

GIBSON DUNN

FAQs

Applications and Interviews

1. When do applications open?

A: 1 September 2025

2. How can I apply?

A: Online: <https://www.apply4law.com/GibsonDunn/>

3. What does the application include?

A: We are keen to get to know you so there is the opportunity to share more about you and your experiences as well as what attracts you to Gibson Dunn; why you want to become a solicitor

4. Are applications reviewed on a rolling basis?

A: Yes, so please do get your application in early

Note: To secure a training contract you should first apply for our vacation scheme but training contract will be open for those unable to participate in the programme.

5. How many trainees are you looking to recruit each year?

A: Up to fifteen

6. Which year are you currently recruiting for?

A: 2026, 2027 and 2028

7. How many spring and summer vacation scheme students are you looking to recruit for 2026?

A: Up to 25 for each programme

8. What are the spring/summer vacation scheme dates?

A: Spring: 7 – 17 April 2026 (2 weeks) 22 June – 3 July 2026 (2 weeks)

9. What is the vacation scheme interview process?

A: Online situational judgement and strength assessment, first stage interview with Graduate Recruitment, followed by two second stage interviews with partners and associates (competency based interview and a case study)

10. When do applications close?

A: 16 January 2026. However, we recruit on a rolling basis so please do aim to get your applications in early

11. What are your grade requirements?

A: You should have obtained, or expect to obtain, a strong 2:1 undergraduate degree or better. We do accept mitigating circumstances in application form

12. Do you recruit from certain universities or law schools or require certain subjects?

A: No. We welcome applications from exceptional students from any university and discipline. Undergraduate law students in their penultimate year of study, students of other disciplines in their final year, those who have already graduated and those completing the GDL or LPC or SQE are eligible to apply

13. How can I make my application stand out?

A: Be yourself. Your application will stand out if it is well-considered and a true reflection of your achievements and ambitions. Do your research, but don't just repeat what you have read on our website or tell us what you think we want to hear. Connect your skills and experience with the firm; we like curious

individuals! We don't expect all candidates to have valuable legal work experience, but we encourage you to think outside the parameters of the roles that you have held and consider any commercial aspects

14. What key characteristics do we look for in a Gibson Dunn trainee?

A: Intellectual curiosity; Entrepreneurial Spirit; Maturity; Sociability

Training with us

15. Does the firm cover GDL and SQE fees?

A: Yes. We also pay a competitive maintenance allowance during each year of study of £20,000 for both the SQE and GDL

16. What is a trainee's starting salary?

A: £65,000 (year 1) and £70,000 (year 2); £180,000 per annum on qualification (as of 2025)

17. Who will supervise?

A: You will be supervised by senior associates and partners

18. What seats are available?

A: We offer seats in Dispute Resolution (arbitration, investigations, litigation), Corporate, Energy, Competition, Tax, Technology, Real Estate, Finance & Restructuring, Employment, Projects, Asset Finance

19. Do you offer international and client secondments?

A: Yes, we currently provide an international secondment to our Abu Dhabi office, as well as a range of client secondments but we continually review locations and secondment to clients

20. What makes the Gibson Dunn training contract unique?

A: We are the go-to firm for global high-end legal work where the financial and reputation risks are at their highest.

- Our low leverage model allows trainees greater early experience and exposure to clients and interesting aspects of the work.
- Our free market system provides lawyers the flexibility to chart their long-term career goals.
- We are a truly international firm and you will work on complex cross-border matters, with fluid overlap between offices.
- Our trainees benefit from annual individual training (\$1,000 USD), client development (\$1,000 USD) & book budgets (\$300 USD).
- Lead by our Executive Committee, we have firm-wide and local office diversity committees and affinity groups to support our lawyers through programming and training.
- Pro bono – 1 for 1 billable credit. We have a long-standing and valued tradition of service to the community and we look forward to welcoming trainees who are interested in getting involved in pro bono work.

21. What are some fast facts about Gibson Dunn?

206K+

pro Bono Hours
In 2024

\$251M+

value of Pro Bono Hours in
2024

20+

years of commitment to
diversity efforts

28

years of profit
growth

2021

elected our first female Chair
and Managing Partner

18

active
affinity groups

330+

diversity events hosted across
across the firm in 2024

750+

new Pro Bono matters
opened in 2024