



THREE CROWNS LLP

ROLE PROFILE: ASSOCIATE (MID-SENIOR LEVEL)

LOCATION: BAHRAIN

Three Crowns overview

Three Crowns was founded in 2014 by specialist international arbitration advocates in the belief that international disputes call for focused advice and advocacy. The firm engages primarily in complex, high-value disputes, and counts among its clients many industry leaders and sovereign States. With offices in London, Paris, Washington, DC, and Bahrain, the firm now comprises 13 partners and over 100 total employees.

In October 2019, the firm opened a fourth office in Manama, Bahrain. The firm seeks an ambitious associate to join a growing team in Bahrain that is led by two resident partners and is fully integrated into the firm's global team. Associates based in the Bahrain office will service clients and matters all over the world, but with a focus on clients and disputes based in the Middle East.

Three Crowns offers a unique opportunity for lawyers who are committed to a career in international arbitration. Our lawyers service premium clients on ground-breaking international cases. More than possible at other practices, they collaborate closely with the firm's partners, and are given the opportunity - indeed, strong encouragement - to develop individual reputations in the field and their advocacy skills without the constraints of unnecessary hierarchy.

The role

Associates work with partners and colleagues across the firm on high value, complex international arbitration cases - principally disputes arising under international commercial contracts and international investment treaties. The role will include:

- Assisting partners with advising and representing clients in, and in relation to, commercial/construction arbitration, investment treaty arbitration and public international law matters.
- Conducting research, reviewing documents, drafting advice, correspondence and pleadings, gathering evidence and assisting with the preparation of witness and expert evidence, in relation to such proceedings.
- Liaising with clients, witnesses and experts, tribunals and opposing counsel.
- Working closely with partners on BD initiatives across the Middle East, including law-review publications, client briefings and conference presentations.

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Summary of candidate profile

Competitive candidates will possess:

- At least three years' professional experience of working within a leading dispute resolution practice, chambers or other related organisation, ideally including experience working on high value, complex international investment and/or commercial arbitration.
- Strong and proven dispute resolution technical skills and experience of working under the principal international arbitration rules.
- Proven ability to understand and investigate complex technical matters: this may come from academic achievement in areas such as mathematics or the sciences, or experience with tasks requiring strong analytical and logical reasoning (e.g. quantum analyses or technical subject matter); a desire to practice as a specialist arbitration lawyer.
- Desire to develop and use their oral and written advocacy skills.
- Excellent academic background.
- Full business proficiency in English.

Skills and knowledge

Competitive candidates will possess:

- Capable of identifying relevant lines of research, selecting appropriate sources and tools, and implementing rapidly with appropriate levels of depth, care and creativity.
- Ability to analyse the most complex legal and factual problems and to identify challenges and solutions to a client's case.
- Strong understanding of the substantive and procedural aspects of contract and treaty arbitration law and practice, ideally within the Middle East and/or with Middle Eastern clients.
- Strong and proven technical skills in the field of international commercial arbitration and investment treaty arbitration with experience of working under the principal international arbitration rules.
- Ability to manage competing demands and work effectively to meet deadlines.
- Exceptional attention to detail and accuracy in all written work.
- Ability to write clearly, economically and persuasively in support of the client's case.
- Rigour, accuracy, and ability to structure written work product to suit demands of the case.

- Ability to orally present a client's case confidently, succinctly and persuasively, while maintaining accuracy and credibility with a tribunal.
- Ability to manage work professionally and efficiently using commercially sound management practices that serve the best interests of the firm and its clients.
- Ability to communicate effectively with individuals, teams and clients at all levels and able to present confidently and with authority.
- Preference for verbal and written fluency in Arabic. Other languages will be a plus.