

**CARVE
YOUR
PATH**

Skadden

OUR PLATFORM

50+ practices | 21 offices | 4 continents

HEADLINE-MAKING MATTERS

Represent 50% of *Fortune* 500 and 30% of FTSE 100

DIVERSITY CHAMPIONS

12 years of perfect scores in
the Corporate Equality Index

MAKING AN IMPACT

235,205 *pro bono* hours in 2020

CAREER OPTIONS

Limitless opportunities

**The experience gained and impact
made at Skadden will create ripple
effects that will last your entire career.
Let's begin to **carve your path.****

NAME

Pascal Bine

POSITION

Partner

PRACTICE

Corporate



WORKING ON THESE KINDS OF MATTERS HELPS YOU BECOME A BETTER LAWYER.

I WAS AN ASSOCIATE IN THE PARIS OFFICE OF ANOTHER INTERNATIONAL U.S. LAW FIRM WHEN I WAS RECRUITED TO JOIN SKADDEN AS EUROPEAN COUNSEL, IN 2000. I MADE PARTNER IN 2007.

There were several reasons for me to switch to Skadden, but one of the firm's most important qualities is its ability to deal with exceedingly complex situations and consistently come up with innovative and successful solutions. That's why clients come to us for some of the world's most high-profile matters, and that's why working here provides the training and opportunities you can't find elsewhere.

I've worked on numerous transactions involving truly novel approaches, such as a leading global eBusiness network provider's exchange offer on a life sciences company which was one of the first public exchange offers by a U.S. company on a French-listed company, and a French flag carrier's aircraft securitization program, which involved a very complex and creative securitization structure for the European market at that time. I also worked on an enterprise software company's acquisition of

a business-intelligence software company, one of the first U.S. acquisitions by a French-listed corporation involving a U.S. triangular merger structure, and a web services provider's acquisition of a French engine research company, a transaction in which we had to put in place a multistep acquisition process, as the target company had hundreds of individual selling shareholders across Europe. The quality of the work at Skadden is unparalleled.

Working on these kinds of matters helps you become a better lawyer. The training and experience you gain here — working with many of the world's leading attorneys on many of the biggest, most interesting and most complicated matters — will help you get better at taking on challenges and solving problems, no matter where your career path leads.

“One of the firm's most important qualities is its ability to deal with exceedingly complex situations and consistently come up with innovative and successful solutions.”

NAME

Margaux Lizé

POSITION

Associate

PRACTICE

Tax



WITH THE LAWYERS' SUPPORT, YOUR CAREER WILL SOAR TO NEW HEIGHTS.

WHEN I GRADUATED FROM LAW SCHOOL, I KNEW THAT MY TRAINING AS A TAX LAWYER HAD ONLY JUST BEGUN. I WANTED TO JOIN A LAW FIRM WHERE I COULD BENEFIT FROM A PERSONALIZED TRAINING EXPERIENCE, IN A CHALLENGING AND SUPPORTIVE ENVIRONMENT. SKADDEN HAS BEEN EXACTLY THAT FOR ME — A FIRM THAT HELPS ME TURN MY PERSONAL STRENGTHS INTO PROFESSIONAL ONES.

I believe Skadden offers junior associates unparalleled training and the chance to add value from Day One. When I started here, I knew I'd get the chance to work with some of the best lawyers in the city, and I soon saw that they were invested in helping me fully develop my potential.

Although starting a career at a prestigious international law firm can be quite intimidating, Skadden gives priority to teamwork over traditional law firm hierarchy. This has allowed me to learn directly from lawyers whom I admire and continuously boosted my development. The partners don't expect you to be, or even want you to be, a cookie-cutter version of an idealized lawyer. Rather, they help you use your skills — such as logic, creativity, communication or empathy — to pursue your goals.

I also really enjoy the chance to be part of a growing office and work on a wide range of matters — including M&A, financing, capital markets and more — all within an international context and often with a structuring role. During a typical week, I might be called on to, for example, address questions relating to a cross-border merger resulting in a relocation from France to another country, review elements of a client's tax policy in order to identify risks and suggest approaches to reduce or eliminate them, anticipate the tax cost in France of the acquisition of a French company by a foreign client, or suggest a restructuring or acquisition structure resulting in tax-related improvements. Working on these kind of challenges and the confidence that the team places in you to address them makes for an ideal learning environment.

“Skadden offers associates **unparalleled training** and the chance to add value from Day One.”

NAME

Arash Attar-Rezvani

POSITION

Partner

PRACTICE

Corporate



WE WELCOME AND FOSTER CREATIVITY, COLLEGIABILITY AND AN OPEN EXCHANGE OF IDEAS.

I JOINED SKADDEN PARIS AS A 23-YEAR-OLD INTERN IN 2000 AND HAVE NEVER FOUND ANY REASON TO LEAVE. I'VE WITNESSED — AND, I'D LIKE TO THINK, PLAYED A SMALL PART IN — THE OFFICE'S GROWTH FROM A RELATIVELY MODEST FRENCH OUTPOST TO A GO-TO TEAM FOR LANDMARK M&A TRANSACTIONS IN FRANCE.

We have an entrepreneurial spirit in the Paris office that I believe is true to that of Skadden's founders: We see ourselves as challengers, not as the establishment. We need to go out there and bring in new clients, new deals, new adventures.

I advise clients on the full spectrum of public and private M&A transactions, joint ventures and strategic alliances. One of the most interesting aspects of what we do is constantly moving from one industry to the next. Just this year, I worked on matters relating to telecoms, cloud computing, fashion, photography, real estate and helicopters.

My work provides opportunities to learn from everyone all the time. An intern or a junior associate has as much to contribute, in his or her own way, as a partner or a counsel. We welcome and foster creativity, collegiality and an open exchange of ideas. We train our recruits to share in our culture of excellence and become effective advocates.

And we try to achieve all that in a positive atmosphere that has proved to be one of our most valuable hiring tools.

What else makes us stand apart at Skadden? To name only a few things: We're not interested in a quick hit or a fast buck. We're in for the long run. We become our clients' trusted advisers, the ones they turn to when things heat up or when they face a delicate situation. We have business-oriented minds and think strategically about their problems. We combine the knowledge of the law with an understanding of what matters to them, and what does not. In Paris, specifically, we are known for a "commando" attitude — we work in tight teams of lawyers and get things done. To me, Skadden offers a unique opportunity to start or build a career and carve one's path in a truly meritocratic environment.

“We become our clients’ trusted advisers, the ones they turn to when things heat up or when they face a delicate situation .”

NAME

Margot Seve

POSITION

Associate

PRACTICE

Financial Institutions
Regulation and
Enforcement



SKADDEN IS HOME TO DIFFERENT BACKGROUNDS, NATIONALITIES AND INTERESTS.

MY MOTHER IS AMERICAN AND MY FATHER IS FRENCH, AND I'VE ALWAYS FELT LIKE I UNDERSTOOD AND FIT INTO BOTH CULTURES. THAT'S WHY I SET MY SIGHTS ON JOINING THE PARIS OFFICE OF A U.S. LAW FIRM.

I had trained at other firms, but from the time of my first interview with Skadden, I immediately could see what set it apart. Of all the attorneys I met throughout the process, no two were alike — they all had different backgrounds, nationalities and interests.

Although I was initially hired to join the M&A department, the firm offered to let me switch to the Financial Institutions Regulation and Enforcement Group, which appealed to me because I had just obtained my Ph.D. in financial regulation and published a book, “Financial Regulation in the Face of the Crisis.” The FIRE Group, which is part of our international cross-border investigations capability, has provided me the opportunity to work on some of the most important French cases of the past decade, including a multibillion-dollar settlement between a French bank and certain U.S. authorities.

These matters have allowed me to travel the world, with stops in the U.S., the U.K., Switzerland, Singapore and Greece.

I also appreciate the firm's efforts to promote diversity and inclusion, particularly its programs and events for women attorneys, such as the Skadden Women Attorney Network (SWAN) event, which I co-organize each year in Paris. Skadden also encourages attorneys to promote the firm's and their own visibility. My efforts include co-managing the “White Collar Crime and Compliance” section of the *Revue Trimestrielle de Droit Financier*, as well as the Bank, Finance and Insurance Compliance MBA program at the Financia Business School, where I also teach a course on compliance when time permits.

“I had trained at other firms, but from the time of my first interview with Skadden, I immediately could see **what set it apart.”**

Noted for our “high-profile and complex caseload” and work handling “shareholder activism defence and hostile takeovers”

THE LEGAL 500 EMEA 2021

Listed as a “Recommended Firm”

IFLR1000 2020

Named France M&A
Law Firm of the Year

ACQ5 LAW AWARDS 2020

Recognized as
M&A Law Firm of
the Year for France

GLOBAL100 2021

Sources say: “The team is very client-oriented and always acts to the best of the client’s interests”

CHAMBERS EUROPE 2021

Ranked as a “Leading Firm” for “complex or potentially litigious M&A transactions” and for “transactions exceeding €500 million”

DÉCIDEURS 2021

WHAT MAKES SKADDEN DIFFERENT?

IT CAN BE HARD TO DECIDE WHERE TO TRAIN. THERE ARE NUMEROUS STRONG LAW FIRMS IN PARIS, FROM SMALL BOUTIQUES TO GLOBAL, FULL-SERVICE FIRMS, MANY OF WHICH PROMOTE THEMSELVES IN SIMILAR WAYS. BUT WE BELIEVE WE'RE GENUINELY DIFFERENT AT SKADDEN.

We're one of the largest law firms in the world — with over 1,700 lawyers in 21 offices — and one of only a handful of international firms routinely engaged to work on the most complex, high-value cases and transactions. On the other hand, our Paris office recruits only a small number of interns. This combination gives our interns and associates the opportunity to work on important, innovative matters while also having greater access to senior colleagues and a more personalized training experience than other large firms may provide. An experience at Skadden provides the opportunity to carve your own career path and benefit from the support and cross-border platform of a truly international firm with unrivaled expertise in our specialist areas.

We have no "type" here. We're an eclectic mix of people from all corners of the globe with something very specific in common — a shared culture of high performance driven by ambition and our extraordinary commitment to our clients.

During your internship contract our attorneys and structured training program will be there to help you every step of the way. Take a closer look at our recruiting and training for our solicitors. See for yourself what makes us different.

INTERNSHIP PROGRAM

We recruit high-performing students from top universities and law schools in France, the U.K. and the U.S. who are bilingual in French and English. We seek candidates who are pragmatic, creative, responsive and proactive, and who can perform at the high level for which our firm is known. We offer an attractive package and a work environment marked by excellence, integrity and team spirit.

We recruit interns (30 per year) for three- to six-month internships and associates throughout the year. Skadden interns are full-fledged members of their teams and involved in all stages of the matters they work on.

If you enjoy working in an international environment; being challenged with a diversity of legal issues; engaging in small teams dedicated to a project and the client's needs; working hard in a collegial atmosphere; and seeking out the best solutions, Skadden may be the right law firm for you.

REMUNERATION AND BENEFITS PACKAGE

Skadden provides its associates with a highly competitive compensation and benefits package, which includes:

- › First-year associate compensation: €157,000
- › Discretionary year-end bonus
- › Gym allowance

We also offer a very attractive package for our interns:

- › €3,000 per month
- › Monthly transport ticket refund
- › Gym allowance

PARIS OFFICE PRACTICES

Corporate

- › Mergers and Acquisitions
- › Private Equity
- › Corporate Governance
- › Capital Markets

Tax

Banking

Financial Institutions Regulation and Enforcement

- › Cross-Border Investigations
- › Financial Institutions and Government

Dispute Resolution

- › Securities and Public M&A Litigation
- › Commercial and Private M&A Litigation

International Arbitration

Labor and Employment

HOW TO APPLY

Please complete our online form:
<https://www.apply4law.com/skadden-paris>

For more information, contact:
paris.recruitment@skadden.com / 01.55.27.11.00

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Wilmington

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