

# Hassans

*Unleash your potential*

# Why Hassans?

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*Our foundations are in Gibraltar but our reach is international*

We have been servicing and developing personal relationships with our local and international clients for over 80 years. In this time our firm has grown significantly and has had an important part to play in Gibraltar's growth.

## WE ARE ENTREPRENEURIAL

We are committed to fulfilling Gibraltar's potential, and have been a driving force within the local economy, at the very forefront of those industries for which Gibraltar is known internationally, including gaming, fintech, and blockchain. If you are passionate about new industries Hassans is the right place for you.

## WE ARE BOLD

Being entrepreneurial requires courage. We embrace challenges and learn how to manage them. We understand that achievements are the result of relentless pursuits, and find confidence knowing that we are all driven by the will to make an impact, and improve things.

## WE ARE HUMAN

The need for community is paramount, and defines our very nature as human beings. A large part of our ability to keep true with our entrepreneurial spirit, and to boldly take on new challenges, stems from knowing that we can find support and guidance. Whilst we have an international attitude, and proudly embrace the very highest standards of service, we never let go of our more personal side. We treasure relationships, and look out for each other.

# Our roots

*The firm is proud of its origins and strives to recruit ambitious talent who can continue to develop the practice*

Hassans has grown exponentially since 1939, when the firm comprised Sir Joshua Hassan alone. The firm, now grown to approximately 250 people, has a stellar international reputation cited by the industries' leading directories, Chambers and Partners and Legal 500. Hassans has been ranked Band 1 by Chambers and Partners for 19 years running and 13 of our partners are listed as leaders in their field.



## HASSANS IN THE COMMUNITY



Hassans strongly believes in supporting the community. For over 80 years we have supported a wide range of causes both within Gibraltar and internationally. We listen to our staff and support causes that are close to their hearts. We also support and encourage our staff in their fundraising endeavours.

# A full service firm

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Construction & Development



Corporate & Commercial



Crypto & Blockchain



Data Protection



Employment



Environment



Financial Services



Funds



Gaming



Interactive Entertainment & esports



Leisure & Tourism



Litigation



Private Client



Property & Construction



Public bodies & Government



Real Estate



Shipping



Sports Law



Tax



Telecoms

## Meet a Trainee

# Shlomo Levy

*joined Hassans at the beginning of 2020*

He is currently completing seats in the Corporate Department and Private Client Department.



## INITIAL IMPRESSIONS UPON JOINING THE FIRM

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Settling in has been very easy. The existing trainees were each very welcoming and more than happy to assist me at every turn – even with some of the more trivial matters which arise when starting! Although very busy, partners operate an open-door policy and always take the time to explain how matters should be conducted. At Hassans, both solicitors and barristers undertake a two-year training period, during which we don't have to meet any financial targets – my focus is therefore on learning, proving myself, and being as useful as possible to the teams around me.

## HIGH-END OPPORTUNITIES WITH AN INTIMATE FEEL

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Hassans can provide similar work to a London City firm but in much more intimate and inclusive surroundings – this is very reflective of the community of Gibraltar. Rather than being purely theoretical, the training has been mostly practical which provides a real opportunity for trainees to flourish from day one. New recruits are given a lot of responsibility under the guidance of vastly experienced industry-leading practitioners.

## MY FIRST SEAT

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I started my training contract working with the Corporate Department. The fact that, generally, no two days are the same has pros and cons. Although new practitioners may often find themselves working unsociable hours, a trainee will often undertake a broad variety of legal work which offers valuable experience and a priceless opportunity to develop professionally.



Meet an Associate

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# Chloe Oppenheimer Fa

*is a Senior Associate in the Corporate Department*

Chloe first attended Hassans as a student in the Summer 2010 Student Programme, and later joined as a trainee solicitor in 2011.

## MY JOURNEY TO HASSANS

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The summer programme at Hassans was different to other summer programmes I had previously attended. The lawyers put time and effort into giving me an insight into their daily lives and I didn't feel like I was just a number. A year later I moved to Gibraltar to start my training contract. I remember feeling very grateful to be offered a training contract at the largest law firm in Gibraltar. I immediately felt integrated into the team and quickly became involved in a variety of matters, including the drafting of the Companies Act 2014.

## WHAT SETS HASSANS APART?

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Hassans is a big firm with a small firm feel. The firm is made up of closely knit teams who support each other and create a positive working environment. Hassans has the reputation to attract clients from all around the world which results in high-quality and high-value work and requires the best talent to meet our clients' expectations. I have continuously been given the right amount of support to allow me to excel and have worked on a diverse portfolio of local and international transactions.

## BALANCING STRESS, AMBITION AND LEISURE

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Finding a work-life balance is an art in itself. It's a challenge we all experience. The right balance makes for happy people which results in a good work environment and high-quality output. Hassans is extremely supportive and allows for flexibility – this makes a noticeable difference to my personal life away from the office.

## Meet a Partner

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# Aaron Payas

*joined Hassans in 2008 and is a Partner in the Funds Department*

Aaron's practice primarily focuses on investment funds, DeFi, cryptocurrencies and the tokenisation of assets.

He also advises on matters relating to financial services, cannabis & football law. In his spare time, Aaron dedicates himself to football with over 10 caps as a full international for the Gibraltar national team.



## THE ROAD TO PARTNERSHIP

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I followed a less than traditional path into the profession, initially studying Mathematics at university and later undertaking a conversion to Law. At Hassans, I was given the opportunity to go out on secondments with the Gibraltar Financial Services Commission and with a boutique prime brokerage firm – these opportunities provided me with invaluable experience. During my time at the firm, I was also supported in attaining the Chartered Financial Analyst (CFA) charter from the reputable CFA Institute.

## AN OPPORTUNITY TO THRIVE

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A key advantage of joining Hassans is the ability to develop a strong understanding in all areas of law whilst still being able to specialise in as narrow a field of practice as we choose. My background in Mathematics and CFA charter has dovetailed neatly with my practice which focuses largely on technical financial services work and bespoke work in the areas of DeFi and cryptocurrencies.

## AN INTERNATIONAL REACH

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The size and position of the firm allows us to access a significant international network of intermediaries and noteworthy opportunities – this international reach is a key characteristic of the work that we often do. It is no fluke that industry leaders choose Hassans as their legal partners. Our experience in leading the creation of market products in gaming, financial services and distributed ledger technology attracts the best clients looking for the right solution for their business. The quality of our network, insight and thought leadership adds value beyond the traditional legal advisory piece.

# What we're looking for

## AMBITION

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Our trainees are given responsibility from the outset to deal directly with clients, provide support to their teams and become involved in important matters. We look for people who thrive off this responsibility and seek out opportunities.

## COMMERCIAL DRIVE & ENTREPRENEURIAL SPIRIT

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Our business is to support our clients' businesses. An understanding and awareness of commercial issues is crucial. Trainees should also be commercial in their approach to dealing with clients, getting involved in marketing the firm's services and building new business.

## STRONG INTERPERSONAL SKILLS

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We are a collaborative firm with a varied and diverse client base. The ability to work in a team and communicate appropriately and efficiently is key.

## MOTIVATION TO LEARN AND TO DEVELOP

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We believe we can all learn from each other and never stop learning. We look for trainees who are inquisitive and also willing to share their experience, ideas and opinions with others.

## ACADEMIC ACHIEVEMENT

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We expect a demonstrable strong academic history however we are equally as interested in your non-academic achievements and experiences.

## INCLUSIVITY, EQUALITY, DIVERSITY AND FAIRNESS

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Our clients come from all corners of the globe and all walks of life and so do we. We celebrate the fact that we are all equally different and we welcome enquiries from everyone. A commitment to promoting diversity and developing a workplace environment where all staff can be themselves and feel empowered to succeed is central to our recruitment process.

If you have any disability-related queries or would like to have a conversation with our experienced team regarding adjustments, please contact our Head of Human Resources, Richard Mor on [richard.mor@hassans.gi](mailto:richard.mor@hassans.gi)

# What can Hassans do for you?

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We know that our junior lawyers are the future of our business. We recognise the importance of recruiting the right individuals and providing them with an environment in which they can thrive personally and professionally. We believe that our business flourishes by ensuring our lawyers feel valued and are provided with the right tools to facilitate their growth.

## EXPERIENCE

At Hassans you will gain exposure to a wide range of practice areas. We advise high-profile local and international clients on a broad range of issues, giving you the opportunity to work on exciting, novel and challenging matters. Working with international clients also means that you will experience working with lawyers in other jurisdictions and across multiple-time zones.

## SELF-DEVELOPMENT

We can only improve as a business if our lawyers do as well. This is why we encourage our lawyers to develop their technical expertise as well as their personal skills and have established the Hassans Academy, through which all lawyers are given ongoing training suited to each stage of their careers. We also financially support our lawyers who undertake further studies.

## EXPERT LEARNING

You will learn from leading lawyers that are recognised as experts in their fields. Our Trainee Training Programme will provide you with the opportunity to learn from senior lawyers that have developed and continue to shape the industries that they work in.

## SOCIAL

You will find a diverse group of individuals whom all contribute to a hard-working but collegiate and enjoyable working atmosphere. At our core is a vibrant group of junior lawyers who appreciate the importance of striving for excellence to maintain the Hassans reputation, whilst achieving a good work-life balance and promoting a positive working environment for all.

# Our Summer Programme

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During our Summer Programme, you will sit with a partner or associate, as you take on real work for real clients. Alongside presentations and activities, you'll explore our practice areas, and experience life as part of the Hassans family. You'll also network with other students, partners, associates and trainees. We consider our Summer Programme as an extended interview for our Training Contracts, so you will have plenty of opportunities to showcase your qualities and talents.

## HERE'S WHAT YOU CAN EXPECT

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- 2 weeks' insight into what life is like as a Hassans trainee.
- Hands-on experience of our practice areas, including drafting contracts, attending meetings with clients or partners, carrying out research, or attending court proceedings.
- Taking part in a moot, where you will get the opportunity to display your research, writing and advocacy skills in front of our moot judges, who are partners and associates.
- Participating in a workshop run by our real clients, who provide an insight into their businesses and give students a legal task to complete.
- Opportunities to network and to ask the kind of questions that will help you decide if Hassans is for you. The social element of our Summer Programme includes outings with trainees, associates and partners, ranging from informal drinks and tapas, to exploring Gibraltar's historic tunnels and natural caves.

## APPLICATION DATES 2022

1st March - 30th April

# Our Training Contract

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During your training contract, you will spend time across the four main departments of the firm: Corporate & Commercial, Private Clients, Property and Litigation. You will also attend the Professional Certificate of Competence in Gibraltar Law and the Professional Skills Course at the University of Gibraltar.

The Hassans Trainee Training Programme will help you navigate through the many activities and responsibilities of your role as a Hassans trainee.

During your first few weeks, you will be briefed on your role and introduced to the different tools which form part of your day to day work. You will learn about how the firm is structured and how it operates and, will be introduced to different departments and practitioners.

Following this induction, you will receive ongoing training covering substantive aspects (such as contract drafting) as well as soft-skills (such as research and communication) which we firmly believe form a core part of any successful career in law.

We want to empower you, and the Trainee Training Programme is our way of giving you the best tools to unleash your potential and prepare you to face the many exciting challenges which will arise during your career.

## HOW TO APPLY FOR A TRAINING CONTRACT

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Most of our trainees are recruited from our Summer Programme. However, we are always keen to hear from quality candidates at any time. To be eligible to attend the Summer Programme you must either be a graduate, or a university student in at least your second year at university.

For any queries, or to apply, please send a CV and cover letter to our Head of Human Resources, Richard Mor on [richard.mor@hassans.gi](mailto:richard.mor@hassans.gi)

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