainees as they were willing to take on. I remember coming across a page in Chambers on Paul Hastings and being struck by the fact that it had won the award for having the happiest associates on multiple occasions.

My first seat was in the Global Banking and Payment Systems practice group, where I was thrown into major projects for some of the biggest names in Silicon Valley and FinTech. The team's work is largely regulatory in nature so I quickly learned to develop my research and legal writing skills and was given the opportunity to produce first drafts of documents. Many of our clients were seeking regulatory advice in multiple jurisdictions and it was often my responsibility to coordinate with local counsel in upwards of twenty jurisdictions for regulatory surveys. As well as bespoke FinTech work, the team also provided more general financial regulatory support for our transactional teams and I had the opportunity to assist on the restructuring of the Co-operative Bank; it was incredibly exciting and the firm's inclusive nature meant the trainees involved were invited to the celebratory closing dinner.

My second seat was in Structured Products and Derivatives, which was a combination of transactional and advisory work. On the derivatives side, I worked on deals that involved a number of the firm's offices collaborating seamlessly to function as a single unit. One of the most enjoyable deals was the Italy-France Interconnector Project, which won a number of awards, our London team negotiated the English law hedging arrangements and I had an opportunity to work closely with my colleagues in Paris and Milan. It was a close-knit and active team and I really enjoyed our monthly breakfasts and attending outdoor military-style bootcamp classes with my seniors.

Finance is a very important practice area for the firm and in my third seat I sat in Real Estate Finance and I was given opportunities to draft documents. I had a fantastic supervisor who gave me lots to do but always took the time to explain new concepts and remained ice cool even when the deadlines were tight and the pressure significant.

Now beginning my fourth seat with the restructuring team and I cannot believe how quickly the last 19 months have passed. Each team I've been a part of have had different qualities and traits but the unifying characteristic is that they are not only great lawyers but also interesting, entertaining and kind people.

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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 [www.paulhastings.com](http://www.paulhastings.com). The application deadline for a Training Contract in 2021 is 31 July 2019.

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 2019 with interviews being conducted in London during September and October 2019.

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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