2027 Associate Pool Program

H/Advisors, a leading strategic communications advisor, is seeking ambitious and hardworking candidates to join its dynamic team of professionals in New York, Los Angeles and Washington, D.C. as part of its 2027 Associate Pool Program, which will begin July 12, 2027. The first week of the program will be held in the New York office, regardless of office assignment.

The H/Advisors Associate Pool Program offers intensive training over nearly 14 months, designed to provide participants with a strong foundation in strategic communications. Associates will be trained on the principles, practices and tools that enable our firm to provide best-in-class counsel to CEOs, board directors and senior executives on high-stakes issues and complex challenges. Associates will be exposed to, and work directly on, some of the most consequential reputational issues faced by public, private and non-profit/non-governmental organizations today. Successful completion of the program would result in promotion to Account Executive.

The responsibilities of an Associate include:

- Tracking and analyzing media coverage of clients and potential clients, peers, and industries;
- Researching and analyzing client and potential client financial performance, peer groups, investor bases/ownership structures, industries and market dynamics;
- Drafting and editing documents on behalf of both clients and the firm, including client memos, press releases, internal and external communications documents, and new business proposals;
- Issuing press releases and communicating with reporters;
- Providing ongoing account support to client teams;
- Participation in rotational program across various practice areas including crisis, M&A, litigation and hedge funds;
- Participating in account team strategy and planning sessions.

Development

At H/Advisors, we care about our people's professional growth. We pride ourselves on identifying great talent at the earliest stages and giving everyone the tools, training and opportunity to forge their own path forward. For Associates this includes:

- Introductions to finance and deeper dives into tools, data and analytics and practice areas;
- Firmwide annual training program focused on key practice area knowledge-sharing and skill-building, led by both internal colleagues and outside experts;
- Annual firmwide elective Mentorship Program;
- Exposure to work across all firm disciplines and practice areas, as well as the opportunity to work with colleagues across all office locations and geographies;

- Weekly group meetings and regular one-on-one check-ins;
- Regular feedback, both informally on a quarterly basis through Research and Insights, through mentors and formally twice a year.

Qualifications

College graduate. Candidate must possess excellent written and verbal communications skills, strong analytical capabilities, meticulous attention to detail, good judgment, ability to juggle various responsibilities and deadlines, and a strong work ethic. A general understanding of business and finance is desirable, as is familiarity with basic word processing, spreadsheets and PowerPoint (training courses will be provided, but we do expect a minimum comfort level).

Compensation

Salary Range: $66,000 to $72,500 per year, plus eligibility for consideration in our discretionary bonus pool.

How to apply

The application period will open November 1, 2026 and applications will be reviewed on a rolling basis through December 31, 2026.

Please email both a cover letter and your resume to Careers-US@h-advisors.global, specifying the office(s) in which you are interested and your order of preference, if applicable. Please submit the files using the following naming protocols: “Last Name, First Name resume” and “Last Name, First Name cover letter.” Applications without a cover letter or office location(s) specified will not be considered.

Those selected for a preliminary interview with Human Resources will be contacted by a representative from the Human Resources department. Candidates who successfully advance in the process will complete a writing exercise and participate in at least two additional rounds of interviews with client-facing staff, the leaders of the program and with Managing Directors in the respective office for the Associate positions outside of New York.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire. H/Advisors participates in the E-Verify program. For more information about the program, please see our website’s Careers page (https://us.h-advisors.global/careers-2/). Please note that we will not sponsor applicants for work visas.

H/Advisors is an equal opportunity employer. We value and welcome employees of diverse backgrounds, beliefs and viewpoints, including race, religion, national origin, gender identity and sexual orientation. We believe this diversity contributes meaningfully to the quality of the counsel we provide and enriches the culture of our firm.

About H/Advisors - U.S.

H/Advisors in the U.S. specializes in advising CEOs, board directors and senior executives on effective stakeholder communications and engagement. For over 40 years, the firm has been entrusted by clients across sectors to help build, protect, and enhance their reputation, overcome challenges, and seize new opportunities.

We operate from offices in New York, Los Angeles, Houston, San Francisco, Chicago and Washington, D.C. and are part of H/Advisors, global strategic communications experts dedicated to enhancing reputation and building trust to fulfill ambitions.

Founded in 2001, H/Advisors employ 1,500+ multi-disciplinary experts in 40+ offices across Europe, America, APAC and the Middle East. Driven by deep industry expertise and a problem-solving ethos, core specialty areas include Crisis & Reputation Management, Corporate Communications, Digital, Data & Creative, Investor Relations & Financial Communications, Litigation, M&A & Shareholder Activism, Public Affairs & Policy Advisory, Sustainability & ESG, and Transformation & Change. H/Advisors is part of Havas, one of the world's largest media, creative and entertainment groups.