



Arnold & Porter London Graduate Recruitment

Insight Day 2027 • Spring Vacation Scheme 2027 • Training Contracts 2029

Who We Are

100+

Years of business acumen with a practical, forward-looking, results-driven approach

16

Offices in the U.S., Europe, and Asia

166

Lawyers ranked in *Chambers USA, UK, Global, Europe, Latin America, Greater China Region, and Asia-Pacific*

100+

Former Senior Government Officials

121

Fortune 250 companies have chosen Arnold & Porter as outside counsel



| Introduction to Arnold & Porter

The success of any law firm is dependent on the talent and professionalism of its lawyers and support staff. That is why we are committed to investing in the training and professional development of our trainee solicitors.

We are looking for enthusiastic and talented graduates from all backgrounds and cultures who share our commitment to excellence, want to be part of the continued growth of our London office, and want to become part of the next generation of leaders at our firm.

Providing our clients with excellent service is our number-one priority. Our lawyers need to be commercially minded and approachable, and be able to work with our clients as part of a team on complex and often high-profile legal issues. If you feel you can meet this challenge and want to work at an inclusive firm with a long tradition of pro bono and community support, we would like to hear from you.

This brochure provides you with all the details you need to work toward graduate opportunities with Arnold & Porter, including information about the firm, experiences of past trainees, and the all-important application details.



Kathleen Harris

Partner
Head of London Office



Sean Curran

Partner
Training Principal London Office



Arnold & Porter's London office is home to globally renowned regulatory, dispute resolution, and transactional teams. These teams work seamlessly across the firm's U.S. and international offices, as well as a network of partner firms, to coordinate cross-border matters for our clients.

Many of our cases are multifaceted, needing strategic and collaborative problem solving. Our approach is different from so many other firms because we take a multidisciplinary approach across the industry sectors we serve and the issues we resolve.

Key Sectors

- Financial Services
- Life Sciences
- Media and Technology (TMT)
- Private Equity

Global Practices

- Antitrust/Competition
- Corporate & Finance
- Commercial Litigation
- Data Privacy
- Debt Capital Markets
- Employment
- International Arbitration
- Intellectual Property
- Life Sciences Regulatory (EU)
- Product Liability
- UK Enforcement & Dispute Resolution

Market Recognition

Our reputation in the legal market is evidenced by our track record in legal directories, league tables, and awards. Below are a selection of a few notable ones:



- Corporate Crime & Investigations
- Financial Crime – Individuals
- International Arbitration: Investor-State Arbitration
- Life Sciences: Product Liability (Band 1)
- Life Sciences: Regulatory (Band 1)
- Public International Law



- Bank Lending: Investment Grade Debt and Syndicated Loan
- Corporate & Commercial: EU & Competition
- Crime, Fraud and Licensing: Fraud: White-Collar Crime (Advice to Individuals)
- Dispute Resolution: Commercial Litigation: Premium
- Dispute Resolution: Competition Litigation
- Dispute Resolution: International Arbitration
- Dispute Resolution: Public International Law
- Finance: Debt Capital Markets
- Human Resources: Employment: Employers
- Industry Focus: Life Sciences and Healthcare (Tier 1)
- Insurance: Product Liability: Defendant
- Investment Fund Formation and Management: Hedge Funds
- Risk Advisory: Regulatory Investigations & Corporate Crime (Advice to Corporates)
- TMT: Intellectual Property: Patents (Contentious and Non-Contentious)
- TMT: Intellectual Property: Trade Marks, Copyright and Design



| Training Contract at Arnold & Porter

Many law firms, including ours, have a definite style of practice and work environment. We think ours is spirited, open, welcoming, and collegial. We encourage our lawyers to be themselves. Intelligence, originality, initiative, and independent judgment are highly respected. All lawyers, regardless of their experience, are expected to express their views on substantive firm matters.

The London office generally reflects the environment of the firm with its collegial and informal atmosphere, regular social gatherings, smart business-casual dress policy, team-based assignment policies, and a leading pro bono programme.

When you join us, you will be introduced to the firm through our training and induction programme. This includes information about the firm's practices and procedures and training in the use of our IT systems, library, and online data sources. You will also attend the fast-track Professional Skills Course.

During your training contract, you will typically have the opportunity to spend time in four, six-month seats. The firm encourages individuals to work across specialisms, so you may find that whilst you are working in one group, you undertake work in a variety of different areas and for a variety of different partners and fee-earners throughout the firm. The training programme in our London office includes in-house as well as external training sessions, providing professional development training that is linked to a competencies framework.

Four, six-month seats from:

- Antitrust/Competition
- Complex Litigation
- Corporate & Finance
- Intellectual Property
- International Arbitration
- Life Sciences
- White Collar Defense

What do we look for in a Trainee Solicitor?

We recruit two years in advance therefore, to be eligible to apply for the Training contract commencing in 2029, you need to be in your penultimate year of study as a law student or in your final year of a non-law course.

"Being a trainee at Arnold & Porter means working on complex, high-quality matters with market-leading teams. The firm's collaborative, multidisciplinary approach offers exposure to both transactional and contentious work, building a well-rounded skill set. With a smaller intake, trainees gain meaningful responsibility, close interaction with senior lawyers, and exceptional opportunities for professional growth."

Sophia Kim

Trainee Solicitor (2025-Present)



We look for candidates with a consistently strong academic background, who have or are likely to achieve a 2.1 degree, taking into account mitigating circumstances. Candidates need to demonstrate good analytical skills, combined with a common sense approach. Candidates should be self-motivated and demonstrate their ability to get involved in a wide range of extracurricular activities, and outside studies, showing a good level of achievement in all areas. We value communication skills and look for evidence that you have worked in teams and taken on responsibility. We also want to get a sense of your enthusiasm, energy, and commitment.



Analytical skills



Team work



Responsibility

Recruitment process



Application form



Written assessment



Interview



Final interview with the Managing Partner

We review all applications we receive, and seek out individuals who can demonstrate insight into their experiences. Interviews for training contracts will take place in July 2027. Candidates will attend an assessment and interview with partners and senior associates. The offer of a training contract is conditional upon the provision of satisfactory references.

Key dates

Applications Open: 7 September 2026

Application Deadline: 7 March 2027

Salary and benefits

First-year salary: £55,660

Second-year salary: £59,290

NQS: £150,000

We review salaries annually to be competitive with market levels for equivalent law firms in London.

We will pay your fees for required courses after your undergraduate degree, including a maintenance grant of £8000 for full-time study during the PGDL(conversion) and a grant of £12,000 for the Solicitors Qualifying Examinations (SQE).

Trainees are entitled to 25 days of annual holiday. Other benefits include participation in the firm's Healthy Incentive Bonus Scheme, seasonal holiday bonus, optical testing, private health insurance, private dental insurance, life assurance, cycle to work scheme, and an interest-free travel season ticket loan.

Apply now

The firm offers up to four training contracts annually. We are now taking applications for our September 2029 intake. If you are interested in applying for a training contract commencing in September 2029, please complete our online application form.

ONLINE APPLICATION FORM: www.apply4law.com/apks

We do not accept any other form of application. We recruit two years in advance for training contracts and invite you to apply by the above-listed deadlines for our Insight Day, April 2027 spring vacation scheme and 2029 training contracts.

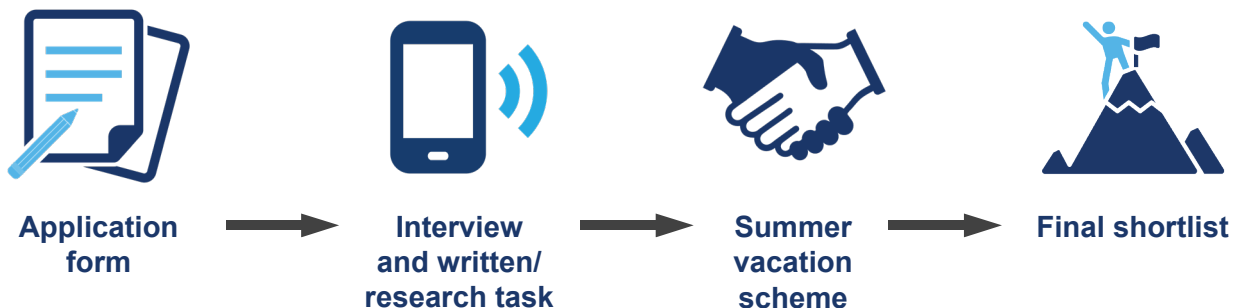
Spring Vacation Scheme

What to expect

We will be running a summer vacation scheme in April 2027. Students will spend up to two weeks working on a variety of projects and workshops with partners and associates throughout the office. You will have the opportunity to do tasks for partners and associates across our practice groups. You will also gain first-hand insights from our senior leaders about the culture of the firm, including presentations on the pro bono and D&I work we do. There will also be training in presentation skills and the chance to use them by completing a firmwide presentation with other vacation scheme students at the end of the scheme.

We recommend you apply for the vacation scheme as a way for us to get to know you, as well as a way for you to see if you like us as a firm. The direct Training route is available, however, as we recognise not everyone will be able to do a two week scheme due to work/ other commitments.

Recruitment process



Who can apply

You must be eligible to begin your training contract in the year 2029 to apply for the 2027 Summer vacation scheme. This means you need to be at least be in your penultimate year of study as an law student and in your final year of a non-law course. If you've already graduated you're eligible to apply.

Key dates

Applications Open: 7 September 2026
Application Deadline: 30 November 2026
Scheme dates: 12 April- 23 April 2027

Salary

Per week: £520

ONLINE APPLICATION FORM: www.apply4law.com/apks

We do not accept any other form of application. We recruit two years in advance for training contracts and invite you to apply by the above-listed deadlines for our April 2027 vacation scheme and 2029 training contracts.



| Insight Day

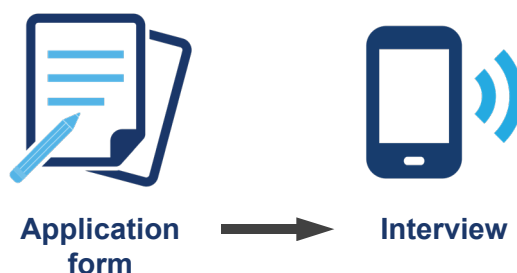
We will be hosting a two day insight scheme in 2027, taking place on the 6 and 7 July. Please note you need to be available to attend both of the days to apply.

Throughout the two days you will participate in several interactive sessions and skills workshops to gain practical legal experience. There will also be an opportunity to network with our lawyers and current trainees who can provide you with an insight into what it's like to work at Arnold & Porter, an introduction to our core practice areas alongside advice from our graduate recruitment team.

Who can apply?

The Insight Day programme is open to first-year university students on both law and 2nd year non-law university courses. Please apply to the day that is most suitable to you.

Recruitment process



The applications will be open in January 2027, please apply by 2 May 2027.



“My biggest takeaway from the week was the culture at Arnold & Porter, a term that was used lots over the two days and that I was keen to actually understand. It is clear that Arnold & Porter’s culture is centered around strong relationships with the community and each other along with being built with longevity in mind. The London office is a relatively small office meaning that the partners and associates know each other and work together closely on cases, it is clear that as a trainee you receive valuable attention and support with the intention that this close support will ensure trainees have long successful careers at the firm. The firm understands their commercial responsibility to give back to the community through pro bono cases which ensures associates are passionate about their work and can see the positive impact it has. However, the dedication to pro bono work also ensures greater cross firm connections as associates from different sectors come together to work on these cases. Therefore, my biggest takeaway from the week was that working at Arnold & Porter you are a valued part of a team, not a faceless cog in a big law machine.”

—Insight day student 2026



London Office Practice Information

Life Sciences

We advise on UK and EU law relating to medicinal products, biotechnology, medical devices, cosmetics and foods, and assist clients in interpreting, and complying with, the relevant regulatory framework that surrounds the industry. We also represent clients in litigations against regulatory authorities and relating to product liability. The team includes a number of lawyers with scientific qualifications, including physicians. It is regularly ranked as one of the leading firms providing regulatory advice and specialist litigation services to the life sciences sector.



Intellectual Property & Technology

The London Intellectual Property team advises multinationals and high-growth innovators on challenging IP issues, effectively manages disputes coordinates high-stakes litigation, and provides well-executed transactional support on a wide variety of commercial agreements. The team's capabilities span the full spectrum of IP rights, including patents, trademarks, copyright, design rights, and trade secrets. We represent clients in ground-breaking and dynamic industries, including agritech, chemicals and manufacturing, digital health, electronics, foodtech, genomics, IT services, life sciences, and media.

Corporate & Finance

Our Corporate & Finance practice advises on domestic and cross-border transactions, including corporate reorganisations, dispositions, exits, fundraising, joint ventures, M&A, and other collaboration agreements. It also houses our life sciences transactional team, which has extensive experience with licenses, strategic collaborations and commercial arrangements in the life sciences sector. Our finance team has capabilities in capital markets, syndicated lending markets, and structured finance.

"As a trainee, I feel like a genuine part of the team that is trusted with responsibility from an early stage, while still having the support of approachable, expert supervisors. The firm offers a unique variety of seats and Pro Bono opportunities, exposing Trainees to a broad range of high quality work and varied training. The mix of challenging matters and a truly collegiate atmosphere ensures that each day is both challenging and energising."

Alexandra Fyfe

Trainee Solicitor (2025-Present)



“Arnold & Porter sets itself apart through its renowned expertise in life sciences, cross-departmental collaboration and emphasis on early trainee responsibility. This is underpinned by a team not only dedicated to pro bono work and supporting professional development but also to fostering a culture that is supportive and collegiate.”

Amalia White

Trainee Solicitor (2025-Present)



Employment

Our specialist Employment practice provides practical, solution-driven advice in all areas of employment law, including business immigration and the HR-side of data protection compliance. We have particular expertise in international employment issues and while our clients come from all sectors, we have a strong focus in life sciences and tech.

Competition / Antitrust

The competition team offers the full range of competition law advice -- on mergers and acquisitions, non-transactional representation, and litigation services, including administrative appeals and representation of claimants and defendants in private enforcement disputes. This involves representing clients before competition authorities, the Competition Appeal Tribunal, the Court of Appeal, the UK Supreme Court, the EU Court of Justice as well as coordinating pan-European litigation before other European courts.

Product Liability

We advise on non-contentious and contentious product liability issues concerning both research products and marketed products in the pharmaceutical and medical device sectors, as well as general consumer products including electronics, toys, and clothing.”

International Arbitration

Our International Arbitration group is widely recognised as one of the most experienced and successful worldwide. No other law firm in the world can match our winning streak in investment arbitration. Our arbitration practice group spans three continents and represents an impressive number of sovereign States, as well as private parties. In addition to being preeminent in investment arbitration, we also represent leading multinationals in international commercial arbitration. The core of our practice consists of representing our clients in adversarial proceedings, but we also advise them on non-contentious matters, including disputes prevention, negotiations, and investment structuring.

Investment Funds & Finance

Our investment management team advises investment funds and their managers on the establishment, promotion, regulation and operation of investment funds and managed accounts including hedge, private equity, UCITS and real estate funds.

“The training contract experience at Arnold & Porter is collaborative, varied, and stimulating; no two days are the same. As the only trainee in a team, you have the opportunity to meaningfully contribute to high-profile cases, which is greatly rewarding. Arnold & Porter is further distinguished by its supportive atmosphere and culture of openness, together with its genuine commitment to pro bono, which trainees are actively encouraged to get involved with from their first day at the firm.”

Eleanor Brittain

Associate (Present), Trainee Solicitor (2024-2026)



“As a trainee, you gain exposure to a diverse range of legal matters and are given the chance to collaborate with and learn from colleagues who are experts in their practice area. Outside of work within your seat, Arnold & Porter encourages participation in professional development opportunities, as well as taking part in charity events and pro bono work.”

Mimi Simmons

Associate (Present), Trainee Solicitor (2024-2026)



Complex Litigation

The Complex Litigation team has extensive experience in conducting litigation in the courts of England and Wales at all levels, from the High Court up to the Supreme Court. The team also has significant expertise in commercial arbitration, having conducted arbitrations under LCIA, ICC, UNCITRAL, and LMAA rules. Much of the team's work is complex and multi-jurisdictional in nature and consequently involves collaboration with lawyers in the firm's offices around the globe.

The team's client base includes listed companies, private companies, start-ups, sovereign states and high-net-worth individuals. The work of the team spans numerous sectors, including financial services, private equity, pharmaceuticals, shipping, natural resources, consumer products, and energy.

Data Protection & Compliance

Our London Data Protection practice brings together experts from our commercial, competition, employment, IP, litigation, media, regulatory, and technology teams in London. They also form part of a much broader international Privacy, Cybersecurity & Data Strategy group operating across our London, Brussels, Shanghai, Washington, New York, Chicago, San Francisco, and Los Angeles offices, covering cross-border privacy issues, including computer crime, data breach, electronic surveillance, emerging technologies, information security, and incident response.



White Collar Defence

We advise corporates and individuals on how to handle regulatory and/ or criminal investigations. We have also regularly provided training and advice in relation to a full range of criminal / regulatory investigative and prosecutorial matters.

“Training at Arnold & Porter appealed to me due to the broad exposure in each practice area, combined with the small trainee intake. What stands out to me, however, is the firm's commitment to junior and trainee development, driven by its overarching collegial culture. Senior lawyers are highly engaged with trainees, and participation in pro bono work is actively encouraged.”

Zachary Sefton

Associate (Present), Trainee Solicitor (2024-2026)





| London Office Support teams

Our staff play an essential role in our success as a firm. We have a dynamic team who value and share the firm's long-standing commitment to professional excellence, the highest ethical standards, diversity, collegiality, and community service. Below is a snapshot of our business services teams:



Information Technology & Security

The Information Technology department provides modern solutions that help make routine tasks easier and more efficient for lawyers, staff and clients.



Accounting

We act as a hub for all the international offices, processing the daily transactions from invoices paid to vendors, to invoices issued to clients, and everything in between.



Marketing

The Marketing team has a broad mandate in support of the business objectives of the firm. The team oversees various functions from business development to PR and media relations.



HR/Admin

The team comprises both Admin and HR expertise. We are responsible for the smooth running of the London Office and aim to be welcoming to our employees and help transition them throughout their career and Arnold & Porter.



Research Services

Research Services operates as a global team of 25 professionals serving all Arnold & Porter offices and handle every type of research request — from simple document retrievals to complex legal research problems — through their Virtual Reference Desk. Our Research Analysts also provide research training and serve as liaisons to practice groups and new lawyers.

"Arnold & Porter initially appealed to me because the firm is at the forefront of its practice areas, working on complex cases and deals for high-profile clients. With a smaller cohort, and being the only trainee in the department, I have been given the opportunity to benefit from hands-on experience at an early stage in my career."

Kuran Phull

Associate (Present), Trainee Solicitor (2024-2026)





| Corporate Social Responsibility

As well as our commitment to pro bono, we are passionate about social mobility. Recognising that entering the profession can be difficult, especially for those from less privileged backgrounds, the firm was a founding member of the Social Mobility Business Partnership and a PRIME member. We also encourage our people to volunteer their time and skills for the charities we support, and each year everyone is given one day a year of paid leave to volunteer in the community. In addition, employees are encouraged to fundraise for or donate to charities of their choice through the firm's matched funding and payroll giving schemes.

Diversity and inclusion are core values for Arnold & Porter. The London office is a vigorous supporter in every aspect to promote an inclusive, fair, and ethical work place, and we are committed to several initiatives to encourage and maintain Arnold & Porter's diverse community of professionals. The firm also offers internships through the 10000 Interns Foundation.

The firm has several firmwide affinity groups.

- **APCares:** Supports parents and caregivers
- **APSoloAlliance:** Connects and supports those who are living alone or may feel isolated
- **ACCORD:** Attorney Community Championing Our Racial Diversity
 - o **BLAC:** Black Lawyers of ACCORD Caucus
- **PRIDE:** LGBTQ+ Group
- **VALOR:** Veterans and Affiliates Leadership Organization
- **WISE:** Women's Initiative for Success and Empowerment

These groups serve as support networks, help the firm identify strategies that support our diversity efforts, and foster a stronger sense of community within the firm.

'The firm has a long commitment to public service and the advancement of social justice. Through our pro bono programme and work in the local community, we are proud of the contribution we make. We pride ourselves on having a welcoming and inclusive workplace, where everyone is comfortable being themselves.'

— *Kathleen Harris, head of the London office and co-chair of the firm's Anti-Corruption practice and member of the firm's Diversity & Inclusion Committee*

'Throughout my time at Arnold & Porter, I have been impressed by the firm's genuine commitment to diversity & inclusion. Being a member of the firm's Pride network has given me a fantastic opportunity to build relationships with members of the network across the firm's international offices and allowed me to give something back. I also mentor Law students from diverse backgrounds which I have found incredibly rewarding.'

— *Alastair Brown, Counsel, Antitrust*



Pro Bono

We have a strong commitment to pro bono, including work on behalf of NGOs, charitable organisations, individuals, and communities in need. Projects can range from challenging high-profile human rights abuses in international courts, pursuing legislative and policy resolutions, liaising with public authorities on behalf of individuals and charities, acting to protect the brand and reputation of NGOs, and helping nonprofit organisations comply with their governance responsibilities. Recent matters include representing families for Kids in Need of Defense UK, assisting ILGA-Europe with third-party interventions before the European Court of Human Rights, and successful advocacy in PIP benefit appeals. The firm has received recognition for its commitment, ranking 17th in Law.com International's 2023 Best Law Firms for Pro Bono in the UK, being included in Law.com International's 2023 UK A-List, and winning the Most Cases Taken on by a Law Firm award at the 2026 Pro Bono Connect Awards, recognising our lawyers' commitment to expanding access to justice through pro bono legal services.

Diversity and Inclusion

Diversity and inclusion are core values for Arnold & Porter. We are committed to cultivating diversity and inclusion in a positive work environment, where all talent is supported and accorded dignity and respect. We value the contributions that each person makes, enable our colleagues to be comfortable being themselves, and encourage every person to realize their potential. We believe that each individual has the right to work in a professional atmosphere that promotes equal opportunity. We continually shape our approach across five key pillars: recruitment, retention, advancement, engagement, and service. With strong leadership support, we foster an environment where diversity sparks innovation, collaboration thrives, and every individual feels valued.

Community

The firm encourages community service by providing employees with one day a year to volunteer their time for charity. We work closely with selected charity partners, supporting their work through fundraising, volunteering, pro bono assistance and gifts-in-kind. The London office has a particular focus on social mobility, aimed at widening access to the legal profession. We are a founding member of the Social Mobility Business Partnership, a volunteer-led charity committed to supporting and mentoring students from low-income backgrounds, and a PRIME signatory — an alliance of law firms and in-house teams — committed to improving access to the legal profession. We also support struggling five to seven year olds with online reading sessions.

Sustainability

Arnold & Porter is committed to creating a better and more sustainable future for people and the planet and reducing our carbon footprint. We annually measure scope 1, 2, and 3 emissions and have committed to SBTi ("Science Based Targets Initiative"), committing to develop strategies and submit targets for reduction of emissions to limit global warming to 1.5°C above pre-industrial levels in line with the goals of the 2015 Paris Agreement. Initiatives include reducing emissions associated with business travel, enhancing recycling, donating surplus office furniture to schools, supporting carbon-capture projects linked to our paper use and encouraging sustainable travel through our Cycle to Work scheme.

Mental Health and Wellbeing

We are committed to supporting the mental health and wellbeing of our colleagues through trained Mental Health First Aiders, awareness initiatives and wellbeing activities throughout the year.

Key Takeaways

Deadline for the Insight day

2 May 2027

Spring Vacation Scheme 2027

30 November 2026

Deadline for Training Contract September 2029

7 March 2027

Contact Us

Graduate Recruitment Team
Arnold & Porter
Tower 42
25 Old Broad Street
London
EC2N 1HQ

london.graduate.recruitment@arnoldporter.com
020 7786 6100

Online Application

www.apply4law.com/apks

Amsterdam | Boston | Brussels | Chicago | Denver | Houston | London | Los Angeles | Newark
New York | San Francisco | Seattle | Seoul | Shanghai | Silicon Valley | Washington, D.C.

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