

Hogan Lovells US LLP

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



Basic Information

8350 Broad Street
17th Floor
Tysons, VA 22102
Organization Size: 1076
Office Size: 47
Hiring Attorney:
Mr. Cullen Taylor

Recruiting Contact:
Ms. Lynn Ann Herron
Regional Associate Recruitment Manager, DC
Region
7930 Jones Branch Drive
Ninth Floor - Park Place II
McLean, Virginia (VA) 22102
United States
Phone: +1 703 610 6100
joinhoganlovellsVA@hoganlovells.com

Compensation & Benefits 333

2017 compensation for entry-level lawyers (\$/year) 180,000

Summer Compensation

2017 compensation for Post-3Ls (\$/week) 3,500
2017 compensation for 2Ls (\$/week) 3,500
2017 compensation for 1Ls(\$/week) 3,500

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 15	10	0	0	2
	Women 5	11	2	0	1
	Total 20	21	2	0	3
Latinx	Men 0	0	0	0	0
	Women 0	0	0	0	0
White	Men 14	9	0	0	2
	Women 4	9	2	0	1
Black or African American	Men 0	0	0	0	0
	Women 0	1	0	0	0
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 1	1	0	0	0
	Women 1	0	0	0	0
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	0	0	0	0
	Women 0	1	0	0	0
Persons with Disabilities	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
LGBTQ	Men 2	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	72
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	3	3	4	4	3
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	4	0	3	0	TBD
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	4	0	3	0	3
1Ls	0		0		0

Number of 2016 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

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	10	0	9		0

Banking, Finance	Finance	1	0	0	0
Government, Regulatory, Administrative	Government Regulatory	1	0	1	0
Intellectual Property	IP, Media & Technology	4	2	4	3
Litigation	Litigation, Arbitration & Employment	4	0	7	1

Diversity & Inclusion

Diversity Contact: Ms. Kimberly Barton

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

Organization Narrative

Hogan Lovells is a top 10 global legal services provider with a distinctive market position founded on exceptional practice breadth, and deep industry knowledge. Our unique global platform and one-team approach to serving clients offers students and new lawyers a great foundation on which to build their legal career.

Hogan Lovells US LLP – Northern Virginia Office

An integral part of the firm, Hogan Lovells' Northern Virginia office has been providing preeminent service to regional, national, and international clients since opening its doors in 1985. Our Northern Virginia lawyers are widely recognized for their experience in corporate and securities, mergers and acquisitions, technology and intellectual property, and commercial litigation. Our practice is multidisciplinary with team members from various practice areas working together to produce the best results for our clients.

The attorneys in our Northern Virginia office have comprehensive knowledge in diverse industries, including technology, broadcast, media and entertainment, government services, financial services, health, life sciences, medical devices, pharmaceuticals and biotechnology, telecommunications, transportation, hospitality and lodging, real estate, energy and aerospace. Our clients are leaders in their industries, and our attorneys help them meet their goals and achieve results through our commitment to the highest standards of practice. Members of our legal team regularly earn top rankings from Chambers, Virginia Super Lawyers, and Virginia Business's list of Legal Elite, among others.

Pro Bono – Making a Difference in Our Community

The Northern Virginia office encourages a strong commitment to pro bono work. The office staffs a monthly legal clinic in a local homeless shelter where it provides legal intake, limited representation in a variety of matters, and referral services for a wide variety of other matters. Lawyers also provide pro bono representation for matters within their own expertise, including intellectual property protection and enforcement services, corporate formation and transactional issues, and other matters involving litigation. Lawyers and staff also participate in a wide variety of other volunteer activities for local organizations as part of the firm's commitment to global citizenship.

Associate Life and Development

As an associate at Hogan Lovells, you can expect to be challenged. You can also expect to work with people who are supportive and good-natured while maintaining the highest professional standards. The firm places a premium on associate training and feedback, and we believe that the best training is practical experience. As a result, partners look for opportunities to provide associates with hands-on experience and take time to educate associates on the practical skills necessary to excel in their practice. To prepare associates for these opportunities, the firm has created the Hogan Lovells Academy, an in-house training program that teaches associates the fundamental tools for the highest quality legal practice. Each practice group also organizes specialized training sessions geared toward its particular area of law for associates.

Summer Associate Professional Development and Training

The summer associate program in Northern Virginia provides law students with a realistic and enjoyable introduction to their legal career. Our program is designed to ensure extensive interaction with associates and partners and to encourage the exploration of practice areas. Hogan Lovells offers extensive practical learning opportunities, including working closely with partners and associates who are experts in their fields, along with access to a variety of training programs to give students an introduction to law practice. Students learn from our lawyers in a range of settings, participating in skills development courses, and attending closings, depositions and hearings. In addition to internal training provided by Hogan Lovells lawyers, summer associates have both partner and associate mentors and benefit from the guidance of a large group of lawyers who involve themselves in the summer program. We also host a variety of social events throughout the summer to allow our summer associates and lawyers get to know one another on a more informal basis. Summer associates also participate in a retreat held in our Washington, DC office along with summer associates from all of our U.S. offices, where they get to know their colleagues through small group dinners and fun team-building exercises. At the retreat, firm leaders share insights about the firm's vision and values, commitment to diversity, pre-eminent 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.

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. The firm's Global Citizenship Policy 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 Sustainability. 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>.

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.

Sustainability

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 around the world through bike-to-work programs, composting, in-house water bottling, a rooftop bee hive, auto-light sensors and computer shut-offs, and much more.

Please visit us at www.hoganlovells.com to learn more about the firm. 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/apply>.

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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