

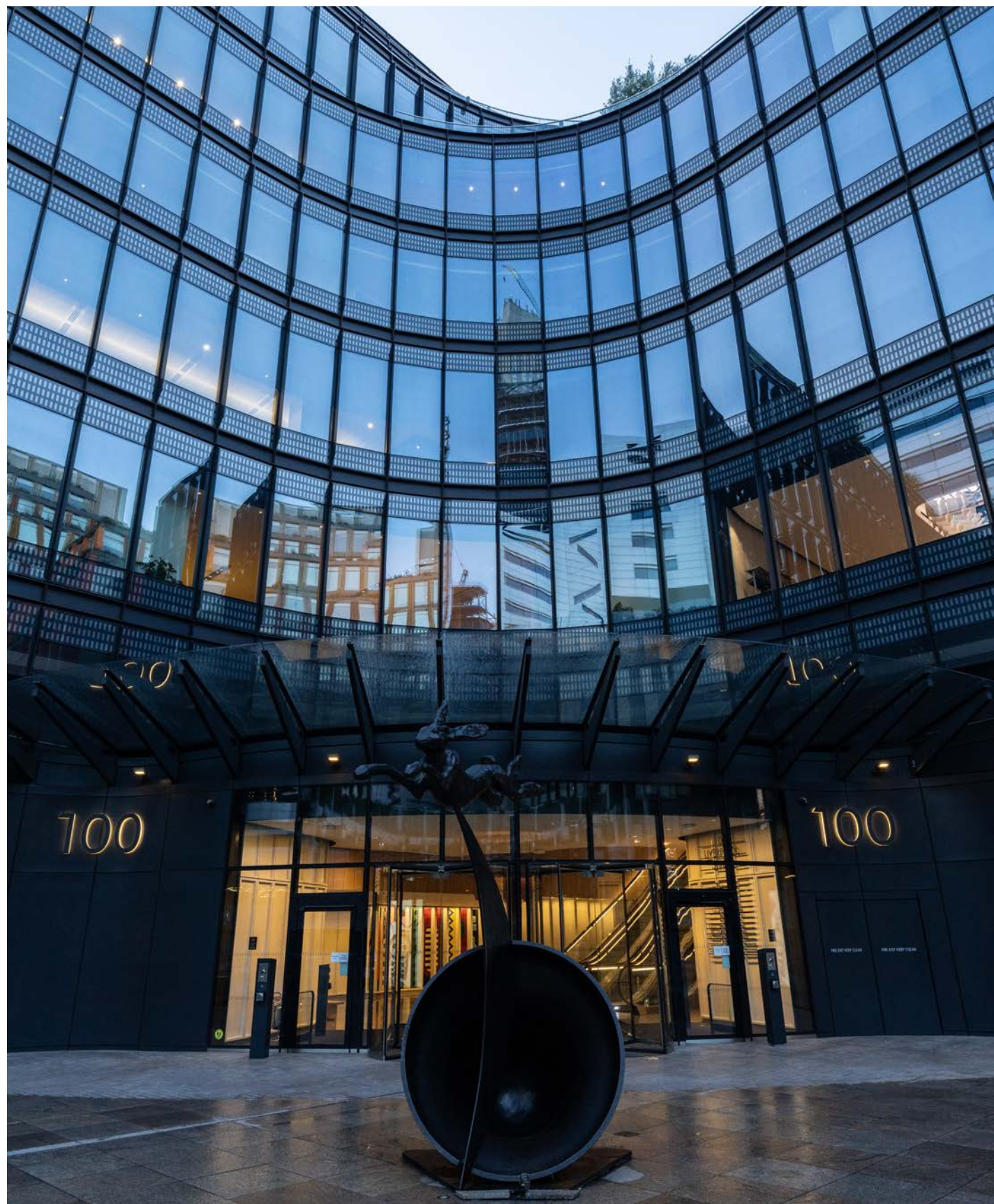
Milbank



Learn.
Grow.
Lead.



**Graduate
Recruitment**
2026/2027



Milbank at a Glance



MILBANK IN NUMBERS

1,000+
lawyers

40+
languages spoken

220+
partners

1866
foundation

Graduate Recruitment Committee

Welcome to Milbank, one of the world's most prestigious law firms.

Here, you'll work in small teams alongside exceptional lawyers at the top of their fields. You'll take on responsibility from day one in a genuinely supportive, collaborative environment. And you'll grow towards your full potential (including through our groundbreaking Milbank@Harvard programme) while still having fun along the way.

MEET OUR GRADUATE RECRUITMENT COMMITTEE



James McClymont

Partner
Global Corporate



Claire Bridcut

Partner
Alternative Investments



Tom Canning

Partner
Litigation



Kate Colman

Partner
Financial Restructuring



Munib Hussain

Partner
Project Finance



Sarbajeet Nag

Partner
Leveraged Finance



Lara Watt

Partner
Global Corporate

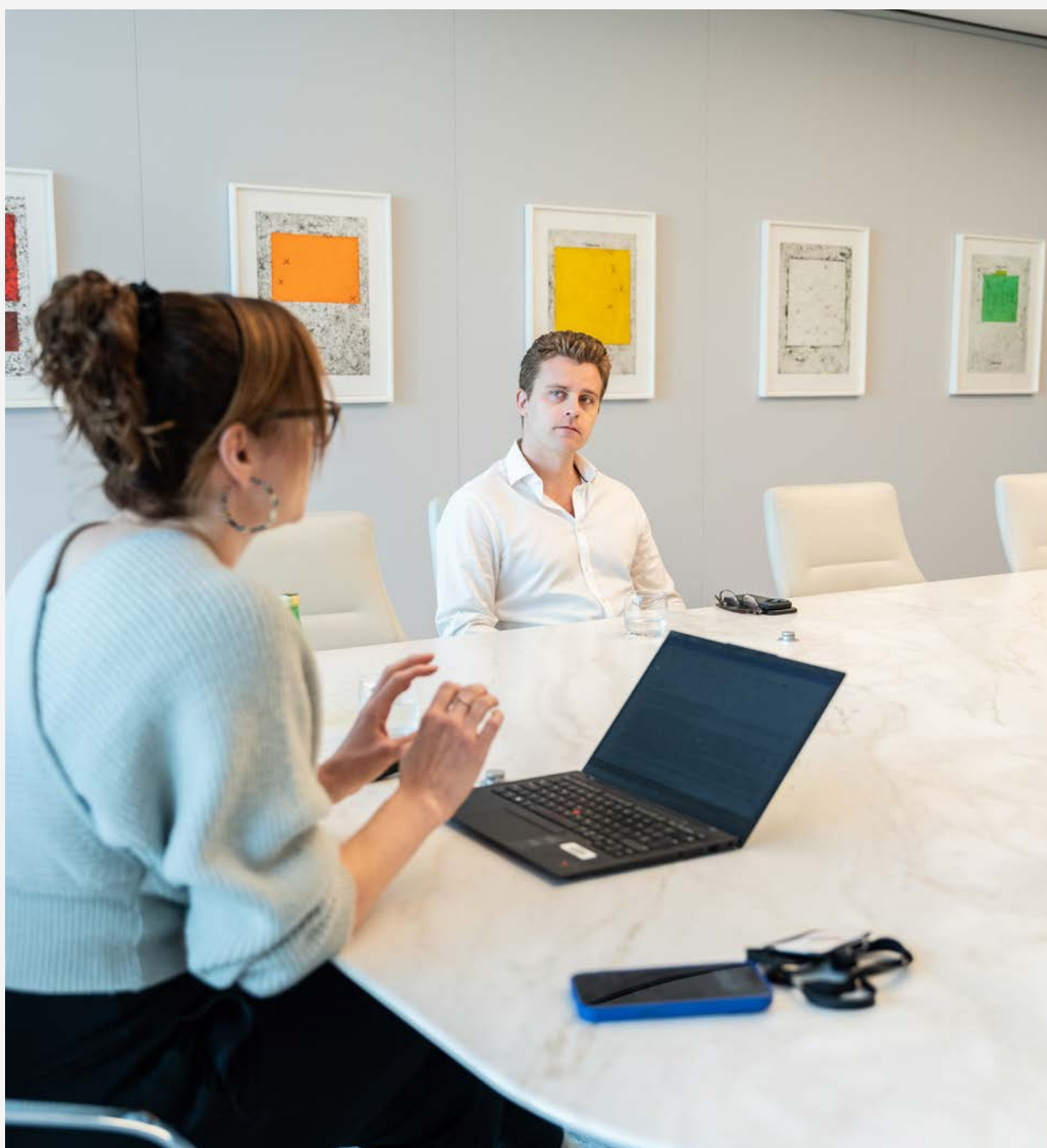
We hope you'll apply to join our trainee programme.

Launch Your Career at Milbank

VACATION SCHEMES

Our Vacation Scheme gives you an **inside look at our firm, work, people and culture.**

Join us for a spring placement in our office, where you'll work alongside partners and associates while taking part **in a range of training and social activities.** Everyone on the scheme is automatically considered for a Training Contract.



TRAINING AT MILBANK LLP

We offer two training contract tracks:

- **Traditional Training Contract**
Four six-month seats across our London practice groups.
- **Leveraged Finance Training Contract**
12-18 months in our Leveraged Finance practice group, plus at least one seat elsewhere, with the goal of qualifying into Leveraged Finance.

Launch Your Career at Milbank

THE MILBANK DIFFERENCE

What sets one law firm apart from another isn't always obvious. At Milbank, we work for, and with, the best in the market, while cultivating a friendly, collaborative culture built on shared excellence. Our lawyers are smart, forward-thinking and set the pace across industries, advising on first-of-their-kind deals and decisions.

You'll **take on responsibility from day one**, coached and guided every step from trainee through to associate. As your career progresses, you'll join the unrivalled Milbank@Harvard course – a bespoke programme you'll attend starting in your fourth year alongside fellow associates from around the world. If you want to work with the best on **challenging, high-profile matters** across global jurisdictions, in an environment dedicated to bringing out the best in lawyers, **you'll thrive at Milbank.**



INTERNATIONAL OUTLOOK

Milbank's strong global network lets trainees and associates **build relationships worldwide** and benefit from diverse thinking.

Trainee Recruitment Process

STEP 1

Application Form



STEP 2

Online Assessment



STEP 3

Assessment Centre

(Written exercise & presentation and partner interview)



STEP 4

Spring Vacation Scheme



STEP 5

Training Contract Offer



Meet our Practice Groups



PRACTICE HIGHLIGHTS

Alternative Investments

Our Alternative Investments team advises on **innovative financing transactions**, including securitisations, structured lending and derivatives. The team is known for developing creative solutions to complex financing and regulatory challenges, working with leading financial institutions on sophisticated transactions across global markets.

“I was drawn to Alternative Investments by the opportunity to work on complex, market-leading transactions. The team combines significant responsibility from an early stage with excellent opportunities to learn and develop in a supportive environment.”



Chris Kedward
ASSOCIATE

“Milbank’s Leveraged Finance team represents the world’s pre-eminent financial institutions on market-leading deals. The fast-paced nature of the work presents endless learning opportunities among a dynamic, challenging and rewarding working environment.”

European Leveraged Finance & Corporate Finance and Securities

Our award-winning Leveraged Finance team **advises investment banks, direct lenders, private equity sponsors and corporates** on some of EMEA’s most significant financing transactions, including LBOs, refinancings, public-to-private acquisitions and special situations. Complementing this, our Corporate Finance & Securities team advises issuers, investors and financial institutions on complex debt and equity capital markets transactions, drawing on extensive experience across the New York, English and German markets.



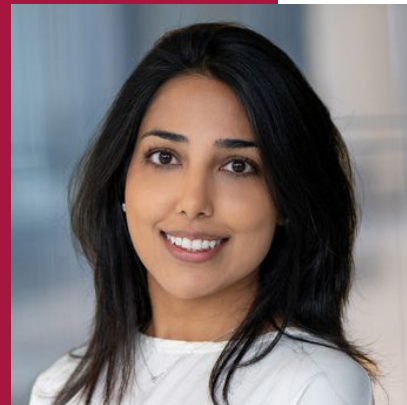
James Aurelius
ASSOCIATE

Corporate

Our Corporate team **advises leading businesses, financial institutions, private equity firms and asset managers on their most strategic and complex transactions.** With experience spanning a wide range of industries and jurisdictions, we provide commercially focused advice on high-profile domestic and cross-border deals.

“I was drawn to Milbank’s Corporate team by its market-leading work on complex cross-border transactions and the breadth of its practice. Its lean, collaborative teams combine practical legal advice with strategic thinking, creating a dynamic and rewarding environment with valuable opportunities to learn and develop.”

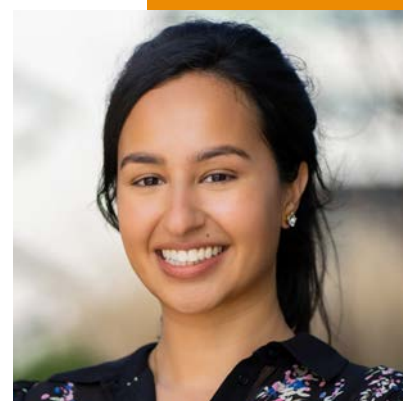
Emily Gidda
ASSOCIATE



Financial Restructuring

Recognised as a global leader in restructuring, our Financial Restructuring team **advises companies, creditors, financial institutions and investors on complex domestic and cross-border matters.** Working closely with colleagues across the firm, we help clients navigate challenging situations and develop solutions that preserve and maximise value.

“I chose Milbank’s Restructuring team for its high-quality, diverse work at the forefront of the European market. Every transaction brings unique complexities and opportunities to learn, while associates are encouraged to take on responsibility early and develop within a collegiate and supportive team.”



Manpreet Khehra
SPECIAL COUNSEL

Litigation & Arbitration

Our Litigation & Arbitration team specialises in **high-stakes commercial disputes, international arbitrations and regulatory investigations**.

The practice regularly advises on complex matters before the English courts and major arbitral institutions, often involving significant commercial and reputational considerations.

“I joined Milbank’s Litigation and Arbitration team for its fast-paced, market-leading work and collegiate environment. Small case teams give associates early responsibility on complex, multi-jurisdictional matters, with opportunities to work directly with clients, shape case strategy and develop as professionals.”



Vasiliki Katsarou
ASSOCIATE

“I chose Milbank’s Project, Energy and Infrastructure Finance team for the opportunity to work on first-of-its-kind projects across the globe. Each deal brings unique challenges, offering new experiences and the chance to see the tangible impact of your work.”

Project, Energy & Infrastructure Finance

Our Project, Energy & Infrastructure Finance team advises on the **financing and development of major projects across the globe**. From renewable energy and power to telecommunications, transport and natural resources, we work on some of the most significant and innovative infrastructure transactions in the market.



Harriet Ohemeng
ASSOCIATE

“Milbank’s Tax team offers the opportunity to collaborate across departments and offices on a wide range of complex transactions. The varied, cross-border work provides constant learning opportunities and exposure to market-leading experts, while enabling associates to add value early in their careers.”

Jade Du Berry
ASSOCIATE



Tax

Our Tax team advises on the **tax aspects of many of the firm’s most significant transactions, financings and restructurings.**

Working across all practice areas, the team combines technical expertise with commercial insight and plays a key role in transaction structuring.

Transportation & Space

Our Transportation & Space team is recognised as a **market leader in aviation, rail, shipping and satellite transactions.** Advising lenders, investors, manufacturers and operators worldwide, the team works on innovative and award-winning financings that support critical transportation and space assets across the globe.

“I joined Milbank for its supportive, collegiate culture and the opportunity to learn from exceptional lawyers. The market-leading Transportation & Space team offers a truly international practice, with opportunities to work across offices and develop in a dynamic global environment.”



Eugenia Lau
ASSOCIATE

Pro Bono

Pro bono service isn't just something we do – it's part of who we are.

Milbank was one of the first law firms to appoint a partner to head up its pro bono practice (1993) and advocate for organisations such as The Legal Aid Society and Legal Services Corp., which remain cornerstones of pro bono advocacy in the United States today. Milbank requires every partner, counsel, associate and trainee to dedicate a **minimum of 25 pro bono hours annually**.

Last year, Milbank logged **over 53,000 hours of pro bono work**, with lawyers in London contributing an average of 20 hours. Milbank's commitment to pro bono work gives junior lawyers a valuable opportunity to develop their legal, managerial and time management skills and build confidence advising individuals or organisations who may be unfamiliar with the legal process. Most importantly, the time spent on a pro bono matter is both rewarding and impactful.



TrustLaw
A THOMSON REUTERS FOUNDATION SERVICE



PRO BONO AT MILBANK UK

Milbank's London office works closely with a number of pro bono programmes including **Advocates for International Development**, **TrustLaw** and **LawWorks** (in particular, LawWorks' unpaid wages project and not-for-profits programme).

- We represent individuals who are bringing a claim against their former or current employer for 'wage theft', i.e. not being paid in full for the work done, being denied the minimum wage, or owed holiday, sickness or notice pay.
- We represent small not-for-profit organisations on topics such as (i) amendments to governing documents, (ii) VAT and gift aid, and (iii) contracts such as grant-making agreements or fundraising arrangements.
- We work with Amicus ALJ, which provides legal assistance to individuals facing the death penalty in the United States. Our volunteer lawyers support Amicus' mission to ensure a fair trial and access to justice by conducting case research and reviewing court materials.
- We have advised a human rights and labour rights organisation in relation to potential civil claims and alternative resolutions against organisations that had failed to conduct adequate human rights due diligence or had breached the Modern Slavery Act 2015 through their partners, contractors, suppliers, or other entities connected to abusive practices impacting migrant workers.

PGDL & SQE

Whether you're a law student, non-law student, or transitioning to law from a previous career, **we'll support you** through the qualifications you need before starting your Training Contract:

POSTGRADUATE DIPLOMA IN LAW

Non-law students begin with the PGDL at our preferred supplier – a one-year course building the foundations needed to transition from a non-law degree and complete the SQE.

SOLICITORS QUALIFYING EXAMINATION

All future trainees must take the SQE at our preferred supplier, the University of Law, either in London or at a regional branch.

MAINTENANCE

Milbank provides a generous £20,000 per year maintenance grant to help with living costs during full-time study. Visit our website for the latest details.



Pay & Benefits

We offer one of the London market's most competitive trainee salaries, plus a wide range of benefits. Visit our website for salary details: milbank.com/careers



BENEFITS INCLUDE

-  Health & Dental Insurance

-  Annual Flu Vaccination, Eye Tests, Well Man/Woman Screening & Company Doctor Scheme

-  Life Assurance & Group Income Protection

-  Employee Assistance Programme (EAP)

-  23 Days' Holiday

-  Discretionary Bonus & Pension Scheme

-  Hybrid Working

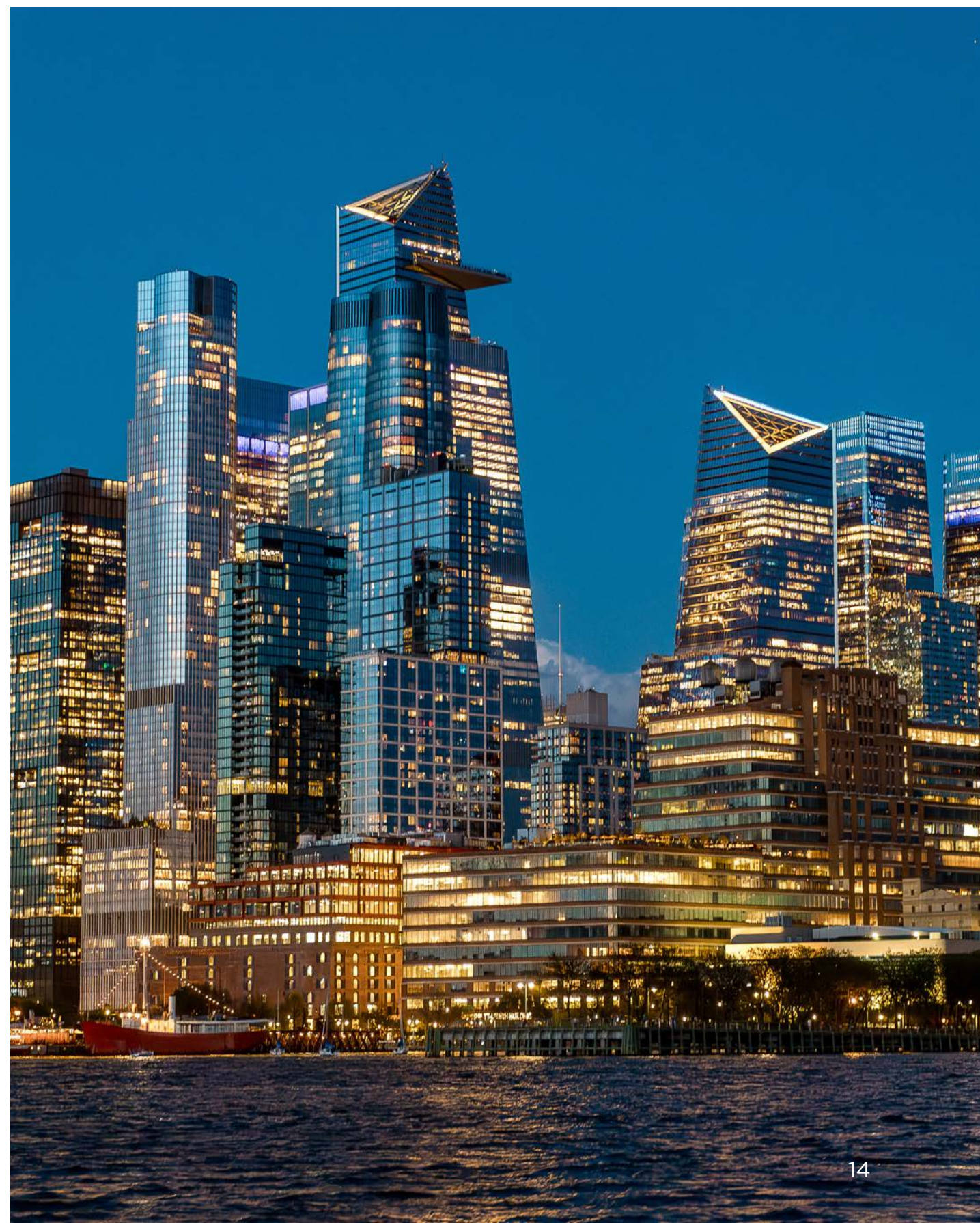
-  In-house Cafeteria

-  Cycle to Work Scheme & Season Ticket Loan

-  GymFlex

Post Qualification

After completing your two-year Training Contract, you'll join our **week-long global orientation programme** at our architecturally award-winning New York office in Hudson Yards. There, you'll meet fellow first-year associates from our international offices and start building your global network.



Professional Development

Giving our lawyers access to a **sustained, excellent professional development programme** is among the firm's highest priorities. We take a comprehensive approach, offering **wide-ranging training** open to all London-based lawyers, plus tailored sessions, coaching and mentoring designed to support you at every career stage.

EmpowerMe Mentoring Programme

Trainees are paired with a mid-level associate for personalised guidance, support and career development throughout their Training Contract.

JLDP Training with ULaw

Trainees can attend selected sessions from the University of Law's Junior Lawyer Development Programme, sharpening their legal skills and professional confidence.

LEVRA Virtual Reality Human Skills Training Programme

Trainees benefit from our award-winning LEVRA partnership, accessing innovative learning experiences that accelerate their growth and impact.

Associates Training Programmes

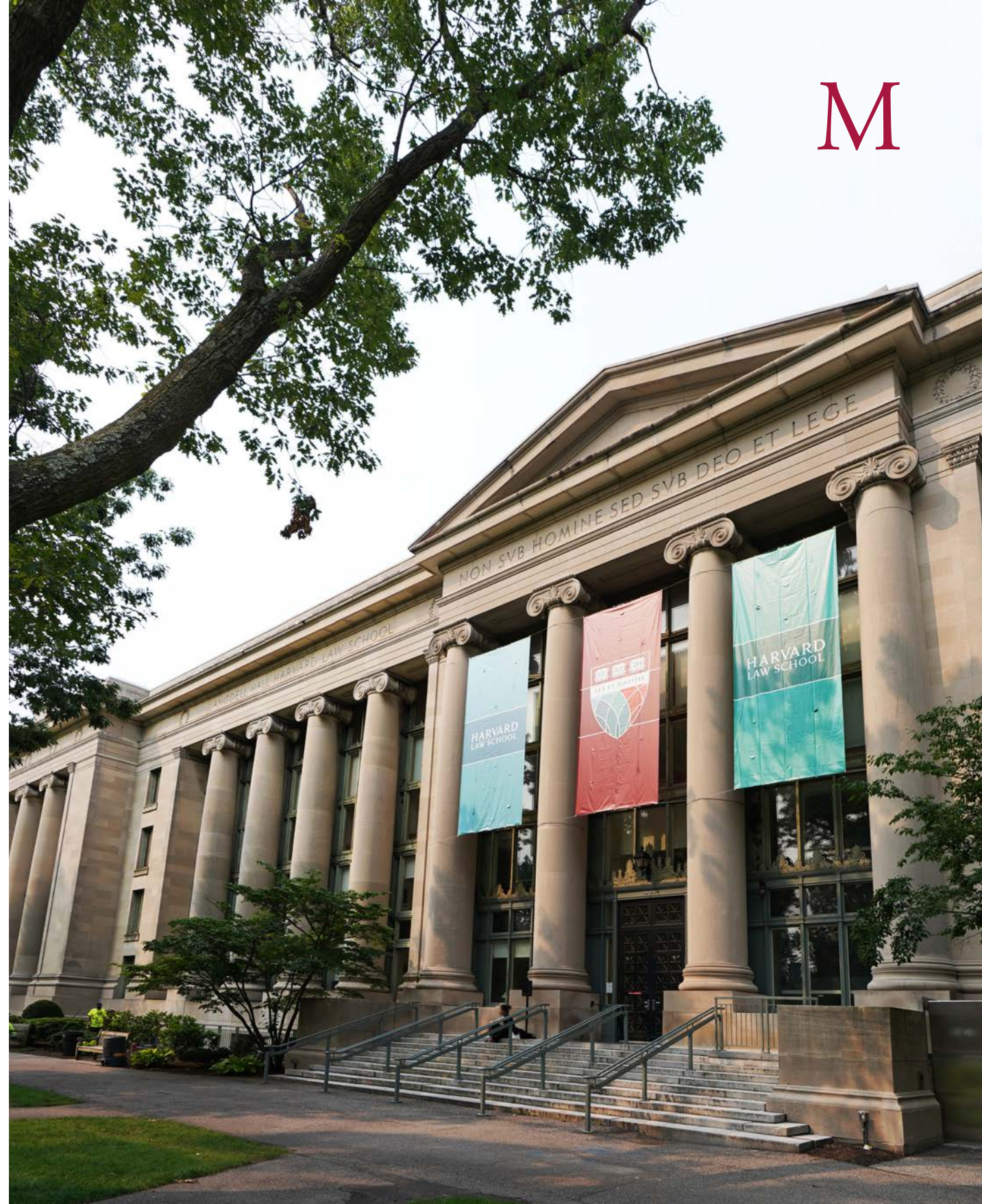
Milbank offers a range of training and mentoring programmes supporting lawyers as their careers progress. These complement the Milbank@Harvard experience with practical, ongoing development tailored to each career stage.

- **Skills for Success** Helps newly qualified lawyers build key skills such as commercial awareness, supervision, and drafting.
- **Building Career Success** Supports mid-level associates at three and six years qualified with targeted training and one-to-one coaching.
- **Mentoring Circles** A mentoring programme where mid-level associates meet in peer-level groups and connect quarterly with a Partner Mentor outside their practice group.
- **Partner Insights** Gives senior associates and special counsel small-group time with partners to explore the transition to partnership and the skills needed at that level.

Milbank@ HARVARD

Four years post-qualification, our London associates join **Class Year peers** from around the world in Cambridge, Massachusetts, for our **exclusive Milbank@Harvard programme**.

Founded and produced in collaboration with Harvard Law School Executive Education, Milbank@Harvard delivers a comprehensive, rigorous curriculum **unmatched by any professional development programme at a major law firm**.



TRAINING PROGRAMME

Module I

Leadership
Accounting
Strategy

FOURTH YEAR

Finance
Negotiations
Macroeconomics

Module II

Leadership
Accounting
Strategy
Finance/Valuation

FIFTH YEAR

Upward Feedback
Making Partner or
Special Counsel

Module III

Leadership
Strategy
Negotiations

SIXTH YEAR

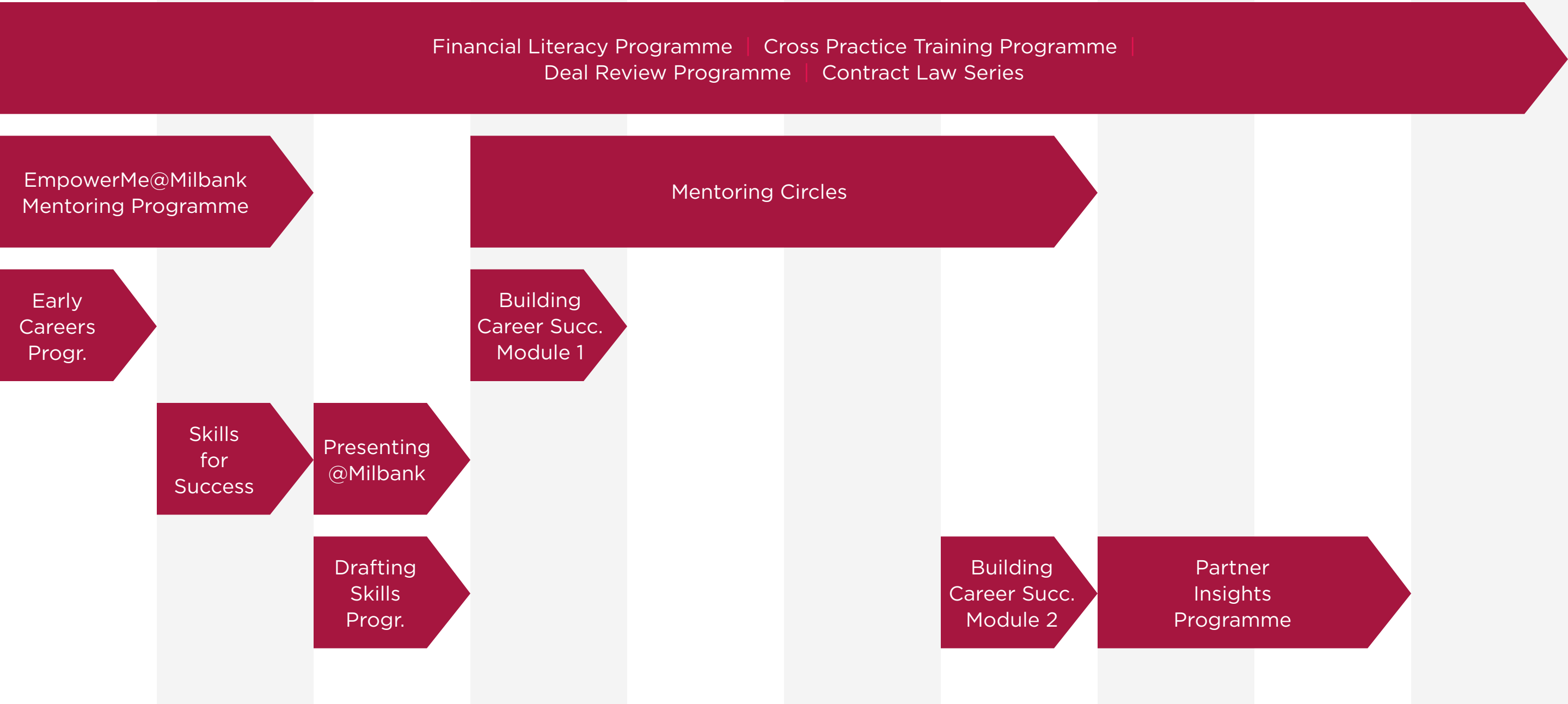
Finance/Valuation
Macroeconomics
Upward Feedback



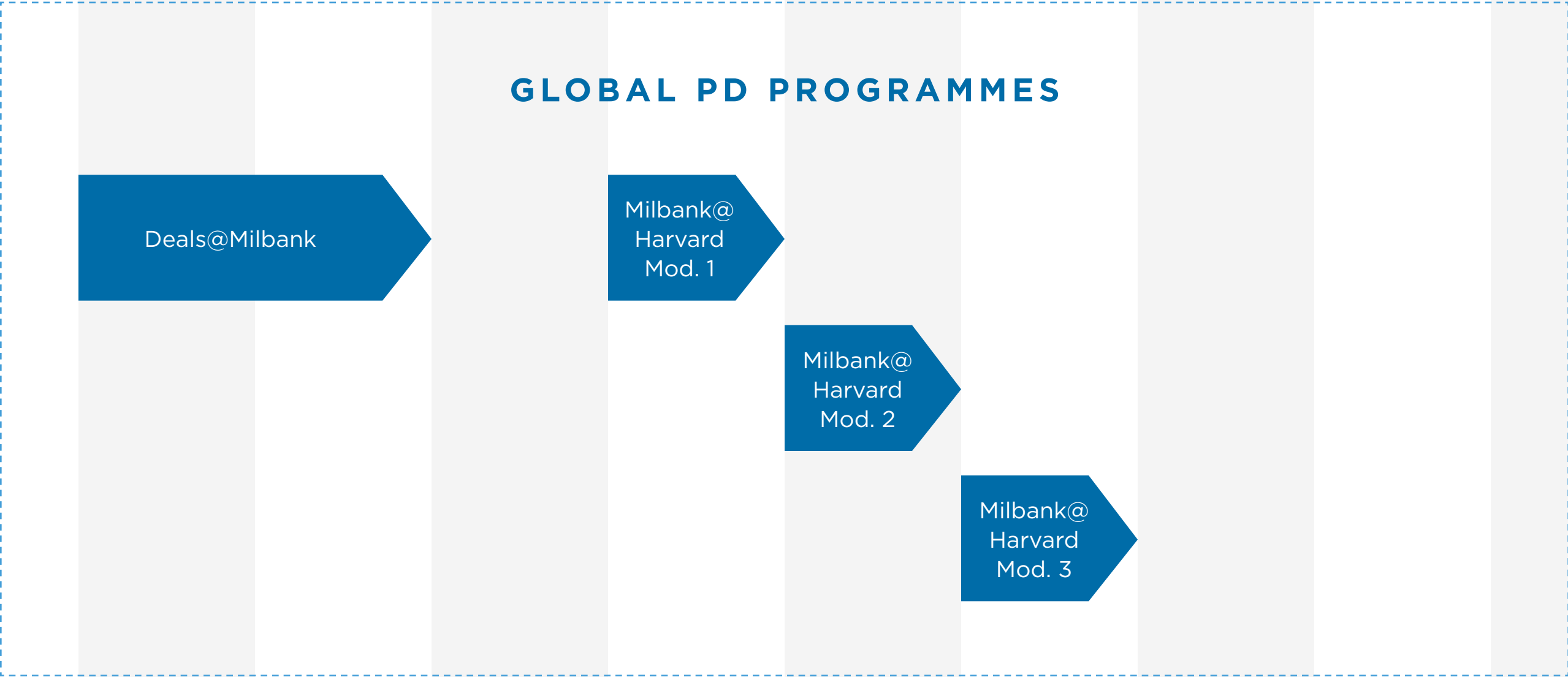
London & Global PD Programmes

Trainee NQ/1PQE 2PQE 3PQE 4PQE 5PQE 6PQE 7+PQE Special Counsel Partner

LONDON PD PROGRAMMES

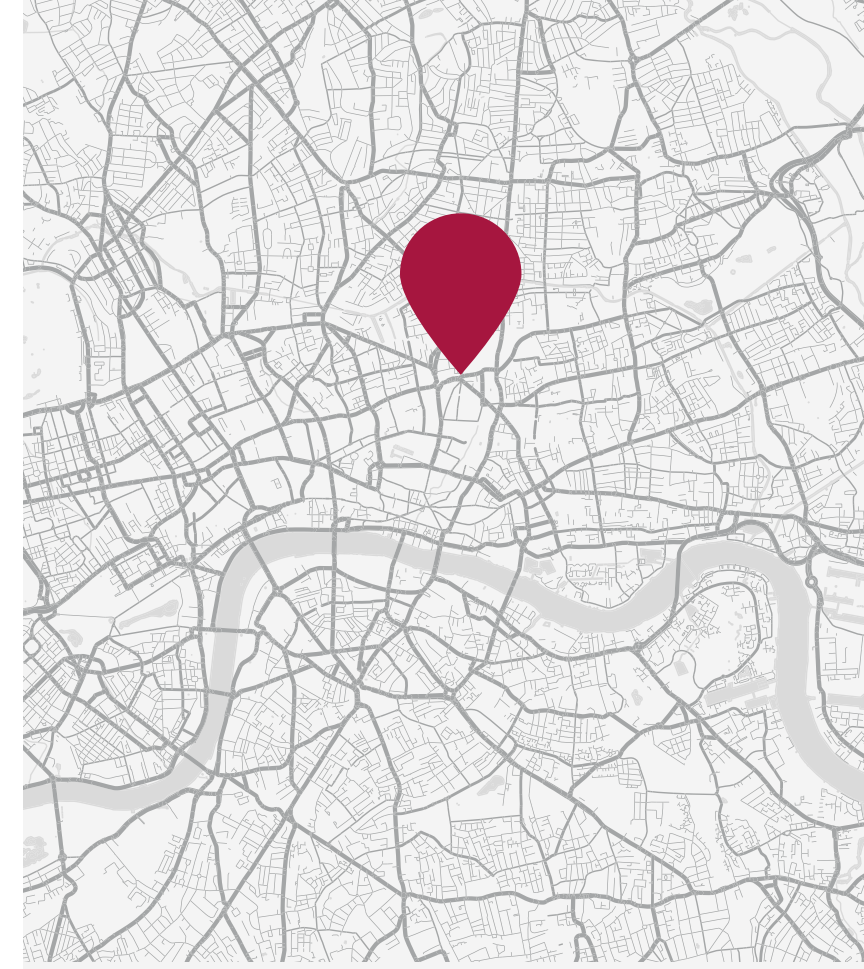


GLOBAL PD PROGRAMMES



Our London Premises: 100 Liverpool Street

Our space was designed for continued growth, reflecting Milbank's commitment to intelligent design and sustainability while creating a **contemporary hub for our clients and people**. Equipped with the latest technology and communal hubs supporting Milbank's fully collegiate approach to work, 100 Liverpool Street earned an "Outstanding" BREEAM (Building Research Establishment's Environmental Assessment Method) score – placing it in the top 1% of sustainable office buildings in the UK.



Milbank LLP

100 Liverpool Street
London, UK EC2M 2AT





Milbank

We welcome your application

www.milbank.com/careers

Milbank LLP

100 Liverpool Street
London, UK EC2M 2AT

T +44 2076153000

F +44 2076153100



@milbanklondon



@milbanklaw



milbankllp

MILBANK OFFICES

New York, USA

Los Angeles, USA

Washington, DC, USA

London, UK

Frankfurt, Germany

Munich, Germany

São Paulo, Brazil

Hong Kong

Seoul, South Korea

Singapore

Tokyo, Japan