

CLEARY GOTTLIB

**Innovative Work**  
**Extraordinary People**



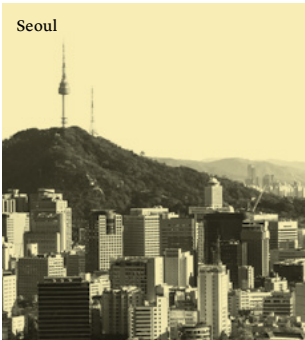
Washington, D.C.



London



Seoul



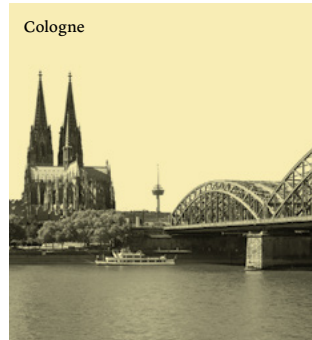
New York



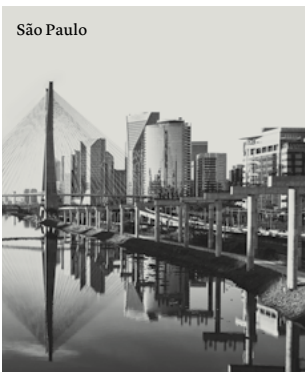
Hong Kong



Cologne



São Paulo



Abu Dhabi



Brussels



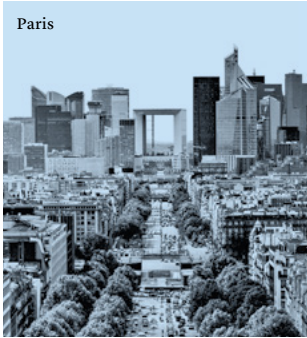
Rome



Milan



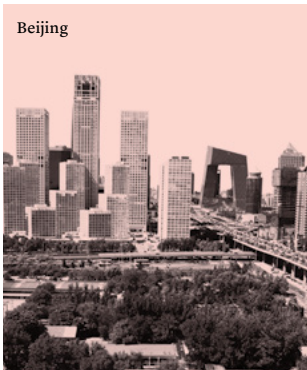
Paris



Frankfurt



Beijing



Bay Area



In 1946, seven distinguished lawyers had the vision to regard the law as a global profession and the courage to create a firm dedicated to the concept that legal excellence can be achieved only when lawyers in a firm cooperate in their practice rather than compete. In so doing, the founders of Cleary Gottlieb created an environment where collegiality, trust, and respect are the guiding principles under which we work all over the world today.



# A Focus on Excellence



“Cleary Gottlieb has been a global firm since the very beginning, and we understand the value of this for our clients and our culture. We take opening an office seriously and understand the commitment it represents to a region. When you walk into any of Cleary’s 16 offices, you immediately sense that it is part of one integrated firm.”

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**Francesca Odell**

Partner

**“The firm’s international presence and depth is very valuable and their ability to facilitate a global approach while advising on local nuances is top-tier.”**

*Chambers Global, 2024*

Ranked No. 1 in  
the “Global Elite”

*Global Competition Review,*  
2024

Top 15 Firm  
on the A-List

*The American Lawyer,* 2023

Law Firm of  
the Year in  
Latin America  
(for a record 11th time)

*LatinFinance,* 2023

Clients trust us to handle their most challenging assignments, including innovative deals, large corporate transactions, and high-profile litigation.

Our work is complex, and we believe you will find it interesting and rewarding. At Cleary, you’ll have the opportunity to work on top-notch cases and transactions where the stakes are the highest and where your talents can make a difference in the outcome of a case or completion of a deal.

Cleary ranks at or near the top of every list measuring law firm success, including *Vault*, *Chambers*, *The American Lawyer* and its “Diversity Scorecard,” and the *Financial Times*’ “U.S. Innovative Lawyers” report.

“We focus on teamwork and delivering results. It’s all about getting the best possible outcome for our clients.”

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**Jeremy Calsyn**  
Partner



# A Pioneer in Globalizing the Legal Profession

We are proud of the way we build our presence abroad. The offices we open in new locations are staffed with homegrown Cleary Gottlieb lawyers, which preserves our culture. Equally important, we bring the talents of lawyers across the firm to bear on issues facing local clients.

We've routinely received "matter of the year" and individual lawyer awards from a range of publications, including *The American Lawyer*, *The Asian Lawyer*, *Asian Legal Business*, *China Business Law Journal*, *Euromoney*, *India Business Law Journal*, *Institute of Competition Law*, *International Financial Law Review*, *International Tax Review*, *LatinFinance*, *Latin Lawyer*, *Law360*, *LegalCommunity*, *Project Finance*, and *Turnarounds & Workouts*.



“I’ve been resident in Cleary offices in the U.S. and UK—that kind of immersive international experience has made me a better lawyer and impacts how I approach every matter that crosses my desk.”

**Jamal Fulton**  
Partner



“One thing that became clear to me when I worked in our Brussels office: Cleary Gottlieb is, to its core, a global firm. The lawyers in each of our offices have the combination of local and international perspectives needed to do their work at the highest level.”

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## Daniel Culley

Partner

65

languages  
spoken

71

countries  
represented

1/3

of our partners  
have worked in  
two or more of  
the firm's offices

### **International Counsel Law Firm of the Year**

*Chambers Brazil Awards, 2024*

### **Client Service Award**

*Chambers Middle East Awards,  
2024*

### **International Equity Capital Markets Deal of the Year (Luberef's \$1.32 billion IPO)**

*Bonds & Loans Capital Markets  
& ESG Finance Awards, 2024*

### **Sovereign Sustainable/ ESG Deal of the Year (Uruguay's inaugural \$1.5 billion SLB)**

*LatinFinance, 2023*

### **Italian Litigation Firm of the Year**

*TopLegal Awards, 2023*

### **Best Large Cap Corporate Deal (Nethys' sale of stake in telecom operator VOO to Orange Belgium)**

*Belgium M&A Awards, 2023*

### **Restructuring Deal of the Year (Garuda Indonesia's \$9.58 billion restructuring)**

*IFLR Asia-Pacific Awards, 2023*

### **South Korea International Firm of the Year**

*Chambers Asia-Pacific, 2013, 2015,  
2017, 2020, 2021, 2022, and 2023*

# Professional Development and Training

“One of the most satisfying parts of practicing at Cleary is helping new lawyers enter the profession and gain confidence in their skills as top-notch attorneys. I routinely ask junior lawyers to take the lead on key issues, interfacing directly with clients and adversaries, and building a record of experiences and relationships that will support the rest of their careers.”

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**Nowell Bamberger**

Partner

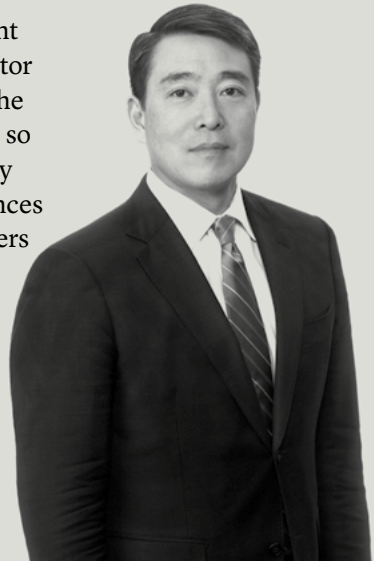


“In my mind, one of the most important things we do as senior lawyers is mentor those who are junior to us. They are the future of our firm and our profession, so we need to invest in them. Some of my most rewarding professional experiences have come from watching junior lawyers grow and develop into legal stars and good mentors themselves.”

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**Joon Kim**

Partner





## Winner: Best International Firm: Work-Life Balance

*Euromoney Americas  
Women in Business  
Law Awards, 2023*

We provide training so you can integrate quickly and take responsibility in client matters early in your career.

- All Cleary lawyers spend their first two weeks in our “miniMBA” course, which covers the basics of Wall Street, finance, accounting, and other topics usually found in an MBA course.
- A rich in-house CLE program is offered throughout the year, with comprehensive courses at all levels in all practice areas.
- First-year associates have access to training covering all of our practice areas.
- We offer a structured curriculum aimed at developing skills such as communication, negotiation, project management, business development, effective delegation, giving feedback, and more.
- All associates are supported by Attorney Development Managers, who provide feedback and guidance, and help create individual development plans.

“In addition to the many formal training and mentorship programs that the firm offers, Cleary fosters an environment of apprenticeship that empowers associates to immerse themselves – and take a leadership role in – challenging, high-profile matters. It’s an aspect of the invaluable informal education that comes with working alongside your Cleary colleagues.”

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**Katie Gonzalez**

Associate



# Senior Guidance

“Supporting the development and professional growth of new lawyers is one of our top priorities. As a senior lawyer at the firm, I consider it a responsibility and privilege to train the lawyers coming up behind me and offer them guidance as they advance in their careers.”

**Abena Mainoo**

Partner



**Cleary’s associate compensation model is based on seniority at all levels. Because we operate as a single, integrated global partnership, Cleary is able to provide clients with seamless legal representation across the world and emphasize a culture of collegiality instead of internal competition.**

80%

of our current partners joined the firm as associates

52%

of our U.S.-based associates are women

You will receive more than a handshake and an orientation package when you arrive at Cleary Gottlieb. You will start a relationship with an assigned mentor, an experienced lawyer who can guide you through professional and personal life at the firm.

Even more important, though, is the day-to-day mentoring you'll receive working with senior lawyers, advising clients, and participating in firm life. You'll have opportunities to connect with mentors both inside and outside of your practice group. Cleary lawyers take the time to help and support each other.

Our approach to mentoring is one that comes full circle. We guide your career ahead and, in turn, eventually you will help new associates advance their careers.



“At Cleary, there is no shortage of mentors to turn to if you need guidance on a particular matter or with respect to your career more generally. Taking advantage of the firm’s number one resource—its people—has been imperative to the development of my legal career.”

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**Luke Barefoot**

Partner

# Summer Experience

Your experience in our summer program will be more than academic. You'll work closely with established attorneys to play a meaningful role in firm matters. Partners and other senior lawyers supervise your work, and associates from our Summer Program Committee mentor you.

Your summer associate experience will not be confined to the Bay Area, New York or Washington, D.C. International assignments are plentiful and summer associates are given the opportunity to spend time working in Cleary's overseas offices.

Our program includes formal and informal training. We offer litigation training, 'Wall Street Lunches,' and corporate practice seminars, all of which are targeted specifically to summer associates. In addition, summer associates are invited to attend presentations that introduce them to practices throughout the firm as well as the lawyers in each area.

We also provide opportunities for summer associates to get to know Cleary lawyers and each other through events such as partner-hosted dinners, theater shows, cooking class competitions, concerts, and sporting events.



“One of the greatest benefits of my Cleary summer experience was the availability of senior lawyers to guide me in my professional development. With their formal and informal mentoring, I was able to build a career path and gain confidence in my skillset as a lawyer.”

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**Amanda Mitchell**

Associate



“As a summer associate at Cleary, you will gain exposure to our collaborative, interdisciplinary, and cross-border practice and get to know your dynamic new colleagues. This is also a great opportunity to establish mentoring relationships that can sustain you throughout your career.”

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**Matthew C. Solomon**

Partner

26

schools are represented by the students in our summer class

“I came to Cleary because it felt like a place I could work on cutting-edge legal issues with people I genuinely liked, in an environment that encouraged me to both excel professionally and be myself. My years at Cleary have proven that my first impression was exactly right.”

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**Tom Kessler**

Partner



# Recent Accolades and Awards

Our clients call on us when simple solutions will not do. We represent multinational corporations, international financial institutions, sovereign governments and their agencies, and domestic corporations and financial institutions around the world.

100% Corporate Equality Index Score

*Human Rights Campaign Foundation, 2023*

Top 15 in the Diversity Scorecard

*The American Lawyer, 2023*

250

practice and lawyer rankings earned in the *Chambers Global 2024* edition

53

of these rankings were top-tier

85K

pro bono hours

“One of the values we hold highest is delivering the best possible advice and advocacy to every client. Our clients trust us with their most difficult and novel problems, and we pride ourselves on delivering first-rate work in return.”

**Kimberly Spoerri**

Partner



“Our clients deal with complex, cross-border problems, and they come to Cleary for elegant and creative solutions. I love a legal puzzle, and nothing is more rewarding than delivering above and beyond our clients’ expectations.”



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**Amber V. Phillips**

Partner

**Recent notable achievements and awards include:**

**Merger Control Matter of the Year – Asia-Pacific, Middle East & Africa (Broadcom/VMWare)**

*Global Competition Review, 2024*

**Finance Deal of the Year (Lenovo Group’s \$547 million syndicated trade receivables financing program)**

*Law.com International Asia Legal Awards, 2024*

**National Impact Case Award - Antitrust Litigation (United States of America et al v. UnitedHealth Group Incorporated et al.)**

*Benchmark Litigation U.S. Awards, 2024*

**Competition Practice Group of the Year**

*Law360, 2023*

**International Counsel of the Year (Corporate Finance)**

*Chambers Latin America Awards, 2023*

**International Law Firm of the Year**

*IFLR Americas Awards, 2023*

**Top 5 Restructuring Firm**

*Global Restructuring Review’s GRR 100, 2023*

**Marvin E. Frankel Award for Pro Bono Service**

*Human Rights First, 2023*

# Your Career at Cleary Gottlieb and Beyond



**For more than 75 years, Cleary has been turning out some of the best and brightest lawyers and leaders.**

We understand that a law firm job can provide the training that springboards you to a career in an entirely different field, from academia to business to not-for-profit work.

We'll talk openly with you about the possibilities inside and outside Cleary. But we'll do more than help you assess your options—we'll help you reach your goals.

If the path you choose points to a long-term career at Cleary, we'll provide the training and mentoring to make you a strong candidate for senior attorney, counsel, or partner.

If you decide to look outside Cleary, we'll help you build a résumé that can lead to the right opportunity. And we have an impressive network of alumni and clients who regularly tap us to fill positions in their organizations.

We are looking for attorneys who can excel in the law as well as in business, academia, government service, and beyond.





**Our network of stellar alumni is among our proudest achievements. The range of positions that our alumni hold reflects both the quality of Cleary's legal training and the diverse interests of our lawyers.**

**We count among our alumni:**

900+

finance executives

680+

in government

250+

deans and professors

240+

general counsel and senior leaders at Fortune 500 companies

90+

leaders of not-for-profits

90+

technology company leaders

60+

officials at intergovernmental organizations

60+

start-up company leaders

35+

judges in seven countries, including EU and U.S. appellate courts

**Samuel H. Chang**  
Foreign Investments  
and National Security  
Washington, D.C.



**Blair Kuykendall**  
Antitrust  
Washington, D.C.



**Rathna Ramamurthi**  
Litigation and  
Arbitration  
Washington, D.C.



**Zach Tschida**  
Antitrust  
Bay Area



**Wankun (Charles) Wang**  
Financial Institutions  
Regulatory  
New York



**Jeeihn (Adrian) Lee**  
Tax  
New York



Elise Toscano  
Debt Finance  
New York



Erin Mason  
Structured Finance  
Washington, D.C.



Norian Watson  
Real Estate  
New York



Ignacio Lagos  
Capital Markets  
New York



## Contact Us



**Donna Harris**  
*Director of Legal Recruiting*  
U.S.



**Shaan Saeed**  
*Senior Legal Recruiting Manager*  
U.S.



**Meaghan J. McNamara**  
*Legal Recruiting Manager*  
Washington, D.C.

For more information, please email us at [US-Recruiting@cgsh.com](mailto:US-Recruiting@cgsh.com), or call us:

+1 866 247 4562 (New York)

+1 202 974 1802 (Washington, D.C.)



New York Careers



DC Careers



Bay Area Careers