



Arnold & Porter London Graduate Recruitment

Insight Day April 2025 • Summer Vacation Scheme July 2025 • Training Contracts September 2027

Who We Are

100+

Years offering clients practical,
forward-thinking solutions

15

Offices in the U.S., EU, Asia, and the UK

159

Lawyers ranked in *Chambers USA, UK, Global, Europe, Latin America, Greater China Region, and Asia-Pacific*

145

Lawyers who have held positions in U.S.
and European governments, and international organisations

121

Fortune 250 companies that have chosen
Arnold & Porter as outside counsel



Introduction to Arnold & Porter

The success of any law firm is dependent on the talent and professionalism of its lawyers and support staff. That is why we are committed to investing in the training and professional development of our trainee solicitors.

We are looking for enthusiastic and talented graduates from all backgrounds and cultures who share our commitment to excellence, want to be part of the continued growth of our London office, and want to become part of the next generation of leaders at our firm.

Providing our clients with excellent service is our number-one priority. Our lawyers need to be commercially minded and approachable, and be able to work with our clients as part of a team on complex and often high-profile legal issues. If you feel you can meet this challenge and want to work at an inclusive firm with a long tradition of pro bono and community support, we would like to hear from you.

This brochure provides you with all the details you need to work toward graduate opportunities with Arnold & Porter, including information about the firm, experiences of past trainees, and the all-important application details.



Kathleen Harris
Partner
Head of London Office



Sean Curran
Partner
Training Principal London Office



Arnold & Porter's London office is home to globally renowned regulatory, dispute resolution, and transactional teams. These teams work seamlessly across the firm's U.S. and international offices, as well as a network of partner firms, to coordinate cross-border matters for our clients.

Many of our cases are multifaceted, needing strategic and collaborative problem solving. Our approach is different from so many other firms because we take a multidisciplinary approach across the industry sectors we serve and the issues we resolve.

Key Sectors

- Financial Services
- Life Sciences
- Media and Technology (TMT)
- Private Equity

Global Practices

- Antitrust/Competition
- Corporate & Finance
- Commercial Litigation
- Data Privacy
- Debt Capital Markets
- Employment
- International Arbitration
- Intellectual Property
- Life Sciences Regulatory (EU)
- Product Liability
- UK Enforcement & Dispute Resolution

Market Recognition

Our reputation in the legal market is evidenced by our track record in legal directories, league tables, and awards. Below are a selection of a few notable ones:



- Commercial and Corporate Litigation
- Financial Crime: Corporates
- International Arbitration: Investor-State Arbitration
- Life Sciences: Product Liability (Band 1)
- Life Sciences: Regulatory (Band 1)



- Corporate & Commercial: EU & Competition
- Corporate & Commercial: M&A: Lower Mid-Market Deals, £50M-£500M
- Corporate & Commercial: Venture Capital
- Crime, Fraud and Licensing: Fraud: White-Collar Crime (Advice to Individuals)
- Dispute Resolution: Commercial Litigation: Premium
- Dispute Resolution: Competition Litigation
- Dispute Resolution: International Arbitration
- Dispute Resolution: Public International Law
- Finance: Debt Capital Markets
- Human Resources: Employment: Employers
- Industry Focus: Life Sciences and Healthcare
- Insurance: Product Liability: Defendant
- Investment Fund Formation and Management: Hedge Funds
- Risk Advisory: Regulatory Investigations & Corporate Crime (Advice to Corporates)
- TMT: Intellectual Property: Patents (Contentious and Non-Contentious)

**LAW.COM INTERNATIONAL 2023
BEST LAW FIRMS FOR PRO BONO IN THE UK**



Training Contract at Arnold & Porter

Many law firms, including ours, have a definite style of practice and work environment. We think ours is spirited, open, welcoming, and collegial. We encourage our lawyers to be themselves. Intelligence, originality, initiative, and independent judgment are highly respected. All lawyers, regardless of their experience, are expected to express their views on substantive firm matters.

The London office generally reflects the environment of the firm with its collegial and informal atmosphere, regular social gatherings, smart business-casual dress policy, team-based assignment policies, and a leading pro bono programme.

When you join us, you will be introduced to the firm through our training and induction programme. This includes information about the firm's practices and procedures and training in the use of our IT systems, library, and online data sources. You will also attend the fast-track Professional Skills Course.

During your training contract, you will typically have the opportunity to spend time in four, six-month seats. The firm encourages individuals to work across specialisms, so you may find that whilst you are working in one group, you undertake work in a variety of different areas and for a variety of different partners and fee-earners throughout the firm. The training programme in our London office includes in-house as well as external training sessions, providing professional development training that is linked to a competencies framework.

Four, six-month seats from:

- Antitrust/Competition
- Complex Litigation
- Corporate & Finance
- Intellectual Property
- International Arbitration
- Life Sciences
- White Collar Defense

What do we look for in a Trainee Solicitor?

We recruit two years in advance therefore, to be eligible to apply for the Training contract commencing in 2027, you need to be in your penultimate year of study as a law student or in your final year of a non-law course.

"I joined Arnold & Porter as a trainee following my time on the Summer Vacation Scheme, which is both a fantastic learning experience and a great chance to immerse yourself in life at the firm. I was initially drawn to Arnold & Porter by its practice areas, which aligned well with my own interests, as well as the 'hands-on' style of the training contract. The firm's positive culture goes hand in hand with its genuine, meaningful commitments to pro bono work, as well as diversity and inclusion initiatives."

Joy Wee

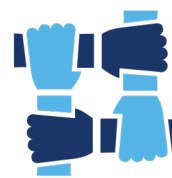
Trainee Solicitor (2023- Present)



We look for candidates with a consistently strong academic background, who have or are likely to achieve a 2.1 degree, taking into account mitigating circumstances. Candidates need to demonstrate good analytical skills, combined with a common sense approach. Candidates should be self-motivated and demonstrate their ability to get involved in a wide range of extracurricular activities, and outside studies, showing a good level of achievement in all areas. We value communication skills and look for evidence that you have worked in teams and taken on responsibility. We also want to get a sense of your enthusiasm, energy, and commitment.



Analytical skills



Team work



Responsibility

Recruitment process



Application form



Written assessment



Interview



Final interview with the Managing Partner

We review all applications we receive, and seek out individuals who can demonstrate insight into their experiences. Interviews for training contracts will take place in July 2025. Candidates will attend an assessment and interview with partners and senior associates. The offer of a training contract is conditional upon the provision of satisfactory references.

Key dates

Applications Open: October 2024
Application Deadline: 19 May 2025

Salary and benefits

First-year salary: £55,660
Second-year salary: £59,290
NQS: £123,000

We review salaries annually to be competitive with market levels for equivalent law firms in London.

We will pay your fees for required courses after your undergraduate degree, including a maintenance grant of £8000 for full-time study during the PGDL(conversion) and a grant of £12,000 for the Solicitors Qualifying Examinations (SQE).

Trainees are entitled to 25 days of annual holiday. Other benefits include participation in the firm's Healthy Incentive Bonus Scheme, seasonal holiday bonus, optical testing, private health insurance, private dental insurance, life assurance, cycle to work scheme, and an interest-free travel season ticket loan.

Apply now

The firm offers up to four training contracts annually. We are now taking applications for our September 2027 intake. If you are interested in applying for a training contract commencing in September 2027, please complete our online application form.

ONLINE APPLICATION FORM: www.apply4law.com/apks

We do not accept any other form of application. We recruit two years in advance for training contracts, and invite you to apply by the above-listed deadlines for our Insight Day, July 2025 summer vacation scheme and 2027 training contracts.



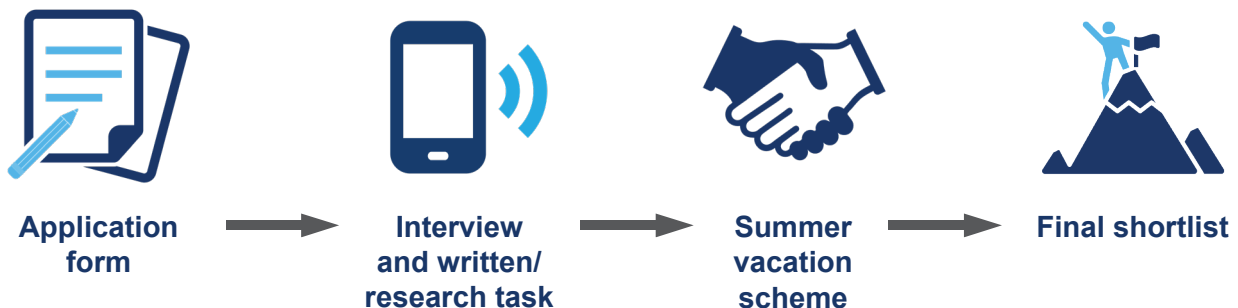
Summer Vacation Scheme

What to expect

We will be running a summer vacation scheme in July 2024. Students will spend up to two weeks working on a variety of projects and workshops with partners and associates throughout the office. You will have the opportunity to do tasks for partners and associates across our practice groups. You will also gain first-hand insights from our senior leaders about the culture of the firm, including presentations on the pro bono and D&I work we do. There will also be training in presentation skills and the chance to use them by completing a firmwide presentation with other vacation scheme students at the end of the scheme.

We recommend you apply for the vacation scheme as a way for us to get to know you, as well as a way for you to see if you like us as a firm. The direct Training route is available, however, as we recognise not everyone will be able to do a two week scheme due to work/ other commitments.

Recruitment process



Who can apply

You must be eligible to begin your training contract in the year 2026 to apply for the 2024 Summer vacation scheme. This means you need to be at least be in your penultimate year of study as an law student and in your final year of a non-law course. If you've already graduated you're eligible to apply.

Key dates

Applications Open: 1 October 2024
Application Deadline: 12 January 2025
Scheme dates: 30 June 2025- 11 July 2025

Salary

Per week: £450

ONLINE APPLICATION FORM: www.apply4law.com/apks

We do not accept any other form of application. We recruit two years in advance for training contracts, and invite you to apply by the above-listed deadlines for our July 2025 summer vacation scheme and 2027 training contracts.



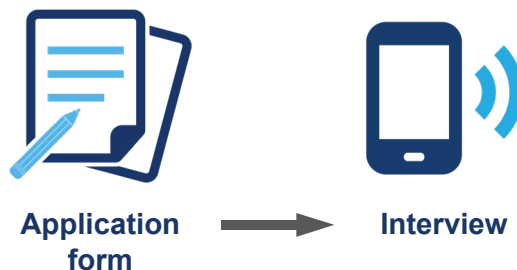
| Insight Day

We will be hosting two Insight Days, one on Wednesday 15 April 2025 and one on Wednesday 11 June 2025. Throughout the day, you will participate in several interactive sessions and skills workshops to gain practical legal experience. There will also be an opportunity to network with our lawyers and current trainees who can provide you with an insight into what it's like to work at Arnold & Porter, an introduction to our core practice areas, alongside advice from our graduate recruitment team.

Who can apply?

The two Insight Days are open to first-year university students on both law and non-law university courses. Please apply to the day that is most suitable to you.

Recruitment process



**For the April date please apply by 9 February 2025
and for the June date please apply by 16 March 2025.**

“Since starting the training contract, I have come to appreciate the importance of “learning by doing”, which is facilitated by the high degree of responsibility that I have been given and the ownership that I am encouraged to take for my work. This has been complemented by regular sessions of formal training and the exceptional guidance of my supervisors and colleagues. The firm’s collegiate and supportive culture transcends every team and gives a real sense of togetherness that makes all our hard work even more rewarding!”

George Zografos

Trainee Solicitor (2023- Present)





London Office Practice Information

Life Sciences

We advise on UK and EU law relating to medicinal products, biotechnology, medical devices, cosmetics and foods, and assist clients in interpreting, and complying with, the relevant regulatory framework that surrounds the industry. We also represent clients in litigations against regulatory authorities and relating to product liability. The team includes a number of lawyers with scientific qualifications, including physicians. It is regularly ranked as one of the leading firms providing regulatory advice and specialist litigation services to the life sciences sector.



Intellectual Property & Technology

The London Intellectual Property team advises multinationals and high-growth innovators on challenging IP issues, effectively manages disputes coordinates high-stakes litigation, and provides well-executed transactional support on a wide variety of commercial agreements. The team's capabilities span the full spectrum of IP rights, including patents, trademarks, copyright, design rights, and trade secrets. We represent clients in ground-breaking and dynamic industries, including agritech, chemicals and manufacturing, digital health, electronics, foodtech, genomics, IT services, life sciences, and media.

Corporate & Finance

Our Corporate & Finance practice advises on domestic and cross-border transactions, including corporate reorganisations, dispositions, exits, fundraising, joint ventures, M&A, and other collaboration agreements. The practice is recognised for its strong private equity experience. Our finance team has capabilities in capital markets, syndicated lending markets, and structured finance.

"I was attracted to train at Arnold & Porter due to the high responsibility and central role that trainees benefit from, as well as the interesting seat options. Having first witnessed Arnold & Porter's culture as an international arbitration clerk, I thought that the supportive environment, small trainee cohort and fascinating seat options was the perfect formula for a high growth training experience that would prepare me for life as a lawyer. The diversity of the lawyers and the firm culture make it difficult to have anything but a good day at Arnold & Porter."

Naina Gupta

Trainee Solicitor (2023- Present)



Employment

Our specialist Employment practice provides practical, solution-driven advice in all areas of employment law, including business immigration and the HR-side of data protection compliance. We have particular expertise in international employment issues and while our clients come from all sectors, we have a strong focus in life sciences and tech.

Competition / Antitrust

The EU competition team offers the full range of competition law advice on mergers and acquisitions, non-transactional representation, and counseling. We provide representation before EC, UK and other national competition authorities, as well as in European and national courts. The team also handles complex defendant and, where appropriate, claimant litigation in various jurisdictions, including England & Wales and The Netherlands.

Product Liability

We advise on non-contentious and contentious product liability issues concerning both research products and marketed products in the pharmaceutical and medical device sectors, as well as general consumer products including electronics, toys, and clothing.”

International Arbitration

Our International Arbitration group is widely recognised as one of the most experienced and successful worldwide. No other law firm in the world can match our winning streak in investment arbitration. Our arbitration practice group spans three continents and represents an impressive number of sovereign States, as well as private parties. In addition to being preeminent in investment arbitration, we also represent leading multinationals in international commercial arbitration. The core of our practice consists of representing our clients in adversarial proceedings, but we also advise them on non-contentious matters, including disputes prevention, negotiations, and investment structuring.

Investment Funds & Finance

Our investment management team advises investment funds and their managers on the establishment, promotion, regulation and operation of investment funds and managed accounts including hedge, private equity, UCITS and real estate funds.

Complex Litigation

Our Commercial Dispute Resolution group has extensive experience litigating cases on behalf of clients across a wide range of sectors including financial services, banking, private equity, hedge fund, consumer products, technology, media, telecommunications, pharmaceuticals, and health care. We also assist clients in taking urgent protective measures to, amongst other matters, freeze assets and obtain injunctive relief.

“I was initially attracted to Arnold & Porter due to its preeminence in Life Sciences, friendly nature, and genuine commitment to pro bono. This reputation is thoroughly deserved: I was able to work on pro bono matters as early as the vacation scheme and trainees are actively encouraged to get involved. What further distinguishes Arnold & Porter is the small trainee intake, while being part of a globally renowned international firm. The firm’s friendliness is further borne out by its values of openness and inclusion, as well as the fun social events they organise.”

Eleanor Brittain

Trainee Solicitor (2024- Present)



“As a trainee, you gain exposure to a diverse range of legal matters and are given the chance to collaborate with and learn from colleagues who are experts in their practice area. Outside of work within your seat, Arnold & Porter encourages participation in professional development opportunities, as well as taking part in charity events and pro bono work.”

Mimi Simmons

Trainee Solicitor (2024- Present)



Data Protection & Compliance

Our London Data Protection practice brings together experts from our commercial, competition, employment, IP, litigation, media, regulatory, and technology teams in London. They also form part of a much broader international Privacy, Cybersecurity & Data Strategy group operating across our London, Brussels, Shanghai, Washington, New York, Chicago, San Francisco, and Los Angeles offices, covering cross-border privacy issues, including computer crime, data breach, electronic surveillance, emerging technologies, information security, and incident response.

White Collar Defence

We advise corporates and individuals on how to handle regulatory and/ or investigations in relation to potential financial matters. We have also regularly provided training and advice in relation to a full range of investigative matters.



Pro Bono

We have a strong commitment to pro bono, including work on behalf of NGOs, charitable organisations, individuals, and minorities. Projects can range from challenging high profile human rights abuses in international courts, pursuing legislative and policy resolutions, liaising with public authorities on behalf of individual and charities, acting to protect the brand and reputation of NGOs, and helping nonprofit organisations comply with their governance responsibilities.

“Training at Arnold & Porter appealed to me due to the high calibre of clients and the small trainee intake. What stands out to me, however, is the firm’s commitment to junior and trainee development, driven by its overarching collegial culture. Senior lawyers are highly engaged with trainees, and participation in committees and pro bono work is actively encouraged, allowing you to develop as a lawyer and professional beyond your specific practice area.”

Zachary Sefton

Trainee Solicitor (2024- Present)





London Office Support teams

Our staff play an essential role in our success as a firm. We have a dynamic team who value and share the firm’s long-standing commitment to professional excellence, the highest ethical standards, diversity, collegiality, and community service. Below is a snapshot of our business services teams:



Information Technology & Security

The Information Technology department provides modern solutions that help make routine tasks easier and more efficient for lawyers, staff and clients.



Accounting

We act as a hub for all the international offices, processing the daily transactions from invoices paid to vendors, to invoices issued to clients, and everything in between.



Marketing

The Marketing team has a broad mandate in support of the business objectives of the firm. The team oversees various functions from business development to PR and media relations.



HR/Admin

The team comprises both Admin and HR expertise. We are responsible for the smooth running of the London Office and aim to be welcoming to our employees and help transition them throughout their career and Arnold & Porter.



Research Services

Research Services operates as a global team of 25 professionals serving all Arnold & Porter offices and handle every type of research request — from simple document retrievals to complex legal research problems — through their Virtual Reference Desk. Our Research Analysts also provide research training and serve as liaisons to practice groups and new lawyers.

“Arnold & Porter initially appealed to me because the firm is at the forefront of its practice areas, working on complex cases and deals for high-profile clients. With a smaller cohort, and being the only trainee in the department, I have been given the opportunity to benefit from hands-on experience at an early stage in my career.”

Kuran Phull

Trainee Solicitor (2024- Present)





Corporate Social Responsibility

As well as our commitment to pro bono, we are passionate about social mobility. Recognising that entering the profession can be difficult, especially for those from less privileged backgrounds, the firm was a founding member of the Social Mobility Business Partnership and a PRIME member. We also encourage our people to volunteer their time and skills for the charities we support, and each year everyone is given one day a year of paid leave to volunteer in the community. In addition, employees are encouraged to fundraise for or donate to charities of their choice through the firm's matched funding and payroll giving schemes.

Diversity and inclusion are core values for Arnold & Porter. The London office is a vigorous supporter in every aspect to promote an inclusive, fair, and ethical work place, and we are committed to several initiatives to encourage and maintain Arnold & Porter's diverse community of professionals. The firm also offers internships through the 10000 Interns Foundation.

The firm has several firmwide affinity groups.

- **APCares:** Supports parents and caregivers
- **APSoloAlliance:** Connects and supports those who are living alone or may feel isolated
- **ACCORD:** Attorney Community Championing Our Racial Diversity
 - o **BLAC:** Black Lawyers of ACCORD Caucus
- **PRIDE:** LGBTQ+ Group
- **VALOR:** Veterans and Affiliates Leadership Organization
- **WISE:** Women's Initiative for Success and Empowerment

These groups serve as support networks, help the firm identify strategies that support our diversity efforts, and foster a stronger sense of community within the firm.

'The firm has a long commitment to public service and the advancement of social justice. Through our pro bono programme and work in the local community, we are proud of the contribution we make. We pride ourselves on having a welcoming and inclusive workplace, where everyone is comfortable being themselves.'

— *Kathleen Harris, head of the London office and co-chair of the firm's Anti-Corruption practice and member of the firm's Diversity & Inclusion Committee*

'Throughout my time at Arnold & Porter, I have been impressed by the firm's genuine commitment to diversity & inclusion. Being a member of the firm's Pride network has given me a fantastic opportunity to build relationships with members of the network across the firm's international offices and allowed me to give something back. I also mentor Law students from diverse backgrounds which I have found incredibly rewarding.'

— *Alastair Brown, Counsel, Antitrust*

Key Takeaways

Deadline for the Insight day

15th April 2025 – deadline to apply – 9th February 2025

11th June 2025 – deadline to apply – 16th March 2025

Summer Vacation Scheme Placement 2025 Deadline

1 December 2025

Deadline for Training Contract September 2027 Deadline

19 May 2025

Application Location

www.apply4law.com/apks

Contact Information

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www.arnoldporter.com

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Contact Us

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Online Application

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