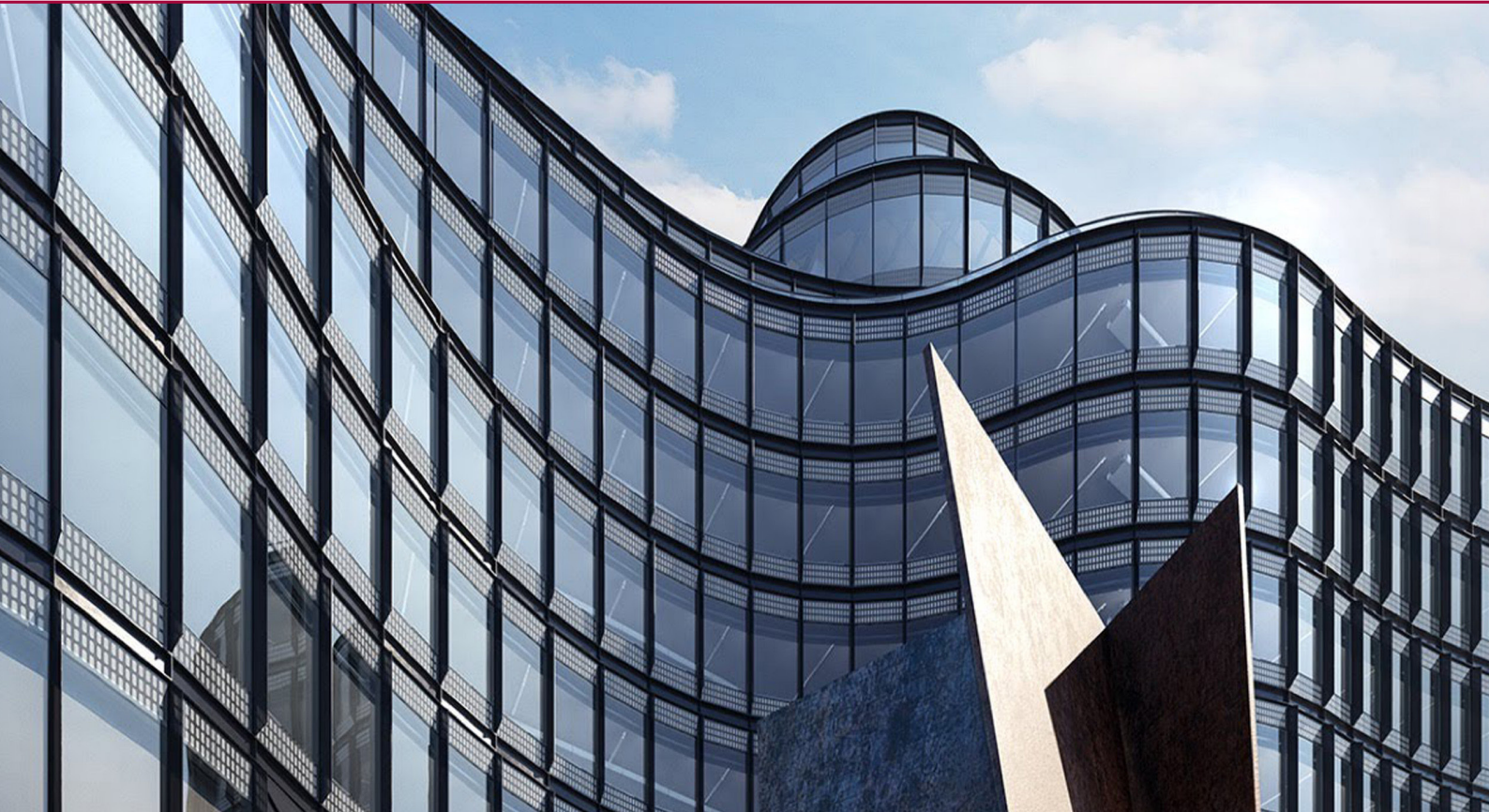


# Milbank

Learn. Grow. Lead.

## Graduate Recruitment 2025/2026





# Milbank at a Glance

**159**

Years in business

**1,000<sup>+</sup>**

lawyers, including

**220<sup>+</sup>**

partners



more than **40**  
languages spoken

**11** offices spread  
across **4** continents

# Milbank

## Graduate Recruitment Committee

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

A career at Milbank means working in small teams with exceptional lawyers who are at the very top of their fields. It means responsibility from day one in a genuinely supportive and collaborative environment. And it means being part of an organisation which will help you develop your full potential (including through our groundbreaking Milbank@Harvard programme), whilst having some fun along the way.

We would be delighted to answer any questions you may have, and we very much hope you will apply to join our trainee programme.

### 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

# Launch Your Career at Milbank

## Vacation Schemes

The Milbank Vacation Scheme will provide you with an excellent insight into our firm, work, people, and culture. We run a spring and summer Vacation Scheme, where you will spend time in our office, working alongside partners and associates enjoying a wide range of training and social activities. Everyone on the scheme receives automatic consideration for a Training Contract.

## First Year Open Day

We hold an open day in our London office in December, for first year students to gain an insight into a career in law. Please refer to our website for more details.

## Training at Milbank LLP

We have two exciting training contract tracks. The Traditional Training Contract involves four 6 month seats across all of our London practice groups. The Leveraged Finance Training Contract involves spending 12-18 months in our Leveraged Finance practice group, with at least one seat in another practice group, with your goal to qualify into the Leveraged Finance team. The Leveraged Finance Training Contract allows you to benefit from all the training and development opportunities offered to our trainees on our Traditional Training Contract – whilst working closely with our Leveraged Finance lawyers on the most exciting financing matters in the world.

## The Milbank Difference

It can be challenging to identify what differentiates one law firm from another. At Milbank, we think of ourselves as a “small, big firm”—working for, and with, the best in the market—while enjoying a friendly, collaborative culture where we strive for excellence together. Our lawyers are smart and forward-thinking. We set the pace in many industries, advising on first-of-their-kind deals and decisions.

At Milbank, you will take on responsibility from day one while being coached, guided, and developed from trainee through to associate. As you progress further in your career, you will benefit from the unrivalled Milbank@Harvard course, a bespoke programme that you will attend beginning in your fourth year along with fellow associates from around the world.

If you relish the prospect of working with the very best—on challenging, high-profile work in global jurisdictions— while in a supportive environment dedicated to bringing out the best in lawyers, you will prosper here at Milbank.



# Trainee Recruitment Process



**APPLICATION FORM AND ONLINE ASSESSMENTS**



**CRITICAL REASONING TEST**



**ASSESSMENT CENTRE**  
**[Group Exercise, Written Test, Partner Interview]**



**SPRING OR SUMMER VACATION SCHEME**



**TRAINING CONTRACT OFFER**

# International Outlook

Milbank's strong global network offers trainees and associates the opportunity to foster relationships worldwide and benefit from diversity of thought.



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“Along with being impressed by Milbank’s robust finance practices, I chose to join Milbank as a trainee solicitor because of the firm’s friendly culture. The work, along with the Firm’s collaborative nature, confirmed to me that Milbank possesses an exceptional level of expertise and support that will shape me into a fantastic commercial solicitor and enable me to thrive in the long run.”

- Jemine Barrow, Associate

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“Milbank provides you with the opportunity to work on high-quality, international deals within a small, collegiate environment. At an early stage of your career, you are encouraged to take on responsibility and ownership of workstreams, which accelerates your development as a lawyer.”

- Suzy Azim, Associate



## PROJECT, ENERGY & INFRASTRUCTURE FINANCE

Our transactions span an array of industries, including oil and gas, renewables, power and energy, telecommunications, space and satellite, and more.



## EUROPEAN LEVERAGED FINANCE & CORPORATE FINANCE AND SECURITIES

Milbank advises leading investment banks, issuers and investors on their most innovative banking and bond market transactions across jurisdictions.



## TRANSPORTATION & SPACE

Milbank delivers on deals that require exceptional experience and insight in the aviation, shipping and container, rail, and space and satellite industries.



## TAX

We see our clients' businesses from every angle, offering in-depth perspective to develop financial products and arrangements that achieve their goals.



## LITIGATION & ARBITRATION

Our disputes lawyers take the lead in complex, "bet the company" cases in the English and US courts and before domestic and international arbitral tribunals. Our team also frequently represents major terms and senior individuals in substantial regulatory investigations and enforcement proceedings.



## FINANCIAL RESTRUCTURING

Milbank works with companies, creditors' committees, financial institutions, funds and trustees in domestic and cross-border restructurings.



## ALTERNATIVE INVESTMENTS

We are involved with a broad spectrum of innovative deals, including CLOs, bespoke securitisations, insurance solutions and structured lending work.



## CORPORATE

Our team delivers strategic legal advice to businesses and financial institutions on their most important, complex and cutting edge transactions.

# Milbank MEET OUR PRACTICE GROUPS

# Practice Highlights

## Alternative Investments

We are involved with a broad spectrum of innovative deals, including CLOs, bespoke securitisations, structured lending and derivatives work. Our team excels at finding creative solutions to non-traditional financing issues and structuring transactions to solve for a constantly shifting global regulatory environment. Initially best known for our continually top-ranked loan securitisation practice, the team has expanded our roster of structured credit expertise over the years to also cover non-performing loan securitisation, trade receivables securitisation, significant risk-transfer transactions, total-return swap financing solutions, synthetic and non-synthetic leveraged loan portfolio financings and the complete spectrum of credit and equity derivatives offerings.



“The Milbank summer Vacation Scheme provided me with an insight into the firm’s successful model of small, efficient and supportive teams who play an active role in market-leading transactions. Having experienced and thoroughly benefitted from my time in four of the firm’s varied practice areas during my Training Contract, I chose to join the Alternative Investments team because I enjoyed working on complex structured finance and securitisation transactions which play a leading role in determining the market. As with

all the teams at Milbank, the department also provides its junior associates with significant responsibility from an early level and the opportunity for significant development in a friendly atmosphere.”

- Chris Kedward, Associate

# Practice Highlights

## European Leveraged Finance & Corporate Finance and Securities

Our award-winning Banking and Leveraged Finance team regularly advises major investment banks, direct lenders, private equity sponsors and complex corporate groups in a large number of industries and countries in connection with some of the most complicated financing transactions in EMEA including LBOs, refinancing and re-pricings, public-to-private acquisitions, special situation financings and preferred equity arrangements. Consistently ranked in the top band by Chambers, Legal 500, IFLR and other publications, the team has advised on marquee transactions that frequently win awards.

Our Corporate Finance and Securities group is the go-to practice for investment banks, issuers, and investors. Our extensive public offerings experience ranges from initial offerings of common stock to “shelf” offerings of debt and equity securities. We also apply our mix of creativity and technical expertise to execute among the most complicated and cutting-edge financing transactions and restructurings for our international client base. Known for our integrated approach to capital markets, we bring our in-depth knowledge of the New York, English and German banking and bond markets to transactions across jurisdictions. We keep impressive company. Our clients are market leaders, global innovators and paradigm-shifting entrepreneurs that advance emerging industries.



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“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.”

- James Aurelius , Associate

# Practice Highlights

## Corporate

Dynamic and insightful, our Corporate lawyers are known for delivering strategic, innovative and practical legal advice to leading businesses and financial institutions (including private equity firms, asset managers and hedge funds) on their most important, complex and cutting edge transactions. Our Corporate group has executed transactions throughout the world in numerous regulated and unregulated industries. Drawing upon our deep bench of talented attorneys, we are known for our ability to deploy cohesive deal teams of superior quality on diverse matters anywhere in the world.



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“Milbank’s collaborative atmosphere left a lasting impression on me during the Vacation Scheme and continues to as I joined the Corporate team as an associate. I leaned towards the Corporate group because of the breadth and latitude of its industry areas and its market-leading practice advising in complex cross-border transactions. With an emphasis on practical legal advice and strategic thinking coupled with its lean and efficient teams, the Corporate team has also offered a dynamic, challenging and rewarding environment and many valuable learning opportunities.”

- Adam Chang, Associate



# Practice Highlights

## Financial Restructuring

Consistently ranked as leaders in *Chambers*, *Legal 500*, *IFLR1000*, *Turnarounds & Workouts*, and *Benchmark Litigation*, our Financial Restructuring group is known globally for prominent corporate restructurings. We are at the forefront of many of the largest, most complex corporate restructuring matters in the world, and our representations have earned us numerous industry awards. The key to our long-standing success: our unique ability to advise companies, creditors' committees, financial institutions, funds and trustees in domestic and cross-border restructurings, providing perspective from all aspects of a case. We work hand-in-hand with Milbank's other market-leading practice groups, helping our clients develop commercial solutions that create and preserve value.



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“I chose to join Milbank’s restructuring team for the high quality and diverse nature of the work. The practice is at the forefront of the European restructuring market for its ability to deliver novel solutions and every transaction is unique with its own complexities and cross-jurisdictional elements meaning that there is always room to learn and grow. From early on in their careers associates are encouraged to take on responsibility and, in the comfort of a collegiate and supportive team, to push beyond their boundaries and accelerate their development.”

- Manpreet Khehra, Associate

# Practice Highlights

## Litigation & Arbitration

The Litigation & Arbitration group specialises in the resolution of large, high-stakes and complex business and regulatory disputes, often with a reputational angle.

The team has extensive experience of international arbitration under the auspices of all the major institutional rules, litigation before the English Courts (up to and including the Supreme Court) and the resolution of complaints, disputes and investigations before a number of regulatory authorities.



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“Milbank has developed a perfect recipe for associates who want to develop in a fast-paced, market-leading, yet collegiate environment. I joined the Litigation and Arbitration department of Milbank’s London office because the small composition of case teams gives associates from an early stage the opportunity to take initiative, liaise with clients and counsel directly, help determine the case strategy, and develop both their technical and soft skills as professionals. The cases we handle are invariably multijurisdictional, raise novel legal and factual issues, and involve a number of different industries (including banking and finance, construction, IT and telecommunications and aviation). At the same time, Milbank provides the space for everyone to contribute to its culture and to participate in important initiatives. Even as a trainee, I was actively involved in such initiatives, which made me feel like a valued part of the firm.”

- Vasiliki Katsarou, Associate

# Practice Highlights

## Project, Energy & Infrastructure Finance

Our Project, Energy and Infrastructure Finance group is the leading choice for the financing and development of the world's most critical and complex projects. With more than 100 dedicated attorneys in the US, UK, South America and across Asia, we're built for efficient collaboration to meet the demands of the most challenging cross-border deals. From a first-of-its-kind toll road in Latin America, to a wireless telecom build-out in Southeast Asia, to the largest wind and solar farms in the world, we've had a hand in many of the most significant energy and infrastructure projects. Our transactions span an array of industries, including oil and gas, petrochemicals, renewables, power and energy, infrastructure, telecommunications, space and satellite, waste disposal and recycling, mining and metals, natural resources, pulp and paper and transportation, from ports and airports, to shipping.



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“Being a member of Milbank’s Project, Energy and Infrastructure Finance group offers the opportunity to be at the forefront of the world’s largest “first-of-its-kind” projects. I chose to join Milbank for the quality of work, range of interesting jurisdictions and the opportunity to develop in a fast-paced team lead by renowned experts. Each deal comes with its own unique challenges which offers a new experience every day. Whether you are working on a petrochemicals project in the Middle East, a gold mine in Mongolia or renewable projects across North America, you are able to see the tangible outcome of your work.”

- Harriet Ohemeng, Associate

# Practice Highlights

## Tax

Our Tax group is a great place from which to appreciate the full breadth of the matters on which Milbank advises. The team's work is technically challenging and complex and the team is commercial and client-focused. The team's members are key to the cross-practice group deal teams we put together for each new matter, often leading on the structuring of transactions.



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“Being a member of the Tax group offers invaluable opportunities to collaborate with teams from all departments and offices of Milbank. We work closely with our colleagues on a wide variety of transactions, including mergers and acquisitions, leveraged finance, financial restructuring, and structured finance. Advising on the tax aspects of these transactions requires an in-depth knowledge of their structures and commercial drivers. As a result, the work is varied, with each day bringing new

learning opportunities. The collaborative and cross-border nature of our practice has given me fantastic exposure to market leading experts across various departments at Milbank and enabled me to add value to transactions early on in my career.”

- Jade Du Berry, Associate

# Practice Highlights

## Transportation & Space

Recognised leaders in transportation and space transactions, we advise the businesses and trailblaze the transactions that keep the world moving.

Our team delivers on deals that present first-time challenges and require unique insight in the aviation, shipping and container, rail, and space and satellite industries. We advise clients representing an international array of investment banks, manufacturers, export agencies, borrowers, lenders, lessors, lessees, equity participants, hedge funds and other investors.

Our partners have worked on some of the most significant securitisations and financings involving aircraft and railcars, and have won many “Deal of the Year” awards from industry publications including *Global Transport Finance* and *Airfinance Journal*, “Innovative Deal of the Year” for American Airlines’ US\$1 billion bond issuance and “Overall Deal of the Year” for United Airlines’ US\$6.8 billion Mileage Plus Programme.



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“At Milbank, you are surrounded by exceptional lawyers who continuously support and encourage you to reach your full potential. As a newly qualified lawyer, I wanted to be a part of this hardworking yet collegiate and fun culture. Moreover, with the firm’s market-leading Transportation & Space Group spanning across the globe from New York to London to Singapore, I had no doubt about the international opportunities that this represented.”

- Eugenia Lau, Associate



# Inclusion in London

## Our Focus Groups

In London, our groups are open to everyone and present an opportunity to learn from each other's unique perspectives through discussion and activity.

## Recent activity in London has included:

- **Cultural celebrations** that help to build community, including Lunar New Year, St Andrew's Day, and Diwali, amongst others.
- **Awareness days and months activities** to illuminate discussion, encourage learning, and foster a sense of belonging.
- **Workshops and resources** on a range of themes designed to help colleagues thrive and to support the maintenance of good mental, physical, social, emotional, and financial health.
- **London's inclusion-focused celebration, the Connections Festival**, an exploration during Autumn of topics relevant to our people, work, clients, and communities.
- Regular **internal talks, lunches or networking events** with leaders talking about their careers, experiences, and sharing their insights.
- **Insight days and workshops** with school pupils from low-income backgrounds.
- Involvement in **Pro Bono, charitable, and community-focused** fundraising and engagement.
- **Partnerships with external organisations** that widen our connections.

Our London Inclusion initiatives support the Firm's global aspiration to create an environment where all individuals have equal opportunity to succeed, and where people of all backgrounds and experiences are respected and appreciated.



# Pro Bono

Pro bono service isn't just something we do; it's part of who we are. From early in the 20th century, our partners built, led and advocated for organisations like The Legal Aid Society and Legal Services Corp., which form the cornerstone of pro bono legal in the United States advocacy today. We have a firmwide 25 hour pro bono requirement, and last year the firm did a total of nearly 44,000 hours of pro bono work.

Milbank's commitment to pro bono provides immediate opportunities for trainees and associates to build skills and gain experience and mentorship by working side-by-side with partners, counsel and senior lawyers.

In the UK, our pro bono and community initiatives include:

- Participating in the Legal Experts in Schools programme, which aims to demystify the law for students and educate them on core legal concepts that will impact on their daily lives.
- Representing clients of LawWorks on an unpaid wages project which offers legal aid to individuals who need assistance recouping missing wages, or who have experienced unlawful wage deductions. Since partnering with LawWorks, Milbank has opened more than 40 unpaid wages matters that have achieved significant results.
- Assisting charities with various matters including shareholder agreements, articles of association, contracts, and tax and NDA advice.



# PGDL & SQE

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

## Postgraduate Diploma in Law

For non-law students, you will commence your training by studying the Postgraduate Diploma in Law (PGDL) at our preferred supplier. This one-year course will equip you with the foundations to make the transition from a non-law degree, to complete the SQE.

## Solicitors Qualifying Examination

We require all future trainees to take the Solicitors Qualifying Examination (SQE) at our preferred supplier, University of Law, either in London or at one of the regional branches.

## Maintenance

Milbank provides a generous maintenance grant of £20,000 per year to help towards your living costs whilst studying full time. Please refer to our website for the latest details.



# IFLR

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## EUROPE

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### AWARDS 2025

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# WINNER

IFLR  
EUROPE  
AWARDS 2025

## WINNER

**Deal Of The Year: Equity**

*Athens International Airport IPO*

Milbank

IFLR  
EUROPE  
AWARDS 2025

## WINNER

**Individual Awards: Rising Star - Global**

*Kristine Kzicki*

Milbank

IFLR  
EUROPE  
AWARDS 2025

## WINNER

**Deal Of The Year: Project Finance**

*Stegra green steel*

Milbank

# Pay & Benefits

We offer one of the most competitive trainee salaries in the London market, in addition to an array of benefits.

Please refer to our website for details on Salary:

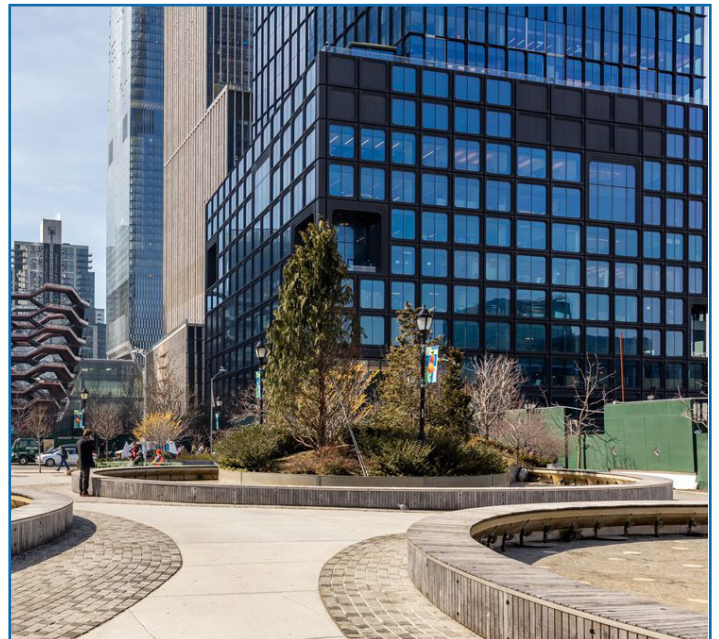
<https://www.milbank.com/en/careers/london/index.html>

- Health Insurance
- Dental Insurance
- Cycle to Work Scheme
- Life Assurance
- Annual Flu Vaccination
- 23 Days' Holiday
- Employee Assistance
- Programme (EAP)
- Well Man/Woman Screening
- Company Doctor Scheme
- Group Income Protection
- Discretionary Bonus
- In-house Cafeteria
- Hybrid Working
- GymFlex
- Pension Scheme
- Eye Tests
- Season Ticket Loan

## Post Qualification

Once you've completed your two-year Training Contract at Milbank, we will send you on the global orientation programme for one week, which takes place at our architecturally award-winning office in New York City's exciting Hudson Yards development.

Here you will have the opportunity to meet other 1st Year Associates from our international offices and start building your internal global network.





# London Professional Development

## Your Development

Ensuring our lawyers have access to a sustained and excellent professional development programme is among the highest priorities of the firm.

We take a comprehensive approach to your development, offering a wide-ranging programme of training open to all London-based lawyers. In addition, we provide tailored development opportunities including training sessions, coaching, and mentoring, designed to support you at every stage of your career.

## Professional Development Highlights

- **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 have the opportunity to attend selected sessions from the University of Law's Junior Lawyer Development Programme, enhancing their legal skills and professional confidence.
- **LEVRA Virtual Reality Human Skills Training Programme** – Trainees benefit from our award-winning partnership with LEVRA, gaining access to innovative learning experiences designed to accelerate their growth and impact.
- **Associate Training Programmes** – Milbank offers a range of training and mentoring programmes to support lawyers as they progress in their careers. These initiatives complement the Milbank@Harvard experience by providing 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 3 and 6 years qualified with targeted training and one-to-one coaching.
  - **Mentoring Circles** – A mentoring programme for mid-level associates, where participants meet in peer-level groups and connect quarterly with a Partner Mentor outside their practice group.
  - **Partner Insights** – Gives senior associates and special counsel the opportunity to meet in small groups with partners to explore the transition to partnership and understand the skills and competencies needed at that level.

## London Professional Development Team

**Nick Swinburne**  
Professional Development  
Partner (London)

**Kelly Taylor**  
Learning & Development  
Manager

**Shivani Jeyapalan**  
Learning & Development  
Advisor

# Milbank@HARVARD

Four years post-qualification, our London Associates join their Class Year peers from around the world to gather in Cambridge, Massachusetts for our exclusive Milbank@Harvard programme. Founded and produced in collaboration with Harvard Law School Executive Education, Milbank@Harvard offers a comprehensive and rigorous curriculum that is unmatched by any professional development programme offered by a major law firm. Our trainees are invited to social events every quarter in the lead up to starting their Training Contract, and throughout their training.



## Training Programme

**Module I:**  
Leadership  
Accounting  
Strategy  
Finance  
Negotiations  
Macroeconomics

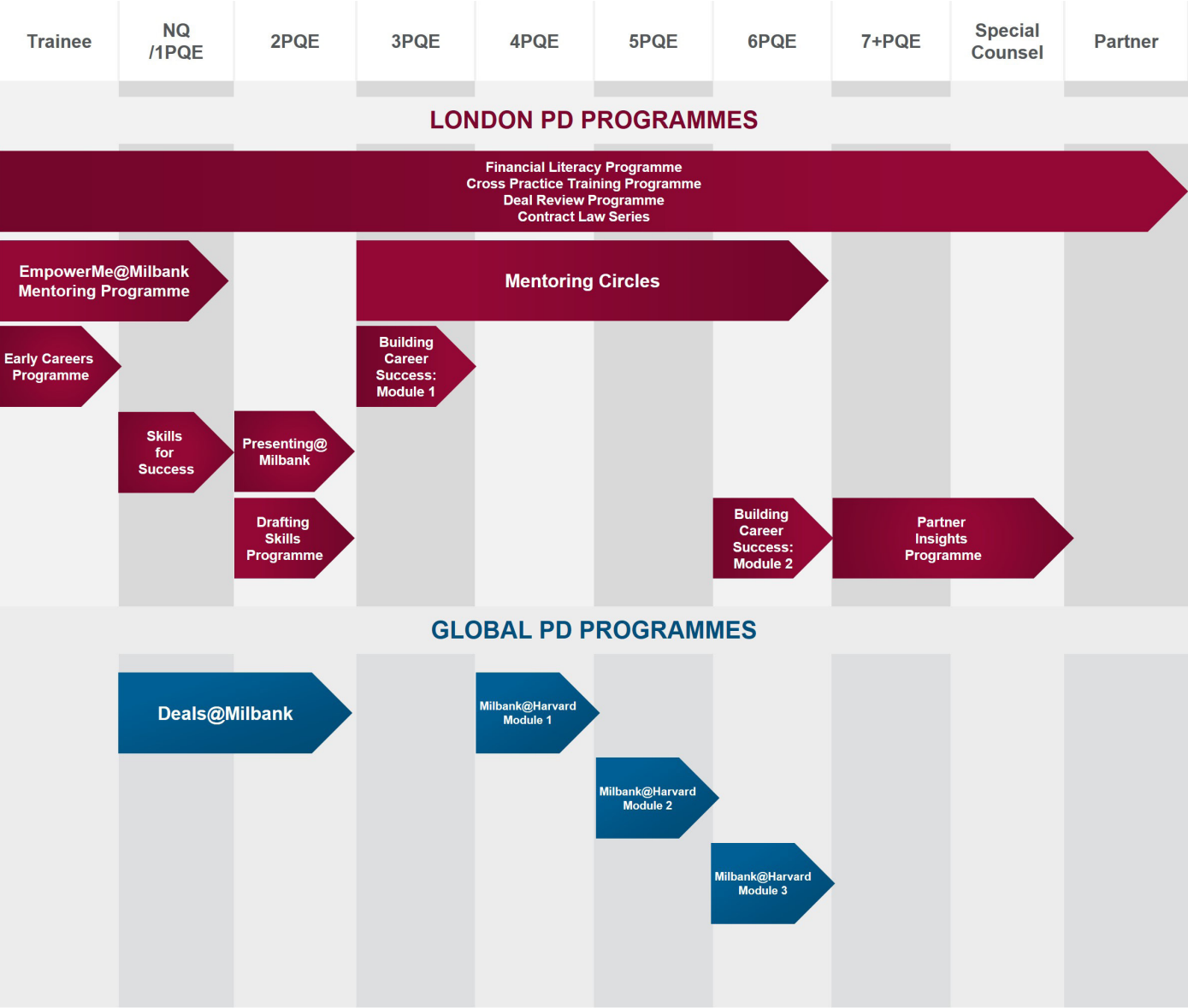
**Module II:**  
Leadership  
Accounting  
Strategy  
Finance/Valuation  
Upward Feedback  
Making Partner  
or Special Counsel

**Module III:**  
Leadership  
Strategy  
Negotiations  
Finance/Valuation  
Macroeconomics  
Upward Feedback

●  
FOURTH YEAR

●  
FIFTH YEAR

●  
SIXTH YEAR



# Our New London Premises — 100 Liverpool Street



“Our London office has been, and continues to be, critically important to the firm. With the substantial growth and success in London, we are delighted to create an innovative and creative work environment that reflects the culture of our firm in London and globally.”

- Scott A. Edelman, Chairman

The firm’s new space was designed for our ongoing growth and reflects Milbank’s commitment to intelligent design and sustainability whilst creating a contemporary business hub for our clients and our people.

Equipped with the latest technology and communal hubs to support Milbank’s fully collegiate approach to working, 100 Liverpool Street has earned an ‘Outstanding’ Building Research Establishment’s Environmental Assessment Method (BREEAM) score—a significant achievement which places the development in the top 1% of sustainable office buildings in the UK.



# London Co-Managing Partners



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“I had the privilege to lead the Graduate Recruitment Committee for 10 years. It’s amazing to see the individuals who have been through our programme now helping to shape the culture and future direction of the Office; they’re an exceptional group, in every sense.”

- Tom Canning, Partner



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“Insight and experience are hard-earned and invaluable. One trait that differentiates Milbank is that young lawyers have opportunities to manage numerous responsibilities and engage early in their career, providing a lot of experience very quickly whilst working alongside some of the best professionals in the industry. We look forward to welcoming you to the firm.”

- Andrej Wolf, Partner

To apply, please visit our website. To learn more, click the link below:



[milbank.com/careers/london/index.html](https://milbank.com/careers/london/index.html)



[London Careers FAQs](#)

## We Welcome Your Application

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## Connect With Us

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@MilbankLondon



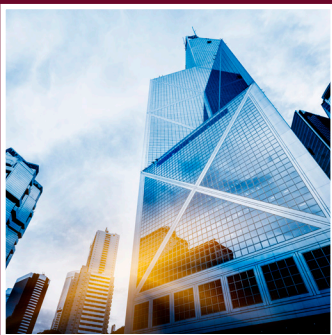
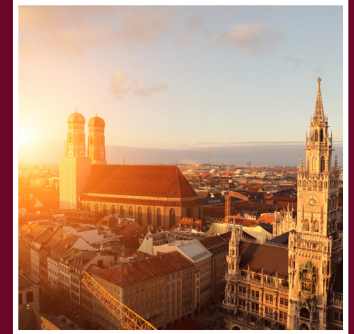
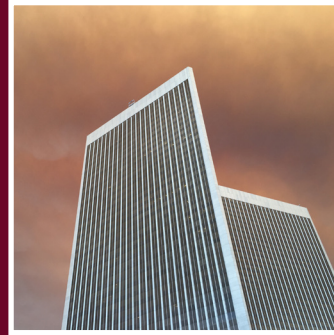
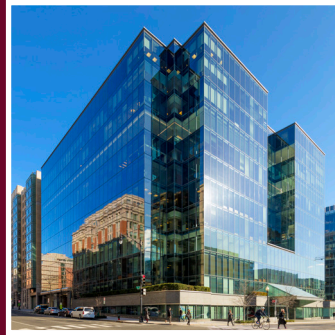
@MilbankLaw



<https://www.linkedin.com/company/milbankllp/>



# Our Worldwide Offices



New York | Los Angeles | Washington, DC | São Paulo | Frankfurt  
London | Munich | Hong Kong | Seoul | Singapore | Tokyo