

## Careers



“The culture we have tried to create at Kobre & Kim is one that encourages people to speak for themselves and to be vocal about their opinions. We know that the best ideas and strategies do not always come from the top down but from all directions. This is important because we are ultimately in the business of advocating for our client’s position.”

–Michael S. Kim, firm co-founder

### How Do Litigation Assistants Add Value to a Case?

The Kobre & Kim Litigation Assistant Program is a highly selective two-year minimum program consisting of recent top-tier college graduates and young professionals. Under the close supervision of attorneys and through extensive training, Litigation Assistants serve as critical members of the case teams to provide vital administrative and practical support. General duties include, but are not limited to: organization and maintenance of electronic case files, preparation of documents for court proceedings and filings, development and implementation of organization systems on case teams, management of the production and receipt of case documents during discovery proceedings, review and analysis of primary and legal documents, assistance with pre-hearing and pre-trial materials, coordination of in-person document delivery and collaboration with external vendors.

### Join the Litigation Assistant Program

Litigation Assistants remain at the firm for a minimum of two years (and often longer), working alongside lawyers from the inception of the investigative phase of cases through actual litigation. All Litigation Assistants have opportunities for advancement after their first year, including transitioning to management roles as a Senior Litigation Assistant. Litigation Assistants are also eligible to work in a highly legal-focused role as Specialists, working closely with the firm’s lawyers in cultivating specific product areas, skills or geographical regions to provide critical advisory services and leadership on client matters.

The Litigation Assistant Program offers an unparalleled opportunity for recent college graduates and young professionals to gain substantive, hands-on experience in law, develop their critical thinking skills and acumen for a successful career in any industry and join a network of both current and emerging leaders in the legal industry and beyond.

Additionally, the Litigation Assistant Program offers unique benefits and opportunities for Litigation Assistants, including but not limited to:

**Career growth** (promotion and leadership opportunities, cross-office teamwork & collaboration, affinity groups, mentorship, international connections and alumni network, structured feedback);

**Skills development** (client interaction, public speaking, extensive training and resources, stipends for foreign language courses and job-related professional certifications);

**Graduate school preparation support** (paid study leave, firm-covered test preparation); and

**Work perks** (social and professional development events, peer and attorney mentorship, stipends, external speaker events, potential office transfers, travel opportunities, hybrid working model and much more).

[Click here to learn more about the Litigation Assistant Program by the Numbers.](#)

### Job Qualifications

Litigation Assistants are typically high-performing university graduates. Candidates should possess a four-year university degree, strong academic record, and excellent teamwork, communication, organizational, and creative and anticipatory thinking skills. Candidates should also demonstrate a willingness and ability to perform tasks in a fast-paced and high-pressure environment.

# KOBRE & KIM

We strongly encourage applications from self-confident, highly motivated individuals who display a broad range of academic and extracurricular interests. All majors including STEM, finance, social sciences and liberal arts should apply. Additional language skills that can be used in a business setting — Arabic, French, German, Hebrew, Italian, Korean, Cantonese, Mandarin, Portuguese, Russian and Spanish — are not required but strongly encouraged. Litigation Assistants are expected to remain with the firm for a minimum of two years.

**Learn more about our current Litigation Assistants in the Our People section [here](#).**

## Recruiting Process & Timeline

Kobre & Kim typically recruits full-time Litigation Assistant cohorts in the fall (September – November). Full-time Litigation Assistant cohorts primarily start in mid-June and go through two weeks of extensive training. A smaller cohort of Litigation Assistants may also join the firm in January.

Our process for full-time hires generally follows these steps:

### First-Round Interview

Strong applicants will be invited to submit a video interview. You will be posed with behavioral questions in order to learn more about your candidacy and interest in the program.

### Second-Round Interview

The second-round interview is with Senior Litigation Assistants (SLAs) and Litigation Assistants. The interview will consist of hypothetical questions.

### Third-Round Interview (“Management”)

This final interview is with a Manager of the Litigation Assistant Program. If applicable, advanced language proficiency is assessed verbally and in writing.

In some of our smaller offices, we occasionally have additional interviews with Regional Managing Directors or attorneys based in the location. Please note that all interviews are conducted virtually unless otherwise specified.

## 2026 Litigation Assistant Program Job Openings

*For applicants interested in the Analyst and Litigation Assistant positions, please be advised that we only accept one application.*

### Full-Time Litigation Assistant Position Openings

We have filled our 2025 Full-Time Litigation Assistant class, and we are not currently accepting submissions. However, we invite individuals to submit a **2026 Litigation Assistant Program Interest Application** to express your enthusiasm for future opportunities. While submitting an Interest Application does not guarantee placement or consideration, it allows us to keep your information on file should a relevant opportunity arise.

If you are interested in signing up via the Interest Application please click [here](#). When our applications formally open in the Fall, we will reach out with the direct link to apply.

For any additional questions, please reach out to [LARecruiting@kobrekim.com](mailto:LARecruiting@kobrekim.com).

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## Alumni of the Litigation Assistant Program

Our alumni contribute to the firm’s rich history and tradition, and we strive to maintain active relationships with our global alumni. Upon completion of the Litigation Assistant Program, most of our Litigation Assistants attend law school at world-renowned institutions, go on to attend top business schools, or seek other advanced degrees. Our alumni are among the most talented and sought-after young professionals in the industry, and we aim for each individual experience at Kobre & Kim to translate into a lifetime of meaningful work.

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Click to read more about Kobre & Kim [in the news](#) and [our people](#).

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## Contact Information:

# KOBRE & KIM

**Litigation Assistant Program Recruiting**

[LARecruiting@kobrekim.com](mailto:LARecruiting@kobrekim.com)

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