Together we make a mark
“Being truly global is not just a buzzword at White & Case. Associates have the opportunity to work with a variety of clients and colleagues from around the world on a daily basis.”
What “global” means for your career

What started as a radical idea, that the world is our market, is now our reality. Our Firm’s beginnings in New York in 1901 and subsequent global expansion instilled a commitment to excellence, a confidence and an ambitious spirit that are now fundamental to our practice. Today, complex client projects, nuanced, local market knowledge and global capabilities define who we are. Our longstanding presence in key markets worldwide has produced deep expertise that powers meaningful solutions for leading clients.
What you’ll do
Challenging work

As a White & Case lawyer, you’ll work on cutting-edge projects from the outset of your career, typically a mix of domestic and cross-border matters. You’ll have responsibilities early in your career as you work on multiple assignments, which might include writing briefs, motions, contracts and client memoranda, as well as participating in drafting and negotiating sessions and being part of a deal team.

Working across borders

Over the past 100 years, we’ve built an unrivaled network of 43 offices in 30 countries. That investment is the foundation for White & Case’s client work in 160 countries today. Many White & Case clients are multinational organizations with complex needs that require the involvement of multiple Firm offices. You’ll work in a fast-paced, collaborative environment with colleagues across the global network on multijurisdictional matters and experience the operational realities of cross-border law.

Commitment to growth

We’re strategically committed to growth between now and 2020—in numbers of clients, revenues and profitability, and lawyer headcount. For you, the increase in our associate ranks means more opportunity for career advancement.
“White & Case clearly expects its lawyers to be independent learners who are diligent, resourceful and determined to carve their own career and help shape the Firm’s future success.”
Practice work

With 25 practice areas and 17 industry groups, White & Case has a place for you, whatever your area of interest. As a global firm, we’re strategically focused on handling complex, cross-border work.

Depending on your location, you may progress through a structured sequence of practice or industry rotations to give you broad exposure early in your career.
Who you’ll work with
Citizens of the world
As a Firm, we prize globally minded citizens of the world who are eager to work across borders and cultures, and are intrigued by solving problems within multiple legal systems. You’ll get an immediate opportunity to work in teams with talented colleagues drawn from different jurisdictions and practices.

Mentors
As you manage and plan your career, you’ll have support every step of the way. White & Case is committed to a culture of engagement and mentoring between Firm leadership, experienced lawyers and trainees. Depending on your location and intended career direction, support may mean participating in structured professional development with assigned supervision and formal evaluations or reviews, or informal open-door mentorship with a partner or senior associate.

Enterprising teams
White & Case is a “high-stretch, high-support” workplace that celebrates individual excellence and team success. Our culture expects, encourages and recognizes enterprising, Firm-focused achievement, realized through collaborative work with colleagues who may be drawn from around the world. Teamwork will also introduce you to equally talented and ambitious Firm colleagues down the hall or across the globe.
“Challenging, unpredictable and fun would be how I would sum up my experience of White & Case as a trainee and now an associate.”
Global Citizenship

You will have unparalleled opportunities to do cutting-edge pro bono work on the issues that matter most to you—both locally and cross-border, with many of the world’s leading nonprofits and international organizations.

Our global Pro Bono practice is one of the largest in the world, and all of our offices and practice groups participate—in 2017 we provided 108,000 hours of pro bono legal service.

Your pro bono work will accelerate the development of your legal skills and your contribution will be celebrated and rewarded.

You can feel proud of being part of a firm that takes its responsibilities as a global citizen seriously and does work that makes a tangible difference on a wide range of social and environmental issues.
“We value people who bring a wide variety of perspectives. There is no one archetype for a White & Case lawyer.”

**Our Diversity Initiative**
Diversity and inclusion are inherent core values of White & Case, embedded in all we do as One Firm in our offices around the world. As a truly global law firm, we are driven to recruit, retain and advance people of diverse backgrounds who will strengthen our business and our work across practices and regions. We are naturally diverse because of the work we do, the locations we’re in and the type of people we attract. Diversity for us is not a choice—it is a professional imperative.

**Our Women’s Initiative**
In most countries today, at least half of law graduates are women. Our Global Women’s Initiative—led by a committee of female and male partners including a member of the Firm’s Executive Committee—focuses first and foremost on fostering this important talent pool and ensuring women at White & Case have the opportunities and experience they need to excel and advance to leadership roles.

**Affinity Groups**
Our affinity groups are a critical component of creating community within the Firm. Affinity groups are led by partners, counsel or associates and are open to all lawyers and business services professionals. In addition to networking groups for women, and those of various racial and ethnic backgrounds, we are home to strong LGBT affinity groups in Germany, London and the United States.
Diverse & international

Awards & rankings

The American Lawyer’s 2017 Diversity Scorecard
#1 ranking for the fourth consecutive year as most diverse firm in the US in a survey of more than 200 of the largest firms

Law360’s 2017 Diversity Snapshot
#1 ranking for the second consecutive year in a survey of diversity for minority lawyers at more than 300 firms in the US

Best International Firm for Talent Management
Euromoney Legal Media Group’s Women in Business Law Awards

2017 Law Firm Diversity Award
Asian American Bar Association of New York
What working here means for your career
High-stretch, high-support

We will help you become a great lawyer, at a Firm respected worldwide, with globally available training and mentoring programs to support you at every stage of your career here. All associates worldwide have access to our online Learning Forum site for self-directed legal training in both business skills and practice-specific knowledge.

Global experience & exposure

We believe mobility enhances career development. So training programs at White & Case are built to give you global experience and exposure, using our unmatched network of offices to support your aspirations. Depending on where you work, we offer selected opportunities for placement in other offices to complement your work on cross-border matters.

Building your network

The White & Case experience launches careers within and beyond the Firm. Working with White & Case opens doors to relationships and experiences around the world that will help you build your career, wherever it takes you. We foster networking within the Firm through a robust annual calendar of practice- and industry-focused seminars and workshops. We offer additional career milestone programs to bring peer associates together for level-specific training. Some offices also provide client secondment opportunities to further deepen your skills and expand your contacts.
“I was immediately exposed to complex matters involving parties from all over the world.”
Our full-service offering provides you with intentionally broad exposure to a variety of client challenges, transaction types and relevant bodies of law. As you progress, your strengths and interests become an important consideration in your eventual assignment to a practice or industry group.
Joining White & Case
“The training really puts the focus on you as an individual.”

Who we’re looking for

We’re looking for high achievers who want to be part of a dynamic, growing global business. People who thrive at White & Case are team players who are self-motivated, achievement-oriented, open-minded and entrepreneurial and enjoy working in a collaborative, fast-paced environment.

How to apply

Recruiting talented lawyers is integral to our success. We want to recruit and develop people who have the potential to become leading lawyers and contribute to our ongoing growth. To apply, please go to whitecase.com/careers, select the location page for the office that interests you and follow the application process.

The future of law is global. If you are a team player with a global mindset, the determination to succeed and willingness to take charge of your career, we’d like to hear from you.
“You’re given plenty of opportunities to expand the skills, knowledge and experience you need to develop your own career path.”
Build a signature career

Successful law careers are built on talent, commitment and the right choice of opportunities at the right time. A career at White & Case is a move into the fastest-growing sectors of international business. It means joining a large and respected firm that is strategically committed to global markets and cross-border work. It means substantive assignments for high-profile clients. It means working with peers who are committed to becoming the best at what they do, and are inspired by the success of others.

More than “all work”—your social network

You’ll work hard here, but also have plenty of opportunity to socialize with your colleagues through Firm-organized social events, and to participate in cultural or sporting activities.

The annual White & Case Football and Volleyball World Cup is a highlight in the Firm’s calendar. Colleagues from across the globe come together in one location to form 6-a-side mixed teams across offices, practices and functions.
In markets that matter
"Extremely diverse with people from all over the world, each armed with unique experiences and languages."

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*Associated firm