

Your Guide to Kirkland



America's Top Law
Firms of 2024
TIME & Statista



Top 10 Most
Prestigious Firms
Vault 2024



Best Law Firms
to Work For 2024
*U.S. News &
World Report*

KIRKLAND & ELLIS

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Why Kirkland?

WHO WE ARE

At Kirkland, we are united in our ambition and drive to move the Firm forward by recruiting the best legal talent. We invest in our people and build dynamic teams powered by passion and enthusiasm.

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.

“My experience this summer has easily confirmed that I made the right decision coming to Kirkland & Ellis.”

2023 SUMMER ASSOCIATE

Four Core Practice Areas

Transactional
Intellectual Property
Litigation
Restructuring



Four Core Values

Excellence
Collaboration
Drive & Energy
Empowerment

3,500

attorneys

115

year history

20

offices worldwide



America's Greatest
Workplaces for Diversity 2024
Newsweek



Seramount's Best Law
Firms for Women,
2012–2024



2024 Corporate Equality
Index, Human Rights
Campaign

APPLY NOW

KIRKLAND & ELLIS

WHAT YOU'LL DO

Our work is interesting, cutting-edge 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.

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.

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.

“Kirkland empowers attorneys to take charge of their careers and become the best lawyers they can be.”

MICAH DESAIRE, ASSOCIATE

▶ SUPPORTING YOU

Through our pioneering Wellbeing Program, Kirkland supports the mental and physical health of our attorneys, understanding the importance of open and transparent communication within our industry.

▶ SERVING OUR COMMUNITIES

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.

In 2023, Kirkland attorneys and staff devoted nearly 150,000 hours to pro bono matters globally.

▶ SHAPING OUR CULTURE

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.



[APPLY NOW](#)

KIRKLAND & ELLIS



Your Career at Kirkland

KIRKLAND & ELLIS

Legal Education & Development

Kirkland provides our attorneys with an unparalleled legal education. At the root of every program is the goal of fostering excellence, empowering teams and cultivating smart collaboration.

SUCCESS FROM THE START

Basic Training Academy (BTA) is an immersive learning experience that helps develop the next generation of exceptional deal lawyers. Through practice-specific discussions and interactive breakouts led by Kirkland partners, associates learn topics such as the life cycle of a deal, project management, business acumen and more.

Kirkland Institute for Trial Advocacy (KITA) is the largest, most comprehensive trial program among major law firms and Kirkland's annual, flagship litigation program. [Associates learn through doing](#), and over 90 senior partners are there to offer hands-on, live feedback, teaching, mentorship and experience.

Kirkland Institute for Pre-Trial Practice (KIPP) forms the foundation of litigation education at the Firm and is composed of more than 20 courses, with programs increasing in sophistication as associates advance. Covering litigation essentials, courses are designed and delivered by senior partners with deep subject-matter expertise.

COMMITMENT TO YOUR CAREER

Kirkland University (KU) offers extensive learning opportunities to equip attorneys with the skills they need to grow professionally and exceed client expectations.

Leadership & Management Training (LMT) program enhances existing skill sets of early-career associates while advancing critical areas such as relationship building, communication, managing effective teams, delegation and feedback.

Attorney Subject Matter Experts

40+

individuals dedicated to substantive learning and development

Internal Training Programs

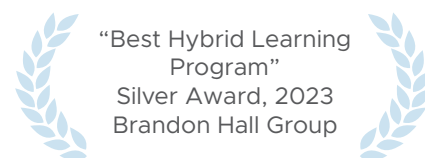
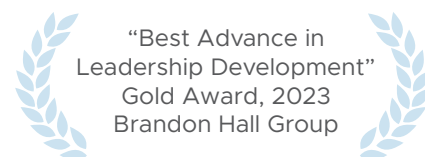
1,300+

offered annually

Continuing Legal Education (CLE)

6,200+

hours attained in 2023



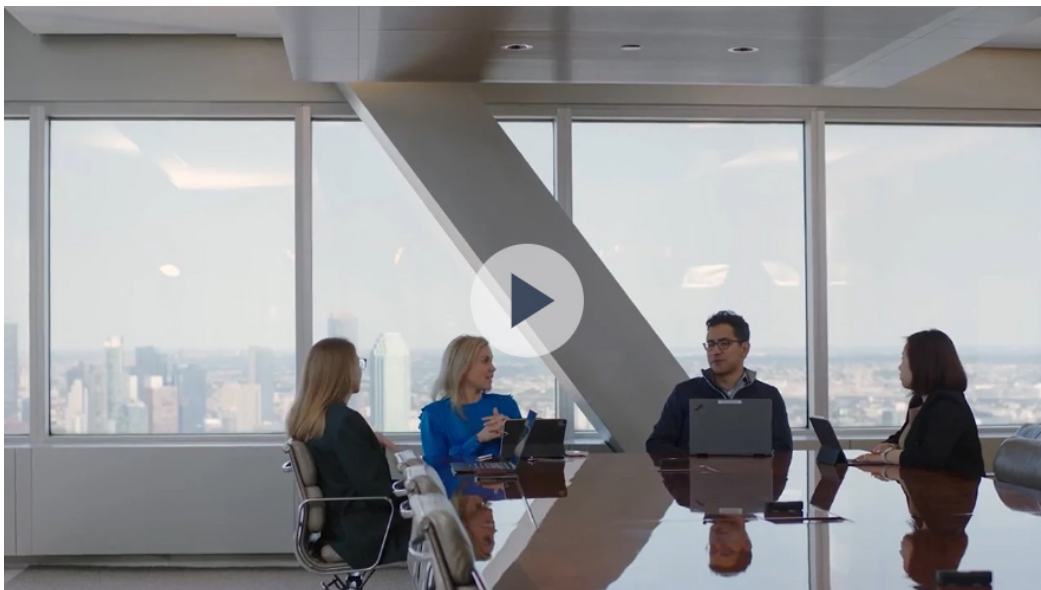
LEARN MORE

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Open Assignment System

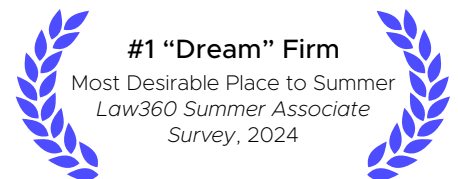
For over two decades, our open assignment system has embodied Kirkland's commitment to empowering individuals. This enduring workflow philosophy reflects Kirkland's dedication to fostering professional growth and self-determination.

Our open assignment system allows individuals to shape their careers by granting autonomy over workload, allowing more significant influence in selecting their deals and cases, and increased selectivity to choose preferred partners to collaborate.



“The system empowers associates and incentivizes partners to create a collaborative work environment.”

ERIC ST. BERNARD, ASSOCIATE



[LEARN MORE](#)

KIRKLAND & ELLIS

Diversity, Equity & Inclusion

As a Firm with a global presence, we embrace inclusion within our organization and 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 develop the next generation of leaders.

TALENT PIPELINE

SEO Law Fellowship
1L Social Justice Fellowship
1L LCLD
1L Diversity Scholars Conference
2L Diversity & Inclusion Fellowship

PROFESSIONAL DEVELOPMENT

Enhanced internal training including summits, professional networks and mentoring programs

Immersive experiences with national conferences, conventions and external programming

CHARITABLE GIVING

\$1.6M+
Annual donation to organizations and law student groups

\$5M
Pledged over five years to advancing racial and social justice



CULTURE

Recruiting, retaining and developing the best talent



COMMUNITY

Fostering and honoring diversity throughout the legal industry



CONNECTION

Creating lasting relationships with students, colleagues, clients and alumni



[LEARN MORE](#)

KIRKLAND & ELLIS 
diversity, equity & inclusion

Pro Bono at Kirkland

RECENT VICTORIES

SECURING SAFE HARBOR FOR AFGHAN ASYLUM SEEKERS

On September 11, 2023, Kirkland and the National Immigrant Justice Center [reached a historic settlement](#) with the U.S. government that established a timeline for the government to make asylum application decisions for the thousands of Afghans whose applications were still undecided more than two years after the U.S. withdrew from Afghanistan. These Afghans filed for asylum after fleeing their homes to avoid persecution by the Taliban and resettled in the U.S. as part of a program called Operation Allies Welcome. The settlement established several adjudication deadlines and public reporting requirements to ensure transparency and accountability. By the end of May 2024, the government had adjudicated more than 17,000 asylum applications, with almost all resulting in a grant of asylum.

JURY VERDICT AGAINST LOGAN CORRECTIONAL FACILITY

On September 22, 2023, [a jury awarded nearly \\$20 million in damages](#) to a client of the Firm who had been repeatedly sexually assaulted and raped by her counselor while serving time in the Logan Correctional Center in Illinois. The judgment — the largest Section 1983 verdict that federal Judge Sue E. Myerscough had seen in her several decades on the bench — came after a five-year legal battle led by Kirkland and Uptown People's Law Center. In 2018, the client filed a case against her former counselor, as well as the prison's head investigator and warden, who had both learned of the abuse but failed to investigate or assign a different counselor. At trial, the Kirkland team presented jaw-dropping evidence and testimony. When the verdict was announced in the U.S. District Court for the Central District of Illinois, the client was gratified, appreciative and hopeful that this substantial award would be a sufficient deterrent and would prevent other prisoners from enduring similar experiences.

SURVIVOR OF SEX TRAFFICKING EARNS A SECOND CHANCE

At the age of 15, Kirkland's pro bono client was coerced into participating in a sex trafficking ring in Chicago, where she was forced into prostitution and routinely assaulted. She eventually escaped and worked hard to rebuild her life. But her progress stalled in May 2019, when she saw a man beating a woman on the street. She tried to defuse the situation, but when the man charged at her, she pulled out her licensed firearm, shooting and wounding the assailant. She was pressured into pleading guilty to aggravated battery, despite her well-founded claim of self-defense, and received an eight-year sentence. Kirkland and

144,185

hours Firmwide dedicated to pro bono in 2023



115+

legal service organization partners



83%

of U.S.-based lawyers contributed to pro bono work



1,500+

clients received pro bono assistance



33,910

hours dedicated to nonprofit clients



24,661

hours dedicated to criminal justice reform



21,584

hours dedicated to immigration



3,931

hours dedicated to veterans matters and Military Sexual Trauma claims



2,788

hours advancing children's access to education and special education resources

[LEARN MORE](#)

KIRKLAND & ELLIS
pro bono



Ascend Justice took on the case in 2022, requesting a resentencing to the statutory minimum of six years. The team applied a recently passed Illinois statute allowing defendants to petition for resentencing if a history of domestic violence relates to the crime at issue. A year after the filing, the judge granted the request based on Kirkland's 354-page sentencing memorandum filled with new evidence, including an expert's report, affidavits, a dozen letters of support and more. The Kirkland team presented their argument before a packed courtroom in December 2023, and the judge granted the requested relief. With credit for time served, Crystal was released from prison on May 17, 2024, in time for her daughter's graduation from junior high school.

FINDING CRUEL AND UNUSUAL PUNISHMENT IN A GEORGIA PRISON

On March 6, 2024, a Georgia jury found that Kirkland's pro bono client had suffered cruel and unusual punishment as a result of prison officials' failure to provide timely medical treatment, granting the client \$20,000 in damages. The client, a Georgia prisoner, developed stage 4 hepatitis C while waiting five years for prescribed treatment. He had filed a lawsuit *pro se* in 2016, accusing two Georgia prison officials of deliberate indifference to his serious medical needs under Section 1983 of the U.S. Code. After a lower court dismissed the case, Kirkland became involved, and won a 3-0 reversal, in October 2023 at the Eleventh Circuit. The Kirkland team continued to represent the client during retrial on remand, with assistance from a local law firm. Despite challenges imposed by the Firm's late entry into the case, including an inability to depose the defendants and other fact witnesses, the team impressed the judge with their preparation and performance during the three-day trial. The attorneys painted a picture of conduct that went beyond negligence and medical malpractice to convince the jury that there had been a violation of the client's Eighth Amendment rights.

WHAT SETS KIRKLAND APART?

Kirkland provides robust support to all lawyers who want to serve their communities through pro bono efforts.

- ▶ Every hour of pro bono work counts as billable equivalent, hour for hour, with no cap.
- ▶ Every pro bono matter is treated like a paying-client matter; all the Firm's resources are available to our pro bono teams.
- ▶ Kirkland lawyers who contribute at least 100 hours of service each calendar year may direct donations from the Firm to legal services partners of the Firm.
- ▶ Pro bono work is volunteer-based, and attorneys may undertake almost any kind of matter that interests them.
- ▶ Kirkland creates scalable national projects with tremendous impact in areas such as immigration, small business assistance and racial justice.
- ▶ In a typical year, almost all of Kirkland's attorneys participate in the pro bono program.



Beacon of Justice Award

National Legal Aid Defender Association



New England Legal Awards – Social Impact

The American Lawyer



Paragon Award

Lawyers for Good Government



Safe Haven Award

Immigration Equality



Scott C. Solberg Pro Bono Award

Metropolitan Family Services



USING OUR LEGAL SKILLS TO BETTER LIVES, COMMUNITIES AND OUR PROFESSION

- ▶ Children's Welfare
- ▶ Civil Rights
- ▶ Community Development
- ▶ Disability Rights
- ▶ Education
- ▶ Elder Law
- ▶ Healthcare
- ▶ Immigration and Asylum
- ▶ LGBTQ+
- ▶ Microfinance
- ▶ Nonprofit Organizations
- ▶ Prisoner Rights
- ▶ Public Benefits
- ▶ Veterans

[LEARN MORE](#)

KIRKLAND & ELLIS
pro bono





Benefits & Beyond

KIRKLAND & ELLIS

Wellbeing



Kirkland is committed to supporting the wellbeing of attorneys at all levels, and we understand the importance of open and transparent communication about mental health within the legal profession. The Firm’s pioneering Wellbeing Program — one of the first offered at a Big Law firm — proactively works with our attorneys on issues related to mental health and substance misuse.

ENGAGE

Offer educational resources and create a dialogue around the topic of wellbeing, with an emphasis on reducing stigma related to mental health and substance misuse.

EQUIP

Provide practical advice and tools for strengthening coping strategies, managing stress more effectively and increasing resiliency.

EMPOWER

Identify pathways to support, allowing those who have a need for assistance to take effective action to improve wellbeing.

Wellbeing Resources



CONFIDENTIAL CONSULTATIONS

Our Director of Wellbeing is a certified therapist and former licensed attorney, and is available for confidential consultations, conducting therapeutic support groups and providing therapeutic referrals.



EDUCATION AND CLE OPPORTUNITIES

CLE-accredited presentations, newsletters with tactical advice and additional educational resources around mental health awareness, nutrition, fitness and more.



IN-THE-MOMENT SUPPORT

Free, premium access to mobile app for 24/7 support to help reduce stress, improve sleep and enhance focus and productivity.



PHYSICAL HEALTH

Focus on physical health and build connections with colleagues through fitness challenges, healthy cooking demonstrations, and other in-person and virtual events.

“This program was created to fit within the busy schedules of those working in the legal industry — and to address topics from their perspective. My hope is that the more we talk about these issues as a Firm, the more we can reduce the stigma around getting help and support.”

ROBIN BELLEAU, DIRECTOR OF WELLBEING

LEARN MORE

Kirkland Concierge



AVAILABLE ANYWHERE, ANYTIME

Your busy life doesn't stop when you leave the office and neither does **Kirkland Concierge**. Assistance is available 24 hours a day, 7 days a week, 365 days a year.

- ▶ Most requests are completed in less than 36 hours.
- ▶ Members receive a complimentary plus one.
- ▶ Kirkland Concierge can run errands for you.
- ▶ You can submit a request for just about anything.
- ▶ On-site concierge services are available in all U.S. offices and in most international locations.

Kirkland Concierge is a complimentary personal assistance service that offers life management solutions to assist our attorneys by saving them time and money, and bringing balance to their hectic lives by taking care of their personal "to-do" list.

In 2023, our Concierge members reported saving an average of 2.9 hours per request, totaling more than 51,800 hours saved.



17,900+
TOTAL REQUESTS



51,800+
HOURS SAVED

"I am always so grateful for Kirkland Concierge and the beautiful experiences they have made possible for myself and my family! Truly the greatest benefit and the most helpful and lovely people to work with!"

NEW YORK ASSOCIATE

2023 CONCIERGE IMPACT



3,800+
TRAVEL



2,800+
DINING



4,700+
ERRANDS
COMPLETED



1,700+
SHOPPING



900+
ON-SITE
SERVICES

Alumni Engagement

A network is your strongest asset. The Kirkland & Ellis Alumni Engagement Program connects the brightest minds in the legal industry. Through our exclusive website, one-of-a-kind events and lifelong career support — there are endless opportunities to build relationships and remain *Colleagues for Life*.



“I enjoy attending Kirkland alumni events to express my gratitude to the Firm that launched my career. I’ve held five jobs since leaving, and I can trace each one of those professional opportunities to a relationship, connection, colleague or friend that I made at Kirkland.”

KIRKLAND LITIGATION ALUMNA

STAY CONNECTED TO KIRKLAND

At Kirkland & Ellis, we owe our success to our people — past and present. Whether you retire from the Firm or leave as an associate, Kirkland appreciates your contribution.

Through our [program](#), attorneys have access to:

- ▶ **Global Directory:** Interactive list of Kirkland alumni and current attorneys.
- ▶ **Events:** Tailored networking events and opportunities, [view past events](#).
- ▶ **News:** Learn about the latest “[alumni on the move](#).”
- ▶ **Exclusive Access:** On-demand CLE courses, Kirkland Concierge, CareerLink and more.

KIRKLAND’S EXPANSIVE GLOBAL NETWORK



6,900+

ALUMNI
WORLDWIDE



2,800+

COMPANIES
GLOBALLY



121

UNIQUE
INDUSTRIES



51

COUNTRIES
REPRESENTED

LEARN MORE

KIRKLAND & ELLIS
alumni



KIRKLAND & ELLIS

“One of the best legal
teams in the world...”

Chambers USA

It takes dedication, excellence
and collaboration to be the best.

APPLY NOW

