



# London Graduate Recruitment Programme

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Training at Covington

**COVINGTON**

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

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Founded in Washington, DC nearly 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 begin what will hopefully be 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 have been with the firm their entire careers. 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 in London 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. 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 analysis.

**Welcome to Covington.**



# 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 on work that matters.

We offer trainees the opportunity to work on complex projects. Our clients include Microsoft, AstraZeneca, and Meta and engage in cutting-edge pro bono matters. We have advised pharmaceutical manufacturers on purchase and distribution agreements relating to manufacture and supply of COVID-19 vaccines, acted for AWCA Power in relation to the world's most ambitious regenerative tourism project in Saudi Arabia, and represented 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 the Diversity Committee and the Women's Forum. Trainees are allocated a dedicated budget for social events and there are opportunities to participate in the firm's sports teams and broader activities.

During COVID we implemented a number of virtual social activities and are well placed to do so again should the need arise.

Trainees are supported throughout their training contract via the Trainee Fundamentals Programme which covers a range of legal topics over the course of the two year training contract. Trainees are also invited to join a number of firm-wide skills based training sessions alongside practice specific training sessions.

All trainees are allocated an Associate mentor and trainee buddy who can help trainees navigate the firm from day one. The Professional Development team are on hand to guide you through your training period ensuring you are able to gain experience and exposure in areas of law that are of interest and that will allow to grow into the lawyer you wish to be.



“Covington tends to staff matters with small teams, which is great for trainee development. From the beginning of our seats, we get involved in meaningful, complex work which accelerates learning. My supervisors’ support and encouragement has given me confidence in my work product, whilst knowing there is always a safety net if I need it.”

**Richard Rowlands**  
Trainee







# 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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225K+

Pro Bono Hours  
Provided in 2021

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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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13

Global Offices

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1919

Founded in  
Washington, DC

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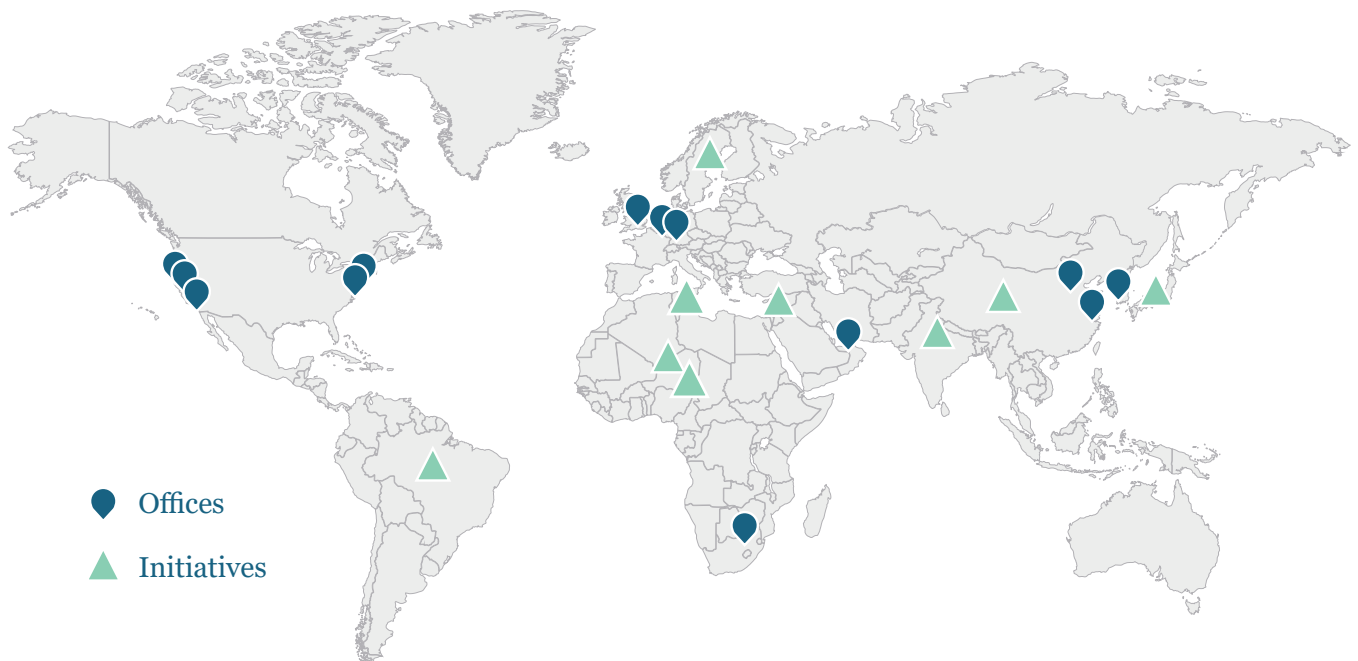
# What Sets Covington Apart

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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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# Our Commitment to D&I

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At Covington, we recognize the differences among us as an asset and a source of strength. We believe that excellence in the practice of law knows no racial, ethnic, gender, religious, sexual orientation, or other boundaries.

Covington lawyers bring a wide variety of backgrounds, perspectives, and life experiences to our practice. By recruiting, retaining, developing, and promoting a diverse group of lawyers, we advance the interests of our clients, our practice, and our entire profession. Learn more at [cov.com/diversity](https://cov.com/diversity).

## Recent Highlights

In 2020, Covington held our Global Inclusion Summit to celebrate diverse colleagues across our 13 offices worldwide and promote a dialogue on allyship within the firm and in our broader communities. Our first, in-person Lawyers Diversity Summit will be held in Washington, DC in September 2022.

Our diversity speaker series and programming for our seven affinity groups includes topics focused on

understanding our role in building a more inclusive workplace and world.

To recognize the contributions towards the firm's diversity and inclusion efforts, we introduced a D&I Billable Hours Credit policy, enabling associates and counsel to count up to 50 hours of D&I-related activities toward bonus eligibility.

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## A Leader in Diversity & Inclusion

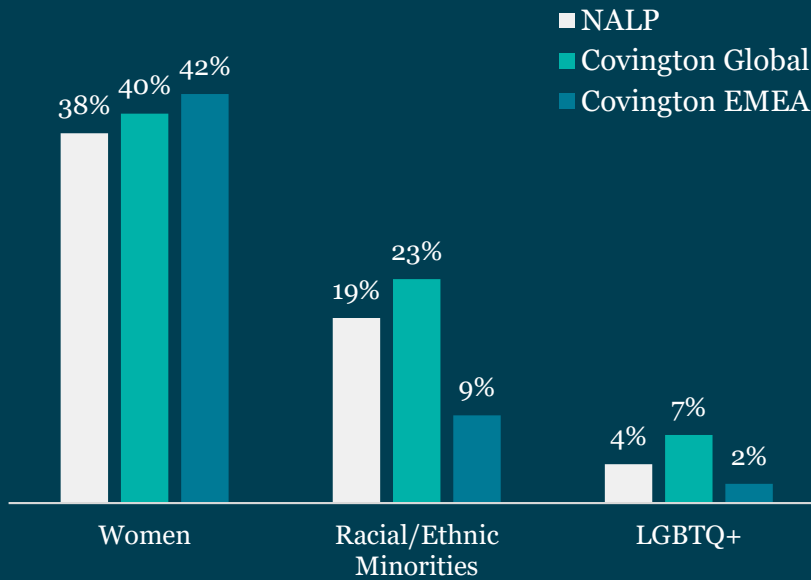
Covington is proud to receive external recognition for our diversity and inclusion efforts.

- Shared Covington's commitments to furthering diversity, equity, and inclusion through LCLD's Leaders at the Front initiative.
- Certified by Diversity Lab every year since 2018.
- Achieved a perfect score of 100 on the Human Rights Campaign's "Corporate Equality Index Survey" in each of the last 14 years.
- Ranked among *The American Lawyer's* 2021 A-List of 20 elite U.S. law firms based on financial performance, pro bono activity, associate satisfaction, and diversity.
- Covington ranked 4th for minority partners and a "Top Firms for Women Equity Partners" for firms with more than 600 lawyers by *Law360*.
- One of four Firms to achieve both U.S. and UK "Gold Standard Certification" for the past two years by the Women in Law Empowerment Forum (WILEF).
- Covington was named to Seramount's "Best Law Firms for Women" list recognizing law firms that utilize best practices in recruiting, retaining, promoting, and developing women lawyers. Covington was among the 50 firms that earned a spot on this year's list.
- Covington was named as the Outstanding Veterans Program at the *Chambers* Diversity & Inclusion Awards: North America 2022. The award celebrates efforts to remove barriers for, and increase representation of, military personnel in the workplace.

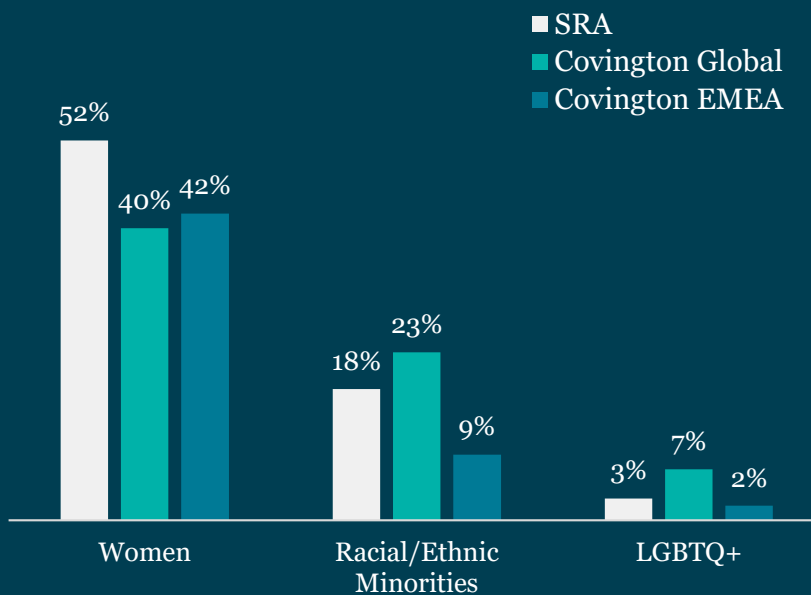


# Increasing Our Global Diversity

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



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



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's Pro Bono Commitment

From its beginning, Covington has been committed not only to the highest professional standards of representation but also to public service. The firm's pro bono program has long been acknowledged as preeminent in the legal community—our work is anchored in providing legal assistance to people and organizations of limited means in our surrounding communities, but the firm also has a long history of serving vulnerable clients and important causes throughout the world.

## Key Areas of Impact

- Immigration
- Freedom of Expression
- Non-Profits and Enterprise
- International Human Rights
- Disability Rights
- Environment
- Global Health
- Women and Girls' Empowerment
- Alleviation of Poverty
- The Arts

## UK Immigration Project

Covington was instrumental in setting up a unique UK collaboration with Kids in Need of Defence (KIND), which now includes a number of law centres, in-house lawyers, and other law firms. Working with KIND, Covington has helped many vulnerable and undocumented children in London exercise their right to remain in the UK.



“Working on pro bono matters at Covington has been incredibly rewarding. You are able to pursue pro bono projects which reflect your passions, quickly become an integral member of the team, and are given significant responsibility which allows you to develop professionally whilst making purposeful contributions.”

**Emma Sawatzky**  
Trainee

**1,406** Active Pro Bono Matters in 2021

**225K+** Pro Bono Hours Firmwide in 2021

**153** Average Pro Bono Hours Firmwide in 2021

**1,200+** Covington Lawyers Who Volunteered on a Diverse Range of Pro Bono Matters in 2021



# The Training Programme

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At Covington, trainees benefit from a carefully tailored programme. Each trainee is supervised by a senior lawyer who ensures they are exposed to meaningful work in a supportive environment.

Trainees complete four six-month seats during the course of the training programme, which consists of two core seats and two elective seats. Client 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

### Corporate

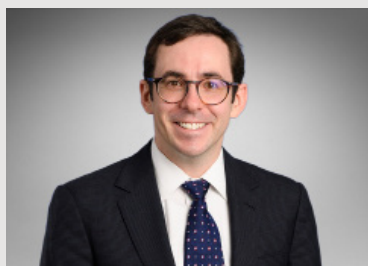
Our corporate clients range from start-ups to established multinationals, and include investment banks and investors.

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, complex worldwide licensing and collaboration transactions, 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

Lawyers in our dispute resolution practice advise companies across a wide variety of industries. Often our work is in ground-breaking, complex fields and we regularly advise on significant, high-profile cases in litigation and arbitration.

The practice also comprises one of the largest and most sophisticated corporate crime and investigations practices in Europe. We advise our multinational client base on a range of issues including bribery, money laundering, sanctions, and fraud.



“As soon as I joined the firm, partners and associates ensured that, alongside responsibility over matters, they provided the support necessary to succeed. When I went on client secondment later in my training contract, Covington continued to provide that same support and ensured that I was able to remain just as connected and integrated with the firm. Training at Covington has exceeded my expectations.”

**Alex Goodman**  
Trainee

# Electives

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

## 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 and gender pay gap reporting requirements.

## 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.

## 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 power projects rather than traditional oil and gas. We have substantial experience in renewables and are rapidly gaining experience in battery and other storage 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.

## 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.



# Secondment Opportunities

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## 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 represents them in front of the European Court, the European Commission, national competition authorities, and national courts.



## Dubai Secondment

A secondment to Covington’s Dubai office provides an opportunity to work with Covington’s project finance, corporate, global dispute resolution, government affairs and public policy, and regulatory practices across the firm in a challenging and rapidly evolving market. The Middle East PDF practice provides a broad range of infrastructure development counsel and project acquisition, finance, and development advice in the oil and gas, power generation, water, mining, and other industrial and agricultural infrastructure sectors.

Our Middle East Corporate team advises on mergers & acquisitions, joint ventures, investment & private equity transactions, and reorganisations across a range of sectors including infrastructure, life sciences, oil & gas/petchem, telecoms, technology, and defence & national security.

Our lawyers in Dubai provide advice to business entities, government agencies, sovereign wealth funds, and private investors in the Middle East and those based outside of the region to navigate a wide array of business opportunities and respond to complex legal challenges throughout the Gulf.



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## Client Secondment

Opportunities are provided to trainees to undertake a six-month client secondment, which typically takes place in the second year of their training contract.



“During my Dubai secondment, aside newfound exposure to the MENA region, I developed my confidence with increased independence and responsibility over my workload. I also regularly interacted with clients and government officials, and broadened my skillset through involvement across the office’s core practices, especially corporate, project finance and public policy.”

**Azumah Cofie**  
Newly Qualified Associate

# Vacation Schemes and Insight Days

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## Vacation Schemes

Our winter and summer vacation schemes are a great way for students to get a ‘taster’ of the firm and decide if a career at Covington is for them. Our vacation schemes provide an opportunity to become integrated into the firm and gain an insight into the work of a Covington lawyer.

Eligible students will be in their penultimate year of a law degree or final year of a non-law degree. Students are paid £400 per week. We also accept applications from students who have already completed their degrees.

## What We Look For

Your journey to becoming a trainee at Covington begins with our vacation scheme assessment centre where students undertake an interview and group exercise. Towards the end of the vacation scheme, all students

are assessed for a training contract. We aim to recruit trainees predominantly from our vacation schemes.

The candidates we choose are sharp, articulate, and quick thinking. They have confidence and composure, but also honesty and humour.

## Insight Days

Insight Days are aimed at candidates who are still researching their legal careers. The interactive programme provides an insight into the firm, its practice areas, and the skills you will need to develop to become a successful lawyer. They are a perfect opportunity for candidates who are not yet eligible to apply for our vacation schemes.



“During the vacation scheme, I had the opportunity to research into complex legal questions to support real client work and experience how Covington’s different practice groups work collaboratively to assist clients. My favourite part was becoming involved in further work for the same company during my training contract, which demonstrated to me how client work and relationships develop over time”

**Olivia Scalise Gaspar**  
Trainee



“I appreciated the engaging and hands-on nature of the vacation scheme, which went beyond shadowing lawyers and attending talks. The independent research project and group-based negotiation tasks simulated what it would be like to advise clients first-hand.”

**Stacy Young**  
Newly Qualified Associate



# How to Apply

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Thank you for your interest in the Training Programme.

## Key Dates

### Winter Vacation Scheme 2022:

- Applications open from: 8 September 2022
- Applications close: 10 October 2022

### Summer Vacation Scheme 2023:

- Applications open: 8 September 2022
- Applications close: 13 January 2023

### 2023 Insight Days:

- Applications open: 6 January 2023
- Applications close: 24 February 2023

## Salary and Benefits

- A salary of £50,000 in the first year and £55,000 in the second year.
- Upon qualification, a starting salary of £151,000.
- Comprehensive financial support for tuition fees for the Law Foundations Course and LPC, and maintenance grant of up to £12,500.



## How to Apply

To apply for a position, please visit [www.cov.com](http://www.cov.com).

## Contact

For any queries please contact the Graduate Recruitment team:

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

T: +44 20 7067 2000

**COVINGTON**