

Your career at NKF



NIEDERER KRAFT & FREY

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The strength of a law firm lies in its people. Ever since we were founded in 1936 we have been the home of exceptional lawyers - much to our delight. The outstanding talent and individual interests of our lawyers are the essence of our firm.



“We at Niederer Kraft & Frey look forward to discussing your future with us. Like all leading law firms we demand a great deal. However, in contrast to all others, there are simply fewer limits in our firm in terms of what you wish to achieve personally. Contact us.”
Managing Partner Andreas Casutt

Your future as a lawyer with us

We are entrepreneurial and give individuals space. Accordingly, we seek lawyers who are confident in their abilities and creative in their thinking. To find these qualities in a lawyer, we look for academically strong candidates who are enthusiastic about the practice of law in a challenging and dynamic international setting and who are prepared to take responsibility and make use of their opportunities.

Our teams are not rigidly segmented groups, but rather flexible structures which offer every employee a "home". Consequently, we offer you the opportunity of broadening your horizons - including working in other teams - and thus finding your area of specialisation. Our multi-specialist philosophy towards the career development of our lawyers will encourage you to have a particularly broad skills base.

Despite the size and reputation of our law firm, we are interested in you, as a young employee, coming swiftly into direct contact with clients and thus acquiring the skills that will distinguish you as a lawyer in a competitive environment. This also involves you assuming responsibility from the very start and managing our - and your - clients independently.

Our core practice areas are traditionally in banking and capital markets law, in large and complex corporate and M&A transactions as well as in the fields of commercial law, dispute resolution, private clients, sports law and tax. We have a need for up-and-coming people in all of these areas and offer highly diverse opportunities.

If you have above average motivation and qualifications we would like to hear from you. You can approach any one of our partners personally. He or she will always be willing to listen. When it comes to the next generation of our law firm, we invest the time to look into the future with you and to explore your opportunities.



"You will have the choice of two or three law firms. Which one you join is ultimately a question of culture. Whether we are the right one for you is something that can be decided through a discussion. You can approach any one of our partners whose practice area is of particular interest to you. Naturally, this also includes me."

Recruitment Partner Daniel Eisele

Our strengths and values

We are proud of our distinct culture. It is the product of specific values to which we have been committed for decades. We are:

In line with our long tradition, we attach great importance to combining a highly professional approach and persistence in pursuing our clients' goals with being easy to work with in the most demanding situations.

The client focused nature of our structures, our partnership-based approach and the respect for private life make us unique. An outstanding lawyer also requires the freedom to find fun and pleasure in his or her work. Our organisation and our business model make this possible. Ultimately, everything must revolve around the optimal relationship with our clients.

Despite the increasing requirements in terms of a certain specialisation, we are convinced that every lawyer who aims for excellence – i.e. not simply providing good advice – should also be a generalist. Because only in this way can he or she retain an overview and ensure the highest quality of advice within his or her areas of specialisation. Our internal training and the background of our lawyers are also geared to this.

As a result, we know that deciding for or against us is essentially a question of deciding whether our culture and attitudes are right for you.

International

We work and think internationally. In this respect we are continuing the tradition of our founders who, as early as the 1930s, achieved success with their additional qualifications obtained abroad. We are honoured that many of the world's leading law firms regard us as "best friends", and we work with their lawyers as a team on cross-border transactions. The desire and the expertise needed to work in an international environment are prerequisites for a successful career with us.

In the medium term, we think training or further training in an Anglo-Saxon country is essential. Perfect English, practical experience in a foreign law firm, an understanding above all of Anglo-Saxon legal systems and the ability to produce documents in English, all constitute indispensable components of our profession.

We will support you through:

- Flexibility and support in planning your further studies (LL.M.)
- Secondments with leading law firms and clients at home and abroad (USA, UK)
- Joint training courses or seminars with leading law firms

Challenges and opportunities

We give individuals space, in return, we demand a high level of commitment and the shouldering of responsibility. Accordingly, we seek academically strong lawyers who are prepared to take responsibility and make use of their opportunities.

As befits a top law firm, our conditions are outstanding. Our lawyers can expect an environment in which they can grow and select a career path that suits them and enables them to make use of the opportunities offered.

Your career with us will follow a basic pattern which enables you to achieve the most important milestones step by step. As a fundamental rule, we employ only those applicants whom we assume can one day be considered for partnership.

The stages in our law firm are as follows:

1. Junior Associate (period of practical training as a lawyer)
2. Associate (basic training)
3. Senior Associate (increased depth and specialisation)
4. Partner (expansion of client portfolio)

After your first 3-4 years, we will make you a "Senior Associate" and you will be told whether there is a possibility of a partnership. After a further 2-3 years, you can be put forward for a partnership by your team. The Nomination Committee will review your credentials and help you prepare both for your appointment as a partner and with putting together your application. In this way you will prepare your business case which you can then present to the Nomination Committee. You will then receive feedback and the necessary support for your further development. After a total of 6-8 years, the partners will decide on your appointment to the partnership.

Equality of treatment is a defining principle of our law firm. We do not have different grades of partnership. Each partner has the same rights from day one. There are no profit transfers to older partners and no graduated systems which everyone must work their way up. As a partner, you are part of our community from the very outset and, at the same time, an independent advisor whose remuneration is based on your own commitment and the success of Niederer Kraft & Frey as a whole.

This means that, in contrast to other top law firms, our partners enjoy far-reaching personal freedom. Within our partnership, we regard ourselves as ambitious and outstandingly qualified lawyers who can maintain a lasting balance between personal lifestyle and top clients. We may be unique in this respect.

Training

We believe in the principle of “learning by doing”. Even young lawyers should quickly gain experience and assume responsibility. We provide internal training events; these are organised by the teams but are open to all employees. In addition, employees have the opportunity of attending external seminars in order to broaden their horizons and deepen their interests.

If you are interested in contributing to publications, we shall gladly support you and allow the necessary freedom to pursue this. The same applies for supplementary training at further training institutions.

An international secondment with a major law firm can be an important step in your career. Periods abroad help you gain valuable experience and establish friendly relations. Thanks to our market position, we have been working with the world’s best law firms on a day-to-day basis for decades; an established component of these working relations is the sending of selected employees on secondments normally lasting three to six months.

Application procedure and contact persons (lawyers)

We are always interested in hearing from talented and ambitious lawyers who are looking for potential opportunities at Niederer Kraft & Frey. Thus, please do not hesitate to contact us, either our Recruiting Partner Daniel Eisele, or any other partner at Niederer Kraft & Frey working in an area of your interest.

Associates

If you are already a qualified lawyer and meet our requirements profile, we would be pleased to hear from you, even if the "Job Openings" section shows no vacancies. We always welcome the opportunity to get to know ambitious lawyers.

Junior Associates (Substituten)

We offer candidates with very good qualifications the opportunity to undertake their practical training for their bar exams within the environment of a leading business law firm. A position as junior associate can also be the first step towards a career at Niederer Kraft & Frey. You should contact us sufficiently well in advance of completing your studies. We are flexible and can align your timing with our requirements.

Interim Traineeships (Kurzpraktikum)

If you are in the middle of your studies and wish to gain an initial insight into the work of a business law firm, we can offer you a short period of practical training. Interim traineeships usually last six to twelve weeks.

Experience shows that this form of practical training is highly sought-after and we therefore advise all interested parties to submit their application early in advance.

If you wish to send us your written application, please address it to our Recruiting Partner Daniel Eisele:

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CH-8001 Zurich
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Events

We attend the most important legal recruitment fairs in Switzerland and each year participate in the following events:

- Job Fair of the Zurich Lawyers' Association (ZAV)
held at the end of May (further information at <http://www.jobfairzav.ch>)
- Job Fair of the University of St. Gallen (HSG Talents)
held in March/April (further information at <http://www.hsgtalents.unisg.ch>)
- LL.M. Job Fair in New York attended by students from the top American law schools, held in January

We would very much appreciate the opportunity of meeting you at one of these fairs. We are otherwise happy to respond to any questions and to receive your application at any time.

Application procedure and contact persons (support staff)

Administration and Staff

The lawyers at Niederer Kraft & Frey are dependent on the active support of the staff which assists them in their daily work. We currently have a non-fee earning staff of approximately 70 employees. The "Job Openings" section on our website provides information on our vacancies.

We cultivate an open, relaxed atmosphere between all partners and staff, and ensure that all new employees settle in quickly and soon feel at home with us.

If you are interested in one of our vacancies and meet the relevant profile, please contact us.

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Our strength lies in our people.

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