

Basic Information

31 West 52nd Street
New York, NY 10019
Organization Size: 3000
Office Size: 150
Hiring Attorney:

Recruiting Contact:
Ms. Sarah Posner
Head of Legal Recruiting-US
31 West 52nd Street
New York, New York (NY) 10019
United States
Phone: 212 878-8000
Sarah.Posner@CliffordChance.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? Yes
How many years is the non-equity track?
How many years is the equity track?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	57	62	20	2	8
	Women	13	98	6	2	25
	Non-binary	0	1	0	0	0
	Total	70	161	26	4	33
Latinx	Men	2	6	1	0	2
	Women	1	8	0	0	0
	Non-binary	0	0	0	0	0
White	Men	46	35	15	2	6
	Women	10	43	6	2	12
	Non-binary	0	1	0	0	0
Black or African American	Men	1	3	0	0	0
	Women	0	3	0	0	5
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	2	4	4	0	1
	Women	0	23	0	0	3
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	5	0	0	0
	Women	0	6	0	0	2
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
LGBTQ	Men	2	6	1	1	2
	Women	0	6	0	0	6
	Non-binary	0	1	0	0	0
Veteran	Men	0	1	1	0	1
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Celeste Koeleveld
US Pro Bono Partner
212-878-8000
celeste.koeleveld@cliffordchance.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	54
Percent of associates participating last year	61
Percent of partners participating last year	46
Percent of other lawyers participating last year	49

Professional Development

Evaluations	Other
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	Other
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	28	20	23	23	19
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	8	0	6	0	TBD
Lateral Associates	20	0	10	0	TBD
All Other Laterals (non-traditional track)	0	0	1	0	TBD
Post-Clerkship	0	0	2	2	0
LL.M.s (U.S.)	2	0	0	0	2
LL.M.s (non-U.S.)	10	0	4	0	2
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	27	2	23	0	30
1Ls	2	0	3	0	3

Number of 2023 Summer 2Ls considered for associate offers 23

Number of offers made to summer 2L associates 23

General Hiring Criteria We're looking for talented individuals who have achieved academic excellence, own strong interpersonal skills, sound judgment, an entrepreneurial spirit and dedication to the needs of our everchanging global clients.

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
Banking, Finance	Global Financial Markets	32	10	40	0	1
Business, Corporate	Corporate	17	6	28	0	1
Litigation	Litigation & Dispute Resolution	7	4	28	8	2
Real Estate, Land Use	Real Estate	5	1	5	0	0

Tax	Tax, Pensions & Employment	9	1	13	1	0
Business, Corporate	Transactional Associates Pool	0	0	50	14	0

Diversity & Inclusion

Diversity Contact: Mr. Tiernan Brady

Diversity Website/URL: https://www.cliffordchance.com/about_us/responsible-business/inclusion-and-diversity.html

Organization Narrative

With 33 offices in 22 countries, Clifford Chance offers law students the opportunity to join a major US global law firm with a preeminent US practice. We have built well-informed and well-connected local law practices in each of our locations to allow us to assist national and global clients alike – creating a firm-wide culture and environment that sustains individuals in their careers, helps them develop their talents, and makes our firm a great place to work.

We believe in giving our lawyers a high level of exposure and responsibility from the very beginning and this starts during the summer program. Our summer law clerks are encouraged to work on a wide variety of assignments, gaining exposure to the full range of our practice areas. In New York, this includes Banking & Finance, Capital Markets, Corporate/M&A, Litigation & Dispute Resolution, Real Estate, and Tax, Pensions & Employment. In Washington, DC, summer law clerks will work on matters in Litigation & Dispute Resolution, Antitrust, Project Finance and Tech Digital and in Houston our summers will have the opportunity to work closely with our global transactional teams, focusing on Energy Transition, Energy & Infrastructure, and Tech with exposure to Corporate M&A, Capital Markets, Project Development and Finance. In addition to real work experience, our summer law clerks participate in formal training programs focused on legal writing and practice area presentations, as well as a variety of outside speakers presenting on everything from how to Discover and Define Your Professional Persona to topical DE&I issues and events. In order to provide exposure to our global network, we provide all of our 2L law clerks the opportunity to spend time working in one of our international offices.

At Clifford Chance, we are committed to fostering a supportive work environment in which all employees may develop to their fullest potential and contribute their best work to the success of the firm and its clients.

Clifford Chance lawyers have diverse backgrounds and cultures, but share a common characteristic – they enjoy working together, they never stop learning and are committed to providing our clients with the best possible service.

If you would like more information about us, please visit our website: www.cliffordchance.com/usrecruiting.

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