Morgan Lewis

LONDON TRAINEE PROGRAMME

UNPARALLELED OPPORTUNITIES



WELCOME TO MORGAN LEWIS



A career in law starts with choosing the right firm for you—a firm where you can develop the skills and attributes needed to become a successful and high-quality lawyer. At Morgan Lewis, we offer trainees the opportunity to work on complex and often cross-border matters for high-profile clients in a collegial and supportive environment.

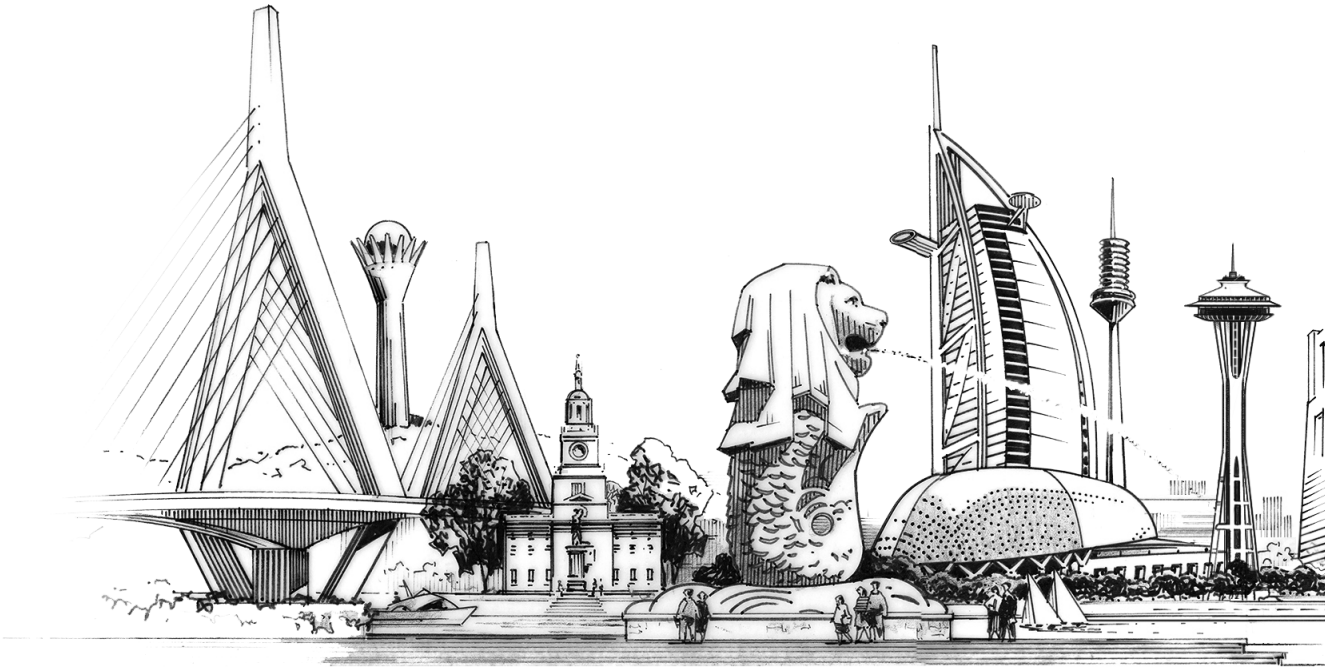
Engagement and teamwork form the foundation of the training you will experience at Morgan Lewis. In the London office, our trainees work closely with partners and associates, often in teams. We offer a hands-on and varied experience, and our trainees are given early responsibility to help them build a thorough understanding of our firm's business and clients.

Our training programme is designed to provide you with the breadth of experience needed to become a confident and successful commercial lawyer. The programme starts with a comprehensive induction into the firm that provides all the tools you will need to hit the ground running. During the training contract, you will be given the opportunity to sit in four different practice areas, including the possibility of a secondment to one of our international offices, giving you exposure to as much of our business as possible. Regular in-house seminars and training sessions provide ongoing learning opportunities to help you further develop your knowledge and proficiency.

Our collaborative culture underpins everything we do. As a trainee at Morgan Lewis, you will be supported by colleagues who will be on hand to encourage, mentor, and guide you throughout your training contract. They will provide regular advice and feedback on your progress and performance to help you succeed and transition into becoming an accomplished associate.

We look forward to welcoming you to Morgan Lewis.

Paul Mesquitta
Training Principal



GLOBAL REACH

At Morgan Lewis, we work in collaboration. We work around the world—always ready to respond to the needs of our clients and craft powerful solutions for them.

From our 33 offices in North America, Asia, Europe, and the Middle East, and with a footprint across Africa and Latin America, we work with clients ranging from established, global Fortune 100 companies to enterprising startups.

We provide comprehensive litigation, corporate, finance, restructuring, employment and benefits, and intellectual property services in all major industries, helping clients to anticipate, address, and overcome challenges across vast and rapidly changing landscapes. We approach every representation with an equal commitment to first understanding, and then efficiently and effectively advancing, the interests of our clients to help them arrive at the best results.

Our team encompasses more than 2,200 legal professionals, including lawyers, patent agents, employee benefits advisers, regulatory scientists, and other specialists. If a client has a question, we'll immediately find the person in our global network with the answer. If there's a shift in the legal landscape, we're on top of it, and our clients will be too.

We focus on both immediate and long-term goals with our clients, harnessing our resources from strategic hubs of commerce, law, and government across North America and in Asia, Europe, and the Middle East. You'll find us everywhere—from New York to Dubai, San Francisco to Beijing, London to Washington, DC, and Philadelphia to Singapore.

Founded in 1873, we stand on the shoulders of more than 150 years of achievement, but we never rest on our reputation.



OUR LONDON OFFICE

Our London office opened in 1981, and since then, we have advised clients on English law–governed transactions, disputes, and regulations in a range of international markets, both established and emerging, with a particular focus on Europe, the Middle East, and Asia (EMEA). Operating as a global hub, we work seamlessly with lawyers throughout EMEA to provide integrated teams for deals and complex litigation.

London's role as a key financial and business centre means that we are well positioned to advise clients around the world on market-leading projects across legal disciplines such as finance, corporate transactions, investment funds, international tax, competition, dispute resolution, immigration, and employment, and governed by English law.

As a trainee, you will work with lawyers who have experience in the financial services, energy, life sciences, and technology sectors. Trainees can gain experience in any of the nine practices within the London office:

Antitrust & Competition

This practice provides high-quality advice to achieve successful outcomes for clients engaged in a full range of matters, including antitrust investigations, infringement actions, and merger control.

Banking & Finance

We advise clients on international banking and finance transactions, derivatives, private placements, debt and equity securities offerings, and restructurings all around the globe.

Corporate/M&A & TOC

We provide counsel to clients on a broad range of transactions, including mergers and acquisitions, joint ventures, leveraged buyouts, venture capital, and other public and private equity financings.

Unique among law firms, Morgan Lewis has a substantial team dedicated to advising clients on all aspects of technology and commercial transactions, enabling them to more efficiently and effectively acquire, transfer, and protect their technology assets; exploit their products and services; interact with personnel, customers, and providers; and otherwise run their business operations.

Dispute Resolution/Investigations, White Collar & Compliance

We handle a wide range of sophisticated and often sensitive issues, including international commercial disputes, international arbitration, insurance recovery, and white collar matters. We have experience in most courts and arbitration venues, including those in primary offshore jurisdictions.

Intellectual Property

This practice focuses on the selection, prosecution, protection, and enforcement of trademarks, brands, and designs in the United Kingdom and across Europe.

Investment Management

We handle private investment funds' formation and operation and represent institutional investors in funds. We also advise funds, investment managers, broker-dealers, and corporate finance and other financial services firms on all aspects of UK/EU regulation and compliance.

Labour & Employment

Our global reach allows us to provide employment and immigration services to clients from all business sectors on a range of domestic, European, and multijurisdictional projects.

Structured Transactions

This practice serves the financing needs of the world's most sophisticated businesses around the globe. Our lawyers represent a broad range of leading financial institutions, investment funds, and issuers in the financial services, automotive, education, government, real estate, telecommunications, and technology industries.

Tax

We help structure tax-efficient operations for clients and assist them with negotiating and structuring commercial transactions.



"I take a deep sense of pride in the extraordinary dedication of all our lawyers as they give freely of their time and skills to help ensure access to representation for all in need of counsel. We're fortunate to be in a position to guide underserved and underrepresented individuals through complex legal systems and assist nonprofits and nongovernmental organizations in governance matters."

David McManus, Firm Chair

PRO BONO AND THE COMMUNITY

At Morgan Lewis, we have a long history of supporting our local communities by providing both pro bono legal services and participating in community service activities. Indeed, offering our skills, resources, and time to those in need is a core tenet of our firm's culture and a shared value across our offices worldwide.

Our firm's longstanding expectation is that all lawyers—at every level of seniority—will take on a pro bono matter and contribute at least 20 hours to that matter during every fiscal year. Because pro bono work is so rewarding in terms of professional development, skill development, and personal satisfaction, most lawyers and trainees exceed this minimum expectation. During the fiscal year ending 30 September 2026, 100% of eligible lawyers met the challenge. On average, lawyers billed 57.4 hours to pro bono matters.

The London office is committed to making a positive impact through its Charity and Community Committee, which trainee solicitors are actively encouraged to join. The committee meets regularly and organises an annual officewide vote to select a charity to support throughout the year. Fundraising initiatives have included bake sales, raffles, an annual table tennis tournament, and a winter fair. This year, for the first time, we joined forces with another law firm to field a combined team in a five-a-side football tournament in support of our pro bono client Girls United for their Legal Football Day, demonstrating our collaborative approach. We also organise donation drives for essential items to support members of our local community through such organisations as Pecan, Advance, and Thames Reach. In addition, the committee coordinates participation in sporting events, including the London Legal Walk, Regent's Park 5K Run, and Tour de Law, promoting both charitable giving and colleague well-being.

We are proud to partner with Bookmark, a tech-enabled literacy charity that supports underserved primary school children aged 5–9. Volunteers from across the office meet virtually with children twice a week to help develop their reading skills in a fun, engaging, and supportive environment. We also support The Children's Book Project as Borough Champions for Greenwich and Lewisham. Through this partnership, colleagues volunteer at the charity's book hub to sort, bundle, and package donated books, helping improve access to books for local schools. We also run officewide book drives to support the charity's distribution efforts.

Our community engagement reflects a strong commitment to environmental sustainability. To mark occasions such as Earth Day and World Cleanup Day, colleagues will volunteer at outdoor spaces in the City of London, helping to clear and restore pathways, prune vegetation, and relocate plants to support sustainable land management and local wildlife habitats. In the coming months, colleagues will also participate in a beach clean-up and canal litter-picking efforts from boats. These practical volunteering opportunities provide a meaningful way to contribute to a cleaner, more sustainable environment while strengthening connections across the office.

Each year, the firm's Community Impact Week highlights our commitment to community service and pro bono legal work while celebrating the difference our people have made throughout the year. The programme features a wide range of activities across the firm's offices in North America, Asia, Europe, and the Middle East, including legal clinics, legal training sessions, panel discussions, volunteer projects, charity drives, and other community-focused events.

COMMITTED TO INCLUSION

At Morgan Lewis, we believe that a variety of backgrounds, perspectives, and experiences makes us a stronger firm—one that achieves better results and fosters an inclusive environment where everyone can thrive. This commitment has always been, and will continue to be, a top priority.

We are dedicated to a culture of inclusion and engagement because it is integral to the success of our business. Our culture helps us continually improve how we serve clients, collaborate with colleagues, and retain talented lawyers and professional staff, and engage the global communities where we live and work.

A sampling of our efforts include the following:

DEVELOPING OUR LEGAL TALENT

Through the Morgan Lewis Institute, we provide comprehensive live and on-demand professional skills training for all associates that is fully integrated with our core competency model. Associates also have the benefit of robust mentoring, coaching, and well-being support. In addition, our dedicated Attorney Coach works with associates individually and in groups on everything from practice management to career planning.

LAWYER NETWORKS/AFFINITY GROUPS

We have a variety of active and popular lawyer networks/affinity groups within the firm that are open to all lawyers. Lawyer networks provide opportunities to connect through a common cause or interest in a space where our lawyers can feel comfortable sharing experiences that build comradery, support, and inclusion at all levels across offices. In alignment with our firmwide lawyer networks, our London office established a local Inclusion Working Group to encourage local engagement, innovative programming, and the creation of insightful events that focus on the acknowledgment and celebration of heritage months and days of acknowledgment.

Women Creating Change in the LGBTQ+ Movement: The London Inclusion Working Group hosted a program on the role of women in driving change within the LGBTQ+ movement in the UK. The speaker shared insights and personal experiences highlighting the significant contributions women have made to the movement, as well as the important role allies have played and how they can continue to support LGBTQ+ inclusion.

Autism Acceptance Month Program: In honor of Autism Acceptance Month, the London Inclusion Working Group and the Disability Awareness Lawyer Network hosted a presentation exploring autism and neurodiversity inclusion in the workplace.

Sign Language Workshop with Sign Together UK: The London Inclusion Working Group hosted an in-person British Sign Language workshop designed to help bridge the communication gap between hearing and deaf communities by making the learning of British Sign Language accessible, enjoyable, and empowering.

INCLUSION COMMITTEE

Our Committee on Inclusion, which reports directly to the Firm Chair, helps actualize our holistic approach by bringing together firm leadership and influential partners with senior talent and engagement personnel.

LOCAL OUTREACH AND MENTORING OPPORTUNITIES

Accutrainee: Morgan Lewis is proud to partner with Accutrainee through its Scholar Programme. The programme supports aspiring solicitors by providing opportunities for legal training and qualification pathways. Our Accutrainee Scholars spend several months within one of our legal teams, gaining valuable practical legal work throughout their secondment. During their time at the firm, they are fully immersed in our London trainee programme, working closely with our teams on real-world matters. This gives them the opportunity to gain hands-on experience, develop practical legal skills, and gather insights on our business and the legal industry.

ML Well: ML Well is a unique, holistic approach to promoting thriving through intellectual, physical, emotional, and occupational well-being coupled with an underlying emphasis on engagement and community. Because there is no one-size-fits-all approach to well-being, ML Well aims to enable our lawyers and professional staff to find what uniquely works best for them as individuals.

ACCOLADES

- **Top 5, A-List Law Firm,** *The American Lawyer* (2023–2026)
- **500+ lawyer recognitions,** *Chambers & Partners* (2026)
- **Client Service 30,** *BTI Client Service A-Team* (2002–2026)
- **Top 15, The Global 200,** *The American Lawyer* (2023–2026)
- **Top 10, Most Innovative Law Firms in North America,** *Financial Times* (2025)
- **Most Prestigious Firms,** *Vault Guide to Top 100 Law Firms* (2014–2026)
- **#1, Best Law Firms for Technology & Innovation,** *Vault* (2026, 2027)
- **21 fellows,** College of Labor and Employment Lawyers
- **11 fellows,** American College of Trial Lawyers
- **7 fellows,** American College of Employee Benefits Counsel
- **7 fellows,** American College of Tax Counsel
- **Clients include:**
  - **More than 90% of the Fortune 100 companies**—including nine of the Top 10 and 19 of the Top 20
  - **Nearly 75% of the Fortune 500 companies**
  - **More than half of the Fortune Global 100 companies**—including eight of the Top 10 and 13 of the Top 20
  - **Over a third of the Fortune Global 500 companies**
- **#1, Best Law Firms for Overall Inclusion,** *Vault* (2026)
- **International Law Firm of the Year,** Women in Law Awards, GCC, *LexisNexis* (2025)
- **#1, Best Law Firms for Pro Bono**, *Vault* (2022–2027)
- **#1, Breadth of Commitment,** Pro Bono Scorecard, *The American Lawyer* (2021–2024, 2026)
- **Recommended, M&A/Corporate & Commercial:** Large Deals ($1 billion +); Private Equity Buyouts; and Venture Capital & Emerging Companies, *The Legal 500 US* (2018–2026)
- **Tier 1, Finance:** Structured Finance: Securitization, *The Legal 500 US* (2017–2026)
- **Band 1, Investment Funds:** Investor Representation, USA, *Chambers Global* (2020–2026)
- **Tier 1, Litigation—Intellectual Property,** *Best Lawyers—Best Law Firms* (2016–2026)
- **Band 1, Labor & Employment,** Nationwide, *Chambers USA* (2012–2026)
- **Tier 1, 12 Litigation categories,** *Best Lawyers—Best Law Firms* (2026)



GET TO KNOW US

OPEN DAY

Our Open Day runs in April of each year. This one-day programme is a great way to learn more about Morgan Lewis as a firm and about commercial law in general.

We will introduce you to our key practice areas in the London office and give you the opportunity to meet with some of our trainees during a Q&A session. You will also sit down with some of our associates and trainees over an informal lunch, before attending skills sessions.

SUMMER VACATION SCHEME

Our summer schemes are a great way for you to gain genuine insight into life as a trainee at Morgan Lewis. We offer up to 10 places in our two-week programme, which runs in early July of each year.

During the scheme, you will be given as much hands-on experience as possible and will be supervised by a senior lawyer who will provide advice and guidance throughout the placement. You could be conducting legal research for live deals/cases, attending client meetings, sitting in on conference calls, or drafting engagement letters during your time at the firm. You will also be assigned a trainee "buddy" who will act as an informal mentor throughout the placement. You will have the opportunity to attend seminars and workshops, including presentations from each of the London office's practices and a Q&A session with some of our trainees. We also organise social events during the scheme, providing you with the opportunity to meet many of our partners, associates, trainees, and business support staff in a more informal setting.

Summer scheme students are assessed for a training contract during the course of the placement. Assessments vary each year, but typically will include a comprehension or written exercise, a research activity, and a group presentation, as well as a partner interview at the end of the scheme.



SUMMER SCHEME INSIGHT



ALISON BALINT

Summer Scheme Student 2025

What drew me to Morgan Lewis was its combination of an international outlook with the intimacy of a smaller trainee intake. I wanted to join a firm where I would not just observe from the sidelines but really get to know people and contribute to meaningful work. The scheme more than lived up to that expectation.

During my two weeks, I had the opportunity to sit in the Finance and Employment practice groups. I was initially apprehensive about Finance, as it was an area I knew little about, but the team went out of their way to make me feel welcome and showed me that I had something to contribute. They were generous with their time, always happy to answer my questions, which quickly gave me the confidence to engage fully with the work. While working alongside the Employment team, I was then able to move beyond transactional matters and gain greater insight into litigious and advisory work, allowing for a deeper comparison of the daily tasks of solicitors within the same firm.

At Morgan Lewis there is real scope to build connections across departments, and I found that this gave me huge exposure to the different communication styles and approaches that teams adopt. With the support of my supervisor, I was able to reach out and take on work from the Litigation team while in the Employment practice group. An underrated benefit of training at Morgan Lewis is that you gain breadth without losing depth. All it takes is the initiative to pursue work that interests you, and you are rewarded with diverse experiences that broaden your learning.

Through these opportunities I was able to take on a wide range of tasks, from reviewing a term sheet for a preferred equity investment, to researching a potentially litigious situation, to compiling complex information into clear tables and creating a chronology for a live dispute. Having the context explained and being trusted with work that genuinely mattered made these tasks both challenging and rewarding.

What stood out most to me was the culture. Everyone I worked with, from partners to trainees, showed real passion for their practice and was generous with their time, even when busy. The experience left me excited about training at Morgan Lewis, knowing I will continue to learn from brilliant lawyers in a truly supportive environment.

TRAINING CONTRACT PROGRAMME

Each year we recruit up to seven trainees, and we are looking for candidates who show us their team spirit, commercial awareness, resilience, and passion for a career in law.



WHAT CAN I EXPECT FROM MY TRAINING?

As a trainee, you can expect to be an active member of a busy team and play a real part in doing challenging legal work. The work will be varied and complex and will most likely involve working across a variety of different jurisdictions.

Training will begin with a comprehensive induction programme, designed to provide you with the tools and skills needed to make an immediate contribution to the firm. Each practice runs regular seminars and training sessions that all trainees are expected to attend, allowing you to continually further your knowledge and build on your proficiency throughout your training contract. You will receive regular feedback on your performance from a range of people throughout your seats, including your supervisors, peers, and colleagues. There will be an informal progress review midway through each seat, as well as a more formal evaluation with your supervisor at the end of each seat.

WHAT SEATS CAN I DO?

All of our trainees spend six months in four different practice areas, including a compulsory transactional seat (usually corporate and business transactions) and a seat in one of our contentious practices (litigation or antitrust). We offer additional seats in finance, investment management, labour and employment, structured transactions, intellectual property and tax, as well as the occasional client secondment in London. There is also the possibility to undertake a secondment in one of our international offices, including Dubai or Singapore, depending on the needs of the business.

While classic "seat" allocations bring a practice area focus to each six-month phase of your training, the versatility and integration of our lawyers ensure that you will have a varied workload and regular exposure to diverse learning experiences.

TRAINEE SALARY AND BENEFITS

Salary is competitive and benefits include the following:

- Pension scheme
- Private medical and dental insurance
- Annual health check
- Life assurance
- Cycle-to-work scheme
- Employee assistance programme
- 25 days' holiday per year
- Income protection
- Interest-free season ticket loan
- Discounted shopping

POSTGRADUATE DIPLOMA IN LAW (PGDL) AND SOLICITORS QUALIFYING EXAMINATION (SQE)

Our future trainees currently complete the SQE (as well as the PGDL, if required) at BPP University Law School in London. All law school fees are paid in full and our future trainees are provided with a maintenance grant whilst studying the SQE and/or PGDL. The firm does not provide retrospective funding for law school fees or maintenance grants.

Those who are offered a training contract starting in 2029 and beyond will need to follow the SQE route.

A DAY IN THE LIFE...



PHOEBE KENNAN, a second-year trainee, describes a day in the life of a trainee in the London Investment Management team

9:15 AM In the Investment Management team, keeping up with the dynamic pace of our clients' global transactions is key. I arrive at my desk, review the emails I received overnight from clients and counterparties' counsel, and update my to-do list accordingly.

9:30 AM A partner stops by the office I share with my supervisor. We discuss the status of several investments into private equity funds we are progressing for a client, a global financial institution. The partner asks me to prepare final versions of the subscription agreements and side letter required for one of the investments.

11:00 AM Once I have updated the subscription agreements and side letter to include the final details for each of the client's investing entities, I send the execution versions and draft covering email to my supervisor for review.

11:15 AM I receive an email from the Tax team. I have been assisting with drafting a services contract for a global private markets investment firm. I thank the team for their comments on the draft and turn to implementing their changes.

11:45 AM Satisfied with the changes, I send the new version of the services contract to the relevant partner for review.

12:30 PM Returning to the private equity fund investment I had worked on earlier, my supervisor asks me to send the subscription agreements and side letter to the client. I send the final versions, together with a summary of the transaction details, for client sign-off before meeting with a fellow trainee for lunch.

1:30 PM I attend the Investment Management weekly team meeting, during which the team discusses recent instructions and closings.

2:00 PM With a closing approaching for another fund manager client, the team has received draft application packs from prospective investors. I review one application pack and send my draft comments to my supervisor.

3:00 PM The client confirms sign-off on the execution version subscription agreements and side letter sent earlier, so my supervisor instructs me to collect signatures. The client's commercial team is eager for signed documents to be sent to fund counsel as soon as possible so that the investment can go ahead this week.

4:30 PM After pulling together the signature pages for each subscription agreement and side letter, I circulate them via Docusign to the client's authorised signatories and provide the client with an update.

4:45 PM I meet with an associate who I am working with on a pro bono matter. We are preparing for an interview scheduled later this week with an individual whose domestic violence case was referred to Morgan Lewis. We discuss the case materials and plan the interview structure.

5:30 PM My supervisor and I catch up about the matters we are working on together. They mention we have been instructed by an existing venture capital fund client in relation to a new fund. They explain the form and purpose of the documents required to form the fund, which I will draft later this week.

6:30 PM I receive a notification from Docusign confirming that all the client's signatures have been received. I compile the client's signatures into the execution version documents and carry out a final check, including reviewing key details such as entity names and commitment amounts, to ensure that the documents are ready to be shared with the fund in which the client will be investing.

7:30 PM After discussing next steps with my supervisor, I send the signed documents to fund counsel and provide an update to the client. I then update my to-do list for tomorrow and log off for the day.

INTERNATIONAL SECONDMENTS

The firm offers a range of international secondment opportunities for trainees, including six months in our Abu Dhabi, Dubai, or Singapore office.

ARTHUR GRAHAM
Newly Qualified Associate



In my secondment to the Singapore office for my third seat, I joined the Aviation Finance team. From the outset, I was involved in transactions involving aircraft financing and leasing for leading airlines, lessors, and banks across the Asia-Pacific market. It was exciting to work in an industry that evolves constantly in response to global events and to see first-hand how legal work underpins such a dynamic sector.

The team in Singapore works closely with colleagues in London, Dubai, and the United States, which gave me valuable exposure to cross-border deals and the chance to build relationships with international clients. A particular highlight included assisting the team advising a Papua New Guinea–based airline on all legal aspects of its aircraft and engine acquisition and leasing transactions, as well as working with a leading global lessor to close several aircraft sale and leasebacks using a JOLCO (Japanese Operating Lease with Call Option) structure.

Life outside of work in Singapore was equally fulfilling and enjoyable. The close-knit network of trainees created plenty of opportunities to socialise and explore the city and surrounding region. During my secondment, I was able to visit Australia, India, Indonesia, Malaysia, and Vietnam, making the most of being based in Southeast Asia.

Looking back, my time in Singapore has been one of the highlights of my training contract. I am truly grateful for the opportunity to be immersed in a professional and cultural context different from London and for the confidence and perspective it has given me in approaching my future career.



HOW TO APPLY

OPEN DAYS

These are open to anyone in their first year of a law degree, or penultimate year of a non-law degree. If your application is successful, you will be invited for a telephone interview before being offered a place on the day.

Applications open in October and close on 8 January 2027. Telephone interviews take place in January/February.

SUMMER SCHEME

Our summer scheme programme is open to penultimate year law students, final year non-law students, and graduates. If your online application is successful, you will be invited for a telephone interview with a member of the graduate recruitment team, followed by a second-stage interview at the London office.

Applications open in October and close at midnight on 15 January 2027. Interviews take place in February/March.

TRAINING CONTRACT

Our training contract programme is open to penultimate year law students, final year non-law students, and graduates. Following submission of an online application form, successful candidates will be invited for a telephone interview with a member of the graduate recruitment team, followed by an invitation to attend one of our assessment centres. The full-day assessment will typically involve a partner interview, a comprehension or written exercise, and a group presentation, as well as the opportunity to sit down with some of our trainees at an informal lunch.

Applications open in October and close at midnight on 16 June 2027. Telephone interviews will be held in July, followed by an assessment in early August.

Further information, including a link to our online application forms, can be found on the careers page on our website.

Further information, including a link to our online application forms, can be found on **morganlewis.com/careers**.

Morgan Lewis

QUESTIONS?

If you are thinking about a career in law, or have already decided that law is your chosen profession and would like to find out more, please contact us:

The Graduate Recruitment Team
+44.203.201.5000
londontrainingprogramme@morganlewis.com
www.morganlewis.com/careers

Connect with us

www.morganlewis.com

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