

GUIDE TO WORKING OVERSEAS



# CONSIDERING A CAREER OVERSEAS?

# ENGLAND



SLAUGHTER AND MAY

CLIFFORD  
CHANCE



N A B A R R O  
CLARITY MATTERS

The London legal market is booming as the focus on transactional work drives the growth of firms, consequentially they are incredibly short of talented lawyers. There are currently vacancies with firms of all sizes and specialisations, the majority are with firms in London, but opportunities exist across the regions as well.

We work closely with our offices in London and throughout the UK where we have over 75 consultants and have successfully recruited many Australian and New Zealand lawyers to work in London over the last few years. Opportunities also exist to work in other cities such as Bristol, Birmingham, Liverpool, Manchester, Leeds and Reading. As well as conducting recruitment drives for leading UK firms, we place lawyers with boutique and mid tier firms and increasingly US firms. We also have a strong in-house presence across many different industries.

If you're interested in working in England we can offer up-to-date advice on opportunities, salaries, cost of living issues and organise interviews with law firms via video conferencing. Sponsorship and relocation packages are offered by top firms and corporations. Contact one of our consultants for more information.

[www.slaughterandmay.com](http://www.slaughterandmay.com)  
[www.cliffordchance.com](http://www.cliffordchance.com)  
[www.nabarro.com](http://www.nabarro.com)

## KEY FIRMS

The following firms are considered to be the top 20 UK law firms in London:

- Clifford Chance
- Linklaters
- Freshfields Bruckhaus Deringer
- Allen & Overy
- Slaughter & May
- Lovells
- DLA Piper
- Eversheds
- Herbert Smith
- Simmons & Simmons
- Ashurst
- Norton Rose
- CMS Cameron Mckenna
- Pinsent Masons
- Addleshaw Goddard
- SJ Berwin
- Taylor Wessing
- Nabarro

Linklaters and Clifford Chance increased their lead on the rest of the chasing pack. The global elite (Linklaters, Clifford Chance, Freshfields Bruckhaus Deringer and Allen & Overy) now represents 30% of the City market.

The City top 50 reported average growth in gross revenue of 12% in 2006. However, the UK elite could not match the City average, with Ashurst, Herbert Smith and Slaughter & May reporting 7%, 9% and 10% growth in gross London revenue respectively. All three firms chalked the results up to the buoyant corporate and M&A markets.

The silver circle outshone the rest of the City off the back of the rocketing private equity market. Macfarlanes improved City revenue by 21.6%, while SJ Berwin and Travers Smith reported 20.2% and 22.4% growth respectively.

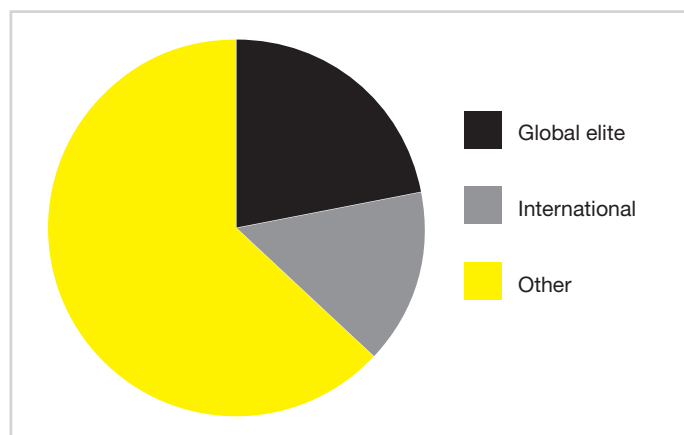
Several of the chasing pack fared just as well. Berwin Leighton Paisner achieved an impressive 20% growth in London, while Olswang improved its City revenue by 22%.

The following are the leading US practices in London who all made it into the UK top 50 firms.

- Baker & Mckenzie
- Cleary Gottlieb
- Debevoise & Plimpton
- Jones Day
- Kirkland & Ellis
- Latham & Watkins
- Mayer Brown
- Sherman & Sterling
- Simpson Thatcher Bartlett
- Skadden
- Weil Gotshal
- White & Case

Twelve transatlantic firms made it into the City top 50. But the international firms still saw the most rapid growth, with their combined gross revenue rising by 31.3% to take 14.4% of market share.

## LONDON TURNOVER



## LEGAL SALARIES

The London market place can be roughly divided into three for the purpose of salary information; UK firms, US firms and West End & Boutique firms.

### UK TOP TIER FIRMS

The overall salary situation in the top tier and City based UK firms is difficult to read or predict moving forward. Many firms have responded to the higher salaries on offer in the US firms, and to the shortage of high calibre candidates in the market place, by raising salaries significantly over the past 12 months. A number have also introduced new bonus schemes.

The market shows no sign of changing notably in the near future with most firms reporting year on year growth, increased head count, productivity and profits. The flow of corporate and banking deals have continued to grow and firms are expecting to continue fighting hard to retain and recruit outstanding candidates. Most firms have increased salaries by at least 7% over the last twelve months and further salary reviews are expected to yield similarly high returns by the summer. Many high quality candidates receive a number of offers and firms are realising that there is a need to reward real stars and incentivise them to join. Similarly, firms keen to retain their best lawyers are developing more sophisticated ways of keeping the top talent. Flexible working options, higher base salaries and enhanced bonuses are all being offered. We expect firms to be increasingly innovative in terms of the overall packages offered in the next twelve months as they seek to differentiate themselves from the competition.

Due to the different methods of qualifying as a solicitor, Australian candidates PQE is generally reduced by approximately 18 months.

### UK TOP TIER FIRMS

| Qualification  | Average (£) | Minimum (£) | Maximum (£) |
|----------------|-------------|-------------|-------------|
| September 2007 | 60,000      | 55,000      | 65,500      |
| 2006           | 65,000      | 60,000      | 71,500      |
| 2005           | 70,000      | 66,000      | 84,000      |
| 2004           | 82,000      | 70,000      | 92,500      |
| 2003           | 90,000      | 77,000      | 105,000     |
| 2002           | 105,000     | 88,000      | 117,000     |
| 2001+          | 115,000+    | 97,000+     | 125,000+    |

### UK CITY BASED FIRMS

| Qualification  | Average (£) | Minimum (£) | Maximum (£) |
|----------------|-------------|-------------|-------------|
| September 2007 | 55,000      | 48,000      | 64,000      |
| 2006           | 58,000      | 52,000      | 68,000      |
| 2005           | 65,000      | 58,000      | 74,000      |
| 2004           | 70,000      | 63,000      | 80,000      |
| 2003           | 78,500      | 70,000      | 92,000      |
| 2002           | 87,000      | 77,000      | 100,000     |
| 2001           | 100,000     | 88,000+     | 110,000+    |

Bonus schemes vary considerably with a number of firms giving associates the opportunity to earn up to an additional 25% of their basic salary. However, it is clear that few associates achieve such a figure and the majority receive between 5% and 15%. Bonuses are based on exceeding billing targets, overall performance and profit of the team or firm. The most common criteria remains the overall performance of the individual.

## US FIRMS IN LONDON

The past year saw continued growth across the London offices of the US firms which is expected to continue. In particular, there is an ongoing trend of growth both in terms of size and also practice area coverage. Firms who were already operating full service offices in London have, and will, continue to actively recruit into those existing practice areas. There are also an increasing number of US firms moving towards a full service presence by supplementing their existing corporate and finance practices with capabilities in areas such as Real Estate, Pensions, IP/IT and Commercial Disputes. Both of these trends mean that the recent buoyancy in recruitment into US firms in London is set to continue for the foreseeable future. This will continue to benefit strong candidates of all levels in the market.

### US salaries in London paid to UK qualified lawyers

Basic salaries in the US firms in London have increased steadily over the past year fuelled by both continued demand and the recent rise in salaries by top tier UK practices.

There continue to be four loose bands into which US firm salaries fall:

- 1) Magic Circle UK rates – tend to be paid by US/International firms that have merged with UK firms or have been in the market for a very long time (see top tier rates on the UK private practice salary table).
- 2) Mid Atlantic rates – paid by the majority of US firms in London.
- 3) Upper Mid Atlantic rates – these fall between Mid Atlantic and New York rates and tend to be paid by a number of smaller offices in London.
- 4) New York rates – these rates mirror the salaries paid to attorneys in New York. Any increase in rates paid to New York attorneys are therefore reflected in these rates. The ongoing weakness of the US Dollar has meant that most US firms who continue to set their associate salary rates in US Dollars are offering either a fixed exchange rate or an upper exchange rate limit in order to protect associate salaries. Alternatively, a number of firms are simply setting their associate rates in Sterling.



## US FIRMS MID ATLANTIC

| Qualification  | Average (£) | Minimum (£) | Maximum (£) |
|----------------|-------------|-------------|-------------|
| September 2007 | 71,000      | 60,000      | 80,000      |
| 2006           | 77,000      | 67,000      | 85,000      |
| 2005           | 87,000      | 77,000      | 92,000      |
| 2004           | 97,000      | 87,000      | 103,000     |
| 2003           | 107,000     | 97,000      | 113,000     |
| 2002           | 115,000     | 105,000     | 123,000     |
| 2001+          | 129,000+    | 119,000+    | Undisclosed |

## US FIRMS NEW YORK

| Qualification  | Average (£) | Minimum (£) | Maximum (£) |
|----------------|-------------|-------------|-------------|
| September 2007 | 88,500      | 75,000      | 96,000      |
| 2006           | 97,000      | 80,000      | 105,000     |
| 2005           | 105,000     | 87,000      | 115,000     |
| 2004           | 115,000     | 98,000      | 127,000     |
| 2003           | 125,000     | 108,000     | 140,000     |
| 2002           | 135,000     | 118,000     | 153,000     |
| 2001+          | 145,000+    | 128,000+    | Undisclosed |

## WEST END & BOUTIQUE FIRMS

Over the course of the last year West End practices continued to build on the success of 2006 with aggressive recruitment plans being realised by the second half of the year. In an evermore competitive marketplace significant numbers of West End firms have merged in order to try and compete with activity in the city. The majority of firms have seen an increasing level of recruitment as the growth in corporate transactions filters down into ancillary disciplines; particularly as firms at this level focus on becoming 'full service'. The market has also seen increased movement at partnership level both with salaried and equity moves with the growth in this area attributable to the flexibility and understanding of firms to the sensitivity of such moves.

This year has seen the trend towards larger salaries continuing with an average increase of around 7% in salary reviews. The American presence continues to have a huge impact at all levels of the market and, in conjunction with the continuing evolution of in-house departments, provides a constant drain on key skill sets.

In this extremely candidate short market place lawyers are finding that they can demand higher salary levels than usual, even from slightly smaller firms. Therefore, the appeal is now the combination of an acceptable salary with a good work life balance. It is also interesting to note that we have seen an increase in the need for temporary solicitors due to a lack of available permanent solicitors in particular disciplines, as well as an increase in project based work.

This year has also seen bonuses becoming a more frequent component of salary packages for West End and niche practices with an average bonus payment of around 15% and some firms having uncapped bonus payments of over 40% at the top end. Bonuses tend to be dependent on both individual billing targets and the performance of the team, however there is notable emphasis placed on the firm's performance as a whole. Billing targets have not been affected by the increase in bonus payments with the average target placed at 1400 hours.

As has been the situation over the previous few years the largest barrier to economic growth has been a lack of candidates in the market place. West End firms are having to work even harder in order to compete. 2007 has certainly seen them do so and, with even more aggressive expansion plans for 2008, this looks set to continue.

## WEST END FIRMS

| Qualification  | Average (£) | Minimum (£) | Maximum (£) |
|----------------|-------------|-------------|-------------|
| September 2007 | 55,000      | 53,000      | 63,000      |
| 2006           | 62,000      | 57,000      | 69,000      |
| 2005           | 67,000      | 62,000      | 76,000      |
| 2004           | 72,000      | 67,000      | 82,000      |
| 2003           | 77,000      | 72,000      | 88,000      |
| 2000           | 83,000      | 77,000      | 94,000      |
| 2001+          | 88,000      | 82,000      | 100,000+    |

## BOUTIQUE FIRMS

| Qualification  | Average (£) | Minimum (£) | Maximum (£) |
|----------------|-------------|-------------|-------------|
| September 2007 | 44,000      | 37,000      | 63,000      |
| 2006           | 46,000      | 40,000      | 69,000      |
| 2005           | 48,000      | 41,000      | 76,000      |
| 2004           | 55,000      | 42,000      | 82,000      |
| 2003           | 60,000      | 45,000      | 88,000      |
| 2002           | 65,000      | 50,000      | 94,000      |
| 2001+          | 77,000      | 55,000      | 100,000+    |

## VISAS – DO I HAVE THE RIGHT TO WORK IN ENGLAND?

As an Australian or New Zealand citizen to be employed in England you must have a work permit. Your prospective employer must apply for the work permit on your behalf to the Home Office in the UK, prior to your arrival. Once the application has been approved, a work permit is issued and sent to you. It must then be presented to the immigration authorities upon entry into the country and your passport stamped accordingly. No further entrance clearance is required for Australian/NZ nationals holding work permits. Dependent spouses and/or children under the age of 18 of the employee must, however, obtain entry clearance from The Consular Section prior to departure.

Since a work permit is issued for a specific job with a particular employer, any holder of a work permit who wishes to change jobs will again require the consent of the Home Office. This will only be given if the proposed position satisfies the conditions applying to the initial issue of your permit.

An alternative to a work permit is to obtain a Highly Skilled Migrant Visa. You will need to obtain a minimum of 75 points from the following five scoring areas:

- Points for age if you are under 32 years of age
- Educational qualifications (including MBA Provision)
- UK degree level or professional level qualification
- Previous earnings
- UK work experience

Please see the HSMV calculator at:  
[http://www.workpermit.com/uk/highly\\_skilled\\_migrant\\_program.htm](http://www.workpermit.com/uk/highly_skilled_migrant_program.htm)

For top tier candidates, most firms will video interview with the candidate a couple of times and after the candidate's acceptance of their offer, take care of all the Visa arrangements. If you have any questions around the Visa requirements, please contact our Global Opportunities team [globalopportunities@michaelpage.com.au](mailto:globalopportunities@michaelpage.com.au)

## Areas of experience in demand:

- Corporate/M&A
- Finance – Leveraged/Asset/Project
- Banking
- Capital Markets
- Construction
- Energy
- Property – Property Finance

## PRACTICING AS A SOLICITOR IN ENGLAND

Qualifying as a lawyer in England is very straight forward for Australian and New Zealand lawyers, and unless you are a litigator, it is generally possible to start work without having completed the transfer exams. To be eligible for admission, you also need to have at least two years' practical experience in at least three common law areas. This experience needs to have been acquired within the last five years.

The Qualified Lawyers Transfer Test (QLTT) is a conversion test which enables lawyers qualified in certain countries outside England and Wales, as well as UK Barristers to qualify as solicitors. In an increasingly competitive business world, lawyers with a dual qualification will be able to offer a more comprehensive service to clients.

The test covers four Heads:

- Head I – Property
- Head II – Litigation
- Head III – Professional Conduct & Accounts
- Head IV – Principles of Common Law

You will need to apply for a certificate of eligibility from the Law Society before you apply to sit the test. The Law Society will determine which Head or Heads you must pass dependent upon your primary professional qualification. At the moment, Australian and New Zealand lawyers only need to sit Head III of the QLTT (this is a pretty straight forward open book test with a very low failure rate, it does however cost several hundred pounds to sit and then to be admitted to the Roll). Lawyers from other jurisdictions may need to complete the other Heads as well.

It is possible to arrange to sit the QLTT in Australia. The College of Law offers courses to help you prepare for the course, and can also arrange for you to sit the examination.

## ACCOMMODATION

Rented housing and apartments, both furnished and unfurnished, may be found in the classified sections of newspapers and on numerous websites such as [www.gumtree.com](http://www.gumtree.com) and numerous lettings agencies.

Rents vary considerably, not only by the standard and locality of accommodation premises, but also by region, generally higher in London and southern regions, and lower in the north of England.

## USEFUL LINKS

Law Society of England and Wales:  
<http://www.lawsociety.org.uk>

Immigration and Nationality Directorate:  
<http://www.ind.homeoffice.gov.uk/>

Information on sitting the QLTT in Australia:  
[http://www.collaw.edu.au/cla/transfer\\_test.asp](http://www.collaw.edu.au/cla/transfer_test.asp)

NOTE: Most requirements for New Zealand citizens are similar if not identical to those of Australian citizens, thus the majority of information provided in this document applies to nationals of both countries.

# IRELAND SCOTLAND



MAPLES AND CALDER  
BVI | CAYMAN | DUBAI | DUBLIN | HONG KONG | JERSEY | LONDON

**McGrigors**

## GENERAL INFORMATION

### Ireland

Dublin is the capital and the largest city in Ireland. It is on the east coast and has a population of around 495,000 in the city centre and 1,164,000 people when the metropolitan area is included.

The legal market in Dublin has been transformed in recent years as the Irish economy has boomed. Irish firms are reaping the benefits of some bumper transactions both domestically and across the EU.

Dublin is also increasingly a base for leading offshore law firms specialising in Trusts and Funds work. Several large UK banks have relocated their Trust work to the city which has only served to increase the volume of top quality work being carried out.

### Market & Recent Developments

One of Europe's top performing economies, Ireland's robust growth rate and sophisticated market has continued to impress and attract a multitude of foreign investors. Sizeable investment and a liberal trade regime have led to greater flexibility and an expanding labour market on the domestic front, also boosting growth.

High-profile privatisations continued acquiring interest from major foreign investment houses have provided a steady volume of deals for top firms in Ireland. The stock market remains stable, emphasising underlying liquidity in the market. Equity turnover has increased by 17% to EUR94.3 billion (US\$119.4 billion), and debt business has grown by 25% with increasing diversity of issuers and products. Interest from Irish companies in listing on the London AIM exchange continues to provide a steady flow of work for capital markets lawyers in Dublin.

Infrastructure projects are a driving force in market activity at present, highlighting the importance of the construction sector to the Irish economy. Housing developments, retail parks, office buildings and new infrastructure projects are being planned and built across the country. Investment into the area looks likely to continue, as private investors remain keen to reinvest dividends back into the property market, both domestically and in the UK. All of Dublin's leading commercial firms continue to bolster their construction, real estate and projects practices to handle the workflow.

### Scotland

The legal market in Scotland is mainly divided Edinburgh and Glasgow, Edinburgh is the capital of Scotland and the second largest city. It also has the strongest economy of any city in the UK outside of London. The economy of Edinburgh has recently been announced as one of the fastest growing city regions in Europe.

Glasgow is the largest city in Scotland and is the third largest in the UK it is one of Europe's top twenty financial centres and is home to many of Scotland's leading businesses.

As a result of the strong local economy and booming financial services sector the law firms in Scotland have enjoyed strong growth and a good flow of large transactional work.

[www.maplesandcalder.com](http://www.maplesandcalder.com)  
[www.mcgrigors.com](http://www.mcgrigors.com)

## IRELAND

### KEY FIRMS

The top law firms in Ireland include:

#### Irish 'Magic Circle'

- A&L Goodbody
- Arthur Cox
- Matheson Ormsby Prentice
- McCann Fitzgerald
- William Fry

#### Other leading firms (including offshore)

- DCM Hanby Wallace
- Dillon Eustace
- Maples & Calder
- Mason Hayes & Curran

### LEGAL MARKET

With over 40% of the population concentrated within 100kms of the capital, Dublin continues to be the finance and corporate hub of the nation where all the major law firms are concentrated, Arthur Cox, A&L Goodbody and McCann Fitzgerald, closely followed by Matheson Ormsby Prentice and William Fry. This group of firms are widely regarded as the Irish "Magic Circle". The Irish market is dominated by these law firms who have the quality of work and impressive offices to rival their London counterparts but with generally lower billable hour targets and better work life balance. However, there is increasing competition from offshore firms such as Maples & Calder who through a large local practice and their international network of offices, are successfully competing with them on major Corporate, Funds and Trusts work.

Salaries for lawyers working in a law firm are approximately:

| Qualification   | Average (€) | Minimum (€) | Maximum (€) |
|-----------------|-------------|-------------|-------------|
| Newly qualified | 64,000      | 62,000      | 66,000*     |
| 1 year          | 69,500      | 67,000      | 72,000      |
| 2 years         | 73,000      | 70,000      | 77,000      |
| 3 years         | 80,000      | 75,000      | 85,000      |
| 4 years         | 85,000      | 75,000      | 92,000      |
| 5 years         | 94,000      | 75,000      | 105,000     |
| 6 years         | 110,000     | 80,000      | 125,000+    |

\*Up to 70,000€ for Corporate/Finance/International Transactional.

### VISAS – DO I HAVE THE RIGHT TO WORK IN IRELAND?

If you do not hold an EU passport it is almost certain that you will need employer sponsorship. Your employer must apply for a work permit on your behalf. You need to provide evidence of your skills or qualifications and your employer needs to show that the job could not be done by an Irish person or EU national, or that an Irish person or EU National could not be found to do the job.

It takes between 6 and 8 weeks to process permit applications, and they last for a maximum period of a year. Employers can renew the permit when it expires as many times as required. When you have a visa you are entitled to the same employment rights as an Irish citizen. In reality these requirements rarely block any applications.

### ADMISSION AS A SOLICITOR IN IRELAND

Irish law firms are very open to hiring lawyers from other jurisdictions and it is generally not necessary to qualify as an Irish lawyer to work in any of the leading firms.

Australian lawyers typically work as Registered Foreign lawyers, rather than cross qualifying which is a fairly arduous process that takes 2 years and several examinations.

For more information please see the Law Society of Ireland by accessing the link below.

### USEFUL LINKS

Law Society of Ireland:  
<http://www.lawsociety.ie>

Department of Enterprise, Trade and Employment:  
<http://www.entemp.ie>

## SCOTLAND

### KEY FIRMS

- McGrigors
- Shepherd & Wedderburn
- Maclay Murray Spens
- Dickson Minto
- Dundas & Wilson
- Burness
- Semple Fraser
- Biggart Baillie
- Pinsent Masons
- DLA Piper
- Brodies

2006 was a bumper year for a lot of the law firms in the main legal centres in Scotland. The growth and recruitment needs in many firms very much mirrored the strength in the Scottish Economy. Investment in, and development of, Commercial Property, Corporate Finance (both transactional and advisory) and Banking & Finance (regulatory and transactional) remain key areas for the majority of firms. It is in these areas that the recruitment need has been the greatest. The top Scottish firms are challenging those South of the border more than ever and are winning Corporate and English Commercial Property work on a regular basis, thus increasing the demand for solicitors in these areas.

With an excellent standard of work, including an increasing focus on cross border transaction you will experience big city living, but lower living costs than London. It is no wonder that lawyers are increasingly attracted to life in Scotland.

### LEGAL SALARIES

Top, Mid Tier and National Practices

| Qualification   | Average (£) | Minimum (£) | Maximum (£) |
|-----------------|-------------|-------------|-------------|
| Newly qualified | 31,000      | 28,000      | 34,000      |
| 1 year          | 33,500      | 30,000      | 38,000      |
| 2 years         | 34,000      | 32,000      | 36,500      |
| 3 years         | 37,000      | 34,000      | 43,000      |
| 4 years         | 43,000      | 37,000      | 47,000      |
| 5 years         | 45,000      | 40,000      | 53,000      |
| 6 years+        | 48,500      | 43,000      | 55,000+     |

### VISAS – DO I HAVE THE RIGHT TO WORK IN SCOTLAND?

As part of the UK, the Visa and admission requirements are the same (although Scotland has its own distinct legal jurisdiction, so most lawyers practice as Registered Foreign lawyers).

### USEFUL LINKS

Law Society of Scotland:  
[www.lawscot.org.uk](http://www.lawscot.org.uk)

# JERSEY GUERNSEY



The Channel Islands are an offshore jurisdiction one hour flight south of London.

Jersey is the larger island and is a recognised leading offshore jurisdiction and is a dominant player in the European Securitisation market and the European Real Estate Investment Trust market.

Jersey is an island measuring 118.2 km sq. It lies in the English Channel, approximately 20 kilometers from Normandy, France, and approximately 90 miles south of Great Britain it is the largest and southernmost of the Channel Islands. Being so close to the coast with such differing landscape, opportunities are endless to discover the various leisure pursuits within the area such as golf, surfing and rugby.

With its upbeat social scene, vibrant industries and high standard of living, Jersey's an exceptional place to work and live.

Guernsey is particularly noted for its Private Equity Funds work. Both Islands have 4 or 5 large firms, many who are present in other offshore jurisdictions and offer a full suite of Corporate & Finance, Litigation and Fiduciary services. Guernsey is situated 30 miles west off the French coast and 75 miles south of Weymouth in England.

Low tax rates have made the Islands something of a financial haven. With specialisation in a few high return sectors, Jersey and Guernsey have very high economic output per capita, substantially ahead of all of the world's large developed economies. Jersey's GDP per capita was beaten only by two other small states with similar economic characteristics, Bermuda and Luxembourg. The island's economies are based on financial services (especially Trusts and Funds work), tourism and e-commerce. Financial services contribute approximately sixty percent of the Island's economy, and Jersey in particular is recognised as one of the world's leading offshore practices. Jersey and Guernsey are fantastic places for lawyers interested in offshore work to set up, whilst still retaining all the benefits of being so close to London and Europe.

The Islands not only provide a good career development move but also the opportunity to work in an exciting location.

[www.mourant.com](http://www.mourant.com)  
[www.ogier.com](http://www.ogier.com)

## PRACTISING AS A SOLICITOR

The procedure for being admitted as a solicitor in The Channel Islands is the same as the rest of the UK however a work permit must be obtained. Firms will have to sponsor individuals to obtain the working permit and arrange housing prior to arrival.

Legal qualifications from all over the world are recognised, as lawyers who are new to the island are taught 'on the job' how to apply previous knowledge to Jersey law. You are able to become a The Channel Islands solicitor after sitting six intense examinations; however the speed at which these are taken can vary. Often people wishing to obtain these as a second qualification are pursuing Partnership – as you cannot be a standard Partner within a Jersey firm without them.

## VISA – DO I HAVE THE RIGHT TO WORK IN THE CHANNEL ISLANDS?

Over the years there has been a steady increase in the demand for visas. This trend is likely to continue as all non-EEA nationals seeking entry for more than six months need an entry clearance before arrival. When the visit is for business purposes a letter from the company or organisation (outlining the reasons for the visit), is usually enclosed with the referral. In this type of application the local business is contacted to confirm details of the proposed visit, what accommodation will be available and who will be paying for the trip.

Certain nationalities, known as Visa Nationals, need to obtain a visa before travelling to the United Kingdom or Channel Islands. Nationals of other countries may also need an entry clearance. In all cases, firms will support foreign nationals with full Visas and housing assistance upon arrival.

## KEY FIRMS

### Jersey

- Mourant
- Ogier
- Bedell Cristin
- Carey Olsen
- Appleby Hunter Bailhache

### Guernsey

- Mourant
- Ogier
- Carey Olsen
- Ozannes
- Babbe
- Collas Day
- Walkers

## USEFUL LINKS

<http://www.gov.je>  
<http://www.gov.gi>

## LEGAL SALARIES

The salaries at the leading firms in the Channel Islands at the junior level tend to be slightly lower than in London's 'Magic Circle' firms although the salaries are regularly commensurated and are sometimes higher for good lawyers. However, at the five year plus level you can expect to have a very competitive level of remuneration. For particularly important roles firms will often match 'Magic Circle' rates or even exceed them.

Tax is significantly lower and is capped at 20%, with National Insurance contributions also at well below UK levels. This means that in real terms lawyers working in The Channel Islands are often better off than their London counterparts. Combine that with the French climate, beautiful location, lack of commute and a slower pace of life and many would argue that life is better in the Channel Islands.

## JERSEY LEGAL SALARIES

| Qualification  | Average (£) | Minimum (£) | Maximum (£) |
|----------------|-------------|-------------|-------------|
| September 2007 | 49,000      | 44,000      | 54,000      |
| 2006           | 55,000      | 48,000      | 58,000      |
| 2005           | 72,500      | 65,000      | 80,000      |
| 2004           | 77,500      | 70,000      | 85,000      |
| 2003           | 87,500      | 75,000      | 100,000     |
| 2002           | 95,000      | 80,000      | 110,000     |
| 2001           | 105,000     | 85,000      | 125,000     |
| 2000           | 157,000     | 115,000     | 200,000     |

## GUERNSEY LEGAL SALARIES

| Qualification  | Average (£) | Minimum (£) | Maximum (£) |
|----------------|-------------|-------------|-------------|
| September 2007 | 48,000      | 42,000      | 50,000      |
| 2006           | 52,000      | 45,000      | 55,000      |
| 2005           | 69,000      | 62,500      | 75,000      |
| 2004           | 74,000      | 67,000      | 82,000      |
| 2003           | 83,000      | 72,000      | 95,000      |
| 2002           | 92,000      | 78,000      | 105,000     |
| 2001           | 100,000     | 83,000      | 120,000     |
| 2000           | 150,000     | 110,000     | 200,000     |

# CAYMAN ISLANDS BERMUDA BRITISH VIRGIN ISLANDS



The Cayman Islands is recognised as a major international financial centre with leadership in a number of areas. As the top international banking centre, the world's leading domicile for offshore hedge funds, the second largest captive insurance centre and a world leader in structured finance. The jurisdiction stands as the only offshore international financial centre to possess such breadth and depth in financial services.

Cayman currently has 285 licensed banks, among them Butterfield Bank which is one of the most established on the Island.

Cayman is the leading offshore jurisdiction in terms of Assets under Management and has the strongest presence in the US Securitisation market.

There are many opportunities for Lawyers with expertise in Trusts, Funds, Structured Finance, Banking & Finance, Insurance, Regulation & Compliance, and Banking Litigators. For visa reasons though only lawyers with 3 years experience can obtain work permits in Cayman.

[www.ogier.com](http://www.ogier.com)



## CAYMAN ISLANDS

The Cayman Islands are located in the western Caribbean sea, south of Miami and Cuba, north west of Jamaica. Three islands make up Cayman; Cayman Brac, Little Cayman and the main island of Grand Cayman where the capital George Town is located.

Cayman has no direct tax and this fact has led to its increasing popularity with corporate and personal investors. Such is its popularity as a financial centre that Cayman is now ranked as the fifth biggest financial centre in the world, behind only London, Tokyo, New York and Frankfurt. Professionals in Cayman work under a UK framework and legal system.

### LIVING & WORKING IN THE CAYMAN ISLANDS

Grand Cayman, where all the business is conducted, has a very mid-Atlantic feel with the UK and US vying for the biggest influence on the Islands. Due to the size of the Islands, commuting distances are negligible which mean there is more time to enjoy outside work pursuits.

The islands have a thriving sporting and social community and it is easy to make friends in a place where there are so many like minded people keen on sports, socialising and their careers. Sailing, scuba, rugby, golf, cricket, tennis and football are also widely played. The Canadian expats even have their own ice hockey leagues.

#### KEY FIRMS

- Ogier
- Maples & Calder
- Walkers
- Appleby Hunter Bailhache

Salaries are uniformly high and with the favourable tax position UK and US professionals are roughly 50% better off in real terms. Professionals from Canada, Australia, New Zealand and other commonwealth countries could find themselves earning three or four times their current salaries. Relocation expenses and temporary accommodation and transport are also included as standard in most packages.

It is a requirement to obtain a work permit unless you are a resident of the Cayman Islands, so it can take as long as six months from first applying for a position to the first day of your new job, which should be considered when deciding to apply.

#### OBTAINING A VISA

In order to obtain a work permit in the Cayman Islands, one must first secure a job in an existing company. Most roles are secured by video conference, with some firms even flying prospective employees across to meet them on the island. It is common where one candidate is meeting several firms for the firms to share the flight costs and the successful employer to refund the others if they take on the candidate. Following that, you and the employer must complete the correct documents and submit these along with the prescribed fees to the appropriate board, keeping in mind that qualified Caymanians will be given preference if they are available. In reality due to the lack of Universities and the expat demographic of the Island is very rarely a concern. Work permit fees are the responsibility of the employer and not the employee and must be submitted along with the application and positions for employment must be advertised in the local newspaper.

The term limits only allow a person to hold a work permit for a continuous period of residence in the Islands for seven years, unless they have been designated as a key employee.

## BRITISH VIRGIN ISLANDS

The British Virgin Islands is a comparatively new offshore jurisdiction and has a vibrant, entrepreneurial feel professionally with the emergence of a number of international businesses. It has the largest number of registered offshore companies of any of the offshore jurisdictions. Due to its size, the British Virgin Islands offer its professionals the opportunity to work in smaller teams than they are used to and therefore become integral to the

business they join. However, this does not mean that the work and client base is not exceptional. Professionals work closely with their clients in an environment where they will be treated as a valued member of the team.

Similar to the other Caribbean Islands the BVI are fantastic for sports lovers with excellent sailing, trekking and scuba. The demographics of the BVI are such that you will meet many adventurous people like who have relocated to make the most of the excellent work and lifestyle the Islands have to offer.

#### KEY FIRMS

- Maples & Calder
- Harney's
- Conyers Dill & Pearman
- Ogier
- Appleby's
- Walkers

Salaries are high and with the favourable tax position of a flat 8% income tax, UK professionals are roughly 25% better off in real terms. Professionals from Canada, New Zealand, Australia and other commonwealth countries could find themselves earning two or three times their current salaries. Relocation expenses, temporary accommodation and transport are also included as standard in most packages.

#### VISA INFORMATION

These are similar to Cayman to obtain except a work permit may be issued for a period of up to one year at a time and be renewed or extended, but a new 5-year limit on work permits will come into effect. A 5-year limit means that an employee who has held work permits for a period of five years must leave the British Virgin Islands with his or her dependents and remain outside the territory for a period to be determined by the Governor-in-Council before that person can be considered for re-employment or new employment.

## BERMUDA

Bermuda is the most mature of the offshore business jurisdictions, with no direct taxes on personal or corporate income. The employment market is growing and many of the leading Bermudian companies are looking for international talent. As the offshore domicile of many foreign companies, Bermuda has a highly-developed international business economy. It is a market leader for captive insurance and also has a strong presence in offshore funds and aircraft registration. It is home to several major offshore and international banks and financial service institutions. Notably Bank of Bermuda Tourism forms the other major part of Bermuda's income. Bermuda had the world's highest GDP in 2005.

#### KEY FIRMS

- Conyers Dill & Pearman
- Appleby's
- Cox Hallet Wilkinson
- Mello Jones & Martin
- Attride Stirling & Wolonieke.

#### LEGAL SALARIES

| Qualification | Average (US\$) | Minimum (US\$) | Maximum (US\$) |
|---------------|----------------|----------------|----------------|
| 1 year        | 140,000        | 120,000        | 170,000        |
| 2 years       | 160,000        | 145,000        | 180,000        |
| 3 years       | 180,000        | 160,000        | 190,000        |
| 4 years       | 200,000        | 175,000        | 200,000        |
| 5 years       | 225,000        | 190,000        | 240,000        |
| 6 years       | 250,000        | 225,000        | 290,000        |
| 7 years       | 280,000+       | 250,000+       | Undisclosed    |

£1 = US\$2.05 AU\$1.07 = US\$1 Correct as at 01/11/07

Salaries on all islands are paid in US dollars. Cayman salaries are generally on a higher end as opposed to Bermuda and BVI.

# NEW YORK



As one of the world's most exciting and vibrant cities, New York is high up on the list of places to work for many lawyers with a passion to travel. It is such a part of the global subconscious that many of its highlights are instantly recognisable; from the Empire State Building to Central Park and Times Square. Combine some of the biggest legal deals in the world with certainly the best wages and there is a compelling case for making the move.

The elite of the New York legal market is made up of a group of firms referred to as the 'White Shoe'. These are generally firms that have been in existence for over a century and represent Fortune 500 companies. New York is also home to the cream of the global legal elite, as well as the other major US firms from the different US legal centres.

Recent changes in the visa regulations and the global shortage of top quality lawyers mean that there has never been a better time to make the move to the Big Apple. Well trained lawyers from most fields of expertise can now seriously consider New York an option.

New York firms will sponsor lawyers from the UK, and other Common Law jurisdictions, to sit the Bar exam and often a period of study leave will be incorporated into any contract of employment. It is fundamental to note however that the costs involved in arranging a visa (bringing a lawyer over and paying for their Bar exam), result in it being hugely difficult to secure a position unless you have an exceptional academic record and a good post qualification level at a leading firm in a sought after practice area.

## WHO ARE THE TOP LAW FIRMS IN NEW YORK?

### White Shoe Law Firms

- Carter, Ledyard & Milburn
- Cravath, Swaine & Moore
- Cadwalader
- Cleary Gottlieb
- Davis Polk & Wardwell
- Debevoise & Plimpton
- Hughes Hubbard & Reed
- Jones Day
- Milbank
- Shearman & Sterling
- Skadden & Arps
- Sidley Austin
- Simpson Thacher & Bartlett
- Sullivan & Cromwell
- Weil & Gotshal
- Williams & Connolly

The most reputable other firms in New York are listed alphabetically:

- Allen & Overy
- Baker & McKenzie
- Dechert
- Dewey Ballantine
- Fried Frank
- Gibson Dunn & Crutcher
- Kirkland & Ellis
- Latham & Watkins
- Linklaters
- Mayer Brown
- Morrison & Foerster
- O'Melveny & Myers
- Paul Weiss Rifkind Wharton & Garrison
- Pillsbury Winthrop Shaw Pittman
- Sidley Austin
- Wachtell, Lipton, Rosen & Katz
- White & Case
- Willkie Farr & Gallagher

### What are the average solicitor's salaries in New York?

The salary rates for medium-large law firms in New York are as follows:

| Qualification | Average (US\$) | Minimum (US\$) | Maximum (US\$) |
|---------------|----------------|----------------|----------------|
| 1 year        | 160,000        | 145,000        | 168,000        |
| 2 years       | 170,000        | 160,000        | 178,000        |
| 3 years       | 185,000        | 175,000        | 197,000        |
| 4 years       | 210,000        | 190,000        | 220,000        |
| 5 years       | 230,000        | 215,000        | 245,000        |
| 6 years       | 250,000        | 239,000        | 262,000        |
| 7 years       | 265,000        | 259,000        | 275,000        |
| 8 years       | 280,000        | 269,000        | 285,000        |
| 9 years       | 290,000        | 280,000        | 300,000+       |

AUD\$1 = US\$0.80

Generally, firms in New York will cover overseas lawyers' reasonable expenses in relocating. This usually includes airfares (for yourself and family) and freight for personal items. It does not include accommodation on arrival in New York.

Bonuses: Almost all firms offer bonuses.

## VISAS – DO I HAVE THE RIGHT TO WORK IN THE US?

Australians are entitled to work in the USA provided that they obtain the appropriate Visa before leaving Australia or New Zealand.

### E-3 Visas

As an off-shoot of the Australia-US Free Trade Agreement, the US Congress passed legislation on 11 May 2005 which dramatically increases the ability of Australian professionals with tertiary qualifications to work in the USA.

The legislation creates a new visa category, the E-3 Visa, which allows Australian and New Zealand workers with a 'specialty occupation' to work in the US each year. To be eligible, you must be an Australian/New Zealand citizen, and must have at least a bachelor's degree in the specialty occupation. Practice as a lawyer is a specialty occupation for the purposes of this visa. The applicant must have arranged employment in their specialty field in the US before they apply.

The E-3 Visa grants the applicant two years' admission to the US and the right to work. The visa is renewable for two years at a time and there is no limit on the number of times it can be renewed.

The visa also allows the spouse and any minor children to relocate to the USA. Quite unusually, the visa gives the spouse unrestricted working rights while in the USA. Spouses and children are not included in the 10,500 visas to be issued per year.

### H-Visas

This category of visa is open to most types of workers, but a maximum of 65,000 visas are issued globally each year. Every year, about 900 Australians gain entry to the US via this method. There are limits to the number of people from one occupation that can be admitted.

This visa allows the applicant to work in the USA for as long as their period of employment extends. Applicants and any dependents are expected to leave at the conclusion of their employment.

## AS AN AUSTRALIAN/NEW ZEALANDER AM I QUALIFIED TO PRACTICE AS A SOLICITOR IN NEW YORK?

Lawyers can move to New York or elsewhere in the US before passing the relevant State Bar Exam. They will practice as foreign lawyers until they pass the State Bar. Most firms make it a requirement to pass the exam within the first two years of employment.

Australian and New Zealand lawyers wishing to practice in New York must pass the local New York Bar Exam. Lawyers admitted to any Australian state and graduated law students are all eligible to sit the exam.

The New York Bar Exam includes the Multistate Bar Exam (MBE) and the New York portion. The New York portion is comprised of five essay questions, 50 multiple-choice questions and one Multistate Performance Test (MPT) administered in a six and a quarter hour time period. The New York portion is based on both procedural and substantive law. The MPT requires candidates to complete an assigned task, such as the preparation of a legal document, using resource material provided. The MBE is a 200 question, general law, multiple-choice exam.

An application to take the New York Bar Exam and exam information may be obtained by contacting the New York State Board of Law Examiners.

### USEFUL LINK

[www.nybarexam.org](http://www.nybarexam.org)

# DUBAI MIDDLE EAST



Norton Rose (Middle East) LLP is a constituent part of Norton Rose Group, a leading international legal practice offering a full business law service from offices across Europe, the Middle East and Asia. We are strong in corporate finance, financial institutions, energy and infrastructure, transport and technology. We have been active throughout the Middle East as legal advisors in transactions and ongoing commercial operations for almost 30 years. Our expanding practice now numbers over 40 lawyers on the ground.

The Middle East has a rapidly expanding legal market with the majority of international law firms based in the United Arab Emirates, this information focuses on the UAE, particularly Dubai, as it is the key business and legal centre.

The UAE economy is buoyant and increasingly becoming diverse with tourism and real estate becoming key economic areas. GDP is comparable to any wealthy Western nations, making the country an attractive place for expatriates. The impressive growth in Dubai's economy has been aided by investment friendly legislation such as "free zones" found through out the UAE offering tax incentives. Dubai International Financial Centre (DIFC) and its stock market (DIFX) has attracted foreign investment.

[www.nortonrose.com](http://www.nortonrose.com)

## LEGAL MARKET

The UAE legal market has experienced a dramatic increase since early 2004 with a wave of major international firms establishing offices there. Firms are willing to recruit from most Commonwealth countries and Arabic language skills are not required.

Abu Dhabi is the largest emirate, and most law firms are based here and in Dubai, with some International firms having a presence in both centers. Dubai is one of the fastest growing cities in the world and there are some of the worlds largest infrastructure and construction projects deals being done here.

The key areas of practice are:

- Projects & Construction
- Energy
- Banking & Finance
- Dispute Resolution
- Commercial Property
- Corporate & Commercial
- Islamic Finance

The work in the larger law firms includes a full range of non-contentious corporate and commercial matters; regularly advising on establishing and conducting business in Dubai and the Emirates, joint ventures, mergers and acquisitions, employment matters, distribution and franchise arrangements, and the protection of intellectual property rights. Most lawyers who make the move have between 2–7 years post qualification experience.

## REMUNERATION

On average, salaries for lawyers working in the UAE are payable in US dollars and are commensurate with leading UK salaries, however there is no income tax payable on salaries in the UAE.

## KEY FIRMS

The main law firms in the UAE include (alphabetically):

- Afridi & Angell
- Allen & Overy LLP
- Al-Sayegh Richards Butler
- Al Tamimi & Co
- Baker & McKenzie
- Berrymans Lace Mawer
- Clifford Chance
- Clyde & Co
- Denton Wilde Sapte
- DLA Piper Middle East LLP
- Habib Al Mulla & Co
- Herbert Smith
- Linklaters
- Lovells
- Masons Galadari
- Norton Rose
- Reed Smith Richards Butler LLP
- Simmons & Simmons
- Shearman & Sterling LLP
- Trowers & Hamlins
- Vinson & Elkins

## REGIONAL INFORMATION

The UAE is a federation of seven Emirates (Abu Dhabi, Dubai, Sharjah, Ras Al Khaimah, Ajman, Umm Al Qawain and Fujairah) six of which federated in December 1971 after independence from Britain; Ras Al-Khaimah joined in 1972. Since that time, the UAE has developed rapidly into a nation with modern infrastructure and a high standard of living.

There are an increasing number of areas where western expats tend to live, such as Jumeirah, Umm Suquiem, The Springs, Dubai Marina and Mirdiff. Families tend to live in villas, either bungalows or two storey buildings. In Abu Dhabi, AC Khalidiyah is a popular area.

## QUALITY OF LIFE

The quality of life in the Middle East is excellent. The large international business community has led to a wide range of recreational activities, shopping and sports facilities for families being established. In Dubai, crime is extremely low, and English speaking schools with an English curriculum are available.

With the added advantage of no income tax payable on earnings, most people who decide to move to the UAE find that they live well. The cost of living is similar to Australia, New Zealand or the UK, due to the recent surge in property prices.

## ENTERTAINMENT

The social scene in Dubai is excellent, with many great restaurants, bars and clubs. There is certainly something to suit every taste and budget. The best guide to life in Dubai is 'Time Out' which offers a 'warts and all' look at what is on offer every month.

Off-roading/dune bashing and camping are popular activities amongst the expats during the cooler months. A 30 minute drive out will find you in the middle of rolling sand dunes with only a camel for company.

Dubai is not a 'dry' Emirate (Sharjah is the only Emirate that is) though the consumption and purchase of alcohol is controlled. The law states that only hotels or private clubs can serve alcohol though it seems that the interpretation of this law is stretched pretty thin sometimes.

## WOMEN IN THE MIDDLE EAST

Women are welcome in international law firms that operate in most of the Middle East, and also rise to high levels in many domestic firms. Treatment differs slightly from country to country. However women who work in the UAE will not find much change in their lifestyle, whereas working as a female lawyer in Saudi Arabia is quite challenging. In all Middle Eastern countries it is advisable for women to dress modestly. Many women play key leadership roles in the business community and government.

## VISAS FOR THE UAE

Residence Visas are issued by the Naturalisation and Immigration Department at the Ministry of the Interior.

The process for obtaining a residence permit is not too rigorous, and it will generally be granted to anyone who is from a western country with a work permit (and their families) – as long as they have a job and some qualifications.

## OTHER MIDDLE EASTERN OPPORTUNITIES

### Bahrain

The Kingdom of Bahrain is a large desert archipelago made up of 36 small islands in the Persian Gulf. The capital Manama is linked by roadway to the eastern coast of Saudi Arabia. Bahrain is the Gulf's financial centre with over 365 banking institutions within the kingdom and a well established regulatory framework. Accordingly, there is a strong legal market despite Dubai emerging as a rival commercial centre. The country is very keen to attract foreign investment and allows non-nationals to own 100% of businesses and property in specific areas, including Manama.

### Oman

The sultanate of Oman is located on the south-east corner of the Arabian Peninsula. It is bordered to the West by Saudi Arabia and to the north-west by the UAE. Sultan Qaboos Bin Said who acceded the throne in 1970 directed that oil revenue be used to modernise the country's infrastructure and government structure. The Omani legal market is small, although several well known international firms have established offices in the capital, Muscat.

### Qatar

The state of Qatar occupies a small peninsula in the Persian Gulf, bordering Saudi Arabia and the UAE. The current Emir, has transformed Qatar into a thriving economic centre for trade and investment. Since 2006 when restrictions on foreign law firms have been eased, the legal market has opened up with a number of elite international firms opening offices.

# CONTACT US

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