

WHITE & CASE

Together we  
make a mark



“If you are looking for a firm with a **global footprint**, then this is the place for you. In just one summer, I was able to work on cases that reached as far as China, down to Brazil, and here in the US.”

# 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.

*Some of the quotes that appear throughout this brochure are the unedited comments of White & Case summer associates. The comments were collected as part of an anonymous survey and are reproduced verbatim.*



# 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 41 offices in 29 countries. That investment is the foundation for White & Case's client work in 159 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 substantial 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.

# Summer associates

## Sophisticated work

Summer associates work on the same type of challenging client assignments as first- and second-year associates.

We'll ask you what practice areas you're interested in and our assignment coordinators will make sure you work in those practice areas, and that you get to meet and work with as many of our lawyers as possible. If your interests change during the summer, let us know and we'll make every effort to be flexible.

## Experienced mentors

**Partner mentors.** Partner mentors will give guidance, answers and help you engage with all aspects of the Summer Program. Talk to them about the type of work you would like to do.

**Counsel and associate mentors.** Counsel and associate members will help make your summer experience as positive and productive as possible.

**Office mates.** In some locations, you'll share an office with a junior associate who will act as an informal mentor and help you meet other lawyers and staff.

**Recruiters.** The people you met during the interview process will be ready and willing to help you throughout your time with us.

## Training and feedback

**Training.** Our training programs are developed and taught in conjunction with leading industry experts, skilled partners and our in-house professional development team. You will join associates for practical, technical and business skills programs drawing participants from multiple offices and giving you the chance to develop contacts Firmwide.

**Two-way feedback.** The lawyers you work with will evaluate you on your work quality, verbal and written communications skills, initiative and ability to work with others. And our open-door policy allows you to always get informal feedback. We will discuss your progress—and your questions or comments—in mid-summer and end-of-summer reviews.

## Practice work

With 24 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. Your strengths and interests are important considerations in your eventual assignment to a practice.

Full-service





# 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.



**“I was immediately exposed to complex transactions involving parties from all over the world.”**

**–Lauran Guijarro**

80 LANGUAGES SPOKEN

90 NATIONALITIES REPRESENTED IN WORKFORCE

**A sophisticated take on diversity**

9

Inclusion is a business imperative for us. We are naturally diverse because of the work we do, the locations we're in and the type of people and clients we attract. The nature of our clients' needs requires collaboration across borders, organically driving the recruitment of those with diverse experiences and perspectives in order to provide the best solutions for our clients. In 2016, 90 nationalities and 80 languages were represented in our workforce. White & Case also supports nine global affinity groups, including Asian, Black, Hispanic, Middle Eastern and LGBT.



# 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 and 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.





**“Being truly global is not just a buzzword at White & Case. Starting with the summer program, associates have the opportunity to work with a variety of clients and colleagues from around the world on a daily basis.”**

**–Nathan Zhang**

Global opportunity



COUNTRIES

159

CLIENT MATTERS IN

**Living your values:  
international pro bono**

13

We live our Firm's global commitment to social responsibility through a robust, international pro bono program, in which all lawyers are invited to participate. Last year, White & Case lawyers billed more than 94,000 pro bono hours, Firmwide, on a distinctive roster of pro bono clients and projects.





# Joining White & Case

**“The training really puts the focus on you as an individual.”**

## **Gaining experience**

Working at White & Case launches, accelerates and builds careers, opening doors and relationships around the world. One of the best ways to experience life at a global firm is by working there before you finish law school. We offer a fast-paced, demanding work environment in which real work begins immediately. To find out more, please go to [uslawcareers.whitecase.com/us-offices](https://uslawcareers.whitecase.com/us-offices) and select the location page for the office that interests you.

## **Compensation & benefits**

At White & Case, we set a high bar for qualifications, expectations and performance. We reward you accordingly, with a first-class compensation package and generous benefits.

## **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. All you have to do is submit your cover letter, résumé, law school transcript and a 10-page writing sample to [uslawcareers.whitecase.com/contacts](https://uslawcareers.whitecase.com/contacts).

**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.**

# In markets that matter

Abu Dhabi  
Astana  
Beijing  
Berlin  
Boston  
Bratislava  
Brussels  
Cairo  
Doha  
Dubai  
Düsseldorf

Frankfurt  
Geneva  
Hamburg  
Helsinki  
Hong Kong  
Istanbul  
Jakarta\*  
Johannesburg  
London  
Los Angeles

“Extremely diverse with people from all over the world, each armed with unique experiences and languages.”

Madrid  
Melbourne  
Mexico City  
Miami  
Milan  
Moscow  
New York  
Paris  
Prague  
Riyadh\*  
São Paulo

Seoul  
Shanghai  
Silicon Valley  
Singapore  
Stockholm  
Sydney  
Tokyo  
Warsaw  
Washington, DC

**WHITE & CASE**

[whitecase.com/careers](http://whitecase.com/careers)