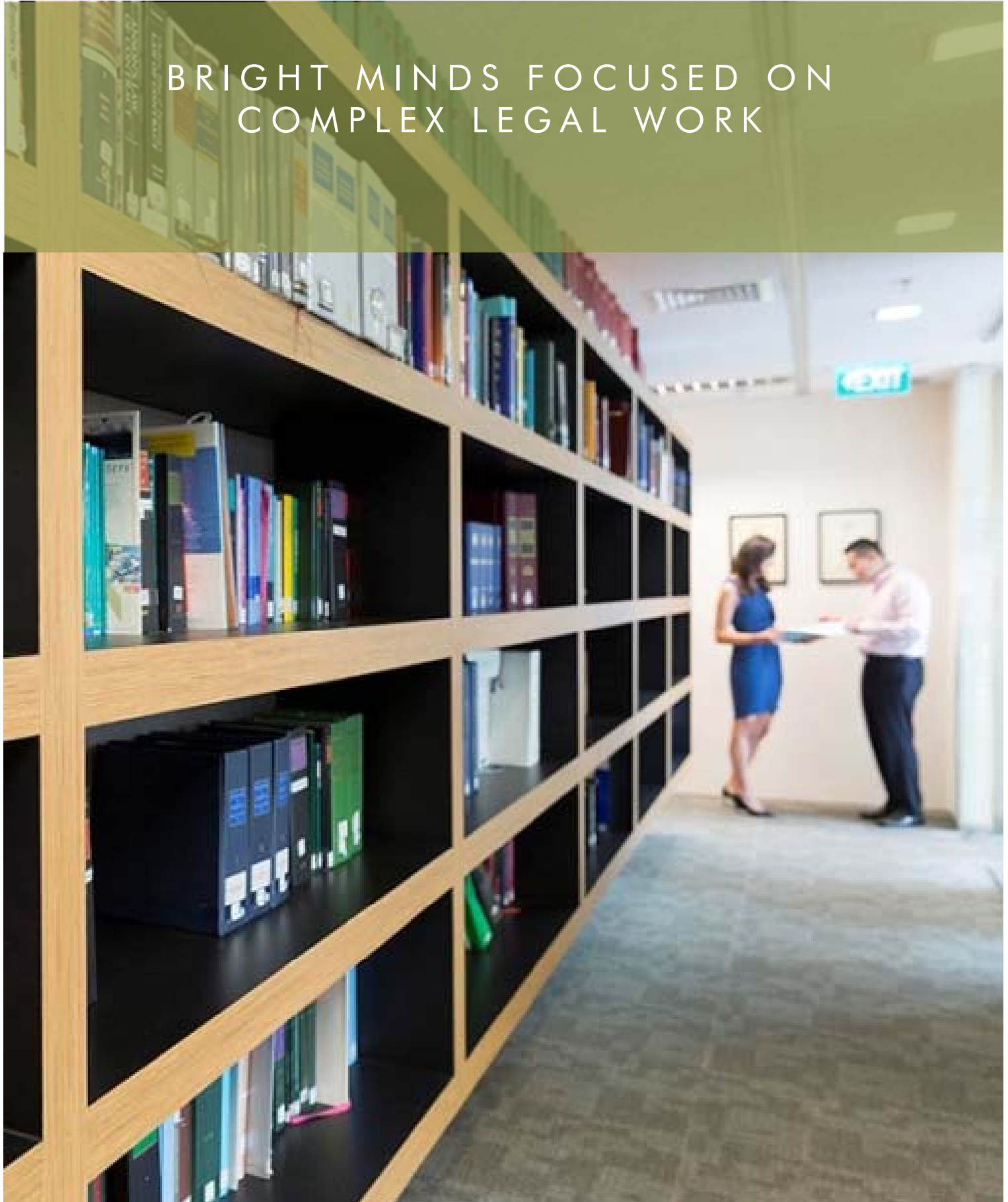


WATSON FARLEY
&
WILLIAMS

BRIGHT MINDS FOCUSED ON
COMPLEX LEGAL WORK



A law firm that achieves consistent high quality in client care, technical ability and investment in its people, Watson Farley & Williams specialises in managing complex transactions, projects and disputes for leading corporations, funds, financial institutions, governments and individuals. The firm is highly respected for its sector expertise, particularly in energy & infrastructure, maritime, natural resources, real estate and transport.

Clients value our commercial focus, innovative approach and commitment to exceptional service. By building long-lasting relationships with our clients we're able to really understand their businesses and markets and provide bespoke legal advice.

Our firm's commitment to quality relates not just to our client relationships, but also those within the firm. We strive to create a dynamic working environment where talented people can thrive in a familial and supportive atmosphere.

We are always looking for outstanding people who are seeking to take the next exciting step in their careers to join our team and contribute to the continued growth and evolution of our firm.

WELCOME

Watson Farley & Williams is a law firm continually seeking to move forward; strategically, financially and geographically. Since 2008 we've more than doubled our annual revenues to £159.8 million, opened six new offices in five jurisdictions, and have continued to develop our sector and services client offering.



140+ PARTNERS
500+ LAWYERS
900+ TOTAL STAFF

14 OFFICES
11 COUNTRIES

But this outstanding success has not come easily. We operate in a highly competitive global legal market and must convince clients that Watson Farley & Williams is as good as, if not better than larger-scale global outfits. We believe our point of difference is the quality of our people. We are seeking talent right across the business, whether experienced lawyers, graduates, or those looking to join our exceptional business services team.

So if you enjoy a challenge, like working in a dynamic team environment and want to use your skills in an entrepreneurial environment, you might be just who we are looking for.

OUR BUSINESS

Our business is our clients' business. We pride ourselves on providing clients with pragmatic, commercially-focused advice.

A strong sector-focused approach is one of Watson Farley & Williams' key differentiators. Five key sectors: Energy & Infrastructure, Maritime, Natural Resources, Real Estate and Transport, are our core focus, delivered using first-rate transactional and dispute skills. We also undertake a great deal of work in related areas of investment such as private equity and work for blue-chip companies and government.

Our lawyers are experts in their chosen sectors and take the time to get to know clients' businesses, enabling them to advise on a complete range of sectoral issues. Lawyers are encouraged to take a holistic view of the market and apply their industry knowledge to ensure their client's best interests are at the heart of everything they do.

Our work is international by nature. We have offices in the world's major financial centres and advising on complex, multi-jurisdictional transactions and disputes is second nature to our lawyers. All our teams work seamlessly across borders to ensure clients get the best and most relevant advice.

The firm also focuses on delivering a truly partner-led service to ensure quality and commercial perspective are paramount.

"THERE'S A GREAT ATMOSPHERE BETWEEN PARTNERS AND COLLEAGUES. I REALLY ENJOY WORKING WITH MY TEAM AND HAVING CLOSE CONTACT WITH CLIENTS. GETTING INVOLVED IN THEIR PROJECTS, LEARNING ABOUT THEIR BUSINESS, BECOMING PART OF A CLIENT'S TEAM WHILST EARNING THEIR CONFIDENCE IS ALWAYS SOMETHING I FIND VERY REWARDING."

MARÍA PILAR GARCÍA GUIJARRO –
PARTNER/WFW HEAD OF SPAIN, MADRID

"WELL-SUITED TO ADVISING ON LARGE TRANSACTIONS INVOLVING NUMEROUS JURISDICTIONS ON ACCOUNT OF ITS VAST NETWORK OF OFFICES."

CHAMBERS GLOBAL 2016

"PROACTIVE AND RESPONSIVE, AND THEY FOCUS ON A CLIENT'S COMMERCIAL INTEREST."

CHAMBERS GLOBAL 2016



OUR PEOPLE

The quality and dedication of our people are what make Watson Farley & Williams a trusted adviser to clients, and the supportive, transparent and collegial working environment we foster across all our offices is what allows these talented individuals to fulfil their collective potential.

The firm's total headcount has now grown to over 900, with more than 140 partners and 450 lawyers. Because of the international nature of our work, collaboration between different offices, practices and departments is second nature for our teams. Throughout our offices spanning Europe, North America, Asia and the Middle East, we seek to leverage the diverse skills and complementary talents of our staff in order to match our clients' business objectives.

"...COMMERCIAL, EXPERIENCED AND PLEASANT TO DEAL WITH."

CHAMBERS GLOBAL 2016

"THE WORK IN THE SINGAPORE OFFICE IS AS CHALLENGING AND INTERNATIONAL AS THE WORK IN THE LONDON OFFICE WHERE I STARTED OUT AT THE FIRM. BY THE END OF MY TRAINING CONTRACT, I WAS RUNNING PARTS OF TRANSACTIONS AND ORGANISING SHIP DELIVERIES! GETTING SO MUCH RESPONSIBILITY AND EXPOSURE AT AN EARLY STAGE HAS REALLY BUILT UP MY CONFIDENCE. BUT IT'S NOT ALL WORK IN SINGAPORE. WE OFTEN SOCIALISE AFTER WORK – SECRETARIES, TRAINEES, ASSOCIATES AND PARTNERS TOGETHER."

KATIE SHIELS –
ASSOCIATE, SINGAPORE

"SPENDING A TRAINING SEAT IN THE FIRM'S ATHENS OFFICE HAS GIVEN ME THE OPPORTUNITY TO HAVE MORE RESPONSIBILITY ON TRANSACTIONS. I HAVE BEEN GIVEN GUIDANCE ON THE PROCEDURES AND STEPS TO WORK THROUGH AND THEN BEEN TRUSTED TO PUT THESE INTO PRACTICE. IT HAS ALSO IMMERSED ME IN THE SHIPPING INDUSTRY AND I HAVE BUILT UP MY COMMERCIAL AWARENESS AFTER MEETING SHIP OWNERS AND BROKERS ON A REGULAR BASIS. PLUS, AS A CITY, ATHENS IS A FANTASTIC PLACE TO LIVE."

JESS LEVER –
ASSOCIATE, LONDON

THE FIRM

At Watson Farley & Williams when it comes to benefitting our clients or staff, we're not afraid to do things differently, and believe that just because something has been done in a particular way before, doesn't mean there isn't a better way of doing it.

We seek to create an open, transparent and inclusive environment in all of our offices. It's an environment where innovation and entrepreneurialism among all our staff – partners, associates and business services – are encouraged and rewarded. Fostering this egalitarian culture allows personalities to flourish and our client-focused, solutions-minded approach to succeed.

While servicing our clients is our raison d'être and all our employees are focused on delivering outstanding value in their respective roles, we also appreciate that our staff need to maintain a sustainable balance between their work and their personal lives. We strive to provide them with support because they are what make our firm both successful and unique.

"VERY PROFESSIONAL AND COMMERCIAL WITH OBVIOUSLY A GREAT LEGAL BIAS."

IFLR 1000 2016

"MY FAVOURITE THING ABOUT WORKING AT WATSON FARLEY & WILLIAMS IS THE FIRM'S DYNAMISM. WE'RE A RELATIVELY YOUNG LAW FIRM: TRAINEES AND FOUNDING PARTNERS WORK SIDE-BY-SIDE, GIVING US A UNIQUE MIX OF EXPERIENCE AND IDEAS, AND EACH MEMBER OF STAFF IS VALUED FOR THEIR INDIVIDUAL SKILLS AND CONTRIBUTIONS. WE WORK TOGETHER TO HELP THE FIRM GROW."

MARIANNE ARMITAGE -
IT TRAINER, LONDON



"18 MONTHS AFTER I JOINED WFW IN LONDON, I WAS GIVEN THE OPPORTUNITY TO MOVE TO SINGAPORE TO ASSIST WITH THE GROWTH OF THE PROJECT & STRUCTURED FINANCE PRACTICE IN ASIA. THE FIRM WAS VERY SUPPORTIVE. WHILE THE MOVE TO THE SINGAPORE OFFICE ALLOWED ME TO DEVELOP NEW CLIENT RELATIONSHIPS, THE INTERNATIONAL ASPECT OF MY PRACTICE MEANS I STILL WORK WITH MY COLLEAGUES IN LONDON AND AROUND THE FIRM'S OTHER INTERNATIONAL OFFICES."

MEHRAAB NAZIR -
PARTNER, SINGAPORE

DIVERSITY

Watson Farley & Williams is committed to diversity in all its forms and at all levels of the firm. Our approach ensures a more well-rounded, dynamic and intellectually robust workforce.

Our clients are diverse and so are our people. We believe that having staff from different races, religions and sexual orientations with different backgrounds, values and experiences ensures a more vigorous intellectual and cultural environment, and provides different ideas and approaches to doing things. The international nature of our business makes this a necessity.

The firm aims to support staff via flexible working practices, supports initiatives that aim to encourage ethnic minority groups into the legal sector, and develops targeted advertising to ensure our pool of candidates is the very best.



"I AM FROM ATHENS AND GREW UP IN A SHIPPING FAMILY, SO JOINING WATSON FARLEY & WILLIAMS IN 2003 MADE SENSE GIVEN THE FIRM'S HERITAGE IN SHIPPING FINANCE, WHICH IS MY SPECIALITY. I HAVE WORKED ON MANY INTERESTING TRANSACTIONS AND VALUE BEING ABLE TO USE THE EXPERIENCE I GAINED IN GREECE NOW THAT I WORK IN NEW YORK."

MARSILA KARPIDA, COUNSEL, NEW YORK

"WFW HAVE ALWAYS BEEN EXEMPLARY ON DELIVERY AND QUALITY OF WORK."

IFLR 1000 2016

"TOP NOTCH LAWYERS – THEY WORK AROUND THE CLOCK TO ENSURE OUR BEST INTERESTS AND GIVE US HIGH SECURITY."

CHAMBERS GLOBAL 2016

CAREER AND PROFESSIONAL DEVELOPMENT

In addition to being a provider of professional services, we see ourselves as a developer of careers, employees and people. We want our staff to be challenged and invigorated by their work and take pride in their career and personal and professional development.

At Watson Farley & Williams, we don't see career development as necessarily linear process. Moreover, we see careers more like life in general; an on-going opportunity for learning and progression. We seek out people who are looking to improve both themselves and the quality of their work continuously. Our varied and comprehensive training programmes serve to ensure that our staff can continue to grow in their respective roles and enhance the quality of our client offering.

Rewards

In addition to the rewards of working either on high quality mandates for clients at the forefront of the market, or with our dedicated and enthusiastic business services teams, you will be paid a competitive salary and enjoy a comprehensive benefits package and generous holiday allowance. The particulars of these benefits vary from market to market but each of our offices at all times seek to maximise the rewards for our staff.



“WHEN I SWITCHED MY CAREER TO LAW, IT WAS PARTLY FOR THE INTELLECTUAL CHALLENGE. WFW HAS CERTAINLY GIVEN ME THAT. NO TWO DAYS ARE THE SAME. THE BREADTH OF EXPERIENCE AND RESPONSIBILITY I'VE HAD IS FAR SUPERIOR TO THAT OF SOME OF MY FRIENDS IN OTHER LARGE FIRMS. THE INTERNATIONAL ASPECT OF OUR WORK ALSO MEANS I HAVE TO ADAPT TO THE CORPORATE STYLE OF OTHER COUNTRIES AND CULTURES: I REALLY ENJOY WORKING WITH SUCH A VARIETY OF CLIENTS, COUNSELS AND COLLEAGUES.”

DELPHINE JOLY -
SENIOR ASSOCIATE, LONDON

“WORKING FOR THE HAMBURG CORPORATE TEAM IS A CHALLENGING TASK. DESPITE THE DEMANDING WORK, LEADING SOME OF THE LARGEST RENEWABLE ENERGY TRANSACTIONS IN GERMANY TO A SUCCESSFUL CLOSE, THE PARTNERS AND ASSOCIATES AT WFW STILL FIND SUFFICIENT TIME TO INVEST IN THE EDUCATION OF THEIR FUTURE COLLEAGUES, US TRAINEES. IN TURN, WE ARE REWARDED FOR OUR GROWING LEVEL OF EXPERTISE WITH MORE RESPONSIBILITY ON SUBSEQUENT DEALS.”

CHRISTIAN SCHINDLER -
ASSOCIATE, HAMBURG

POSITIONS

At Watson Farley & Williams we are always looking for bright, enthusiastic people who are looking to launch their careers, or are ready for a new challenge in their working lives.

Graduate recruitment

Our graduate recruitment programme aims to identify the best and brightest legal graduates to bring into our trainee programme, and support and aid their development through to qualification. Trainees will learn by working alongside leading lawyers in their respective sectors on challenging and important work, providing opportunities to improve their legal skills, develop their commercial awareness and gain a depth and breadth of experience often unattainable in other firms.

Lawyers

Our lawyers are involved in market-leading, ground-breaking transactions and matters, and need to possess intellectual dexterity and a flair for client service. We work closely with our clients to really understand their businesses and the issues they face so we can be trusted advisors and business partners. WFW is always interested in hearing from talented and ambitious lawyers. We value people with a strong academic record and outstanding legal skills, but also place great emphasis on finding entrepreneurially minded lawyers with exceptional problem-solving skills. Because of the cross-border nature of much of our work, candidates should be highly motivated and able to work effectively in a team environment.

Support

The various business support functions – Business Development & Communications, Compliance, Information & Research, Finance, Human Resources, Training & Development, IT, Knowledge Management and Office Services – provide outstanding support to our fee-earners and play key roles in the on-going growth of WFW. Our business support professionals have the opportunity to use their various skills in a dynamic and commercially focused working environment and feel part of a firm that recognises the value they bring to the organisation. Applicants should be enthusiastic and want to be part of an international team that takes pride in the part it plays in the success and culture of the firm.



"...PROFESSIONAL,
PROACTIVE AND SOLUTION-
ORIENTATED."

CHAMBERS GLOBAL 2016



CSR

At Watson Farley & Williams we take our role as a corporate citizen very seriously. In 2013, we created a new Global CSR Champion role to spearhead the firm's efforts.

This role also ensures we make the most of all the valuable charitable work the firm and our staff do; whether supporting our firm-wide charity of the year, Water Aid, efforts to become more environmentally responsible or providing support to our respective local communities.

The principles of equality of opportunity are fundamental to Watson Farley & Williams' values. The firm does not unlawfully discriminate against any WFW individuals, clients, and/or third parties on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, gender or sexual orientation.

CARBON ZERO

WE COMMISSION AN INDEPENDENT CARBON AUDIT EACH YEAR ACROSS ALL OF OUR OFFICES. WE ALSO OFFSET THE FIRM'S ENTIRE CARBON EMISSIONS THROUGH PARTICIPATION IN VARIOUS PROJECTS WITH CO2BALANCE.COM

INTERNATIONAL LAWYERS FOR AFRICA (ILFA)

WORKING TO SUPPORT THE DEVELOPMENT OF LEGAL SKILLS AND EXPERTISE, WE PARTICIPATE IN THE ILFA PROGRAMME AND HOST LAWYERS FROM RWANDA, NIGERIA AND KENYA FOR THREE MONTH SECONDMENTS.

CHARITY OF THE YEAR

WFW STAFF VOTED TO SUPPORT WATER AID AS OUR CHARITY OF THE YEAR. WE WORK HARD TO HELP RAISE FUNDS FOR THIS GLOBALLY RECOGNISED CHARITY.



I International
I Lawyers *for*
I Africa

In support of
WaterAid

OUR OFFICES

Athens

6th Floor, Building B
348 Syngrou Avenue
Kallithea 176-74, Athens

T: +30 210 455 7300

Bangkok

Unit 902, 9th Floor
GPF Witthayu Tower B
93/1 Wireless Road
Patumwan, Bangkok 10330

T: +66 2665 7800

Dubai

Office 1503, Level 15, Tower 2
Al Fattan Currency House
PO Box 506896 Dubai

T: +971 4 278 2300

Frankfurt

Ulmenstraße 37-39
60325 Frankfurt am Main

T: +49 69 297 291 0

Hamburg

Neuer Wall 88
20354 Hamburg

T: +49 40 800 084 0

Hong Kong

Units 1703-1707, One Pacific
Place
88 Queensway, Hong Kong

T: +852 2168 6700

London

15 Appold Street
London EC2A 2HB

T: +44 20 7814 8000

Madrid

C/ María de Molina, 4
28006 Madrid

T: +34 91 515 6300

Milan

Piazza del Carmine 4
20121 Milan

T: +39 02 721 7071

Munich

Gewürzmühlstraße 11 –
Courtyard
80538 Munich

T: +49 89 237 086 0

New York

250 West 55th Street
New York, New York 10019

T: +1 212 922 2200

Paris

26 avenue des Champs-Élysées
75008 Paris

T: +33 1 56 88 21 21

Rome

Piazza Navona 49
00186 Rome

T: +39 06 684 0581

Singapore

6 Battery Road #28-00
Singapore 049909

T: +65 6532 5335

ATHENS BANGKOK DUBAI FRANKFURT HAMBURG HONG KONG LONDON
MADRID MILAN MUNICH NEW YORK PARIS ROME SINGAPORE

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