

Muşat & Asociații Summer Internship—more than a summer placement: a strategic training and recruitment program that gives students authentic practical experience, direct mentoring from partners, and access to the fellowship, with real chances to join the firm’s team



In an increasingly competitive legal market, practical training for Law students has become a key element of professional success. Muşat & Asociații, one of the largest and most respected law firms in Romania, has turned its Summer Internship program into a true talent incubator. Over six weeks, top students have the chance to discover how business law is practiced at the highest level: from legal research and drafting to attending court hearings—even during the judicial recess. The program is paid, has a rotation structure between departments, and involves partners and senior lawyers in the training process. The results are evident in the long term: many former interns are now lawyers within the firm, and Muşat & Asociații continues to be recognized as a true “law school,” where future generations learn what it means to be professional, rigorous, and dedicated.

The *Muşat & Asociații Summer Internship* takes place every year, in July and August, over approximately six weeks. The length has been calibrated to allow for an intensive experience while leaving space for other plans during students’ summer break. “From our experience, this duration is optimal for students to become familiar with what it means to work within a prestigious law firm while still having a significant part of the summer vacation between academic years for other activities,” emphasizes [Stefan Diaconescu](#), *Partner at Muşat & Asociații*.

The stated purpose is to give participants a complete experience, with exposure to all practice areas in a full-service firm. “The program aims to offer students comprehensive professional training within a top law firm, to develop legal and professional, communication and research skills, as well as an overview of the different practice areas,” explains the lawyer interviewed by **BizLawyer**.

As one of the largest law firms on the market, Muşat & Asociații offers students the opportunity to interact directly with all of the firm’s practice areas, giving them a unique chance—while still at university—to see what business law involves across all branches of law in which they may later practice. In this way, they can decide toward the end of their studies on a potential specialization, which can be further deepened through a master’s program. “We give students the chance to interact with all the lawyer teams so they can form, already as students, a vision of what business law entails within a full-service law firm,” added **Stefan Diaconescu**.

One element that sets Muşat & Asociații apart from similar programs is that the internship is paid, with a competitive stipend. “The stipend offered is competitive, providing students with both an extra motivation to apply and the assurance—especially for students from outside Bucharest—that they can take this step toward practicing law in the capital without worrying about the costs of temporary relocation,” notes the partner.

The experience is therefore designed not only as a training stage but also as an open invitation for young people from all over the country to begin their professional journey in Bucharest without financial barriers.

Selection: balancing academic results and personal motivation

The selection process for the Summer Internship is rigorous, yet keeps enough flexibility to encourage as many students as possible to apply. “In general, the selection criteria are quite flexible. We try to give this opportunity to young students who genuinely want to pursue a career in law. That said, we prefer third- and fourth-year students, with knowledge of criminal and civil procedure, above-average academic results, and a leaning toward extracurricular activities,” explains **Ștefan Diaconescu**.

Although the latter are not necessarily a defining criterion for selecting interested students, they are indicators of the practice area best suited to the applicants.

Each year, the firm receives over 50 applications from students at top universities across the country, of whom approximately eight are selected for the program. Three of these later receive an invitation to take part in the Fellowship, which represents an advanced stage in their relationship with the firm. “Those selected gain access to the firm’s library and educational resources, the opportunity to attend conferences and seminars, and the chance to conclude a collaboration agreement after graduation and admission to the legal profession, thereby offering a much smoother path into the profession,” adds the Mușat & Asociații partner.

As for the selection methodology, Mușat & Asociații decided to give up written tests, considering that students already go through enough exams during their studies. The emphasis is on interviews, held either at the firm’s office or online. “We conduct interviews in which we assess both the legal knowledge of students interested in the program and their teamwork, legal research skills, and ability to integrate into a team as large and diverse as Mușat & Asociații,” stresses **Ștefan Diaconescu**.

The decisive criterion, however, remains personal motivation. “Candidates’ personal motivation to participate in the Summer Internship is of paramount importance in the firm’s final decision to accept them, all the more so as we receive dozens of applications each year from students with outstanding academic backgrounds. Not least, we want to offer this opportunity to young people who wish to pursue a legal career and lay the foundations for future collaboration with one of the most prestigious law firms in Romania,” explains the lawyer interviewed by *Biz Lawyer*.

Authentic practical experience, with rotations between departments and constant feedback

The Mușat & Asociații internship is structured to deliver a complete experience that goes beyond theoretical exercises. “Activities to be carried out by students admitted to the program include legal research, searching for and identifying case law and doctrine, drafting various legal documents, as well as accompanying our lawyers to court hearings,” explains **Ștefan Diaconescu**.

Even during the judicial recess, interns have the chance to attend urgent matters, which gives them a real perspective on litigation practice. “Although the program takes place in the summer months, when the courts are in recess, students still have the opportunity to attend hearings scheduled in urgent cases (e.g., preventive measures, protective measures, etc.),” the partner notes.

Another strong point is the weekly rotations between departments. Thus, students have the chance to understand

the dynamics of all practice areas and shape their preferences for a potential specialization. “Students rotate weekly between our firm’s departments so they can gain a complete perspective on business law in a top firm. They also take part in a training session and in weekly feedback meetings with the coordinating lawyers involved in this process,” emphasizes **Ștefan Diaconescu**.

Evaluation is ongoing and takes place both after each task and at the end of the internship. “Students receive an evaluation after each completed task, weekly during the meetings with the coordinating lawyers, and at the end of the Summer Internship,” the partner specifies.

The involvement of partners and senior lawyers is another key element. They guide students directly within the projects they work on together and provide constant feedback to develop their competencies. Unsurprisingly, the most memorable feedback received from a student came a year after the program ended: he decided to return as a trainee lawyer—an outcome that confirms the internship’s value as a springboard to a legal career.

From internship to career: long-term impact and the tradition of the “Mușat School”

The Summer Internship does not end with the final week of summer; it marks the beginning of a long-term professional relationship. “Participation in a Summer Internship supports future collaboration with our firm. Mușat & Asociații regularly recruits from among the students who have taken part in this program, thus laying the groundwork for future collaboration and supporting their academic and professional paths,” notes **Ștefan Diaconescu**.

A significant proportion of those who join the Fellowship and demonstrate outstanding abilities continue their collaboration with the firm, and a notable number of students who were not admitted to the Fellowship have later joined the firm after graduation, being all the more motivated to prove their abilities within the firm.

“Some of the most important characteristics of students who later become our colleagues are their mindset and their desire to succeed in the legal profession. We actively look for young people who want to be lawyers first and foremost, who dedicate themselves to the profession with all the sacrifices it entails, and who do not view this profession as a plan B,” says the Mușat & Asociații partner.

The law firm stays in touch with former interns even when they do not join immediately. Communication continues through invitations to events, access to educational resources, and networking opportunities—all intended to keep the relationship active. “We keep in touch with former interns through constant communication, inviting them to various events, seminars, and conferences organized by the firm, offering them access to educational resources and networking opportunities so that the professional relationship remains active and open to future collaborations,” details Ștefan Diaconescu. At the same time, former interns follow the firm consistently on professional platforms (LinkedIn), where activity is ongoing and of interest to the wider public.

In recent years, the *Summer Internship* program has evolved constantly, with an increased number of accepted students and an extended duration. The program’s evolution has also included offering the possibility to access the Fellowship after completing the initial internship.

In the long term, this approach strengthens the firm’s position as a market benchmark. “Over the past 35 years, Mușat & Asociații has been a reference point in the legal market, informally known as the ‘Mușat Law School’ for the number of top lawyers trained within the firm. We are continuing this tradition and offering one of the most innovative internship programs to a significant number of young students, out of a desire to prepare and encourage the next generations of lawyers who will most likely become our colleagues,” says the Mușat & Asociații partner.

The message to students is clear: be curious, motivated, and persistent. “Be curious, motivated, and open to learning; the internship offers a complete perspective on the lawyer’s profession and concrete opportunities for professional development. Keep in touch with the lawyers you met in this program and fight constantly to succeed in this profession, regardless of the obstacles you will face,” conveys **Ștefan Diaconescu**.

Partners at the firm also identify a challenge within legal education: the need for more practical training. “We believe young students have strong theoretical preparation; however, their practical skills need serious improvement, especially regarding legal expression and drafting procedural documents. Not infrequently we meet students with remarkable legal knowledge who have never drafted—and do not know how to begin drafting—the most basic materials in a civil or criminal file,” explains the Mușat & Asociații partner.

The Mușat & Asociații Summer Internship is not just a summer placement, but a strategic training and recruitment program. By combining practical activities, rotations between departments, partner involvement, and constant evaluation, the firm creates an authentic framework for preparing future business lawyers. The result: entire generations of professionals who begin their careers in one of the most respected legal environments in Romania.