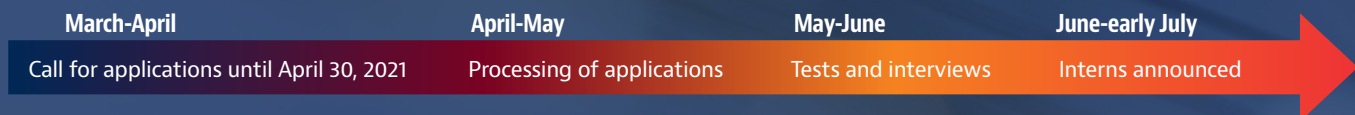


Selection Process

Summer Internship 2021

Timeline and selection stages



How we select?

STAGE 1: Submission of applications

All applications must be submitted no later than **April 30, 2021 inclusive*** to moscow.resume@bakermckenzie.com.

We will notify you of acceptance of your application by email. We may also contact you if we require more information. Note that due to COVID-19 and the volume of applications, you may have to wait longer than usual to receive a confirmation email. Please do not wait until the last minute and contact us directly to ensure your application has been received and processed. We appreciate your patience and we will do our best to reply to you as quickly as possible.

STAGE 2: Application Screening and Review

To be considered, an applicant must submit an application comprising all required materials. Submitted applications are reviewed and assessed against fixed criteria set by the Firm. Only the highest scoring candidates will be invited to continue further in the selection process. We consider all of the information contained in the application before making our admission decision. This includes consideration of your academic qualifications, the information contained in your CV and cover letter, and the quality of your essay. The HR department will get in touch with the selected candidates to set a date and time for the next stage of the selection process.

STAGE 2: The second stage includes:

- A screening interview with HR, which may be conducted in person in the office or via zoom/phone. This initial interview includes a brief review of your background and experience (if any), professional interests, career plans and expectations. It can be conducted in English and Russian.
- 90-minute written English proficiency test, which the candidates take in the Firm's office or online in parallel or right after the screening interview with HR. It consists of

two questions on legal topics and a translation section. The main purpose of the test is to evaluate the future intern's knowledge of Russian legislation, the application of normative legal documents, check their ability to compose texts using legal terminology in English and the ability to translate competently.

STAGE 3: Interview with Associates and Partners

Based on the overall results of the previous stages, successful candidates will be invited to the final stage of the selection process - an interview with Baker McKenzie Associates and Partners, which is designed to assess your professional knowledge and determine if you are a viable candidate.

Final Selection - Interns Announced

All applicants will be notified whether they have been selected as interns and provided with further instructions.

Congratulations! Interns will commence their internships on July 19, 2021.

**Due to the uncertainty related to COVID-19, Baker McKenzie reserves the right to extend the submission deadline. The terms and dates of the selection process stages may be adjusted as well.*

Should you have any questions about the selection process, please contact:

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