

BORN GLOBAL



BAKER & MCKENZIE

EXPLORE OUR WORLD

You're looking for a law firm that's right for you. We're looking for talented people to join our culture of friendship and embrace our entrepreneurial spirit.

You stand out because you care about your clients and colleagues and demonstrate excellence in your own distinctive way in what you do. We are a community of citizens from over 60 nations who have a deep understanding of and appreciation for the language and culture of business all over the world. We develop collaborative relationships with each other and our clients and strive to make a difference through our ideas and innovations.

We invite you to explore our world and learn more about us.

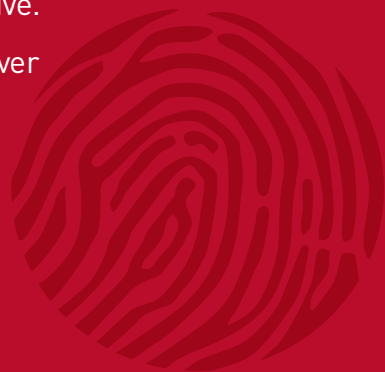
NOT JUST ANOTHER LAW FIRM

We stand out

We are different in the way that we think, work, and behave. Other firms are learning to think with a global perspective. At Baker & McKenzie, we have never known any other way.

That's why clients look to us to navigate complexity across markets and legal systems. And why they will come to you for the wisdom that comes with an instinctively global perspective.

With us, you will exchange rich local insights and legal knowledge with lawyers from all over the world. You'll tackle cutting-edge issues of the global economy, and you'll see why our talent for solving problems at home and across borders distinguishes us.



Ready to be distinct?

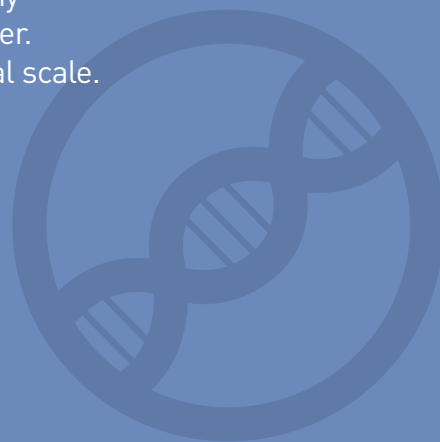
- ▶ We are the only global law firm with offices in nine of the world's top ten emerging markets, and since 2010, we have expanded our global network by opening nine offices, including Casablanca, Johannesburg, Seoul, Lima and Yangon.
- ▶ We have the strongest law firm brand in the world, based on awareness and favorability.
- ▶ Our global reach allows us to serve more than 500 of the world's largest companies based in over 35 countries.
- ▶ Hundreds of Associates have lived and worked in a different part of the world via our Associate Training Program, through which they actively participate in the daily working life of another Baker & McKenzie office.

FEEL AT HOME

Diversity is in our DNA

There are no outsiders in our Firm. We have no dominant nationality and no preferred culture. We are at home everywhere, with everyone. And you will be, too.

You will hear it in the buzz at our meetings. Lawyers from all over the world, from many backgrounds chatting in many of our 75 languages. Laughing. Learning from each other. Sharing ideas and solving problems. It's the sound of diversity and inclusion on a global scale.



Ready to be included?

- ▶ Christine Lagarde, our former chairman, was the first woman to lead a major international law firm, before becoming Managing Director at the International Monetary Fund.
- ▶ We consistently receive recognition and awards as a top law firm for women, minority lawyers and lesbian, gay, bisexual & transgender equality.
- ▶ We have a Global Diversity & Inclusion Committee with representation from across the Firm, which develops policies, protocols, and best practices to guide and support diversity initiatives Firm-wide, including our minimum 30% aspirational target for women in leadership positions.
- ▶ We have no predominant culture, and no single nation accounts for more than 20% of our lawyers.

CONNECT

A culture of friendship

Baker & McKenzie is a nice place to work, and in fact, being nice is identified as one of the personal qualities critical to being successful at Baker & McKenzie.

Our culture blossomed in the 1960s, when lawyers from all over the world came together to form a new kind of multi-cultural global firm, built on strong friendships spanning nations and a personal way of doing business with each other and with clients that still sets us apart.

When you're doing business with someone half a world away, personal relationships and trust make a big difference. We invest heavily in the glue that binds us, and a significant percentage of our global budget goes toward initiatives that bring us together.



Ready to connect?

- ▶ Each year, over 400 Associates across the globe strengthen their network of colleagues by attending regional Associate training courses.
- ▶ Our Partners attend global and regional meetings annually, where they forge deep and personal connections with colleagues and their colleagues' significant others.
- ▶ Our yearly Fluency Awards recognize Partners and teams that embody our “culture of friendship” by treating every client as if they're the only client and turning relationships into friendships.
- ▶ We strive to be trusted advisers and friends to our clients, such as through invitations to our Firm meetings.

DEVELOP SUCCESSFULLY

We'll help you

Our Development Framework describes the legal and business skills and the personal qualities that our people need to be successful at every career stage. It is the product of careful study of what success looks like at Baker & McKenzie. A living document, the framework shapes the way we recruit, select, develop, manage, and promote our lawyers.

For you, the Development Framework offers a clear and reliable roadmap to success. And our world-class support is designed to help get you there, and to help you develop as far and as fast as your talents and drive will take you.



Ready to develop?

- ▶ **Harvard Business School selected the Development Framework, our talent management approach, for two of its best practice case studies.**
- ▶ **We have over 15 global training programs for every milestone or transition point to help you deliver on significant changes in performance expectations as your career progresses.**
- ▶ **In addition to our Partner and Associate offerings, our global, regional, and local practice groups will provide you with training to build essential skills for you to become as effective as possible, as quickly as possible, in your role.**
- ▶ **Each year, we award International Clerkships to law students and recent graduates interested in exploring international legal careers with the Firm.**

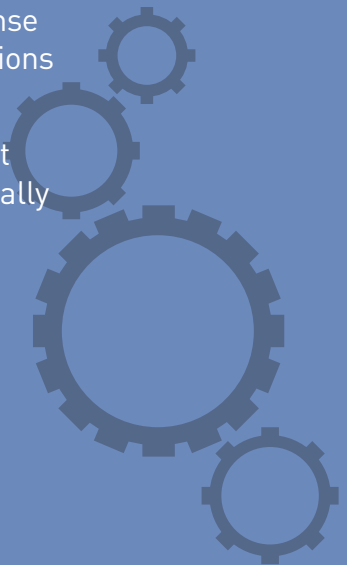
KNOW OUR CLIENTS

Understand their business

We are practical and pragmatic. Clients managing complex global organizations don't want dense legal analysis. They rely on us to help them make timely, thoughtful and correct business decisions in markets and legal systems that they may not know very well. That's what we do.

With daily exposure to high-quality, practical lawyering, you will develop business judgment that enables you to be a trusted adviser on a global scale. You will learn how to prepare legally sound and commercially effective advice, and to get right to the point.

We invest in the development and support of integrated global client teams to better understand, respond to and enrich our client relationships.



Ready to know more?

- ▶ We coordinate client secondments to forge stronger client relationships, gain a better understanding of the client's business, and achieve strategic goals.
- ▶ As part of our Client Care Program, we conduct annual feedback meetings, as well as regular post-matter, post-transaction and post-pitch reviews for our major clients.
- ▶ We are the firm most considered for multijurisdictional transactions and litigation, and our largest matters call upon an average of 15 areas of law.
- ▶ We share an uncompromising commitment to excellence, which explains why more of our lawyers are included as leading lawyers in the Chambers Global Guide to the World's Best Lawyers than any other Global 20 law firm.

THINK AHEAD

We do

Be prepared to bring your ideas to work if you join us. We're an entrepreneurial firm, where ideas and innovation are expected and where we care to make a difference.

Our entrepreneurial spirit is a legacy of our early days. It made us the first major international law firm in Brazil, China and Russia—and still the only one in many countries in Asia and Latin America. It created many leading practices, including the world's largest and still most recommended global law firm tax practice.

And it inspires us to lead the charge with local and global pro bono and community service efforts, giving you a chance to work with leading organizations to make a difference, like those who protect women from abuse, build homes for the poor, and raise awareness about climate change.

Ready to think ahead?

- ▶ **Our Client Service Principles ensure that we maintain our uncompromisingly high standards in our quality of advice and service levels.**
- ▶ **We were the first law firm to receive the US Foreign Policy Association's Corporate Social Responsibility Award.**
- ▶ **More than 50 of our lawyers worked on an International Negotiations Handbook used worldwide to help warring parties pursue peace.**
- ▶ **We team with our clients on pro bono projects, such as representing applicants for naturalization in partnership with Abbott Laboratories and Caterpillar.**

**READY TO
EXPLORE?**

**OUR
WORLD?**



LEARN MORE

To meet our people, learn about our work, explore the programs we offer and how to apply, please visit www.careers.bakermckenzie.com.

OUR GLOBAL PRESENCE

