

Debevoise
& Plimpton

Why Choose Debevoise







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Who We Are Looking For

You want to make an impact and are focused on doing so. You are a team player with effective leadership skills and confidence. Respectfulness, your ability to make connections and to proactively develop your skills and judgment are also key.

Who We Are

Our lawyers are ambitious, intelligent, dynamic and diverse individuals who are committed to being analytically strong, professionally curious and fundamentally knowledgeable about their markets while maintaining the highest ethical standards and building lasting client relationships.





The Debevoise Summer



The Summer Program

During your summer at Debevoise, we will introduce you to your summer colleagues, the firm's partners, counsel and associates, and the practice of law.

Our summer associate program is focused on providing the best possible start to your career. Debevoise summer associates are involved in client work from the outset. You will be immersed in what life is like for a first-year Debevoise associate by becoming part of our active assignments. You will also be able to attend department and practice lunches and trainings alongside Debevoise attorneys where you will learn about substantive developments and receive insights into issues affecting our clients.

Our summer program is structured to provide participants with the flexibility to explore as many practice areas as they wish. In order to accommodate each individual's evolving interests, the firm does not impose an assignment system that rotates participants through different areas of the firm's practice. Instead, you will have the ability to build your experience in a range of different practice areas or to focus on just one.

Summer Associate Training and Mentoring

We will provide you with opportunities to grow and develop by leveraging our summer associate-focused training and direct mentorship.

In addition to dedicated training programs for our summer associates, you will be invited to participate in firm training programs that cover topics such as the fundamentals of negotiation, developing a core theory for a litigation, introduction to financial statements, effective legal writing and "Private Equity Funds 101."

Summer associates are assigned both partner and associate advisors to serve as mentors and resources for gaining insights into our practice and getting to know the Debevoise community. There are opportunities throughout the summer for formal evaluations while informal feedback is provided throughout the summer.

Your Social Connections

You will have opportunities to bond with your class through many of our entertaining summer activities. The social events we hold throughout New York City for our summer associates will also provide you the chance to informally connect with Debevoise lawyers at all levels. Past summer events have included cooking classes, trivia night, dinner parties at partners' homes and a private outing at the Central Park Zoo.

Why Choose Debevoise

Exceptional
Lawyering and
Meaningful Work
Opportunities

Tailored Training
and Development
at Each Stage of
Your Career

The Foundation
for Shaping Your
Career Path

An Engaged,
Diverse
Community

The Firm

Debevoise is a premier law firm with market-leading practices, a global perspective and strong New York roots. Our clients look to us to bring a distinctively high degree of quality, intensity and creativity to resolve legal challenges effectively and cost efficiently.

Deep partner commitment, industry experience and a strategic approach enable us to bring clear commercial judgment to every matter. We draw on the strength of our firm culture and true collaboration to deliver the best of our firm to every client.

Debevoise’s work spans the full range of general corporate, transactional, tax, regulatory representations and complex litigation matters in the United States and around the world. When you first arrive as an associate, you will be assigned to one of the firm’s three principal departments—Corporate, Litigation or Tax and Employee Benefits.

“Outstanding international platform. They are tremendously strong globally.”
Chambers Global 2019



Our Capabilities

More than 700 Debevoise lawyers in nine offices across three continents work within our integrated Corporate, Litigation and Tax departments to serve our clients around the world.

Practices

- Antitrust & Competition
- Capital Markets
- Corporate Governance
- Employee Benefits & Executive Compensation
- Finance
- Funds/Investment Management
- Intellectual Property
- Mergers & Acquisitions
- Real Estate
- Tax
- White Collar & Regulatory Defense
- Arbitration & International Disputes
- Commercial Litigation
- Cybersecurity & Data Privacy
- Environmental
- Financial Institutions
- Insurance
- Litigation
- Private Equity
- Restructuring
- Trial Practice

Industries

- Asset Management
- Aviation
- Banking
- Consumer & Retail
- Consumer Finance
- Energy & Natural Resources
- Funds/Investment Management
- Healthcare & Life Sciences
- Industrials & Manufacturing
- Infrastructure
- Insurance
- Private Equity
- Real Estate
- Technology, Media & Telecommunications

Regions

- U.S./North America
- Europe
- Latin America
- Asia
- Middle East/Africa
- Russia

A Focused Approach to Training and Development

We invest in our associates’ development by offering training programs tailored for each stage of your career. Our programs focus on the core substantive, management and leadership skills that you need to develop to become effective at all levels of practice.

Our associates have access to hundreds of hours of practice-specific training sessions held throughout the year, including:

Our Business
Education
Program
("Mini-MBA")

Department-Level
Training Sessions

Career Milestone
Programs

Advanced Training
Programs

Informal Feedback

To enhance career development for our lawyers, we launched our Informal Feedback Program. Lawyers are taught a number of simple yet effective feedback techniques, and meet regularly to discuss their experiences in giving more frequent feedback. All U.S. lawyers have now been through the program, which is being rolled out globally.

Mentoring and Advising

At Debevoise, mentoring relationships with partners and more senior associates are fundamental to helping our associates develop professionally.

As an associate, you will establish relationships with senior lawyers informally through your work assignments and through our formal advising program. Our senior lawyers are available to discuss career and practice development issues and ways to build a well-rounded skill set and deepen client relationships.

Members of the firm’s Professional Development Group are also available for informal mentoring and advice, including a full-time Career Counselor, who provides guidance and support to Debevoise lawyers as they explore and plan their practice development, aspirations and career options, both inside and outside the firm.



“We are deeply dedicated to recruiting diverse legal talent that reflects the markets in which we operate worldwide and the global clients that we serve.”

Nicole Levin Mesard

Chair of the Hiring Committee, Member of the Management Committee, Deputy Chair of the Corporate Department and Partner in the Real Estate Group

We believe that a diverse workforce, where all of our colleagues feel respected, builds a stronger firm and benefits clients and the wider community. We place a high value on character and varied interests. Diversity of background, culture and thought is a vital part of the firm’s identity and we are committed to promoting an inclusive community where all are welcomed and encouraged to do their best work. Debevoise is dedicated to recruiting and retaining a diverse population of lawyers. We respect the different backgrounds and perspectives of everyone at the firm, and support colleagues in realizing their full potential. And we are proud to be recognized as one of the leading firms for diversity.

42%

The firm’s five most recent U.S. summer classes are 42% diverse, including LGBTQ+

100%

Our lockstep partner compensation completely eliminates gender pay inequity

Our Commitment

We are committed to developing exceptional lawyers.

Debevoise clients turn to us with their most complicated matters, which means all of our associates get hands-on experience with cutting-edge issues and are important members of every legal team.

We invest in our lawyers by providing essential opportunities and support that empower each lawyer to shape their practice and set the course for their career—whether at Debevoise or beyond. For example, in addition to the partnership track, one of the aspects of our counsel program is that we offer a long-term career path for experienced lawyers who are highly proficient in their particular field.


The Women of Debevoise

Debevoise continues to be a proud leader in promoting and supporting the development of women in the legal profession. We believe that men, who are still the majority of the firm's leadership, have a critical role to play in advocating for women, both internally and in the world. The partnership and the firm at large are focused on developing the women of Debevoise as leaders and enabling them to continue to rise.



DEBEVOISE
WOMEN'S
REVIEW

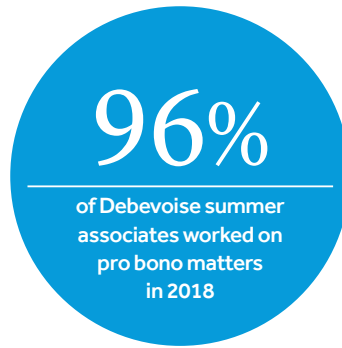
In recognition of the importance of having a vibrant, networked community of women as well as a strong pipeline of future women leaders at the firm, in 2016 we developed the Debevoise Women's Review, a first-of-its-kind platform among law firms, where content is developed and the editorial process managed almost entirely by lawyers at the firm, most of whom are associates, allowing for an authentic, first-person perspective in the discussion and collective action around gender diversity. We invite you to join the conversation at women.debevoise.com.



In 2018, Debevoise was recognized as one of the “60 Best Law Firms for Women” by *Working Mother*.

Pro Bono

Debevoise's pro bono legal service reflects our commitment to the communities in which we live and work and is fundamental to who we are as lawyers.



Our Pro Bono Partnerships and Clients

In 2018, we were also recognized by the following partner organizations and clients for our commitment to providing access to justice and the breadth of our pro bono practice:

- **The Cyrus R. Vance Center for International Justice**
Recognition at the Celebration of Pro Bono Excellence for two crucial submissions to the International Criminal Court.
- **The International Bar Association**
Group Member Award for outstanding pro bono contributions and dedication to the organization's eyeWitness project.
- **The Legal Aid Society**
We have instituted implicit bias training in all aspects of our talent cycle – recruiting, advising, staffing, evaluation – and for all levels of lawyers.
- **Stupid Cancer**
Honoree for pro bono work supporting the organization and its mission to empower, support and improve health outcomes for the young adult cancer community.
- **Washington Lawyers' Committee**
Outstanding Achievement Award for successful pro bono representation of our client, an asylee from El Salvador, in her wrongful termination suit.
- **WNYC**
Pro Bono Leadership Award in recognition of more than 15 years of extraordinary advice and legal service.



Beyond Debevoise

We take great pride in the accomplishments of our alumni, who have used their exemplary foundation of Debevoise training, experience and contacts as a springboard into fascinating and fulfilling careers, both inside and outside of law.

Our alumni have gone on to hold important positions in some of the most prominent companies and institutions in the United States and throughout the world, such as:

Amazon.com

American Civil Liberties Union

BlackRock Inc.

Blackstone Group

Carlyle Group

Clayton, Dubilier & Rice

Colgate-Palmolive Company

Condé Nast

Facebook

Goldman Sachs

Google Inc.

Johnson & Johnson

JPMorgan Chase

L'Oreal

Legal Aid Society

Lyft

Major League Soccer

MetLife

Morgan Stanley & Co.

National Basketball Association

NBC Universal

Nintendo

PayPal

PepsiCo

Pfizer Inc.

Prudential Financial

Shell International

Sony Corporation

Sotheby's

The Ford Foundation

U.S. Department of Justice

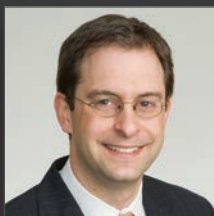
U.S. Securities and Exchange Commission

United Nations

WeWork Companies



Hear from Our Lawyers and Alumni



“At Debevoise, I learned that if you don’t know the substance of what’s in front of you—which is often the case in a general counsel role—you have to trust your common sense, and your ability to learn and think on your feet. Thanks to my training at Debevoise, I had the confidence to figure it out.”

Peter Alderman

Alumnus, General Counsel, Americas, GoldenTree Asset Management



“At Debevoise, partners will give you as much responsibility as you’re willing to take on. The partners and senior associates I work with have been proactive in identifying new assignments that will allow me to develop my skills.”

Anna Gressel

Associate, Class of 2015



“It’s difficult to predict the future and where my career will ultimately take me, but moving in-house has reinforced something I already knew: the skills I developed as an associate at Debevoise will allow me to be a successful attorney no matter where I practice.”

Richard Harper

Alumnus, Assistant General Counsel, Memorial Sloan Kettering Cancer Center



“One reason I love working at Debevoise is the nature of the work. Being able to work on sophisticated transactions for my clients, with other lawyers who are extraordinarily intelligent and eager to invest in my professional development, has been extremely rewarding.”

Lauren Isaacson

Associate, Class of 2013

Chambers Global

15 Debevoise lawyers earned Band 1 rankings and the firm received Band 1 rankings in the following 13 categories:

- Arbitration (International) – Global-wide
- Arbitration (International) – Latin America-wide
- Arbitration (International) – USA
- Corporate Crime & Investigations – USA
- Corporate Investigations – Global-wide
- Corporate Investigations – Latin America-wide
- Dispute Resolution – Global-wide
- Insurance – Global-wide
- Intellectual Property: Trademark, Copyright & Trade Secrets – USA
- Investment Funds: Private Equity – Asia-Pacific Region
- Investment Funds: Private Equity (International Firms) – China
- Investment Funds: Private Equity: Fund Formation – USA
- Public International Law – Global-wide

Recognition

Benchmark Litigation

At the 2019 *Benchmark Litigation* U.S. Awards, we were honored with three awards:

- Antitrust Litigator of the Year
- International Arbitration Firm of the Year
- White Collar Crime/Enforcement/Investigations Firm of the Year

Chambers Latin America

Chambers Latin America ranked nine Debevoise lawyers for their exceptional work in the Latin American market and the firm’s Latin America Group also achieved top rankings in the Corporate Crime & Investigations, Corporate/M&A and International Arbitration categories.

The American Lawyer

We were named to *The American Lawyer's* 2018 "A-List." Our score increased in almost all categories, including an 8-point spike in women equity partners. Since 2008, 41% of Debevoise lawyers promoted to partner have been women.

The Deal

At the 2018 *Deal Awards*, we were honored twice:

- Entertainment/Media Lawyer of the Year
- Private Equity Deal of the Year

Debevoise is committed to serving our clients through excellence in lawyering. We receive numerous accolades recognizing this commitment and the firm's market prominence worldwide.

International Tax Review

At the 2018 *International Tax Review* European Tax Awards, we were honored with:

- European Energy Tax Deal of the Year

Asia Business Law Journal and *China Business Law Journal*

At the 2018 *Asia Business Law Journal* Awards, our Asian insurance practice was honored with "Deal of the Year" for our role in advising long-standing client AIA Group (AIA) on the extension of its bancassurance distribution partnership with PT Bank Central Asia (BCA) in Indonesia.

The award marks a second accolade picked up by our team this year after being recognized by *China Business Law Journal* in the insurance and reinsurance category.

More?

If you would like more information, please visit our website, debevoise.com, or send your questions to recruit@debevoise.com.

To learn more about what it is like to be a Debevoise lawyer, follow us on [LinkedIn](#) and [Twitter](#).

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