

### Basic Information

Kirkland & Ellis LLP - Firmwide (U.S. Offices)  
 Organization Size: 2500  
 Office Size: 3500  
**Hiring Attorney:**

**Recruiting Contact:**  
 Ms. Meghan Chamberlin  
 Director of Firmwide Legal Recruiting  
 fwlegalrecruiting@kirkland.com

### Compensation & Benefits 333

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

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week) 4,327  
 2024 compensation for 2Ls (\$/week) 4,327  
 2024 compensation for 1Ls(\$/week) 4,327

### Partnership & Advancement

Does the firm have two or more tiers of partner?

### Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	885	891	54	0	269
	Women	447	781	16	0	253
	Non-binary	NC	NC	NC	NC	1
	<b>Total</b>	<b>1332</b>	<b>1672</b>	<b>70</b>	<b>0</b>	<b>523</b>
<b>Latinx</b>	Men	27	58	0	0	17
	Women	24	61	0	0	25
	Non-binary	NC	NC	NC	NC	0
<b>White</b>	Men	743	658	53	0	184
	Women	344	482	15	0	148
	Non-binary	NC	NC	NC	NC	0
<b>Black or African American</b>	Men	18	45	1	0	18
	Women	14	55	1	0	17
	Non-binary	NC	NC	NC	NC	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	1	0	0	0
	Women	1	1	0	0	1
	Non-binary	NC	NC	NC	NC	0
<b>Asian</b>	Men	81	97	0	0	34
	Women	57	157	0	0	43
	Non-binary	NC	NC	NC	NC	1
<b>Native American or Alaska Native</b>	Men	2	0	0	0	0
	Women	1	1	0	0	0
	Non-binary	NC	NC	NC	NC	0
<b>2 or More Races</b>	Men	14	32	0	0	16
	Women	6	24	0	0	18
	Non-binary	NC	NC	NC	NC	0
<b>Persons with Disabilities</b>	Men	5	16	0	0	0
	Women	6	14	0	0	1
	Non-binary	NC	NC	NC	NC	0
<b>LGBTQ</b>	Men	33	63	1	0	34
	Women	14	36	0	0	43
	Non-binary	NC	NC	NC	NC	1
<b>Veteran</b>	Men	12	26	2	0	11
	Women	2	3	0	0	0
	Non-binary	NC	NC	NC	NC	0

## Pro Bono/Public Interest

Jacqueline Haberfeld  
Firmwide Director and Pro Bono Counsel  
212-909-3248  
jacqueline.haberfeld@kirkland.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.2%
Average Hours per Attorney last year	45 hours
Percent of associates participating last year	82.4%
Percent of partners participating last year	54.8%
Percent of other lawyers participating last year	13.4%

## Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	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

	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
<b>LAWYERS</b>					
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls					
1Ls					

Number of 2023  
Summer 2Ls  
considered for  
associate offers

Number of offers  
made to summer  
2L associates

General Hiring  
Criteria

We require strong academic credentials and are looking for highly motivated, talented, and well-rounded individuals. Law Review, moot court, anticipated clerkships and other indicators of intellectual curiosity and drive are looked upon favorably. Kirkland's tradition of giving associates a high level of responsibility early in their careers begins with the summer program. If you think a position with our Firm would be a good fit for you or if you would like to learn more about Kirkland & Ellis, we encourage you to apply online by submitting your resume and law school transcript, or sign up to visit us on-campus, and please indicate your practice group and office location preference.

## 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	Antitrust/Competition	24	5	23	5	
Business, Corporate	Corporate	645	21	914	207	

<b>Business, Corporate</b>	ECEB - Employee Benefits	7	2	13	3
<b>Business, Corporate</b>	ECEB - Executive Compensation	31	0	31	0
<b>Business, Corporate</b>	Energy Regulatory	2	0	5	1
<b>Business, Corporate</b>	Environmental Transactions	13	2	16	5
<b>Business, Corporate</b>	ESG & Impact	8	0	10	3
<b>Business, Corporate</b>	International Trade	2	0	4	0
<b>Business, Corporate</b>	Real Estate	50	0	40	11
<b>Business, Corporate</b>	Taxation	77	5	49	14
<b>Business, Corporate</b>	Technology & IP Transactions	27	0	45	13
<b>Business, Corporate</b>	Trust & Estates	4	2	2	0
<b>Litigation</b>	Environmental Litigation	1	2	0	0
<b>Litigation</b>	Government Contracts	2	1	0	0
<b>Litigation</b>	Litigation - General	288	26	286	83
<b>Intellectual Property</b>	IP Litigation	106	4	95	36
<b>General Practice</b>	Restructuring	34	0	126	44
<b>Business, Corporate</b>	ECEB - Labor/Employment	11	0	13	2

## Diversity & Inclusion

**Diversity Contact:** Ms. Joi Bourgeois

**Diversity Website/URL:** <https://www.kirkland.com/social-commitment/diversity-and-inclusion>

## Organization Narrative

At Kirkland, we are united in our ambition and drive to move the Firm forward by recruiting the best legal talent. From day one, our associates work on interesting cases and transactions involving challenging legal issues. They experience substantive, hands-on work, accelerating their early career development by working directly with partners.

When joining Kirkland, starting with our Summer Associate Program, associates quickly become part of the team. Providing solutions to high-profile clients, they are involved in real deals and cases — not just listening and learning — but relied upon to make valuable contributions.

Our work is interesting, cutting-edge and high-profile, and involves clients from businesses in all industries and sectors. Kirkland provides associates with responsibility and autonomy from the start of their careers. Integral to our culture is the belief that lawyers are most successful when they do the work they want to do. The Firm's unique open assignment system enables attorneys to take ownership of their careers, choosing the matters they work on while providing them with an integrated support network to help ensure robust development opportunities. Self-starters who are eager for opportunities to learn and advance can excel at Kirkland.

In addition to real experience early on, we're committed to training our lawyers through innovative and comprehensive legal education and development. Our holistic approach, developed by partners, associates and industry experts, includes a Firmwide commitment to mentoring, career advice and on-the-job teaching. Kirkland encourages and provides robust support to all lawyers who want to serve their communities through pro bono efforts. Every pro bono matter is treated like a paying-client matter; all Firm resources are available to our pro bono teams. Through our Wellbeing Program, we support the mental and physical health of our attorneys, understanding the importance of open and transparent communication within our industry.

We invest in our talent and build dynamic teams powered by passion and enthusiasm. As a Firm with a global presence, we embrace inclusion at Kirkland, throughout the legal profession and within the communities in which we live and work. We strive to build and maintain a culture that values our differences and provides a supportive environment to grow and develop the next generation of leaders.

With more than 3,500 lawyers in 20 offices worldwide, Kirkland offers the benefits and attention of a small firm with the excitement, reach and endless opportunity of a global firm.

[Learn more about a career at Kirkland.](#)

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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

NALP Copyright 2024