



ING Graduate Programme 2026 - Legal

At ING, we believe success will be achieved if we follow 3 key principles:

We are collaborative: Your ideas are welcome. Together, we solve complex problems to deliver the best solutions for our clients.

We are flexible: Flexibility drives productivity – everyone works differently. We trust our people to make the right choices, act with integrity and deliver optimal performance.

We are impactful: We are connectors, innovators and pioneers. We provide our clients with the expertise they need to fuel their growth and transition to a sustainable future.

Our **Graduate Programme** is designed for ambitious individuals who want to shape the future of banking while developing their skills in a dynamic, international environment. Our Early Careers offerings are built to ignite your passion and accelerate your professional and personal growth.

The **ING UK Graduate Programme** will provide you with hands-on experience and broad exposure to the banking world over 12 months. You will work as an integral part of a team, helping to deliver impactful solutions for ING in a specific department. We offer opportunities across three streams:

- Financial Markets – Sales and Trading
- Front Office – Capital Markets advisory and Corporate Banking
- Support & Control functions

Legal

The Legal Department currently consists of 14 people providing general English legal advice and support for ING's business in London and globally, focusing on transactional support for the Wholesale Banking and Structured Finance, Financial Markets and Corporate Finance businesses. ING operates a hybrid and flexible way of working. However, you will be expected to spend a significant part of the working week based in the office.

Main Duties and Responsibilities:

- Reviewing documentation.
- Assisting with the preparation of powers of attorney and other internal legal documents.
- Assisting with the organisation of events for the Legal Department.
- Assisting with the preparation of training and other presentations.
- Assisting with the updating of the legal page on the intranet.
- Dealing with and resolving general queries.
- Carrying out legal and other research.
- Attending meetings and writing up board minutes.
- Attending internal and external courses.
- Participating in team meetings and conference calls.
- Providing general assistance to the legal team as and when required.

Key Skills and Requirements

- A recent graduate or looking to do a university placement year.

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- Must have the right to work in the UK for the whole duration of the graduate programme.
- A candidate who is interested in making a career in the law and who:
 - Is studying towards or has achieved an undergraduate law degree or master's in law.
 - Has achieved a non-law undergraduate degree and can demonstrate an interest in a career in law e.g. legal work experience, paralegal job.
 - Has applied for or is studying towards or has achieved a graduate diploma in law (GDL);
 - Has applied for or is studying towards the Solicitors Qualifying Exam (SQE) route to qualification.
 - Has applied for or is studying towards or has achieved a legal practice certificate (LPC)
 - Has secured or is in the process of applying for a training contract.
- No experience necessary – training to be provided.
- Someone who can work well as part of a team as well as on their own initiative, good time-keeper and well organised.
- Good communication and interpersonal skills are required both for interaction between team members and clients.
- Good PC skills, including a working knowledge of Word, Excel, PowerPoint & Outlook.
- Someone with a professional and confident manner.
- Good verbal and written communication skills.
- Approachable and friendly.
- An organised and details orientated individual.
- A team player who has the ability to develop strong relationships with clients, candidates and colleagues.
- Someone who will also play a big part in the team and represent the department well.
- Proactive attitude.
- Professionalism. Ability to execute tasks independently and manage/prioritize workload.
- Willingness to learn.

Ready to take the next step?

Click here to find out further information on the graduate programme and how to apply.

Apply now and start your journey with ING. Together, we'll shape the future of banking.

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