

Schoenherr transforms its Summer Internship Programme into a genuine career launchpad: paid program with direct access to international projects and a culture of collaboration

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In today's increasingly competitive legal market, internships are no longer just exercises in getting acquainted with the profession's demands. Instead, they have become real gateways to successful careers at top-tier firms. Schoenherr și Asociații SCA, an international law firm with over 75 lawyers and consultants in Bucharest, has transformed its "*Summer Internship Programme – Bucharest*" into a strategic recruitment and training platform. From hands-on exposure to business law projects to direct interaction with partners and multidisciplinary teams, the summer experience often marks the beginning of a long-term career for many students.

The program, always paid, stands out for its rigorous selection process, focus on personal motivation, and the opportunity to work on local and international projects from day one. Over the past two years alone, six former interns have become trainee lawyers at Schoenherr, while many others remain connected to the firm through an active ecosystem of events and collaborations.

### A Genuine Experience of the Legal Profession

Schoenherr designed its internship program to give students an authentic framework to truly understand what working in an international law firm entails.

"Our program, the Summer Internship Programme – Bucharest, usually takes place during the summer, in one- or two-month modules. We also offer a flexible year-round version for students who have other commitments during the summer," explains **Ana Lupșor**, *People & Culture Manager at Schoenherr și Asociații SCA*.

The flexible structure responds to the needs of a dynamic generation eager to gain experience without interrupting their academic journey. Beyond familiarization, however, the program has a clear strategic dimension: early identification of young talent. "We aim for a dual objective: on the one hand, to ensure real exposure to business law projects and to the way an international firm works, and on the other hand, to identify those young people who can become our long-term colleagues," Lupșor emphasizes.

The results speak for themselves: many of the firm's junior lawyers today started out as interns.

Another defining feature is remuneration. "Paid, without exception. Participants receive a fixed monthly amount, calculated pro rata with the length of the internship," Lupșor confirms.

### Candidate Selection: Academic Excellence Meets Personal Motivation

Attractive as the experience is, the selection process is equally demanding. The firm targets law students in their second and third years of study in Romania or abroad. Academic performance is essential but not the only criterion. “We look for strong academic results, clearly articulated motivation, and a genuine interest in business law. We also value extracurricular exposure, such as student association involvement or moot court competitions,” Lupșor explains.

A distinctive element is the “*Law, Sweet Law*” essay competition, which has become a main source of candidates in recent years. Submission of the essay is not just formal—it reveals essential skills: research ability, legal reasoning, structure, and clarity of expression.

The selection process combines academic assessment, file review (CV, motivation letter in English, transcripts), and interviews. “Often, a well-argued motivation makes the difference between candidates with similar academic performance or essay rankings,” notes Lupșor.

### **Practical Activities and the Role of Mentorship**

Once selected, interns are immediately integrated into practice groups. “They become part of the team where they conduct their internship. They are actively involved in legal research, drafting documents, and understanding workflows in both local and international projects,” Lupșor says.

Unlike rotation-based programs, Schoenherr prefers assigning each intern to a specific practice area and team, as with lawyer recruitment. Preferences of the student and the team’s needs are both taken into account.

The program also includes orientation sessions and thematic presentations, designed to develop skills, familiarize students with the business lawyer profession, and deepen understanding of the firm’s culture. Mentorship is central: partners and their teams are directly involved not only in the selection process but also in day-to-day guidance, adding weight and consistency to the internship experience.

### **A Gateway to a Legal Career**

Over time, the internship has become a powerful recruitment channel. “Our program is one of the main gateways into trainee lawyer positions. We even have colleagues who applied years after graduation, recalling their positive internship experience with us,” Lupșor says.

Success in transitioning from student to trainee lawyer depends on more than technical preparation. Intellectual curiosity, autonomy, legal writing skills, and teamwork are equally important.

For those who don’t immediately choose to join the firm, the relationship continues. “We maintain contact by inviting them to events, student association projects, and of course through the *Law, Sweet Law* competition,” Lupșor explains.

### **Looking Ahead: Perspectives for Future Generations**

Schoenherr maintains its competitive edge through a differentiated program on the legal market. “Real, immediate access from day one to meaningful projects and collaboration with lawyers across all seniority levels,” Lupșor describes, “is a defining element.”

Interns also benefit from the resources of a modern international firm: group-wide training, international exposure, and access to cutting-edge tools, including legal tech and AI solutions.

Her message to aspiring students is clear: “I encourage all interested law students to apply without hesitation and to be persistent until they achieve their goal.”

In a profession where continuous learning is key to success, Schoenherr’s internship program has become not just a learning opportunity, but a true laboratory for future careers. Through mentorship, hands-on involvement, and international exposure, each generation of interns is invited to discover what business law at European standards truly means.