

An Overview of the European & Swiss Legal Market

Naveen Tuli | Global Managing Director

Tanja Albers | Director, European In-House

Angela Floyd | Managing Consultant, Switzerland | +41 7 8742 7382 | Angela.floyd@laurencesimons.com

Legal Department Benchmarking



- **Naveen Tuli**
- Global Managing Director
- London office
- With Laurence Simons since 1990
- UK Barrister

Laurence Simons



- International Legal & Compliance Recruitment
- Established in 1988
- Offices in 13 countries
- Over 60 staff worldwide
- 400+ permanent placements in 2011

Survey Background

- Laurence Simons and ACC
- 114 legal departments
- Global HQ's in 17 countries – 4% in Switzerland
- EMEA HQ's – 13% in Switzerland
- Manufacturing & Engineering (13%), Life Sciences (11%), Electronics (9%) and Software & Services (9%)

Key Findings

- EMEA Revenue - **€2.28 billion**
- EMEA dept size - **10.5 lawyers**
- Located in **6 territories**:
 - UK 36%
 - Germany 29%
 - France 24%
 - Spain 12%
 - Belgium 11%
 - **Switzerland 11%**
- Revenue per lawyer - **€17m**
- Internal legal spend - **€3.8m**
- External legal spend - **€5.8m**
- Total legal spend - **€9.6m**
- Fully loaded cost per lawyer - **€204 per hour**

- **How does your department compare?**

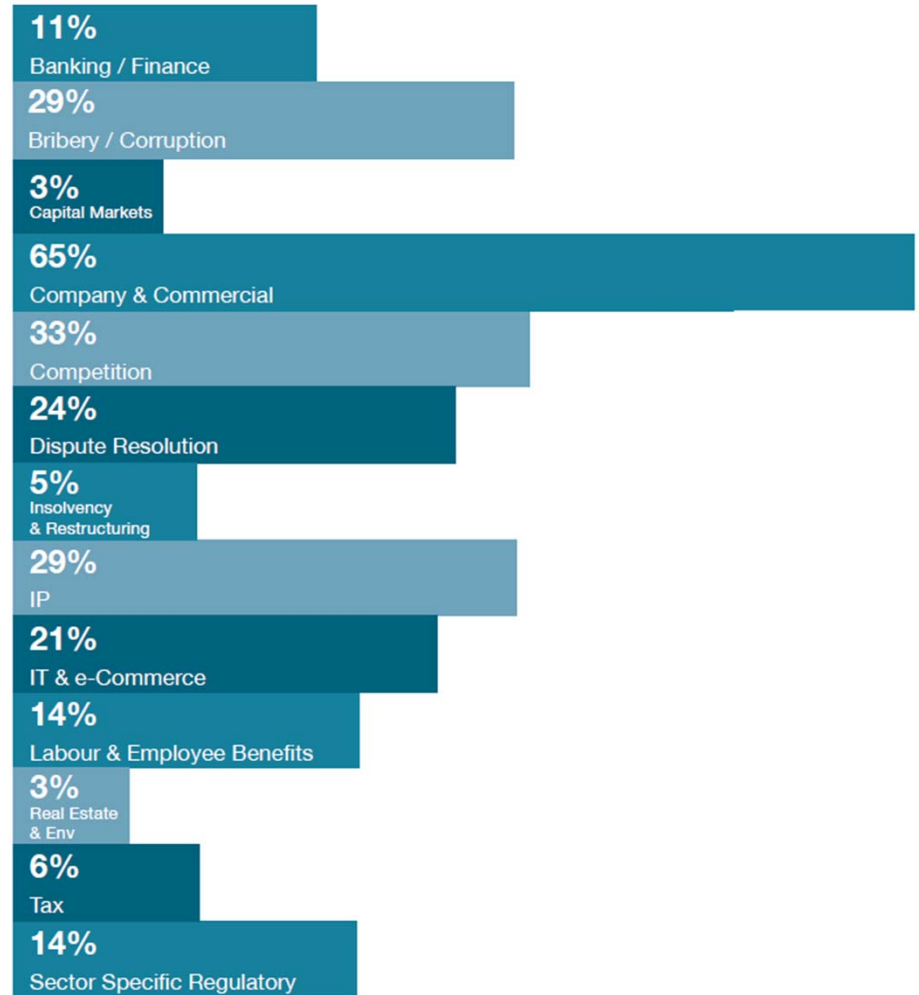
Mission Critical

Areas of legal work deemed mission critical

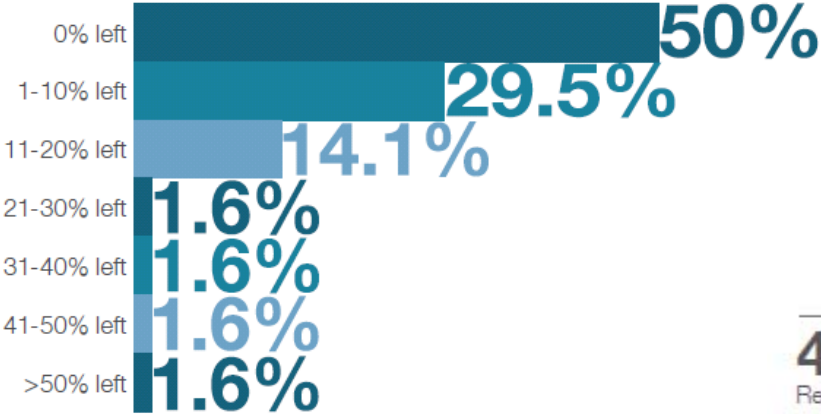
- Company and commercial (65%)
- Competition (33%)
- Bribery and corruption (29%)
- Intellectual Property (29%)

Moving forward

- 88% thought it unlikely to see a change of focus for 2012
- Focus on the need for legal teams to be better informed and more cost-effective than external providers

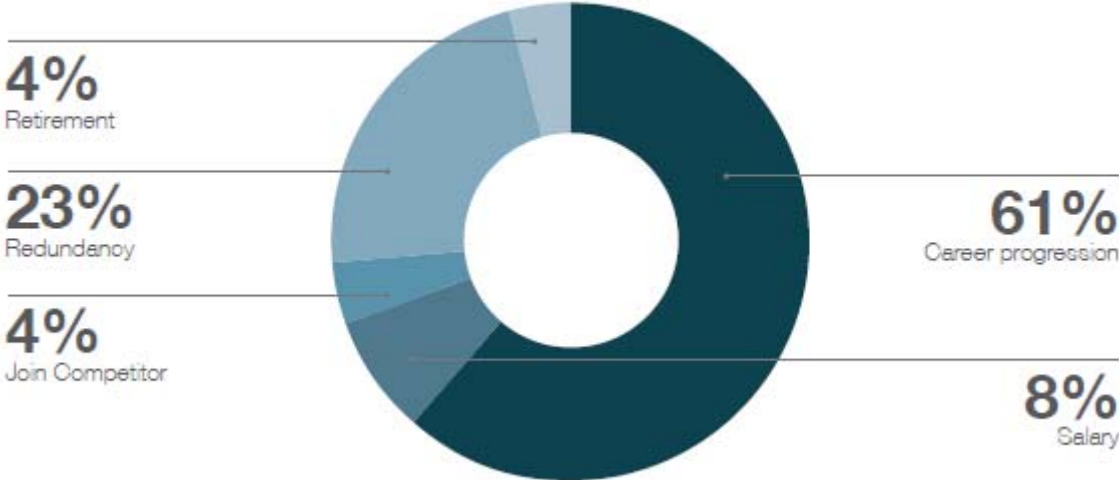


Retention

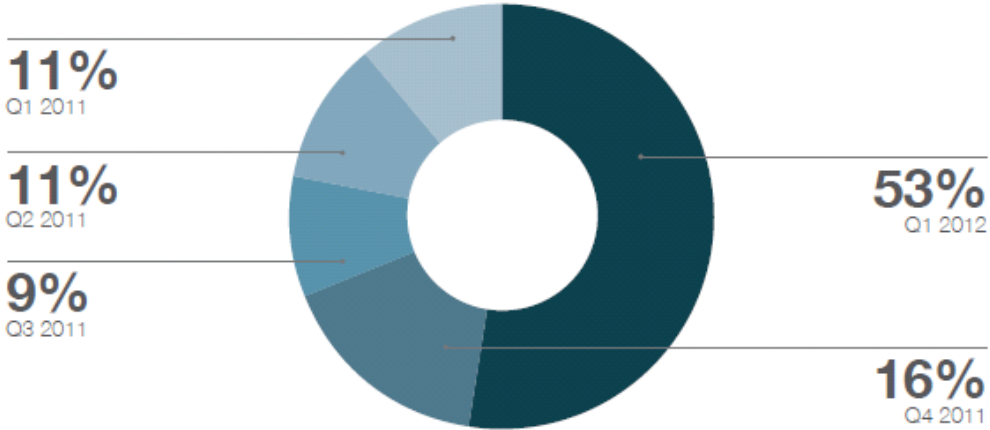


- 50% lost no staff
- 30% lost 1-10%
- 14% lost 11-20%
- 6% lost more

- 61% career progression
- 23% forced redundancy



Department Growth

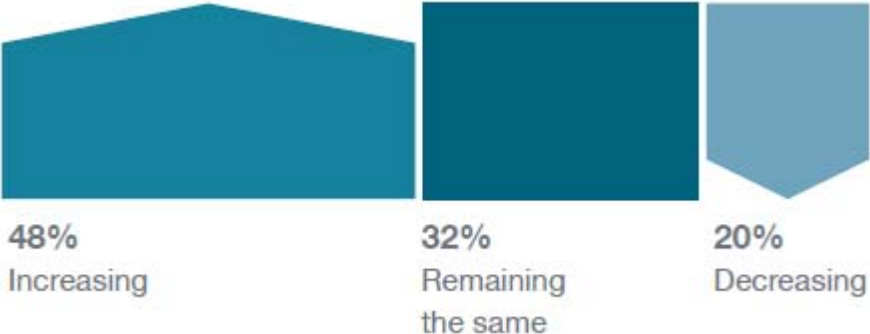


Headcount over the last 2 years:

- 48% increase
- 32% the same
- 20% decrease

When last did you hire?

- Q1 2011 – 11%
- Q2 2011 – 11%
- Q3 2011 – 9%
- Q4 2011 – 16%
- Q1 2012 – 53%



Trends in Europe



- **Tanja Albers**
- Director of European In-House
- Amsterdam office
- With Laurence Simons since 2004
- Dutch Lawyer

Overview of the European In-House Legal Market

- What we have seen since the GFC and European Crisis?
- Law firm vs In-House perspectives

Where is the demand?

Legal Specialisms (In-house):

- Corporate & Commercial
- Compliance
- IP and Patents
- Labour Law

Sectors:

- Life Sciences
- IT & Telecoms
- Energy

Locations:

- UK
- Germany
- France
- Switzerland

Legal Specialisms (Law Firms):

- Energy
- International Arbitration
- Private Equity/Funds
- Corporate with Expertise in Life Sciences or IT/Tech
- White Collar Crime

In-House Salary Snapshot (in €s and base only)

	6-7 years	10-11 years
Switzerland	140	180
Dubai	133	182
UK	96	130
Germany	86.5	103.5
Ireland	85	100
France	76.5	96
Netherlands	71.5	96.5
Belgium	66.5	88.5
Italy	66	93
Russia	59	100
Spain	59	88

Trends in Switzerland



- **Angela Floydd**
- Managing Consultant, Switzerland
- Geneva office
- With Laurence Simons since 2008
- UK Solicitor

Trends within the Swiss In-House Market (AF)

Switzerland – a focal point for multinationals



a note of caution...

Who's hiring? Growth Industries

- What sort of profile are they after (non legal skills)
- Genuine and trusted business partner

Soft Skills

Leadership	Business Acumen	Managerial Experience	Additional Soft Skills
Can influence	Knows the business	Track record	Strong intellect
Can make hard decisions	Advises on risk/reward trade-off	Building and motivating	Independent thinker
Can handle ambiguity	Sees ahead clearly	Climate where people can excel	Strength of character
	Knowledgeable in current and aware of possible future laws	Prioritises and focuses the function	Savvy
			Mature
			Down to earth
			Humour
			Communication
			Networking

Marketability

- Networking – raise your profile
- Use your recruiter/headhunter effectively

A dark teal background featuring a faint, light-colored world map. The map shows the continents of North America, South America, Europe, Africa, and Asia. The text "Thank You" is centered over the map.

Thank You



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