



GARRIGUES

AN INNOVATIVE **FIRM**  
AN INTERNATIONAL **TEAM**

#talentogarrigues



“Our success lies in the trust placed in us by clients.

Our goal is to help them create value.

Our strategy is to recognize, attract and manage talent”.

**Fernando Vives**  
Executive chairman





# WELCOME TO GARRIGUES

We are the product of more than 80 years at the forefront of the legal industry.

Garrigues' strength lies in the talent of over 2,300 professionals of 24 different nationalities.

A global and diverse team, but with a shared culture and drive to excel.

## Our values

- Professional quality
- Highest ethical standards
- Innovation

# COVERING EVERY ANGLE OF BUSINESS LAW

At Garrigues, we advise on all areas of business law, constantly striving for excellence and to create added value for every client.

## Our services

- Administrative and Constitutional Law
- Banking & Finance
- EU & Antitrust Law
- G-advisory
- Human Capital Services
- Labor & Employment
- Securities Markets
- Corporate & M&A

- Criminal & Internal Investigations
- Intellectual Property
- Restructuring & Insolvency
- Financial Regulation
- Dispute Resolution: Litigation & Arbitration
- Tax
- Planning & Zoning

- Agribusiness and Food
- Automotive
- Sports
- Data Economy, Privacy & Cybersecurity
- Family Business
- Energy
- ESG
- Life Sciences & Healthcare
- Infraestructure

- Real Estate
- Media and Entertainment
- Fashion Law
- Private Equity
- Insurance
- Startups & Open Innovation
- Technology, Communications and Digital
- Transport, Logistics and Shipping
- Tourism and Hotels

## WORLDWIDE

Own office network in 12 countries

### America

Bogota, Lima,  
Santiago de Chile,  
Mexico City, Monterrey,  
Queretaro, New York

### Africa

Casablanca

### Europa

Spain, Brussels,  
Lisbon, London,  
Oporto, Warsaw

### Asia

Shanghai

Asia-Pacific Desk • Brazilian Desk • French Desk • German Desk • Italian Desk • Indian Desk • US-Canadian Desk

# GET TO KNOW US DURING YOUR STUDIES

If you are studying law (or a dual degree including law), Garrigues can help you build on your training and gain first-hand insight into both the legal profession and the work we do at the firm. We want you to feel a part of our team from day one. To ensure this, you will receive ongoing support and guidance from a mentor.

## Job Shadowing Program

Students in the first years of their degree



A week in the life of a partner at a law firm...

**What would that be like?**

You can

- Shadow a top lawyer in their day-to-day work
- Sit in on meetings and negotiations
- Learn about Garrigues, its team and its corporate culture
- Meet students who share the same interests and passions

## Internship Programs

Students in the final years of their degree



Types of program we offer:

**Internships during the academic year**

and / or

**Summer Program**

**You will have the chance to:**

- Take part in international projects
- Sit in on meetings and negotiations
- Learn how to research case law and legal theory
- Learn how to draft legal documents
- Attend court hearings
- Receive training
- Learn about our pro bono program
- Attend our networking events

## Internships as part of the Master's Degree for Access to the Legal Profession

Master's Degree students



Join in professional engagements that will help prepare you as a future lawyer



# KICK-START YOUR CAREER WITH US

"Working at Garrigues has exceeded my initial hopes and expectations. You are valued for your technical know-how and your knowledge of the law, of course, but the firm cares about other qualities as well, like your leadership and interpersonal skills. Your capacity to innovate and contribute new ideas and initiatives is taken into account from day one, meaning that your professional future depends entirely on you."

Leon Vidaller. Senior associate



For the tenth year running, university students have ranked Garrigues as the **best law firm to work for**

# BUILD ON YOUR TRAINING



"Garrigues is committed to ongoing training for its lawyers at every stage of our careers, to help us keep our knowledge and skills in step with the new responsibilities we take on as we advance at the firm. Having clear-cut training programs makes all the difference, since we are given the necessary tools to tackle each new challenge we face along our professional path".

Constanza Velásquez. Principal associate



# LEARN HOW TO PRACTICE LAW AT THE HIGHEST LEVEL

Training in step with new industry trends and requirements, so you can develop your full potential



## Management skills

Defined management and leadership skills training program



## Languages



## Technology and digitalization

Ongoing training in legaltech. Participation in automation, robotization and artificial intelligence projects.



## Ongoing technical training

Training, refresher and specialty courses and workshops, ranging from more traditional areas of the law to new topics such as blockchain.



## Knowledge management

Specific training on knowledge management tools and legal databases.



## Innovation

Garrigues Innovation Day, Spur Innovation Program, training in Agile methodologies and design thinking, hackathons.



# BE PART OF A CLOSE-KNIT TEAM WHERE YOUR OPINION MATTERS

Our working atmosphere is a source of pride at Garrigues. You will be in a close and supportive environment that fosters decision-making and active participation by all team members, helping you to meet your personal and professional goals.



## IN AN **INNOVATIVE** ENVIRONMENT



"I am proud to work at a law firm where innovation has always been second nature, where we are each encouraged to share our ideas and experiences and where this creative drive has spurred the launch of an Innovation Think Tank, where professionals from offices across four continents can put forward ideas for technology solutions and new ways of approaching the services we offer to our clients. Your ideas count!"

**Pedro Lemos Carvalho. Principal associate**

# TAKE PART IN PROJECTS REQUIRING A **GLOBAL MINDSET**

Our multidisciplinary and international teams are experts in both established and emerging sectors and are capable of offering a 360° perspective.

Tackling challenges from just one angle is no longer a viable option. This is why we not only train our professionals to be technically robust but also to understand each client's business and the economic, social and cultural elements at play. Our work is as diverse as our client base.

"Garrigues has provided me with unique opportunities to pursue my international aspirations. After four years in structured finance and M&A at the Madrid office, the firm gave me the chance to broaden my knowledge of international business law by completing an LL.M. at Columbia University in New York, as part of the international training program Garrigues offers its professionals. This allowed me to take and pass the New York bar exam, rounding out my profile as an international transaction lawyer.

The experience gained from these opportunities, and the chance to take up secondments both within Garrigues and externally, has clear personal and professional benefits for our lawyers, and also allows Garrigues to establish itself as a truly international firm capable of offering high quality client service in a global context."

**José Luis Ortín. Partner**



## AN ATTRACTIVE CAREER

From the very outset, you know what the firm can offer: a defined career path with high expectations for personal and professional development, where internal promotions are based on rigorous performance appraisals and individual merit. We value technical expertise but we also look for empathy and the ability to build and manage a team.



"At Garrigues, all of us know the career path the firm offers, so we have clear expectations for our future at the firm. The merit- and skill-based performance appraisals each professional undergoes are very rigorous. We are obviously valued for our technical expertise, commercial profile and communication skills, but the firm also places great value on our ability to put ourselves in our clients' shoes and to build and lead teams, and on our values and human touch".

**Isabel Cortés. Partner**

## WITH OUR FULL SUPPORT

Equal opportunities are a priority at Garrigues and fundamentally define the way we manage our people. We continually roll out new measures to ensure that equality truly exists at the firm. These include the Garrigues Optimum Plan, which allows new parents to enjoy a set reduction in working hours while remaining on full pay, with time worked under the plan still counting towards professional career time. We also have a Mentoring Program to nurture the talent of our female professionals, giving them the chance to learn from the experience of another colleague at the firm entrusted with guiding them in their professional and personal development.



"The firm is committed to helping its people achieve a better work/life balance. In my case, I was able to take advantage of the Optimum Plan for two years following the end of my maternity leave. For me, it was a really positive experience. Under the plan, you have flexibility to organize your work and to reduce your working hours. I still got to be involved in major M&A deals, which was one of the main reasons I chose Garrigues when I finished my degree. It is really nice to work for an organization that can anticipate and adapt to the needs of its personnel during major milestones in their life, such as having a baby".

**Jara Atienza, Partner**



## AND AN ONGOING COMMITMENT TO **SOCIETY**

As an international legal benchmark, we are in an excellent position to address the major challenges facing society and to help build a climate of trust and security that fosters a fairer, more ethical, responsible and sustainable society. Garrigues' pro bono activities and community outreach initiatives are open to all our professionals, who are driven by a common goal of sharing their expertise, by providing legal advice and education and raising awareness of the law among the most disadvantaged groups in society.

"Garrigues allows us to participate in pro bono legal advisory processes, which is an enriching experience that brings us closer to relevant social causes, to people from other realities and contexts of our society, as well as to legal issues and branches of law different from our own specialization. The experience in pro bono cases embodies very well the role that Garrigues assumes in its service to civil society, giving back what it gives, and this motivates, inspires and shapes us as lawyers and people".

**Filipa Sousa Ribeiro. Senior associate**





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### Selection process

If you are a law student or graduate (or hold a dual qualification including law) and want to join our team, we encourage you to take part in our selection process.

We want to hear from highly-motivated individuals who are eager to learn and innovate, with solid legal knowledge and an excellent command of English. Our future professionals need to be team players, with a high level of initiative, commitment and responsibility.

We have a rolling selection process throughout the year.

Send us  
your CV



# GARRIGUES OFFICES

## International offices



**Bogota**  
T +57 1 326 9 99



**Santiago de Chile**  
T +56 2 29419000



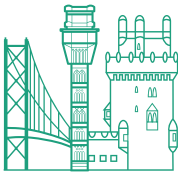
**Lima**  
T +51 1 399 2600



**Mexico City**  
T +52 55 1102 3570



**New York**  
T +1 212 751 92 33



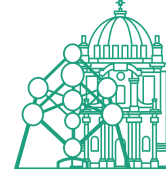
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**Casablanca**  
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**Brussels**  
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**Oporto**  
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## Offices in Spain

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**Oviedo**  
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**Palma**  
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**Pamplona**  
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**San Sebastián**  
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**Santa Cruz  
de Tenerife**  
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**Seville**  
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**Valencia**  
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**Valladolid**  
T +34 983 36 14 75

**Vigo**  
T +34 986 82 90 00

**Zaragoza**  
T +34 976 46 89 46



# MARKET RECOGNITION

Volunteer Award,  
Integra Foundation 2024

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Instrumental CEOs in the change  
towards equality Award ('CEOs palancas  
del cambio hacia la igualdad'), Woman  
Forward Foundation 2023

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Best Initiative in Diversity and Inclusion,  
8th Expansión Legal Awards, 2023

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For the tenth year running, voted most  
attractive employer by law students,  
Universum 2023

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Among the elite European law firms,  
Financial Times 50 Most Innovative  
Law Firms in Europe 2023 (in terms of  
innovation, digital, people and social  
responsibility)

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Only law firm among the top 10  
companies to work for, Actualidad  
Económica 2021-2022

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Equal Opportunity Employer  
certification from the Spanish  
government, in recognition  
of Garrigues' work on equality



## GARRIGUES

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