



Training Contracts at Paul Hastings

PAUL HASTINGS

paulhastings.com

With a culture focused on collaboration and superior execution, Paul Hastings counsels clients across Europe, the Americas, Asia and the Middle East.

In London, our team of more than 200 qualified lawyers advises the world’s leading investment banks, asset managers and corporations. The London office has been a core driver of Paul Hastings’ strong global performance, handling a wide range of complex and high-profile matters.

Since January 2022, 20 new partners have joined the office across several practice areas, including litigation, arbitration, restructuring and finance. The London team’s accomplishments are driving record financial performance.

The firm’s clients entrust us with their most significant opportunities and challenges, and we rise to the occasion by attracting and developing people who thrive on working with other market leaders to develop solutions for difficult problems.

FOUNDED IN 1951, PAUL HASTINGS HAS OVER 1,500 LAWYERS IN 25 GLOBAL OFFICES

Abu Dhabi	Frankfurt	San Diego
Atlanta	Hong Kong	San Francisco
Beijing	Houston	São Paulo
Boston	London	Seoul
Brussels	Los Angeles	Shanghai
Century City	New York	Tokyo
Charlotte	Orange County	Washington, DC
Chicago	Palo Alto	
Dallas	Paris	

LONDON’S CORE AREAS OF PRACTICE

Antitrust & Competition	Intellectual Property	Litigation
Employment Law	International Arbitration	Mergers & Acquisitions
Energy & Infrastructure	International Dispute Resolution	Private Equity
ESG & Sustainable Finance	Investigations & White Collar Defense	Real Estate
Financial Restructuring	Investment Funds & Private Capital	Securities & Capital Markets
Fintech & Payments		Structured Credit
Global Finance		Tax

The Paul Hastings Training Programme

Exceptional talent leads to extraordinary results — this is the driving narrative of Paul Hastings' history as well as our strategy for the journey ahead.

Our firm provides a first-class training and development programme, combining on-the-job and practice-based training with external courses. We monitor progress on a formal and informal basis, providing our trainees with opportunities to give feedback and help shape their own training.

As a trainee solicitor, you will spend six months in four seats, typically chosen from capital markets, corporate, employment, finance, funds, litigation, payment systems and financial services, real estate, restructuring and tax. We also provide opportunities to undertake client secondments, when business needs allow.

We recruit both law and non-law graduates. We offer a competitive salary whilst training, currently £60,000 per annum in your first year and £68,000 per annum in your second year, and benefits include 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 Postgraduate Diploma in Law (PGDL) 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

We seek individuals with a wide variety of skills who combine intellectual ability with enthusiasm, creativity and an ability to thrive in a challenging environment. In addition, we expect candidates to show initiative and a drive to make positive contributions 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.

ANALYTICAL ABILITY

The exceptional depth and breadth of our practice mean 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 client's 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 can make a valuable contribution from day one. To achieve this, you must enjoy dealing with new ideas and be able to adapt to new challenges. We are not looking just for talented legal minds, but we seek people who can appreciate the smaller details whilst not losing sight of the bigger picture.

INTERPERSONAL SKILLS

We are a close-knit team in London. Collaboration is essential 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, multijurisdictional transactions. It is essential to keep abreast of legal developments and understand our clients' businesses. You must 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 expect you to demonstrate 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.

Trainee Solicitor Profiles



Angus Lau

Trainee Solicitor

After completing my B.A. in Jurisprudence at the University of Oxford, I started my legal career in the Capital Markets team of a U.S. firm in Hong Kong. Whilst the unique intersection between legal analysis and commercial considerations confirmed my interest in pursuing a career as a transactional lawyer, I wanted a training contract that provided a more holistic training in different transactional practices. This drew me to apply for one at Paul Hastings.

I started my training contract at Paul Hastings in March 2025 in the Collateralised Loan Obligations team. I was offered substantial responsibility from the beginning, gaining experience drafting transaction and settlement documents, liaising with clients and managing transactions.

For my second seat, I joined the Investment Funds team, where we advised on a range of matters in both close-ended and evergreen funds, including fund formation and closings, as well as general partner and limited partner-led secondaries trades. Highlights included drafting and reviewing key fund documents for a client's new flagship private debt secondaries fund and preparing the transfer documentation for the transfer of 20 assets from five funds into a client's new continuation fund. I also advised clients on Shari'ah investing rules and AIFMD regulations. I particularly enjoyed the breadth and variety of funds work, and I found the problem-solving involved in developing tailored and innovative funds structures to address a client's particular requirements especially rewarding.

I am currently in my third seat, Global Finance, acting for creditors on both private credit and syndicated deals. This seat has granted me the opportunity to work closely with the largest financial institutions in the world on some of Europe's most high-profile financings, sharpening my understanding of the legal and commercial drivers behind these transactions. I am grateful for the team's trust in managing my own workstreams and their commitment to training sessions both on the legal documentation and regulatory updates.

Overall, Paul Hastings has given me an excellent transactional-focused training contract — the level of responsibility, training and support I have been given have been instrumental in my development as I prepare for qualification soon.

Trainee Solicitor Profiles



Sophie McDowell

Trainee Solicitor

After graduating with a Law degree from King's College London, I worked as a paralegal at a Magic Circle firm for two years before securing my training contract at Paul Hastings. My paralegal experience was invaluable in developing my technical skills and confirming my commitment to a career in law. I was particularly drawn to Paul Hastings because of its lean teams and smaller trainee cohort size, which create opportunities for early responsibility and hands-on experience.

My first seat was in the Structured Finance team, where I assisted with drafting transaction documents, liaised with clients and maintained client-facing trackers. This seat gave me a strong grounding in transactional work and developed my attention to detail, drafting skills and ability to manage multiple workstreams.

I then moved to the Intellectual Property & Technology Litigation team, where I gained experience working on complex disputes. I assisted on a broad range of contentious matters, from disclosure reviews and interim applications to expert evidence and legal research. I particularly enjoyed the analytical and strategic thinking that litigation requires.

For my third seat, I completed a client secondment at Google. It was an exciting experience that gave me direct exposure to contentious and regulatory matters across the full range of Google products. I worked on County Court, High Court and Competition Appeal Tribunal proceedings, supported public inquiries and advised on emerging legal issues relating to generative AI. Working in-house has given me valuable insight into how legal advice is applied within a fast-moving technology company and the importance of balancing legal analysis with operational and reputational considerations.

My training at Paul Hastings has provided me with comprehensive experience across transactional, contentious and advisory matters, with my client secondment allowing me to develop a commercial mindset alongside technical legal skills.

How to Apply for a Training Contract

Apply for a Training Contract by completing the online application on our website at Careers | Paul Hastings LLP. The application deadline for training contracts commencing in 2029 is **31 May 2027**.

To find out more and apply for our Work Placement Scheme, PHirst Steps, complete an online application on our website. The opportunity is a week-long scheme in April 2027 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 who are invited to interview.

We look forward to hearing from you.



“The firm is committed to fostering an inclusive work environment for everyone and supporting an elite team of professionals with wide-ranging backgrounds and perspectives.”

Ross Anderson

Chair – London / Partner
Corporate Department



“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.”

Reena Gogna

Training Principal – London / Partner
Corporate Department

