

At Paul Hastings, we hire great people and provide them with opportunities to develop, challenge and broaden their skills while bringing innovative solutions to our clients. Our commitment to attracting and developing top talent continues to be recognized in national surveys:

- **Top 5** Best Law Firms to Work For according to *Vault*
- **Top 5** on *The American Lawyer* Mid-Level Associate Satisfaction
- **Top 10** on *The American Lawyer* A-List of the Most Successful Law Firms in the U.S.

At our firm, we believe that building diverse teams rich in talent, experiences, and creativity is smart business. We seek students who exemplify the hallmarks of successful Paul Hastings associates: innovative, strong communication skills, achievement drive, interpersonal savvy, client service excellence and ability to be collaborative team members.

We invite you to [explore opportunities at our firm](#).

Testimonials

“One of the most striking and impressive aspects of Paul Hastings was the way in which, even as a summer associate, partners and other associates alike knew me on a first-name basis. I think that degree of interpersonal connection distinguishes the firm from others where associates might feel like a small fish in a large pond. At Paul Hastings, everyone makes an effort to be inclusive and welcoming, which in turn shows through stellar work product.”

“Paul Hastings is a firm where collaboration is key. Attorneys are happy to be working there with one another and with their clients, and this attitude resonates in the firm's culture and output for clients.”

“The people set Paul Hastings apart from other firms. During my time as a Summer Associate, I was able to see how thoughtful, hardworking and friendly the attorneys are”.

“Paul Hastings goes above and beyond what other firms do in terms of pro bono. Here at Paul Hastings, we have a Director who manages pro bono matters and ensures there is a healthy flow of work coming into the firm. Furthermore, at Paul Hastings, each pro bono hour worked is considered a billable hour, and associates can work on as many pro bono matters as they think they can handle on top of their other responsibilities. This is an excellent firm for those who seek to work on complex/high stakes deals while still making a difference in the communities they live in.”

Penn Law Alumni @ Paul Hastings

The University of Pennsylvania Law School is the third most represented law school in our 2018 Summer Associate Program, which is comprised of 84 Summer Associates from 33 schools.

At Paul Hastings, Penn Law School alumni serve as Chief Employment Counsel to the Firm and members of our Global Diversity and Inclusion Council, Pro Bono and Community Committee, and Talent Advisor Council.



On Campus @ Penn

During the 2017-2018 academic year, Paul Hastings participated in a number of on campus events including the Penn Practice Area Fair, Women's Law Association Annual Dinner, Cracking the California Market panel and our annual "Choosing a Practice Area: Litigation vs. Transactional Practice" 1L panel and luncheon.

More about Paul Hastings

Diversity is a fundamental part of the Paul Hastings history. Paul Hastings has established itself as one of the world's leading law firms and a leader in global diversity. We collaborate with leading diversity organizations, law schools, and clients to fulfill a mission of consistent excellence in legal practice, equality in the workplace, and promotion and advancement for all people.

Created in 2006, the **Paul Hastings Affinity Networks (PHANs)** bring together people who have different backgrounds, experiences and interests to:

- Promote inclusion
- Provide professional and client development opportunities
- Help with the firm's recruiting efforts
- Create networking opportunities

Our Paul Hastings Affinity Networks (PHANs) are open to all people at the firm, regardless of their background and include both attorneys and professional staff. These groups, which are led by associates with guidance from one or more partner advisors, work on programs that align with our firm strategy. The groups specifically serve as a resource for mentoring, networking, and professional development, help raise awareness of different backgrounds and cultures across the firm, and help identifying programs to increase diversity at the firm.

Paul Hastings proudly offers a number of scholarships and bonuses:

- Paul Hastings is committed to building a diverse team of professionals. As part of that commitment, we are pleased to offer the **Paul Hastings Diversity Scholarship Award** to select students. Recipients of the Paul Hastings Diversity Scholarship Award will receive a paid 2L summer associate position and a \$10,000 scholarship. Students interested in the 2019 Diversity Scholarship Award should apply by following [this link](#).
- Paul Hastings offers a market competitive bonus to candidates who receive a JD/MBA upon joining the firm as an associate.
- Paul Hastings offers a market competitive bonus to candidates with the requisite undergraduate or graduate science background and degrees who join our **IP Litigation practice** upon joining the firm as an associate.