

## DE BRAUWERIJ AND THE BREWERY

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### 1 WHAT ARE THE MAIN FEATURES OF THE BRAUWERIJ/BREWERY TRAINING PROGRAMME?

De Brauwerij and The Brewery programme last for a period of six months and consist of legal and skills-based courses, as well as a personal leadership programme which continues after the first six months. Dutch or English language classes are also available. Most courses are for both De Brauwerij and The Brewery. The groups are only separated when the content of a course is relevant for merely one of the groups. Examples of courses that we offer: Do's and Don'ts in court, Oral and Written Advocacy, and Professional Ethics. The daily running of De Brauwerij and The Brewery is coordinated by experienced partners and senior associates.

### 2 WHAT IS THE DIFFERENCE BETWEEN DE BRAUWERIJ AND THE BREWERY?

De Brauwerij is designed for Dutch-speaking graduates who meet the requirements to be admitted to the Dutch Bar (civiel effect + master in law). The Brewery is meant for international graduates who do not meet the requirements for admission to the Dutch Bar (but do have a master in law degree).

### 3 IS IT POSSIBLE TO BEGIN WORKING AT DE BRAUW BEFORE DE BRAUWERIJ/THE BREWERY STARTS?

Starting in De Brauwerij/The Brewery is preferred. We sometimes make exceptions on an individual basis.

### 4 WHAT IS THE WORKING LANGUAGE IN DE BRAUWERIJ AND THE BREWERY?

Where possible, we will speak English, but Dutch will be used in the legal aid cases handled by the associates in De Brauwerij.

### 5 HOW MANY PEOPLE ARE THERE IN A BRAUWERIJ/BREWERY COHORT?

On average, the combined De Brauwerij/The Brewery group will consist of around 15-20 associates.

### 6 WHICH LANGUAGE WILL MY JOB INTERVIEW BE IN?

Interviews for De Brauwerij are conducted in Dutch if you are meeting with a Dutch-speaking partner or counsel, and in English if the interviewing partner or counsel is not a Dutch speaker. Interviews for The Brewery are conducted in English.

### 7 WHY DO I START ON A 3.5-YEAR CONTRACT?

The Netherlands Bar requires that we offer associates with a Dutch law degree an initial 3.5-year contract, as this is how long their training as a Dutch "advocaat" will take. As our approach is to treat all of our associates equally, you will get the same fixed-term contract if you join The Brewery.

### 8 WHAT IS DE BRAUW'S OFFICIAL LANGUAGE?

English. All firm-wide communications and events are in English and, as a general rule, courses are given in English as well. There are exceptions, for example where the course content is closely related to Dutch law and only relevant to Dutch lawyers.

## CAREER TRACK

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### WHAT DOES MY CAREER PATH LOOK LIKE AFTER DE BRAUWERIJ/THE BREWERY?

After completing De Brauwierij or The Brewery, you will join one of our practice groups for a period of 18 months. While we do take your preferences into account before you are assigned to a specific practice group, we cannot guarantee that you will join the practice group of your choice. After 18 months, you will rotate to a different practice group to ensure that you gain sufficient experience in both transactional and litigation/regulatory work.

After 3.5 years, you will either be offered a senior associate position at De Brauw, with a permanent contract, or you will receive support to plan your transition to a suitable position elsewhere.

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### WHAT ARE MY PROSPECTS OF BECOMING A SENIOR ASSOCIATE AT DE BRAUW?

Of course, we hope that everyone in De Brauwierij/The Brewery becomes a senior associate at De Brauw. We never limit the number of senior associates appointed in any given year. Whether we make you an offer to become a senior associate simply depends on your development and performance as an associate.

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### WHAT ARE THE OPTIONS FOR A SECONDMENT?

There are several options. You can be seconded to a client in the Netherlands or abroad. You can also be seconded to a foreign law firm that we have a close relationship with. Secondments are normally reserved for senior associates, so you wouldn't be seconded in your first few years at De Brauw. However, associates (and senior associates) may get the opportunity to work at one of our own offices abroad (most likely in Brussels or London).

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### DO I NEED TO HAVE A CERTAIN EXPERTISE OR KNOW IN WHAT TYPE OF EXPERTISE I WANT TO WORK?

No, you are not required to have any specific expertise. We very much welcome open-minded and curious people, who see a challenge in every type of matter.

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### DO I HAVE TO ROTATE FROM A LITIGATION/REGULATORY PRACTICE GROUP TO A CORPORATE PRACTICE GROUP OR VICE VERSA AFTER 1.5 YEARS?

We believe it is important for any associate's development to gain both corporate and litigation/regulatory experience, so, as a general rule, everyone will have to rotate.

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### I HAVE PREVIOUS WORK EXPERIENCE – WILL THAT BE TAKEN INTO ACCOUNT?

Everyone starting in De Brauwierij/The Brewery will start at the same level and on the same salary. There is one exception: associates with a PhD degree will be offered a higher starting salary. Your previous work experience may be relevant when a team is being staffed in a new matter handled by your practice group.

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### CAN I SPECIFY THE TYPE OF MATTERS I WOULD LIKE TO WORK ON?

We would love to know where your main interests lie, but we also expect you to be open to new experiences. We always try to make a match between matters and the people working on them, and we do try to take into account your preferences and development needs in addition to team composition requirements.

## WORK-LIFE BALANCE

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### 16 WHAT DOES DE BRAUW DO TO ENSURE ASSOCIATES' WELLBEING?

A lot. For example, we have an HR team in charge of staffing our matters, making sure that the workload is spread equally and preventing people from consistently being too busy. We also have an internal wellbeing coach and an app with meditation and breathing exercises and tips for sleeping well. We contribute to the cost of gym membership, and we have several platforms facilitating open conversations about work/life balance and other wellbeing-related topics. The latter includes a mentoring programme: each associate and senior associate has a 'leadership partner', a partner who is in close contact with them and about how they are doing, how busy they are and how their development is progressing.

### 17 CAN I WORK FROM HOME?

During your first six months, while in De Brauwerij/The Brewery, you will work at our Amsterdam office full time and during regular office hours, so working from home will not be possible during this initial period. Once you have moved to your first practice group, you can work from home in line with our internal policies.

## BRAUWERIJ: PROFESSIONAL EDUCATION REQUIREMENTS (BEROEPSOPLEIDING)

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### 18 WHAT IS INVOLVED IN BECOMING A DUTCH "ADVOCAAT"?

The Netherlands Bar Professional Education programme for Dutch lawyers focuses on the ethics and skills needed to practice law at the standard required. This programme takes two years to complete. You will need to take an ethics exam and also successfully complete two "integrative" whole-day tests: a moot court and simulated negotiations. A group of senior associates will help you prepare for both days. You will not receive a grade for the exams; you will either pass or fail.

The Netherlands Bar Association publishes its exam regulations on their website:  
(<https://www.beroepsopleiding.advocatenorde.nl>).

### 19 DOES DE BRAUW ALLOW TIME TO PREPARE FOR THE NETHERLANDS BAR EXAMS?

Yes, you can take two days paid study leave before each exam.

## BREWERY: WORKING IN THE NETHERLANDS AS A FOREIGN LAWYER

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### **WILL DE BRAUW WANT ME TO BECOME A QUALIFIED LAWYER IN THE NETHERLANDS?**

No. It is not necessary to become a qualified lawyer in the Netherlands.

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### **WILL THE FIRM HELP ME TO OBTAIN MY FIRST (OR SECOND) QUALIFICATION?**

Yes, in The Brewery you will start with the process of qualifying as a solicitor in England & Wales, also if you are already qualified as a lawyer in another country.

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### **WILL THE FIRM HELP ME TO MAINTAIN MY EXISTING QUALIFICATION?**

Yes, as a general rule we will.

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### **CAN I PRACTISE LAW IN MY "HOME" JURISDICTION?**

Possibly. From our headquarters in Amsterdam, our clients and therefore our work branches out internationally. If we handle a matter relevant to your home jurisdiction, or work with local counsel from that jurisdiction, you may be asked to join the team in question.

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### **WILL I BE ASKED TO WORK ON MATTERS IN MY "HOME" JURISDICTION ONLY?**

No. Your experience or knowledge of your home jurisdiction is only one of the factors that may be considered when building a team to work on a specific matter.

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### **AM I EXPECTED TO LEARN TO SPEAK DUTCH?**

No. The official language at De Brauw is English. That said, Dutch language classes up to B1 level are always available if you want to learn to speak, read and write basic Dutch. Learning even some basic phrases and vocabulary in Dutch can sometimes be useful (and often fun!)

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### **WILL DE BRAUW HELP ME FIND ACCOMMODATION IN AMSTERDAM?**

We do not actively assist in finding a place to live, but we can certainly share helpful contacts and websites, and point you in the right direction to make your search easier. It can be difficult to find accommodation in the centre of Amsterdam, and many colleagues choose to expand their search area to towns and cities relatively close to Amsterdam, such as Amstelveen, Leiden, The Hague and Utrecht.

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### **DO I NEED A VISA AND WILL YOU ARRANGE ANY NECESSARY WORK PERMIT FOR ME?**

Once you have been offered a place in The Brewery, our HR colleagues will reach out to you to discuss the next steps. You may need a visa and/or a work permit, depending on your individual circumstances (that is, your nationality and/or current place of residence). You will have to provide us with all the necessary documentation and together we will take care of this process.