

# Covington Careers

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LONDON TRAINING PROGRAMME

**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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# Introduction

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**James Halstead**

Managing Partner

London Office

You are about to embark on an exciting and successful career in the law, and it is critical that you start by selecting the best firm for you. We aim to recruit talented and enthusiastic lawyers for the long-term and many of our senior lawyers started their legal careers at the firm. This brochure explains why we think Covington attracts and retains great people, and outlines what we look for in our trainees. I hope that, after reading it, you will decide to apply.

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.

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.

**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 London 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.

Our clients include technology giants Microsoft and Meta, and we represent leaders in life sciences including AstraZeneca and Oxford Biomedica. We have advised pharmaceutical manufacturers in relation to the manufacture and supply of COVID-19 vaccines, acted for ACWA Power on the world's most ambitious regenerative tourism project in Saudi Arabia, and we engage in cutting-edge pro bono matters, such as representing Ukraine against the Russian Federation at the ICJ.

Trainees are encouraged to participate in pro bono work and to have a voice in wider firm initiatives too. A number of our trainees play an active part in our internal networks such as our Diversity, Equity and Inclusion resource groups and the Social Committee. Trainees are allocated a dedicated budget for social events and there are opportunities to participate in the firm's sports teams and broader activities.

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

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 on a monthly basis, to provide support and assistance as they progress through their qualifying work experience.



"Covington tends to staff matters with small teams, which is great for trainee development. From the start of my seat I was involved in meaningful, complex work which accelerated my learning. My supervisor's support and encouragement gave me confidence in my work product whilst knowing there was always a safety net if I needed it."

**Richard Rowlands**  
Associate (Employment)







# 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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234K+

Pro Bono Hours  
Provided in 2023

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2004

The year our London trainee  
programme began: since then  
the cumulative retention  
rate has been 85%.

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14

Global Offices



1919

Founded in Washington, DC

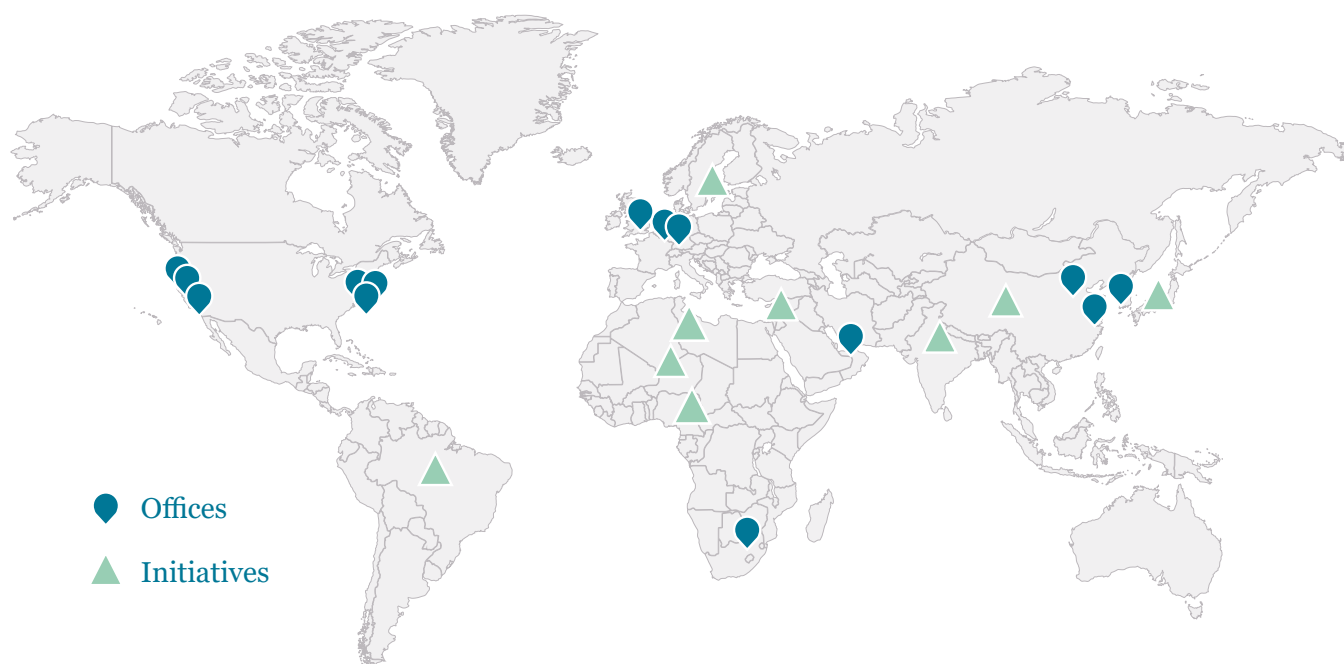
# What Sets Covington Apart

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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 senior lawyers who ensure they are exposed to meaningful work in a supportive environment.

Trainees complete four six-month seats during their traineeship, which consists of two core seats and two elective seats. Client and pro bono secondments are available, alongside secondments to our Brussels or Dubai offices.

## Core Trainee Seats and Electives

Our principal practice and industry groups are corporate, dispute resolution, life sciences, and technology regulatory. The demarcation between these areas is not rigid and lawyers frequently collaborate across groups and work closely with other international offices.

## Core Seats

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### Corporate

Our corporate clients range from start-ups to established multinationals, and include investment banks and investors (including private equity and venture capital).

Given the firm's particular strengths, much of our work is within the pharmaceutical/life sciences, energy and clean energy, brands, technology, and media industries.

Our work includes premium cross-border M&A deals, advising PE funds on their investments complex worldwide licensing and collaboration transactions.

We help our clients with international project development and finance advice, venture capital financing for emerging companies and their investors, capital markets fundraisings, and fund transactions and formations.



### Dispute Resolution

Our Dispute Resolution team includes lawyers focused on litigation, arbitration and white collar crime and investigations.

Our litigators help clients to resolve disputes before Courts in England, Europe and beyond. Our work is often

in ground-breaking, complex fields and we regularly advise on significant, high-profile cases including defending substantial class actions.

Our globally-ranked arbitration lawyers represent clients around the world both in high value commercial arbitrations across a wide range of sectors and bilateral investment treaty claims, including representing Ukraine.

Our white-collar crime and investigations practice advises our multinational client base on a range of issues including bribery, money laundering, sanctions, and fraud and handles major international investigations.

Learn more about our Transactional and Contentious seats through our Legal Horizon's events taking place in November 2024.

More information can be found [here](#).



"From the start of my training, every lawyer I met made me feel an important part of the team. They gave me responsibility over matters and were enthusiastic to support and train me. I particularly felt at home in the Dispute Resolution practice. Devising litigation strategy, carefully crafting written submissions to persuade arbitrators of the validity of our arguments, and the thrill of cross-examining witnesses are the reasons I wanted to practice law in the first place. In this, Covington has proved to be the place where I can thrive."

**Alessandro Angelico**

Newly Qualified Associate (Dispute Resolution)



# Electives

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Trainees choose two elective seats from five areas. We make every effort to satisfy requests and tailor the traineeship to specific interests.

## Life Sciences Regulatory

Covington is widely acknowledged to have one of the world's top life sciences practices globally. We advise companies and trade associations, including many of the major multinational pharmaceutical manufacturers, biotechnology companies and producers of medical devices, cosmetics, foods, food packaging, specialty chemicals and consumer products. Our advice covers a wide range of regulatory, transactional, and contentious matters. We represent our clients before regulators, policymakers and the national and European Courts. The group has been heavily involved in most of the major regulatory developments in recent years, including the fight against COVID -19 and the use of AI in healthcare.

## Life Sciences Transactional

Widely recognized as a global leader in strategic transactions, Covington advises on many of the industry's largest and most innovative life sciences transactions year after year. A hallmark of our transactional practice is our extensive experience structuring, negotiating, and drafting complex global alliances, strategic collaborations, joint ventures, licensing and other agreements that underpin the life sciences and healthcare sectors. We work with pharma, biotech, medtech, and digital health clients, ranging from start-ups through to the largest multinationals, giving us a deep understanding of the issues that arise in relation to agreements at all stages and across all fields within life sciences and healthcare.

## Employment

Covington's international employment practice helps multinational employer clients manage HR- legal compliance projects. Our work includes the preparation of global policies and codes of business conduct, expatriate secondments/global mobility, multi-country project management, cross - border M&A, corporate restructuring, and litigation. Current projects in which we are involved include business and human rights-related compliance initiatives, Employment Tribunal litigation, and international workforce transactions.

## Technology Regulatory

We advise clients on a variety of technology regulatory issues. Our expertise spans such diverse topics as data protection, cybersecurity, copyright and other IP, e-commerce, the use of AI, platform regulation, Internet of Things, digital health, social media, behavioural advertising, geolocation tracking and biometrics, to name just a few. The team in London works closely with colleagues in our other offices to help clients roll out innovative new products and services globally, as well as supporting clients to manage regulatory investigations and important litigation. We also work regularly with our public policy and government affairs colleagues to help clients shape technology, IP and related laws at the European and national level.

## Project Development and Finance

Our team advises companies, lenders and governments on a wide variety of energy and infrastructure projects. Our main focus in energy is on green energy rather than fossil fuels. We have substantial experience in renewables and are rapidly gaining experience in battery and hydrogen projects. We consider that the energy transition is not only key to the future of the practice but also to the life chances of people in developing countries. Two thirds of people in Africa still do not have access to power and one of the team's pro bono initiatives was commenting on mini-grid regulations before they were brought into force in an African state; another consists of teaching project finance techniques to young African women involved in the energy sector. The team works on projects anywhere in the world but with a particular focus on the Middle East and Africa.

# Secondment Opportunities

## Brussels Secondment

A secondment to Covington's Brussels office provides an opportunity to work in our EU competition law practice group.

Ranked among the top antitrust and competition firms in the world, the team advises clients on a range of issues—cartels, abuse of dominance, mergers, and State aid and foreign direct investment - and represents them in front of the European Court, the European Commission, national competition authorities, and national courts.

## Dubai Secondment

Our Dubai office offers a broad range of experience across the practice groups - Project Development and Finance (PDF), Corporate, Dispute Resolution and Public Policy and Regulatory. They provide a variety of advice on infrastructure development, project acquisition and finance, M&A and other corporate transactions. Our Disputes team have a diverse practice with a focus on major projects in the region. We also cover a wide range of Sovereign advisory, regulatory and government engagement matters in the Public Policy team.

The secondee works with lawyers across the office but will typically focus on either the transactional (PDF and Corporate) or advisory (Disputes, Public Policy & Regulatory) side of the practice during the seat. The trainee seconded to the Dubai office also works alongside a Dubai resident trainee.

The Dubai office advise across a range of sectors from oil and gas/petchem, power generation, water, mining, and other industrial and agricultural infrastructure sectors, infrastructure, life sciences, telecoms, technology, and defence and national security, construction, and engineering.

A secondment to the firm's Dubai office is a unique opportunity within the firm to work in an emerging market environment, supporting sophisticated global corporate clients and investors, and leading regional sovereign wealth funds, governments and businesses, helping them to respond to complex legal challenges throughout the Gulf.



## Pro Bono Secondment

We have a pro bono secondment with the leading death penalty charity Reprieve, allowing trainees to work on high profile international law advice, advocacy and research, advancing and promoting human rights around the world. Trainees spend their time in the client's casework team and are supervised and supported by the Covington London Pro Bono practice throughout the seat.



## Client Secondment

Opportunities are provided to trainees to undertake a six month client secondment, including to the in-house legal department of a multinational pharmaceutical company. Client secondments typically take place in the second year of traineeship. Trainees benefit from direct exposure to firm clients and a chance to learn more about their business needs from an in house perspective.



"The Dubai secondment provided exposure to a variety of work due to the team's breadth of expertise, in an unfamiliar region with its own laws, customs and quirks. My learning and level of responsibility was accelerated due to the smaller teams and the opportunity for direct client interaction. Outside the office, my professional network grew twofold: aside from socialising with other trainees in the region, I attended multiple events where I mixed with clients and prospective clients. Altogether, the Dubai experience has boosted my confidence as begin my Associate career."

**Georgia Ling**

Newly Qualified Associate (Project Development and Finance)



# Vacation Schemes and Insight Days

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## Vacation Schemes

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

Over our two-week Vacation Schemes students have the opportunity to become integrated into the London office and gain an insight into the work of a Covington lawyer.

Students are eligible to apply from their penultimate year of a law degree or final year of a non-law degree. We also accept applications from students who have already completed their degrees or those who are further along in their educational or career journey. Students are paid £500 per week.

## 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 be on track for a 2.1 degree with a strong academic record.

### We also like to see:

- energy and enthusiasm
- team spirit
- a range of interests outside of the law (extra-curricular activities, voluntary or paid work)
- independent thought
- communication and influencing skills
- commercial awareness
- resolve and judgement
- a creative approach to problem solving
- resilience under pressure

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

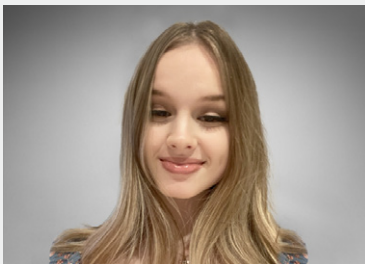
## CovInsights

Our CovInsights programme is aimed at first year law students and second year non-law students who are still researching their legal careers. This two-day interactive programme provides a valuable insight into the firm, its practice areas, and the skills you will need to develop to become a successful lawyer. The programme is the perfect opportunity for candidates who are not yet eligible to apply for our Vacation Schemes.



“I was introduced to Covington at a university law fair, speaking to a member of the Graduate Recruitment team, she emphasised the importance of the collaborative culture at Covington which set the tone for me. During the Vacation Scheme, everyone was so supportive and willing to give me time out of their day to help me learn. It was absolutely crucial that my first impressions about the firm’s culture matched up to the reality, fortunately they did, which really distinguished Covington from other firms for me.”

**Tosin Oredola**  
Trainee Solicitor



“At Covington, I was able to flourish as my authentic self in a dynamic and collaborative environment. Gaining numerous insights into the world of a Covington lawyer, the breadth of the firm’s practice areas and the option to not specialise too early in one’s career were ideal for me, as I could envision an unconstrained and exciting future within the firm. I did not hesitate to accept a training contract offer at Covington - a firm where I felt welcomed, stimulated and supported.”

**Elizabeth Davy**  
Future Trainee

# 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](https://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 affinity group speaker series and heritage month programming includes topics focused on celebrating diversity and understanding how to build a more inclusive workplace. 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 U.S. 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 U.S. 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
- Scored 100% on the 2023 Chambers Student Survey

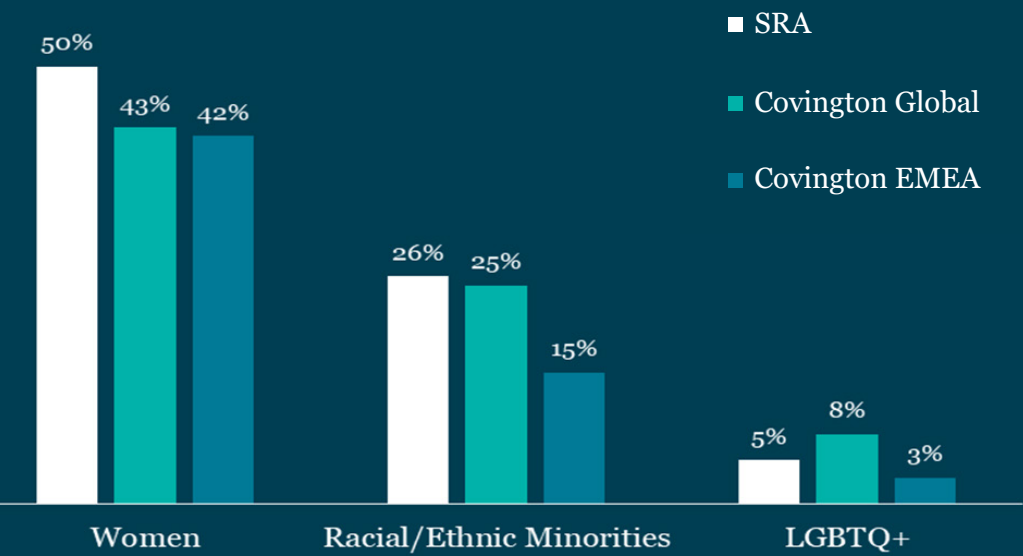
## DEI Partnerships

- 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.

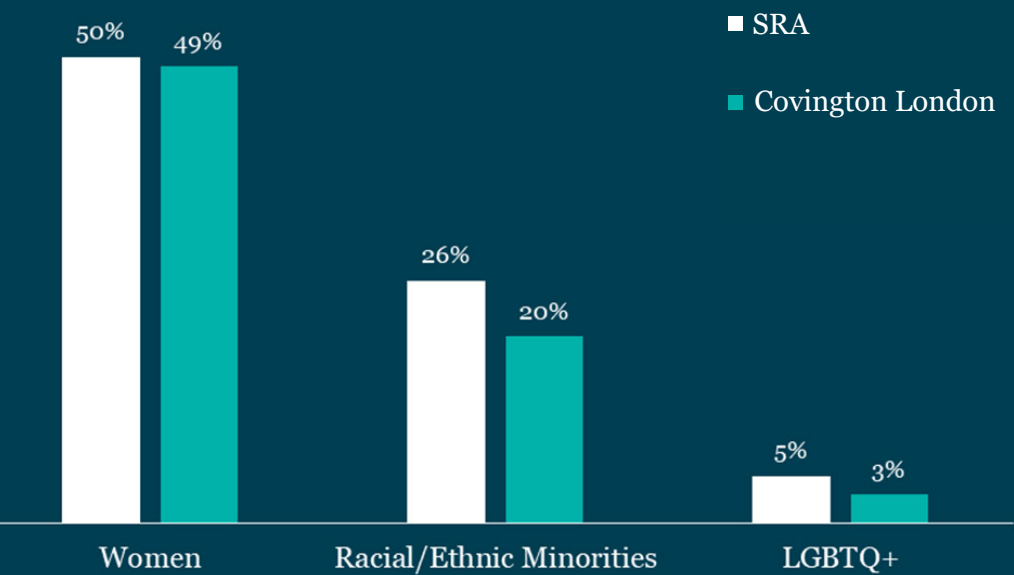


# Increasing Our Global Diversity

Firm-wide Demographics Compared to Industry Benchmark (Year to Date)



London Demographics Compared to Industry Benchmark (Year to Date)



- Covington data includes Associates, Counsel and Partners as of 1 August, 2024.
- Solicitors Regulation Authority (SRA) regulates solicitors and law firms in England and Wales. Covington Racial Ethnic Minority and LGBTQ+ demographic information is based on voluntary self-identification.

# 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.

<div>1,400</div> <div>Active Pro Bono Matters Firmwide in 2023</div>	<div>234K+</div> <div>Total Firmwide Pro Bono Hours in 2023</div>	<div>156</div> <div>Average Pro Bono Hours per Lawyer Firmwide in 2023</div>	<div>Ranked #2</div> <div>in the US and #6 Internationally in <i>The American Lawyer’s 2024 Pro Bono Scorecard</i></div>
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“Covington’s pro bono opportunities are unmatched. Recently I have been involved in two pro bono cases related to women’s rights in which we delivered wins for our clients. I have also been involved in immigration cases, transitional justice research and contractual disputes. It has been wonderful to make a positive impact for clients while developing my legal and project management skills in different areas of law.”

**Pimara Soongswang**  
Trainee Solicitor



# How to Apply

## Key Dates

### ***Winter Vacation Scheme 2024:***

- Applications open:  
*12 September 2024 - 24 October 2024*
- The Winter Vacation Scheme will take place from *9 December 2024 - 20 December 2024*

### ***Summer Vacation Scheme 2025:***

- Applications open:  
*12 September 2024 - 17 January 2025*
- The Summer Vacation Scheme will take place from *23 June 2025 - 4 July 2025*

### ***CovInsights:***

- Applications open:  
*12 September 2024 - 28 February 2025*
- The programme will run from *9 - 10 April 2025*

### ***Covington Mentoring Programme:***

The Covington mentoring programme is open to all underrepresented groups, with the aim of increasing diversity within, and access to the legal profession.

- Applications open:  
*12 September 2024 - 18 October 2024*

Further details can be found [here](#).

### ***Covington Legal Horizons:***

Our Legal Horizon's events offer a unique insight into our Corporate and Transactional practices and Litigation, Arbitration and White Collar investigations practices.

- Applications open:  
*12 September 2024 - 27 November*

Further details can be found [here](#).

## Salary and Benefits

- A salary of £55,000 in the first year and £60,000 in the second year. Upon qualification, a starting salary of £165,000.
- Comprehensive financial support for tuition fees for the Postgraduate Diploma in Law (PGDL) and SQE, and maintenance grant of up to £15,000 for the PGDL and up to £20,000 for the SQE.



## Ready to Apply?

Submit your application [here](#).

## Contact

For any queries please contact the Graduate Recruitment team:

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

T: +44 20 7067 2000

**COVINGTON**