

Bird&Bird

A World of Possible.

Candidate Brochure

2025



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A World of Possible.

*Be at the forefront of change. Be ambitious. Be with us.
Uncover a world of possible.*

We have an uncompromising attitude to collaboration across Bird & Bird. We work together as one firm to deliver exceptional advice in some of the most progressive areas in industry, on an international scale. This is what we're known for, and this is what sets us apart.

For you, this is an opportunity to work in an inspiring environment where people are passionate about their work – and trusted to deliver. But it's also a place where you can be yourself. We take pride in having a supportive work environment where people are respected as professionals and individuals – and celebrated for the difference they bring.

You'll be joining at a momentous time, as we build on our international reach and our strategy to be the leading international law firm guiding organisations through a world being shaped by technology, innovation and regulation, and driving the transformation of legal services delivery.

Here you will work on deals and projects that are as challenging as they are enjoyable, with people who are not only leaders and experts, but exciting to work with. Whether you're a lawyer or business professional, you'll be joining a culture that focuses on bringing out the best in all of us.

[Click here to discover what's possible for you at Bird & Bird.](#)



About us

Bird & Bird is a truly international firm, organised around our clients

As one firm internationally, our clients value our consistency, collaboration and clarity. We have a stellar global reputation for providing sophisticated, pragmatic advice to companies which are carving the world's digital future.

We are interested in the world, current issues and emerging trends. We are an outward-looking firm, using our sector understanding and legal expertise to unlock issues and take a commercial approach when applying the law.

[Find out more about our capabilities here.](#)

Our areas of expertise



Sectors

Automotive

Life Sciences & Healthcare

Aviation & Defence

Media, Entertainment & Sports

Energy & Utilities

Retail & Consumer

Financial Services

Tech & Comms

Our lawyers are completely immersed in the industries they advise on and are true experts in the sectors shaping our world.

We're driving the future of mobility and helping the Defence and Security industry meet global threats with cutting edge solutions. We are helping shape up banking in the digital age and flying high with international airlines. You will find us at the beating heart of Life Sciences and Healthcare and at the front of the crowd for the revolution in Media Entertainment and Sports.

We understand how consumers are changing and what that means for the businesses serving them, why energy production and consumption is being transformed, where technology is heading. We help organisations with major transactions and litigation shaping their business and lead the way into developments which will define the future.

What we can bring to your career

Brand

You'll be part of a specialist international firm with global ambitions, which opens up exceptional opportunities for the kind of work you enjoy and thrive on, with people and teams around the world.

Development

You'll be able to thrive at Bird & Bird. From the support and resources available to you, to the trust we put in you from your very earliest days, to the guidance of highly experienced, expert colleagues. We're with you every step of the way.

Culture

You'll be working with people and teams who are passionate about their areas of focus and expertise, in an environment known for its collaboration, respect, and support.

Benefits

Our mission is to help everyone be at their best when they are working with us. We place a focus on supporting your wellbeing, respecting your life outside work, and providing the flexibility that is so important to our people.

[Careers - Bird & Bird \(twobirds.com\)](https://www.twobirds.com/careers)

Our firm in numbers

Bird & Bird at a glance

>1,600

A truly international firm with more than **1,600 lawyers worldwide**

>120

We have advised clients from over **120 countries** within the last year

36

Over a third of the top 100 companies listed in this year's Fortune 500 **are our clients**

17

Our clients include 17 of the **world's most innovative companies**, according to Forbes

>6,300

clients and contacts attended more than **350 training and hospitality events** globally last year

90%

of our top 100 clients have been with us for **over five years**

79%

of our top 100 clients work with us across **more than one jurisdiction**

34

A global network spanning **34 offices in 24 countries now**



Our Five-Year Strategy

In 2024 we launched our new 5-year strategy, moving our whole firm forward through the delivery of key pillars shaped around our clients and our people.

The six key pillars:



Being the **best place to work** across all of our firm, and for all of our people



A responsible business by authentically pursuing the values that we stand for



Truly connected across our firm globally



Ambitious growth in a profitable and sustainable way



Establishing a **bold market presence** across our international network



Identifying and building **“next-gen” business services models**, delivering competitive value to our firm

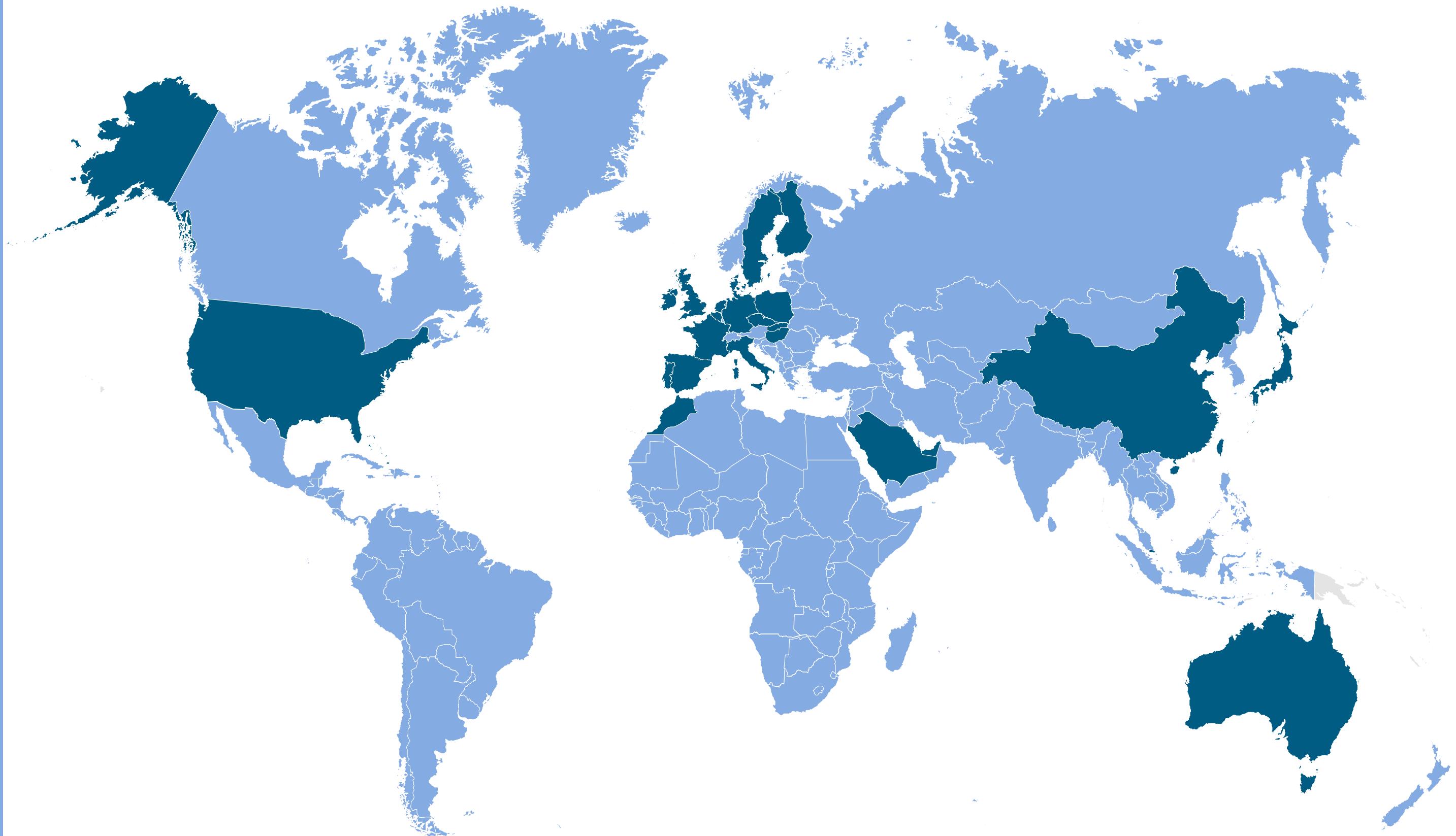
Our current geographical split

Our One Firm culture means we collaborate seamlessly across borders, working together every day to get the right results

Abu Dhabi	Frankfurt	Paris
Amsterdam	The Hague	Prague
Beijing	Hamburg	Riyadh
Bratislava	Helsinki	Rome
Brussels	Hong Kong	San Francisco
Budapest	London	Shanghai
Casablanca	Lyon	Shenzhen
Copenhagen	Lisbon	Singapore
Dubai	Madrid	Stockholm
Dublin	Milan	Sydney
Dusseldorf	Munich	Tokyo
		Warsaw

Bird & Bird Plus

Africa	India	South Korea
ASEAN	Israel	Southeast Europe &
Asia-Pacific	Japan	Turkey
Central & Eastern Europe	Latin America	Switzerland & Austria
Europe	Nordics	The Middle East
CIS Region	North America	Western Europe



Find out more about our reach [here](#).

Our values

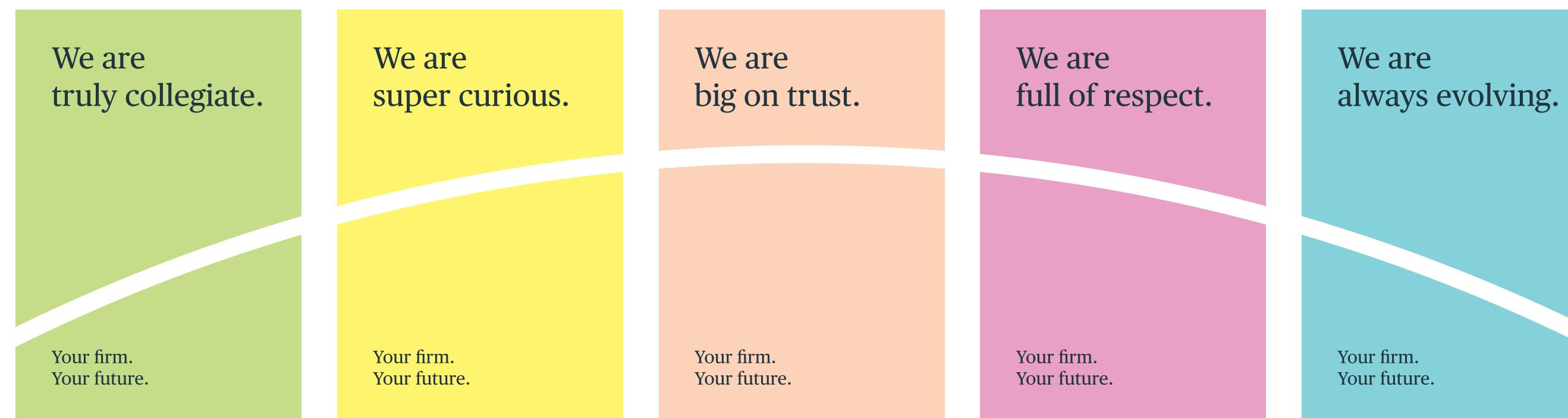
Our DNA

Our DNA is the common thread that runs through our firm worldwide. It's formed over many years, as teams joined the firm and offices were established in different locations, united by a shared purpose and common vision. It guides the way we work and deliver for our clients firmwide. Essentially, it guides who we are.

It is not simply about being a good (or great!) place to work - our DNA is the primary factor in why we can and do deliver exceptional advice for our clients, as well as attracting and retaining some of the best lawyers and business professionals in the world.

This common thread is underpinned by a set of behaviours that pinpoint what we expect of ourselves on an everyday basis - what makes us special today and what promises to fuel our growth tomorrow. It is something we nurture and grow, to help us all succeed.

We took home two bronze awards for "Best Alignment of the Employer Value Proposition with Corporate Brand Values" and "Best Communication of the Employer Brand to the Internal Audience" at the Employer Brand Management Awards for our employer value and brand project campaign, 'A World of Possible'.



Our commitment to responsible business

At Bird & Bird, responsible business is at the heart of our operations. It guides our decision-making processes and ensures we uphold the highest standards of integrity while making a positive contribution to the communities we serve. Our ambition is to create a sustainable, inclusive, and socially responsible firm that delivers long-term value for our clients, our people, and the wider community.

Our responsible approach

Our approach to responsible business currently focuses on the pillars of:

- **Environmental Sustainability:** Minimising our environmental impact by reducing carbon emissions, promoting sustainable practices, and working towards becoming a net zero business.
- **D&I:** Building a diverse and inclusive workplace where all our people can thrive, ensuring fairness and equal opportunities across all levels of the firm.
- **Community Impact:** Strengthening our connection with the community by engaging in pro bono work, volunteering, and supporting initiatives that promote the work of the UN SDGs.
- **Our Clients:** Working with our clients in meeting their own responsible business goals through professional advice, collaboration, and learning.

We encourage all our people whether a fee earner or business services professional to get involved in and contribute to our efforts. We provide lots of opportunities to get involved through advocacy and awareness, committees and networks, training and education, & networking and education.



Our D&I ambition

At Bird & Bird, we aim to reflect the diversity of the communities and societies in which we operate, and to be inclusive in all that we do. Our global D&I strategy guides our plans, alongside our business strategy and the firm's DNA.

Our approach

Our approach to embedding diversity and inclusion into our business focuses on four key areas, each of which is crucial to success: culture & behaviours, policies & processes, impact & inspiration and governance & accountability.

Our diversity pillars

There are people and communities who can face disproportionate bias and other unique challenges that act as barriers to progression and feelings of inclusion. To acknowledge this, we have identified a number of diversity pillars, to help us tailor our inclusion approach to the needs of our people.

You can read all about our D&I strategy [here](#).

Gender balance

Racial, ethnic and cultural diversity

LGBTQ+

Social mobility

Wellbeing and mental health

Faith

Family and carers

Age and generations

Neurodiversity

Disability

Global Development & Support Initiatives

Future Leaders

The support we provide to aspiring cohorts of diverse potential leaders of the firm is demonstrated through our Future Leaders programme. If you are fortunate to be part of this cohort you will be given the time and space to focus on what you want from your career and what really matters to you. We spend time thinking about what being a leader of the firm really means and what it takes for you personally to get there. Time is given to developing the people, client and firm leadership skills and insights needed for your next career stage whilst forming close bonds across the group.

Global Women's Development Programme

In 2016 we introduced a Global Women's Development Programme, our bespoke firmwide programme to support more women on the path to partnership. The programme runs annually with the aim of retaining high performing women lawyers, promoting an inclusive culture, and finding out what gender specific barriers women within our firm face. The programme has won multiple awards, and most recently was shortlisted for the 'Diversity, Equity and Inclusion Programme of the Year' category at the Women & Diversity in Law Awards 2022.

Learning & Development Curriculum

We take your continued professional development seriously and have developed an extensive global curriculum. This means you will have access to monthly live learning and development sessions linked to your career stage. We also offer a suite of career transition and talent programmes, global mentoring opportunities along with helpful online resources. Our learning offer aims to provide engaging, thought provoking, relevant and practical content with an opportunity to connect with your global colleagues.



Your firm. Your future.

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