

**C L I F F O R D  
C H A N C E**

Careers



**WHERE  
BRIGHT  
MINDS  
MEET**

**WORKING FOR CLIFFORD CHANCE IN BRUSSELS  
YOUR CAREER OPPORTUNITIES**

## RANKINGS & AWARDS

**Clifford Chance received more Tier 1 rankings than any other firm in Chambers Global 2019**



**Banking & Finance  
Tier 1**  
**Equity Capital Markets  
Tier 1**  
**Debt Capital Markets  
Tier 1**  
IFLR 1000, 2020



**Banking, Finance &  
Capital Markets  
Tier 1**  
**Real Estate & Construction  
Tier 1**  
**EU Regulatory:  
Financial Services  
Tier 1**  
Legal 500, 2019



**Banking & Finance  
Tier 1**  
Chambers, 2019



**Belgian Law Firm of  
the Year**  
IFLR Europe Awards, 2018

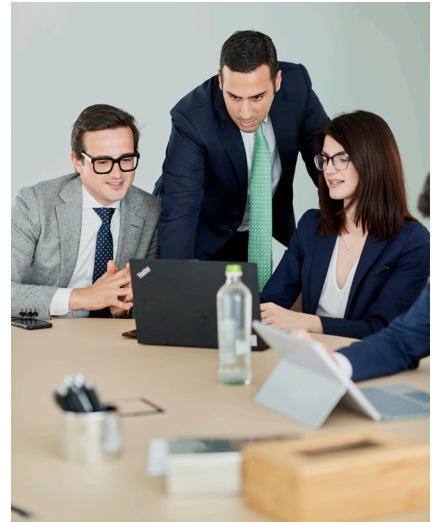
Welcome to **Clifford Chance**,  
one of the **world's largest**  
**integrated law firms**.

We invite you to find out more  
about our **Brussels office**,  
our **people**, our **culture**,  
and discover why it is such  
a **great place to work** and  
how you can become part of  
our **continuing success**.

# THE BRUSSELS OFFICE

Today, multinational clients call for multilingual, multi-talented teams working across a wide geographical spread. Clifford Chance's international talents enable us to call on a bigger pool of expertise and share a greater wealth of knowledge than many, if not all, of our competitors.

Working in the Brussels office brings you the best of both worlds: the practice and clients of a leading international law firm, and the collegiality and flexibility of a smaller office where the atmosphere is professional and friendly with over 50 lawyers from many different nationalities.





A woman with brown hair, wearing a dark blue blazer over a white shirt, is seated at a light-colored wooden table in a library. She is looking down at a book on the table, with her hand resting on it. Behind her are white bookshelves filled with books. The background is heavily blurred, showing a large crowd of people in various colors, suggesting a busy public space. A diagonal line divides the image, separating the library scene from the blurred crowd.

# **THE BEST OF BOTH WORLDS**

# THE CLIFFORD CHANCE WAY

Our approach, or what we call the ‘Clifford Chance way’, is key to our success. We want to recruit, train and retain the best talent available, and to do that means building a progressive working environment that not only respects diversity, but uses it as a driving force.

We have never been afraid of being the first to respond to new developments in the legal market; to anticipate the cross-border nature of business today; to take ideas that worked in one part of the world into new territories.

Our working environment – the people who work here, the work that we do, the facilities we enjoy and the way we behave – reflects these international aspirations and makes the most of our multicultural strengths.

Recruits are often surprised by the down-to-earth and open atmosphere of a firm with more top tier global practices than any other law firm (*Chambers Global 2019*).

Everyone has a role to play in achieving and exceeding the levels of service that our clients expect, and the work that we do challenges our people to think commercially. Put simply, clients come to Clifford Chance not for the letter of the law, but for how the law can be applied in the context of helping them to further their business objectives. So we work together as one team to make the most of our skills and experience, and to do all that we can to achieve more – for our clients, for each other, for our communities and for ourselves.





**BERT DE MAEYER**

**1999** | Graduated in Law, KU Leuven

**2000** | LL.M., University of California Los Angeles; joined Clifford Chance as an associate

**2008** | Appointed Counsel

**2010** | Appointed Partner

**2014** | Appointed Managing Partner of the Brussels office

“

Being a good lawyer is not only about knowing the law. The best way to solve a problem for a client, is to know the client inside out. At Clifford Chance we put our clients at the centre of everything we do. We seek to gain an understanding of their business and their objectives. That way, the service we deliver is different and unique.”

**Bert De Maeyer,**  
Managing Partner of the Brussels office



**PIERRE-OLIVIER VAN CAUBERGH**

**2003** | Graduated in Law, UCL

**2004** | Master in Taxation, UCL

**2005** | LL.M., University College London;  
joined Clifford Chance as an associate





# NO DEPARTMENTS

At Clifford Chance Brussels, there are no formal departments and lawyers become involved in all aspects of a deal from a very early stage. We believe in the strength of small and highly efficient teams. This requires taking early responsibility and using your multiple talents.

Our junior lawyers work across most of our areas of expertise. This opportunity offers a steep learning curve in a broad practice and helps to build the foundations for a fruitful career as a business lawyer. Lawyers start specialising after about three to five years of experience.



# AREAS OF EXPERTISE

Our Brussels office includes a number of high quality integrated practices, both European and Belgian. Our clients include leading private and governmental organisations, domestic businesses and international companies.

Our team of over 50 lawyers specialises in the following areas:

## COMPETITION/ANTITRUST

We assist our clients on prominent merger clearance matters, when necessary through Phase II and in the European Courts. We defend clients in cartel investigations and provide compliance advice. We have an unmatched record in abuse of dominance cases.

## CORPORATE/M&A

We assist clients in private and public M&A, whether leveraged or not, and have vast experience with cross-border transactions. Our corporate practice is supported by our lawyers in all aspects of employment, commercial, IP, environmental, administrative law and regulatory matters.

## BANKING, FINANCE AND CAPITAL MARKETS

Lenders and borrowers rely on us when setting up credit transactions. We actively advise on project finance and PPPs, on structured finance, and on the debt capital markets. We offer strong financial regulatory expertise and assistance to asset managers and financial service providers. We also advise underwriters and issuers on all forms of equity and equity-linked capital market transactions.

## REAL ESTATE

We assist property investors and developers on prominent transactions and projects in the three regions of Belgium – Brussels, Flanders and Wallonia. Our transactional experience is supported by a strong environmental and planning law expertise.

## TAX

The focus of our tax practice is mainly on corporate transactions, real estate investments and optimisation, as well as financial products. We help in tax planning, in seeking tax rulings, and in defending against claims from the authorities.

## LITIGATION

Our litigators fight and negotiate for plaintiffs and defendants in our niche areas; they have a broad scope of experience in finance, banking, corporate and general commercial litigation (e.g. alleged liability of financial institutions, M&A deals or joint ventures gone sour, failed real estate transactions, distributorship agreements, etc). We also have specific expertise in white collar matters and in assisting European companies facing class action suits in the U.S.

## MILENA ROBOTHAM

2007 | Bachelor of Law, University of Southampton, UK  
2008 | LL.M. in International Law, University of London  
2012 | Postgraduate Diploma in European Law, Kings College London  
2012 | Joined Clifford Chance as an associate  
2016 | Seconded for six months to Clifford Chance Washington





## **AN INTERVIEW WITH MILENA ROBOTHAM**

*WHAT IS IT LIKE WORKING IN THE BRUSSELS OFFICE?*

The atmosphere is dynamic and the work is challenging and exciting.

*HOW WOULD YOU DESCRIBE THE OFFICE CULTURE?*

Colleagues are approachable and friendly, and there is a clear sense of team spirit.

*WHAT KIND OF WORK DO YOU DO?*

My work has centred primarily around advising clients on behavioural matters, in particular, abuse of market power. I have also had the opportunity to contribute to advice on aspects of M&A deals.

*WHAT HAS SURPRISED YOU MOST SINCE WORKING HERE?*

The dedication to deliver work to an extremely exacting standard even under considerable pressure.

*A WORD ON YOUR PERSONAL DEVELOPMENT AT CLIFFORD CHANCE?*

I have been given the opportunity to work on very interesting and complex cases which have required quick adaptation to working under pressure and to getting acquainted with new legal issues.

*HOW REWARDING IS YOUR WORK?*

I enjoy meeting new challenges and I consider it very rewarding to meet the expectations of clients.



# GAIN VALUABLE EXPERIENCE ABROAD

# INTERNATIONAL

# OPPORTUNITIES

Many of our associates have the opportunity to spend six months on secondment to one of our international offices or to one of our clients, in Belgium or abroad. This will allow you to gain valuable experience abroad, thereby deepening relationships and strengthening bonds. You will be involved in their everyday work and discover the elements of another jurisdiction. It is an extremely rich experience that will bring you the inside view on how we develop local expertise and international standards. Moreover, it is a unique chance to enjoy half a year in another country.

“Our international outlook and reach enables us to attract challenging and interesting work from clients all over the world. You are really encouraged to explore international opportunities as part of your career development.

For me personally this has resulted in a four months secondment to SABIC's in-house legal team based in Riyadh. SABIC is one of the world's leading and most ambitious petrochemical groups headquartered in the Kingdom of Saudi Arabia. During this secondment I had the opportunity to assist a cross-sectoral team on the Working Capital Optimisation Project. It is certainly challenging to suddenly be part of an in-house legal team of a large company. The learning experience gained on such a secondment is, however, second to none.

Following my return to Brussels in November 2012, I resumed work on a wide variety of Belgian corporate and finance transactions, but also continued to assist SABIC with the further implementation of the Working Capital Optimisation Project. This work included regular travel to the Middle East and Asia. It is truly fascinating to see how I, as a Belgian lawyer, can provide tailor-made legal assistance and value-for-money on projects in the Middle East. To be a part of the team trying to further develop this relationship is really rewarding.”

#### PATRICE VIAENE

**2010** | Graduated in Law, UGent

**2011** | LL.M., London School of Economics and Political Science, joined Clifford Chance as an associate

**2012** | Seconded to SABIC for four months

**2013** | Part time assisting SABIC on various projects in Saudi Arabia





**“One day I am on holiday in France, the next I am on a plane to Seoul to meet a client. The truly international role we play never ceases to surprise and delight me.”**

**DOROTHÉE VERMEIREN**

**2006** | Summer law student with Clifford Chance

**2007** | Graduated in Law, UGent;  
joined Clifford Chance as an associate

**2016** | Appointed Counsel

**2019** | Appointed Partner





# NEVER STOP LEARNING THE ACADEMY

Our approach to training is not simply about teaching lawyers to provide legal advice – we believe that the right balance between formal training and practical experience enables everyone to provide an exceptional level of service to our clients.

The Clifford Chance Academy is our in-house training and development programme.

It provides a broad range of integrated training and development methods for our lawyers: legal and business skills training courses, and skills development centres, taught by both professionals from the firm and academics from leading universities like Harvard Business School, INSEAD and Oxford University.

**“A lot of very clever and interesting people work here, so office life is always stimulating and engaging.”**





## AN INTERVIEW WITH JONATHAN BLONDEEL

*You joined Clifford Chance in 2015. Can you say something about these past years?*

Working for Clifford Chance guarantees working on some of the most challenging and cutting-edge legal issues, engaging with some of the most important lawyers in their field, and being part of a very collegial and friendly team, often spread across different countries. The diverse, complex and high-profile nature of the legal matters I have advised clients on as a lawyer at Clifford Chance, as well as the amount of responsibilities and exposure I have been given right from the very beginning, have provided me with immense learning opportunities. Every day comes with a new challenge, and

through those new challenges I have gained more experience and expertise, which has helped me better serve our clients' needs.

*What's it like to be a junior lawyer in the Brussels office?*

Our Brussels office has a very welcoming, down-to-earth, and intellectually stimulating environment. Our open-door policy provides the opportunity to step into any office to brainstorm over a case and engage in inspiring legal discussions. We regularly meet with our practice group to discuss the latest legal developments and share our experiences from cases we are working on. In addition, as a Clifford Chance lawyer, you have access to the global resources of the firm, including an impressive international online know-

how database. Moreover, as part of an international law firm – despite being one of the smaller offices in the firm – you get to know and share experiences with people from various jurisdictions with a wide range of expertise.

*How about the Academy?*

I have travelled to Amsterdam, London, Rome, and Warsaw for training courses on, among others, antitrust, negotiations and other business skills. The Academy provides you with a tremendous opportunity to learn from leading experts, as well as your colleagues in other offices, get to know them better, and also further develop your legal and business skills. On top of that, you can enjoy yourself in various social activities!

### JONATHAN BLONDEEL

- 2014** | Summer law student with Clifford Chance; graduated in Master of Laws, UGent
- 2015** | LL.M. in Competition Law, University College London; joined Clifford Chance as an associate
- 2017** | Seconded for three months to Clifford Chance Amsterdam



# SUMMER AND WINTER PLACEMENTS

Choosing where you want to start your career is a big decision. We offer student placements, so you can get an insight into what working here is really like before making any commitments. Our summer schemes are open to law students of all universities. When selecting candidates, in addition to excellent academic records, we are also looking for a match in personal qualities, ambition and potential.

Several of our lawyers completed a summer (or winter) internship at our Brussels office before joining us as an associate.

**Marine Puel** completed a winter placement in January 2016 and joined our firm in April 2017 after successfully completing her master degree at the KU Leuven.

“Taking part in the winter scheme was a big factor in deciding that Clifford Chance was the right place for me as well as a great opportunity to help me choose the right career path.

Before the student scheme, I was undecided between completing an LL.M. immediately after my studies or joining a law firm and deciding whether to apply for an LL.M. after having gained some first-hand experience. After my internship I was offered a job at Clifford Chance and I did not hesitate a second.

During my winter placement I have been given the opportunity to work on important files with numerous associates and partners. For instance, I worked on a few corporate and energy law related files. My role was to help draft explanatory notes on energy related mechanisms such as the inter-TSO compensation mechanism. I really enjoyed that I was able to make a real contribution to the file. The student placement was a very positive experience for me.”

## MARINE PUEL

**2014** | Bachelor of Law, Université Saint-Louis

**2016** | Completed a winter internship at Clifford Chance's Brussels office; graduated in Law, KU Leuven

**2017** | Joined Clifford Chance as an associate



**“The student  
scheme was  
a big factor  
in deciding that  
Clifford Chance  
was right for me.”**







**“It’s not all law and no play. Yes, I certainly want to stand out as a ‘go to’ lawyer for all of my clients, but a career at Clifford Chance also means a range of exciting opportunities to bring the social and work sides of things together.”**

Hélène Volkova,  
Associate



## TRUE TEAM SPIRIT

# LIFE AT CLIFFORD CHANCE

At Clifford Chance, we combine commitment and quality with a true team spirit: everyone pulls together to help each other out where necessary. At the same time, the atmosphere at work is positive, social and informal.

Of course, we work hard to serve our clients as good as we possibly can, but we also know when to slow the pace down. We get together at the end of every week for our Friday evening drinks, have office lunches and breakfasts, and we have office parties at least twice a year.

Aside from that, some lawyers have teamed up in a social committee to organise regular events outside the office. As Dorothee Vermeiren, a partner, explains: under the motto “if you cannot stand the heat, get out of the kitchen”, a group of people decided to spice things up at Clifford Chance. From gala evenings to picnics, karaoke to a bike tour and barbeque, each event proves that we not only get along and have fun on the work floor, but also outside of work.



## Interview tips

**Be yourself.** We are genuinely trying to get to know you.

**Be enthusiastic.** We are looking for people who want to do the job.

**Engage.** Make eye-contact, interact with the interviewers and ask questions.

**Be prepared** to talk about business and legal issues related to business.

**Know your CV.**



### CHLOÉ VANDER VELPEN

**2010** | Graduated in Law, KU Leuven, summer law student with Clifford Chance

**2011** | Trainee with DG COMP (European Commission); Researcher at ICRI, KU Leuven

**2012** | LL.M., Harvard University School of Law; Legal intern with LCAC, New Orleans; joined Clifford Chance as an associate

**2018** | Seconded for four months to Clifford Chance London



# OUR **SUCCESS** DEPENDS ON THE **QUALITY** OF OUR PEOPLE

We need professionals who can offer a service beyond simply knowing the law; people who are business minded, anticipate issues and deliver pragmatic solutions.

## **RECRUITMENT PROCESS**

Partners Xavier Remy and Niek De Pauw handle graduate recruitment. Who better to provide an insight into our recruitment process?

### **Who are we looking for?**

We are looking for people who stand out. Lawyers who have an outstanding academic record, but who are also business minded and client focussed. Graduates that are intelligent, articulate and capable of contributing their own ideas and opinions. Ambitious, highly motivated people who understand that working at a top law firm requires hard work, but who are at the same time fun to work with. Graduates must have successfully

obtained a master's degree in law. Candidates for our summer programme must have completed their first year of masters. All candidates must be completely fluent in written and spoken English and they should have a good command of Dutch, French and ideally another European language.

### **Can you describe the recruitment process?**

We give serious consideration to every CV we receive. Candidates chosen for interviews will be asked to come twice, and meet with different people each time. A partner and an associate usually conduct the interviews. We generally know within a few days

if we are able to extend an offer; if so, we confirm by telephone.

### **When should a candidate apply?**

There are no particular deadlines as to when to apply as our needs may change throughout the year. However, new graduates wishing to join us in September or October should apply between October and the end of December of the previous year. Candidates interested in the summer programme should apply before the end of November in the year prior to which they are seeking to participate.

## **XAVIER REMY**

**1985** | Graduated in Law, KU Leuven  
**1986** | Degree in Economic Law, ULB  
**1987** | Joined Clifford Chance as an associate  
**1988** | Seconded for six months to Clifford Chance London  
**1997** | Appointed Partner

## **NIEK DE PAUW**

**2002** | Graduated in Law, UGent  
**2003** | LL.M., New York University School of Law, joined Clifford Chance as an associate  
**2007** | Seconded for six months to Clifford Chance London  
**2016** | Appointed Partner

# COME AND JOIN OUR TEAM

## HOW TO APPLY

If you are interested in a career with Clifford Chance, please apply through our online system ([www.cliffordchance.com/careers](http://www.cliffordchance.com/careers)) and upload your CV with picture, cover letter, official transcripts/scorecards for each year at law school and, if applicable, a copy of your official diploma.

“It is a beautiful profession: the kick of a successful closing, the thrill of high stake litigation, the intellectual challenge of complex legal questions, the intensity of negotiations... Hard work indeed, but fascinating!”

Alexandre Ooms, Partner

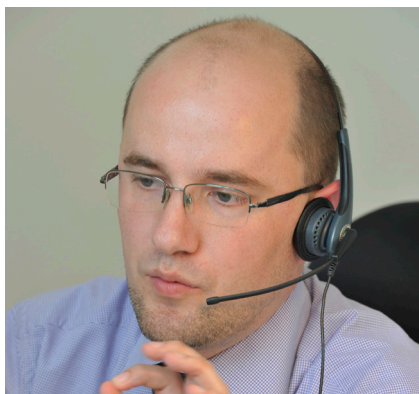
“Working at Clifford Chance gives young lawyers an opportunity to work on some of the most challenging and important cases of our age, such as the Google Article 102 case.”

Thomas Vinje, Partner



“Whilst I enjoy working on large multi-jurisdictional deals, I also enjoy thoroughly researching complex legal questions. Working at Clifford Chance means I can do both.”

Nathan Tulkens, Associate



# CLIFFORD CHANCE

## Careers

© Clifford Chance, 2019

Clifford Chance LLP is a limited liability partnership registered in England and Wales under number OC323571.

Registered office: 10 Upper Bank Street, London, E14 5JJ.

We use the word 'partner' to refer to a member of Clifford Chance LLP, or an employee or consultant with equivalent standing and qualifications.

This publication does not necessarily deal with every important topic nor cover every aspect of the topics with which it deals. It is not designed to provide legal or other advice.

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

Abu Dhabi ■ Amsterdam ■ Barcelona ■ Beijing ■ Brussels ■ Bucharest ■ Casablanca ■ Dubai ■ Düsseldorf ■ Frankfurt ■ Hong Kong ■ Istanbul ■ London ■ Luxembourg  
Madrid ■ Milan ■ Moscow ■ Munich ■ Newcastle ■ New York ■ Paris ■ Perth ■ Prague ■ Rome ■ São Paulo ■ Seoul ■ Shanghai ■ Singapore ■ Sydney ■ Tokyo ■ Warsaw ■ Washington, D.C.  
Clifford Chance has a co-operation agreement with Abuhimed Alsheikh Alhagbani Law Firm in Riyadh. Clifford Chance has a best friends relationship with Redcliffe Partners in Ukraine.