



# Apply for Step Up 2025

30+ participating companies last summer, \* **including**



\*We're updating our website with the list of companies for Step Up 2025



## Apply for Step Up!

STEP UP is a **paid summer internship program** that aims to promote **diversity and inclusion** in the tier one legal job market in Europe by improving access and providing **equal opportunity** for law students of diverse backgrounds and skill sets.

**Strength in our differences:** We believe that our strengths come from our differences. We are committed to creating an environment that unlocks the power of diversity in our business and our communities. Does this resonate with your aspirations?

You – the next generation of legal talent – have the exciting challenge of shaping the future of the profession. You'll be at the heart of transforming our legal ecosystem as we evolve to meet unprecedented tech advancements, tackle tough ethical questions and uncharted environmental challenges. We need experts from a variety of backgrounds to do this, and **Step Up is designed to help you get ready.**

In this hands-on summer internship program, you'll learn how the Legal Department works in leading organizations. Step Up offers a unique opportunity for law students to work with two different companies during one internship, by spending one month at each. Previous participating companies include **FedEx, American Express, MSD, Capgemini, Adecco, Coca Cola, KLM, Air Liquide, Mediagenix, Terumo, Axens, Selecta, ADP, Deloitte, Publicis, Umicore, Toyota, UBS, DHL, Booking.com, Manuchar, Stryker, SD Worx, Shell, Veon, Renault Group, GROUPE SEB, Danone, UCB, Silverfin, Qover, Prosus, SSP, Pernod Ricard, Johnson & Johnson, Boeing, Mitsubishi and Nippon Gases.**



## The program

### One summer - Two top companies

**What:** In this two-month full-time remunerated summer internship, you'll work in the **Legal Department of two participating companies**.

**Where:** **Belgium, France, Germany, the Netherlands and the UK.**

**When:**

**Belgium, France, the Netherlands and the UK:** You'll spend **July** with one company, then move to a different company in **August. June** and **September** can be envisaged on a case-by-case basis.

**Germany:** You'll spend **August** with one company, then move to a different company in **September**.

**All:** Both companies will be located in the same country.

**Why:** Get the experience and connections you need to help move up your legal career ladder. Step Up will give you **a unique opportunity to build your network**, gain tangible experience within the legal profession and **direct exposure in an international environment**. Ready to take the first step? **Apply today!**



## How to apply?

**Do you meet the following criteria and have the right language skills?  
Then submit your application!**

### Criteria

- Studying in **Belgium, France, Germany, the Netherlands or the UK**
  - **In Belgium or France:** currently enrolled in your first year of **Master Degree in Law** for academic year 2024-2025 (Master 1)
  - **In the Netherlands:** enrolled or commencing your **Master or Pre-Master in Law** at the start the program in the summer of 2025.
  - In Germany: successfully completed your **intermediate exam**.
  - In the UK: successfully completed your **Bachelor of Laws (LLB)** and planning to complete either the LPC or SQE (*this placement will not count as qualifying work experience for the SQE*).
- **France, Belgium, the UK and the Netherlands:** available in **July and August 2025. June** and **September** could be envisaged on a case-by-case analysis.
- **Germany:** available in **August and September 2025**

- Authorized to work in the **European Union** or **the UK**, as applicable, without a working permit.
- **Enthusiastic** and highly motivated
- **Eager to learn** how business acumen is applied by in-house counsel in an international environment
- Pragmatic, business and **solutions oriented**
- **Team player**, willing to support cross-functional project teams

### Language skills

- **Belgium or the Netherlands: Fluent English** is required, local languages are a plus
- **France: French** is required, **English is a plus**
- **Germany: German and English** are required.
- **The UK: English** is required.

Send your application to [Step-Up\\_Program@fedex.com](mailto:Step-Up_Program@fedex.com) by **February 28, 2025 (The Netherlands, France, Belgium, UK)** and by **March 1, 2025 (Germany)** including your:

- **Motivation letter** – Include what diversity means to you
- **Resume** - List your language skills and specific legal studies

**More information:**  
[www.StepUp-program.com](http://www.StepUp-program.com)



### Selection

**Candidates will be selected by the Step Up selection team and matched with the partnered companies in the country where they are studying.**

If required, the candidate will virtually meet with the partnered company before the final selection. We expect to inform successful candidates about their selection in the program by the end of May 2025.

This program is supported by

