



LEGAL

INTERNATIONAL ASSOCIATE PROGRAM

Shearman & Sterling has offered its high quality and successful International Associate Program (IAP) for over 30 years. Each year, through the IAP, the firm invites lawyers from all over the world to work in the firm's office in New York.

The IAP allows lawyers, who are qualified to practice in a jurisdiction outside of the United States where we maintain an office, to work in our New York office prior to joining Shearman & Sterling as full time associates in their home jurisdiction in which they are qualified to practice. The IAP is designed to provide non-U.S. lawyers with a meaningful training in substantive areas of U.S. law, as well as with significant transactional experience within a large multinational law practice during their stay in the firm's New York office.

The ideal candidate for an international associate position has completed, with academic distinction, both a law degree in his or her home country and an LL.M. program in a U.S. law school. Candidates participating in the program as International Associates may be eligible for full-time employment in our office following the completion of the IAP. Fluency in both spoken and written English is essential.

Shearman & Sterling also offers non-U.S. law students from jurisdictions in which the firm has an office a position as an international trainee for a period of approximately three months. A strong academic record and fluent English language ability is required, and international trainees are expected to subsequently return to their home jurisdiction to finish their legal education prior to joining one of the firm's non-U.S. offices as a full-time associate.

For additional information regarding the eligibility of German qualified trainees (Referendare), please visit the [German Recruiting Site](#). Those students who are planning to undertake a U.K. Trainee Solicitor Training Contract and who are interested in the international program at Shearman & Sterling should visit the [U.K. Recruiting Site](#) for further information on eligibility and the application process.

Furthermore, Shearman & Sterling offers distinguished lawyers at major clients or law firms in strategically important jurisdictions opportunities to serve as visiting attorneys or visiting trainees.

The IAP draws a large number of applicants from all over the world, and the admissions process is highly selective.

The IAP is chaired and coordinated internationally by Esther Jansen, a partner in the firm's Frankfurt office, and Russell Sacks, a partner in the firm's New York office.

If you have any questions about the firm's IAP, in particular regarding eligibility or related administrative matters (e.g. visa requirements), please send an email to IAPRecruiting@shearman.com. If you are interested in submitting an application for the IAP, please email a brief cover letter along with a copy of your current resume, LL.M. and law school transcripts to the e-mail address mentioned above.

Additionally, we participate in annual job fairs under the sponsorship of New York University Law School and Columbia University Law School in January of each year and also conduct interviews by invitation at the firm's New York office throughout the year.

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