



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 #2 in the US and #3 internationally in The American Lawyer's 2025 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

229K+

Total Firmwide Pro Bono
Hours in 2024

1919

Founded in
Washington, DC

14

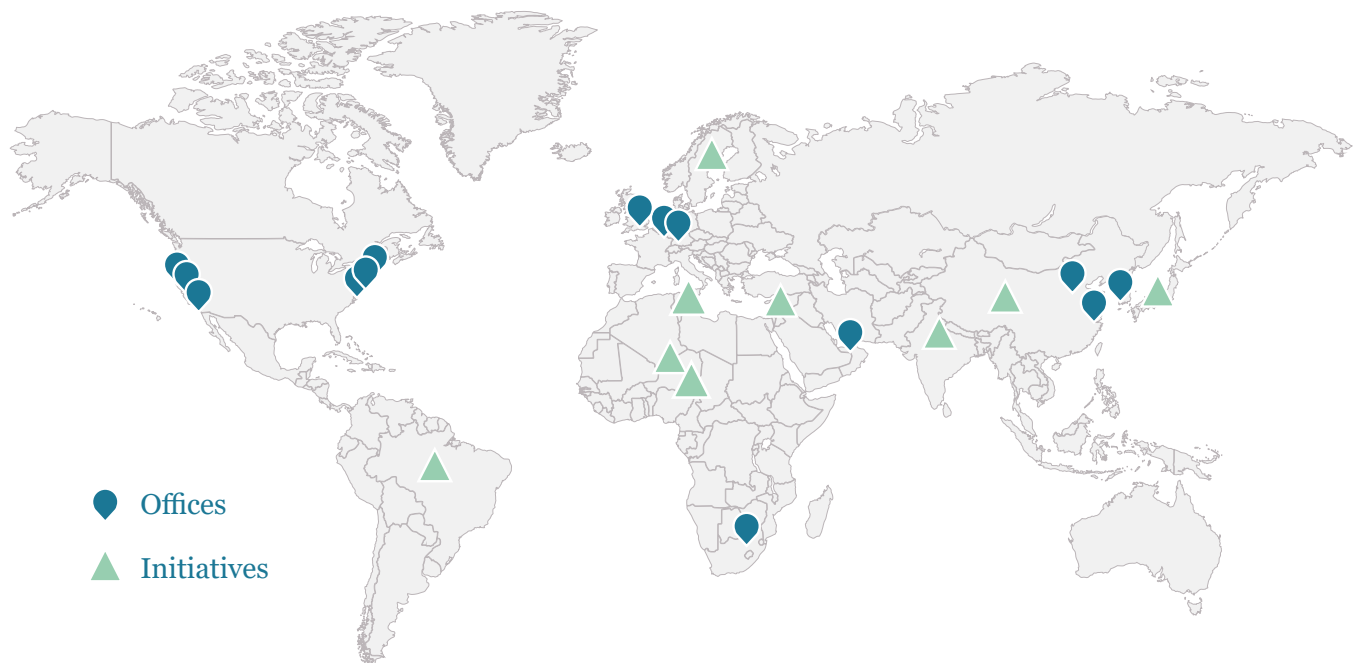
Global Offices



What Sets Covington Apart

Our distinctively collaborative culture allows us to be truly one team globally, drawing on the diverse experience of lawyers and advisors across the firm by seamlessly sharing insight and expertise.

This enables us to create novel solutions to our clients' toughest problems, successfully litigate their toughest cases, and deliver commercially practical advice of the highest quality.



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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 leading on numerous high-profile competition, merger, foreign subsidies, foreign investment and state aid investigations raising cutting-edge enforcement issues. We are the leading practice in the tech and life sciences sectors, with significant in-depth experience in matters involving the interplay between competition and intellectual property law.

Our client base 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 global, EU and national 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 and national courts.

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 an era where digital technologies and data use are transforming every sector, our preeminent Data Privacy and Cybersecurity regulatory practice guides clients through the complex legal landscape shaping the digital economy.

We advise on a comprehensive suite of laws and regulations—from the GDPR, ePrivacy Directive, Digital Services Act, AI Act, Data Act, and Data Governance Act to the NIS2 Directive, Cyber Resilience Act, and DORA. Our expertise extends to consumer protection issues inherent in digital services, including pre-contractual transparency, product conformity with contracts and consumers' reasonable expectations, unfair commercial practices and terms, product liability, and close collaboration with product safety teams.

We closely monitor emerging digital initiatives—including GDPR simplification, enhanced safeguards for international data transfers, new sustainability and repair requirements, digitalization of consumer information, and comprehensive measures under the Digital Fairness Act—to ensure our clients stay ahead of evolving regulatory obligations. Our team, consistently top tier across the EMEA region and globally, supports a diverse client base—from IoT developers, mobile telephony companies, sports bodies and organisations, and social networks to pharmaceutical, medical device, and biotechnology manufacturers—with compliance strategies, legislative affairs, and key European Court of Justice referrals, leveraging experience dating 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 several former EU lawmakers and ambassadors. We offer the full suite of public policy support clients expect, from intelligence gathering to legislative advocacy. But it is in the combination of expertise in the policy process, its dynamics, and procedures, with Covington's renowned strength in regulatory law that our public policy work stands apart.

Working closely with our regulatory colleagues, we engage effectively on highly technical questions through the most difficult and opaque parts of EU policymaking – from trilogues to the secondary legislation that makes up the majority of the EU rulebook – 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

Associate in Public Policy

Meet Our People



Alessandro Cogoni
Associate
Antitrust/Competition

I joined Covington's Antitrust/Competition practice as an associate after qualifying and gaining experience in private practice. I chose Covington for its impressive client portfolio and the opportunity to work on high-profile cases across all areas of competition law.

I was fortunate to become part of a motivated and inspiring team in Brussels, dedicated to growing both the practice group and the office while consistently delivering high-quality work. Covington's international character is a daily reality in Brussels: our clients span the globe, and our lawyers come from across Europe and beyond. The strong integration between offices fosters regular collaboration among Covington lawyers worldwide, creating an atmosphere that is both inspiring and intellectually stimulating.

My work encompasses all areas of competition law, with a particular focus on State aid and the EU Foreign Subsidy Regulation. I advise clients across various sectors, with a special emphasis on transport. Recent projects include assisting multinational companies before the European Commission in applying the EU Foreign Subsidy Regulation and advising on State aid compliance in the context of the green transition.

Covington strikes a thoughtful balance between challenge and support. The firm promotes an open-door culture, encouraging direct dialogue with experienced partners across offices. The diversity of my work and client exposure continually push me to expand both my theoretical knowledge and practical skills - ensuring a steep and rewarding learning curve. Beyond work, the firm values a positive atmosphere, with frequent social activities organized by the offices and teams.

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.

Meet Our People



Elise Hartnett

Associate
ESG

I started my career at Covington after completing an LL.M. in International Legal Studies at New York University. Through NYU, I learned that Covington's New York office was hosting an "insight evening" for EU-trained LL.M. students. I attended the event and was quickly inspired by the panel of lawyers speaking about the firm's wide-ranging global work and its distinct collaborative culture. Although the focus at the time was on attracting candidates for the competition law team in Europe, an area outside my intended focus, the experience left a lasting impression on me of the firm's people and values.

A few months later, I learned that Covington was expanding its ESG, sustainability, and EU-focused regulatory practices, a focus that aligned perfectly with my career aspirations. I applied and was thrilled to be offered the position. During the interview process, I was struck not only by the caliber and diversity of the lawyers I met, but also by the breadth of their professional backgrounds. Many bring experience not only from private practice but also from senior roles in government, international organizations, and public policy, creating a rich and multifaceted environment in which collaboration draws on a wide range of perspectives. I feel privileged to work with, and learn from, such colleagues daily.

I have been fortunate to advise multinational clients on navigating the increasingly complex landscape of ESG and environmental regulations, as well as the policy considerations that differ across jurisdictions. With developments such as the EU's recent omnibus revisions of several key "Green Deal" legislative acts, this practice area is a fast-evolving and innovative space. It operates at the intersection of law and policy, offering a stimulating environment to learn in. My work often requires coordinating across jurisdictions to help clients address both regulatory requirements and broader strategic objectives, making it inherently international in scope. Covington also actively encourages its associates to engage in pro bono work, which has given me the opportunity to contribute to many meaningful projects, such as a Clooney Foundation for Justice TrialWatch report on the unfair conviction of a Cambodian opposition leader.

I began my career in the New York office, where I am spending a year working closely with colleagues in the U.S. and Europe, gaining valuable insight into the transatlantic dimensions of ESG and corporate sustainability regulation. This experience is providing me with an excellent foundation before relocating to the Covington's Brussels office, where I will continue working on EU sustainability regulatory matters alongside a talented, multinational team. The firm's integrated, cross-office approach means my work often involves collaboration with colleagues across different practices and jurisdictions, keeping it both challenging and deeply educational. I look forward to continuing to grow and contribute in Brussels, at the center of the EU's legislative work and policy development.



Our Commitment to Inclusion

At Covington, we recognize the differences among us as assets and a source of strength. Covington lawyers bring a wide variety of backgrounds, perspectives, and life experiences to our practice, and this contributes to the firm's ability to provide excellence in the practice of law. By recruiting, retaining, developing, and promoting a widely diverse group of lawyers, we advance the interests of our clients, our practice, and our entire profession. Learn more at Cov.com/Inclusion

Committees and Firm Resource Groups

At Covington, we support the personal and professional development of all lawyers and business professionals. Committees in each of our Europe, Middle East, and Africa (EMEA) and Asia offices are focused on local and regional efforts to foster inclusion among their colleagues.

All colleagues are invited to join Covington's Firm Resource Groups, which support the personal and professional development of their members – lawyers and business professionals – in the legal profession. These groups focus on enhancing the workplace experience of individuals who share common backgrounds, identities, or interests. They facilitate community-building and member connections, promote firm education and awareness on the experiences of their members, and advance practices that enrich our inclusive culture.

- Women in Law Empowerment Forum (WILEF) – Gold Standard 'Certification Award- Covington earned Gold Standard Certification in the U.S. and UK based on our actions to integrate women in equity partnership and top firm leadership positions.
- Seramount's Best Law Firms for Talent – The list recognizes law firms that utilize best practices in recruiting, retaining, promoting, and developing all lawyers. Covington has ranked among Seramount's top 50 firms for the past three years.
- Covington has achieved "Mansfield Certification Plus" for eight consecutive years.
- The Human Rights Campaign Foundation's Corporate Equality Index "Equality 100 Award"—Scored 100 on this national benchmarking survey and report that measures corporate policies and practices related to LGBTQ+ workplace equality.

A Leader in Diversity

Covington is proud to receive recognition for our efforts to cultivate a workplace where everyone feels welcome and supported.

- Law.com International UK A-List—This list recognizes law firms based on factors including revenue per lawyer, pro bono commitment, associate satisfaction, racial diversity, and gender diversity (the percentage of equity partners who are women). Covington ranked 1st among the 20 firms listed in 2024.

External 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 good practices on diversity and inclusion and raising awareness of non-discrimination and diversity issues.



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 programme 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.

1,600

Active Pro Bono
Matters Firmwide
in 2024

229K+

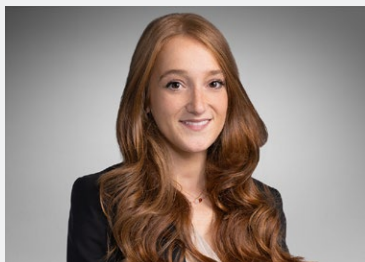
Total Firmwide
Pro Bono Hours
in 2024

168

Average Pro Bono
Hours per Lawyer
Firmwide in 2024

Ranked #2

in the US and #3
Internationally in *The
American Lawyer's 2025
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 *4 September 2025*. 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 *4 September 2025*.

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 began my career at Covington as an intern before being promoted to associate. From the outset, I felt welcomed and supported, with colleagues making a real effort to involve me in meaningful work. I have benefited from mentorship and training while working on fascinating cases across industries ranging from sports to financial services. The work is fun, challenging, and demanding, and has provided an exceptional environment in which to grow my legal career.”

Sofia Gruner Kahn

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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