

Hogan Lovells US LLP

(<https://www.hoganlovells.com/en/global-careers/careers-in-the-united-states>)



Basic Information

555 Thirteenth Street, NW
 Washington, DC 20004
 Organization Size: 1076
 Office Size: 501
Hiring Attorney:
 Mrs. Carin Carithers

Recruiting Contact:
 Georgia Gray
 Director of Associate Recruitment
 555 13th Street NW
 Washington, District of Columbia (DC)
 20004
 United States
Phone: +1 202 637 5600
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Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week) 4,326

2024 compensation for 2Ls (\$/week) 4,326

2024 compensation for 1Ls(\$/week) 4,326

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 8

How many years is the equity track? Varies

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	111	104	64	7	9
	Women	59	126	33	7	30
	Non-binary	UNK	1	UNK	UNK	UNK
	Total	170	231	97	14	39
Latinx	Men	2	8	0	0	0
	Women	5	7	1	0	2
	Non-binary	UNK	UNK	UNK	UNK	UNK
White	Men	93	69	56	4	4
	Women	42	68	27	7	17
	Non-binary	UNK	1	UNK	UNK	UNK
Black or African American	Men	4	8	2	0	1
	Women	4	24	1	0	6
	Non-binary	UNK	UNK	UNK	UNK	UNK
Native Hawaiian or Other Pacific Islander	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Asian	Men	5	8	2	1	4
	Women	2	14	1	0	4
	Non-binary	UNK	UNK	UNK	UNK	UNK
Native American or Alaska Native	Men	0	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
2 or More Races	Men	1	2	1	1	0
	Women	1	6	2	1	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
Persons with Disabilities	Men	UNK	1	UNK	UNK	UNK
	Women	UNK	3	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
LGBTQ	Men	5	11	2	1	1
	Women	5	9	0	0	2
	Non-binary	UNK	1	UNK	UNK	UNK
Veteran	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK

For more details, visit www.nalpdirectory.com

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Pro Bono/Public Interest

T. Clark Weymouth
 Pro Bono Partner
 202.637.8633
 t.weymouth@hoganlovells.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	7%
Average Hours per Attorney last year	87.2 hours
Percent of associates participating last year	100%
Percent of partners participating last year	100%
Percent of other lawyers participating last year	100%

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	Case-by-case
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	25	23	26	26	37
Entry-level (non-traditional track)					
Lateral Partners	4		8		
Lateral Associates	14		21		
All Other Laterals (non-traditional track)	5		3		
Post-Clerkship	4	3	8	8	4
LL.M.s (U.S.)					
LL.M.s (non-U.S.)	1				
SUMMER					
Post-3Ls					
2Ls	34	3	40	9	35
1Ls	5		5	1	4

Number of 2023 Summer 2Ls considered for associate offers 40

Number of offers made to summer 2L associates 39

General Hiring Criteria
 The application process for Hogan Lovells' summer program is very competitive, and we select our participants each year from among many highly qualified candidates. We are able to offer positions only to those applicants whose records demonstrate outstanding performance. Although we apply no formulas in our selection process, superior academic credentials, particularly with respect to law school grades and class rank, and excellent written and oral communication skills, are required. We also look for other indicators of likely success at Hogan Lovells, such as demonstrated leadership skill, strong motivation, good judgment, the ability to work well with others, and an interest in community involvement.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Corporate & Finance	45	10	56		3

Government, Regulatory, Administrative Intellectual Property	Global Regulatory & IPMT	97	27	114	2
Litigation	Litigation, Arbitration & Employment	27	7	54	8
Civil Rights, Human Rights, Constitutional	Pro Bono	0	0	6	0

Diversity & Inclusion

Diversity Contact: Rosevelie Marquez Morales

Diversity Website/URL: <https://www.hoganlovells.com/en/diversity/regions/americas>

Organization Narrative

A world of opportunities in your backyard.

Change is happening faster than ever, and to stay ahead, we need to anticipate what's next. We work together to solve the toughest legal issues in major industries and commercial centers around the world. Our 2,500 lawyers on six continents provide practical legal solutions for corporations, financial institutions, and governments.

What does this mean for you? At Hogan Lovells, you become part of a team that understands client issues, solves problems, builds relationships, and works together. You can expect challenging work, world-class training, inclusive teams, and a strong commitment to the community.

Collegiality is not just a goal – it's how we operate every day. We're known for strong associate-partner relationships and early client contact. That means you'll have a chance to learn and grow while making a meaningful contribution to our collective success. We recruit smart, well-rounded candidates who want to maximize their professional potential and who share our commitment to client service. Our unique global platform, pre-eminent practices, and one-team approach to serving our clients offer students and new lawyers a great foundation on which to build their legal careers.

HOGAN LOVELLS US LLP - WASHINGTON, DC OFFICE

With deep roots extending back more than a century, Washington is our largest U.S. office with approximately 500 lawyers. Working at the intersection of business and government, our lawyers help clients navigate an increasingly complex legal and regulatory landscape. We represent clients before the federal courts, executive branch departments and agencies, and the U.S. Congress, and our lawyers are regularly recognized as preeminent in their fields. We practice under the umbrella of three main practice groups – Corporate & Finance; Litigation, Arbitration, and Employment; and Global Regulatory & Intellectual Property, Media, and Technology – and our pioneering pro bono practice that we founded more than 40 years ago.

Our clients are a who's who of local, national, and international companies and related trade associations spanning the aerospace, automotive, defense, energy, finance, infrastructure and transportation, insurance, life sciences, real estate, and technology industries. We understand the business of those industries and the importance of practical legal advice for getting the job done. Our collaborative and industry-based approach ensures our clients get the right advice in the right context to address business and legal concerns alike.

SUMMER ASSOCIATE PROGRAM

Hogan Lovells summer associates participate in meaningful projects, educational programs, responsible business and social activities designed to develop their legal skills, teach them about our firm, and expose them to our diverse practice areas and lawyers.

Assignments

With the advice and guidance of associates who serve as mentors, summer associates select projects from a "pool" of substantive assignment requests from lawyers in our corporate, litigation, and regulatory practices, as well as our pro bono practice. Students are encouraged to choose projects from a variety of practice areas in order to gain broad experience and work with a diverse group of lawyers. Practice groups also offer summer associates opportunities to undertake immersion experiences for greater exposure to practice groups of particular interest to them. During an immersion, summer associates work exclusively with one practice area for a designated period to develop a deeper understanding of the work and the clients, attend practice meetings, and get to know the lawyers.

Professional Development and Training

Hogan Lovells provides summer associates with extensive practical learning opportunities, including working closely with partners and associates on client assignments and participating in a variety of training programs and simulation exercises designed to facilitate the transition from studying law to practicing it. Students participate in skills development courses in our corporate, litigation, and regulatory groups, attend closings, depositions, and legislative and administrative hearings, and meet with firm alumni and clients serving in prominent roles in government and business. Summer associates enjoy both partner and associate mentors and benefit from the guidance of the many lawyers who involve themselves in our summer program.

Annual US Summer Associate Conference

US summer associates attend a conference in Washington, D.C. with their colleagues from all of our US offices. At the conference, firm leaders share insights about the firm's vision and values, commitment to diversity, leading practices, management, firm finance, and strategic plans for the future. Partners speak with attendees about their career paths and why they love what they do. Summer associates get to know their colleagues from US offices through small group dinners and fun team-building exercises.

ASSOCIATE INFORMATION

Washington Office First Year Development Program

The D.C. Development Program supports the professional development and growth of our first-year associates through a broad range of practice area exposure and experience. The purpose of the program is to help associates in their first year of practice find their places within practice areas and also best meet the firm's current needs.

The program is comprised of three practice “pools” for our new associate classes to join: Corporate and Finance; Litigation, Arbitration, and Employment; Global Regulatory and IPMT. Because of its size, Global Regulatory and IPMT is broken down into additional smaller “pools.”

New associate classes will preference their practice area interests prior to their start at the firm. Associates will stay with the same pool for nine months, and at the halfway point, the Attorney Talent team will check in with the associates and practice leaders and make any grouping adjustments necessary at that time. Associates will settle into a practice (within their pool) after nine months with the firm.

Hogan Lovells Lawyer Development Framework

While much of our lawyers’ training and professional development occurs as a natural part of their day-to-day work, Hogan Lovells recognizes that formal training and focused development programs are critical to the professional growth of our lawyers. The quality of our legal training is reflected in the fact that so many Hogan Lovells lawyers are recognized as distinguished in their fields. The Hogan Lovells Lawyer Development Framework includes 13 skills that are important throughout the career of an associate and was developed to guide associate training and professional development. Coaching and mentoring supplement the training to enable associates to manage their individual development. Our HL Learn team conducts programs covering substantive areas of law, core legal and business development skills, practice management, ethics and professionalism and other topics. New associates from US offices participate in an annual week-long training program, known as Launch, which is designed to assist with their successful transition from law student or judicial clerk to associate. When associates join the firm, they are assigned to a development circle for one year with peers and a senior associate. The goal is to set them up for success from their first year with the firm. Hogan Lovells has also implemented a formal Associate Professional Development Program intended to help associates think strategically about their career goals and to identify concrete steps they can take to achieve those goals with the help and advice of a partner or counsel mentor.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

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