

Hyde & Associates

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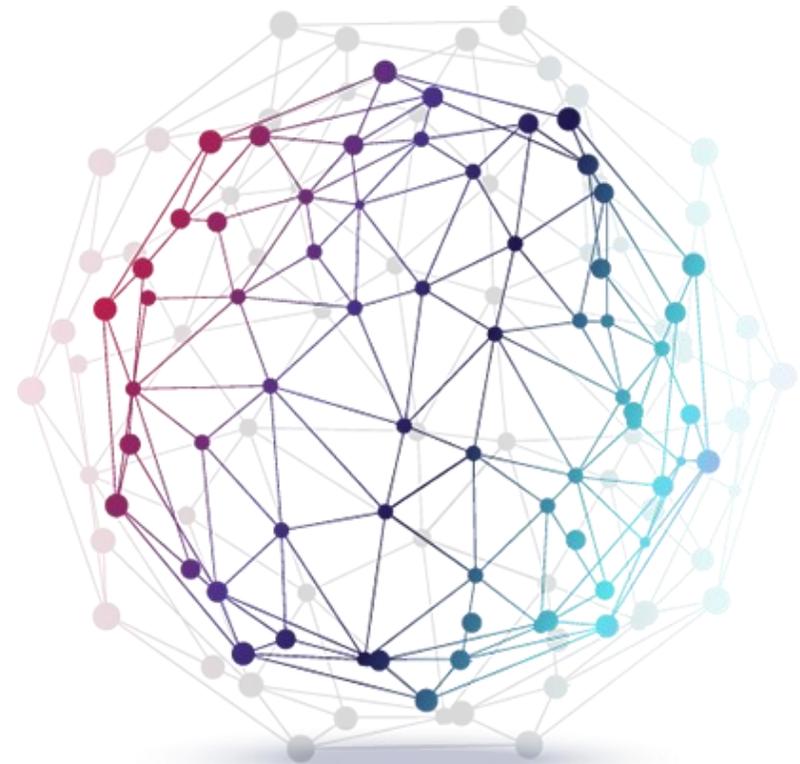
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The *H&A* Undergraduate Program



H&A Undergraduate Program

A World class career-building program

The law firm of Hyde & Associates, specializing in telecommunications law worldwide, seeks to identify talented law students on all six continents to assist it in its work.

Our career-building program is designed to give promising undergraduate students exposure to the firm's international work and provide training in actual, practical telecommunications law assignments for global institutions around the world. The program is also designed to assist the firm in identifying qualified candidates for permanent employment opportunities.



The firm specializes in telecommunications law worldwide, working out of offices in Paris and Tallinn. We are field lawyers, trained in the use of the law and its live application in challenging jurisdictions. Our team is active on all six continents daily, advising United Nations agencies, Diplomatic Missions, global corporations, telecommunications operators and other international concerns. The institutions we represent manage telecommunications networks that span the planet, routinely operating in up to 100 countries at the same time. These networks, transmitters, services and applications deal with the full range of the international community's commercial, operational, humanitarian and diplomatic concerns. The public and private sectors rely on this critical infrastructure to perform vital tasks. They are variously engaged in the full range of global human endeavor, including for example the monitoring of nuclear activity, tsunami detection, assistance to refugees, international banking, shipping, oil & gas, and national security, among others.

Securing telecommunications networks

Our role is to help those networks operate continuously by ensuring they comply with the law in each country. Members of our team can at any time of the week be found on the ground or on the phone in, say, Argentina, the Congo, Mongolia, Thailand, Papua New Guinea and dozens of the planet's other 255 jurisdictions, dealing with the telecommunications authorities on multiple issues. And that means that we constantly need to maintain a level of research and expertise capable of addressing that geographical scope and level of criticality, as well as to update and develop it over time.

Develop your talents

Because of that mandate, the firm is in permanent need of assistance from qualified people from most every country on Earth.

In order to address this need, the firm maintains a global Undergraduate Program. Just as it is not always easy for a law student and other entry-level jurists everywhere to find a position, let alone one that suits you, so is finding the right people not always easy for us.

We need strong achievers, people who collectively bring together a broad range of talents. These will include a keen legal mind (even if one that is just beginning to train), a strong command of spoken and written language, a desire to travel and see the world, and a taste for adventure sharpened by an application for good homework. Your native tongue fluency in a language other than English is a bonus, your working command of English is indispensable.



Program structure

“The Program is meant to strengthen and develop professional legal skills working on live assignments”

Director, Christian Hyde

The Program is designed to assist the firm in its assignments, identify the best talent worldwide for our line of work and train and expose that talent to an increasing level of responsibility depending on ability, motivation and availability. It works through three levels, each with increasing amounts of responsibility and rewards.

The first level is on an unpaid basis and is designed to help us get acquainted with participants, their interest in the firm’s global work and their ability to perform. Participants who do well in the first level are eligible for graduation to the second and third levels, both of which involve paid work, and increasing integration with the firm’s and a higher set of training and responsibilities.

Students selected for this Program will habitually be entering either their first, second or third year of an undergraduate law degree.

Students at other levels of university education may be considered on a case-by-case basis.

Level One

Strengthen key skills

Participation in the first level is on an unpaid basis.

It involves little to no work and is meant to assist the firm in maintaining its library of laws and regulations up to date, as well as to allow a mutual opportunity for acquaintance; for us to get to know you, and for you to be exposed to the firm's work.

Each participant we select will be asked to ensure that laws and regulations in telecommunications are up to date for her or his country. Because the library is already complete, participation at this stage is not burdensome, requiring perhaps an average of one hour a month verifying whether something new has come out of the telecommunications regulatory authority. Just as importantly, the firm will introduce you to the work of a global telecommunications lawyer. This is where we get to know you, and involve you in a dialogue over time with your colleagues at the firm about the work we do, and the assignments on which we are working.

The cursory demand made on your time means that this level is easily compatible with, and complementary to, academic studies. Participants who demonstrate an ability to function ably in a regulatory environment are eligible for consideration for levels two and three.

Level Two

Professional assignments

Participation in the second level involves basic tasks on client assignments, which are paid per assignment according to an established scale.

The work is handled on a piece-meal, opportunistic basis. On such tasks, the participant will provide the firm with much-needed assistance that can be performed efficiently locally. At this more involved level, the firm provides the participant with basic training in practical telecommunications law. We will also expose you to a fuller range of the issues involved in the regulation and commerce of telecommunications.

These would include client concerns, the manner in which regulatory authorities approach decision-making, commercial negotiation and the preparation of filings and other administrative procedures.

This second level enables the firm to see the participant's abilities measured in the real world and consider that person for permanent or recurring assignments in the final level, *Level Three*.

Conversely, participants are afforded the opportunity to get to know the field and consider it as a gainful field of work and experience, and perhaps a career.

Level Three

Part-time job

Level Three involves an offer to take on part-time work on a recurrent basis, depending on your availability and the firm's needs. For those students who have reached the end of their study program, or whose academic schedule allows, work may be offered on a full-time basis.

Participants reaching Level Three are those who have demonstrated an interest in global telecommunications work through their participation in the program.

They have also shown that they have the capacity to handle basic legal work in a diligent and mature fashion commensurate with an entry-level position. At this level, the work responsibility is equivalent to that of an intern or a junior associate. In short, it is an entry-level position from which we hope to train the participant for a greater level of expertise and a longer-term association with the firm. Participants at this level are asked to undergo the fuller training program at the firm. The work would typically involve the full range of tasks habitually asked of junior associates at the firm, including drafting applications and contracts, reviewing and analyzing legal documents as well as monitoring those applications, licenses, and addressing a variety of telecommunications issues for clients worldwide.

« **D**ear students,

Our law firm is very eager to welcome you within our team.

We hope that you will be able to make the most of this experience through our progressive training program allowing you to gain new skills and competencies.

We will do our best to make your time at *H&A* one of your most profitable extra-curriculum activities.

It is now up to you to show us what you would like to do with this opportunity. »

I wish you good luck in your future endeavors.

Christian Hyde

Director of Hyde & Associates

Admissions

Apply

The law firm of Hyde and Associates is accepting applications for the *H&A* Undergraduate Program all year long.

Interested students should complete the online application form at www.hydeandassociates.com/undergraduate

Call or email Us

Tel: +33 1 73 01 80 81

Email: up@hydeandassociates.com

Visit us Online



www.hydeandassociates.com