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A Note from our Recruiting Committee

Law students today are being asked to make important career decisions earlier than ever, often before they have fully settled into law school or had the opportunity to explore the range of paths available to them. That is the reality of the current recruiting landscape, and it makes a thoughtful approach to the process especially important.

Meanwhile, Freshfields continues to both act in matters that shape the market and grow as a dynamic platform to respond where our clients will need us tomorrow and beyond. To succeed in an evolving profession, the next generation of lawyers will need to develop adaptability, business judgment, and a capacity for creative problem-solving that cannot be learned from a textbook.

Now in its second year, Freshfields Next was designed at its core to foster the career development of the firm's future—you. The program focuses on integrating our future colleagues into the firm from the day our offer is accepted, meeting students where they are, investing in their growth before they walk through our doors, and preparing them for the opportunities and challenges of a changing profession.

We will continue to refine Freshfields Next as we learn. Our goal is simple: to create a smarter, more comprehensive and more future-focused way of developing the lawyers who will define what comes next.



Sanjay Murti
Co-Chair



Lee Rovinescu
Co-Chair



Marin Boney



Jacqueline Marino



Phillip Stoup

Freshfields Next Highlights

Freshfields Next is designed to set you up for success from the moment you accept your offer, including opportunities such as:

- **Spring and fall 2027 retreats in New York City** to build community, strengthen connections and prepare for practice
- Optional **training and development sessions** focused on foundational skills, practice areas and emerging technologies
- **Ongoing mentorship from our lawyers**, beginning before you arrive
- A **focus on long-term growth** and a dynamic, rewarding career
- The option for accepted candidates to **also join us as a 1L summer associate** in 2027

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The Summers

LEARN MORE

2L Summer Program (2028)

- Ten-week program providing meaningful work experience and the foundational skills to succeed as a first-year associate.
- Offered in New York, Washington, D.C., San Francisco/Silicon Valley and Boston.
- Opportunities to work on a varied mix of client and pro bono matters.
- Supported by dedicated partner and associate mentors and a work assignment liaison.
- Candidates will receive summer associate and then full-time offers into either Corporate (Global M&A and Capital), Litigation (Dispute Resolution), or Antitrust (DC Only).
- Participating 2Ls will be paid a pro-rated first year associate salary.

1L Summer Program (2027)

- Candidates who receive and accept a 2L offer will also have the opportunity to participate in our 2027 summer program as 1Ls.
- The 1L program will mirror the core elements of the 2L experience: a ten-week program, the same summer associate compensation and substantive client and pro bono work.
- Starting a year earlier will provide participants with a meaningful foundation and allow them to return for their 2L summer with a deeper understanding of our people, practices and culture. At the same time, we remain fully supportive of those who choose to pursue different opportunities during their 1L summer.
- Candidates may not apply to join us only for their 1L summer.

EEO Statement

Freshfields US LLP is proud to be an equal employment employer. Our policies and practices will be free from unlawful discrimination based upon race, color, ethnicity, religion, creed, sex (including pregnancy, childbirth or related medical conditions), national origin, citizenship, immigration status, ancestry, age, marital status, protected veteran status, military service, disability, medical condition, genetic information, sexual orientation, gender identity, or any basis prohibited under federal, state or local law. We strive to promote an atmosphere that encourages equal opportunities and prohibits discriminatory practices, including sexual harassment.

Disability Accommodation for Applicants to Freshfields US LLP

Freshfields US LLP is an Equal Employment Opportunity employer and provides reasonable accommodation for qualified individuals with disabilities and disabled veterans in job application procedures. If you have any difficulty using our online system and need an accommodation due to a disability, you may use the alternative email address below to contact us about your interest in employment at USLegalRecruiting@Freshfields.com. You may also send your resume to USLegalRecruiting@Freshfields.com or call us at (212) 277-4000.

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APPLY NOW

Application Process

- Candidates are welcome to apply through our standard application process at any time between now and January.
- Regular callbacks begin January 5, 2027, after finals and winter break. Applications are reviewed on a rolling basis, and the portal closes on January 18, 2027.
- Interviews are generally held on weekday evenings and followed by dinner with one or two associates. Virtual meetings are available when an in-person visit is not possible.

How to Apply

Please submit one application via our portal. Your application should include the following:

- **Cover letter**
- **Video introduction** (optional; see callout)
- **Resume**
- **Undergraduate and law school transcripts**

Introduce Yourself!

As part of our commitment to hiring intentionally, we offer candidates the option of sharing a video introduction in addition to a traditional cover letter.

- The prompt is simple: give us your one-minute pitch. Who are you, what sets you apart and why Freshfields?
- Your video should be informal and conversational. It does not need to be polished or scripted. A quick phone recording against a plain background is perfect.
- Videos may be submitted here on our secure file site. If you encounter any technical difficulties, please email the Legal Recruiting team.

Freshfields First NEW!

An earlier process, completing in November, for candidates who know Freshfields is their first choice and intend to accept an offer if they receive one.

- Interview between November 9 and November 20, 2026. Successful candidates will receive offers in November and have a two-week decision window. Candidates who decline an offer may not reapply.
- Candidates who are not selected will either be released or placed in a hold pool pending first-semester grades.
- Completing the process in November lets you focus on finals and begin the spring semester with greater certainty. We will not conduct interviews in December.
- We expect to hire the majority of candidates as part of our standard application process and encourage candidates to only apply via Freshfields First if they are certain about beginning their careers at Freshfields.
- To apply, please email Chloe Zoubek at chloe.zoubek@freshfields.com to register your interest, with the subject line “Freshfields First.” You should still submit your materials through our portal as described above.