



# Covington Careers

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DUBAI TRAINING CONTRACT

**COVINGTON**

BEIJING BOSTON BRUSSELS DUBAI FRANKFURT  
JOHANNESBURG LONDON LOS ANGELES NEW YORK  
PALO ALTO SAN FRANCISCO SEOUL SHANGHAI WASHINGTON



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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.

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# Marhaba

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**Benjamin Haley**

Managing Partner

Dubai Office

**Join our Dubai office, learning and working alongside lawyers with over 30 years' experience in the region.**

As a trainee, you will gain broad exposure across a variety practice areas and with international offices. Over the course of your four seat training period, you will have the opportunity to work on transactional, contentious, and advisory matters. This may include infrastructure development, project acquisition and finance, mergers and acquisitions, sector-specific regulatory work, policy matters with our regulatory advisors, and investigations and disputes with our white collar and litigation teams.

Our trainees tell us that they were attracted to Covington because we provide the responsibility and opportunity of a close-knit office, combined with the resources and prestige of a leading international firm. In our Dubai office, you will become an integral member of the team, trusted with meaningful work early on and supported to grow through hands-on experience.

Above all, though, we recognise the importance of a great firm culture. 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 diversity, equality and inclusion. We have some of the best lawyers in the world because we understand that excellence in legal practice involves effective teamwork, clear and shared values and generosity to colleagues and clients as well as preeminent legal skills.

**Your journey begins here, 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.”

**Lisa Peets**

Partner, Management Committee member



# Why Train at Covington?

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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 Trainee Programme is fundamental to the continuing growth of the Dubai office, setting you up for future success.

As a trainee at Covington, you will have early responsibility and exposure. Working within small teams and playing a significant role in complex substantive work, our trainees work closely with senior lawyers and partners and have a chance to make a real impact.

Covington's Dubai office helps business entities, government agencies, and private investors in the Middle East and those based outside of the region navigate a wide array of business opportunities and respond to complex legal challenges throughout the Gulf. Our work includes advising on award-winning energy deals, including those in the solar, renewable, oil & gas, utilities and water sectors worth billions of dollars; key deals for technology giants such as Bloomberg and Meta, deals for luxury consumer clients such as Giorgio Armani S.p.A; advice for Middle East-headquartered corporates and sovereign wealth fund clients such as Mubadala on expansion matters, business critical matters for life sciences leaders such as AstraZeneca; innovative data center developments and AI advice for technology and telecoms companies; representation of major transportation operators such as Etihad Airways and important pro bono projects.

Trainees are encouraged to participate in pro bono work and to have a voice in wider firm initiatives too, such as our Diversity, Equity and Inclusion resource groups.

Trainees are supported throughout their training period via the Trainee Fundamentals Programme which covers a range of legal topics over the course of their two-year training period.

Mentoring provides a valuable source of support, networking and opportunities to discuss professional goals. As a firm we are committed to mentoring and all trainees are matched with a "Buddy" upon joining and then a mentor. The Professional Development team meet with the trainees monthly, to provide support and assistance as they progress through their qualifying work experience.



“Working at Covington is most certainly unlike working in any other law firm in Dubai: our collaborative culture across the firm is well-known; but what that means in practice is that we are not confined only to regional matters but regularly work with colleagues from other offices assisting clients on matters regardless of their locations.”

**Agnieszka Gronwald**  
Associate





# Covington at a Glance

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120+

Former Government  
Officials and Diplomats

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1,300+

Lawyers and Advisors  
Worldwide

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50+

Languages Spoken

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229K+

Total Firmwide Pro Bono  
Hours in 2024

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2004

The year our London trainee  
programme began. We were  
delighted to retain 100% of  
our trainees in 2025.

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14

Global Offices



1919

Founded in Washington, DC



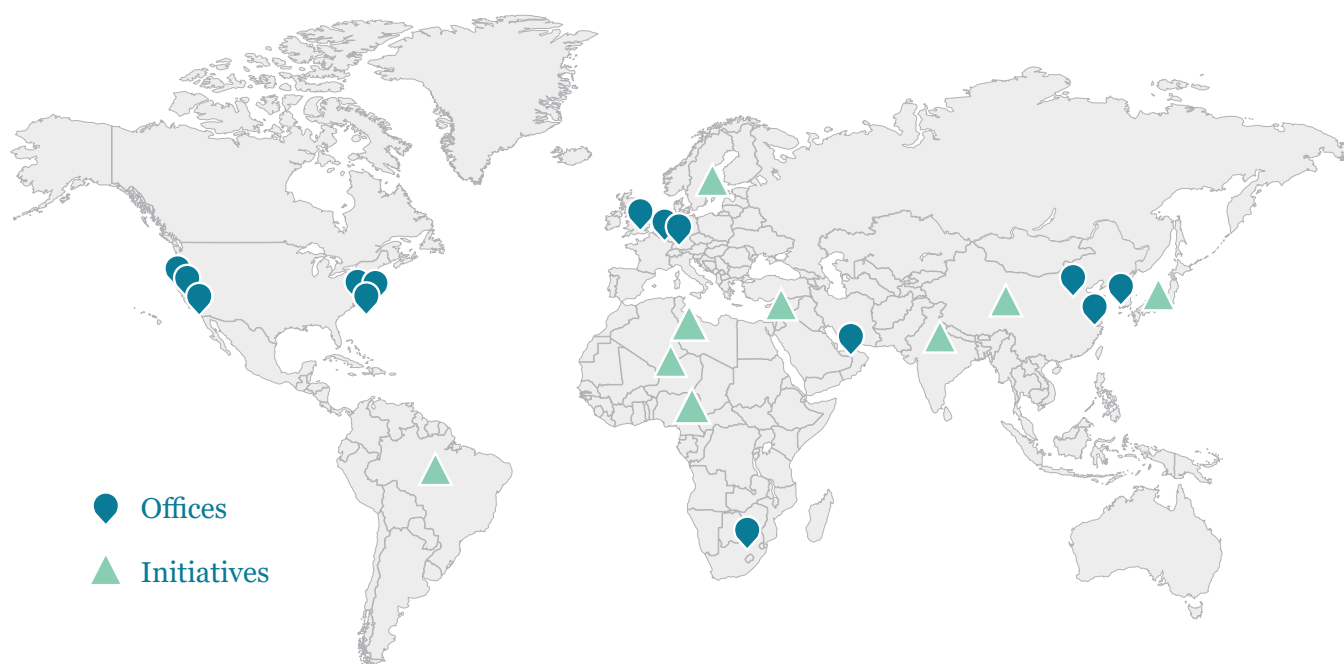
# What Sets Covington Apart

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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.

We combine the tremendous strength in our litigation, investigations, and corporate practices with deep knowledge of policy and policymakers, and one of the world's leading regulatory practices.

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



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# The Training Programme

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At Covington, trainees benefit from a carefully tailored programme. Each trainee is supervised by two lawyers who ensure they are exposed to meaningful work in a supportive environment. You will train to become an England and Wales qualified solicitor and will participate in training and development prior to joining the firm and throughout your two-year training period.

Trainees complete four six-month seats and it is expected you will undertake one seat in the London office.

## Core Seats

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### Project Development and Finance

Our Project Finance and Development team provides a broad range of infrastructure development counsel

and project acquisition, finance, and development advice in the oil and gas, digital infrastructure including data centres, renewables, power generation, water, mining, and other industrial and agricultural infrastructure sectors.



### White Collar Investigations and Disputes

Our dedicated team of White Collar and Disputes lawyers have deep experience in helping clients assess, mitigate and resolve a

wide range of complex legal and compliance issues. Covington is recognized as a premier white collar firm, with lawyers that possess an unsurpassed depth of expertise in the full range of white collar issues.



### Corporate

Our Corporate team advises leading global clients as well as sovereign wealth funds and major regional companies on their most challenging M&A,

investment and joint venture transactions across a range of critical industries such as life sciences, technology, aerospace, logistics and energy & infrastructure. With corporate lawyers across the globe, we handle domestic, cross-border, and international matters.



### Public Policy and Regulatory

Our team of Regulatory advisors provides critical insights to clients addressing modernization and economic

diversification initiatives undertaken by governments in the region, advising both government ministries and private sector clients on regulatory infrastructure matters and the development of advanced regulatory systems.



### Secondment Opportunity

It is expected you will sit one seat within our London office within one of our contentious, transactional or regulatory practices.







# Our Commitment to DEI

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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](https://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.

- 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. This is the 16th consecutive year Covington has received this recognition.
- Law360 Pulse Social Impact Leaders—This ranking measures firms' efforts across five pillars: racial and ethnic diversity, gender equality, employee engagement, pro bono service and responsible business practices. Covington ranked 1st among the 100 largest law firms.
- Law360 Pulse 2024 Diversity Snapshot—Covington ranked 19th among firms with 600+ lawyers based on representation of attorneys who identify as racial/ethnic minorities.

## 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.
- 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.

## External Partnerships

- Our London office is proud to be a Foundation Law Firm Participant for the UK Model Diversity Survey (MDS), modeled after the American Bar Association (ABA) survey.
- Our London office is proud to partner with IntoUniversity, hosting and participating in insight programs focused on providing students from disadvantaged areas with an overview of the firm, including the different careers available to pursue in the profession.
- Our London office is proud to share its commitment to the Social Mobility Pledge campaign in support of boosting opportunity and social mobility in order to help close the opportunity gap, which has grown in the wake of COVID-19.



# 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.

Since 2017, our London office has partnered with Kids in Need of Defense's UK program, successfully securing leave to remain and citizenship on behalf of dozens of children and families, helping them take steps towards greater family stability and security in the UK.

We work closely with the Schools Consent Project, delivering workshops to secondary schools across the UK about the law of sexual consent, education which is ever more needed with the growth of online disinformation in this space.

We provide research support to charities around the world to inform their policy and advocacy work, with recent projects focusing on LGBT rights in Europe and reproductive rights in Africa.

In collaboration with the death penalty and fair trials charity Amicus ALJ, lawyers from across our EMEA and Asia offices have assisted 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 2023

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*



"During my training contract at Covington, I had the opportunity to contribute to a wide range of pro bono matters. I was closely involved in two women's rights cases, managing to obtain a favourable debt claim judgment in one, and achieving positive legislative change in related to FGM in the other. My pro bono work has also included helping families regularise their immigration status in the UK, transitional justice research, and advising on contractual disputes. I'm grateful to have been part of efforts which support clients facing significant legal and personal challenges."

**Pimara Soongswang**

Newly Qualified Associate (Business and Human Rights)

# How to Apply

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## Vacation Schemes

Our Vacation Scheme is a great way for students to learn about the firm, its people and decide if a career at Covington is for them.

Over the course of our two-week Vacation Scheme students have the opportunity to become integrated into the collaborative culture at Covington, gaining exposure and insight to both the London and Dubai office.

To apply for a Training Contract in Dubai, candidates must meet the following requirements:

- Hold a 2:1 degree (or equivalent), with a strong academic record and have obtained ABB at A Level (or equivalent)
- Fluency in written and spoken Arabic is an advantage but not essential
- Candidates must have completed the Solicitor Qualifying Examination (**SQE**) or the Legal Practising Course (**LPC**) and be able to start with the firm in September 2026
- We are looking for applicants with strong ties to the Middle East and a genuine interest in and commitment to pursuing a career in law in the Middle East region

The Winter Vacation Scheme will take place in our London office in December 2025. Students are paid £600 per week.

We recruit our trainees exclusively from our Vacation Schemes and all candidates are assessed for a position during their Scheme.

## What We Look For

There is no set mould for a Covington trainee, our trainees are enthusiastic about the law, hardworking and keen to be part of our collaborative culture.

The candidates we choose are sharp, articulate, and quick thinking. They have confidence and composure, but also honesty and humour. We look for candidates to hold a 2.1 degree with a strong academic record.

**We also like to see:**

- Energy, enthusiasm and team spirit
- Independent thought, commercial awareness and creative problem solving
- Communication and influencing skills
- Resolve, judgement and resilience under pressure

## Salary and Benefits

- A salary of AED 350,000 in the first year and AED 370,000 in the second year. Upon qualification, a starting salary of AED 702,000
- Reimbursement of fees incurred in the completion of the SQE or LPC will be provided

## Application Dates

- Applications open: *28 August 2025*
- Applications close: *24 October 2025*
- Vacation Scheme: *8 December 2025 – 19 December 2025*
- Training Period commences: *August/September 2026*







## Ready to Apply?

Visit our careers page at [cov.com/careers](https://cov.com/careers) for more information

For any queries please contact the Early Careers team:

E: [graduate@cov.com](mailto:graduate@cov.com)

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