

THE BIG INTERVIEW

Greater integration, record results

Our Mexico City office enjoyed a year of record revenues in 2022. Here, we speak to Office Executive Partner Francisco de Rosenzweig to discover how the office has laid the foundations for future success.

The past few years have been challenging and transformative for our Mexico City office as they dealt with the sudden death of much-loved long-term partner Vincente Corta in 2022.

This tragic event, coming so soon after the Covid-19 pandemic, made Francisco de Rosenzweig's first few months as OEP particularly hard.

He says: "Vincente was an incredibly popular member of the team, so his passing was very difficult for all of us.

"It is in those times that we see that the Firm cares and it was incredible to see everyone come together in the office to support one another. Members of the executive committee also came down to pay their respects, which was greatly appreciated."

The Mexico City team did not lose focus though and delivered a record year of revenues in 2022, while also growing the team substantially.

Francisco explains: "It was a transformative year and one where we strengthened our Capital Markets and FinTech teams while increasing our market share.

"We also focused heavily and strategically on growing the amount of cross-border work we did, greatly improving our integration with the wider Firm."

Indeed, the Mexico City office was involved in the two most high-profile deals on the Mexican and United States market in recent times – Citibank's divestment from Mexico and the representation of lenders in the acquisition of a US\$6 billion power assets investment in Mexico.

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Celebrating the 30th anniversary of the Mexico City office

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“We identified the market opportunities we wanted to target based on the strengths of the Firm and focused on meeting our clients’ needs in these key areas.”

As well as recording record revenues in 2022, the Mexico City office recruited three new partners (two in the Capital Markets team and one Tax partner) and promoted one international partner (EIPAF) and five associates to local partner.

The office also targeted growth in its Tax practice and added 20 associates to its growing Capital Markets, M&A and Commercial Litigation teams.

Francisco says: “When I became OEP, I identified several priorities, the first being to improve collaboration with the wider network, so we could increase revenues and work on the biggest, most challenging and high-profile, cross-border matters.

“Secondly, I’m passionate about increasing the diversity and inclusion of the office, so I’m delighted that we recently appointed three new female local partners and one counsel and I’m working hard with senior partners in the office to ensure we consider diversity and inclusion in all our decisions.”

Another of Francisco’s goals is to give associates the chance to better understand the opportunities available in the global Firm and to embrace its culture.

He says: “One way we’re doing this is by giving associates the chance to spend a few months in other offices, so they can build awareness of how international a firm we are.

“Not only does this help their personal development and benefit the Firm, but it will enable us to recruit and retain our best talent, because associates value these opportunities.”

Francisco also sees collaboration and communication among the Mexico City office as a crucial secret to success. He says: “We’re working to build a stronger community spirit and, as part of that, we hold regular townhall meetings where we provide updates on the Firm’s 2025 Strategy and make sure everyone understands the wider objectives and where we fit into them.

"We demand the highest standards from our people, so it's only right we provide the best environment, communication and community for them to be their best at work."

"The more we share knowledge and collaborate across teams, the better we'll be at serving our clients in a more consistent, joined up way."

Examples of how the office is improving communication and collaboration include regular 'meet and greet' events where associates and partners network and discuss experiences and opportunities, and a Women's Initiative group for female lawyers. The office also has a soccer team that plays once a week.

Francisco says: "It's important for us to make the Mexico City office more than just a place where people come to work. It's also a space where I hope people will enjoy each other's company and make friends as well as colleagues."

The growth within the Mexico City office has coincided with plans to reshape the office and expand it on two additional floors, something Francisco sees as further proof of White & Case's commitment to the Mexico market.

He says: "Since becoming OEP, I've been impressed and grateful for the support we've received from the executive committee, who attended our 30th anniversary party in April 2023, (which was delayed by the Covid-19 pandemic) along with other partners from the United States."

"That event was highly successful, not only giving us a chance to celebrate three decades of success, but also to reconnect in person with colleagues from the wider Firm and particularly more than 400 of our clients."

Francisco has enjoyed his first year and a half as OEP and is glowing in his praise for the Mexico City team.

Members of the office and wider Firm attended the 30th anniversary celebrations



Francisco chats to Chair Hugh Verrier at the anniversary event

Mexico City facts

22
Million

More than 22 million people live in Mexico City, making it the fourth most populous city in the world



It was founded around 500 years ago on the site of Tenochtitlan, which had been the capital of the Aztec Empire

250k

The city's National University of Mexico is the largest of any in the Western hemisphere with around 250,000 students



The city is built on a lake and is slowly sinking, in some areas at a rate of 10cm a year

2.2km

Mexico City is around 2,200m above sea level

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He says: “Everyone has been incredibly supportive. It’s been a complete collaborative effort with good communication essential to our success.

“We’ve put a lot of effort into being attentive and listening to our clients and the results speak for themselves.”

Given the Mexico City office’s continuing growth and recent improvements, Francisco is highly optimistic about the future.

He says: “I’ve seen a huge shift during the past 18 months in the way we collaborate with the global Firm and, while this is fantastic, there is still room for improvement.

“All the signs are that 2023 revenues are good and, when it comes to targets for billable hours, we registered the highest level of all offices earlier this year.

“Looking ahead, I see a lot of opportunities in the capital markets and M&A space, as well as financial services and energy (in particularly renewable energy) and infrastructure.

“Competition in the market is intense, but we’re in the top three in Mexico in every practice area and I strongly believe that no other firm collaborates as well as we do.

“That’s what sets us apart – the ability to deliver a distinctive client experience by bringing together the best of the Firm and working seamlessly across borders.

“This, as well as our passion to listen to, understand and deliver to the needs of our clients, puts us in a great position to continue this success story.

“I’m humbled to have been given the opportunity to lead the Mexico City office. It’s given me a much better picture of the global firm and the chance to guide a great team during what’s been a highly successful and transformative period for the office. I’m looking forward to seeing what we can achieve, both for the Mexico City team, our clients and the wider Firm.”

