

Covington & Burling seeks to hire first-year law students through the Leadership Council on Legal Diversity (“LCLD”) to join our ten-week Summer Associate Program in our New York, San Francisco, and Washington, DC offices. This opportunity is open to students of all backgrounds who have just completed their first year of law school and commit to participate in the LCLD 1L Scholars Program.

Overview

Through our summer associate program, we provide a select group of law students from around the country the opportunity to participate in a broad and exciting range of legal matters. In select offices, 1L LCLD Scholars will have the opportunity to spend part of the summer working in-house with one of our clients.

Past client partnerships have included:

- New York – Johnson & Johnson
- San Francisco – Salesforce
- Washington, DC – AstraZeneca; Meta

At Covington, we recognize the differences among us as an asset 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.

Covington is an equal opportunity employer and does not discriminate in employment practices on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, veteran status, or any other characteristic protected by applicable law.

How to Apply

To apply, please submit the following materials through our [applicant portal](#).

- Cover Letter
 - Explain how your personal, academic, and/or professional background and experiences will help you to offer a diverse perspective to our team and the clients we serve.
- Resume
- Undergraduate Transcript
- Law School Transcript (*may be submitted later*)
- Writing Sample (*may be submitted later*)
- List of References (*may be submitted later*)

Resources

- [Firm Website](#)
- [Summer Associate Program Brochure](#)
- [Frequently Asked Questions](#)

Salary

Summer associates are paid a weekly salary of \$4,326.

**Ranked
#1**

The American Lawyer
For Average Pro Bono Hours per
U.S. Lawyer (2024)

75+

Covington partners and associates dedicated to implementing the summer program and tailoring the experience to each summer associate

**Ranked
#13**

Among 2026 Vault Law 100
Vault's national ranking of the
most prestigious law firms
based on the assessments of
lawyers at peer firms

19

Number of times Covington has
appeared on
The American Lawyer's
“A-List” since the honor was
introduced in 2003