

Basic Information

2001 K Street, NW
Washington, DC
20006
Organization Size:
3000
Office Size: 49
Hiring Attorney:

Recruiting Contact:
Ms. Olivia Blair
Legal Recruiting Manager
2001 K Street NW
Washington, District of Columbia (DC)
20006-1001
United States
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olivia.blair@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	16	22	9	0	2
	Women	8	39	5	0	7
	Non-binary	0	0	0	0	0
	Total	24	61	14	0	9
Latinx	Men	2	4	2	0	0
	Women	1	2	0	0	1
	Non-binary	0	0	0	0	0
White	Men	13	12	5	0	1
	Women	7	16	4	0	5
	Non-binary	0	0	0	0	0
Black or African American	Men	0	1	0	0	1
	Women	0	8	0	0	0
	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	0	0	2	0	0
	Women	0	0	9	0	0
	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	0	0	0	0
	Women	0	1	1	0	1
	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	0	2	0	0	1
	Women	0	4	1	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	1	2	0	0	0
	Women	0	1	0	0	0
	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

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
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

LAWYERS	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	10	7	8	8	8
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	1	0	4	0	TBD
Lateral Associates	7	0	4	0	TBD
All Other Laterals (non-traditional track)	1	0	1	0	TBD
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	6	0	1	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	9	1	7	1	8
1Ls	1	0	1	0	1

Number of 2023 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 7

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
Litigation	Litigation & Dispute Resolution	14	4	19	3	0
Tax	Tax, Pensions & Employment	0	0	1	0	0
Banking, Finance	Global Financial Markets	4	7	21	3	0
Business, Corporate	Corporate	6	3	19	2	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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