

Our **Employment** department is looking for a **Managing Associate** (3-5 years' experience) to join the team.

CMS is a future-facing law firm. With more than 85 offices in over 45 countries and 6,300+ lawyers worldwide, we combine deep local market understanding with a global perspective. Active in Luxembourg since 2011, the firm counts now more than 60 lawyers, genuine experts in their fields that provide full support to local and international groups on all legal aspects of their Luxembourg transactions, as well as their day-to-day operations.

### Your responsibilities

- Advise clients on various aspects of labour and social security law, including individual and collective employment matters, cross-border mobility, termination of employment workplace policies etc;
- Handle both advisory and litigation work, with a focus on strategic and solution-oriented approaches;
- Monitor legal developments and contribute to internal knowledge sharing and updates;
- Act as a key contact for clients, ensuring clear communication and proactive case management;
- Work under the supervision of a Senior Associate and a Partner, contributing actively to the team's projects and gaining exposure to a wide range of employment law matters through close collaboration and hands-on involvement;
- Represent the firm at professional events, conferences, and training sessions, helping to grow the firm's visibility and network.

### Your ideal profile

- You have a strong interest in employment law and have gained **3 to 5 years of hands-on experience practicing labour law in Luxembourg**, ideally within a law firm or legal department dealing with both advisory and litigation matters;
- **A strong interest in litigation is welcome, particularly in areas such as insolvency-related disputes, corporate conflicts, and litigation involving financial sector actors, as the team encourages cross-practice collaboration and offers opportunities to work on diverse cases for those with a broad legal appetite;**
- You have excellent presentation skills, strong interpersonal skills and excellent analytical and summarising skills, and you are keen to develop and progress within a dynamic and ambitious department;
- You enjoy working in a team, are dynamic, open-minded and pragmatic, and have a sense of responsibility and initiative;
- You are fluent in French and English. German and Luxembourgish are considered real assets.

### What we offer

- International and friendly working environment.
- Competitive remuneration package.
- Work-life balance.
- Legal training.
- Possibilities to attend and/or organise, internal and external seminars/conferences.
- Possibilities of writing press articles or specialised books.

*If you are interested, please send us your CV to [HR@cms-dblux.com](mailto:HR@cms-dblux.com). Please note that all information will be treated as strictly confidential.*