

A wise career choice,  
to see the full legal  
picture





# Introduction to Laga

Laga is a full service business law firm, highly recommended by the most authoritative legal guides. Laga comprises approximately 100 qualified lawyers, based in Diegem / Brussels, Antwerp and Kortrijk.

Laga offers expert advice in the fields of banking and finance, commercial, corporate/M&A, employment, IT/IP, public/ administrative, restructuring, real estate and tax law. Laga provides thorough and practical solutions tailored to the needs of clients ranging from multinational companies, national large and medium-sized enterprises, and high net worth individuals, to government bodies.

Laga's mission is the following:

- We provide clients with professional service of the highest calibre, combining technical excellence, commercial judgment and responsiveness
- We abide by the highest standards of professional and ethical conduct
- We care about our clients, always seeking to understand and focus on their needs
- We operate in a team based environment, nurturing a culture of collegiality to the benefits of our clients and professionals
- We apply our legal and non-legal skills to voluntary work, investing in educational and local community partnerships.

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Laga's heavily service oriented team has quickly made it a popular choice amongst clients

Source: Chambers Europe



# Attracting top talent

## What profiles are we looking for?

- Each year, we are looking for about 10 future junior associates/lawyers to start in September in the area of:
  - Business law (banking & finance, corporate M&A, commercial - contracting, public, IP, dispute resolution, real estate);
  - Employment law;
  - Tax consulting & tax litigation;
- Candidates have a university degree in Law, extra degrees are an asset;
- Fluency in English is a must.

## How does the recruitment process happen?

The recruitment process takes place between December & March mostly.

Candidates will have an interview at the Laga campus with an HR professional and interviews with some of our experienced lawyers including partners. All candidates will also meet our Talent Partner.

## Internships & assistance to students

Every year, we receive many requests from students for internships or help with projects and research. We consider students as equally important as our young graduates, that is why they go through a selection process and we offer the best candidates the possibility to be summer trainees.



#### **Laga in a nutshell**

- Laga is a leading Belgian law firm;
- Laga offers you its true coaching culture (through buddy, consels and from your senior associates, counsels & partners);
- Laga offers you great learning and development opportunities.

#### **At Laga, you will...**

- work on challenging assignments for different clients - from multinational and large national to small and medium-sized companies
- have the possibility to work on international projects
- be coached to develop your expertise and gradually take up client responsibilities
- engage in continuous on-the-job training underpinned by state-of-the-art learning programmes
- work in a young, open and entrepreneurial environment
- enter a great place to start and grow in your career.

# Connecting with our lawyers

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Our close-knit team consists of a dynamic mix of eager beginners and experienced professionals working hard together to succeed without forgetting to have fun too.

## **Welcoming our new hires – the induction programme**

The first days working with a new firm are a crucial moment for any professional. To help new joiners get familiar with our organization and to ensure a quick integration in our law firm, they are invited to participate in our Induction Programme.

The Induction Programme is a mix of technical trainings, soft skills trainings but also fun moments like a team building event or several drinks & dinners where they get the chance to meet Laga's more experienced lawyers.

## **Internal communication & events**

A number of standard communications ensure that our people are informed of what is taking place at Laga. One example of this is the Laga Talent communication, which is a monthly email focusing

on people matters. Celebrating together is another way to connect with our people. Events range from monthly drinks to a yearly team building event. Although a lot of internal communications is structured and formalised, the informal channels remain the most important of all. At Laga, we live an open door policy, where people are easily approachable and openly discuss what's on their mind.

## **Listening to our people**

Understanding what our people appreciate about Laga and what we should improve is one of the cornerstones of our talent approach. At several moments in their career, our lawyers are invited to give us their opinion via structured questionnaires combined with HR discussions. Findings are reported and analysed so that their feedback helps us in our retention efforts in future.

# Supporting our people's development

## Training & development

Perpetual learning is essential to the way we work. In a rapidly changing world, lawyers will need to constantly learn new things. Our learning and development programmes are specifically designed to help people embrace these changes and to empower them to develop their talents, throughout their career. E-learning modules and books available at any time, numerous webinars & podcasts and knowledge portals are also at disposal. Most importantly, our people are offered numerous growth opportunities through challenging assignments. Laga offers a wide variety of trainings and we especially encourage learning on the job.

## The competency model

The competency model represents the competencies that Laga has determined as required for success – for our firm and professionals. Using a strategically aligned competency model enables professionals to gain a shared understanding on expectations. As a result, this will accelerate success in key aspects of our Talent Management.

## Performance management

The Performance Management process is organised around 3 key moments; goal setting, mid year touch point and year end review as well as a common set of roles and responsibilities for everyone from staff to partners.



### **Work-life balance**

Laga is committed to creating a culture of flexibility that enables people to realise their full potential in an environment that values productivity and results and where people have the flexibility and control to get the job done and balance their own commitments.

### **Ethics**

Ethical behaviour is high on our firm's agenda. Therefore the Ethics and Compliance programme was created. At the heart of our effort are Laga's ethical principles defining the standards of ethical behaviour we subscribe to at Laga. In particular, the principles offer guidance about appropriate ethical and professional conduct covering areas that are critically important to our firms' clients, people and to society.

### **Diversity & inclusion**

At Laga, we value our people. We recognise the strength that comes from a diversity of individuals, talents and expertise. A culture of inclusion enables all Laga people to achieve their full potential and transforms diverse perspectives into value for our firm, our people, our clients and the communities where we live and work.

### **Living a true coaching culture**

Giving and receiving coaching is inherent to our culture. At Laga we believe that on the job learning is a key to professional development. To do so, it is important for all of us to understand what our strengths and development areas are and to have goals to work towards. That is why we have a performance management system which ensures each person sets yearly goals and is evaluated upon those. This means that all Laga professionals are evaluated towards a common set of competencies as well as individual performance goals. This also promotes coaching by embedding feedback conversations in our ways of working.

A young and dynamic work environment, professional guidance and various career opportunities make Laga a unique law firm where work is interesting as well as challenging

[www.laga.be](http://www.laga.be)

# Contact

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**For further information, visit our website at [www.laga.be](http://www.laga.be)**

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Laga provides thorough and practical solutions tailored to the needs of clients ranging from multinational companies, national large and medium-sized enterprises, and financial institutions, to government bodies.