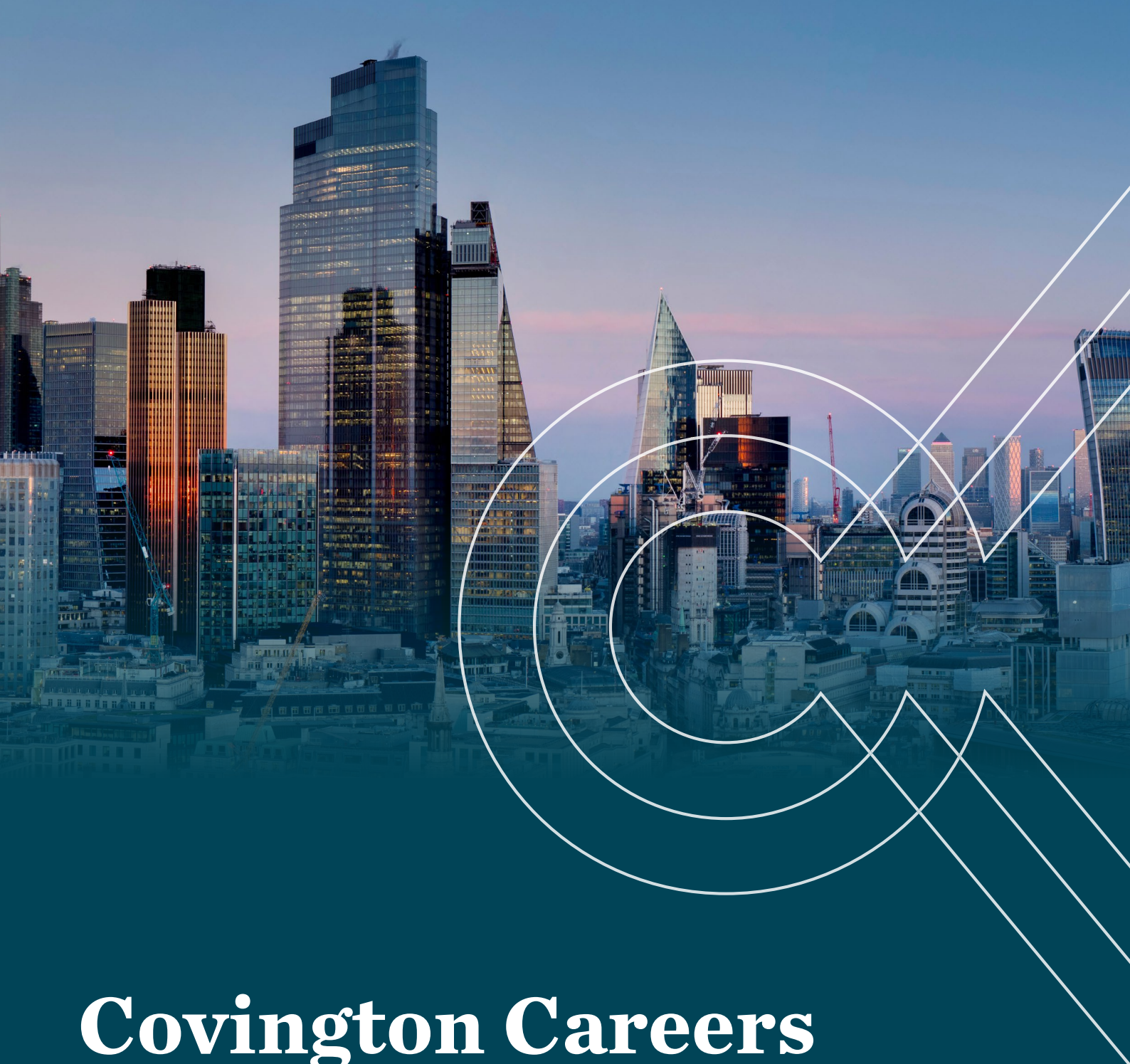




Covington Careers

LONDON TRAINING PROGRAMME

COVINGTON

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

Founded in Washington, DC over a century ago,
the values held by Covington's founders endure
today throughout our international legal practice.



Introduction



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, London Office, Management Committee member

Why Train at Covington?

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.

We offer trainees the opportunity to work on complex projects for clients such as Microsoft, AstraZeneca and Meta, and engage in key pro bono matters. We advise global tech and pharma companies on cutting-edge advances in AI, drug development and personalized medicine, acted for ACWA Power in relation to the world's most ambitious regenerative tourism project in the Middle-East and represented Ukraine against the Russian Federation at the International Court of Justice.

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

120+

Former Government
Officials and Diplomats

1,300+

Lawyers and Advisors
Worldwide

50+

Languages Spoken

229K+

Total Firmwide Pro Bono
Hours in 2024

2004

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

14

Global Offices



1919

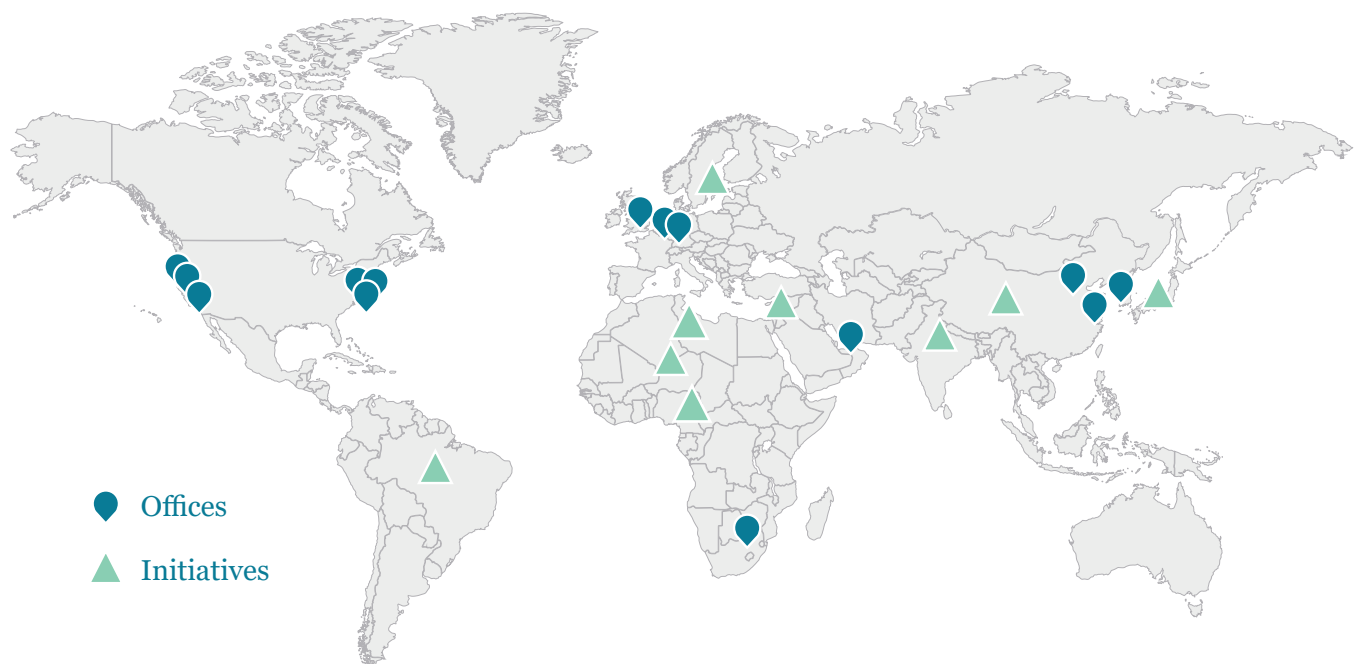
Founded in Washington, DC

What Sets Covington Apart

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

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



Corporate

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

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

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

We also 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.



Dispute Resolution

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

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

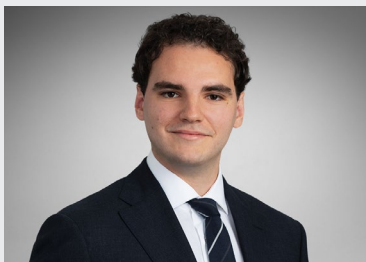
ground-breaking, complex fields and we regularly advise on significant, high-profile cases including defending substantial class actions.

Our insurance litigators exclusively represent corporate policyholders in coverage disputes against insurers across all lines, including Bermuda Form/CGL (mass torts and PFAS), D&O, professional liability, political risk, cyber, property, trade credit and W&I.

Our globally-ranked arbitration lawyers represent clients around the world, serving as counsel in high-value and complex commercial disputes 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 Autumn 2025.



"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

Associate (Dispute Resolution)

Electives

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 regulatory practices globally. We advise companies and trade associations, including many of the major multinational pharmaceutical manufacturers, biotechnology companies and producers of medical devices, diagnostics, cosmetics, foods and consumer products. Within the regulatory team our advice covers a wide range of regulatory, transactional, and contentious matters. We frequently 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 recognised 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, sponsors and governments on a wide variety of energy and infrastructure projects. Our main focus in energy is on green energy rather than fossil fuels. The team 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.

Financial Services

Covington represents a broad range of clients in the financial services industry, including banks, investment managers, securities firms, private equity firms, government-sponsored enterprises, investment banks, money service businesses, as well as (increasingly) clients in other industries affected by financial services laws and regulations. Covington advises on a wide spectrum of legal, regulatory compliance, and transactional matters. Areas of coverage include: conduct and culture; governance; individual accountability; market abuse; systems and controls; financial crime; consumer protection; remediation exercises; investigations (including whistle-blowers); structuring and perimeter guidance; crisis management; e-money; operational resilience; conflicts of interest; authorisations and variations of permission; regulatory correspondence; and notification obligations.

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 the training period. 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
Associate (Project Development and Finance)

Vacation Schemes and Insight Days

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 receive a salary of £600 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.

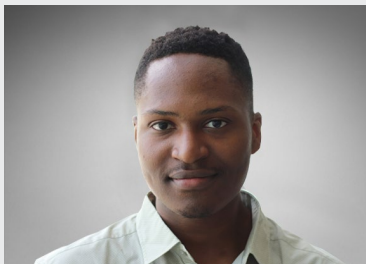
We also like to see:

- energy and enthusiasm
- team spirit
- a range of interests outside of the law (extracurricular 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.

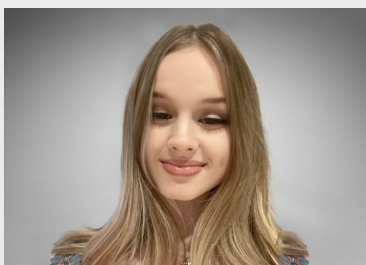
CovInsights

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
Trainee Solicitor

Our Commitment to Inclusion

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

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

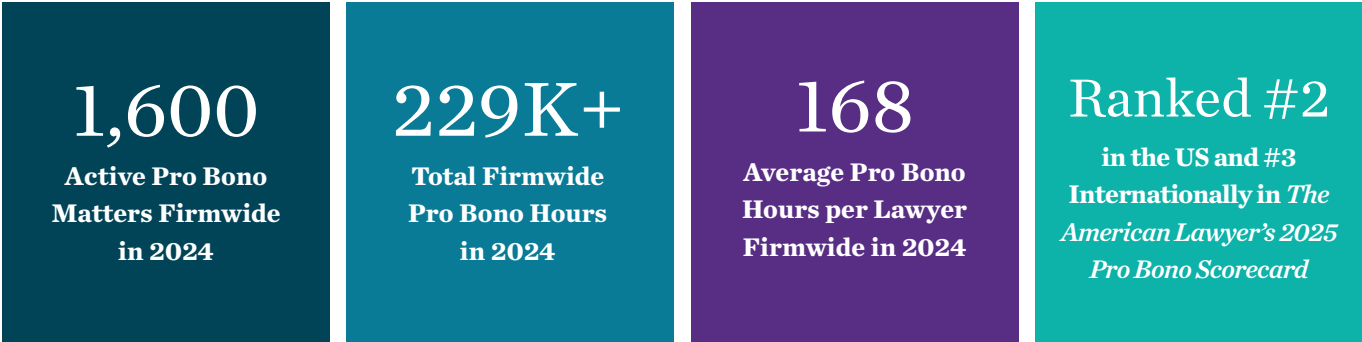
- Our London office is proud to be a Foundation Law Firm Participant for the UK Model Diversity Survey (MDS), modeled after the American Bar Association (ABA) survey.
- Our London office is proud to partner with IntoUniversity, hosting and participating in insight programs focused on providing students 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.



“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

Key Dates

Covington Legal Horizons:

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

- Applications open:
28 August 2025 – 10 October 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:
28 August 2025 – 15 October 2025

Winter Vacation Scheme 2025:

- Applications open:
28 August 2025 – 24 October 2025
- The Winter Vacation Scheme will take place from 8 December 2025 – 19 December 2025

Summer Vacation Scheme 2026:

- Applications open:
28 August 2025 – 16 January 2026
- The Summer Vacation Scheme will take place from 29 June 2026 – 10 July 2026

CovInsights 2026

- Applications open:
28 August 2025 – 13 March 2026
- The programme will run from 15 – 16 April 2026

Covington: Behind the Scenes

Join our virtual programme designed to widen access to legal skills for all students, while offering a unique insight into a career at Covington.

- Registrations open from 28 August
- Sessions will run from October to November 2025

Salary and Benefits

- A salary of £60,000 in the first year and £65,000 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?

Visit our careers page at cov.com/careers for more information.

Contact

For any queries please contact the Graduate Recruitment team:

E: graduate@cov.com
T: +44 20 7067 2000

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