

Hogan Lovells US LLP

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



Basic Information

600 Brickell Avenue
Suite 2700
Miami, FL 33131
Organization Size: 1076
Office Size: 46
Hiring Attorney:
Ms. Stephanie Carman

Recruiting Contact:
Ms. Ana M. Ruiloba
Office Administrator
600 Brickell Avenue
Suite 2700
Miami, Florida (FL) 33131
United States
Phone: 305.459.6500
joinhoganlovellsFL@hoganlovells.com

Compensation & Benefits 333

2017 compensation for entry-level lawyers (\$/year) 160,000

Summer Compensation

2017 compensation for Post-3Ls (\$/week) 3,030
2017 compensation for 2Ls (\$/week) 3,030
2017 compensation for 1Ls(\$/week) 3,030

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 14	9	5	3	1
	Women 2	8	1	4	1
	Total 16	17	6	7	2
Latinx	Men 7	3	3	2	0
	Women 1	6	0	2	1
White	Men 7	4	2	1	1
	Women 1	2	1	0	0
Black or African American	Men 0	1	0	0	0
	Women 0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 0	0	0	0	0
	Women 0	0	0	1	0
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	1	0	0	0
	Women 0	0	0	1	0
Persons with Disabilities	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
LGBTQ	Men 0	0	0	0	0
	Women 0	0	0	0	0
Veteran	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

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?	Office-specific
% Firm Billable Hours last year	
Average Hours per Attorney last year	66
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?	No
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
	2015	Prior Summer Associates	2016	Prior Summer Associates	2017
Entry-level	2	1	3	3	2
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners					
Lateral Associates	5	0	2	0	TBD
All Other Laterals (non-traditional track)					
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	1	0	0	0	1
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	4	1	1	1	2
1Ls	1		2		1

Number of 2016 Summer 2Ls considered for associate offers 1

Number of offers made to summer 2L associates 1

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	1	0	0		0

Banking, Finance	Finance	4	1	4	4
Government, Regulatory, Administrative	Government Regulatory	1	0	1	1
Litigation	Litigation	10	3	12	4

Diversity & Inclusion

Diversity Contact: Ms. Kimberly Barton

Diversity Website/URL: <http://www.hoganlovells.com/citizenship/diversity/>

Organization Narrative

With more than 2,500 lawyers in over 45 offices, Hogan Lovells offers dynamic solutions to clients in a broad range of industries. As it continues to expand, the Miami office works seamlessly with other offices to represent local, national and international clients in a broad-based U.S. and international law practice. The Miami office provides a strategic platform for complex domestic and cross-border transactions, for addressing regulatory challenges and for high stakes litigation and international arbitration matters in Florida and throughout the Americas, the Caribbean and beyond. A full service office, the Miami lawyers practice in appellate litigation, international litigation and arbitration, corporate and finance, infrastructure, energy, resources and projects, mergers and acquisitions, complex commercial litigation, healthcare, international trade, labor and employment, life sciences, construction and real estate. The Miami office includes many multicultural and multilingual practitioners who understand the nuances of representing clients in one of the United States' most important venues for arbitral proceedings and Latin American transactions.

ASSOCIATE INFORMATION

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. The Hogan Lovells Academy 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 multi-day orientation program 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.

CITIZENSHIP

Exemplary Citizenship is an integral part of Hogan Lovells' culture and strategy. Our shared belief in the value of social responsibility is one of the bonds that unify us as a global firm and we seek to engage all of our offices and people, as well as our clients and neighbors, in our Citizenship programs. Through our global and local Citizenship programs we work together as a community to promote justice, opportunity, inclusion, and sustainability. This year the firm launched a ground-breaking Global Citizenship Policy, which asks everyone at the firm to commit to at least 25 hours a year to Citizenship activities. This target covers the five pillars of our Citizenship program: Pro Bono, Diversity, Community Investment, Matched Global Giving (Touch) and Environment. More information about these initiatives can be found below and on our website at <http://www.hoganlovells.com/citizenship>.

Diversity and Inclusion

Our commitment to being a diverse and inclusive place to work is at the core of Hogan Lovells' vision and values. We have a longstanding commitment to recruiting, retaining and promoting lawyers and others with diverse backgrounds and experiences. Our culture, which respects and values the diversity of all our people, significantly enhances our workplace and our ability to provide excellent legal services to our clients. To this end, we are committed to cultivating and sustaining an inclusive culture where all lawyers, regardless of race, national origin, gender, religion, disability, sexual orientation, gender identity or expression, or age, have the same opportunity to excel. For more details regarding Hogan Lovells' Diversity initiatives, please visit <http://www.hoganlovells.com/citizenship/diversity>.

Pro Bono - Making a Difference in Our Community

Hogan Lovells' pioneering US Pro Bono Practice began more than 40 years ago, when we were the first firm to establish a separate practice devoted exclusively to pro bono services. Since that time, our demonstrated commitment to community service has only strengthened and grown. We take seriously our responsibility to improve the lives of those without access to justice or the means to hire lawyers, and to meet the legal needs of charities and non-profit social enterprises. Our lawyers are engaged in a wide range of pro bono efforts, including handling ground-breaking and high-impact assignments. Summer associates and associates are extensively engaged in these efforts, providing all with the opportunity to make a meaningful difference right from the start of their legal careers. For more details on the firm's extensive pro bono work, please visit <http://www.hoganlovells.com/probono>.

Community Investment

Our community investment initiative builds awareness within the firm and with our clients and other stakeholders about the local communities in which our firm operates and works. We support and develop projects that focus on issues of poverty and exclusion in our communities. The strength of the firm's community affairs work lies in the excellent relationships we have forged with partnering agencies and local community leaders.

Environment

As a modern global law firm, we acknowledge our responsibility to carry out our business in a sustainable way. Our overall strategy is to minimize our environmental footprint. The National Green Committee works to develop and maintain a measureable reduction in waste and energy in all U.S. offices.

We encourage interested candidates to sign up for on-campus interviews at their law schools or to contact us directly at <http://careers-us.hoganlovells.com>.

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.

