

## **South African Visiting Lawyer Program: 2008/2009**

The Cyrus R. Vance Center for International Justice Initiatives of The New York City Bar is seeking law firms and corporate law departments to participate in the South African Visiting Lawyer Program for 2008-2009. The Visiting Lawyer Program brings black lawyers from South Africa to New York City for an intensive one-year work and training program at New York law firms to enhance their corporate law and international commercial practice skills.

Although the South African political system has largely moved toward a more equitable distribution of opportunity along racial lines, the financial and legal leadership of the country continues to reflect the effects of apartheid. It is important to a successful transformation in South Africa that black lawyers and law firms build a stronger capacity to represent institutional clients and thus participate meaningfully in major commercial work. The City Bar, in furtherance of the New York bar's leadership in international commercial practice, would like to aid that process.

The Visiting Lawyer Program is now in its sixth year. Thus far twenty-nine South African lawyers, eleven New York law firms, and the legal departments of six financial institutions have participated in the Program: Citigroup; Cleary, Gottlieb, Steen & Hamilton; Clifford Chance; Cravath, Swaine & Moore; Credit Suisse First Boston; Goldman Sachs; JP Morgan Chase; Kirkland & Ellis; Mayer, Brown, Rowe & Maw; Merrill Lynch; Morgan Stanley; O'Melveny & Myers; Shearman & Sterling; Simpson Thacher & Bartlett; Skadden, Arps, Slate, Meagher & Flom; Sullivan & Cromwell; and Weil, Gotshal & Manges.

### **Selection Process**

- Applicants will be solicited by the City Bar in collaboration with the Law Society of South Africa. Screening of applicants will be done by the City Bar and commercial practitioners in New York and South Africa
- Final interviews and selection will be done by Justices of the South African Constitutional Court and commercial practitioners from New York and South Africa
- Firms will have the opportunity to review the credentials of the successful applicant proposed to be seconded to them

### **Criteria for Selection**

- Member of a historically disadvantaged group
- Minimum of two years practice experience

- A demonstrated capacity to work well at the junior level in as evidenced by a statement by the responsible senior describing the transaction and the contribution of the applicant
- Strong academic references
- A plan to share skills on return to South Africa

#### Contributions from Participating New York Law Firms

- Salary for year @\$115,000, plus benefits
- Work on 2-3 appropriate transactions
- Roundtrip airfare from South Africa (approximately \$3000)
- Hotel and living expenses for two weeks until permanent lodgings are located
- Assistance in locating housing
- Mentoring by one or more senior-level associate
- Partner involvement in work allocation and evaluation
- Participation in firm training programs
- Participation in appropriate summer associate events
- Participation in associate events at the firm throughout the year

#### Educational Component

- A seminar to bridge the gap between commercial practice in the United States and South Africa will be attended by the participants prior to their arrival in New York.
- Periodic seminars will take place during the year organized by law firms participating in the Program and New York area law schools