



Covington Careers

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Founded in Washington, DC over a century ago,
the values held by Covington's founders endure
today throughout our international legal practice.



Introduction



Johan Ysewyn
Managing Partner
Brussels Office

Headquartered in Washington, DC, Covington has helped clients navigate their most difficult legal, regulatory and policy issues for over a century. Today, Covington has more than 1,300 lawyers and advisors in offices across Africa, Asia, Europe, the Middle East and the United States and, in this increasingly regulated world, Covington delivers global insight and advice to clients on their most challenging deals and disputes.

What sets us apart as a firm is our ability to combine tremendous strength in our litigation, investigations and corporate practices with deep knowledge of policy and policymakers, and two of the world's leading regulatory practices.

From our Brussels office overlooking the city skyline, we offer services to clients across our four key practice areas: EU Antitrust/Competition, Life Sciences, Data Privacy & Cybersecurity and Public Policy. Most of our work has an international element, and all of our practice groups operate across borders. We work closely with our offices internationally, making every effort to collaborate and interact with our colleagues overseas.

When seeking a new position, it is critical that you select the best firm for you. At Covington you will find a firm with values of collegiality, high standards of lawyering, respect for others, a dedication to public service, and a commitment to fostering diversity, equity and inclusion.

We offer interns and trainees the opportunity to work on complex projects. This work includes representing Discovery in its \$43 billion acquisition of WarnerMedia, several cases in front of the CJEU including the landmark data protection Schrems II case, and advising IFPMA on a research project to map out the current practices, rules and actors in global disease surveillance and pathogen sharing. We also strongly encourage all of our lawyers to participate in pro bono work. Covington's pro bono practice was ranked number 2 in the US and number 6 internationally in The American Lawyer's 2024 Pro Bono Scorecard.

You will be joining a firm with a distinctly collaborative culture where the people are approachable, generous with their time, and passionate about the law. Our intern and trainee programme is fundamental to the continuing growth of the Brussels office, the ideal place to start your career.

Welcome to Covington.



“Our collaborative, team-based culture continues to be a core competitive strength that differentiates us from other firms. Clients increasingly focus on our culture as something that allows us to deliver higher value services across practices and geographies.”

Doug Gibson
Management Committee Chair

Covington at a Glance

120+

Former Government
Officials and Diplomats

1,300+

Lawyers and Advisors
Worldwide

50+

Languages Spoken

234K+

Total Firmwide Pro Bono
Hours in 2023

1919

Founded in
Washington, DC

14

Global Offices





Principal Practices

Our Brussels office brings together experts from more than 11 different countries. We draw on the diverse expertise of our lawyers and advisors to help clients navigate their most complex challenges, deals, and disputes, particularly in relation to the application of competition, regulatory, and privacy and data security law, and policy and public affairs issues.

Antitrust/Competition

Covington's EU Competition practice is involved in numerous high-profile cases raising cutting-edge enforcement issues. We are one of the leading practices in the high-tech and life sciences sectors, with significant in-depth experience in matters involving the interplay between competition and intellectual property law.

Our client base also extends to the energy, financial services, media, fast-moving consumer goods and communications industries. Our team's multidisciplinary approach and unique blend of expertise and understanding of European competition law help clients from around the world to safely navigate complex sectors. This places us in an exceptional position to determine the most effective strategy for each individual case or issue and, if required, to handle litigation before the Court of Justice of the European Union.

Life Sciences

Covington sets the worldwide gold standard for legal expertise in the life sciences sector. In close collaboration with our other offices in EMEA and worldwide, our Brussels team advises the most prominent global pharmaceutical companies, medical devices manufacturers, and food, cosmetics and consumer products companies. It is part of our daily work to guide clients through administrative procedures, to litigate before the EU courts, and to participate in legislative procedures.

Our clients expect tailored, specialized and strategic advice from us on a regulatory framework that is in constant evolution and often presents key EU and international policy angles. We therefore invest significant time in forward-thinking research and publications, including through our dedicated life sciences blog, professional publications, and main industry events. At Covington Brussels, you will be part of a talented and highly motivated team comprising lawyers and scientists from a range of EU Member States.



“From day one, I have worked on diverse and challenging projects, collaborating with colleagues across different offices. The support and guidance I have received have been instrumental in building my skills and confidence, making the transition from an intern to an associate feel natural. I have been supported by seniors who are genuinely invested in my development. The environment is both professional and collaborative, making it an ideal place to grow as a lawyer.”

Zoé Bertrand
Associate, Life Sciences and ESG

Data Privacy & Cybersecurity

In a world of where technologies are constantly evolving and data is being put to novel uses, there has been an unprecedented growth in data protection and data security laws and related data regulation.

Our preeminent Data Privacy and Cybersecurity regulatory practice is laser-focused on these developments, and advise some of the world's pre-eminent companies representing the technology, life sciences, social media, ad-tech and software industry sectors, among others.

Our team is regularly involved in preliminary referrals to the Court of Justice of the European Union involving data protection issues, and our practice is rated as in the top tier in the EMEA region, as well as globally. We are involved in advising clients on the EU's data regulation proposals, including the Digital Services Act, AI Act, Data Act and Data Governance Act.

Our team advise Internet-of-things (IoT) developers, social network providers, mobile telephony companies, sports bodies, sports organisations, pharmaceutical manufacturers, biotechnology companies, and medical devices producers on their compliance strategies, as well as their legislative affairs initiatives, and we have one of the most experienced and long-standing practices in this area, extending back to the 1990s.

Environment, Social, and Governance

Covington's sustainability practice works for some of the most dynamic and forward-leaning companies in this rapidly evolving field. We draw on deep regulatory and policy expertise in each of the environmental, social, and governance ("ESG") areas to help clients solve their most complex and multijurisdictional compliance and enforcement challenges.

The ESG group in Brussels is a core part of our global team. We work together with colleagues from the business and human rights, corporate, and litigation groups, and our lawyers are deeply integrated across offices, particularly with London, Frankfurt, and the U.S.

Covington's ESG group presents junior lawyers with an opportunity to work on novel and impactful projects. As a preeminent regulatory law firm, Covington provides a rare environment to quickly learn and build confidence on issues such as climate, human rights, and sustainable trade and product rules. A particular focus lies on the European Green Deal and the implementation of the Corporate Sustainability Due Diligence Directive (CSDDD), the Corporate Sustainability Reporting Directive (CSRD), and the Greenwashing and Green Claims Directives, among many others.

Public Policy

Covington's EU Public Policy team focuses on helping clients resolve their most difficult public policy challenges. The senior team, made up of high-level former policymakers from EU institutions and national governments, includes three former European Commissioners, a former Prime Minister, and a Member of the UK House of Lords.

We offer clients a broad array of services that draw on our in-depth familiarity with policymaking and Covington's renowned strength in regulatory law. We offer the full suite of public policy support clients expect, from intelligence-gathering to legislative advocacy. But it is in the close collaboration with our regulatory colleagues that our public policy work stands apart – enabling us to engage effectively in the most difficult and opaque parts of the EU policy process, from trilogues to the secondary legislation that makes up the majority of the EU rulebook.

This combined expertise in the policy process, its dynamics and procedures, with deep regulatory insights has enabled us to further the objectives of a broad range of clients in diverse sectors.



“Covington is a dynamic and supportive firm where junior talent is nurtured and collaboration between different offices and practice groups is seamless. With a commitment to professional growth and a positive work environment, Covington offers exciting challenges and meaningful opportunities to its junior lawyers. The collaborative culture and dedication to excellence make it an inspiring place to take the first steps in your legal career.”

Lasse Luecke

Trainee Solicitor and Junior European Policy Advisor

Meet Our People



Rolf Ali

Associate

Antitrust/Competition

I started my professional career at Covington after completing my DPhil in Competition Law at Oxford University.

I was fortunate to start my career in a motivated and inspiring team in Brussels, focused on growing the practice group and the office while consistently delivering a high-quality work. Covington’s quintessentially international character is part of the daily experience in Brussels: the impressive client portfolio includes companies from all over the world and our lawyers come from all over Europe and beyond. The firm is committed to pursuing a seamless global and regional strategy. This ensures strong integration between all offices and enables regular contact and cooperation between Covington lawyers globally. This international atmosphere is both inspiring and challenging.

My work covers a wide range of European and international competition law assignments, including multijurisdictional merger control filings, cartel and behavioral matters, abuse of dominance issues, and state aid issues. I advise clients across various sectors, with a particular focus on the technology sector. My recent work includes drafting submissions to the EU “Internet of Things” Sector Inquiry on behalf of one of the largest e-commerce companies in the world; advising a U.S.-based manufacturer of sensors for autonomous vehicles and similar products on the competition law aspects of its EU distribution agreements; and advising one of the largest global mass media/TV operators in the world in its acquisition of another media company.

The firm emphatically balances challenge and support. Covington offers an open-door environment, encouraging direct discussions with our experienced partners across offices. The variety of my work and my exposure to clients provide constant stimulus to broaden my theoretical knowledge and practical experience – the learning curve remains steep. Apart from that, the firm values a good working atmosphere and the offices and teams organize frequent social activities.

Meet Our People



Laura Somaini
Associate
Privacy and Cybersecurity

I joined Covington's Privacy and Cybersecurity practice as an associate, after having qualified and completed professional experiences in private practice and academia. I chose Covington as it offered the ideal setting to work for some of the world's most innovative companies and get exposure to high-profile cases.

My work covers a variety of areas, including data protection and e-privacy laws, both at the EU and national level, as well as on the increasing body of EU laws governing data and the digital space, such as the Digital Services Act, the Artificial Intelligence Act and the Data Act. Recent work includes assisting in a response to a request for information from the European Commission under the Digital Services Act and a request from a national regulator under the Platform-to-Business Regulation, drafting Binding Corporate Rules for large groups of companies, assisting in responses to data subject's requests, advising on national e-privacy rules and data protection requirements for clinical trials, and drafting a report on the protection of minors online under the Digital Services Act and the UK Online Safety Act for an NGO.

Covington's impressive portfolio of clients means we get to advise some of the companies at the forefront of innovation on their most complex problems, particularly in the technology and life sciences sectors. I have found it very interesting and enriching taking on these challenges, also thanks to the continued support and guidance of talented colleagues and experienced senior lawyers.

I've also had the chance to complete two client secondments which have been great opportunities to learn how companies and sectors work from the inside and provide day-to-day assistance to help the business achieve its commercial and strategic goals.

Covington's global, collaborative and flat structure offers the possibility to work with teams and colleagues across the world. Covington's dedication to pro bono matters is another aspect I particularly appreciate, as it is an excellent opportunity to give back to the community, while learning about different areas of law, and collaborating with colleagues across practices and offices.

Last but not least, I have found at Covington kind and thoughtful colleagues, who are always willing to lend a hand when needed. I could not recommend Covington more as the ideal place start or continue ones' career.

Our Commitment to DEI

Covington is committed to fostering a diverse, equitable, and inclusive firm, where all colleagues are supported and have access to opportunities. We recognise that diversity enriches our culture, enhances our work with clients, and strengthens the profession. Our efforts extend to traditionally underrepresented and historically excluded groups. We are intentional, deliberate, and focused, and implement a broad range of initiatives to support DEI within our firm while advancing these values in the legal profession. Learn more at Cov.com/DEI

Recent Highlights

Since 2022, we have hosted the biennial Covington Connected DEI Summit, which brings together lawyers and advisors from each of our 14 offices who are racially or ethnically diverse and/or identify with the LGBTQ+ community. This event provides a forum for colleagues to strengthen relationships with each other through programming designed to advance inclusion at Covington. During the 2024 Summit, attendees heard from leadership experts and participated in activities centred around the primary theme of “Leading with Purpose,” exploring ways in which we can connect ourselves, our work, and our organisations to a deeper sense of meaning – all of which leads to a stronger firm.

Our Firm Resource Groups are a critical part of Covington’s inclusive approaches and practices by fostering community-building and member connections, promoting broad firm education and awareness on the experiences of their members, and advocating for practices that enhance our inclusive workplace. The groups regularly host external speakers, often in celebration of heritage months and other observances that celebrate the many communities represented by our colleagues and help us better understand how to build a more inclusive workplace. For participation in such activities, the firm’s DEI Billable Hours Credit policy provides associates and counsel up to 50 hours on DEI activities toward bonus eligibility.

A Leader in Diversity, Equity, and Inclusion

Covington is proud to receive [external recognition](#) for our diversity, equity, and inclusion efforts.

- Achieved US and UK Gold Certification by the Women in Law Empowerment Forum (WILEF) in 2023, representing the ninth year the firm has been recognized in the US and the fourth year it has been recognized for both countries.
- Ranked among the top 20 firms in Seramount’s 2024 Best Law Firms for Women and Diversity and has been ranked amongst the top 50 firms for the past three years.
- Achieved Mansfield Rule Certification Plus every year since 2018.
- Achieved a score of 100 on the *Human Rights Campaign’s* “Corporate Equality Index Survey” for 15 consecutive years.
- Ranked 4th among the 100 largest law firms in *Law 360 Pulse’s* 2023 Social Impact Leaders.
- Ranked 19th among firms with 600+ lawyers in *Law 360 Pulse’s* 2024 Diversity Snapshot.

DEI Partnerships

Covington is a founding member of the Legal Diversity & Inclusion Alliance (LDIA), a collective effort by several law firms in Belgium that supports creating a diverse and inclusive work environment by exchanging best practices on diversity and inclusion and raising awareness of non-discrimination and diversity issues. This is the first effort of this kind in Brussels, and we are pleased to be among the initial signatories.



Covington EMEA Pro Bono

Since its founding more than 100 years ago, Covington has been committed not only to the highest professional standards of representation, but also to public service, with the firm’s pro bono program long acknowledged as preeminent in the legal community. Our work is anchored in providing legal assistance to people and organizations in our communities, frequently taking on challenging matters that affect vulnerable clients and address broader systemic issues.

Our Brussels office works closely with The Validity Foundation, an international charity that uses the law to secure equality, inclusion and justice for people with mental disabilities, providing research and advice to inform and support their work across Europe.

We collaborate with Pro Publico, the leading Belgian pro bono broker, and with them, have assisted organisations such as the animal rights charity, Brooke, and the international NGO, Open Government Partnership, with health policy and corporate compliance matters.

Our Data Privacy lawyers work with not-for-profit organizations supporting causes ranging from child rights to media freedom, providing them with advice on EU privacy law, and thus allowing them to spend their budgets on frontline services rather than legal advice.

In collaboration with the death penalty and fair trials charity Amicus ALJ, lawyers from across our EMEA and Asia offices assist those on death row in the US by reviewing records, creating case chronologies and preparing mitigation arguments.

1,400

Active Pro Bono
Matters Firmwide
in 2023

234K+

Total Firmwide
Pro Bono Hours
in 2023

156

Average Pro Bono
Hours per Lawyer
Firmwide in 2023

Ranked #2

in the US and #6
Internationally in *The
American Lawyer’s 2024
Pro Bono Scorecard*



“Since my first week of my internship at Covington, I was involved in a pro bono matter aimed at guaranteeing persons with mental disabilities the right to vote and stand in European Parliament elections. This pro bono matter, like many others, gave me the opportunity to advocate for the increased protection of fundamental rights in a stimulating and high-quality working environment. As an intern, I was encouraged to proactively contribute to the team’s legal thinking, which was extremely rewarding.”

Valeria Sturla
Associate, Life Sciences

Our Opportunities

We look for candidates with excellent academic qualifications, who are interested in working in an international setting. As an intern at Covington, you will have early responsibility and exposure to clients. Working within small teams and playing a significant role in complex substantive work, our interns work closely with senior lawyers and partners, and have a chance to make a real impact.

Programmes

Legal Internships

We offer six month legal internships across our five practice groups: EU Antitrust /Competition, Life Sciences, Data Protection, Public Policy and Environment, Social and Governance.

Over your six month internship, you will have the opportunity to gain hands-on experience working on cutting edge matters with international clients. You will receive training throughout your time with us and will be allocated an associate mentor who can help you navigate the firm from day one. Strong candidates can be considered for permanent associate positions upon completion of their legal internship.

Candidates should have obtained an LL.M and have excellent English language skills.

Application deadlines

Application will open from *12 September 2024*. We recruit on a rolling basis for internships which run from *April to September* and *October to March*.

Summer Internships

We offer one month summer internship opportunities across our four practice groups *from July to September*.

Candidates join the firm for a one month internship, which is designed to allow you to gain hands-on experience and develop your skills. Candidates are integrated into their practice groups, benefiting from learning from experts in their specialist field within a supportive environment.

Applications for our summer internship opportunities will be reviewed on a rolling basis and will open from *12 September 2024*.

What do we look for?

Although being academically strong is important, we also wish candidates to be sharp, articulate, and quick thinking.

We value candidates with confidence, dedication, and team spirit, and who are open minded with an innovative approach towards complex legal questions. Moreover, we seek candidates who share our values of excellence and collegiality and who are keen to work within our range of practice areas and business sectors.



“I started my career at Covington as an Intern, before being promoted to an associate. Covington provided an excellent and welcoming working environment to start my professional legal career. I was exposed to high-quality work and opportunities to further develop my knowledge and skills under the guidance and direct supervision of lawyers at all levels. As an intern, I immediately felt valued as an integrated member of the team.”

Eirini Marnera

Associate, Antitrust/Competition



Ready to Apply?

Submit your application via our website.

For any queries please contact the Graduate Recruitment team:

LegalRecruitingBR@cov.com

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