

PAUL
HASTINGS

NAVIGATING NEW PATHS TO GROWTH

#1 for “Overall Best Law Firm to Work For”
In Vault’s Annual Survey

London’s Core Areas of Practice

- Capital Markets
- Commercial Lending
- Corporate
- Employment
- Finance
- Fund Formation
- International Dispute Resolution
- Litigation
- Mergers and Acquisitions
- Payment Systems and Financial Services
- 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

- 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
- Structured Finance & Securitisation Team of the Year
M&A Deal of the Year; Structured Finance & Securitisation Deal of the Year
IFLR Europe Awards 2016
- Restructuring Team of the Year
Shortlisted for London Office of the Year
British Legal Awards 2016
- Highly Commended for Best Pro Bono/CSR Initiative; Shortlisted for Most Innovative Non UK-Headquartered Firm, Best Firm-wide Use of Technology, Best Big Data Initiative, Best Talent Initiative, Most Innovative Client-facing Technology
The Lawyer Business Leadership Awards 2016
- Highly Commended for Innovation in Securitisation
Highly Commended for Innovation in New Markets and Capital
Commended for Innovation in Technology and Data Analytics
Financial Times Innovative Lawyers 2016
- Shortlisted for Excellence in Learning & Development
Law Society Excellence Awards 2016
- Shortlisted for US Law Firm of the Year
Legal Business Awards 2016
- Highly Commended for Training Innovation
Legal Week Innovation Awards 2016
- Highly Commended for Fund Formation
Law Firm of the Year
Property Investor Europe’s Europe Property Awards 2016

Navigating New Paths to Growth

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.

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

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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 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 and supportive environment.”

Ronan O'Sullivan
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.

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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.



“The more diverse we are, the greater our pool of talent.”

Arun Birla
Vice-Chair, London Office
London Office Training Principal
Partner, Tax 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.

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Trainee Solicitor Profiles



Amelia Thomson
Trainee Solicitor

I read Archaeology and Anthropology at Oxford University, before completing a Masters degree in Social Anthropology. I then worked as a Parliamentary Assistant for an MP in Westminster before deciding to pursue a career in law.

After completing the GDL and LPC, I started my training contract at Paul Hastings. My first seat was in the Tax team. Within a couple of weeks I attended my first client meeting. The teams at Paul Hastings are small and as a trainee you feel like you are a vital part of the team. Trainees are encouraged to get involved and you are given as much responsibility as you can handle.

I then moved to Leveraged Finance for my second seat. The team was busy and the work exciting, making it a great training experience. I worked on matters that frequently made the press and I enjoyed the buzz of spending the week working on a matter, to then read about it in the weekend newspapers.

For my third seat rotation, I moved to Real Estate Finance. The work was a mixture of Commercial Mortgage Backed Securities (CMBS) and loan origination, combined with work for the Property Team. This gave me exposure to a range of different practice areas. I had lots of contact with both clients and other professional advisors, which helped to both build my confidence and also develop my inter-personal skills.

One of the themes across all practice areas is the multijurisdictional and international nature of the work. I have worked on acquisitions of Polish companies and Irish property. I have also worked with colleagues across our offices, including in Paris, New York, San Francisco and Beijing. The firm operates an open door policy which in turn helps encourage a collaborative and supportive environment. I have also had wonderful supervisors who I feel genuinely care about my professional development.

I have just begun my fourth and final seat in Corporate M&A. I know that my training contract will have provided me with a good basis on which to build a successful career when I qualify as a solicitor in March.

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Ludo Giannotti
Trainee Solicitor

I received my training contract offer in my second year of reading law at the London School of Economics. At the time, I had completed a summer vacation scheme at another US law firm and had gained an insight into finance during a month-long internship at a leading financial services company. Training at Paul Hastings, therefore, felt like a natural progression and my training contract confirmed this.

What appealed to me was the firm's forward-looking approach, sensitivity to changing client demand and its ability to adapt accordingly. I directly experienced this in my first seat by assisting the CLO team, which had recently joined the firm to complement the structured finance practice. Sitting in structured finance and securitisation, I was exposed to a broad range of innovative transactions including CLOs, RMBS, credit funds and CoCos. I am currently in my third seat within the firm's litigation team and work on new Corporate Crime Investigations. The progressive direction of the firm and its work is incredibly rewarding and is allowing me to develop the well-rounded legal mind and requisite skillset for a successful career within corporate law.

The highlight of my training contract thus far has been during my second seat within the M&A practice, when I worked on The Co-operative Bank restructuring. Given the importance and size of the transaction, a cross-departmental team was formed to push the deal through. The strong collaborative focus with which this group operated demonstrates the cohesive and supportive atmosphere that prevails throughout the firm. Trainees frequently step in to assist other trainees with less capacity and both associates and partners will take time to explain tasks and advise on how best to improve pieces of work. The firm ensures its trainees know they are an integral part of their team and the firm more broadly.

A distinguishing feature of the firm is the diversity of work undertaken by its various practice areas. Given my international background, the firm's international outlook and scope of work has afforded me with unique opportunities. I worked with the Milan office on an important acquisition, where I led the review of English-law documents written in French for a diligence report to an Italian-speaking client. This was an incredible opportunity to be truly immersed in cross-jurisdictional work and one which few firms can offer. Indeed, trainees are encouraged to take on responsibilities such as these and are often entrusted with leading projects and preparing first drafts of documents, tasks typically given to associates. During my time as a trainee, I have been asked to lead conference calls to negotiate provisions with opposing counsel, turn and draft key transaction documents, all under the careful and supportive supervision of a senior associate or partner.

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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. The application deadline for a Training Contract in 2020 is 31 July 2018.

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 2018 with interviews being conducted in London during September and October 2018.

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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