

WHEN
There's
YOU JOIN
no limit
LATHAM
to what you
& WATKINS
can achieve

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FOREWORD

Sebastian Pauls

WE PROMOTE YOUR PROFESSIONAL AND PERSONAL DEVELOPMENT.

I had already worked in two law firms before joining Latham as an associate. Since day one, I've been inspired by the way the firm makes each and every member of the Latham team feel valued. The spirit of comradery here is palpable. I was also immediately struck by the firm's innovative and entrepreneurial culture. I quickly found that my strengths were utilised, promoted and appreciated at Latham. This "Latham Spirit" has helped me grow and develop not only as a lawyer, but also as a person.

Today, I'm proud to be a partner at a top global law firm that handles many of the most innovative and complex matters in the international market. Our talented colleagues, our collegial, open and diverse culture, as well as our great commitment to each other set us apart. In this brochure, you will learn more about Latham and the prospects we offer. We give you the space to grow – and the support you need every step of the way.

HOW TO BECOME ONE OF THE MOST SOUGHT-AFTER LAW FIRMS IN GERMANY

in 5 steps.

1. WE DELIVER EXCELLENCE.

Our clients get more than they expect, including foresight, efficiency, and sustainability.

2. WE NURTURE A SUPPORTIVE CORPORATE CULTURE.

Respect, empathy, diversity, and transparency form the fabric of our daily interaction.

3. WE DON'T REST ON OUR LAURELS.

We are progressive, collegial, and dynamic — and we work hard to remain number one.

4. WE EMPLOY GERMANY'S MOST TALENTED LAWYERS.

We hope you join us and learn from the best.

5. WE MAXIMISE POTENTIAL.

Your talent plus our innovative training program will help develop you into an exceptional lawyer.

Does this sound like your kind of firm?
Then become part of the Latham team!

[Apply here](#)

CULTURE

Welcoming and diverse.

Latham's unique culture is at the heart of how we work. We would like to share some of it with you here – so you know what to expect when you choose us.

COMMITTEES

Discussing issues and making decisions together.

As an associate, you will be involved in decision-making from the start. In the various committees, you will have an equal say as partners on important topics – from strategic issues to bonuses and recruiting decisions. This degree of participation is unique among international law firms and introduces our associates to management tasks at an early stage.

YOU CAN GET INVOLVED IN COMMITTEES SUCH AS:

- > Diversity Leadership Committee
- > Recruiting Committee
- > TACE (Training and Career Enhancement) Committee
- > Mentoring Committee
- > Associates Committee
- > Women Enriching Business Committee

WE ALSO ADDRESS IMPORTANT TOPICS IN THESE AFFINITY GROUPS:

- > LGBTQ+ Group
- > Parent Group
- > First Generation Professionals Group
- > Multicultural Promotion & Attainment Coalition

“Being an associate with the same voting rights as the partners shows how serious the firm is about discussing things as equals.”

Katharina Intfeld, Associa-



“Our one-firm culture, global collaboration and commitment to each other are unrivalled.”

Corinna Freudenmacher, Associate

TRANSPARENCY

Here, you always know where you stand.

When we hire you, we focus on the long term and transparency. That’s why you will receive consolidated performance feedback from the Associates Committee not just once, but twice a year. This is how we plan your next career steps with you.

“It’s everyone for themselves, when it comes to careers, isn’t it? Not at Latham. Here, we all work together so that we all move up the ladder.”

Corinna Freudenmacher

IT IS NEVER TOO EARLY TO LAY THE FOUNDATION FOR YOUR CAREER!

Practical experience is everything – whether you are doing your attorney or elective station, transitioning to a legal clerkship or LL.M. program, or working on your dissertation. At Latham, you can expect challenging tasks and an innovative training program. Find out more in the [#MyAdvancement – Young Talent](#) section.

By the way, thanks to our ENCORE program, we stay connected even after your time with us.

PRO BONO

We are proud to be the world's leading pro bono law firm.

Social commitment is an important cornerstone of our corporate culture. In 2020 alone, we provided 259,553 hours of pro bono legal services worth US \$208 million. With this work, we primarily support human rights organisations and non-profit organisations in the fields of education and child protection.

EXAMPLES OF OUR PRO BONO WORK IN GERMANY

- > **Arzt Mobil:** Legal advice on the establishment of medical care for homeless people.
- > **Save the Children:** Cross-border support for a legislative initiative for unaccompanied refugee minors.
- > **Numerous projects** in support of people with disabilities, including filing constitutional complaints and legislative initiatives.

WORKING TOGETHER TO BREAK THE MOULD

“Bringing the spirit of Silicon Valley into the world of German law firms.”

This quote from our partner and Executive Committee member Oliver Felsenstein says a lot about our modern approach to working together. We focus on:

- > **Flat hierarchies** with collegial, respectful and open cooperation.
- > **Agile working models** from remote working and part time options to sabbaticals.
- > **Progressive workspaces** such as in our Frankfurt office: As a junior you sit with your experienced colleagues and learn directly from them. But there is also space for you to retreat and work alone, because we believe it is important for you to have the type of workspace that suits you best.

“It feels good to help those who help others.”

Daniel Splittgerber, Counsel

DIVERSITY

For more variety.

WHY WE PLACE SO MUCH EMPHASIS ON DIVERSITY AND INCLUSION.

We support our lawyers with various training programmes and workshops so that they develop into leaders who are strong on diversity and inclusion. Because, when it comes down to it, our diverse teams represent the society we live in. Apart from that, they work better together and are able to develop innovative solutions.

We offer the same career opportunities to all employees regardless of gender, origin, family situation, religious affiliation or sexual orientation and identity.

“The open, diversity-focused culture at Latham never fails to inspire me.”

Anja Hombostel, Associate



Diversity Leadership Committee

This is where the company-wide diversity strategies and initiatives for Latham & Watkins are developed and driven. In addition, local colleagues take care of local initiatives in the German offices.



Multicultural Promotion & Attainment Coalition (MPAC)

MPAC is a company-wide forum created by our associates in which colleagues exchange ideas on diversity and organise targeted events and projects that have been enriching our daily work for years.



Women Enriching Business Committee

WEB promotes and facilitates networking among women from business, administration, and the judiciary. The focus is networking and mutual support as well as the professional exchange with each other.



“Charta der Vielfalt”

Since January 2020, we have been part of the Federal Network for Diversity Management in Germany. This Diversity Charter aims to promote recognition, appreciation and inclusion of diversity in the world of work in Germany.

Affinity Groups

These company-wide networks allow colleagues to share experiences on many social and socio-political topics. In Germany, this includes the LGBTQ+, Women, Parent, Asian & Middle Eastern, and First Generation Professional Lawyers Groups.

COMPENSATION

Good jobs, good salaries.

We greatly value your work with us. That is why above-average salaries are just as much a matter of course for us as bonuses and our “Latham Cares” pension plan with numerous additional benefits.

SALARY AND BONUSES

1. Year: €145,000 plus Bonus	4. Year: €160,000 plus Bonus
2. Year: €150,000 plus Bonus	5. Year: €165,000 plus Bonus
3. Year: €155,000 plus Bonus	6. Year: €170,000 plus Bonus

Transparent and fair.

Your basic salary is supplemented by an individual, performance-based bonus, which is paid out if you achieve the transparent parameters applicable to all associates worldwide. This bonus is consistent internationally, and ranks us among the top law firms in the New York market.

LATHAM CARES

Our complete “worry-free” pension plan.

You can convert a part of your cross salary directly into our tax-optimised pension plan in addition to statutory benefits. The aim is to support you in achieving a good balance between family and career.

FLEXIBLE WORKING

Contemporary and family-friendly.

The successful balance of family life and career is very important to us. This is why we offer a variety of working time models that can be individually adapted to suit your current circumstances.

Working from anywhere.

With Latham@home we provide a full range of technical resources so that you can work away from the office at any time.

PARENTAL LEAVE POLICY

Because family is more important than anything.

We grant new mothers and fathers a total of 14 weeks family care leave with full pay. Employees who adopt a child can also take advantage of this benefit. We also offer subsidised childcare in selected crèches and individual advice on childcare, homecare and care for the elderly

PART-TIME WORK

You can reduce your working hours.

Part-time work is generally possible, in the range of 70–85%. In exceptional cases, we also allow a temporary 50% reduction – such as, when completing a doctorate degree.

SABBATICALS

Temporary leave of absence.

If you want to take a break for an LL.M. degree or sabbatical, this is also possible.

Martina Eisgruber, Associate



“Even as a research assistant, you are not just a “number” at Latham, but a fully-fledged member of the team. Of course I wanted to return as an associate!”

Lennart Werbeck, Associate

START YOUR CAREER WITH US.

Law clerks and research assistants have numerous opportunities to start their career with us.

<i>Position</i>	<i>Duration and scope</i>	<i>Compensation</i>
Law clerks (attorney station)	Duration and scope depending on the federal state	€5,500 per month €1,100 per working day
Law clerks (elective station)	Three months, five days a week	€5,500 per month €1,100 per working day
Research assistants with first state examination	Duration and scope: at least 3 months and at least 3 days per week	min. €3,300 per month €1,100 per working day
Research assistants with 2nd state examination	Duration and scope: at least 3 months and at least 3 days per week	min. €4,500 per month €1,500 per working day

WE STAY CONNECTED!

Our ENCORE program stands for Encore, Networking, Community, Opportunities, Referrals, Events. Even after your active time with us ends, we will keep you up-to-date and send you invitations to seminars and workshops, tips on elective placements abroad, LL.M. programs, and doctoral projects. You will also stay in contact with your personal mentor.





COMPETENCY

From young talent to experts.

#MyAdvancement promotes our associates' development. It is the core of our training — with holistic support and further training in three areas of expertise: legal excellence, business expertise, and interpersonal skills. Your personal Partner Career Coach is also at your side from the very beginning.

#MYADVANCEMENT

for associates und junior associates:

Everything you need for your holistic development.

As a (junior) associate, you will put the knowledge you have acquired into practice with us. We support you with our innovative and award-winning training and development programme #MyAdvancement and personal coaching from our partners. We also work with highly qualified partners such as Bucerius Law School and WHU — Otto Beisheim School of Management.

Our feedback culture.

Quarterly coaching meetings, target agreements, and reviewing the milestones you have achieved in your client work are just as much a part of our regular feedback as our theory modules. With these complementary methods, we guide your development towards becoming a great lawyer.

Our further training portfolio:

- > **1st–3rd year associates** receive a tailored and interdisciplinary core curriculum on legal fundamentals, entrepreneurial expertise and soft skills.
- > **4th year associates and up** receive extensive training alongside partners or counsel. Numerous courses and workshops are individually designed with your career goals in mind.
- > **Counsel Special Program:** We offer our counsel numerous tailor-made trainings in interpersonal skills.
- > **Legal Professional Program:** Legal analysts receive special training to advance their personal and professional development.

Additional support:

- > **International training sessions** in the form of academies, practice group meetings and retreats at international Latham & Watkins offices
- > **Weekly Legal English courses** in our offices
- > **Courses for specialist lawyers**
- > **Individual budget** for participation in external conferences and individual coaching sessions

Christoph von Laufenberg, Associate

For further information on #MyAdvancement visit www.lw.com/zukunft

#MYADVANCEMENT – YOUNG TALENT for law clerks and research assistants

Off the sidelines and right in the thick of things.

At Latham, you will be actively involved in the firm's day-to-day work from the very beginning. You will gain extensive experience in new and familiar legal fields, and develop your own personal interests. Your personal mentor will help you with all professional and training-related questions.

Here's how we help you prepare for the state exams:

- > **Two-day "Kaiser" exam seminars** in small groups in our offices ("Kaiser" is an exam preparation program for the German state examinations)
- > **Comprehensive "Kaiser" exam package** for perfect preparation
- > **Monthly revision** and discussion of exam-relevant case law
- > **Oral exam simulation**
- > **Two-day "Hemmer" seminars** for the exam in Bavaria

Additional support:

- > **#MyAdvancement** modules and a **library** with high-quality e-learning courses and comprehensive seminar materials – in cooperation with Bucerius Law School and WHU - Otto Beisheim School of Management.
- > **Weekly legal English course** with experienced trainers

For further information on #MyAdvancement – Young Talent click [here](#).



CLIENT WORK

Taking responsibility early on.

Even the best theoretical training still needs to be put into practice. We enable you to do this by giving you responsibility and tasks that suit your stage of development.

From theory to practice.

As an associate, you will “learn by doing” by taking part in client meetings at an early stage and independently coordinating initial work processes.

Working across locations and country borders.

We provide integrated service as a global law firm. You will get to know the worldwide “Latham standard” by working with international clients and learning from lawyers all over the world.

Learning from the best. And from many.

As an associate, you will not be permanently assigned to any one partner. This allows you to get to know many different perspectives and approaches.

Challenging national and international clients.

Our clients include international corporations as well as German companies, private equity funds, banks, and investment companies. In addition to German law, we regularly advise on cross-border issues, support clients in the acquisition and sale of companies, on day-to-day business operations, and much more.

We have a wide range of expertise in the following practice groups:

- > Employment law
- > Banking and finance
- > Financial regulatory
- > Data privacy and security
- > Corporate Law/M&A /Private Equity
- > Real estate
- > IP/IT
- > Capital markets
- > Antitrust and competition
- > Litigation and trial
- > Public law
- > Restructuring and insolvency
- > Tax

“Very international and exciting clients, and many interesting opportunities for development and training. It couldn’t be any better.”

Kate Zhu, Associate

YOUR START WITH US

*We are Latham & Watkins.
You are ...*

ENTHUSIASTIC & MOTIVATED

COMMUNICATIVE & OUTGOING

ASSERTIVE & EMPATHIC

INDEPENDENT & CONSCIENTIOUS

STRATEGIC & DETERMINED

ENTREPRENEURIAL & COSMOPOLITAN

... an absolute team player?

THEN APPLY TO JOIN US!

1. REQUIREMENTS

You have passed your first (or second) state examination with grades of at least full satisfaction (vollbefriedigend), are interested in commercial law topics and enjoy working in an international environment.

2. APPLICATION

Apply to our recruiting partner Thomas Grützner at: Thomas.Gruetzner.Recruiting@lw.com. Please attach a letter of motivation, your curriculum vitae, certificates and references to your email.

3. INTERVIEW

As part of our interview process, we will want to get to know you – and we want you to get to know us – better.

4. FEEDBACK

Ensuring a personal fit is very important to us. That is why we collect the feedback from your interview partners after your interview and get back to you as soon as possible.

5. START

During a two-day onboarding programme you will get to know our firm, the way we work and our philosophy in more detail.

We look forward to getting to know you.

LATHAM IN NUMBERS

One global platform.

WORLDWIDE

3.000+
lawyers

29
offices

14
countries

5
departments

5+
billion \$ revenue

GERMANY

160+
lawyers

4
locations

1
law firm

CONTACT & OFFICES

Do you have questions regarding the application process?
Then contact our Attorney Recruiting Team at
recruiting.germany@lw.com

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