



Apply for Step Up 2026

28 participating companies in 2025,* including:



* We will update our website with the list of 2026 participating companies soon – stay tuned!



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, Adecco, ADP, Air Liquide, American Express, Axens, Boeing, Booking.com, Capgemini, Coca Cola, Danone, Deloitte, DHL, Groupe SEB, ICL, Johnson & Johnson, KLM, Manuchar, Mediagenix, Mitsubishi, MSD, Nippon Gases, Pernod Ricard, Prosus, Publicis, Qover, Renault Group, SD Worx, Selecta, Shell, Silverfin, SSP, Stryker, Takeda, Terumo, TomTom, Toyota, UBS, UCB, Umicore, Veon and Vinci Energies.**



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, 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.

France: You'll spend **June** with one company, then move to a different company in **July**.

Germany: You'll spend one month with one company, then move to a different company for another month, between **July** and **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 2025-2026 (Master 1)
 - **In the Netherlands:** enrolled or commencing your **Master or Pre-Master in Law** at the start the program in the summer of 2026
 - **In Germany:** successfully completed your **intermediate exam** (Zwischenprüfung)
 - **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*)
- **Belgium, the UK and the Netherlands:** available in **July** and **August 2026**. **June** and **September** could be envisaged on a case-by-case analysis

- **France:** available in **June** and **July 2026**
- **Germany:** available for two months between **July** and **September 2026**
- 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

Apply online at StepUp-program.com/students by **February 15, 2026** 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



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. If selected for an interview, we'll reach out by end of February 2026, and we expect to inform successful candidates by May 2026.

This program is supported by



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