



# EXPLORE OUR WORLD



BAKER & MCKENZIE



# YOUR WORLD



We have something in common. You demonstrate excellence in your own distinctive way. So do we. You stand out because you care about what you do. So do we. You're looking for a law firm that's right for you. We're looking for talented people who are right for us. So explore our world. See who we are and what we care about, and decide if we're what you're looking for.

NOT JUST  
AN  OTHER  
LAW FIRM

## We stand out

Our difference is not in our global platform, though none is bigger. It's not in the scope of our practice, though none is broader. And it's not in our client list, the envy of the profession.

We are different in the way we think, work and behave. Like no other firm and few other businesses.

We will help you master a distinctive brand of legal practice in style and substance. One that will set you apart, open you to an extraordinary career in the global economy and lift your established practice to its full potential on the world stage.

## Ready to be distinct?

**Our lawyers conducted seminars on western legal concepts in China before foreign law firms were permitted to practice there.**

**We had our own lawyers present in 25 countries by the mid-1980's. So we have decades of experience fielding multi-national, multi-practice teams.**

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## In a community of friendship

You have to be nice to thrive at Baker & McKenzie, which makes this a pretty pleasant place to work. And when you work as hard as lawyers do, that's important. Our culture blossomed in the 1960s, when lawyers from all over the world came together to form a new kind of firm. They forged friendships and a personal way of doing business with each other and with clients that still sets us apart.

Experts who studied successful people in our Firm said ours was the first organization they had studied where being nice was essential to success.

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. A significant percentage of our global budget goes to events that bring us together.

## Ready to connect?

**We strive to be trusted advisers and also friends to our clients. We invite them to our Firm meetings and team with them on pro bono projects.**

**We have no predominant national culture and no single nation accounts for more than 20% of our lawyers.**

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# EXPAND YOUR HORIZONS



## Work and think globally

Other firms are learning to think with a global perspective. At Baker & McKenzie, we have never known any other way. Russell Baker conceived us as a global firm 60 years ago. 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 see why our talent for solving problems at home and across borders distinguishes us.

## Ready to go global?

**Our lawyers are citizens of more than 50 countries and speak more than 75 languages - using English as our common language.**

**A majority of our fees come from clients we serve in 5 or more countries.**

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# DEVELOP SUCCESSFULLY



## We'll help you

Our Development Framework describes the legal skills and the personal qualities our people need to be successful at every career stage. It is the product of careful study of our clients' and lawyers' views about 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 we offer worldclass support to get there. Our Firm offers a state of the art talent management program of training, coaching and mentoring. A global performance management system. Secondments to offices and clients around the world. All designed to help you develop as far and as fast as your talents and drive will take you.

## Ready to develop?

**Harvard Business School selected our talent management approach for two of its best practice case studies.**

**Hundreds of associates have lived and worked in a different part of the world through our Associate Training Program.**

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# KNOW THE LAW

## See the 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 quick, thoughtful and correct business decisions in markets and legal systems they may not know very well. That's what we do.

With daily exposure to 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.

## Ready to know more?

**We have more lawyers listed in twice as many countries in Chambers Global Directory of Leading Lawyers as any other major law firm.**

**Our largest matters call upon an average of 15 areas of law.**

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# TH<sup>↑</sup>INK 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.

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 in the 1950s, and the first global climate change practice in the 1990s. And it's why we are now helping emerging economies with first in market IPOs and securitizations and mature multinationals with compliance issues and outsourcing programs worldwide.

## Ready to be ahead?

**We were among the first law firms to conduct quality audits of our offices. Each year, a third of our offices are visited, examined and evaluated.**

**We were the first law firm to develop a global IP platform from which we manage the world's largest trademark portfolio.**

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# FEEL AT HOME



## Diversity is in our DNA

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. The sound of our success, due in large measure to Russell Baker who saw the power of a multi-cultural global firm decades before it became the fashion.

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.

## Ready to be included?

**Christine Lagarde, our former chairman and then the Minister of Finance in France, was the first woman to lead a major international law firm.**

**Our rich diversity enables us to serve more than 500 of the world's largest companies based in over 35 countries and cultures.**

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# HELP OTHERS

## We'll do it with you

We care about the same things you do. Poverty, hunger and homelessness. The health of our planet. Social justice. Quality legal representation for all.

Caring alone is not enough. We support local and global pro bono and community service efforts, giving you a chance to work with leading organizations to make a difference.

We'll invite you to join lawyers like those who have created microfinance programs, protected women from abuse, built homes for the poor and raised awareness about climate change. Like those who drafted Ukraine's Constitution and created a guide to help warring parties negotiate peace in troubled lands.

You care to make a difference. We can do it together.

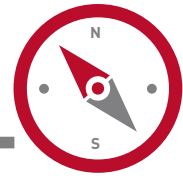
## Ready to do good?

**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.**

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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](http://www.careers.bakermckenzie.com).

## OUR GLOBAL PRESENCE



Baker & McKenzie International is a Swiss Verein with member law firms around the world. In accordance with the common terminology used in professional service organizations, reference to a "partner" means a person who is a partner, or equivalent, in such a law firm. Similarly, reference to an "office" means an office of any such law firm.

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