



**NALP 2009 Annual Education Conference**

**Recruiting for International Offices:  
The Basics**

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**The Markets**

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- Belgium: Brussels
- Brazil: Sao Paolo & Rio
- Canada
- United Kingdom: London
- France: Paris
- Germany
- China: Hong Kong & Shanghai
- Italy: Milan and Rome
- Japan: Tokyo
- United Arab Emirates (UAE): Dubai

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**Market Info**

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- Belgium: National law and European Community Law
- Brazil: Brazil and particularly Sao Paolo and Rio are the most active legal markets in Latin America.
- Canada: Quebec only province to have a civil law system; all other provinces common law
- China: U.S. firms can't hire Chinese-licensed lawyers
- U.A.E.: Firms range small (5-10 lawyers) to medium (50 lawyers)
- U.K: Majoring in law is not necessary to become a lawyer
- France: Trend toward job fairs
- Italy: Low bar passage rate at 30% which is the norm
- Germany: Very competitive, LLM and Doctorate very valuable
- Japan: Difficult bar exam makes "bengoshi" very valuable

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## Similarities

- Prestige/Status of Law as a Career
- Profession is Regulated
- Client Demands
- Technology
- Hours (relative)
- Impact of the Economy

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## Education

- Legal Education: U.S. model is the **exception** not the rule
- Law Schools: Fewer (relative) in other countries
- Admission to law study: U.S.-style standardized test, intense competition, ranked law schools NOT the norm
- Grading: Outside U.S. grades still important BUT U.S. model of recruiting after first year unusual

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## Education (con't)

- Cost of Education: Outside U.S., free or very low cost is common
- Consequences of Legal Education Differences:
  - Young grads
  - Law grads not studying law and/ lawyers without law degrees
  - Practical training requirements imposed outside U.S.

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## Title Differentiation

- U.S.: Associate or Partner
- Belgium: Avocat (French); Advocaat (Flemish)
- Brazil: Associate/Avogado or Partner
- Canada/U.K./other common law:
  - Trainee: 2 years following law school
  - Solicitor: a general term for all lawyers except barristers (see below), can be a litigator and can go to court but is not a specialized advocat
  - Barrister: Provides specialist advice and advocacy. Does not deal with clients directly but is "briefed" by solicitors in a particular case on behalf of client. Most barristers are solicitors first then undertake additional exams
- China: Lushi
- France: Avocats (attorney)
- Italy: Avvocato (Avvocato Cassazionista if admitted to the Italian Supreme Court)
- Japan: Bengoshi (admitted lawyer)

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## Compensation

- Pay scales:
  - U.S.: \$160k for 1<sup>st</sup> year lawyer in large law firm
  - Belgium: Trainee = € 24k /year; Associate/Solicitor = € 80k/year
  - Brazil: Intern: \$6,000k/year, \$24k/year
  - Canada: \$1450/week for articling students; \$90-100k at U.S. law firm or \$65-78k/year
  - China: \$160k/yr at U.S. law firm or \$40K/yr at local Chinese firm
  - France: €50-90k/year
  - Germany: €70-90k/year
  - Hong Kong: \$85k/year
  - Italy: €60-90k/year
  - Tokyo and UAE: \$160k/year
  - UK : Year 1 Trainee Solicitor = £ 30-40k /year; Year 2 Trainee Solicitor = £ 35-45k/year; Year 3 Newly qualified solicitor = £80k/year

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## Resumes/CVs

- Europe – Not unusual to include:
  - Picture
  - Family status
  - Grades from State exams
  - Date of Birth
  - Gender
- Hong Kong and Tokyo: Typically includes photo and family history
- Canada: Similar to US resume but 2 pages

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## Primary Entry-Level Recruitment

### Competition for jobs varies by country

- U.S.: On-Campus Interviewing
- Brazil: Hired by firm for which they interned
- Brussels: Write-Ins
- Canada: On-Campus Interviewing
- France: Referrals & Networking
- Germany: Job Fairs
- Italy: Referrals & Networking
- U.K.: Elaborate Job Fairs/Marketing Material

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## Pre-Employment OTJ Training

- U.S.: Summer Program for 6 – 12 weeks
- Belgium: Trainee program for 3 years or vacation placements for a couple of weeks (Traineeship required for license)
- Brazil: Although not required, most students work throughout law school
- Canada: 10 months of "articles" (Required for license)
- France: Trainee program for 18 months prior to exam
- Germany: "Referendariat" (2 year practical training period). Rotate through legal jobs within and outside of Germany as part of training
- Hong Kong: Vacation Placements are common
- Italy: Trainee program for minimum 2 years prior to exam
- U.K.:
  - Vacation placements for 2-3 weeks (usually 2 rotations/year)
  - Interview for 2 year training contract
  - Fixed dates on application periods
  - 2 year trainee period (Required for license); sponsored by a partner
  - Qualify for associate or solicitor status

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## Qualifying/Licensing

- U.S.: state Bar Exam
- Belgium: No Bar Exam
- Brazil: Bar Exam.
- Canada: Bar admission course, provincial Bar exam
- France: State Exam taken following 18 months training period.
- Germany: 2 State Exams and 2 year internship
- Italy: State Exam taken following 2-3 year training period. Offered in December. State Exam pass rates avg. 30%.
- U.A.E.: Only Emirati lawyer can appear in court. Most firms require Dubai lawyers to be licensed in NY, CA or U.K.
- U.K.: No exam. "Qualified" after 2 year training contract

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## Lateral Recruiting

- Signing Bonuses: Uncommon outside U.S.
- Search Firms/Fees
  - Room for negotiation in many countries but firms often ask for similar (25%) commissions.
  - Exceptions:
    - Brazil: Uncommon to hire HH
    - Germany: 15-20%
    - Hong Kong: 18-25%
    - Tokyo: 30-35%
- Due Diligence
  - Same as in U.S.
    - Conflicts analysis
    - Reference Checks
    - Background Checks

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## Diversity

- U.S. = Gender, LGBT and Racial/Ethnic Diversity are significant issues for law firms and clients.
- Outside the U.S.
  - LGBT and R/E not an area of focus
  - Gender Diversity to a lesser degree

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## Training & Development

- U.S.: Firms provide CLE, business development and leadership training to lawyers at all levels
- For Trainee Solicitor positions, firms commonly provide practice “how to” training for corporate deal and litigation tasks.
- CLE required in most countries

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## Blogs

- U.S.: Rampant and key source of information
  - Abovethelaw.com
  - Thesharks.com
  - Lawschucks.com
  - Theshark.typepad.com
- U.K.: Also a key source of information. Tends to focus on individuals within firms rather than firms in general.
  - Rollonfriday.com
  - lawyer2B.com
- Asia: www.totoo.org
- Canada: www.lawbuz.ca

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## Other Resources

- The International Directory of Legal Qualification, published by the NALP Foundation, (2009)
- Web resources:
  - LLMS: LLM-guide.com (blog & discussion board for international LLMS)
  - World Universities (Law Schools): US News & World Report World's Best Universities list: <http://www.usnews.com/articles/education/worlds-best-colleges/2008/11/20/worlds-best-colleges-and-universities-top-200.html>
  - Qualifying: International Bar Association (IBA) booklet of member bar associations around the world. See: [http://www.ibanet.org/barassociations/bar\\_associations\\_home.aspx](http://www.ibanet.org/barassociations/bar_associations_home.aspx)
  - World Law Firms: Chambers Global ([www.chambersglobal.com](http://www.chambersglobal.com) or [www.chambersandpartners.com](http://www.chambersandpartners.com)). Legal 500: ([www.legal500.com](http://www.legal500.com)). PLC Which lawyer?: (<http://whichlawyer.practicallaw.com/which/whichlawyer.do>). International Financial Law: (<http://www.ifr1000.com/>). Martindale: (<http://www.martindale.com/>)

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