



**Boston College Law School**  
**Office of Career Services**

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**PRACTICING LAW OVERSEAS:  
RESOURCES AND REFERENCE  
MATERIALS**



September 2008

# HOW AND WHERE CAN A US TRAINED LAWYER PRACTICE OVERSEAS?

## I. HOW TO BEGIN THE JOB SEARCH

### Establish an Interest

Begin by identifying organizations that specialize in the areas of law which interest you, as well as in the countries which interest you. The most comprehensive and up-to-date resource for law firms are [www.martindale.com](http://www.martindale.com) and [www.legal500.com](http://www.legal500.com). For Government and public interest or human rights organizations, look at [www.PSLawNet.org](http://www.PSLawNet.org).

Join organizations and participate in activities that offer practical experience and help to build a network. These can include school organizations (for example the International Law Society) and law reviews as well as national and international organizations. For example:

- American Bar Association, Section of International Law, US Lawyers Abroad Committee; the Law Student, LLM and New Lawyer Outreach Committee; the International Law Students Association – [www.abanet.org/intlaw](http://www.abanet.org/intlaw)
- American Society of International Law – [www.asil.org](http://www.asil.org)
- International Association of Young Lawyers – [www.aija.org](http://www.aija.org)
- International Law Association – [www.ila-hq.com](http://www.ila-hq.com)
- International Bar Association – [www.ibanet.org](http://www.ibanet.org)
- International Law Students Association – [www.ilsa.org](http://www.ilsa.org)

Identify individuals who can help give you a better idea of the realities of working and living abroad. The greatest resources are often other students, professors, alumni and other practitioners. Networking is key. Look at the 'Recent Employers' section of the Job Search Handbook and research previous students summer placements in the binders in the Career Services Office. The Alumni Career Network on the Career Services website is a useful tool to begin to build your network –

[www.bc.edu/schools/law/services/career/alumni/careernetwork](http://www.bc.edu/schools/law/services/career/alumni/careernetwork)

Choose classes and research topics that relate to international law. This will make you more knowledgeable and help you decide whether or not international law is really for you. Your work products may then be used for future writing samples when applying for future positions. It also helps demonstrate a commitment to international law.

Explore grants, fellowships, established summer internship programs and study abroad programs in order to gain practical experience (see 'II. Prior to Taking the Bar' below). Practical and local experience in a particular location may be as important to potential employers as your school record. In addition, it will give you the opportunity to decide whether this is something you would want to do for a longer period of time.

### **Specific Qualifications Required?**

Languages and a track record of interest in the world, and more specifically in the country in question, will be important in establishing your specific interest. Overseas placements tend to be highly coveted and require a demonstration of commitment and enthusiasm over and above just a desire to travel.

Whilst not all firms require fluency in a language, you should think not just about the ability to be able to do the work in question but also the ability to converse with clients and colleagues and fit in with the local culture. Consider taking a foreign language course at university to brush up on your language skills.

Become acquainted with the culture of the country in which you are interested. Read local newspapers, keep up to date with current affairs, talk to people who have lived and worked there and check the local law society or bar association websites. Understand what it is that will make you invaluable to that society and will make an employer want a US lawyer over a local one. A useful article to read is

**<http://international.monster.com/workabroad/articles/legal>**

Academic achievement, whilst not essential, will be extremely important in getting a position with the large private law firms that have international practices.

### **US Law or Local Law?**

Depending on the local laws of a particular jurisdiction, there are generally two routes for a US lawyer to practice law in an overseas jurisdiction:

- practicing US law in that jurisdiction; or
- qualifying into that particular jurisdiction and practicing the local law.

The second option is by far the most complicated process and usually requires prior experience in the jurisdiction and may require a lawyer to pass language competency tests and bar exams. Usually lawyers would only consider taking the second route and becoming dual qualified if the move was to be permanent or long-term. If this is something which you are considering, speak to a counselor in Career Services.

### **Categories of Employers**

#### **- Law Firms (US or Local?)**

Many large firms practice in international law and have branch offices overseas. In some countries, it is possible to practice US law in either an overseas office of a US based law firm, or a local law firm. In other countries, the only possibility is through the local office of a US based law firm. In either case, the law firms who have a need for US lawyers tend to be the larger corporate law firms since these have the international network and capabilities. They tend to be specialized in M&A, US securities, capital markets, banking, tax, and, to a lesser extent, anti-trust and IP law - these are the areas where there is a need for US law advice abroad. There are however boutique firms offering specialized advice in areas such as immigration, customs and international estate planning and family law.

A lawyer should decide carefully whether or not to go with a local firm or a US overseas office. They should consider things such as: will there be a sufficient US law support network? Will I be trained and supervised properly? How large is the office? Does the office only practice US law or does it also practice local law? Is my long-term goal to return to the US to practice law? Do I want to become dual qualified? Do I require fluency in a local language? What would happen if there was a downturn in the market?

#### **- Public Sector**

There are opportunities for US qualified lawyers to work in the international public interest arena. The substance of the practice is often a blend of law and policy and a lawyer will generally work for a governmental agency, an intergovernmental organization or a non-governmental organization.

Boston College Law School offers the possibility of certain internships through the International Law Program for example the Criminal Tribunal and the ICC in the Netherlands and International Environmental Law & Development, Amnesty International and the FSA in London. In addition, past students have taken internships at the Center for Equal Justice & International Law in Costa Rica, the Global Water Fund in London, the International Criminal Tribunal for Rwanda in Tanzania, the Ministry of Foreign Affairs and Trades in South Korea and the UN Environmental Program in Switzerland.

#### **- In-House**

Some large companies may recruit US counsel in other jurisdictions. Usually, but not always, prior US experience is required. Some internships are offered in the largest companies (for example Samsung in South Korea).

## **II. DURING LAW SCHOOL**

### **Summer Associate Programs**

Some of the US based firms offer an overseas assignment as part of their US summer associate program, coordinated usually through the US office. This is a good opportunity to network and gain experience in the overseas jurisdiction both from a legal and cultural point of view. It also demonstrates a commitment to the particular country. In addition, some places offer internships for 2Ls and 3Ls for between 3 and 6 months.

The ABA Section of International Law offers the ABA International Internship Program which matches US law students with firms abroad. See [www.abanet.org/intlaw/intlinternship.html](http://www.abanet.org/intlaw/intlinternship.html) The ABA Student Law Division publishes a listing of summer legal programs outside the US which are sponsored by US law schools (see particularly the January edition of 'Student Lawyer'). For more information, call the ABA Service Center at 312-988-5522.

In addition, the Center for International Legal Studies has training posts in the summers for JD students and in the autumn and spring for graduates with law firms in Europe, Asia, Africa and South America. See [www.cils.org](http://www.cils.org).

### **Study Abroad Programs**

Boston College operates certain international study abroad programs. Further details can be found on the website at

[www.bc.edu/schools/law/services/academic/programs/curriculum/international.html](http://www.bc.edu/schools/law/services/academic/programs/curriculum/international.html)

In addition, certain other schools offer programs. An example of which is the Fordham-SKKU Summer Program. This program offers an international law course in Seoul, South Korea for over 80 students from 4 different countries and 35 US schools. The course is supplemented by field trips to legal institutions and students can also apply for a 4-6 weeks internship with a Korean legal institution (for example the Korean Supreme Court, Korean Constitutional Court, Ministry of Foreign Affairs & Trade, National Human Rights Commission, Samsung and LG Group). Further information can be found at <http://law.fordham.edu/ihtml/lor-2home.ihtml?id=885>. Students from BCLS have participated in this program and further information can be sought from the summer work experience binders in the Career Services Library.

Another example is the Blenheim Foreign Law Student Program. More information can be found at [www.blenheim.nl/internship.html](http://www.blenheim.nl/internship.html)

The Fulbright Scholar Program also provides opportunities overseas and more information is available at the Council for International Exchange of Scholars website at [www.cies.org](http://www.cies.org).

### **Internships and Clerkships**

There are a wide variety of internships offered at government agencies and organizations for 1L and 2L students. (See 'Resources and Reference Materials' and 'Examples' below for more information)

Clerkships at an international tribunal or foreign court are difficult to obtain for many reasons, not least because many courts have no structured system in place and most do not employ non-citizens. Boston College offers certain international opportunities to work at the International Criminal Court and the International Criminal Tribunal for the Former Yugoslavia. Further details can be found on the website at [www.bc.edu/schools/law/services/academic/programs/curriculum/international.html](http://www.bc.edu/schools/law/services/academic/programs/curriculum/international.html)

Such opportunities are good experience in an international setting whilst also providing a clerkship experience. Some places offer structured programs and these generally provide specific instructions on how to apply, usually through their websites. Where there are no structured programs in place, networking and persistence are key.

Websites which may prove useful are:

[www.worldlii.org](http://www.worldlii.org)

[www.venice.coe.int/site/dynamics/N\\_court\\_links\\_ef.asp?L+2](http://www.venice.coe.int/site/dynamics/N_court_links_ef.asp?L+2)  
[www.goinglobal.com](http://www.goinglobal.com)

The embassy or consulate for that country in the US may also be able to provide assistance and advice. The following website can provide information on links to the various embassies: [www.state.gov/s/cpr/rls/dpl/32122.htm](http://www.state.gov/s/cpr/rls/dpl/32122.htm)

For many clerkships, funding is not provided, particularly where there is no structured program. Many students finance these internships through travel and research grants awarded through law school or through programs such as Fulbright grants. Beware though that applications for these grants tend to need to be submitted early. In addition, students will need to be responsible for finding out specific information on visas and work permits.

A variety of pro bono opportunities exist and the ABA is a good resource. Examples include the Central and East European Law Initiative for students interested in providing legal assistance and technical advice to country government. The ABA has also joined forces with UNDP, supplying lawyers on a short term basis to UNDP country offices to assist with judicial reform and drafting legislation.

### **III. POST-GRADUATION**

#### **Direct or Indirect Route?**

Once a student has passed the bar exam (usually the NY bar exam), a US trained lawyer has three avenues to pursue experience in a law firm overseas. Which one is taken will depend on the place and jurisdiction they are applying to and how long they are intending to stay for.

*- Apply directly to the US office of a law firm/government agency/company and then pursue a secondment or posting overseas after having gained some US experience. A secondment opportunity is widely recognized in Europe and is used to post employees either in-house or, in this case, overseas for a temporary period of time. Generally there is a defined task and time period and the employee will return to their original job at the end. For many businesses, the availability of such a secondment will depend on business demand and good appraisals. The advantage of this route is that the law firm/agency/company is likely to take care of moving expenses, work permits and other related issues and there will be a full support network available to the lawyer. In addition, there will a job available in the US at the end of the secondment. Some law firms in particular will only consider this course of action – they do not want to spend time and money on someone who will not return to them with the experience they have gained abroad. Secondments can last anywhere between 6 months and 5 years, depending on the market, the country and the assignments.*

*- Apply to work in the overseas office through the NY office. Most US based law firms prefer to manage their overseas recruitment needs through their NY office as opposed to applying directly to the office concerned. This may also be easier than initially dealing*

with the overseas jurisdiction because of time differences, cultural differences and distance. Applications direct from law school students have mixed receptions depending on the firm, since some will only consider applicants who already have US experience.

- *Apply through the local office in the country concerned.* There are exceptions, particularly in the public interest arena, but generally the market has to be buoyant for the local offices of private law firms to consider direct applications for candidates wishing to practice US law. Candidates would be expected to demonstrate a real commitment to their country of choice with solid reasons and in many instances knowledge of the local language to a high standard is a must. In addition, many places expect prior US legal experience in a large international commercial firm before the candidate would be considered. There is more flexibility where summer associate programs are concerned.

### **Job Search Techniques**

When applying directly to local offices, students should be prepared to adjust their resume and job search technique to take local customs into account and also to ensure that there are no misunderstandings. Tips for changes to the resume include:

- Spell out Grade Point Average rather than abbreviating it to GPA and be prepared to talk about it in context to ensure that they are able to relate it back to their local country grading system.
- Do not abbreviate dates. Dates should be written as October 1 2007 rather than 10/1/2007 since some countries put the date rather than the month first.
- Spell out the names of states. So MA should be written out in full as Massachusetts.
- Do not use acronyms in case of misunderstanding. Write *Juris Doctor* instead of J.D.
- If you spent a semester or longer living or studying in an overseas country include this under the 'Education' section.
- Include a 'Languages' or 'Skills' section and list abilities in languages.
- Include a "Travel" section if you have traveled – this will demonstrate your familiarity with different cultures and ability to live overseas.
- Be sure to list specific countries and projects in the 'Experience' section if of relevance.

Useful websites are as follows:

<http://workabroad.monster.com>

[www.cyborlink.com](http://www.cyborlink.com)

[www.executiveplanet.com](http://www.executiveplanet.com)

[www.bspage.com/address.html](http://www.bspage.com/address.html)

Don't forget when applying to a UK law firm/company, spelling differences (see: [http://en.wikipedia.org/wiki/User:SpNeo/Spelling\\_Guide](http://en.wikipedia.org/wiki/User:SpNeo/Spelling_Guide)). Also see the separate handout entitled 'Converting Your Resume to a Curriculum Vitae and Vice Versa' for more information.

The Career Services Office encourages you to make an appointment to discuss any international career related questions with a counselor.

## **WORKING OVERSEAS RESOURCE AND REFERENCE MATERIALS**

### International Associations

- American Bar Association, Section of International Law, US Lawyers Abroad Committee; the Law Student, LLM and New Lawyer Outreach Committee; the International Law Students Association – [www.abanet.org/intlaw](http://www.abanet.org/intlaw)
- American Society of International Law – [www.asil.org](http://www.asil.org)
- International Association of Young Lawyers – [www.aija.org](http://www.aija.org)
- International Law Association – [www.ila-hq.com](http://www.ila-hq.com)
- International Bar Association – [www.ibanet.org](http://www.ibanet.org)
- International Law Students Association – [www.ilsa.org](http://www.ilsa.org)
- Center for International Legal Studies - [www.cils.org](http://www.cils.org)

### Legal Publications

- [www.legal500.com](http://www.legal500.com)
- [www.martindale.com](http://www.martindale.com)
- [www.chamberandpartners.com](http://www.chamberandpartners.com)
- [www.thelawyer.com](http://www.thelawyer.com)
- [www.europeanlawoffice.com](http://www.europeanlawoffice.com)
- [www.gazette.com](http://www.gazette.com)
- [www.legalweek.com](http://www.legalweek.com)

### Jobs and Networking

- International Career Employment Weekly – [www.internationaljobs.org](http://www.internationaljobs.org)
- Public Policy – [www.policyjobs.net](http://www.policyjobs.net)
- Human Rights – [www.humanrightsjobs.com](http://www.humanrightsjobs.com)
- NALP's Public Service Law Network Worldwide - [www.pslawnet.org](http://www.pslawnet.org)
- International Clerkships - [www.worldlii.org](http://www.worldlii.org)
- International Clerkships - [www.venice.coe.int/site/dynamics/N\\_court\\_links\\_ef.asp?L+2](http://www.venice.coe.int/site/dynamics/N_court_links_ef.asp?L+2)
- <http://workabroad.monster.com>
- Symplicity – <https://law-bc-csm.symplicity.com/students/index.php?au=&ck=>
- Alumni Database - [www.bc.edu/schools/law/services/career/alumni/careernetwork](http://www.bc.edu/schools/law/services/career/alumni/careernetwork)
- BCLS Summer Vacation Binders

### Business Culture Guides

- [www.cyborlink.com](http://www.cyborlink.com)
- [www.executiveplanet.com](http://www.executiveplanet.com)
- [www.bspage.com/address.html](http://www.bspage.com/address.html)

### Recommended Reading

- **Career Preparation and Opportunities in International Law** – American Bar Association, Section of International Law and Practice

- **Careers in International Affairs** – 7<sup>th</sup> Edn, Georgetown University School of Foreign Service
- **Careers in International Law: Your Indispensable Guide to Career Paths and Internships in International Law** – 2<sup>nd</sup> Edn, Mark W Janis and Salli A Swartz, American Bar Association Section of International Law and Practice
- **Finding and Funding International Public Service Opportunities** – NALP
- **The Human Rights Internship Book** – Career Education Institutes
- **International Public Interest Law** – Yale Law School
- **International Opportunities with International Tribunals and Foreign Courts** – Yale Law School
- **Post-Graduate International Fellowships** – Georgetown University Law Center
- **Public Service and International Law: A Guide to Professional Opportunities in the US and Abroad** – Yale/Harvard Career Development & Public Interest Offices
- **International Opportunities Resource Guide** – National Association of Law Placement
- **Serving the Public: A Job Search Guide (International)** – Harvard Law School
- **Harvard Guide to International Experience**
- **Careers in International Law: A Guide to Career Paths and Internships in International Law** – American Society of International Law
- **International Jobs: Where They Are And How To Get Them** – E Kocher and N Segal
- **Careers In International Law: Your Indispensable Guide to Career Paths and Internships in International Law** – ASIL
- **Directory of Foreign Firms Operating in the United States** – Uniworld
- **Directory of American Firms Operating in Foreign Countries** – Uniworld
- **‘Practical Career Advice for Young International Lawyers: How to Build a Killer Resume, Network Effectively, Create Your Own Opportunities, and Live Happily Ever After’** – by M Wojcik, 5 ILSA Journal of International and Comparative Law 455-66
- **‘Launching Your Career in International Law’** – by W McElwain, 24 Student Lawyer 24-28
- **Guide to Foreign Law Firms** – James Silkenat and William Hanney
- **International Career Employment Weekly**
- **International Public Interest Law: A Guide to Opportunities in the United States and Abroad** – Harvard Law School
- **Focus Europe** – annual supplement to the American Lawyer

## EXAMPLES OF PUBLIC INTEREST ORGANISATIONS WHICH OFFER INTERNATIONAL SUMMER PLACEMENTS

### Opportunities within the US Government

- Central Intelligence Agency – [www.cia.gov/careers/student-opportunities/index.html](http://www.cia.gov/careers/student-opportunities/index.html) Law graduates are hired for the Legal Honors Program and 2Ls for a paid 10-week summer clerkship.
- Export-Import Bank of the United States – [www.exim.gov/about/jobs/jobs.cfm](http://www.exim.gov/about/jobs/jobs.cfm) The General Counsel's offices hires a small number of law students for summer internships.
- Office of the US Trade Representative – [www.ustr.gov/Who\\_We\\_Are/USTR\\_Student\\_Internship\\_Program.html?ht=](http://www.ustr.gov/Who_We_Are/USTR_Student_Internship_Program.html?ht=) Volunteer intern program for students hires 20-30 students per semester.
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- US International Trade Commissions – [www.usitc.gov](http://www.usitc.gov)
- International Center for Transitional Justice – [www.ictj.org](http://www.ictj.org)
- Amnesty International – [www.amnesty.org](http://www.amnesty.org)
- ABA-UNDP International Legal Resource Center – [www.fpa.org](http://www.fpa.org)
- US International Trade Commission – [www.usitc.gov](http://www.usitc.gov)
- Center for Economic & Social Rights – [www.cesr.org](http://www.cesr.org)
- US Department of Agriculture's Foreign Agricultural Service – [www.fas.usda.gov](http://www.fas.usda.gov)
- US Department of Treasury Office of General Counsel (International Affairs and Enforcement Division) – [www.ustreas.gov](http://www.ustreas.gov)
- International Center for Not-for-Profit Law – [www.icnl.org](http://www.icnl.org)
- Inter-American Development Bank – [www.iadb.org](http://www.iadb.org)
- International Center for Commercial Law – [www.icclaw.com](http://www.icclaw.com)
- Center for International Environmental Law – [www.ciel.org](http://www.ciel.org)
- World Bank – <http://web.worldbank.org>
- World Intellectual Property Organization – [www.wipo.org](http://www.wipo.org)
- World Trade Organization – [www.wto.org](http://www.wto.org)
- UN Development Fund – [www.bpcd.net](http://www.bpcd.net)
- UN Development Program – [www.undp.org](http://www.undp.org)
- Center for Justice and International Law – [www.cejil.org](http://www.cejil.org)
- Human Rights Watch – [www.hrw.org/internships](http://www.hrw.org/internships)
- US Agency for International Development – [www.usaid.gov/careers/gcintern.html](http://www.usaid.gov/careers/gcintern.html)
- US Department of Transportation, Office of International Law – [www.dot.gov/ost/ogc/org/interns.html](http://www.dot.gov/ost/ogc/org/interns.html)
- International Criminal Tribunals (Former Yugoslavia and the International Criminal Court). 2-3 students from BCLS are sent every year under the direction of Phillip Weiner. See [www.bc.edu/schools/law/services/academic/programs/curriculum/international/summer.html](http://www.bc.edu/schools/law/services/academic/programs/curriculum/international/summer.html)

- Holocaust & Human Rights Project (HHRP) – examples include the International Criminal Tribunal for Rwanda, Tanzania; Legal Aid of Cambodia; Palestinian Authority; UN Development Fund for Women (UNIFEM), Ecuador. See [www.bc.edu/schools/law/services/academic/programs/curriculum/international/summer.html](http://www.bc.edu/schools/law/services/academic/programs/curriculum/international/summer.html)
- International Helsinki Federation for Human Rights – [www.ihf-hr.org](http://www.ihf-hr.org)
- International Crisis Group – [www.intl-crisis-group.org](http://www.intl-crisis-group.org)
- International Rescue Committee – [www.intrescom.org](http://www.intrescom.org)
- UN Crime Prevention and Criminal Justice Division – [www.unodc.org](http://www.unodc.org)
- International Center for Non-Profit Law – [www.icnl.org](http://www.icnl.org)
- International Jobs Center – <http://internationaljobs.org>
- International Bureau for Children’s Rights – [www.ibcr.org](http://www.ibcr.org)
- International Justice Mission – [www.ijm.org](http://www.ijm.org)
- International Commission of Jurists – [www.icj.org](http://www.icj.org)
- International Service for Human Rights – [www.ishr.ch](http://www.ishr.ch)
- International Committee of the Red Cross – [www.icrc.org](http://www.icrc.org)
- International Finance Corporation – [www.ifc.org](http://www.ifc.org)
- International Labor Organization – [www.ilo.org](http://www.ilo.org)
- American Council for Voluntary International Action – [www.interaction.org/jobs](http://www.interaction.org/jobs)
- Organization of Women in International Trade – [www.owit.org](http://www.owit.org)
- Center for Human Rights Law – [www.rightsinternational.org](http://www.rightsinternational.org)

**EXAMPLES OF INTERNATIONAL TRIBUNALS WITH OPPORTUNITIES  
FOR TEMPORARY EMPLOYMENT**

- Inter-American Court of Human Rights, Costa Rica – [www.corteigh.or.cr](http://www.corteigh.or.cr)
- ICC International Court of Arbitration, Paris – [www.iccwbo.org](http://www.iccwbo.org)
- International Court of Justice, The Netherlands – [www.icj-cij.org](http://www.icj-cij.org)
- International Criminal Court, The Netherlands – see Boston College Program
- International Criminal Tribunal for Rwanda, Tanzania – [www.un.org/ictt](http://www.un.org/ictt)
- International Criminal Tribunal for the Former Yugoslavia – see Boston College Program
- Permanent Court of Arbitration, The Netherlands – [www.pca-cpa.org](http://www.pca-cpa.org)
- Special Court for Sierra Leone, Sierra Leone – [www.sc-sl.org](http://www.sc-sl.org)

## **EXAMPLES OF HIRING PRACTICES OF PRIVATE LAW FIRMS AND LOCAL QUALIFICATION REQUIREMENTS<sup>1</sup>**

Highlighted below are some countries where it is possible to work as a US attorney in a private law firm. Registration requirements for practicing US law and also for qualifying into the local jurisdiction are highlighted however up-to-date information should always be sought from the firms and the local Law Societies or Bar Councils directly. In addition, a useful resource for European jurisdictions is the following website: <http://elixir.bham.ac.uk/menu/country/default.htm>

### **1. ENGLAND (London)**

There are two routes for a US lawyer to work in a law firm in England and Wales (Ireland and Scotland have their own rules<sup>2</sup>).

#### **a. Practicing US Law in a Law Firm in England**

Both UK and US law firms hire US trained lawyers to work in their London offices. The lawyers which they recruit practice US law (usually having passed the NY bar exam) but do so based in London. The only legal and professional requirement being that they have passed a US bar exam in the usual way and of course have the relevant work and residency visas.

Much of the demand for US attorneys in London is driven by foreign companies obtaining capital in ways which require familiarity with the American legal system. Both native London law firms and London offices of American firms recruit US lawyers. The best opportunities exist for those attorneys already working in US offices. One or two years of experience places an attorney in a much more marketable position and most US law firms require this experience before transferring attorneys abroad. Recruiting law students direct to the London office of a firm does happen but it tends to be market dependent. In any event, most firms recruit through their NY office. The areas which law firms require US advice are debt/equity and capital markets, Reg S/144a and generalized securities, project finance, mergers and acquisitions, derivatives and US tax law.

#### **b. Qualifying as an Attorney in the UK<sup>3</sup>**

There are two different types of lawyer in the UK, solicitors and barristers. The basic difference between the two is that barristers have 'rights of audience' which enable them to go before the courts. Solicitors in general do not have these rights (although the law is changing slowly in this respect). US qualified lawyers are able to qualify as a lawyer in the UK

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<sup>1</sup> Although every effort is made, we cannot verify the complete accuracy of the information. Up-to-date information should always be sought from the firms directly since recruiting policies can change.

<sup>2</sup> For information on Ireland see [www.lawsoc-ni.org](http://www.lawsoc-ni.org) or [www.barlibrary.com](http://www.barlibrary.com). For information about Scotland, see [www.lawscot.org.uk](http://www.lawscot.org.uk). Students wishing to practice law in Scotland should contact the Scottish Society for more guidance.

<sup>3</sup> Up-to-date information should be sought from the Solicitor's Regulation Authority

*Solicitors.* Assuming that a candidate has a US law degree, they must have passed a US state bar exam. In addition they must do the following:

- prove that they have gained 2 years of common law practice experience (with at least one of these years being in England and Wales). Such experience must have been undertaken in 3 areas of common law and must have covered both contentious (for example, advocacy, litigation or dispute resolution) and non-contentious areas of practice;

- demonstrate that they are suitable for admission as a solicitor in England and Wales by declaring all convictions and other relevant matters;

- obtain a disclosure record from the Criminal Records Bureau;

- take the Qualified Lawyers Transfer Test in Property, Litigation, Professional Conduct and Accounts and principles of common law (each exam is 3 hours)

Doing all of the above with satisfactory results will enable them to be admitted to the Roll of Solicitors in England and Wales. Since the rules are constantly being updated, for up-to-date and detailed information, see

**<http://www.sra.org.uk/solicitors/qltt.page>**

More and more, firms in the UK (including US firms now) desire attorneys who are qualified in both US and UK law. If you are committed to practicing law in the UK, attorneys should consider obtaining a UK qualification at the earliest possible date. US practitioners can in fact undertake the Qualified Lawyers Transfer Test in America –

**[www.qlttusa.com](http://www.qlttusa.com)**

*Barristers.* Only certain legal practitioners are eligible to apply to the Qualifications Committee for Call to the Bar without complying with all of the usual requirements (undergraduate degree in law, completing the Bar Vocational Course, complete a One Year Pupilage). Those eligible must be either a solicitor of England and Wales or be a qualified legal practitioner in another common law jurisdiction. Even then, they must have regularly exercised rights of audience in that jurisdiction for at least 3 years and will have to complete an Aptitude Test and a period of pupilage. It is therefore extremely difficult for a US qualified lawyer to practice as a barrister and most chose to convert once they are solicitors, if at all. For detailed information see

**<http://www.legaleducation.org.uk/careers/thebar>**

For further information see:

**[www.lawsociety.org.uk](http://www.lawsociety.org.uk)** ;

**[www.rollonfriday.com](http://www.rollonfriday.com)** ;

**[www.legal500.com](http://www.legal500.com)** ;

**[www.martindale.com](http://www.martindale.com)** ;

**[www.chambersandpartners.com](http://www.chambersandpartners.com)**;

**[www.thelawyer.com](http://www.thelawyer.com)** ;

**[www.europeanlawoffice.com](http://www.europeanlawoffice.com)** ;

**[www.gazette.com](http://www.gazette.com)**

**[www.lawbritannia.co.uk](http://www.lawbritannia.co.uk)**

**[www.legalweek.com](http://www.legalweek.com)**

- US law firms with local offices

There are over 80 US firms in London. A good link which highlights the US firm, history in the UK, worldwide profile, size in the UK and the main UK activities is

[www.chambersandpartners.com/chambersstudent/pdf/USfirmsinUK08.pdf?id=2](http://www.chambersandpartners.com/chambersstudent/pdf/USfirmsinUK08.pdf?id=2)

In Legal Weeks' 2007 review of US law firms in London, 91% of these firms said that they are intending to increase headcount, although just 8% say that they are planning to grow by half their size again. Firms such as Squire Sanders & Dempsey, Paul Hasting Janofsky & Walker and Mintz Levin are planning on up to 100% growth. A good sign of long-term growth strategy is the number US firms wanting to raise the number of home-grown associates and trainees they take on, although this may make entry into the market direct from US Law Schools difficult.

London practices of US firms are however far from homogenous – firms planning to increase headcount range across a wide range of practice areas which shows that US firms are increasingly looking to play on their domestic US strengths. Students should think about what would happen in a downturn in the market though – a US firm which specializes in private equity and M&A is all very well in a buoyant market, however students should consider what work they would be doing in a down turn, or indeed whether or not they would be required to go back to the US. Questions to be asking US firms include the effect of the dollar exchange rate, what are their contingencies for a downturn in the market, what their plan is to create and maintain a reliable client base (without the UK firms poaching them), how they are intending to create a European network (by merger with a UK firm?).

*Akin Gump* – **(BCLS Alum: Katie Spencer)**

*Baker & McKenzie* – this office does have specialists in US law who are resident in London and who specialize mainly in banking and finance, capital markets and tax. US based associates can apply for a posting in the London office through the Associate Training Program (1-2 years long). In addition, they have 20 International Clerkships available each summer which consist of 2 six week placements in 2 different countries.

*Brown Rudnick* – A relatively small office which is looking to grow by up to 50% in the next 18 months. Focuses mainly on corporate, insolvency, finance, international arbitration and litigation. **(BCLS Alum: Josmar Roman, Class of 2008)**

*Bryan Cave* – Looking to grow 25-50% over the course of the next 18 months. Focusing mainly on banking and finance, tax, M&A, intellectual property and IPOs.

*Cadwalader, Wickersham & Taft LLP* – associate positions are sometimes offered to their US associates wishing to travel. For 2007-2008 they are looking to increase the head count in their London office by 10-25%. They focus mostly on capital markets, financial reconstruction/insolvency, litigation, corporate/M&A, global finance and tax.

*Cleary Gottlieb Steen & Hamilton* – US lawyers wishing to work in London must submit their applications through the NY office. Their London office is intending to increase head count in corporate and M&A, finance and capital markets by 10-25% over the next 18 months.

*Covington & Burling LLP* –there is specific US capability for US M&A and other corporate transactions, international tax planning and US food and drug regulatory matters. Most US lawyers have relocated on a long term basis from the US offices.

*Davis Polk & Wardwell* – this firm does not practice any English law and the office staffs its lawyers from its three US offices – New York, Silicon Valley and Washington. Hiring is coordinated from the New York Office. Full time lawyers have to be NY admitted and are a mix of those who want to be in London for the long term and those who rotate for 2 or more years between the US offices. US based summer associates are offered the opportunity to spend up to 4 weeks in London during their summer.

*Dechert LLP* – They have a 4 day trip to London as part of their summer associate program but in general they do not allow splits between international Dechert offices as part of this program. Their international offices are organized along practice group lines and offer associates geographic flexibility within each practice group. If an associate wants to relocate to another office, usually he or she can do so as long as the associate's practice group is active in that office. The London office also hires directly. It recruits US lawyers directly mainly in the field of corporate and financial work with varying degrees of experience required.

*Dewey Ballantine LLP* – They provide US law advice for finance work, particularly tax. While most associates in the US offices are hired through the summer associate program, the London office relies on lateral hiring. Lateral recruits must have professional experience at another top firm or in a very specialized field. The merger with LeBoeuf Lamb Greene & MacRae will give the firm's London office a combined total of 190 lawyers, including 50 partners which will make it one of the largest US law firms in London.

*Kirkland & Ellis* –hiring relies on lateral hires from both the UK and the US and they are looking to increase their headcount by 10-25%. Focusing on private equity

*K&L Gates* – growth is continuing in this office with them focusing on M&A work and IP and IT in London.

*Hogan & Hartson* – this office has grown in recent years and is intending to increase its head count by 25-50% over the next 18 months.

*Mayer Brown* – **(BCLS Alum: Linda Lee)**

*Mintz Levin* – this office is very small at present but they have said that they are intending to grow the office by at least 75-100% over the course of the next 18 months.

*Paul Hastings* – They are intending to grow their London office by 50-75% over the course of the next 18 months.

*Proskauer Rose* – London office is going to open in Mayfair, close to the clients they are targeting such as private equity funds, hedge funds and other alternative asset management. Their strategy is to focus on a niche and become exceptional in it.

*Shearman & Sterling LLP* – Lateral hires must have prior US experience. They are looking to grow project finance and leveraged finance.

*Sidley Austin* – structured finance driven practice but looking to grow insurance. **(BCLS Alum: Orville Thomas)**

*Simpson Thatcher & Bartlett LLP* - the London office originally was staffed mainly by US lawyers on secondment from the NY office. The firm considers its summer program the primary focus of recruiting efforts and some US associates may be assigned to the London office with rotations ranging from 2 to 6 weeks. The firm gives preference to lawyers able to speak any of the other major non-European languages. This office does hire directly as well as through its NY office.

*Skadden Arps Slate Meagher & Flom LLP* – it is very helpful to demonstrate a commitment to a career in Europe. The firm wants to know that you are willing to live in London, not just spend a summer vacation there. Most hiring goes through the NY office.

*Sullivan & Cromwell LLP* – more than two thirds of the office are US qualified. They currently anticipate that 6-8 lawyers will join the London office after graduating from a US law school and will be assigned to the general corporate group. It is expected that a significant portion of US lawyers that begin their careers in the London office will have spent time in the London office as a summer associate (there are usually 10-12 in London for 6 weeks). Hiring for US trained attorneys is coordinated out of the NY office. **(BCLS Alum: Dinesh Banani)**

*Richard Goldsteil* – specializes exclusively in US immigration and consular law and offers 3 or 6 month internships

*Weil Gotshal* – private equity specialists but well integrated within the UK market. Restructuring and litigation departments growing to cater for a downturn if necessary. Aim is to break the UK market for complex transactions.

#### - UK Law firms

*Allen & Overy LLP* –The US lawyers principally operate from NY, London and Hong Kong and it is expected that they will be picked primarily from those students who completed the Summer Associate Program in NY.

*Ashursts* –has added its own US law team to its London office but is unlikely to take candidates without prior experience.

*Herbert Smith* – whilst this law firm does not have any offices in the US, its London base is home to the US securities law team which is a group within the corporate department. It specializes in cross-border mergers and acquisitions, international capital markets, securitization and private equity matters. The US summer program is the primary vehicle for the recruitment of attorneys. For those seeking a position in London, fluency in a foreign language is highly desirable.

*Linklaters* – US summer associates can spend time at each of the London and Hong Kong offices and there are distinct ‘US’ desks in each of these cities where lateral US hires are made directly or associates can transfer from the NY office on secondment.

## **2. FRANCE (Paris)**

The Paris bar can be found at **[www.avocatparis.org](http://www.avocatparis.org)**. Candidates interested in Paris must be fluent in French and this means fluency in legalese too.

#### - US law firms with local offices

*Cleary Gottlieb Steen & Hamilton LLP* – Applications must go through the NY office and direct recruitment is rare.

*Davis Polk & Wardwell* – has lawyers from the NY office in every office in the world but they must have the NY bar and be fluent in French. Most lawyers have experience in the NY office first.

*Shearman & Sterling* – **(BCLS Alum: Hubertus Sulkowski)**

*Sullivan & Cromwell LLP* – has both French and US qualified lawyers who practice principally in the areas of M&A, securities and tax. They usually recruit at entry level but consideration is also given to lawyers with prior experience. In addition they must be fluent in French. They sometimes start in the US offices although there are also incoming associate positions in the Paris office.

*Le Boeuf, Lamb, Greene & MacRae* – offer between 4 and 6 internships a year lasting between 3 and 6 months each. They give preference to people who are doing a double degree course in business and law school. The areas in which the intern will work are any of M&A, corporate, finance. Litigation, insurance, media and communication and tax.

*Proskauer Rose* – Paris office is staffed by French qualified lawyers and some staff on rotation from the NY office. The US attorneys tend to specialize in US Securities and Litigation.

*White & Case* – **(BCLS Alum: Mark Cohen)**

- Other Law firms

*Gide Loyrette Nouel* – knowledge of 1 or more foreign languages is essential

*Christina M Halstead* – offers internships primarily in international family law and estate planning

*Freshfields* – offers 3 month internships at any time during the year to work in the field of Employment, Pensions and Benefits. Some knowledge of French law preferable but not essential.

*Soulier & Associates* – offers a 3 month internship.

*Salans* – They offer internships in the summer for non-residents.

Applicants must be fluent in French. For lateral positions, non-French applicants must be admitted to practice in their home jurisdiction.

### **3. SPAIN (Madrid)**

Spain is a notoriously difficult place for US lawyers to get jobs since most offices recruit only nationals who deal in Spanish and European law. The Spanish Law Society can be found at **[www.icam.es](http://www.icam.es)**

- US law firms with local offices

*Davis Polk & Wardwell*

*DLA Piper*

*Jones Day*

- Other Law firms

*Gomez Acebo Pombo* – this firm has several US qualified lawyers but it is still unusual for US qualified lawyers to be recruited, particularly without any experience.

*Schiller Lexconsult Abogados* – offers Summer and Fall internships of approximately 2 months to 2Ls and recent graduates who are fluent in Spanish

#### **4. ITALY**

The Roman Law Society can be found at [www.ordineavvocati.roma.it](http://www.ordineavvocati.roma.it)

- US law firms with local offices

*Cleary Gottlieb Steen & Hamilton LLP (Milan)* – applications are handled by the NY office.

*Dewey Ballantine LLP (Rome and Milan)*

*DLA Piper*

*Jones Day (Milan)*

*Latham & Watkins (Milan)*

*McDermott Will & Emery LLP*

*Shearman & Sterling LLP (Rome)*

*White & Case LLP (Milan)*

*Withers LLP (Milan)*

- Other Law Firms

*Freshfields (Milan)* – **(BCLS Alum: Patrick O'Malley)**

#### **5. GERMANY**

The German Law Society can be found at [www.brak.de](http://www.brak.de). Frankfurt, Dusseldorf and Munich remain the prime cities in Germany. Frankfurt focuses mostly on M&A, corporate finance, banking and insolvency. Munich focuses on the same with capital markets practitioners in addition. Dusseldorf is more relaxed, focusing on general corporate transactional work. Candidates must be fluent in German.

- US law firms with local offices

*Davis Polk & Wardwell (Frankfurt)* – this office has the largest contingent of lawyers in Germany practicing exclusively US law. NY bar is a prerequisite.

*DLA Piper*

*Fried Frank Harris Shriver & Jacobson LLP (Frankfurt)*

*Jones Day (Frankfurt and Munich)*

*Kirkpatrick & Lockhart Preston Gates Ellis LLP (Berlin)*

*Latham & Watkins (Frankfurt, Hamburg, Munich)*

*Shearman & Sterling LLP (Frankfurt and Munich)*

*Skadden Arps Slate Meagher & Flom LLP (Frankfurt and Munich)*

*Sullivan & Cromwell LLP (Frankfurt)* – US lawyers principally in the securities and M&A areas and most entry level hires are assigned to the general corporate group. They are particularly interested in recruiting US qualified lawyers with German language skills. They would typically begin in a US or the London office before being transferred.

*Weil Gotshal & Manges LLP (Frankfurt and Munich)*

*White & Case LLP (Berlin, Frankfurt, Hamburg, Dresden, Dusseldorf)*

- Other Law firms

*Freshfields (Frankfurt)*

*Hengeler Mueller (Dusseldorf, Frankfurt, Berlin)* – this firm maintains a partnership with Davis Polk and Simpson Thatcher so most of the US qualified lawyers are on secondment from these firms.

*Gleiss Lutz* – maintains a preference for candidates from common law jurisdictions and most of the foreigners are on secondments from international partner firms, however they do hire US qualified lawyers through their Frankfurt office on a temporary basis when the market requires this.

## **6. SWITZERLAND**

The Swiss Bar can be found at [www.swisslawyers.com](http://www.swisslawyers.com)

- US law firms with local offices

*Baker & McKenzie (Geneva and Zurich)* – US tax lawyers. Previous experience and good knowledge of French and/or German is helpful.

*Sidley Austin (Geneva)*

*Withers LLP (Geneva)* – private client work only.

## **7. HONG KONG**

The Hong Kong Law Society can be found at [www.hklawsoc.org.hk](http://www.hklawsoc.org.hk). A Foreign Lawyer is someone who offers their services to the public as a practitioner of foreign law. They must be registered with the Law Society and are prohibited from practicing Hong Kong law. For those lawyers who have less than 2 years practical experience, appropriate supervision proposals must be approved by the Law Society. It is important to make a distinction between a Foreign Lawyer and an Overseas lawyer. An overseas lawyer is defined as someone who is entitled to practice law in an overseas jurisdiction and who wants to be admitted as a solicitor in Hong Kong. For this, the lawyer must have at least 5 years practical experience, pass a Qualification Exam and reside in Hong Kong for at least 3 months either immediately before or immediately after taking the exam. Prior work experience in the Asia region or on US cross-border matters involving Asia is a must. Hong Kong particularly focuses on corporate finance, project finance, M&A, capital markets, joint ventures and private equity. The market in Hong Kong is thriving at the moment which does mean good experience, but as a result, long hours too.

- US law firms with local offices

*Baker & McKenzie* – this office has the opportunity for 2Ls who speak Mandarin and can read and write in Chinese to work for them for 8 weeks (6 weeks in HK and 2 weeks in either Beijing or Shanghai) in the summer, however this is only for those candidates who are considering graduate employment in Hong Kong on a full time and permanent basis. Otherwise, lawyers can apply through the US office and then either apply to go on the Asia Pacific Secondment (a junior lawyer has the opportunity to spend 3 months in HK) or the Associate Training Program (1-2 years overseas). For lateral hires, lawyers not admitted to HK will work as Registered Foreign Lawyers but will be expected to take the equivalency exam and prior experience of a HK law firm is required.

*Cleary Gottlieb Steen & Hamilton LLP*

*Davis Polk & Wardwell* – fluent Mandarin and the NY Bar are pre-requisites.

*Debevoise & Plimpton LLP*

*DLA Piper*– fluent Mandarin is required. In addition they would look to those candidates who had spent part of their summer program in HK. (The summer program allows candidates to apply for 2 weeks in HK if they have completed a 10 week period in a US office).

*Jones Day*

*Latham & Watkins*

*Shearman & Sterling LLP*

*Sidley Austin LLP* – has a large HK practice. It is less dependent on its NY office than some other firms and it has UK, US and HK attorneys so there is more of a mix of practice areas. Language skills are a must. The NY office has the final say in recruitment but the local office remains involved in the process.

*Simpson Thatcher & Bartlett LLP* – this office is staffed with US corporate lawyers. They are staffed almost exclusively by the NY office, although as they grow, they may begin to add more staff directly. (**BCLS Alum: Asher Hsu**)

*Skadden Arps Slate Meagher & Flom LLP*

*Sullivan & Cromwell LLP* – hire out of the NY office but generally require at least 1 year of experience before the candidate will be considered. Fluency in Mandarin or Korean is essential.

*White & Case* – (**BCLS Alum: Anthony Donghun Kang**)

- Other Law firms

*Herbert Smith* –its Hong Kong base is home to the US securities law team which is a group within the corporate department. It specializes in cross-border mergers and acquisitions, international capital markets, securitization and private equity matters. All junior associates were former summer associates. Fluency in Mandarin required.

*Linklaters* – Linklaters summer associates with the NY office are often given the opportunity to spend some time in the HK office.

*Allen & Overy*

*Clifford Chance* – (**BCLS Alum: Erin Brennan**)

## **8. SINGAPORE**

The Singapore Law Society can be found at [www.lawsociety.org.sg](http://www.lawsociety.org.sg). A full list of foreign law practices can be found on the Attorney General's website at [www.agc.gov.sg/lps](http://www.agc.gov.sg/lps). All foreign lawyers providing legal services in Singapore must be registered with the Attorney General. A foreign lawyer must therefore apply for registration and obtain a certificate from the Attorney General. In addition, a foreign lawyer who is employed by a registered Joint Venture (between a foreign law firm and a Singapore law firm) may apply for registration to practice Singapore Law. They do however have to have at least 5 years of relevant legal expertise and have taken the qualifying exam in the laws of Singapore on banking, finance and corporate. Prior work experience in the Asia region or experience on cross-border matters in the US involving Asia is an advantage. Singapore has an emphasis on M&A, capital markets, finance and tax. The market is thriving which means great experience but also is likely to mean long hours.

### - US law firms with local offices

*Baker & McKenzie* - apply through the US offices and then either apply to go on the Asia Pacific Secondment (a junior lawyer has the opportunity to spend 3 months in Singapore) or the Associate Training Program (1-2 years overseas).

*DLA Piper*

*Jones Day*

*Latham & Watkins*

*Shearman & Sterling LLP*

*Sidley Austin LLP*

*Skadden Arps Slate Meagher & Flom LLP*

*Weil Gotshal & Manges LLP*

*White & Case LLP*

*Milbank*

### - Other Law firms

*Wong Partnership* – Foreign law consultants must have several years experience. They do offer Legal Executive positions to foreigners which require no prior experience.

*Cassin Law LLC* – (BCLS Alum: Richard Cassin)

## **9. CHINA**

The Chinese legal market is still highly regulated. Only a foreign law firm, as opposed to a foreign lawyer, can apply for a permit to set up an office there and this office must only be a branch office. Foreign lawyers are prohibited from interpreting or practicing Chinese law and all Chinese law issues must be referred to domestic firms. A foreign law firm may not hire a Chinese lawyer unless they suspend their Chinese licence. Therefore it is not possible to work for a firm practicing both Chinese and US law. There is a limit on the number of foreign law firms allowed.

Foreign lawyers must have at least *3 years of experience in their home jurisdiction* and have no disciplinary record. They must also spend at least 180 days a year in China. It is not possible for foreign lawyers to take the Chinese Qualification Exam (in any event it only has a 10% pass rate!).

China does however allow legal advisors who are not admitted to the local bar association to work in certain jobs that would require bar membership in the US – for example corporate counsel. Prior work experience in the Asia region or experience on cross-border matters in the US involving Asia is a ‘must’ therefore. Beijing has an emphasis on M&A, capital markets, finance and tax. Shanghai also looks for IP candidates with science backgrounds. The market is thriving which means great experience but also is likely to mean long hours.

- US law firms with local offices

*Baker & Mackenzie (Beijing and Shanghai)* - this office has the opportunity for 2Ls who speak Mandarin and can read and write in Chinese to work for them for 8 weeks (6 weeks in HK and 2 weeks in either Beijing or Shanghai) in the summer, however this is only for those candidates who are considering graduate employment in Hong Kong on a full time and permanent basis. Otherwise, apply through the US offices and then either apply to go on the Asia Pacific Secondment (a junior lawyer has the opportunity to spend 3 months in either office) or the Associate Training Program (1-2 years overseas). Fluency of the local language is essential.

*Cadwalader, Wickersham & Taft LLP (Beijing)*

*Cleary Gottlieb Steen & Hamilton (Beijing)*

*Debevoise & Plimpton LLP (Shanghai)*

*Dewey Ballantine LLP (Beijing)*

*DLA Piper*

*Jones Day (Beijing and Shanghai)*

*Latham & Watkins (Shanghai)*

*LeBoeuf Lamb Greene & MacRae LLP (Beijing)*

*Shearman & Sterling LLP (Beijing)*

*Sidley Austin LLP (Beijing and Shanghai)*

*Skadden Arps Slate Meagher & Flom LLP (Beijing)*

*Sullivan & Cromwell LLP (Beijing)* – hiring out of NY office.

*Weil Gotshal & Manges LLP (Shanghai)*

*White & Case (Beijing and Shanghai)*

McDermott Will & Emery have just recently announced an ‘exclusive alliance’ with Yuan Da which will be known as MWE China ([www.mwe.com](http://www.mwe.com)). They currently only employ Chinese qualified associates, but it is clear that they are placing themselves in the market should the Chinese government change its restrictions.

Further information can be found at:

[www.lawinfochina.com](http://www.lawinfochina.com)

[www.asiabizblog.com](http://www.asiabizblog.com)

[www.chinalawblog.com](http://www.chinalawblog.com)

<http://uschinalawsociety.org>

## 10. JAPAN (Tokyo)

In order to handle legal business concerning foreign laws in Japan, a lawyer must obtain approval from the Minister of Justice and be registered with the Japan Federation of Bar Associations. 3 years prior experience is generally required before they can be registered as a Gaikokuho Jimu Bengoshi. The Japan Federation of Bar Associations website can be found at [www.nichibenren.or.jp/en](http://www.nichibenren.or.jp/en) Prior work experience in the Asia region or experience on cross-border matters in the US involving Asia is an advantage. Tokyo has an emphasis on M&A, capital markets, finance and tax. The market is thriving which means great experience but also is likely to mean long hours.

### - US law firms with local offices

*Baker & McKenzie* - apply through the US offices and then either apply to go on the Asia Pacific Secondment (a junior lawyer has the opportunity to spend 3 months in Tokyo) or the Associate Training Program (1-2 years overseas).

*Cleary Gottlieb Steen & Hamilton LLP*

*Davis Polk & Wardwell*

*Jones Day*

*Latham & Watkins*

*Orrick, Harrington & Sutcliffe* – **(BCLS Alum: Andrew Hughes)**

*Shearman & Sterling LLP* – offer summer associate programs and do hire from those programs.

*Sidley Austin LLP*

*Simpson Thatcher & Bartlett LLP* – this office focuses particularly on capital markets and M&A. The office is staffed with US corporate lawyers and they hire through the NY office.

*Skadden Arps Slate Meagher & Flom LLP*

*Sullivan & Cromwell LLP* – only interest in US lawyers with some financial experience and hiring is out of NY. Fluency in Japanese essential.

*White & Case* – must be fluent in Japanese and be committed to living and practicing in Japan throughout career.

### - Other Law firms

*Anderson Mori & Tomotsune* – US lawyers would practice as a Foreign Legal Associate. Typically they have been admitted to practice in a foreign jurisdiction for at least a few years. The majority are seconded by firms for between 2 and 5 years but otherwise they have to have a minimum of 2 years experience in their home jurisdiction. Most of the work done is English corporate or finance documentation and therefore Japanese is not a requirement.

*Nori Hamada*

*Nagashima Ohno & Tsunematsu*

*Nishimura & Partners* – at least 3 years experience at a top tier US firm is required, particularly in cross-border transactions.  
*Osaka International Law Offices*

## 11. SOUTH KOREA

South Korea is currently closed to foreign law firms and foreign lawyers are technically not allowed to practice law in Korea – they have to pass the bar exam and complete the required courses at the Judicial Research and Training Institute. Though there is no provision in Korean law for foreign legal consultants, in practice there are some foreign attorneys in Korea who perform a legal advisory function. Law firms and companies in Korea do therefore employ expatriates and internationally qualified attorneys as foreign legal consultants and in-house counsel and some offer summer placements. In any event, it is seen to be a very elite profession with fewer than 8000 attorneys in a country of over 48 million people. As a result of the strict rules, US and UK law firms have built up extensive Korean practices out of their Hong Kong and Tokyo offices.<sup>4</sup>

A draft Bill was published in January 2007 in Korea to allow foreign law firms to establish offices in the country. The first foreign law offices are expected to open in South Korea in mid 2008, provided everything goes to plan (particularly with the US-South Korea trade negotiations).

The draft bill states that in order for foreign lawyers to be admitted to the Korean legal services market they must:

- use the official title ‘foreign legal advisor’ if they do not have a domestic licence; and
- get approval from the Ministry of Justice; and
- register with the Korean Bar Association; and
- fulfill a 3-year practice requirement in the jurisdiction in which they are licensed to practice;
- reside in Korea for at least 180 days in any given year.

Foreign lawyers practice areas will be limited to advising clients on overseas laws and cases related to international law and they will be banned from dealing with judicial procedures under the control of the Korean court, public licenses, real estate and IP.

Some useful links are as follows:

[www.koreanbar.or.kr](http://www.koreanbar.or.kr) (Korean Bar)

[www.iakl.net](http://www.iakl.net) (International Association of Korean Lawyers)

[www.amchamkorea.org](http://www.amchamkorea.org) (American Chamber of Commerce in Korea)

[www.legal500.com](http://www.legal500.com)

[www.martindale.com](http://www.martindale.com)

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<sup>4</sup> See the list of foreign law firms with experience in South Korea which can be found at [www.legal500.com/legal500\\_html/as500/edit/sk15.htm](http://www.legal500.com/legal500_html/as500/edit/sk15.htm)

- Foreign firms with local experience

These tend to be based either in New York, Hong Kong or Tokyo as follows:

Allen & Overy  
Cleary Gottlieb Steen & Hamilton LLP  
Davis Polk & Wardwell  
Linklaters  
Paul Hastings Janofsky & Walker LLP  
Sidley Austin  
Simpson Thatcher & Bartlett LLP  
Baker & McKenzie  
Clifford Chance  
Sullivan & Cromwell LLP  
White & Case  
Allens Arthur Robinson  
Latham & Watkins  
Millbank Tweed Hadley & McCloy  
Orrick Herrington & Sutcliffe  
Richards Butler  
Shearman & Sterling LLP  
Simmons and Simmons

- Other Law firms

Kim & Chang – they recruit both newly licensed and experienced foreign legal associates and also maintain a summer clerkship program

Shin & Kim – **(BCLS Alum: Kevin Choi, JD 2000 (foreign legal consultant))**

Bae, Kim & Lee  
Lee & Ko  
Yulchon  
Hwang Mok Park  
Kim Choi & Lim

Yoong Yang Kim Sun & Yu – **(BCLS Alum: Henry-Sanghuen Shyn, JD 1988 (senior foreign legal consultant))**

## 12. AUSTRALIA

- US law firms with local offices

*Baker & McKenzie (Melbourne and Sydney)*- apply through the US offices and then either apply to go on the Asia Pacific Secondment (a junior lawyer has the opportunity to spend 3 months in either office) or the Associate Training Program (1-2 years overseas). These are generally assessed on whether or not there is a business need and are not guaranteed.

*Jones Day (Sydney)*

*Skadden Arps Slate Meagher & Flom LLP (Sydney)* – this office only offers US law advice primarily to Australian or New Zealand companies seeking to raise capital in the US and international capital markets or conducting cross-border mergers and acquisitions.

*Sullivan & Cromwell LLP (Sydney and Melbourne)* – priority is given to incoming lawyers who have participated in one of the US summer programs (and particularly those who spent 4 weeks of those programs in Australia). They are also interested in hiring US trained lawyers with some finance experience. Hiring is coordinated out of the NY office.

- Other Law firms

*Allens Arthur Robinson* - at least 1 years worth of experience is required.

### **13. NEW ZEALAND**

If you are admitted in your home jurisdiction and you only intend to practice home jurisdiction law, you do not need to be admitted in New Zealand. It is possible to become a NZ lawyer by applying to the New Zealand Law Society. The assessment involves an in-depth investigation into academic qualifications, professional training and professional experience. The minimum qualification requirement is taking the Exam in New Zealand Law and Practice, although US lawyers with no prior experience in a commonwealth jurisdiction may also be required to take a NZ LLM course.

Further information can be found at [www.nz-lawsoc.org.nz](http://www.nz-lawsoc.org.nz).

- Other Law firms

*Minter Ellison*  
*DLA Phillips Fox*  
*Russell McVeagh*  
*Chapman Tripp*  
*Buddle Findlay*

### **14. RUSSIA (Moscow)**

- US law firms with local offices

*Baker & McKenzie* – in order to apply directly to the Moscow office (rather than be transferred for 1-2 years through the Associate Training Program), the candidate must be fluent in Russian and have excellent Russian skills. Previous Russian experience is desirable. The office does have a Summer Internship Program.

*Cleary Gottlieb Steen & Hamilton LLP* – most of the recruiting efforts for this office are done through the Fall recruiting program in NY and Washington.

*Debevoise & Plimpton LLP*  
*DLA Piper*

*Jones Day*  
*Latham & Watkins*  
*LeBoeuf Lamb Greene & MacRae LLP*  
*Skadden Arps Slate Meagher & Flom LLP*  
*White & Case LLP*

- Other Law firms

*Herbert Smith* –its Moscow base is home to the US securities law team which is a group within the corporate department. It specializes in cross-border mergers and acquisitions, international capital markets, securitization and private equity matters. Most are recruited through the summer associate program. Fluency in Russian is required.

*Salans*  
*White & Associates* – offers internships for US immigration law issues

## **15. CANADA**

As with the UK, there are two ways of practicing law in Canada. The first is by practicing US law as a foreign legal consultant and the second is by qualifying to practice Canadian law.

### **a. Foreign Legal Consultants**

It is possible to practice US law in most territories as a Foreign Legal Consultant (or a Practitioner of Foreign Law in British Columbia). Lawyers licensed outside of Canada must apply to the relevant law society for a licence to practice the law of their home jurisdiction. Applicants must fulfill certain requirements (for example be of good standing and have either 3 years of prior experience or intend to practice under the direct supervision of someone who has 3 years experience and is licensed as a Foreign Legal Consultant) and the licence is renewable annually. The approximate cost is \$500 and \$100 for a renewal. Detailed information for each province can be found at [www.flsc.ca/en/pdf/flc.pdf](http://www.flsc.ca/en/pdf/flc.pdf). At the time of writing the following provinces do not recognize Foreign Legal Consultants: Northwest Territories, Yukon and Quebec.

### **b. Canadian Law<sup>5</sup>**

In order to practice Canadian law, the general rule is that a lawyer must have successfully completed either an LLB or JD from a common law program in Canada or have received a Certificate of Qualification issued by the NCA.

- Certificate of Qualification. In order to begin the process of being able to practice Canadian Law, US legally educated attorneys are required to apply to the National Committee of Accreditation ('NCA') for an evaluation of their legal experience and credentials. They evaluate all potential foreign candidates notwithstanding which

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<sup>5</sup> Up-to-date information should be sought from the relevant Canadian law societies.

jurisdiction they want to practice in – the only exception being Quebec. In coming to a determination, the NCA takes into account common law education and/or experience, academic marks, professional qualifications and length of professional practice. The NCA then issues a determination as to what further (if any) legal education is required to equal those who have a Canadian LLB degree.

US applicants with a recent law degree from an ABA/AALS approved school are generally asked to complete between 30 and 45 credit hours (which equates to between 2 and 3 semesters) in a Canadian Law School. The bare minimum required is likely to be successfully completing courses in administrative law, business law, constitutional law, evidence, professional responsibility and tax. Credit is given for prior legal experience and passing the bar exam but the amount of credit depends on the length and nature of practice and its relevance to Canadian law. The example given is that a US student who graduates in the top 25% of their class and has passed the bar exam will have to take a minimum of 3 hour exams in the subjects mentioned above. A person who graduates in the bottom 75% of their class is likely to have to take 30 credit hours or 8 exams on extended subjects. The exams are open book exams and the pass rate is 50%.

Further information can be found at [www.flsc.ca/en/foreignlawyers/guidelines.asp](http://www.flsc.ca/en/foreignlawyers/guidelines.asp)

The Public Prosecution Service in each of the territories occasionally offer summer internships to assist Crown attorneys in the preparation of cases for prosecution in court, The objective is to help the intern gain an understanding of the Canadian prosecution process and could count as credit towards any certificate of Qualification.

Following a Certificate of Qualification being issued, the applicant then has to be admitted to the bar. A Certificate of Qualification entitles a candidate to enter the Bar Admission Course in Ontario, Saskatchewan, British Columbia, Prince Edward Island and Alberta. The other jurisdictions use the recommendation on a more informal basis. Between 1999 and 2005, there were 445 evaluations of US qualified candidates by the NCA and 243 Certificates granted.

- Bar Admission. The requirements for bar admission depend on each territorial law society. Further information can be found at [www.flsc.ca/en/lawSocieties/cleLinks.asp](http://www.flsc.ca/en/lawSocieties/cleLinks.asp) In general candidates must pass a bar exam. Depending on the ruling from the NCA in the Certificate of Qualification, candidates may also be required to complete a period of articling and/or skills training.

*British Columbia* – 12 months of articles. Completion of the Legal Professional Training Course (10 weeks in duration) and then passing 4 assessments and 2 exams. Cost is approximately \$2600. [www.lawsociety.bc.ca](http://www.lawsociety.bc.ca)

*Alberta* – Must take the CPLED Program which consists of 5 on-line modules and 3 classroom modules, taken over a period of 6-7 months. [www.lesa.org](http://www.lesa.org)

*Saskatchewan* – Bar Admission Course which lasts 8 weeks. Must pass 3 skills assessments and 3 comprehensive exams [www.lawsociety.sk.ca](http://www.lawsociety.sk.ca)

*Manitoba* – Must take the CPLED Program which consists of 5 on-line modules and 3 classroom modules, taken over a period of 6-7 months. Cost is approximately \$1300 [www.lawsociety.mb.ca](http://www.lawsociety.mb.ca)

*Ontario* – 10 month articling program. Must complete the Skills and Professional Responsibility Program and the Licensing Exam. The Licensing Exam consists of 3 (7 hour) exams on ethical and professional responsibility, knowledge of law and establishing the solicitor-client relationship. Cost is approximately \$2800.

<http://ecom.lsuc.on.ca>

*Quebec* – [www.barreau.qc.ca](http://www.barreau.qc.ca)

*New Brunswick* Must complete 40 weeks of Articles in a 3 year period. The Bar Exam consists of a Civil Procedure Exam and an Exam on the Statutes of New Brunswick

[www.lawsociety-barreau.nb.ca](http://www.lawsociety-barreau.nb.ca)

*Nova Scotia* – Bar Admission Course which consists of a 6 week Skills Training Course and then the Bar Exam [www.nsbs.ns.ca](http://www.nsbs.ns.ca)

*Prince Edward Island* – 12 months of Articles. Bar Admission Course which consists of a 7 week Skills Training Course and a 2 week course on substantive law and practice. [www.lspei.pe.ca](http://www.lspei.pe.ca)

*New Foundland & Labrador* – Bar Admission Course which lasts 7-8 weeks. Must take exams in family, commercial, civil procedure, criminal, admin and real estate/wills. Must attain at least 60% in all exams and have an overall average of 65%. Each exam is 3.5 hours long. [www.lawsociety.nf.ca](http://www.lawsociety.nf.ca)

*Yukon* – [www.lawsocietyyukon.com](http://www.lawsocietyyukon.com)

*Northwest Territories* – A foreign lawyer is eligible to join if the NCA confirms equivalency and states that no further training is required. They must also take an exam to demonstrate their knowledge of the Rules of Court and the Laws of the NW Territory.

[www.lawsociety.nt.ca](http://www.lawsociety.nt.ca)

*Nunavut* - A foreign lawyer is eligible to join if the NCA confirms equivalency and states that no further training is required. <http://lawsociety.nu.ca>

- US law firms with local offices

*Skadden Arps* – the Toronto office advises solely on US legal matters and the US attorneys are registered as foreign legal consultants.

*Dorsey & Whitney (Toronto and Vancouver)* – advises solely on US legal matters and the US attorneys are registered as foreign legal consultants

*Hodgson Russ* - advises solely on US legal matters and the US attorneys are registered as foreign legal consultants

*Kavinoky Cook LLP (Ontario)* - advises solely on US legal matters and the US attorneys are registered as foreign legal consultants

- Other Law firms

*Clark Wilson LLP* – maintains a US Law Group in Vancouver

## 16. LATIN AMERICA

### - US law firms with local offices

*Baker & McKenzie* (Argentina, Mexico, Venezuela)

*Holland & Knight* (Brazil, Mexico) – hires through the US office.

*Shearman & Sterling* (Brazil)

*Squire Sanders Dempsey LLP* (Brazil, Dominican Republic, Venezuela)

*Thompson & Knight* (Mexico, Brazil)

*White & Case* (Mexico, Brazil)

*Thatcher Proffitt & Wood* (Mexico)

### - Other Law firms

*Clifford Chance* (Brazil) – they do recruit straight from law school and also have a summer associate program. Fluency in Portuguese is desirable.

*Lefosse Advogados* (Brazil)

*Ferrell Schultz Carter & Fertel PA* (Venezuela)

*Almeida Advogados* (Brazil) – offers summer and Fall internships of 3 months for 2Ls or recent graduates. No language requirements.

*Cervantes Aguilar-Alvarez y Sainz* (Mexico) – offers summer internships for 1Ls and 2Ls.

## 17. SOUTH AFRICA

South Africa would appear to be a very difficult place for a US qualified lawyer to practice not least because there are very few US firms who are based there. Whilst not impossible, the firms are very small and real experience of the South African market is required. The work tends to be energy and infrastructure related. The South African Law Society website is [www.lssa.org.za](http://www.lssa.org.za)

### - US law firms with local offices

*White & Case LLP* (Jo'berg)

*Le Boeuf Lamb Greene & MacRae*

**EXAMPLES OF FIRMS AND ORGANISATIONS THAT HAVE HIRED BC  
STUDENTS FOR SUMMER PLACEMENTS AND/OR AFTER GRADUATION  
OVERSEAS**

- Sullivan & Cromwell, London
- Clifford Chance, London
- Wilmer Cutler, London
- Covington & Burling, London
- Bingham McCutchen, London
- Dechert, London
- Orrick, Harrington & Sutcliffe, Tokyo
- White & Case, Hong Kong
- Simpson Thatcher, Hong Kong
- Freshfields, Milan
- Heller Ehrman White & McAuliffe LLP, Singapore
- Yoon Tang Kim Shin & You, Seoul Korea
- Shin & Kim, South Korea
- Kim & Chang, South Korea
- SL Partners, South Korea
- Kevin D'Amour, PC, US Virgin Islands
- LeBoeuf, Lamb, Greene & MacRae, Paris
- Shearman & Sterling, Paris
- Salans, Paris
- Mongkotravin Law Office, Thailand
- SyCip, Salazar, Hernandez & Gatmaitan, Philippines
- Innovo Wealth, Bulgaria
- Hengeler Mueller, Germany
- Towers & Hamlin, Bahrain
- King & Wood, China
- Majmudar & Co, India
- J Sager Associates, India
- Al-Otaibi & Partners, Kuwait
- Law Office of Gebran Majdalany, Qatar
- LCS & Partners, Taiwan
  
- Ticketmaster, London
- Ambrose Appelbe, London
- Government of Eritrea, Asmara
- P&G Athanasoulis, Greece
- BASF (in-house), Shanghai
- Shearson Lehman Brothers, Hong Kong
- Asia Pacific Group, Hong Kong
- Burger King European Headquarters, Switzerland

- Abu Dhabi Investment Authority, Abu Dhabi
- Lifeline Expedition, Ghana
- The Legal Resource Centre, Ghana
- UrbanPromise, Toronto
- Human Rights Watch, Moscow
- Monteverde Conservation League, Costa Rica
- Department of Forced Migration and Refugee Studies, Cairo
- International Bureau of Children's Rights, Canada
- South Asian Human Rights Documentation Centre, India
- Consuelo Foundation, The Philippines
- Global Water Fund, UK
- Thai Ministry of Health Security, Thailand
- Guam Public Defender, Guam
  
- The Supreme Court of Israel (Hon Ayala Procaccia), Israel
- International Criminal Tribunal for Former Yugoslavia, Netherlands
- International Criminal Tribunal for Rwanda, Arusha
- Sarajevo War Crimes Tribunal, Bosnia