



Your perspective



Your insight



Your creativity



Your potential



Your aspiration

# Multiplying your potential

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[www.multiplyingyourpotential.co.uk](http://www.multiplyingyourpotential.co.uk)

# Welcome to Baker & McKenzie

Our firm is all about our people. As you'll see throughout this brochure, it is through their stories that the distinguishing qualities of Baker & McKenzie are brought to life.

To learn more about the stories of these five people, visit [www.multiplyingyourpotential.co.uk](http://www.multiplyingyourpotential.co.uk)



Alex Roberts, Frances Okosi, Nick Wloch, Emily Carlisle and Richard Davies

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“As a law firm, we are effortlessly global. With offices in 70 locations worldwide, our people work seamlessly across jurisdictions and borders.”

Gary Senior

Baker & McKenzie is a unique firm in which to work – and our people are at the heart of it. Our size in London means that we offer you the scope and scale of work you'd expect from a major international law firm, yet in an environment that is friendly and supportive.

As a law firm, we are effortlessly global. With offices in 70 locations worldwide, our people work seamlessly across jurisdictions and borders. You'll have tremendous opportunities to work abroad, whether on a trainee secondment or as part of our Associate Training Programme.

The international origins of Baker & McKenzie have shaped the way we work and you will collaborate with overseas colleagues regularly. It is a global approach that enhances our culture as a naturally welcoming and diverse firm.

This global mindset is reflected in our top quality client base. As a trainee here, you will work on high profile, sophisticated transactions for blue chip global companies and financial institutions. We regard our trainees as the future of the firm, and we treat you as such. We provide early responsibility and you can expect to be dealing with clients, supported by more experienced colleagues, from your first weeks with us.

What we offer you is about more than helping you to become an excellent technical lawyer, however. We'll do that, of course, as we are uncompromising on quality. What makes our lawyers different, so our clients tell us, is their ability to see the commercial perspective. We take the time to understand our clients' business and deliver pragmatic, commercial advice.

It is an approach that we'll help you to start developing as soon as you join us. You will benefit from exceptional, award-winning training which is specifically aimed at enabling you to not only achieve your potential, but to multiply it, and thus become the best lawyer you can be.

**Gary Senior**  
Managing Partner, London

# Your perspective X Our world

**Emily Carlisle**, Associate, Corporate

“I qualified into Corporate in 2002 after undertaking the CPE and LPC at The College of Law in London. The global nature of the firm was a significant attraction. There is a strong sense that you are part of a global law firm. It is not a recent construct or marketing strategy. It is at the very heart of the firm, at every level, and always has been.

During my training contract, I spent three months in Brussels on a trainee secondment. It enabled me to pursue an interest in EU law. As an associate, I spent a further five months in New York on the firm’s Associate Training Programme, part of which was spent working in-house with a client. It was a great experience to see how the law is applied in other jurisdictions and to start building my relationships across our global network.

Baker & McKenzie’s structure is unique in that all our offices are equal. We have teams working across borders in regional and global practice groups. We meet up regularly at practice group meetings and when we are working on deals together. As a member of our global reorganisations team, most of my work is cross-border.



I still go back to New York several times a year, depending on the deals I’m working on, to meet clients and colleagues and to develop my relationships further.

It’s not just about working overseas. Global collaboration is part of the normal experience of working here. I am as likely to be dealing with a colleague in New York as I am with someone in London.

At my level, I take on a senior role in transactions. I was one of the team leaders on the huge restructuring we worked on for American Standard. There were over 600 Baker & McKenzie fee-earners in more than 40 countries working on the transaction.

Having this regular international exposure means that our global culture and relationships are constantly fostered and developed. We work together and service clients fluently no matter where we – or they – are based. It’s a great strength of the firm and gives my work an extra dimension.”

“It’s not just about working overseas. Global collaboration is part of the normal experience of working here. I am as likely to be dealing with a colleague in New York as I am with someone in London.”

**Emily Carlisle**

<p><b>Work experience</b> Mini Pupillages – Summer 1992, summer 1993 – Queen Elizabeth Buildings Chambers</p>	<p><b>December 1994 – June 1995</b> Lived in Paris and attended language course. Travelled around India and Nepal.</p>	<p><b>1995 – 1998</b> <b>Oxford University</b> History</p>	<p><b>Summer placements</b> 1997 – Freshfields</p>	<p><b>August 2000</b> Joined Baker &amp; McKenzie as Trainee</p>	<p><b>Career progression with Baker &amp; McKenzie</b> Trainee secondment to Brussels January – March 2002. Qualified in September 2002. Mini ATP to New York / client secondment – January – May 2006.</p>
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# Our world

Global is one of the first words that people associate with Baker & McKenzie. It is part of our DNA. With more than 3,900 locally qualified, globally experienced lawyers in 70 offices across 38 countries, we deliver the full range of legal services to both international and UK clients.

**Ranked No 1 – Top UK Global Law Firm**

Legal 500, 2007

We are not a US or UK firm with overseas offices. Our firm was founded over 60 years ago specifically as a global firm, with no office being the centre of gravity. It is a strength which gives us a unique reach and an instinctive international mindset. We understand our clients' needs and fulfil their expectations for excellent work with a responsive and seamless service across different countries and different legal systems.

The firm is organised into four regions: Asia Pacific, Europe and Middle East, Latin America and North America. We are therefore perfectly placed for the increasing globalisation of business, particularly in regard to emerging markets and major financial centres. Our London office plays a key role in the firm, linking with offices in six continents and co-ordinating many of our multi-jurisdictional deals.

As a trainee, you will regularly work with colleagues right across the firm at all levels. You will gain practical first hand experience of working on multi-jurisdictional projects for global household brand names.

As well as experiencing our international reach in your day-to-day responsibilities, we run secondment programmes for both trainees and associates to enable you to gain experience from working overseas.

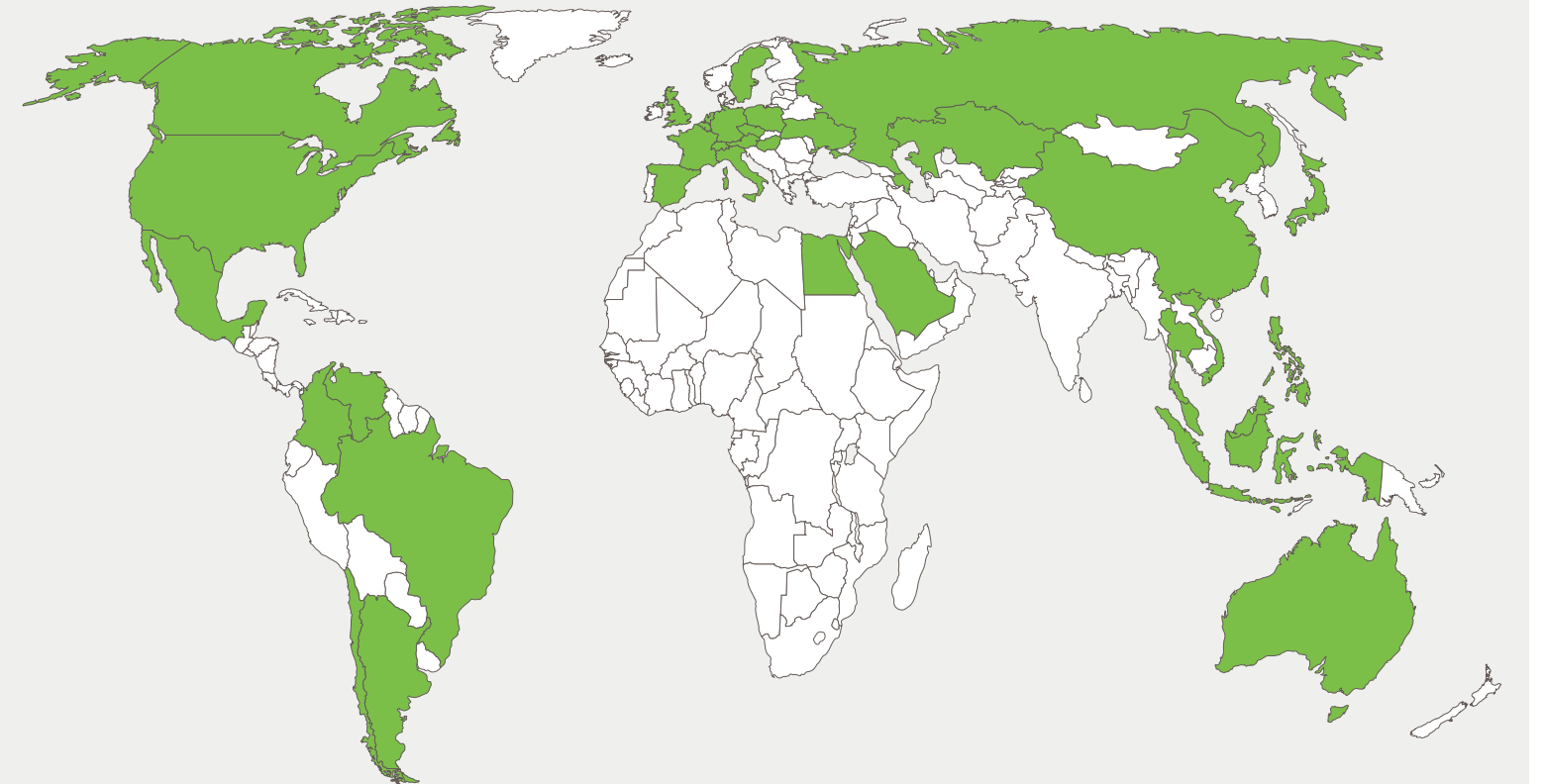
The three-month Trainee Secondment Programme provides a valuable, practical insight into another legal jurisdiction and business environment, enabling you to develop both personally and professionally. Popular locations are Sydney, Chicago, Washington, Moscow, Hong Kong and Singapore, but opportunities are available elsewhere. We also offer trainee secondments to clients' in-house legal teams, giving you the chance to deepen your knowledge and skills and gain a better understanding of the client's business.

Two years after qualifying, you can apply to go on our Associate Training Programme (ATP). This involves working in one of our overseas offices for between six months and two years. It is one of our most effective tools for ensuring that you truly understand the international environment in which much of our work takes place. It enables you to build lasting relationships right across our diverse organisation and enhance your sense of global teamwork.

The Firm's integration across offices and geographic borders enables us to deliver a totally seamless and consistent quality of service to clients worldwide. Our 70 offices are organised in four different regions:

ASIA PACIFIC	EUROPE & MIDDLE EAST	LATIN AMERICA	NORTH AMERICA
Bangkok Beijing Hanoi Ho Chi Minh City Hong Kong Jakarta Kuala Lumpur Manila Melbourne Shanghai Singapore Sydney Taipei Tokyo	Almaty Amsterdam Antwerp Bahrain Baku Barcelona Berlin Brussels Brussels, European Law Centre Budapest Cairo Dusseldorf Frankfurt Geneva	Kyiv London Madrid Milan Moscow Munich Paris Prague Riyadh Rome St. Petersburg Stockholm Vienna Warsaw Zurich	Bogota Brasilia* Buenos Aires Cancun Caracas Chihuahua Guadalajara Juarez Mexico City Monterrey Porto Alegre* Rio de Janeiro* Santiago Sao Paulo* Tijuana Valencia
			Chicago Dallas Houston Miami New York Palo Alto San Diego San Francisco Toronto Washington D.C.

\*Associated Firm



# Your insight X Our clients

## Nick Wloch, Trainee

“Even before joining the firm in 2007, I’d been hugely impressed by the quality and variety of the firm’s client base.

Since joining, through seats in Corporate and Structured Capital Markets, I’ve already built up solid commercial experience in a mix of large, complex transactions and smaller deals with leading organisations. Currently, I’m working with large international banks such as UBS and BNP Paribas, and I’ve dealt with major global corporates such as Nike, Pepsi and Shell.

I’ve also worked on smaller transactions, where large companies have been re-structuring or acquiring new businesses. It’s given me the opportunity for early responsibility and plenty of hands-on experience of corporate law. One transaction involved a client who was selling off a small UK sub-division of a major media multinational. A partner and I were working on the deal. It involved a lot of pressure and responsibility, but was incredibly rewarding.



There’s no doubt it can be a steep learning curve. You need to be able to consider legal issues from a wide commercial perspective and tailor your advice to the client accordingly. Some of it is down to learning on the job, with support from partners and associates, but there is also plenty of training to help you develop your knowledge and skills.

Perhaps the most exciting and challenging transaction I’ve worked on is the acquisition by Nike of sportswear company Umbro. I’m a big football fan so my interest was personal as well as professional. Both Nike and Umbro were public companies, so it was a high profile deal and there was significant media interest, which we had to consider. Half way through the deal process, England failed to qualify for Euro 2008 and we had to examine what effect that might have on the deal. It was a classic example of how a change in the wider commercial environment can impact upon a transaction.”

“Currently, I’m working with large international banks such as UBS and BNP Paribas, and I’ve dealt with major global corporates such as Nike, Pepsi and Shell.”

Nick Wloch

<b>Work experience</b> Barristers’ chambers at 3 Paper Buildings in 1997 and Slaughter and May in 1998. Accounts department of Abbey National summer 2005.	<b>September 2001 – July 2005</b> <b>Leeds University</b> French and Spanish	<b>March – June 2003</b> <b>September 2003 – May 2004</b> As part of degree lived in France (St. Etienne) and Spain (Granada)	<b>Summer placements</b> Attended a number of open days, including Baker & McKenzie, SJ Berwin and Olswang	<b>September 2007</b> Joined Baker & McKenzie as Trainee	<b>Career progression with Baker &amp; McKenzie</b> September 2007 – March 2008 sat in Corporate East. March 2008 – September 2008 in Structured Capital Markets.
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# Our clients

The quality of our client base is one of the strengths of Baker & McKenzie. Our strategy is to provide clients with a unique combination of local and global expertise. Because of our long history of working on cross-border projects and advising multi-national organisations, our client base reflects this.

We act for venture capital houses, investment banks and large multinationals, and we advise many major global names from all sectors of industry, such as American Standard, BP, Macquarie Bank and Nike.

In addition to our work on global deals, our roots and reputation in the City and in English law enable us to offer high quality, integrated legal services to a wide range of premier domestic clients. These include Alliance Unichem, Mittal Steel, Rio Tinto and The Body Shop.

As a trainee, you are as likely to find yourself working on a global acquisition or a Middle Eastern joint venture, as you are a domestic transaction. From the day you join us, there is plenty of scope for quality client contact and the opportunity to start making a valuable contribution, with all the support and guidance you need.

**CASE STUDY: NIKE**

**Baker & McKenzie helps Nike snatch last minute victory**

Baker & McKenzie played a winning role in sportswear giant Nike's first M&A transaction in the UK.

Nike launched an audacious bid for Umbro, the iconic English football brand, in October 2007. Baker & McKenzie won the mandate from Nike in a fiercely fought beauty parade against Magic Circle rivals. The transaction was played out against the backdrop of England's dramatic failure to qualify for Euro 2008 and attracted much press coverage. Two issues stood out. First, there were significant competition law hurdles to overcome. Initial press speculation was that the deal could never be cleared. Despite this, Baker & McKenzie achieved first phase clearance in the UK and in the 10 other countries where clearance was required, and all within a tight Takeover Code timetable.

Secondly, there was a highly volatile situation with two major kit suppliers, Sports Direct and JJB, taking blocking shareholdings in Umbro. Again, press speculation was that Nike's offer was doomed, but Baker & McKenzie helped to engineer a dramatic turnaround by the two retailers as they swung behind the bid in its closing stages. As a result, Baker & McKenzie was able to close the transaction in March 2008 and snatch the prized Umbro diamond logo for Nike.

## Baker & McKenzie London

The London office is the largest office in the Baker & McKenzie network. As such, it plays a key role in the firm worldwide and coordinates many of our multi-jurisdictional transactions.

In London, our high calibre Corporate department is at the heart of the firm. It has widely recognised expertise in co-ordinating cross-border transactions. However, Baker & McKenzie is a full service law firm with a number of strong practice areas.


The office is structured into 12 main practice groups:

- Banking
- Corporate
- Corporate Tax
- Dispute Resolution
- Employment & Employee Benefits
- EC, Competition & Trade
- Intellectual Property
- IT/Commercial
- Pensions
- Property
- Private Banking
- Structured Capital Markets

For a firm of our reputation and client base, the office is not as large as many other City law firms, with approximately 750 staff in total. Of these, around 370 are fee-earners, including 84 partners, led by Managing Partner, Gary Senior. It means our trainees benefit from the quality work and high profile clients of a major global law firm, but in a friendly, collegiate atmosphere.

**Ranked No 1 –  
Top International Firm  
in London**

**The Lawyer 2006 and 2007**



**£285 million**

Recommended cash offer for Umbro plc


Baker & McKenzie acted for Nike, Inc.



**£1.5 billion**

Unilateral takeover offer for the London Stock Exchange plc


Baker & McKenzie acted for Macquarie Bank



**£652 million**

Takeover offer for The Body Shop by L'Oréal

Baker & McKenzie acted for The Body Shop International plc



**Formation of Hydrogen Energy, a joint venture equally owned by BP plc**

Baker & McKenzie acted for Rio Tinto plc



**\$billion+**

Acquisition of Solvay's share of the BP Solvay Worldwide Polyethylene Joint Ventures

Baker & McKenzie acted for BP plc



**US\$4.18 billion**

Successful bid in the privatisation of Kryvorizhstal (the Ukrainian steel company)


Baker & McKenzie acted for Mittal Steel Company (now ArcelorMittal)



**DKK 22.1 billion (or EUR 2.97 billion, or USD 3.83 billion)**

Tender offer for the share in ISS A/S and LBO financing

Baker & McKenzie advised EQT and Goldman Sachs Capital Partners



**Acquisition of AP Apteka Holding Limited**

Baker & McKenzie acted for Alliance UniChem plc (now Alliance Boots)



**Advised Oracle Corporation on its global integration following the acquisition of Peoplesoft, Inc., Siebel Systems, Inc., Hyperion Solutions Corporation and most recently, BEA Systems, Inc.**

Baker & McKenzie acted for Oracle



**Global Restructuring, including the US\$1.755 billion sale of its Bath and Kitchen business and spin-off of its Vehicle Control Systems business**

Baker & McKenzie acted for American Standard Companies

# Your creativity × Our approach

## Frances Okosi, Partner, Banking

“I became a Partner in the Banking group in 2008, having joined the firm as a trainee in 1998. Virtually all my work is cross-border, working on transactions that often involve at least three jurisdictions.

As well as our technical excellence, clients recognise the benefits they gain from our unique approach. They come to us for the creativity we demonstrate in the legal advice we provide. We don't just tell them what the law is, we draw on the full range of our skills, knowledge, experience and commercial acumen to explain how the law can be used to their best advantage in a transaction.

A big part of that comes from understanding very clearly what the client's broader commercial priorities are and tailoring our legal advice accordingly. It is not necessarily a question of we win, you lose. It is about working together to achieve a pragmatic solution that not only addresses the legal issues, but which also fits their wider business objectives.



The diversity of the firm also has an impact on the kind of creative, commercial advice we provide. Because Baker & McKenzie has such a diverse mix of people from different backgrounds and cultures, we can draw on that range of experiences, knowledge and outlooks to provide clients with innovative, creative legal advice.

Our global reach is another major factor in our unique approach. It means that right from the initial approach from a client, we can provide a global perspective on the transaction, advising them of the likely international issues they may face. When we are presenting ourselves to clients, we can demonstrate that we work seamlessly together, irrespective of the office we happen to be based in. Clients appreciate that they are getting an integrated, cohesive team that covers several jurisdictions.

A recent proposal involved a deal in Egypt, with elements of British Virgin Islands' law, and with documents governed by English law. Due to my own previous experience, and the fact that I could immediately pick up the phone to a colleague in Cairo, we were able to advise the client on the potential cross-border issues. This is symptomatic of our entrepreneurial approach to advising clients and developing relationships.”

“Because Baker & McKenzie has such a diverse mix of people from different backgrounds and cultures, we can draw on that range of experiences, knowledge and outlooks to provide clients with innovative, creative legal advice.”

Frances Okosi

**1991 – 1994**  
University of  
Manchester  
Law

**Work experience**  
Called to the Bar of  
England and Wales  
in October 1995 and  
completed 18 months  
pupillage

**September 1998**  
Joined Baker &  
McKenzie as Trainee

**Career progression with  
Baker & McKenzie**  
Completed seats in  
Finance (1st seat) and  
Dispute Resolution  
(2nd seat). Qualified into  
Banking department in  
September 1999.  
Completed secondment  
to client in 2005. Made  
partner in July 2008.

# Our approach

Commercial and pragmatic. The two words that sum up our approach. Whether it is meeting the needs of our clients or prospective clients, supporting our staff, delivering legal services of the highest quality, or managing the firm on a daily basis.

Our approach is to become clients' trusted advisers. We believe that understanding their business and getting under the skin of commercial issues, is the only way we can deliver legal advice that truly adds value. We ensure that our advice reflects their commercial priorities and is pragmatic enough to respond to the realities of the sector in which they operate.

It is an approach that we instil in our trainees through both formal training and more informal mentoring, support and guidance. One of the most effective ways to develop your commercial mindset is through hands-on experience. Hence, we ensure that from the day you join us, you start working on real transactions and projects, not just as an observer, but as a valued contributor to the team.

We believe that strong teamwork is essential for delivering seamless legal services of the highest quality. Thus we bring our people together regularly to enhance existing relationships and develop new ones.

Our innovative approach applies to the way in which Baker & McKenzie is managed. Despite our large international network and strong presence in all major legal markets, there is no dominant nationality in the firm's governance, composition or culture. There is no permanent headquarters. Instead, we have a 'virtual' headquarters that moves throughout the firm depending on the composition of the firm's management bodies and where they meet.

International Law Firm of the Year (tied)

PLC Which? Lawyer, 2008

## CASE STUDY: AMERICAN STANDARD COMPANIES

### Baker & McKenzie sets the Standard

During 2007, Baker & McKenzie worked with American Standard Companies Inc. (American Standard) on the strategic global separation plan of its three businesses: vehicle control systems business, bath and kitchen business, and air conditioning systems and services.

The vehicle controls systems business was listed on the New York Stock Exchange as an independent company called WABCO and the bath and kitchens business was sold to a leading private equity firm for in excess of US\$1 billion. The remaining air conditioning systems and services business, which generated revenues of US\$6.8 billion in 2007 and has 29,000 employees, was renamed Trane Inc. and was recently acquired by Ingersoll Rand, another client of Baker & McKenzie.

The overall project was an US\$8.4 billion deal involving over 600 Baker & McKenzie fee-earners in more than 40 countries. The intellectual and operational challenges made this one of the most complex projects most of the lawyers involved have completed. However, our commercial mindset and pragmatic global approach ensured a successful transaction, delivered ahead of schedule, and a happy client.

The complexity came not only from the global coverage and the tight schedule, but also from the sheer number and types of transactions involved. Any of these, if missed or delayed, would have a knock-on effect on the 100-plus steps to follow.

To manage effectively all the different steps, we created a number of 100-page micro-step plans which were updated on an hourly basis to keep track of the constant changes and developments.

Our approach to our relationship with American Standard was another key factor in the success of the deal. We operated as an integral part of the client team and were in daily contact with the client, as well as with other advisers, developing innovative solutions that utilised the strengths and resources of the entire project team.

On completion, we conducted debriefs with 17 senior individuals at American Standard to understand how we met client needs and how we can develop our relationship to continue to meet them in the future.



One of the most effective ways to develop your commercial aptitude is through hands-on experience.

# Your potential × Our culture

## Richard Davies, Trainee

“When I joined Baker & McKenzie in 2008, I was already aware of its reputation for fostering a unique culture of friendship, diversity and approachability. It has more than lived up to those values.

Trainees here are very passionate about the firm. Once you join you can understand why. You get the feeling that you are valued, that the firm really supports its trainees and is interested in you as an individual, as well as in your professional development. It’s very non-hierarchical.

You’re given the opportunity to take on early responsibility. I’ve recently been working in a small team advising a major UK healthcare regulator, where I’ve been out meeting and discussing issues with the client. I’ve also been involved in major deals concerning assets in Russia, Ukraine, Germany and Tanzania. It’s enabled me to apply my legal knowledge to fast-moving commercial situations. Whatever the work you are doing, though, you’re always aware that there is a wealth of support and advice if you need it.



The multi-cultural, global aspect of Baker & McKenzie feeds into the firm’s approach to Corporate Social Responsibility (CSR). Almost as soon as I joined, I also became involved with one of the diversity focus groups. There is engagement at the highest level, but at the same time, the opinions of trainees are considered equally relevant. In a way, it is a reflection of the work and the clients. The very nature of the firm means that you are regularly dealing with people from different countries, cultures and backgrounds, so there is a naturally open, embracing environment.

I have also been carrying out pro bono work. I’m part of a team that is advising the United Nations High Commission for Refugees. We also worked with the Nepalese government when it was drawing up a new constitution. As well as being a worthwhile, rewarding thing to do in its own right, it also benefits you professionally. I’ve worked alongside people from other practice groups at all levels of the firm, and been exposed to work that I wouldn’t be involved with as part of my regular responsibilities.”

**September 2001 – June 2002**  
Worked on a vineyard and a ski resort in France. Travelled to Thailand.

**September 2002 – June 2006**  
**Bristol University**  
Law and French LLB

**Summer placements**  
2005 – Macfarlanes and Lester Aldridge  
2006 – Travers Smith and Baker & McKenzie

**September 2007 – January 2008**  
Taught English in Madagascar. Travelled through Tanzania, Kenya, Uganda and Rwanda.

**March 2008**  
Joined Baker & McKenzie as Trainee

**Career progression with Baker & McKenzie**  
1st seat in Dispute Resolution. June 2008 – secondment at Commission for Healthcare and Regulatory Excellence. September 2008 – 2nd seat in Corporate West.

“You get the feeling that you are valued, that the firm really cares about its trainees and is interested in you as an individual, as well as in your professional development.”

Richard Davies

# Our culture

Trainees at Baker & McKenzie get the best of both worlds. We are a major global law firm, which enables us to attract the highest quality international clients and work on large multi-national transactions. Yet our London office has a size and ethos that is friendly and welcoming.

We pride ourselves on this unique culture; on our supportive, 'collegiate' environment. We recruit a relatively small number of trainees a year: 38, split over two intakes. It means we have the time and resources to provide the highest levels of support and attention.

Our investment in you begins even before you join us. As part of our 'Keep in Touch' programme, we have a range of initiatives including a buddy scheme to ensure that future trainees feel part of the firm from the moment they accept an offer. Once you do join us, there is a comprehensive programme of structured support and training designed to ensure that you are able to develop your knowledge and skills rapidly and multiply your potential. You will also benefit from our award-winning trainee training programme.

Our trainee intake size enables us to provide you with the opportunity to take on early responsibility, supported by more experienced colleagues. You are likely to find yourself making an important contribution to complex, multi-national deals right from day one.

We are committed to making the firm accessible and everyone places great importance on being hospitable and approachable. The practice groups are close-knit which makes it easy for you to fit in and develop relationships with colleagues.



“The Diversity Committee tries to ensure we maintain a fair and equal workplace for all our staff, through initiatives such as introducing a contemplation room, providing appropriate support for staff with children, or through our diversity training programme.”

Samantha Mobley, Partner,  
Chair of the Diversity Committee

This supportive mindset is reflected in our open-door policy. Whether it is a quick question on procedure or drafting, a query about technical law, or if you need informal advice, you'll find partners and associates more than willing to share their knowledge and experience with you.

## Corporate Social Responsibility and Diversity

As part of our multicultural ethos, we have an active Corporate Social Responsibility (CSR) programme in which all our trainees are encouraged to get involved.

It covers four key areas:

- **Charitable giving** – each year, we elect two charities to be the focus of our fundraising for the following 12 months. We also partner with two local schools, in Bermondsey and Tower Hamlets, where we provide one-to-one reading support and are involved in initiatives to help improve pupils' social and communication skills.
- **Pro bono** – we support our staff to make a contribution to the wider community. Our pro bono commitments cover a broad range of causes. Clients include Save the Children, the UN High Commission for Refugees and Caribbean Capital Cases.
- **Diversity** – we strive to develop and maintain an inclusive working environment that offers rewarding careers to high calibre staff from the broadest of backgrounds. We have three diversity focus groups – ethnicity; lesbian, gay, bi-sexual and transgender; and women. These help us frame our diversity policies and initiatives.



Simon Cleobury, Associate, Corporate

“There is a huge amount of engagement with the pro bono programme across the firm. I have been involved since I was a trainee. I spent three months in our Chicago office on secondment. While there, I became involved with an organisation called the Public International Law and Policy Group, or PILPG, which is a global pro bono law firm providing free legal assistance to states and governments involved in conflicts.

I've continued that involvement back here in London, where I am on the Pro Bono Committee. The Committee promotes pro bono within the firm, draws up the strategy and identifies suitable clients. The initiatives we are involved in include advising at Citizens' Advice Bureau, manning a free employment law helpline and advising prisoners on 'death row' overseas.”



“CSR is hugely important to the firm. It is about giving something back and demonstrating our values in a very practical, useful way.”

Tom Cassels, Partner, Chair of the CSR Board

# Your aspiration **X** Our ambition

## Alex Roberts, Associate, Corporate

“I studied architecture at university and worked as an architectural technician for a year before going to law school. It meant that when I joined the firm in 2006, I already had some transferable skills, such as client-facing experience, drafting and analytical abilities.

I’ve been encouraged to make the most of my experience and skills since joining the firm and have continued to develop my abilities through further training. I feel the firm is committed to investing in me and in my career to enable me to be the best lawyer I can be.

I qualified into our Corporate department in 2008. The work here is very varied. You don’t need to specialise in narrow areas. I’m currently involved in a number of mergers and acquisitions and some stock market work. I’ve also gained experience in private equity, capital markets and public company transactions.



My first experience of just how global the firm is came during my training contract when I spent a three-month secondment in our Beijing office. While I was there I was involved with transactions in the region and some securities work. It was a fantastic experience. It’s given me a much broader, practical understanding of the law in other jurisdictions.

The size of the London office means that I don’t feel like an anonymous, peripheral figure. There’s a real team culture and people have made the effort to get to know me. The relatively small number of trainees also makes it easy to develop strong relationships quite quickly, which are developed further through social events and training.

There’s a lot of support. You have mid-seat and end-of-seat evaluations, but they are not just a one-way review of your performance. It’s a dialogue and you’re encouraged to give your opinions. You discuss your strengths as well as any areas where you feel you need more knowledge or skills.”

**1999 – 2002**  
University of Cambridge  
Architecture

**Work experience**  
September 2002 –  
June 2003 Architectural  
Technician. September  
2004 – July 2005 Legal  
Clerk, Conveyancers.

**2003 – 2004**  
Nottingham Law School  
**2004 – 2005**  
BPP, London

**July 2005 –  
September 2005**  
Travelled through South  
East Asia. September  
2005 – December 2005  
Studied Mandarin,  
Beijing. December 2005  
– February 2006  
Property Developer  
Internship, Shanghai.

**March 2006**  
Joined Baker &  
McKenzie as Trainee

**Career progression with  
Baker & McKenzie**  
March 2006 to date –  
seats in Banking,  
Corporate East, Corporate  
Tax, Dispute Resolution.  
Secondment to Beijing  
office in January 2008.  
Qualified into Corporate  
East in March 2008.

“I’ve been encouraged to make the most of my experience and skills since joining the firm and have continued to develop my abilities through further training. I feel the firm is committed to investing in me and in my career to enable me to be the best lawyer I can be.”

Alex Roberts

# Our ambition

**Baker & McKenzie London offers a trainee experience that no other firm can match.**

Central to that is the global setting in which we work. The London office is large enough to be a significant player in the city, but not so large that our graduates are lost. Therefore by working here, you have influence in a key office of a firm with one of the largest international networks in the world.

You will be dealing with colleagues in overseas offices on an almost daily basis, working together on cross-border transactions and sharing knowledge. There are plenty of opportunities for you to gain overseas experience, either through our Trainee Secondment Programme or, post-qualification, through the Associate Training Programme.

## Top 100 Graduate Employer

The Times, 2004, 2005, 2006, 2007 – the only non-UK law firm on the list



Because of our global mindset, we attract a high proportion of multinational clients, many of which are household names. It is what Baker & McKenzie was founded on. It is still a huge part of what we do, whether global corporations like EQT, Mittal Steel, Nike and Oracle; or blue-chip British companies like BP and RioTinto. As a trainee here, you will work with big names on big deals.

Clients do not come to us solely because of our international reach, however. They come to us because of the pragmatic, commercial insight that we bring to our legal advice. We work hard to understand our clients' businesses and their priorities, and then we consider how our legal advice can best support them.

It is an approach on which we place a lot of emphasis, for our trainees in particular. Much of your training and development is geared to enabling you to be an incisive, yet practical lawyer. One who can give their clients advice in a page of succinct, business-focused English. At every stage of your career, our focus is on helping you make the most of your strengths, of your experience and of your expertise.

It means we are looking for trainees who have an interest in understanding our clients' business as well as the law, who have an interest in supporting our clients to achieve their objectives, and who are keen, not just to deliver a legal opinion, but to build quality client relationships.



“Through the development of your strengths, with our support, our training, our commercial approach and the way we work, we enable you to be the best lawyer you can be.”

Martin Blackburn

We need bright, intelligent people who can develop a rapport with senior figures at major international companies, and who can articulate legal issues in an appropriate way for that business.

In terms of culture, ours is one of respect; a culture in which people are committed to the firm and its approach, but at the same time, have the freedom to think for themselves. We aim to foster an environment where you are encouraged to have ideas, where you are consulted about decisions, and where no matter who you are in the organisation, your opinions are valued.

Our approach to CSR and pro bono work is an integral aspect of that ethos. For us, diversity has always been a cornerstone of the firm – understanding that we are all unique and that we are stronger as a firm when we embrace those differences and allow people to develop and play to their strengths.

Above all, our culture is one in which you can develop your strengths. And through the development of your strengths, with our support, our training, our commercial approach and the way we work, we enable you to be the best lawyer you can be.

**Martin Blackburn**  
Director of HR & Development



**Katie Golding, Trainee**

“The culture here is one that encourages and supports you to get involved in sports and social activities. I attend in-house yoga classes once a week and I'm wing defence on the netball team, which plays most Wednesdays after work. The firm has netball, football, mixed hockey and cricket teams, as well as department teams, such as the pensions football team. There's also the Manches Cup sailing regatta in the Solent, for which we entered three boats this year.

I help organise the monthly Friday Night Drinks. Everyone attends – partners, support staff, associates, secretaries. There are regular parties, too, such as the firm's summer party, the annual trainee summer party or the Christmas party. There are always plenty of things going on for those who want to get involved.”



# Our training

## Training & Internship Opportunities

At Baker & McKenzie, we strongly believe that the quality of our firm is defined by the quality of our people. It is why we invest so much in recruiting the best and then providing the best possible training to enable you to multiply your potential.

It is an investment in people that starts even before you join us, through our two placement schemes: London Summer Placements and International Summer Clerkships.

## London Summer Placements

The London Summer Placement scheme aims to give students who are interested in a career in the legal profession a taste of what it is like working for an international law firm.

The scheme is open to both law and non-law students in their penultimate year of undergraduate study, or in the second or third year of a four-year course.

Each three-week placement comprises two seats. We provide training sessions to help familiarise you with some of our typical transactions, as well as to help you develop a range of key skills.

You will also have the opportunity to attend departmental and client meetings and court hearings, and there will be plenty of social events to enable you to find out more about the firm from current trainees.

## International Summer Placements

Each summer we offer between three and five International Summer Placements as part of the firm's global International Clerkship programme. To be eligible, you must be in your penultimate year (or second or third year of a four-year degree course) studying law as an undergraduate in the UK.

The placements last for between 8 and 12 weeks, divided between London and one of our overseas offices.

You can learn more about our Training & Internship Opportunities online at [www.multiplyingyourpotential.co.uk](http://www.multiplyingyourpotential.co.uk)



**Monica Kurnatowska**, Partner,  
Trainee Training Principal

"As the firm's trainee Training Principal, I'm responsible for ensuring that we fulfil our responsibilities to trainees with regard to technical legal training, pastoral care and the wider training process.

To be a premier law firm, we need to attract and retain the best people, and to develop them faster than our competitors. We want to help our lawyers be the best they can be – and that means investing in the training to support them.

We take a relatively small number of trainees each year, which means we have the time and resources to focus on delivering the most appropriate training to suit your needs. That includes hands-on training, through our approach to giving you early responsibility and experience of high quality work and blue-chip clients, as well as secondment opportunities.

Your training contract will start with the two-week induction programme, which is geared towards enabling you to start making an immediate contribution to the firm.

As a trainee, you will spend time in four of our key practice areas, including a seat in our Corporate department. The Graduate Recruitment and Development team will discuss your interest in particular departments with you, while liaising with partners across the firm to meet our business needs. The team and I will also keep in close contact, supporting you as you progress throughout your training contract."

"To be a premier law firm, we need to attract and retain the best people, and to develop them faster than our competitors."

Monica Kurnatowska

## Best Trainer – Large City Firm

LCN/TSG Training and Recruitment Awards, 2004, 2005, 2006, 2007 – the only firm to have won the award for four consecutive years



## LPC+

Our commitment to providing high quality, personalised training is exemplified by the Baker & McKenzie LPC+.

The LPC+ is an LPC course which, in partnership with the College of Law, has been specifically tailored to the needs of our firm and our trainees, with the aim of giving you the best possible start to your legal career.

The programme has been carefully designed to ensure that the content closely reflects the types of work that you will experience upon joining us. During the first term, after an induction programme welcoming you to the course, you will study alongside other LPC students at the College of Law's Moorgate centre. You will also take part in practice group overviews and practical workshops with Baker & McKenzie lawyers, designed to increase your understanding of our practice, and develop your skills in areas such as commercial awareness and client relationships.

In the second term, you will study towards elective courses which are aligned with the firm's international, corporate focus, in addition to more practical sessions to help you apply the law to actual situations, using live Baker & McKenzie case studies.



**Reeba Doogal**, Trainee

"I feel the LPC+ gave me the best of both worlds. During the first half of the course, we studied compulsory modules alongside those joining other firms. I enjoyed the broader social network, mixing with other would-be lawyers, making contacts and developing relationships.

We then went on to study our electives, which were very much tailored to the commercial context and practical application of the law. There were a range of workshops hosted by lawyers from the firm, providing us with an opportunity to study actual deals and case studies and to look at how the law had been applied.

We also received training on supplementary skills such as drafting, business and client awareness, negotiating and research. By the time the course was over, I couldn't wait to begin my training contract and start putting it all into practice."

# Application and selection

We recruit 38 trainees each year. We expect applicants to have, or be expected to achieve, a 2:1 in their degree and at least 340 UCAS points (or equivalent). You should also be able to demonstrate a consistently high level of performance throughout your studies.

We accept applications from both law and non-law undergraduates, recent graduates, or graduates who have spent time in business or pursuing another career.

## What do we look for?

There is no Baker & McKenzie template to which all our trainees must conform. We are looking for people who share our international outlook. Trainees who want to develop their legal career in a challenging, rewarding and friendly environment.

Some of the characteristics we value include:

- An international mindset
- Leadership
- Intellect and initiative
- Commercial acumen
- Creativity
- Commitment to excellence
- Impact and influence
- Desire for learning

## When should I apply?

If you are studying for a law degree, you need to apply after completing the second year of your degree, preferably when you have received your second year examination results. The closing date for receipt of applications is 31 July.

If you are studying for a non-law degree, you should apply during the final year of your degree course. Applications will be accepted from November onwards and the closing date for receipt of applications is 18 February.

If you have already graduated, although the Law Society's Recruitment Code of Practice does not apply to graduate students, we still prefer to consider your application at the relevant time. So law graduates will need to apply by 31 July and non-law graduates by 18 February.

## Key application dates

LAW
Applications by 31 July Interviews late August / September
NON-LAW
Applications by 18 February Interviews February and March
SUMMER PLACEMENT
Applications by 31 January Interviews January and February
INTERNATIONAL SUMMER PLACEMENT
Applications by 31 January Interviews January and February
OPEN DAYS
Applications by 25 November (Christmas Open Days) Applications by 31 January (Easter and Summer Open Days) Applications for Open Days are by CV and cover letter

# How to apply

## Filling out your application

Please complete your application form online via our website [www.multiplyingyourpotential.co.uk](http://www.multiplyingyourpotential.co.uk). You will be asked to provide a covering letter outlining your motivation towards Baker & McKenzie and commercial law. We want to get a feel for you as an individual, your achievements, and also to see what knowledge and enthusiasm you have for our business.

## When will the interview take place?

The interviews for law students/graduates normally take place in late August/September. For non-law students/graduates, they take place in late February and March.

## The training contract interview

Once we have received your application, short-listed candidates will be invited for interview. The interview will include a short discussion with two partners based on the facts of a typical client problem, which you will be given to read in advance.

Following your interview, you will meet one of our associates to talk about your achievements and your interest in the firm. Finally, you will be shown around our offices by a current trainee. The whole process should take no more than three hours.

## Salary and benefits

For both the GDL and the LPC+, we will pay your course fees, together with a maintenance grant towards living expenses.

The maintenance grant is currently £6,000 for the GDL and £8,000 for the LPC year. This figure is reviewed annually.

We pay in the upper quartile of city law firms. In line with this our current trainee starting salary is £37,500. In your first salary payment, you will also receive a one-off bonus of £3,000 to help with student debts and the costs associated with settling into a new job in London.

In addition to your salary, we offer a competitive benefits package which includes:

- Life insurance
- Permanent health insurance
- Private medical insurance
- Group personal pension plan
- Season ticket loans
- Employee health care programmes (including health screening, dentist, flu jabs and eye care)
- Subsidised gym membership
- Subsidised staff restaurant
- Business travel insurance

We are committed to providing equal opportunities in employment. This means that all job applicants, and staff, will receive equal treatment regardless of sex, marital status, gender reassignment, race, nationality, colour, ethnic or national origin, disability, sexual orientation, age or religious or similar philosophical belief.



“We are interested in people who share our international outlook. Individuals who want to stretch themselves and at the same time, open up new horizons for us, too.”

**Justine Beedle**, Graduate Recruitment and Development Manager

[www.multiplyingyourpotential.co.uk](http://www.multiplyingyourpotential.co.uk)

Baker & McKenzie LLP  
100 New Bridge Street  
London EC4V 6JA, UK  
Tel: +44 (0)20 7919 1000  
Fax: +44 (0)20 7919 1999



**Our world**



**Our clients**



**Our approach**



**Our culture**



**Our ambition**

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