

CHSH

Cerha Hempel Spiegelfeld Hlawati
Partnerschaft von Rechtsanwälten

Everything from A for Academy
to Z for Zero Monotony.

A Guide through the Alphabet.

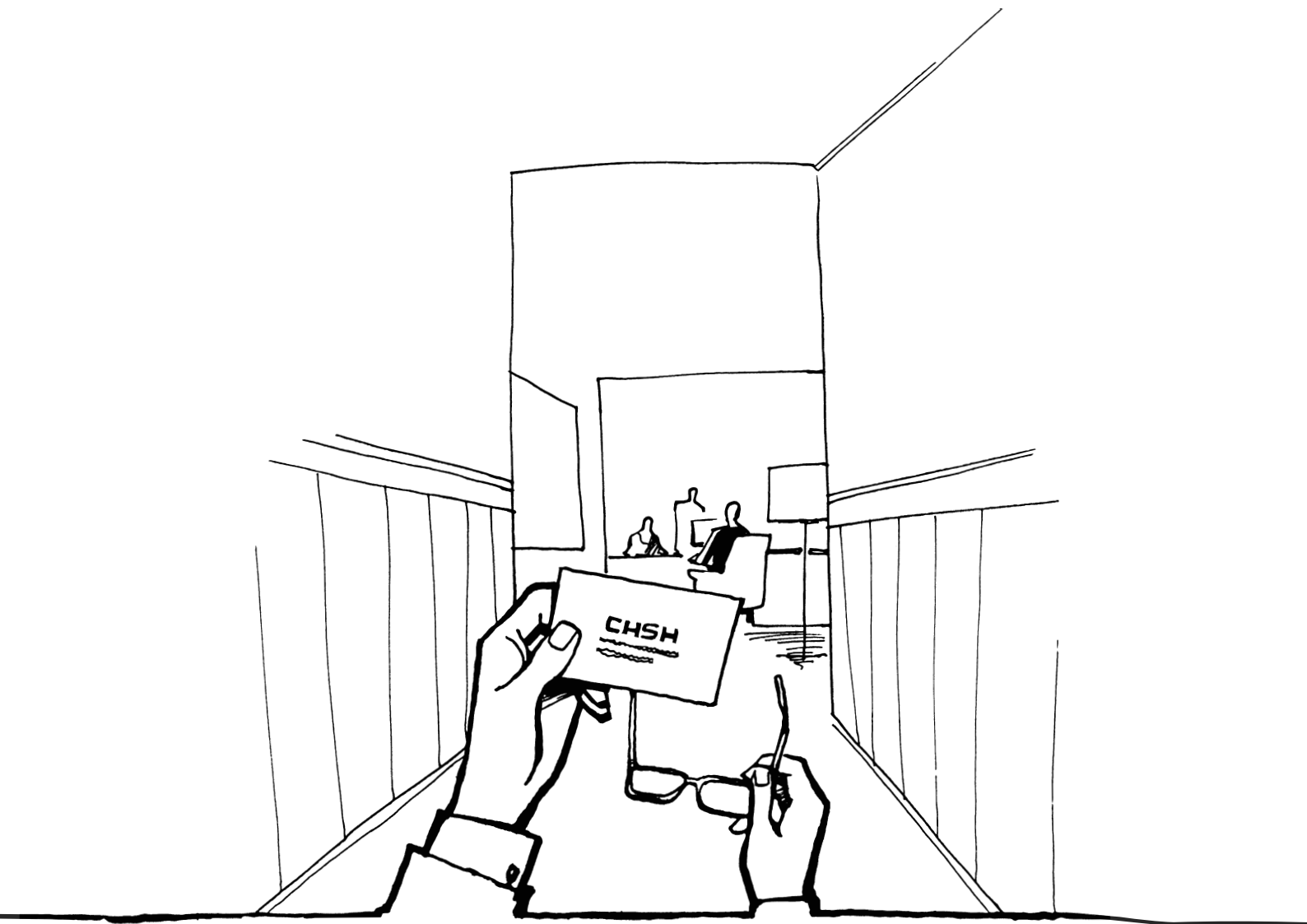




Before you start

If you are just about to begin a new chapter of your life, the next few pages will open up some fantastic new horizons. As a member of the CHSH Cerha Hempel Spiegelfeld Hlawati team you can expect to play a challenging role in one of the largest and most renowned law firms in Austria. This brochure will give you a good idea of the real opportunities we can offer, what makes us different from other law firms and why we place so much value in creativity, flexibility and open-mindedness.

So why not get to know CHSH from A to Z and if your expectations meet ours, do not hesitate to get in touch.





Academy

Within the framework of the CHSH Academy we offer our employees and especially our associates comprehensive training programmes designed to meet individual needs. About the only thing we cannot do, however, is the revision for the bar exam for you! But the good news is that all costs for the requisite Bar Council seminars are covered.

Autonomy

We are an independent Austrian organisation. Our decisions are not made at a headquarters abroad, but by our partners in Vienna.

Areas of Legal Practice

- Banking & Finance
- Capital Markets
- Constitutional & Administrative Law
- Construction & Architectural Law
- Corporate
- Distribution, Antitrust, Competition
- Employment Law
- Energy & Environmental Law
- Insolvency & Restructuring
- Intellectual Property Law
- Investment Funds
- IPOs
- Joint Ventures
- Litigation & Arbitration
- Mergers & Acquisitions
- New Media & Data Protection Law
- Privatisations
- Public Commercial & European Law
- Public Procurement Law
- Real Estate & Construction
- Tax Law



Bar Exam

CHSH can offer you the ideal environment in which to prepare for the bar exam. This would include a great deal of knowledge gained in a practical environment, the latest academic know-how as well as the possibility of a sabbatical.

Being Creative

This is one of the things we value most at CHSH. Creativity, together with a strong drive for results, is what makes us so unique. And so successful.

BlackBerry

Speed and efficiency are essential to the way we work. For these reasons we provide every associate with a BlackBerry.



Clients

We deal with big names and big brands. Many of the most well-known and probably the most interesting market leaders in Austria are among our long-term clients. With very reputable clients in all fields of industry we can count ourselves among the best.

Competitive Advantage

We demand innovative tailor-made solutions for each of our clients and for every new case. We are never satisfied with second best – an approach from which you too can profit.

Corporate Identity

It is our unique values, visions and way of thinking that make up the spirit at CHSH. The longer you work for CHSH, the more you will get to know that we never settle for just any idea, but always strive for the best possible approach. Because no standard solutions exist for us here at CHSH, our clients never receive standard recommendations. We are always absolutely open to new challenges, embrace the personal side of our work and always examine each case individually. And this way we can guarantee unique results.



Dissertation

We are more than happy to assist you with your dissertation in any way we can. Whether through our specialist knowledge or in the form of a sabbatical, we want you to have the time and assistance you need.



Events

Team spirit is really important to us. Not only do we organise an annual summer party, but also ski trips, gallery tours, and other cultural, culinary and sporting events. We believe they not only provide a welcome break from the daily routine at the office, but also help bring the CHSH team closer together.

Expertise

We are one of the leading law firms in Austria, especially in the fields of mergers and acquisitions, IPOs, takeovers, privatisations, financing, real estate and construction, as well as litigation, and we implement this knowledge just as expertly in our CEE offices. This is not something only our clients benefit from – you can too.





Football

Despite the high percentage of women in the firm, they are rather poorly represented on the CHSH football team. So far it is mostly men, together with a couple of women, who have been upholding our reputation on the football field against other law firms. It is an assorted team made up of partners, lawyers and associates.

Fruit

CHSH offers every employee a free daily vitamin boost.





Goal-Oriented

is another core value of our firm. We work dynamically and towards specific goals – perhaps helped by the fact that we always choose to do things differently.

Global

CHSH has at its disposal an extensive network and many years of experience in Central, Eastern and South-Eastern Europe. At present we have offices in Belgrade, Bratislava, Budapest, Bucharest, Minsk, Sofia and Timisoara. Our offices in these regions primarily specialise in the areas of mergers and acquisitions, corporate and commercial law, banking and finance, real estate and project development.



Hierarchy

The conventional channels of organisational charts and hierarchies will not provide the solutions to the tasks you will be confronted with at CHSH. Instead, the procedures are tailor-made to suit our clients' individual requirements. Because we quickly and efficiently compile a team of experts for each case, we can adapt our expertise to the challenge – not the other way around.



Ice-Cream

is probably not the defining reason for choosing CHSH, but maybe the little extras appeal too! For instance, refreshing ice-cream is delivered straight to the office on hot summer days.

In the Thick of Things

Don't just spectate, participate! If this is your motto too, then you will fit in perfectly at CHSH. Your ideas and creativity are what we are looking for and we can guarantee that you will always have your finger on the pulse and be directly involved in projects from the off.

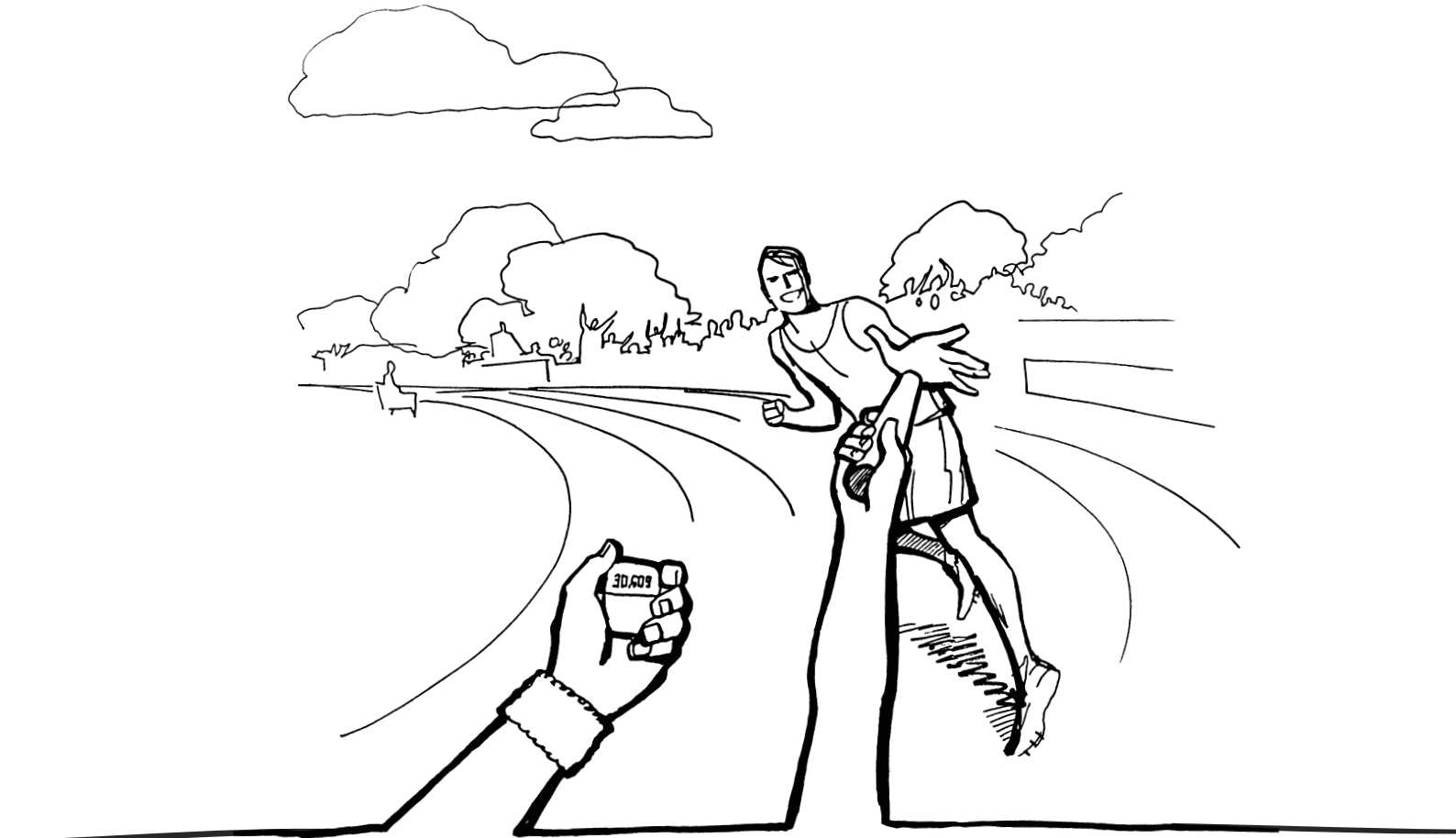
Integrity

We guarantee our clients absolute integrity and reliability. This is how we have been able to keep the trust of our long-term clients over so many years.

Journal

Jogging

We like to be a step ahead of the competition. That is why the CHSH jogging group is never averse to a quick run before work starts.





Kick-Off

We know that new employees really need a lot of information and assistance to find their feet at the beginning. To ensure this, not only do we place a mentor at your side, but we also welcome you on the first day with an orientation programme. You will find all the information you need to make your start at CHSH as comfortable as possible in the Welcome Pack.

Knowledge-Transfer

This is something we really attach a lot of significance to – especially at the highly specialised level between partners, lawyers and associates.



Lawyers

As a lawyer at CHSH you will find many colleagues in the same and similar areas of legal practise. This means that it is always easy to exchange knowledge and expertise at the highest level. We also want our lawyers to fully focus on their key tasks, so the day-to-day business is expertly taken care of by our administrative departments, namely Human Resources, Public Relations and Finance & Accounting.

Library

As an associate at CHSH you will have one of the largest in-house corporate law libraries in Austria at your disposal. Somewhere to really quench your thirst for knowledge! Thousands of books, publications and journals are simply there to be read and our legally-trained librarian is also on hand to help.

Location

The CHSH offices are located directly on the Parkring, in the heart of Vienna. Superb restaurants, cosy cafes and fantastic shopping streets are a stone's throw away and the office is easily reached thanks to excellent transport links.



Meeting Challenges

You will be inundated with challenges at CHSH. As an associate you can expect many stimulating years with very little routine and lots of variety. Learning how to meet these challenges will form the basis of a first class traineeship.

Mentoring

To help you out as best we can at the beginning of your career, mentors are on hand to assist you with any professional or organisational issues you may have. Working with various colleagues in a variety of teams will help you to quickly get to grips with our areas of legal practise, tasks and internal guidelines. Performance reviews will also allow you to judge your own efforts and offer vital personal goals.



Nationalities

Being Austria's sole member of the worldwide network „Lex Mundi – The World's Leading Association of Independent Law Firms”, together with our steady expansion in Central, Eastern and South-Eastern Europe, places us firmly on the international stage. Add to this the multicultural make-up of our staff and you will have a great chance to utilise your intercultural skills.

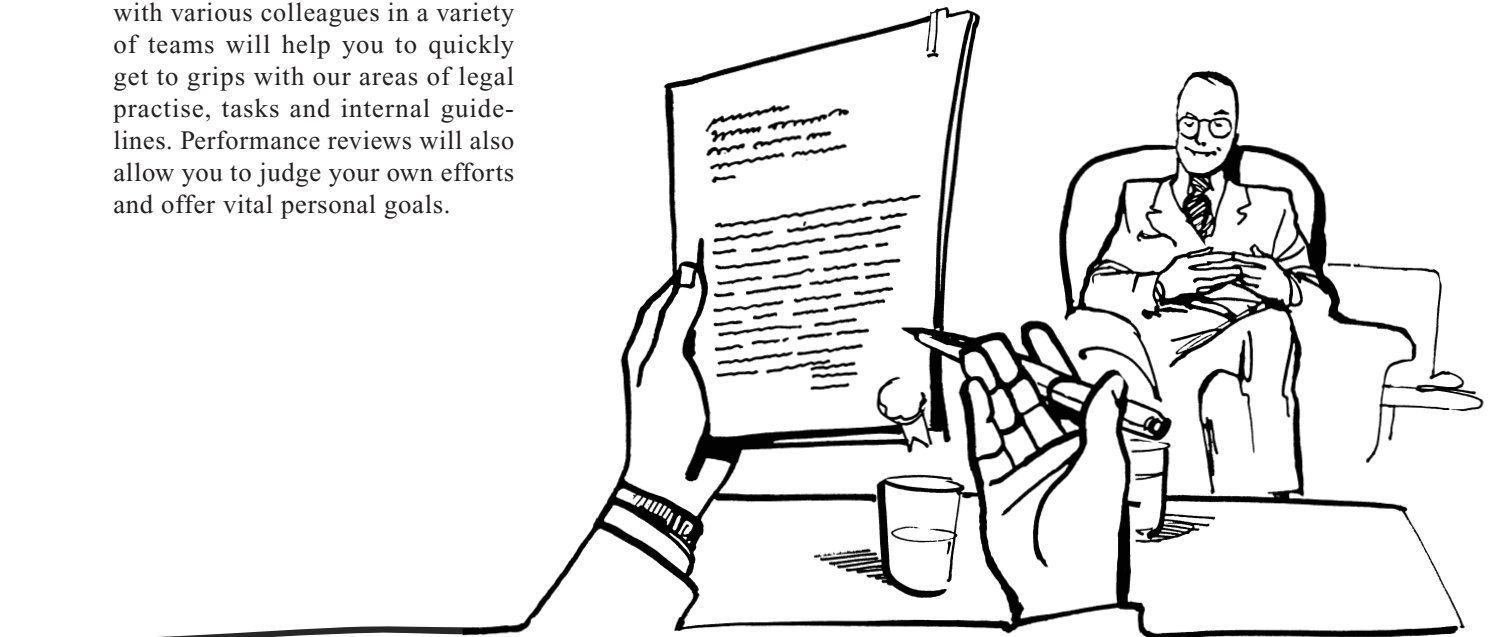


Offices

We provide all our associates with their own office from the beginning. We simply want to create the ideal environment in which you can concentrate and be creative.

Open-Mindedness

This is again one of the founding values of CHSH. Only by being open to everything are we able to find the best course of action for each situation.





Possibilities

Bar one or two exceptions, all current partners at CHSH started out as associates. Everything is possible.

Prestige

As one of the most renowned law firms in Austria, CHSH enjoys very high esteem. Flick through international directories such as "Chambers Global", "PLC Which Lawyer?", "IFLR 1000" or "Legal 100". Have a look under 'leading firms', 'leading individuals' or 'highly recommended firms' and the information speaks for itself.

Publications

We actively support you in writing publications. They help to boost your own profile and that is something we really value.



Qualifications

Successful candidates are expected to have an outstanding academic record as well as relevant internships in legal departments and/or experience as a graduate assistant at a university. Moreover, a completed postgraduate or doctoral degree, publications and an excellent knowledge of legal English would also form a very good basis for working on complex, international cases.

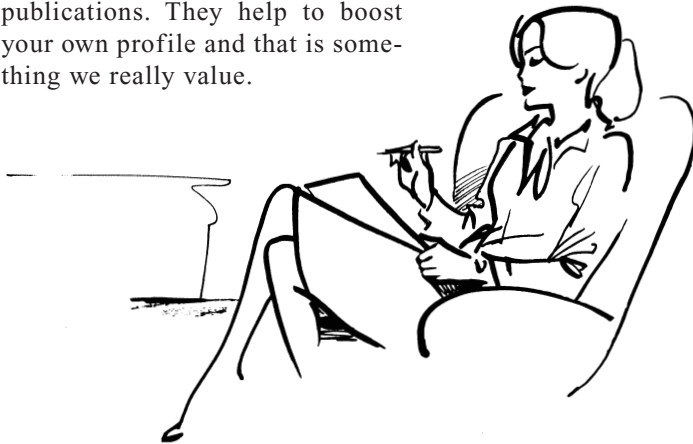


Remuneration

We operate a flexible performance-related pay scheme and your hard work and dedication will certainly be rewarded.

Round Table

Your feedback is important to us. To gauge this we hold a so-called Round Table several times a year. This gives employees the chance to ask questions and to keep up to date with important events and decisions within the firm.





Self-Starters

Personal drive and taking initiative are encouraged at CHSH from the start. But of course we will support you in any way we can.

Social Responsibility

Precisely because we deal with matters of what is right and wrong in our day-to-day business, a dedicated commitment to social organisations and projects is very high on our list of priorities.

Support

We are known for the extremely high standards of our training – something that we have been able to develop over the past 80 years. CHSH attaches particular significance to providing you with comprehensive and hands-on preparation for your future career.





Tasks

At CHSH you will have the opportunity to experience all aspects of business law. For more than 80 years we have been developing ground-breaking solutions in the following areas:

- Banking & Finance
- Capital Markets
- Corporate
- Distribution, Antitrust, Competition
- Employment Law
- Insolvency & Restructuring
- Litigation & Arbitration
- Mergers & Acquisitions
- Privatisations
- Public Commercial & European Law
- Real Estate & Construction
- Tax Law

Team Spirit

At CHSH you can expect to work on a wide range of tasks in a friendly and dynamic environment. At the same time we place great emphasis on efficient decision-making and knowledge-transfer.

Thinking Outside the Box

This is something we are really looking for. Our experiences over the last decades have always shown us the same thing: that thinking outside the box and striving for new knowledge always delivers the best results.



Universities

We like to build bridges between theory and practise. Many of our lawyers are referenced in numerous publications and journals and we are constantly in contact with universities in order to ensure that our clients and lawyers have the edge when it comes to the latest know-how.



Versatility

Versatility and manoeuvrability are certainly some of our absolute strengths. We never wait for new information to come to us – instead we hunt it down. And our clients know the value of this too.



Wisdom

We are a learning organisation. All employees are active members of our knowledge network and learning at all levels never stops.

Work-Life Balance

”Faster, higher, stronger” could be described as the motto of today’s global economy. So too in our branch. Nevertheless we still place a great deal of importance on striking a good balance between work and play. A stimulating and challenging job is often the best place to start and this is something we can really offer.



X-Factor

We are looking for people with a certain something and the more personality you bring, the better. We are an organisation with diverse characters and proud of it.



Yes

Foreign languages are of vital importance in today's global economy. Especially if you are working toward a career in banking and finance, capital markets, mergers and acquisitions or commercial law, English can become a second mother tongue. For these reasons, one of the most fundamental requirements we have is an excellent knowledge of relevant foreign languages.



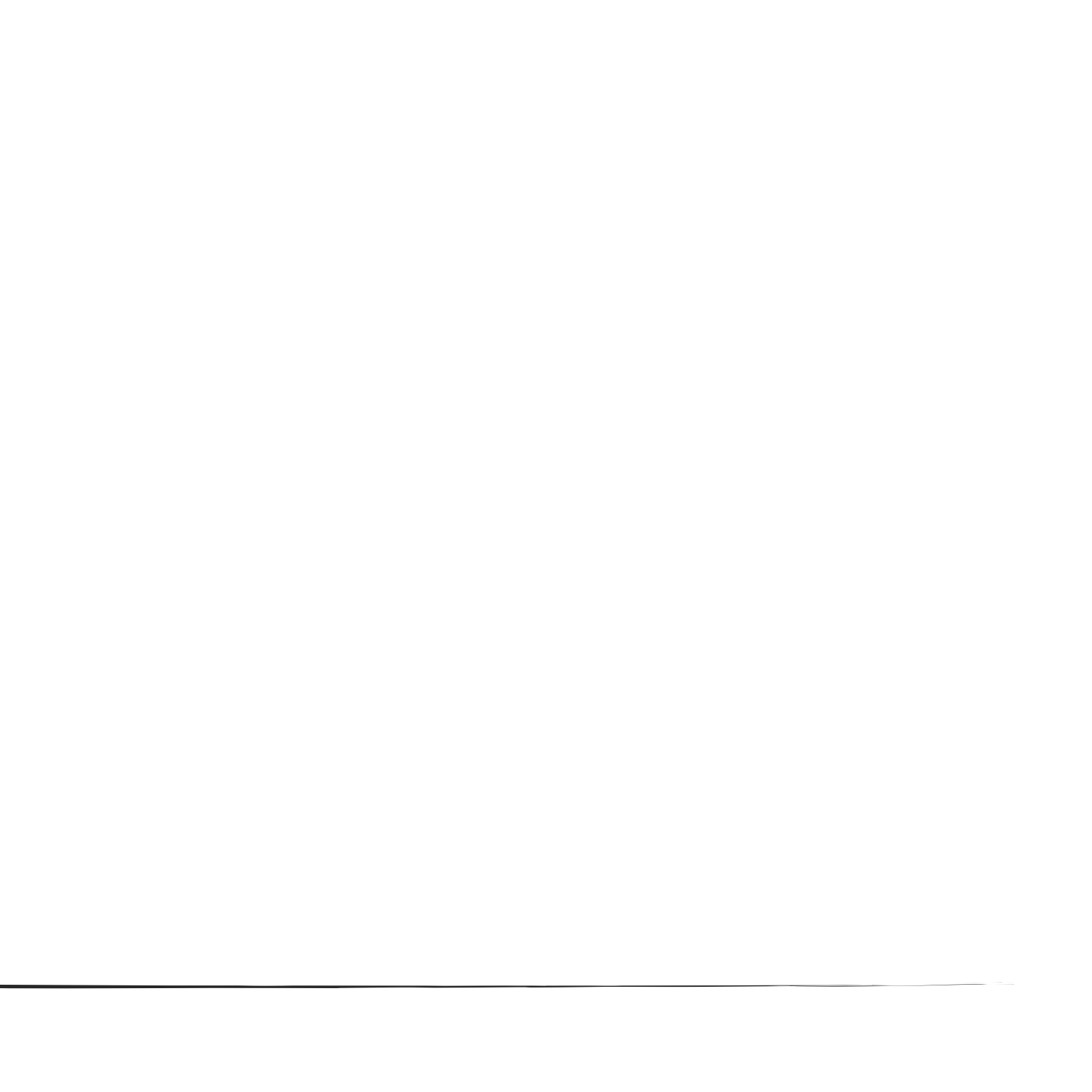
Zero Monotony

You will rarely be confronted with the same tasks again and again at CHSH. Be prepared instead for new experiences everyday.



You will find more information about current vacancies on our website: www.chsh.at

We look forward to meeting you face to face and to discussing your future career prospects at CHSH.



CHSH Cerha Hempel Spiegelfeld Hlawati
Partnerschaft von Rechtsanwälten
Parkring 2, 1010 Vienna, Austria, www.chsh.at

