

A Note from our Recruiting Committee

Let's be honest: the race to hire earlier and earlier has left students making career decisions before they've even settled into law school, and firms competing on speed instead of thoughtfulness. We can't pretend that this process serves anyone well – not students, not schools, and not the legal profession.

At the same time, the business of law is changing faster than ever. Freshfields US, a fast-growing and dynamic platform, is evolving to meet client needs of both today and tomorrow and reshaping the competitive landscape. Artificial intelligence and other technologies are transforming how legal work gets done. As the next generation of lawyers, you will need to develop a new kind of adaptability, business judgment, and a capacity for creative problem-solving that can't be learned from a textbook.

We can't fix the recruiting process or predict exactly where the industry is headed. But we can choose to approach both with greater intention. That's the idea behind **Freshfields Next** – our new, evolving program focused on career development from the day you accept your offer. It's designed to meet students where they are, invest in their growth before they even walk through our doors, and prepare them for the opportunities and challenges of a rapidly changing profession.

We're building Freshfields Next in real time, and we'll keep refining it as we learn. But the goal is simple: to create a smarter, more comprehensive and more future-focused way of developing the lawyers who will define what comes next.



Andrea Basham
Co-Chair



Lee Rovinescu
Co-Chair

Freshfields Next Highlights

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

- a **spring 2026 retreat in NYC** to build community and kick off your journey
- a **1L summer summit** to engage with your colleagues and gain early exposure to law firm practice
- optional **training and development sessions** throughout your law school years focused on building foundational skills, exploring practice areas and engaging with emerging technologies
- ongoing **mentorship from our lawyers**, beginning before you arrive and continuing into your time as an associate
- a **focus on long-term growth**, preparing you for a dynamic and rewarding career

The Summers

[Learn more →](#)

2L Summer Program (2027)

- Ten-week program designed to provide incoming associates **meaningful work experience** and the **foundational skills** to succeed upon return 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 may **work across multiple practice areas to gain broad exposure** before receiving full-time offers into either the Corporate (Global Transactions) or Litigation (Dispute Resolution) department, based on interest and business needs
 - In DC, candidates will work in (and receive offers into) either Litigation or Antitrust
- Participating 2Ls will be paid a pro-rated salary of \$225,000

1L Summer Summit (2026)

- Candidates who receive and accept a 2L offer will also have the opportunity to participate in a **1L summit during the summer of 2026** (locations and dates TBA)
- **A continuation of our spring 2026 retreat**, 1L participants will meet more Freshfields attorneys, attend unique social events, and learn from internal and external professionals
- Accommodations and transportation will be covered for out-of-town participants who wish to attend

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.

Application Process

- We have designed our recruiting process with the exam period in mind so that candidates may focus on finals before they begin interviewing with us. We wish you the best of luck with your exams!
- Interested applicants may submit their materials for **Freshfields Next** whenever they are ready. Applications will be reviewed on a rolling basis and our portal will close on January 30, 2026.
- We will begin conducting callbacks on a rolling basis starting January 5, 2026, and offers will be extended once first semester grades are released
- We primarily conduct interviews on weekday evenings, in person and in the office in which you are interviewing. Interviews are generally followed by a dinner near the office with one or two associates
- While we strongly encourage candidates to interview in person, we are happy to arrange virtual meetings for those who are unable to visit one of our offices due to scheduling constraints

How to Apply

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

- 1 **Video Introduction** (see callout for details)
- 2 **Resume**
- 3 **Undergraduate Transcript**
- 4 **Law School Transcript**

Transcripts issued after the January 30 deadline should be emailed to uslegalrecruiting@freshfields.com

Introduce Yourself New!

As part of our commitment to hiring intentionally and so that we can learn more about our applicants, we are excited to introduce a video introduction in lieu of a traditional cover letter.

Your video should be **simple and conversational** – just a way for us to get a sense of who you are beyond your resume and transcript. It does not need to be polished or scripted. A quick recording on your phone against a plain background is perfect.

Keep your video to **two minutes or less** and begin by stating your **name, law school and office and practice preferences**. Then share:

- *What are you interested in doing after law school, and why?*
- An answer to one of the following questions:
 - *Tell us something about yourself that is not on your resume*
 - *What are one or two qualities you admire in someone else? Why?*
 - *What achievement – professional or personal – makes you the most proud?*

Videos may be submitted **here** on our secure file site. If you encounter any technical difficulties, please **email** the Legal Recruiting team.

If you are unable to submit a video introduction for any reason, you may instead upload a traditional one-page cover letter via the application portal.