



The Bierens Traineeship





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**JUSTICE FOR
CREDITORS!**

Introduction

Welcome to the Bierens Traineeship. We are Bierens Debt Recovery Lawyers (or Bierens Avvocati del Recupero Crediti, or Bierens Inkasso Rechtsanwälte...) Bierens is one of the fastest growing law firms in Europe and we have multiple offices and branches all over Europe, in New York and in Shanghai. Founded by Frits Bierens in 1952, we are one of the most innovative law firms out there, and we are still family run today.

Our goal is to keep expanding our services internationally and create a network of in-house lawyers all over Europe. Currently we cover 12 different European countries at Bierens with our own lawyers and our mission is to reach 30 different countries by 2020, so we need your help! To remain innovative, open-minded and creative, it is important that we continue to hire young ambitious people. At Bierens, we provide more than just legal training, since modern lawyers need to become more commercially skilled nowadays. These goals combined created The Bierens Traineeship.

The Bierens Traineeship is a unique international traineeship in Amsterdam for one or two years, where in-house international legal training and business training will be combined with building your own legal practice and client network. Your legal practice will be focused on your country of origin and international law. After successfully completing The Bierens Traineeship, you will be offered the possibility of a permanent contract at Bierens in Amsterdam, Antwerp, Barcelona, Dusseldorf or Rome, or the opportunity to start a brand new Bierens law firm in your home country.

Find more information about the Traineeship in the next chapters.

About Bierens group

Bierens is a family run law firm from the Netherlands founded in 1952, with offices in Veghel, Amsterdam, Antwerp, Barcelona, Düsseldorf, Rome, New York and Shanghai.

Currently we employ over 100 staff members and in the upcoming years we will continue to open more offices in other European countries.

Since 2000, we have been expanding internationally to become the only law firm in our area of expertise that covers whole of Europe with multiple offices and in-house lawyers from many different countries.



We are creating an international community of lawyers, to offer a complete European service to our clients.

The law relating to protecting creditors' rights is our main focus and our specialty is commercial debt recovery.

Furthermore, we have many specialists in other areas of law that are closely linked with creditor protection, such as: private international law, contract law, international trade law, insolvency and bankruptcies and transport law.

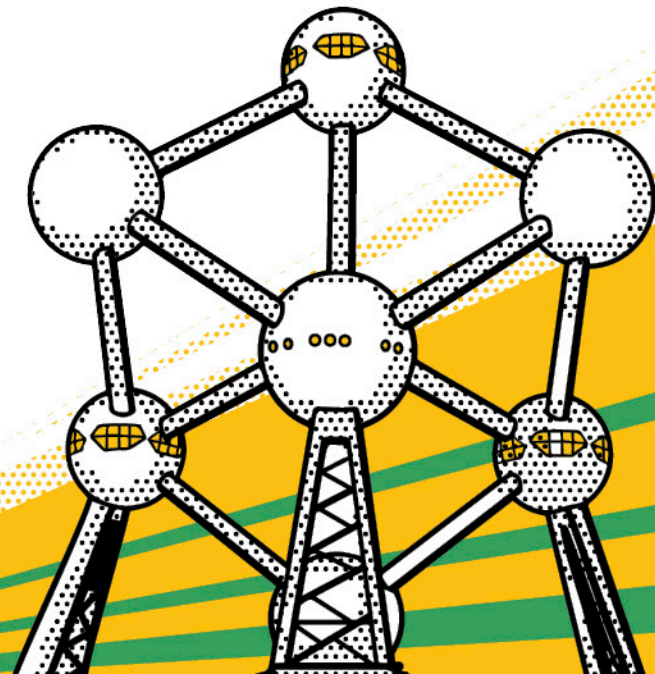
We are based in several European countries and employ many different international lawyers at our Amsterdam office.

Currently we have 12 different nationalities representing our Amsterdam law firm.

We work for many multinationals like: Canon, Phillips, Diesel, E.ON and Deutsche Bank, but we have many small- and medium-sized companies on our client list as well.

Bierens was also awarded the "Great Place To Work" certificate in 2016, and we also won two national awards in the Netherlands for our services.

Go to www.bierensgroup.com to find out more.



What is The Bierens Traineeship?

No ordinary traineeship

The Bierens Traineeship provides an exceptional internship for law school graduates who have the possibility to create their own international legal practice and client network as part of the Bierens group.

You will see that we offer more than a regular traineeship. Next to in-house legal training, we provide you with training in many other areas, which provides the full set of skills required by modern lawyers, such as: business and commercial, international assignments and learning how to run your own legal business, all in an inspirational working environment.

Trainees will be working as a team, so The Bierens Traineeship will contain both group and individual objectives.

Build your own practice

Our experienced professionals provide you with in-house legal and business training on a practical level to support you in your work.

These professionals are lawyers and various in-house business professionals at Bierens.

Seminars and training sessions are practical and are meant to be implemented when building your own legal practice.

Next to these training sessions you will have the entrepreneurial freedom to build your own client network and make some of the decisions regarding your practice yourself.

As you will have more responsibilities than a regular trainee, this will give you a chance to develop yourself, develop commercial and

creative skills and use your law degree abroad.

Basically you create your own business under the international Bierens umbrella, with the necessary guidance.

A European network

Every year in October, five trainees from five different European countries will start their traineeship at Bierens in Amsterdam.

In order to complete a full European network of in-house lawyers, we will recruit five new trainees every year.

The legal practice will be focused on the law of your home country and international law.

The legal activities and training sessions are mainly based on international and domestic commercial debt collection, private international law, international trade law and contract law.

Bierens is growing exponentially and currently we have lawyers from 12 different countries working at Bierens. Our mission is to cover 30 European countries in-house by 2020.

Road of Progression

Next to your training sessions you will of course build your own practice. Obviously,

Bierens will provide you with the necessary guidance. The growth of each individual practice and group objectives will be measured according to the road of progression.

The road of progression consists of a maximum of 4 semesters (pending on your program; one or two years) and multiple checkpoints.



Checkpoints

The checkpoints measure the activities and results; this includes for example: the number of cases and new clients, the potential of the domestic market and the motivation of the trainee.

After successfully passing a checkpoint, a business trip abroad or a bonus will be awarded. When you complete an individual objective you will earn a bonus.

When all trainees together complete a group objective, an international business trip or bonus will be awarded to all trainees. Checkpoints are every three months and a requirement for some of the group objectives is that every trainee has to pass that checkpoint, so teamwork is very important.



The experience

Community

Working as a trainee at Bierens is a great experience. Bierens has a very friendly and international working environment. During your regular working week we make a distinction between entrepreneurial hours and training hours.

Entrepreneurial hours are hours that you work your practice (do your cases and acquire clients) and training hours are the hours related to your in-house training.

Also teambuilding activities, like brainstorm sessions over a beer and other activities that stimulate creativity will form part of your agenda.

Training hours take place at a set time frame for all trainees and your entrepreneurial hours are yours to plan.

This means that you can work from home or at the designated Bierens lab, which is an inspirational common working area for all trainees. You will be contributing to a community amongst trainees and teamwork is very important since there are both group and individual objectives.

We are trying to build an international community where we do things differently than the old-fashioned law firms. At Bierens we believe that is the way to success and this way we stimulate personal development and growth.



In-house legal and business training

Your legal practice will be focused on your legal system of origin and international law. The main areas of law that you will practice and will be trained in are:

- *Commercial Debt Collection*
- *Private International Law*
- *Contract Law*
- *International Trade Law*
- *Comparative Law*
(different legal systems)
- *Insolvency and Bankruptcy*
- *Transport Law*
- *Law of Obligations*

Next to legal training, you will have in-house training by Bierens professionals in topics like:

- *Marketing*
- *Online Marketing*
- *Business Development/Sales*
- *Cultural differences*
- *Communication and Social Media*
- *Account Management*
- *Negotiation*
- *Networking*

All seminars will be on a basic and practical level, so that you can apply them when building your practice. Some of the training sessions will be organised in Barcelona or Antwerp and occasionally we will invite an external guest speaker.

Commercial Debt Collection

Bierens is a niche law firm and our core business is commercial debt collection. This should not be confused with the call centres that collect your phone bills, since we only work for companies with claims against other companies (B2B). Although that might sound a bit vague, there is way more to it than people think. Think about international law, terms and conditions, contract law, private international law and out-of-court settlement which requires skilful negotiation. The traineeship will focus partly on commercial debt collection, but also on the various other legal topics, as previously discussed.

The second year (semester three and four) will be based on more entrepreneurial freedom and therefore a much bigger challenge.

After successfully passing one year at The Bierens Traineeship, you will still have the opportunity to extend one more year as a trainee if you inform us before the end of semester two.

After a maximum of two years traineeship, you will have the opportunity to work at Bierens under a permanent contract in Amsterdam, Antwerp, Barcelona, Dusseldorf or Rome.

Contract

Duration

New trainees have the possibility to sign up for the Traineeship for one or two years.

There is a difference between the first and second year of the Traineeship. The first year basically follows a road of set objectives (first two semesters) and will have more guidance than the second year.



Also the possibility of starting a new Bierens law firm in your country of origin can be discussed. This would mean that you will manage your own law firm in your own country.

In order to start a firm in your country, we will have to hire a lawyer who will be working at that firm as well.

If you want to leave Bierens after your traineeship, you will receive a Bierens Traineeship Diploma and recommendation in order to find a job at another firm.

Salary and bonus

A starting contract for the Traineeship is based on 20 hours per week with a starting salary of 800 euro per month.

Together with 10 training hours, a working week will account for at least 30 hours in total.

Next to the basic salary, bonuses are awarded for acquired new clients.

The bonus is based on the amount and the size of the case. Individual objectives will be awarded with additional bonuses and group objectives will be awarded with international business trips or a further bonus.

Extra hours can be added to your contract, if a bigger practice is built in due time and therefore your salary will increase accordingly.

All trainees will start their traineeship on a Dutch labor contract for 1 year and from thereon have the possibility of extension for one more year, or even a permanent contract after two successful years as a trainee.

Why The Bierens Traineeship?

We realize this looks awesome and it is awesome! It is important for you to know that we want to maintain our position as innovative law firm and want to keep growing our business rapidly. Every year we look for opportunities to develop our law firm and our employees, we always find ways to innovate our way of working.

The kind of Traineeship that we offer is new in the legal industry, given the fact that we provide business training, the international atmosphere, the group assignments and the level of responsibility. This will be a challenge, but you will learn a lot. Our goal is to expand and grow swiftly and be a one solution for all European debt collection related legal services in Europe.

This way we can develop our international network fast by expanding to other economies, using this same concept. We hire young lawyers and trainees that bring something extra to the table and that want to do something else with their law degree than a regular legal internship or job.

We have many experienced lawyers who can provide you with the necessary guidance and knowledge. The fact that you have the possibility of staying at Bierens after The Traineeship, wherever in Europe you chose to work for us, is an opportunity for you and for us to invest in each other.

Recruitment

– How to apply?

Since we are relatively new in some domestic markets, working with a bonus system is a win-win for both Bierens and a trainee. This way we can expand swiftly by hiring more trainees and bring an innovative concept within our industry. For trainees it is rare to be learning business skills and to work in such an international environment.

Bierens offers a unique and high-quality service to its clients and there is little competition in the new markets that we approach. So you can be confident that our product will open doors and that you can promote Bierens successfully within your domestic market.

In case you did not have the chance to make it to our presentation you can find an application form on our UK website; www.bierensgroup.com/en-gb, under the “job offers” tab. Look out for updates on our Facebook page too (The Bierens Traineeship).

You can also send us an email to: bierens-traineeship@bierensgroup.com, we will reply to your email and provide further information.

If you did attend our promotion lecture at your law school, you can follow the steps below.

1. At the end of the promotion lecture, there will be a list at the exit. Students who are interested can sign up and leave their email address. We will contact you with further information.

2. The first selection round will be based on CV. If you send us your CV, our HR department will select the students who go to the next round.

3. In the second round we ask you to send in a short YouTube clip of yourself, introducing yourself (this video will be strictly confidential and will not be shared with external parties).

4. When you make it to the third round, we will invite you for a skype interview.

5. The forth and final round will be a face to face interview at a surprising location somewhere in Europe.



Living and working in Amsterdam

Amsterdam is the capital of the Netherlands and has a lot to offer. There is a large international community in Amsterdam and you will find that Dutch people are very open-minded, and everyone speaks English.

The Traineeship will take place in Amsterdam for the most part and occasionally a trip to another Bierens office abroad will be made. Amsterdam is a relatively expensive city to live in, but there are many ways to find affordable accommodation.

Bierens can assist in your search for accommodation, because we have the necessary connections. Our firm is located in the heart of Amsterdam overlooking one of the canals and is easily accessible by public transport. This means that living outside of Amsterdam is also a possibility.

If you need information about any aspect of life in Amsterdam, Bierens will be there to provide full support. You will be welcomed by an international team of young and more experienced lawyers, and the team at Bierens is very close socially connected, therefore there are many team building activities amongst the employees.



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