

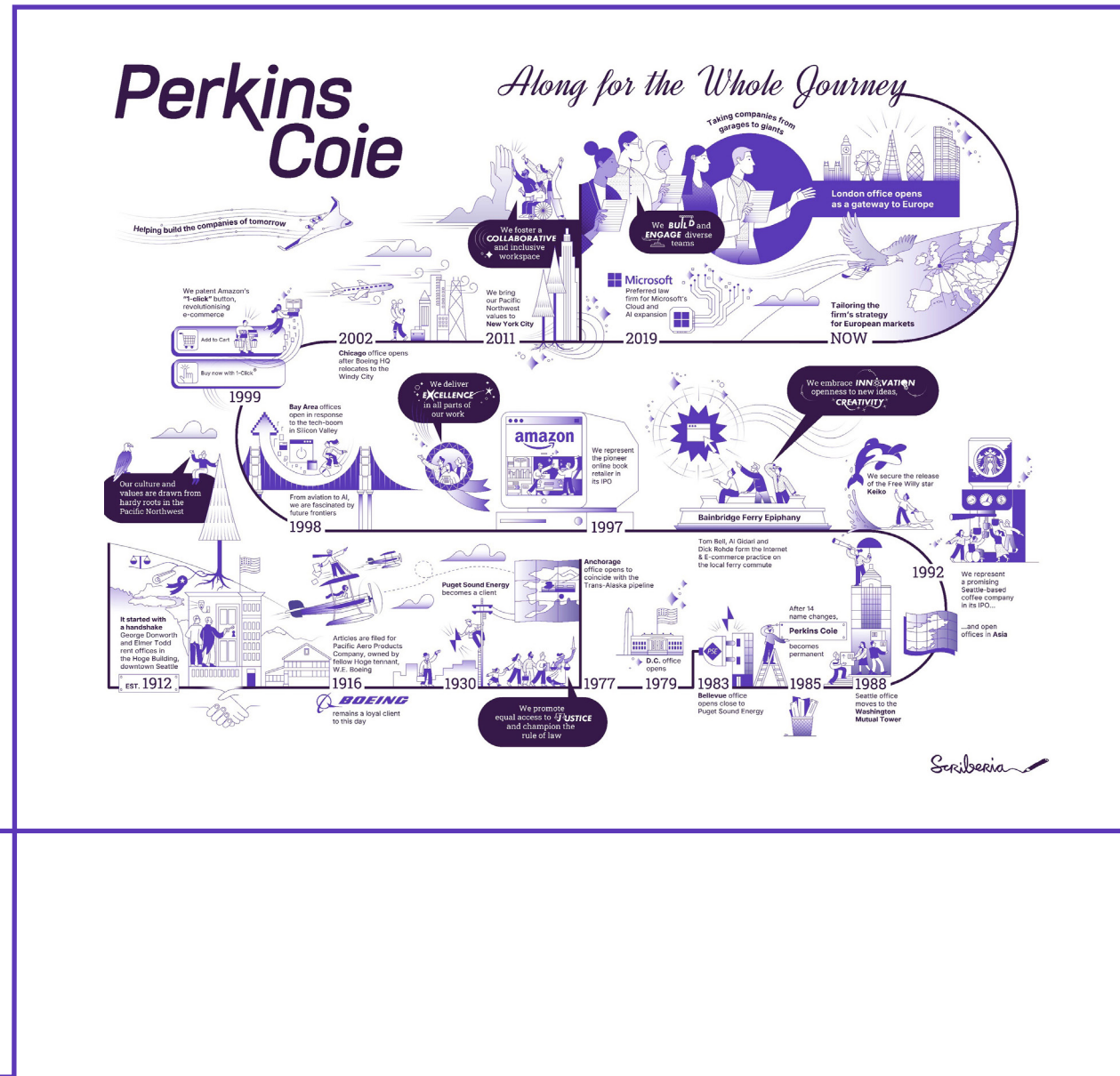


RECRUITMENT | 2025-2026

Legal Business Analyst Programme

Who Are We?

- We represent the people and companies the world needs next.
- Rooted in the U.S. Pacific Northwest, we opened our London office in May 2024.
- Our London office mission is to leverage our U.S. experience to work with founders, investors, and executives, accelerating the growth of the European 'companies of tomorrow' and serving our institutional tech clients in Europe.
- We are a London-based international team.
- Our purpose in Europe is to build out in the right way and to train our talent to become the 'counsel to tomorrow'.



A Winning Culture

Perkins Coie London fosters a collaborative culture.

Our office space was designed to feel like a home, encouraging in-office attendance, mentorship, and teamwork.

Learning from the startup clients we support, we have adopted a 'startup mindset' that embraces a flatter hierarchy.

This allows juniors to be empowered, challenge the status quo, and take ownership of their projects.

All team members are responsible for the office's long-term success, and we believe that teamwork is the only way to achieve this.

The London office was named one of the UK's Best Workplaces at the Best Workplaces Awards 2025.



The LBA Programme Overview

The Legal Business Analyst (LBA) Programme is how we achieve our purpose.

Before launching our London office, we recognized the lack of diverse and inclusive environments in Big Law. So, we built our own.

Our initiative disrupts the traditional pathway to Big Law with a simple, refined approach to building the next generation of legal professionals.

We empower agile LBAs by providing them with comprehensive business and legal training.

Our LBAs are the beating heart of the office. They execute business professional work and use their imagination, tech skills, and collaboration to solve key challenges while supporting fee-earning, client-facing work.

LBAs are encouraged to adopt a startup mentality, utilizing collaboration to create innovative solutions.

Our LBAs receive a competitive salary, a discretionary bonus, and benefits such as a 'Welcome to London' grant to help them start their careers in London.

Our Direct LBA Programme is open to graduates.

To be considered for a trainee solicitor position, you must first complete a year as a legal business analyst at Perkins Coie in London.



Our Key Principles Behind Legal Business Analysts

Building Agile Generalists

We are proposing an alternative route into working in a Big Law firm. Perkins Coie offers a strategic pathway, enabling experience across all sides of the firm—from legal work to marketing, finance, and business development. We give LBAs varied exposure from day one to create commercially savvy, well-networked juniors.

We believe that breadth of experience breeds depth of understanding—both for our clients' businesses and our own. Our holistic training and startup environment ensure that people never stay in one lane. After all, linear thinking is the enemy of innovation.

Building Tech-Savvy Junior Lawyers

Through our AI-enabled training programme, we strive to accelerate our LBAs to perform well above their level. We leverage an on-demand learning environment that uses technology to propel talent, providing scalable, consistent training for all levels.

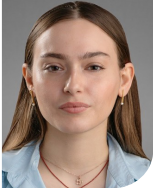
This senior practitioner-led, gamified programme complements 'on-the-job' training. Our aim is to build confidence, and our ambition is to train a new generation of tech-enabled, business-minded, and entrepreneurial lawyers.

Making Big Law Accessible and Inclusive

Our LBA Programme aims to ensure that our talent incurs no further debt once they start working. Our compensation package puts people in a better position to begin their careers in London. Thoughtfully created by the founding LBAs, this programme draws from their firsthand experience. Once through the door, our LBAs benefit from a 'pay it forward' culture where both forward and reverse mentoring are encouraged and thrive.



LBA Testimonies

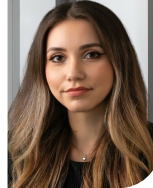


Rebecca Ruggiu, Legal Business Analyst

The legal rotation is a rollercoaster. I've assisted on a variety of transactions, from startup seed investments to larger merger and acquisition deals. I've managed data rooms, prepared due diligence reports, drafted transaction and investment documents, and prepared corporate ancillaries.

My secondment at a leading renewable energy company deserves a shout-out, as I experienced firsthand the influence of legal advice on business decisions and commercial priorities, which don't always align.

My favourite everyday learnings are the differences between advising founders or GCs and advising larger deals. While the client contact and responsibility vary, gaining exposure to both is a fast track to becoming the next generation of lawyers—versatile and adaptable.



Ana Jurubescu, Legal Business Analyst

Truly, no two days are the same. In the morning, I might be working on a roadmap for AI laws for one of our U.S. partners, in the afternoon helping with an antitrust analysis, and later in the evening performing due diligence on new documents we just received for one of our deals. As cliché as it may sound, you genuinely learn something new each day.

And the best part? Your team is there to support you every step of the way.



Sumaiyah Patel, Legal Business Analyst

I have really enjoyed my training to become a generalist. I've worked on both sides of the coin: when companies do well (exit through M&A) and when businesses don't go to plan (liquidation).

Recently, I assisted in an M&A transaction for a PE portfolio company, contributing to the due diligence report, red-flag memo, and post-completion steps. It was a great experience to be involved in the transaction from start to finish.

I've also been able to use my passion for tech to make real change on the business professional side. From piloting contract builder solutions and helping execute our AI-driven training programme to creating potential client databases, I've had the opportunity to apply my skills in meaningful ways.

LBA Testimonies



Sneha Shaji, Legal Business Analyst

The finance rotation offers a unique chance to gain full exposure to the matter lifecycle—from opening and managing a matter to assisting with billing.

From the start, I was given meaningful responsibility, working closely with partners and collaborating with colleagues in the United States.

This experience has deepened my understanding of firm operations, from strategic discounts to matter budgeting.

The insights gained will complement the legal rotation, enabling a broader, more commercially aware perspective.



Natalie Thomas, Legal Business Analyst

This role definitely keeps me on my toes.

I might start the day with a tidy to-do list, but the end of the day could look very different. But that's part of the fun!

It's a super fast-paced role and it's important to be able to adapt to unexpected requests and to shift priorities.

I've been fortunate to get a great sense of business strategy.

I get to create pitch decks to bring on clients, help devise the office PR plan, assist the office managing partner in creating the office business plan and produce monthly reports on the office's performance across the business plan objectives.



Russell Oni, Legal Business Analyst

As the London office is relatively new, there's been plenty of business development work.

I've attended meetings and pitches with leading investment firms, decision-makers at top universities, and dynamic founders, gaining invaluable experience working directly with partners.

Research is a big part of this rotation, constantly exploring innovative founders, investors, and market trends, which enhances my commercial awareness.

Helping to organise our health and wellness event for industry leaders has been another highlight, as it's an area of personal interest.

Trainee Solicitor Pathway

Our LBA role is a gateway to our trainee solicitor pathway. We do not hire junior associates; our LBA talent will be our only homegrown talent.

Our training contract offers a flexible path to qualification. Training contract offer holders maintain their salary while studying virtually for the Solicitor Qualifying Exams (SQE) and continue learning through legal work as a senior LBA.

This approach keeps your skills sharp, ensures ongoing development, and keeps you embedded within the firm's culture while earning a full-time salary.

Qualifying work experience obtained as an LBA and senior LBA will be offset against the training contract period, making it shorter. Non-law undergraduates will also advance to take the SQE, skipping conversion courses.



THE LAWYER

Perkins Coie Launches 'Untraditional' London Training Contract

"In a business sense, we get diverse talent with a high work ethic and resilience and, ultimately it's up to us to make sure they are empowered and accelerated so that they get paid up sooner. That's our value proposition," Ian Bagshaw, London Office Managing Partner.

AWARD SHORTLISTS AND WINS

Social Mobility Award Shortlist:

- *Legal500* ESG 'Best Initiative To Attract and Retain Talent'
- *Legal500* ESG 'Champion of the Year'
- *Women & Diversity in Law Awards* 'Best Social Mobility Initiative of the Year'
- The Lawyer shortlist 'Most Impactful ESG Initiative'

Training and Development Award Wins:

- FT Innovative Lawyers Europe award for 'Most Innovative Training & Development'

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