

A&O SHEARMAN



Benefits

CZECH REPUBLIC

Belong. Excel.

This summary provides you with a comprehensive overview of all benefits that we offer in Prague.



Cash and savings

SALARY

Market competitive monthly salaries:
1st year CZK75,000
2nd year CZK85,000
3rd year CZK110,000.

TALENT SOURCE EMPLOYEE REFERRAL

A payment of up to CZK75,000 if you refer a temporary or permanent employee.

IPHONE

You will get an iPhone and paid tariff up to CZK1,800 per month.

BONUS

Bonus is paid when annual targets are met in client, KH, BD, recruitment and pro bono work.

MATERNITY LEAVE

When starting a maternity leave, you will receive a lump sum of six weeks salary. If you return within six months, you will receive a lump sum of eight weeks salary.

LANGUAGE LESSONS

Paid one-on-one English lessons in the office. German lessons are provided if you are a part of our German desk.

PRIVATE MEDICAL CARE

Comprehensive medical care at Canadian Medical, including vaccinations, above-standard hospital rooms, medical equipment and devices.

INCOME PROTECTION INSURANCE

Provides an income for you in the event that you are unable to work (fully or partially) because of illness or injury.

PERSONAL ACCIDENT INSURANCE

If you should suffer an accident resulting in a permanent condition or disability, this insurance provides a lump sum compensation.

LIFE ASSURANCE

The scheme will pay a lump sum to your nominated beneficiaries in the event of your death.

BUSINESS TRAVEL INSURANCE

If you travel on business on behalf of the firm, you will be covered by the firm's comprehensive travel insurance.



Insurance



Wellbeing

SUPPORTING YOU

We regularly hold events to help you manage your wellbeing, eg. running, ice hockey, football, beach volleyball, tournaments, Minds Matter Programme with a full access to Headspace and Unmind mobile apps, regular mental health and wellbeing webinars and workshops.

OFFSITE

Every year we organize social events such as a winter offside, summer party, weekend mountain trip and much more.

EYE TESTS

We contribute CZK2,000 for glasses.

MASSAGES

You are entitled to CZK3,000 for massages per year and we also have massages on site for 2 days each month.

EMPLOYEE ASSISTANCE PROGRAMME (EAP)

The EAP provides support and information on topics including: health, family, money matters, resilience, sleep, mindfulness, bereavement, etc.– over the phone and online. It is completely confidential and also provides counselling to employees.

GYM

We provide a fully redeemable Multisport card. Included in the membership is access to a number of different classes ranging from yoga, cross-fit to leisure activities.

HEALTH ASSESSMENT

We provide a comprehensive review of your health, using the latest testing technology to help you manage your health and wellbeing.

MEAL

We provide a daily meal allowance for our employees. Along with this, fresh fruits, drinks and snacks are always available in the office, giving everyone a bit of extra energy throughout the day.

UNPAID LEAVE

Entitlement up to ten days of unpaid leave per year.

SICK LEAVE

Entitlement to unlimited number of paid sick days. For some and part-time employees, five days per year.

STUDY LEAVE

Study leave available for all student roles. Nine and a half weeks of paid study leave to prepare for the Czech Bar Exam.

SPECIAL LEAVE

In addition to your holiday entitlement, you can also access a range of special leave types, such as a two-day leave for your marriage or civil partnership, one day for moving house or two days per year to participate in volunteering.

FAMILY LEAVE POLICIES

There are a number of family leave arrangements that you can use including maternity leave, adoption leave and ten days paternity leave.

FLEXIBLE WORKING

iFlex – to support you to use your time efficiently, you can apply for a range of flexible working arrangements. For example, to work from home regularly, part-time working or job sharing.

CAREER BREAK AND EXTENDED UNPAID LEAVE

To pursue other interests or responsibilities, you can apply to take up to three months of extended unpaid leave or a career break of up to two years.

HOLIDAY

One day of holiday is added every two years, up to a maximum total of 25 days. Your entitlement is pro-rated if you are part time.



Time



Apply at recruitment.prague@aoshearman.com

For more information, please contact:

CZECH REPUBLIC

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A&O Shearman is an international legal practice with nearly 4,000 lawyers, including some 750 partners, working in 28 countries worldwide. A current list of A&O Shearman offices is available at aoshearman.com/en/global-coverage.

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