Position Description | General Associate - Senior Associate | DRIE

|  |
| --- |
| About the role |
| **Position Title** | General Associate / Senior Associate |
| **Practice Group** | Dispute Resolution, Insolvency & Employment (DRIE) |
| **Specialist Group** | Restructuring & Insolvency; Dispute Resolution |
| **Role Type** | Full-time |
| **Location** | Sydney, Australia |
| **Post Qualification Experience** | 2-4 years' PQE |

|  |
| --- |
| About the team |
| **Practice Group Overview** | Our specialist Restructuring & Insolvency team has an impressive track record and market reputation in many of Australia's largest and most complex restructuring transactions, formal insolvencies and adjacent litigation on a local, regional and international level.Known for our practical, commercial advice and problem solving, as well as our cross border capability, we have the privilege of being instructed by major national and international organisations and leading insolvency practitioners in large-scale, complex restructuring and insolvency assignments, across a range of industries and disciplines.Our experience is reflected in recent rankings, with the team recognised in Chambers & Partners Asia Pacific, Legal 500 Best Lawyers, Doyle's Guide, Who's Who Legal and the inaugural Lawdragon 500 Leading Global Restructuring & Insolvency Lawyers listing for 2020.Baker McKenzie is proudly one of INSOL International's G36 firms, and a platinum sponsor of the TMA in Australia, and an active participant in both organisations. |
| **About the role** | This role sits within the national Dispute Resolution team, as a core part of the Baker McKenzie Brisbane team. |
| **Key partners** | Maria O'Brien |

|  |
| --- |
| About the candidate |
| **Technical skills, qualifications and experience** | * minimum 6 years' experience in restructuring and insolvency (preferred, but will consider strong candidates with broader experience, including from 4 years' post qualification)
* dispute resolution experience;
* preferably undertaken the ARITA Advanced Certification course;
* a strong client service orientation;
* an ability to work well in a team environment (including across Australian offices and internationally);
* strong technical, drafting and commercial skills;
* business development aptitude, interest, and experience;
* relevant legal qualifications;
* a strong academic background;
* excellent analytical, communication, and research skills;
* a commitment to high work standards and strong attention to detail;
* an ability to demonstrate initiative and proactivity;
* an ability to develop strong relationships with clients and to take responsibility for this relationship;
* a willingness to learn; and
* a willingness to develop others through mentoring and sharing experiences.
 |
| **Legal Development Framework - Key Performance Areas & Personal Qualities** | **Key Performance Areas**Each KPA incorporates key activity areas which list detailed performance expectations by level of seniority. These performance expectations are cumulative and build on each other. * Inclusive Leadership
	+ Personal Growth
	+ Talent Management
	+ Teaming and Collaborating
* Legal & Industry Knowledge & Expertise
	+ Core Legal Expertise
	+ Specialist Expertise
	+ Knowledge Management
* Client Service
	+ Identifying Needs and Deepening Relationships
	+ Innovation
	+ Delivering Quality Service
* Work Management
	+ Managing Risk
	+ Planning and Delivering Work
	+ Managing Financials
* Business Development
	+ Building Profile and Brand
	+ Marketing and Business Planning
	+ Winning Work

**Personal Qualities (PQ)**Each PQ is defined from a collective Baker McKenzie perspective together with behavioural indicators, which are illustrative examples of how high performers demonstrate these qualities in their everyday work.* **Humanity:** supports our culture of respect, friendship, and diversity and inclusion while being passionately global.
	+ Being Inclusive
	+ Being Empathetic
	+ Being collaborative
* **Intellect:** enables us to provide business insight and innovative commercial solutions to our clients.
	+ Continuous learning
	+ Crystallising the Problem
	+ Thinking Deeply
	+ Providing Clear Solutions
* **Dedication:** promotes accountability for excellent quality, resilience and adaptability to change, enabling us to respond with agility to challenges.
	+ Drive for Excellence
	+ Accountability
	+ Resilience
	+ Adaptability
* **Personal Impact:** helps us to make things happen.
	+ Organizational Insight
	+ Projecting Credibility
	+ Having influence
 |

|  |
| --- |
| About Baker McKenzie |
| Baker McKenzie helps clients overcome the challenges of competing in the global economy. We solve complex legal problems across borders and practice areas. Our unique culture, developed over 65 years, enables our people to understand local markets and navigate multiple jurisdictions, working together as trusted colleagues and friends to instill confidence in our clients. This is an exciting time to join us as we invest in and further develop our organisation, providing rewarding and challenging career opportunities. Like no other law firm, we were born global. Our Australian practice was established in Sydney in 1964, in Melbourne in 1982 and in Brisbane in 2014. Our lawyers work seamlessly with our global colleagues, collectively providing a capacity of more than 5,600 locally qualified lawyers and 6,000 professional staff in 76 locations across 46 countries.Baker McKenzie Australia can offer you access to complex, market leading matters working with some of the world's best legal minds – people who know the law and who understand business. We have an unrivalled ability to provide training and secondment opportunities across our global network. Locally, we have an inclusive culture of learning, coaching and opportunity where you will work in small teams on matters that often cross borders. We value people who think ahead and get noticed.**Diversity & Inclusion**Baker McKenzie is committed to providing a diverse and inclusive culture for all its employees, with equal opportunity for all to progress and have a meaningful career with our Firm. Our mission is to foster an environment where individuals of every ethnicity, culture, gender, sexual orientation, gender identity and expression, religion, age, disability, career status and working style may succeed professionally and fully contribute to the goals of the Firm. Our bAgile program encourages a range of flexible work opportunities for all. We invite you to let us know of any reasonable adjustments you require to equitably participate in the recruitment process or in performing the requirements of this role. |