

Join the team

You are enterprising and proactive. Efficiency and success are your driving forces. You expect to get started right away as a player within a dynamic team. At CMS, we offer every associate the opportunity to engage fully in delivering services to our clients.

We believe a winning approach to be one that reflects the world behind the law, the client behind the case and the person behind the lawyer.

Do you recognise yourself in these statements? Then we look forward to welcoming you!



CMS in Belgium

The client – at the heart of everything we do

CMS offers businesses and public authorities a full range of legal services. Our lawyers are true experts in their fields. They have a thorough understanding of their clients and their clients' concerns and needs. Our clients are at the heart of the services we deliver.

Therefore, every client can count on a dedicated contact partner for all legal questions. The contact partner will designate the lawyers in our firm best suited to resolving the specific issue at hand.

Thanks to this efficient approach, our clients can rely on fast, high-quality service, at competitive rates, adapted to the requirements of each case.

Beyond borders

Present in Brussels, Antwerp and Luxembourg, our firm wants to get as close as possible to its clients. What is more, thanks to the international CMS organization, clients can benefit from a consistent quality of service for their international developments, throughout Europe and beyond.

Our associates, too, benefit from the international orientation of our firm. After all, a significant portion of the cases we handle requires us to look beyond borders. We regularly offer secondments abroad, international training weekends, CMS sports events, and the like.

Evolving in this type of environment is intellectually stimulating. Not to mention mind broadening.



At CMS we pride ourselves on the skills and know-how of our lawyers. Each and every one of us is a specialist in their field and, as such, an invaluable part of our firm. We're always on the lookout for skilled individuals who can join us and contribute to the excellent service we deliver to our clients.

But skills and qualifications alone are not enough. The secret behind our success is you, the person behind the lawyer. It is your passion, drive and commitment that keep us moving forward. We want to work with people who share our passion for the client and who want to be part of our success. People who work hard, but who don't forget to have fun while doing so.

*Renaud Dupont
Managing Partner*



World-class service

We have been advising Belgian and international clients for more than 30 years. Our practice groups consist of more than 150 lawyers, including 31 partners, spread across our three offices in Brussels, Antwerp and Luxembourg.

We handle all the legal issues of our clients, both in Belgium and abroad.

CMS' main areas of expertise in Belgium are:

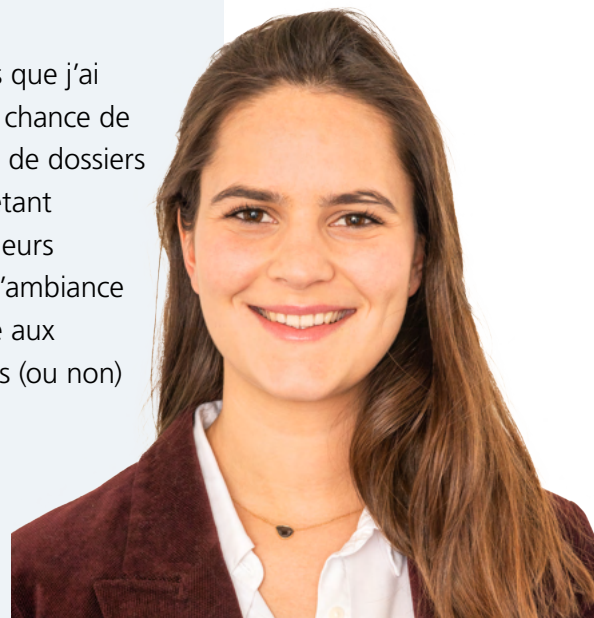
- Commercial Law
- Competition & European Union Law
- Consumer Products
- Corporate Law
- Dispute Resolution
- Employment & Pensions
- Energy & Climate Change
- ESG
- Environment
- Hotels & Leisure
- Infrastructure & Projects
- Insolvency & Restructuring
- Insurance, Banking & Finance
- Intellectual Property
- Lifesciences
- Mergers & Acquisitions
- Private Equity & Funds
- Public Law
- Real Estate & Construction
- Tax
- Technology, Media & Telecoms



CMS est le meilleur cabinet où commencer sa carrière professionnelle. En effet, en travaillant chez CMS, vous aurez tous les avantages d'un grand cabinet international notamment quant aux formations, activités et ressources qui sont offertes mais également grâce aux qualités humaines, éducatives et attentives aux collaborateurs juniors qui sont si importantes à l'entame d'une carrière au barreau.

Cela fait quasiment quatre ans que j'ai commencé chez CMS et j'ai la chance de travailler sur un grand nombre de dossiers intéressants et variés tout en étant épaulée par des experts dans leurs domaines. Last but not least, l'ambiance chez CMS est inégalable grâce aux nombreuses activités juridiques (ou non) organisées.

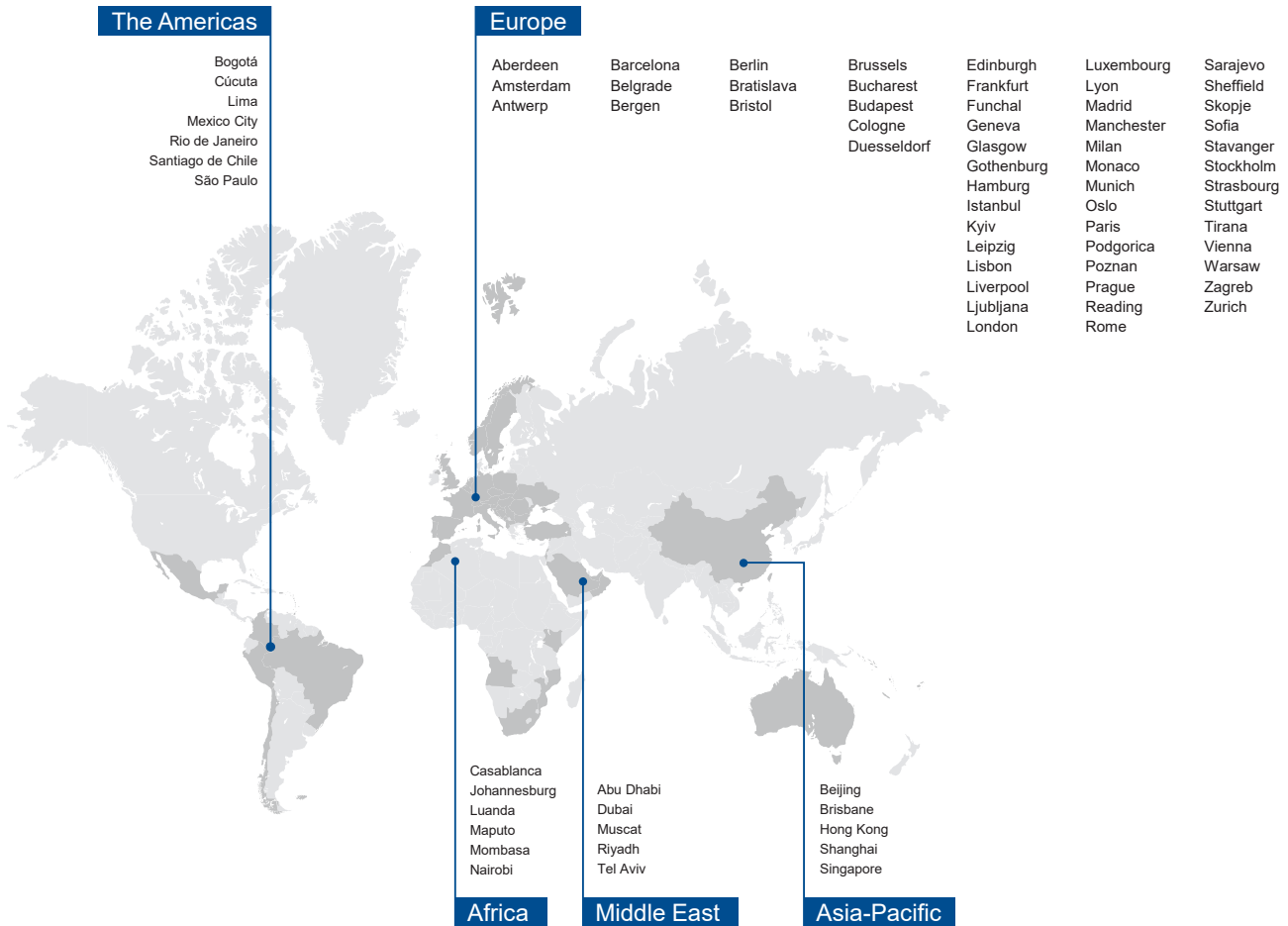
Lucie de Crane
Associate





The international CMS organization is active in over 70 offices around the world, with more than 1,300 partners and more than 6,000 law and tax experts. The organization currently comprises the following firms:

CMS Adonnino Ascoli & Cavasola Scamoni (Italy); CMS Albiñana & Suárez de Lezo (Spain); CMS Cameron McKenna Nabarro Olswang (United Kingdom); CMS Carey & Allende (Chile); CGA – Couto, Graça & Associados (Mozambique); CMS Daly Inamdar Advocates (Kenya); CMS DeBacker (Belgium); CMS Derks Star Busmann (Netherlands); CMS Francis Lefebvre (France); CMS Grau (Lima); CMS Hasche Sigle (Germany); CMS Kluge Advokatfirma (Norway); CMS Pasquier Ciulla Marquet (Monaco); CMS Reich-Rohrwig Hainz Rechtsanwälte GmbH (Austria); CMS RM Partners (South Africa); CMS Rodríguez-Azuero (Colombia); CMS von Erlach Partners (Switzerland); CMS Wistrand (Sweden); CMS Woodhouse Lorente Ludlow (Mexico).



Internship, training and guidance

We seek to build strong and lasting relationships with our associates. This is why we spend a lot of time recruiting them. We do not only consider your legal and professional knowledge, we also consider your personality and motivation. If we decide to welcome you to our office, it means that we are convinced that it will be the start of a fruitful collaboration.



Training for the legal profession

If you have successfully completed our selection process, you will start with a three-year internship.

In addition to taking part in the one-year mandatory vocational training organized by the Bar Association, you will have the possibility of attending seminars on topics related to your specialization. These seminars, organized by CMS both in Belgium and abroad, will provide you with relevant legal information and allow you to build valuable relationships with your colleagues from the other CMS offices.



Mutual help and support is an integral part of our corporate culture and key to the success of each and every one of us.



Een van de voordelen van CMS is de combinatie van het internationale netwerk met de gemoedelijke sfeer. Je wordt vanaf het begin betrokken bij interessante en vaak bekende dossiers, waaruit je rechtstreeks veel kunt leren. Wat me bij CMS zeer snel is opgevallen is dat de mensen zich niet te serieus nemen. De sfeer is collegiaal en oprecht en dat vind ik super aangenaam. Bovendien is er bij CMS een zeer gezond evenwicht tussen werk en privéleven. Initiatieven zoals de “wellbeing month” tonen aan we het bij CMS belangrijk vinden dat iedereen zich goed voelt.

*Lisbeth Depypere
Counsel*



Growing towards independence

Under the guidance of a supervisor, we will help you to develop your skills, making sure you learn to work both independently and as part of a team. In addition, you will be coached on a daily basis by all the team members.

Over time, we expect you to take increasing responsibility in the management of case files. We look forward to seeing our clients put their trust in you for who you are, and not just for who we are.

Gradually you will also develop your ability to attract new clients. By doing so, you will build on your independence and your future within CMS.

Specialization within the firm

Based on the area in which you wish to specialize, you will start off in one of our practice groups. We regard specialization as an evolving process. Therefore, we want to make sure that you first acquire the most comprehensive experience possible of all the matters handled within your practice group.

Only at a second stage will you be asked to develop your specialization within the existing teams. Our priority is to give you the necessary time and resources to make an informed choice.

The issues we deal with are complex and often require different sets of expertise. Therefore, we also believe in sharing knowledge and experience between practice groups.



We consider our trainees to be future leaders of the practice groups they work for. As such, you are a fundamental part of the team from day one.

Putting your aspirations into practice

So, what is a typical day in the life of a trainee lawyer? To be honest, you never really know in advance. Every day is different. Your schedule may suddenly be turned upside down by an unexpected question from a client. Ever so urgent, of course! Finding the right answer leaves no room for taking things lightly. To meet these daily challenges, self-discipline, autonomy and team spirit will be your strongest assets.

Learning the ropes

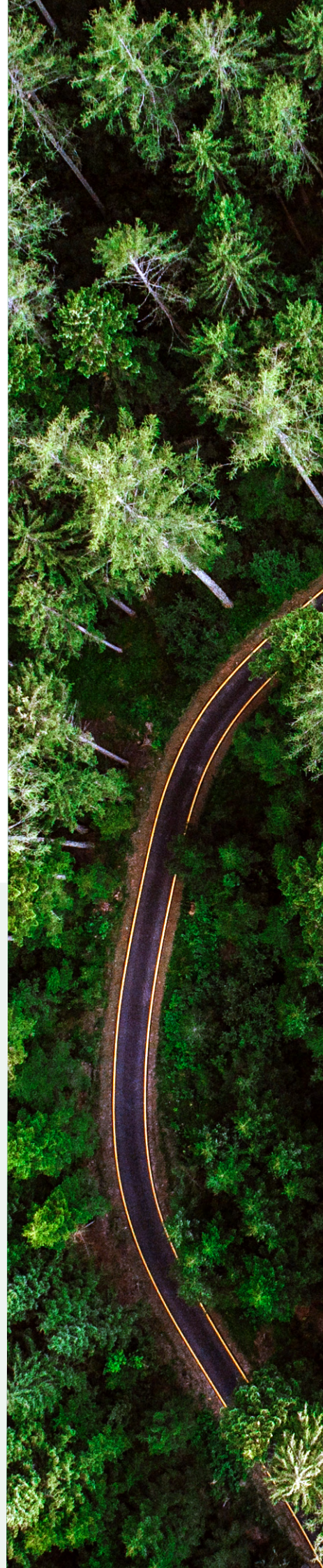
Be it in the advice you give to clients, in negotiations with counterparties or in the relations with your colleagues, you will soon notice that practical talent and expertise in the field are just as important as your academic knowledge.

This is why you will be closely involved in handling cases from day one. At first, your tasks will be preparatory: research, drafting opinions, etc. But soon we will ask you to be in direct contact with clients. Depending on your skills, of course. We will never put you “in the line of fire” unprepared. You will be working for the various partners in your practice group and follow the cases from start to finish. We value associates who are “on the lookout” for the latest developments in case law, new regulations, etc.



At CMS, I truly appreciate the invaluable opportunity to handle cases from start to finish, working directly with a diverse range of clients—from individuals to large corporations. This hands-on experience has helped me develop my skills while navigating complex legal challenges, always with the unwavering support of our partners. The firm’s commitment to well-being and a genuinely supportive environment enables me to maintain a healthy work-life balance, making my professional journey both rewarding and fulfilling in ways I had not anticipated.

Souhaiyl Laghmich
Trainee





And after your traineeship?

We build long-term relationships with our associates. Therefore, it goes without saying that you can count on a place within our firm after your traineeship.

Regular assessments of your professional development will give you a clear idea of what we expect from you and of your prospects within CMS.

We favour expansion of our firm through internal growth. Therefore, our associates know that their future depends in part on themselves, the quality of their work and how dynamic they are.

The future of CMS is our shared responsibility!



Want to discover all the possibilities out there?
Why not spend part of your internship with one of
our CMS offices abroad?



CMS is een kantoor waar het persoonlijk belang en welzijn van haar medewerkers centraal staat. Het contact met Partners en tussen medewerkers onderling verloopt steeds op een respectvolle en aangename manier. Het is een plezier om op deze manier het dagelijkse beroep van advocaat te mogen uitoefenen. Het zorgt tevens voor een goede sfeer binnen elk team, wat zich ook uitstraalt naar het contact met cliënten. In principe is CMS “best of both worlds”: enerzijds heeft het een corporate-structuur en het cliënteel die vergelijkbaar is met de grote Angelsaksische kantoren, maar anderzijds voelt de amicale sfeer aan als lokaal niche kantoor. CMS is dan ook de perfecte keuze voor de gedreven en leergierige advocaat die tevens een gezonde verhouding tussen werk en privé vooropstelt.

Gauthier Blommaert
Associate



Are we made for each other?

A company culture is a reflection of its employees. At CMS, it can be summed up in one word: "quality". Quality of our work, of course, but quality of life beyond the workplace as well. We expect the same mindset of our associates. You are flexible, independent and a real "go-getter". Moreover, you are ready to invest yourself professionally and you have a keen interest in the business world. CMS offers all the advantages you would expect of a large international firm, while maintaining an enjoyable atmosphere of a firm with "a human face".

Applying for a job at CMS in Belgium?

You have completed your studies and you wish to apply for a job as trainee lawyer at CMS?
Send us your motivation letter and CV.

Upon receipt of your motivation letter and CV, your application will be carefully considered. If your profile is a match, you will be invited for an interview with several partners of the practice group corresponding to your area of interest.

If this interview is successful, we will invite you for a second interview with partners from other departments.

Based on the outcome, we will then make you an offer, including an attractive remuneration package.

First, a student internship?

We offer a limited number of students the opportunity to get acquainted with all the aspects of the legal profession during a student internship. This internship will help you to determine your preference for a particular area of law.

The student internship can be planned flexibly by mutual agreement. It is a great way to get to know our firm better and to increase your chances of being offered a trainee lawyer position after your studies.

Are you studying law and are you interested in a student internship at CMS? Send a short cover letter and CV.

CMS Belgium - Human Resources - Chaussée de La Hulpe 178 - 1170 Brussels - Email : HR@cms-db.com

Our commitment to foster diversity and inclusion within CMS

As an international organisation with clients and employees spanning a multitude of countries, and cultures, we believe that diversity is of fundamental importance to CMS. Engaging and supporting a diverse and inclusive workforce that reflects the diversity of our clients and their sectors is the basis for a sustainable and successful business.

As a global, future-facing law firm, inclusion and diversity are not just an aspiration for us, they are an imperative.

At CMS, we strive to create an inclusive culture in which diversity is recognised and valued. Our work environment encourages new ways of thinking and working and values the perspectives and contributions of all based on their skillsets, knowledge and experience.

At CMS, we are committed to:

1. Developing and supporting a diverse workplace in which all are welcome regardless of gender, age, disability, race and ethnicity, religion or belief, and sexual orientation.
2. An environment that encourages new ways of thinking and working and values the contributions and perspectives of all – especially those with experience, ideas and work styles different from our own.
3. Supporting all colleagues with a broad range of policies, practices and procedures which recognise individual contribution and performance; developing each individual's capability; and giving everyone equal opportunities to use their talents and fulfil their potential.
4. Providing a workplace free from discrimination, harassment and bullying, where everyone is treated with dignity and respect.

We look forward to welcoming you in the team.



We were awarded the Trends Legal Award for Best practices in HR for our innovative HR policy, our investment in the personal development of our lawyers, the promotion of several partners, our policy of gender equality and diversity and our belief in a healthy work-life balance.



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CMS DeBacker, Chaussée de La Hulpe | Terhulpesteenweg 178, 1170 Brussels, Belgium
T +32 2 743 69 00, F +32 2 743 69 01

CMS DeBacker, Generaal Lemanstraat 55, 2018 Antwerp, Belgium
T +32 3 206 01 40, F +32 3 206 01 50

CMS DeBacker Luxembourg, Rue Charles Darwin 5, L-1433 Luxembourg
T +352 26 27 53-1, F +352 26 27 53-53

CMS DeBacker is a member of CMS, an international organisation of independent law firms ("CMS Member Firms"). CMS LTF Limited ("CMS LTF") is a company limited by guarantee incorporated in England & Wales (no. 15367752) whose registered office is at Cannon Place, 78 Cannon Street, London EC4N 6AF United Kingdom. CMS LTF coordinates the CMS organisation.

CMS provides a deep local understanding of legal, tax and business issues and delivers client-focused services through a joint strategy executed locally across 47 jurisdictions with 79 offices in Europe and beyond. CMS was established in 1999 and today employs more than 6,000 lawyers world-wide.

CMS locations:

Aberdeen, Abu Dhabi, Amsterdam, Antwerp, Barcelona, Beijing, Belgrade, Bergen, Berlin, Bogotá, Bratislava, Brisbane, Bristol, Brussels, Bucharest, Budapest, Casablanca, Cologne, Cúcuta, Dubai, Duesseldorf, Edinburgh, Frankfurt, Funchal, Geneva, Glasgow, Hamburg, Hong Kong, Istanbul, Johannesburg, Kyiv, Leipzig, Lima, Lisbon, Liverpool, Ljubljana, London, Luanda, Luxembourg, Lyon, Madrid, Manchester, Maputo, Mexico City, Milan, Mombasa, Monaco, Munich, Muscat, Nairobi, Oslo, Paris, Podgorica, Poznan, Prague, Reading, Rio de Janeiro, Rome, Santiago de Chile, Sarajevo, Shanghai, Sheffield, Singapore, Skopje, Sofia, Stavanger, Strasbourg, Stuttgart, Tel Aviv, Tirana, Vienna, Warsaw, Zagreb and Zurich.

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