



Troutman Sanders Puts
You in the Spotlight

Why Pursue Your Career with Troutman Sanders?

Practice Development on an International Stage

Troutman Sanders is growing faster than ever, having doubled in size and expanded to Europe and Asia in just the last decade. The firm's practice is also rapidly developing to address prevalent legal challenges in pivotal industries including energy, healthcare, natural resources, telecommunications and transportation. In doing so, Troutman Sanders is now consistently recognized as a "go-to law firm" for Fortune 1000 and Global 500 companies.

Exposure to Substantial Experience Early

Clients expect the best legal services at the most cost-effective rates. Troutman Sanders meets these expectations by quickly developing associate competence with exposure to substantial, hands-on experience. For example, by the end of their second year, many of the firm's corporate lawyers manage transactions and most litigators appear in court and take depositions.

Balance of Law Practice and Lifestyle

A balance of exceptional client service and enjoyable personal pursuits is strongly encouraged at Troutman Sanders. The firm's reasonable billable hour goals and part-time work arrangements allow personnel to pursue family, community and other professional endeavors.

Hiring for Long Term Engagements

Troutman Sanders hires candidates who are interested in a collegial place to practice law and who demonstrate the potential to ultimately join the partnership. Unlike many firms, Troutman Sanders associates may be considered for partnership as soon as they satisfy the firm's criteria for admission. The firm does not have an arbitrary time period that associates must work prior to consideration.

Compensation & Benefits

Troutman Sanders offers competitive compensation and a comprehensive benefits package to promising candidates, including:

- Competitive salaries
- Health, dental & prescription insurance
- Tax-favored flexible benefits plan
- Bar dues and CLE expenses
- Business casual days
- Three months of paid maternity leave
- Merit bonus program
- Three weeks of vacation
- 401(k) savings plan
- Health club membership
- Employee assistance program
- Life, long-term and short-term disability insurance



Hiring Philosophy

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Troutman Sanders seeks highly motivated, personable individuals with outstanding intellectual ability, academic credentials and extracurricular accomplishments. Nonlegal work experiences are also desirable, as they can greatly enhance insight for client issues. Because effective, clear writing is an indispensable legal skill, significant journal experience during law school is another favorable asset.

Not every successful law student will become a successful lawyer in a challenging, fast-paced law firm. Therefore, evidence of motivation, energy and the ability to effectively manage the competing demands of a rigorous schedule are essential.

Ultimately, the ability to gain the confidence of clients and command the respect of peers and adversaries alike distinguishes a truly exceptional lawyer. Accordingly, the firm desires individuals with outgoing personalities, confidence and strong leadership skills.

Training & Mentoring

Skills Development with Troutman Sanders University

The firm's in-house training group, Troutman Sanders University, provides a comprehensive curriculum for associate training and development. Courses address current issues from ethics and practice requirements to skills-based training, such as trial advocacy, legal writing, practice management, accounting for lawyers and communication skills. Troutman Sanders is an approved continuing education provider, so most, if not all, CLE credits may be obtained within the firm.

Associate Mentoring Program

Each associate is provided with a partner outside his or her practice group who serves as a mentor. The mentor's role is to help integrate the associate into the firm and to advise the associate on how to succeed both inside and outside the firm. Troutman Sanders also provides a lateral advisor program to lawyers joining the firm.

Diversity

As an international law firm, diversity is an essential part of the firm's success. Troutman Sanders' inclusive environment allows the diversity of firm personnel to thrive.

It takes diverse perspectives to examine client issues from many angles in order to find the best solutions. Contributions by all members of the firm, regardless of their race, color, religion, sex, age, sexual orientation, gender identity, national origin, citizenship, disability or background are welcomed and valued.



About Troutman Sanders

Troutman Sanders LLP is an international law firm with offices in North America, Europe and Asia. Founded in 1897, the firm's heritage of extensive experience, exceptional responsiveness and an unwavering commitment to service has garnered strong, long-standing relationships with clients across the globe. These clients range from multinational corporations to individual entrepreneurs, federal and state agencies to foreign governments, and non-profit organizations to businesses representing nearly every sector and industry.

Troutman Sanders lawyers provide counsel and advice in practically every aspect of civil and commercial law related to the firm's core practice areas: Corporate, Finance, Litigation, Public Law and Real Estate. With numerous practice groups focused on specific aspects of these areas, the firm is defined by its considerable knowledge base and proactive approach to addressing legal and business challenges.

Learn more at troutmansanders.com/careers

