

Popescu & Asociații consistently invests in training the next generation of lawyers through a summer internship program calibrated to the firm's real projects, with direct mentoring from partners and exposure to complex mandates



For Law students, the opportunity to take part in the summer school organized by Popescu & Asociații means direct entry behind the scenes of the profession. The program offers full access to the firm's resources, genuine integration into working teams, and involvement in high-profile projects—experiences that go far beyond the theoretical framework of university. Participants discover the diversity of legal work through rotation across several practice areas and exposure to complex mandates, giving them a complete and realistic picture of the profession.

Another essential advantage is personalized mentoring, provided by partners and senior lawyers and complemented by guidance from *Professor Gheorghe Buta*, PhD, one of the most respected specialists in Romanian law. Students receive constant feedback and personalized conclusions at the end of the program, enabling them to understand their strengths and improve their skills.

The impact is visible in the long term as well: many former interns later became the firm's trainee lawyers, and some—such as the student from the 2025 edition—chose to continue their collaboration even after the official end of the internship. In an environment where professionalism, rigor, and the direct involvement of coordinators make the difference, Popescu & Asociații succeeds in turning the summer school into a true launchpad for the careers of future lawyers.

About the internship/summer school

At Popescu & Asociații, summer means not only vacation, but also a decisive step for students who want to discover what the lawyer's profession really looks like. The firm organizes the annual "POPESCU & ASOCIAȚII Summer Internship," held at the firm's head office in Bucharest—a program that has already become a tradition. "The 2025 edition has recently concluded, and preparations for the 2026 edition are already underway," explains [Adrian Chirvase](#), a partner of the firm.

The length of the program is not fixed, but is carefully calibrated to ongoing projects and the educational objectives of each cohort. This flexibility allows students to be genuinely integrated into team activity and to develop their skills at a pace tailored to their own needs. "We aim to offer students real exposure to a lawyer's activity, integration into working teams, training through direct mentoring, and continuous feedback to support professional development," notes Chirvase.

The internship is designed as a generalist program that is not limited to a single practice area. Thus, participants have the opportunity to be exposed to a variety of mandates, to discover challenges from several branches of law,

and to gain a comprehensive perspective on the profession. The benefits are substantial: full access to the firm's resources, guidance from experienced lawyers, and direct involvement in complex projects—a combination that turns this experience into a genuine professional accelerator.

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Candidate selection

Admission to the Popescu & Asociații summer program is carefully calibrated, with an emphasis on quality and on the match between the candidate's profile and the firm's philosophy. "We apply rigorous criteria that include academic results, involvement in extracurricular activities, and—very importantly—the candidates' motivation. We look for students with solid knowledge, rigor, attention to detail, and a desire to learn," explains Adrian Chirvase, Partner. Beyond good grades or extracurricular involvement, personal motivation remains essential, as it indicates the student's genuine desire to learn and to engage actively.

In the 2025 edition, five students were integrated into the program, showing that selection remains selective and quality-oriented. Applications come both from students at Romanian universities and from those studying abroad. A relevant example is the presence of a Romanian student enrolled at a law school in the Netherlands, who spent the summer at home to take part in this internship—confirming the program's appeal even for those trained in other academic systems.

The selection process involves detailed analysis of applications and internal discussions among coordinators. The emphasis is on value alignment and on candidates' desire to make the most of the experience. "The decisive factor in selecting trainee colleagues is motivation—we seek students who understand the value of practical experience and are willing to engage actively in the learning process," emphasizes Chirvase.

The results confirm the solidity of this mechanism: one of the students from the 2025 edition continued coming to the firm even after the official end of the program, with the plan to collaborate during the 2025–2026 academic year as well. This continuity shows both the real value of the program and the strong relationships that are built between young people and the firm's team.

Activities and practical involvement

The summer internship organized by Popescu & Asociații is built as a fully immersive experience in a lawyer's work. From the very first days, students are involved in real activities that allow them to understand the mechanisms of the profession in depth. "Activities primarily include in-depth legal research, drafting legal documents, participation in internal strategy meetings, and attendance at court hearings—all under the direct supervision of coordinating lawyers, to provide a comprehensive practical perspective on a lawyer's work," explains **Adrian Chirvase**.

Integrating students into working teams is accompanied by carefully planned rotation across different practice areas, tailored both to ongoing projects and to each student's specific interests. Thus, participants are not confined to a single department; instead, they gain an overview of the legal field's diversity. Although there are no separate formal workshops, the program includes regular discussion sessions and continuous feedback, ensuring clarification of complex aspects encountered in practice and consolidation of knowledge.

A special role is played by the involvement of partners and senior lawyers, who guide students through personalized mentoring, detailed explanations, and constructive feedback to help them understand complex issues and develop professionally. The program's formative dimension is reinforced by the presence of *Professor Gheorghe Buta*, PhD, one of the most reputable figures in Romanian law, whose guidance adds prestige and excellence. "We implement a system of continuous feedback throughout the internship and formulate personalized conclusions at the end for each student, highlighting strengths and areas for improvement," notes Chirvase.

This approach has been consistently appreciated by participants, who have regarded the opportunity to work directly on mandates and to attend court hearings as invaluable for a true understanding of the profession.

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Recruitment and long-term impact

For Popescu & Asociații, the summer program is not only a learning experience, but also a key tool in the team's development strategy. "The internship is a fundamental strategic channel for identifying future colleagues. Some of the students who participated in our internship program joined the team after being admitted to the profession," emphasizes **Adrian Chirvase**, Partner. Thus, the internship is not merely a summer interlude; it often becomes the first step toward a career within the firm.

The results speak for themselves: in the past two years, the firm has recruited more than ten trainee lawyers from among former interns, most of whom have chosen to remain with the team long term. This high retention rate confirms both the quality of the selection process and the relevance of the experience offered by the program. A noteworthy example is the student from the 2025 edition, who chose to continue the collaboration after the official end of the internship and is set to work with the team during the 2025–2026 academic year. "This continuity demonstrates the value the program offers and its long-term development potential," adds Chirvase.

Interns who go on to be hired are distinguished by a set of defining qualities: solid legal knowledge, professional rigor, attention to detail, proactivity, adaptability, and clear communication. To these are added a constant desire to learn and improve—traits that make the difference between those who remain with the team and those who continue their path elsewhere.

Even for the latter, the connection does not end. The firm maintains active contacts through dedicated channels and a consistent presence on LinkedIn, inviting former interns to events it organizes. In this way, Popescu & Asociații manages to maintain a strong network of young professionals, strengthening its community and consolidating its reputation as a training ground for future lawyers.

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Reflections and perspectives

The POPESCU & ASOCIAȚII summer program has evolved constantly, adapting both to students' expectations and to the profession's demands. Each edition is carefully reviewed, and adjustments are made based on the feedback received to make the experience even more valuable. "The program is constantly improved based on student feedback and periodic internal analysis. We consistently maintain the in-person format at the firm's office and intensive mentoring, as we consider them essential elements for the program's success," emphasizes **Adrian Chirvase**. This consistency, combined with the willingness to listen and integrate suggestions, ensures organic and robust growth in the internship's quality.

What sets the firm apart from other law firms is the combination of professionalism, rigor, and the active involvement of partners and coordinators. Students are not merely observers, but direct participants in complex, large-scale mandates, benefiting from constant feedback and top-tier guidance. Thus, the program is not just a simulation of a lawyer's life, but an authentic and intensive experience.

For those considering applying, the message is clear: come prepared and curious, treat every day seriously, and make the most of the resources provided. "My advice to interested students is to come prepared, curious, and serious in their approach. Ask questions, write clearly, meet deadlines, actively seek feedback, choose a mentor, and work consistently. The resources and high-quality professional guidance are here—their success depends on their own involvement," adds Chirvase.

Beyond the present, there is also a critical look at the university training system. If he could change something, the Popescu & Asociații partner would introduce more applied practice and legal drafting exercises accompanied by specialized feedback. Such a component would complement the theory taught at universities and provide students with preparation that is closer to the realities of the profession.