

The background of the entire page is a photograph of a city skyline at dusk or dawn. The buildings are silhouetted against a dark sky, with some windows glowing. Overlaid on the image are several concentric, thin orange circles that create a ripple effect across the center of the page.

German Legal Partner Landscape.

Partner Movers List, Insights, and Market Signals

2026

INTRODUCTION AND LEADERSHIP PERSPECTIVE

Germany's lateral partner market in Q1 2026 is being shaped less by who is winning talent and more by who is losing it. Movement is push-driven – partners leaving when something at their existing firm has materially changed: a merger, a strategic pivot, a rate structure that has drifted out of line with the clients they serve.

What follows draws on H&P's proprietary Q1 2026 mover dataset of 66 partner-level moves across 53 firms, alongside commentary from our team and network on the dynamics behind the data.

“The firms doubling down on the German market – investing in people, infrastructure, and the right cultural conditions – are the ones securing the best talent. The firms standing still are watching their best partners walk out the door.”



– Jack Hayes, CEO & Founder, H&P Executive Search

Q1 2026 confirms that lateral partner activity in Germany is no longer running on a single thesis. Movement is increasingly concentrated around commercially resilient practice areas, while negotiation dynamics continue to shift beyond headline compensation alone.

Patent litigation continues to redraw itself around the Unified Patent Court. Employment is producing steady boutique flow. Energy – both clean and traditional – has emerged as one of the market's most durable workflow magnets. Across all three, partners are increasingly negotiating on structure, autonomy, and team protection, not just pay.

“Charge rates at some US-affiliated firms in Germany are now creating real tension for partners whose practices are built on long-term domestic relationships. Increasingly, the discussion is no longer just about compensation – it's about whether the platform genuinely fits the practice they are trying to build.”



– Mark Thomson, Salary Partner, H&P Executive Search

INSIDE THIS REPORT

- H&P's analysis of 66 disclosed partner-level moves across the German legal market in Q1 2026
- A full Q1 mover list, including firm moves and practice area trends across the market
- Feature interview: What Partners Really Want in 2026 – And Why the Q1 Mover Map Looks the Way It Does

THE STATE OF GERMAN PARTNER MOVEMENT

Q1 2026

H&P Executive Search's analysis of Q1 2026 partner movement across the German legal market points to a market still defined by strategic expansion, but with a more selective and commercially disciplined focus than previous cycles. Movement remains concentrated around practices tied to long-term client demand, revenue resilience, and sector specialisation, rather than broad-based hiring momentum.

Corporate and M&A continue to dominate activity, accounting for the largest share of disclosed moves in the market. However, the underlying trend is increasingly sector-led. Energy, infrastructure, regulatory capability, and financing expertise are becoming more central to how firms position their German platforms, particularly as clients continue to invest in energy transition, power infrastructure, and complex cross-border financing structures.

Intellectual Property also remains highly active, although movement is now broader than the concentrated patent litigation spike seen in previous years. Regulatory and employment practices are similarly seeing elevated activity,

reflecting increasing client sensitivity around compliance, workforce complexity, and public-sector scrutiny.

Across the market, firms are becoming more targeted in where they invest. Rather than broad lateral hiring strategies, we are seeing greater emphasis placed on hires that strengthen a defined growth area, deepen sector credibility, or support wider institutional strategy.



"The strongest partner processes are no longer purely compensation-led."

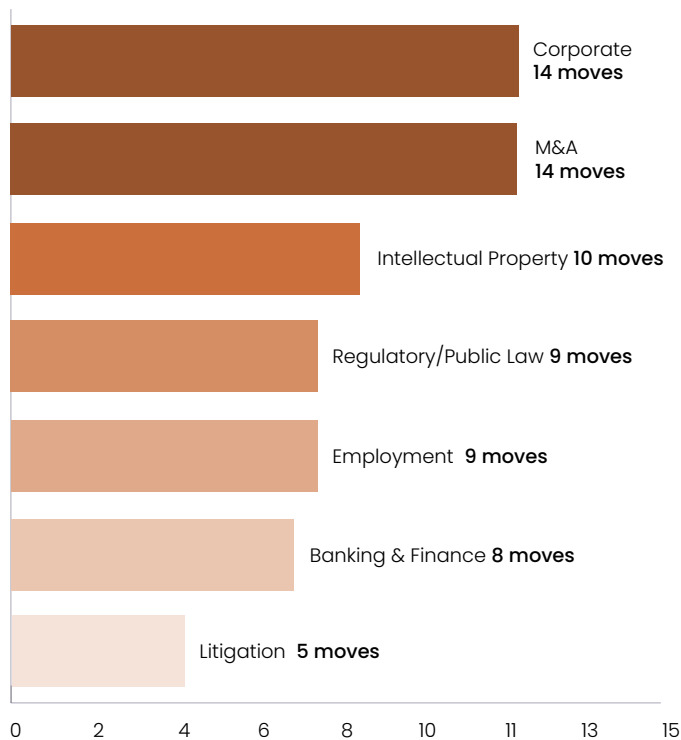
Mark Thomson, a Salary Partner at H&P leading the firm's German legal market, says.

"Candidates are placing greater weight on platform direction, sector alignment, and confidence that the firm will genuinely invest behind the practice long term."



PRACTICE AREA CONCENTRATION

H&P Executive Search's analysis of disclosed Q1 2026 moves identified the following concentration areas across the German market:



The distribution reflects a market increasingly shaped by platform strategy and long-term practice investment. Transactional capability remains central, but firms are simultaneously investing into regulatory, financing, and sector-support functions viewed as critical to sustaining institutional client relationships and cross-border mandates.

NEGOTIATION DYNAMICS CONTINUE TO SHIFT

Compensation remains important, but the structure surrounding offers is becoming increasingly decisive in lateral processes. Candidates are placing greater scrutiny on progression visibility, team build commitments, platform autonomy, and the practical level of investment behind the role itself.

Processes are also moving faster. In several competitive mandates during Q1, lateral discussions progressed from initial engagement to advanced stages within weeks, reflecting a market where firms are under pressure to move decisively to secure high-value talent.

At the same time, expectations on both sides continue to rise. Firms are becoming more selective around strategic fit and revenue contribution, while candidates are increasingly evaluating whether platforms align with their longer-term ambitions, sector focus, and ability to build sustainably within the firm structure.

Q1 2026 AT A GLANCE

66 Partner-level moves tracked

53 Receiving firms

3 Practice areas driving most flow

Push Dominant move-driver

The new negotiation.

What partners really want in 2026 – and why the Q1 mover map looks the way it does.

MARKET SNAPSHOT

Q1 2026 has made one thing clear: the lateral partner market in Europe is no longer a story about firms winning talent. Increasingly, it is a story about firms losing it.

The volume of partner and team moves in Q1 has been notable, but the pattern behind those moves is more telling than the numbers alone. The majority of significant lateral activity has been push-driven, not pull-driven. Partners are not being seduced away by a better offer. They are leaving because something at their current firm has broken down – a merger that changed the culture, a strategic pivot that left their practice exposed, a rate structure that is making it impossible to serve the clients they have spent years building relationships with.

“The typical patterns we are seeing in terms of volume – the moves are generally because certain firms are either merging or

pulling out of the market, and they are not doing enough to keep the best people. The ones doubling down and taking their place seriously are the ones securing top talent.”

– Mark Thomson, H&P

Patent litigation has been one of the defining practice areas of the cycle, reshaped by the Unified Patent Court and the team realignments that followed. Employment law continues to generate steady lateral movement, with partners at larger international firms heading to boutiques in search of rate flexibility and independence from group mandates. Energy – clean and traditional – has emerged as the other major talent magnet, with firms that have committed to building in this space actively drawing partners who see it as the most durable workflow in the market.

What has also shifted is the nature of H&P’s

own market. *“When I started, it was a super associate-heavy market, a constant list of associate moves,”* says H&P’s Evie Jones. *“It still is, but we now focus more on lateral partner moves. Firms are attracting top-tier associates just by existing online. There’s less need for head hunters at that level. Partner moves are very much where our focus is now.”*

THE US EFFECT: REPRICING THE MARKET

If there is a single structural force running through almost every conversation about partner movement right now, it is the influence of US firms on the European legal market. The wave of transatlantic mergers over the past few years has done more than change firm names and letterheads, it has fundamentally repriced what partners are expected to charge, and in doing so, has created a fault line that is driving significant lateral activity.

“There have been so many mergers,” says Mark Thomson. *“The main motivation I’ve seen with partners recently is that the rates they’re having to charge are going up and up, because that’s what the US counterparts are doing, and it means they’re starting to lose clients. Which obviously affects their own client base, their revenue, everything.”*

Charge rates at US-affiliated firms in Germany are pushing toward €1,500–2,000 per hour. For partners whose client base includes domestic mid-market companies, relationships built over decades, often at rates of €400–500 per hour, this creates an impossible position. The partner either holds the rate and loses the client, or pushes back internally and becomes a misfit in their own firm.

The response, increasingly, is to move. H&P has recently placed a senior private equity partner from a major US firm, not yet public, who chose to move to a German boutique specifically to regain control over pricing and

client relationships. *“They were being squeezed on rates, growing towards €1,200–1,300 an hour, and wanted not a set rate, but the ability to charge clients what they wanted and what was acceptable to them,”* says Mark. *“So they can still be highly profitable, but without this stress, this divide between client and lawyer where they have to have that difficult conversation every year.”*

The longer-term read from H&P is striking: *“I don’t personally believe a lot of it is circumstantial. I don’t think all the US groups will stay in Germany for the next 20 years. I think they’ll pull out, and when the rate starts to push into the €1,500–2,000 mark, and there’s still genuinely good legal advice being given at firms charging €500, that’s when German domestics become a lot more attractive.”*

WHAT PARTNERS ARE NEGOTIATING ON

Against this backdrop, the negotiating table has evolved. Compensation remains central, but the conversation has become more structural, more nuanced, and in some ways more personal than a headline number alone.

Grace periods and revenue protection are among the most commonly requested terms, particularly in moves that represent genuine risk for both sides, an office opening, a brand-new practice area, or a full team transplant into unfamiliar territory. Partners will ask for a two-year runway free from performance review, a period in which they can build without the threat of being assessed on year-one revenue. Most firms won’t agree. But where the jeopardy is high enough, and the prize valuable enough, some do.

Equity status is non-negotiable. A partner who arrives at the table as an equity partner will not step back to salaried partnership, even for equivalent or better pay. The title carries meaning beyond the economics, and asking

someone to trade it is, in practice, a deal-ender.

Team protection has become a significant and growing part of the conversation. Partners increasingly arrive with a condition attached: that certain members of their team, a trusted salary partner, a senior associate they've developed, are accommodated, promoted, or protected as part of the move. *"I had an issue where the partner wanted their salary partner to achieve a promotion in the move, but the book wasn't big enough, and that threw the whole move off,"* says Simon. *"Looking out for team members is very much a part of it."*

Technology and AI investment has entered the conversation in a way it simply wasn't two or three years ago. This isn't partners demanding a particular platform – it's a signal they're reading about a firm's direction, its leadership, and whether it has a credible vision for how legal services evolve. *"I'm speaking to people who say their firm isn't properly investing in these new tech platforms, and they'd be interested in joining a firm that actually is on top of their game in these things,"* says Simon. *"It's definitely a factor."* One recent H&P placement was partly motivated by exactly this – a partner moving to a boutique whose operating model was meaningfully more modern than the firm she was leaving.

BEYOND PAY: WHAT'S ACTUALLY DECISIVE

Ask H&P what separates a hire that closes from one that falls apart, and the answer isn't always about money.

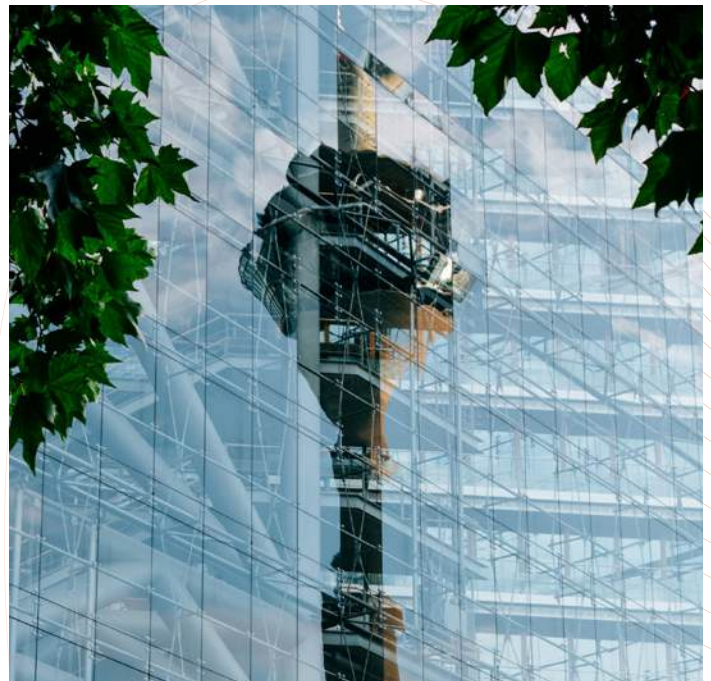
"German partners are way less motivated by money than maybe their US equivalents," says Simon. *"The other factors play a much bigger role when they consider a move. It's more push factors than pull factors. When they're comfortable with the position they have and*

the money they're on, they wouldn't necessarily move just for a bit more money – usually."

What moves the needle, consistently, is a combination of things that are harder to put in a term sheet. Belief in the firm's strategic direction. Genuine sector alignment. The sense that there is something to build, not just a desk to occupy. Autonomy – over clients, over rates, over the shape of a practice. And increasingly, the absence of reputational baggage.

"There are certain firms that made decisions perceived as ethically poor – laying off entire junior cohorts during difficult periods, for example – and partners and associates still reference it years later as a reason not to move there, even when everything else fits," says Mark. *"A clean house matters. It sounds basic, but it genuinely moves decisions."*

On the positive side, visible success stories carry weight. A big name thriving at a firm, consistent award recognition, a sense from the outside that good lawyers are given room to do good work – these act as quiet endorsements that no marketing material can replicate.



Flexibility and working culture have also become more prominent, particularly for female partners. The firms navigating this most effectively aren't making broad promises – they're making concrete introductions. One recent H&P placement involved a firm specifically connecting a prospective partner, a young mother with reservations about the demands of partnership, with three existing female partners with children. *"That's what won her over,"* says Evie. *"Not the policy. The proof."*

WHERE FIRMS ARE GETTING IT WRONG – AND RIGHT

The firms that lose hires they should have secured tend to make the same mistakes.

They move too slowly. They mistake process rigour for due diligence, when what they're actually doing is giving a candidate time to accept a faster offer from a competitor. They lowball at the end – spending weeks, sometimes months, qualifying and courting a candidate, only to come in €50,000 short of what the market warrants, creating a trust breakdown that is almost impossible to recover from. And sometimes, they simply overestimate their own leverage.

"It goes into a negotiation, and because they're lawyers they believe they've got the best negotiation skills," says Mark. *"But they aren't going up against people who are used to that. I've seen quite a lot of processes get to that point – and somebody either gets lowballed and pulls out, or they negotiate too hard, overestimate their value, and the firm says actually, we don't need you that much."*

The firms that win, by contrast, share a different set of behaviours. They take the candidate experience seriously. They move at a pace that signals genuine intent. They involve the right people early. And critically, they take advice –

on what a competitive offer actually looks like right now, not what it looked like two years ago.

"What we always do is get really ahead of the offer," says Mark of H&P's own approach. *"Not waiting until the offer gets made and then finding out it's too low or the terms aren't right – getting in front of that. Because that's ultimately where a lot of deals fall through. Firms often have an outdated perception of what a good offer really looks like in the market. Getting ahead of that early is what stops a process from becoming stagnant."*

The best hiring firms are also, increasingly, the ones treating the intelligence gathered in these processes as an asset – feeding it back into how they think about retention, not just acquisition. The firms that are still treating each hire as a one-off transaction, rather than a signal about what their own partners value and whether they're getting it, are storing up problems.

THE ROAD AHEAD

The structural pressures shaping Q1 are not going away. US firm influence on European rate expectations will continue to create pressure points – and continue to drive partners toward firms where they can operate on their own terms. The boutique market will keep growing in appeal for partners who have built a book and want control over how they serve it.

The partners moving now are, in many cases, the canary. They're signalling what the broader market will demand in 12 to 24 months – more autonomy, more honest equity pathways, more cultural credibility, and a hiring process that treats them as the asset they are.

The firms that understand that are already adapting. The ones that don't are already losing people they didn't realise were at risk.

SELECT PARTNER TRANSITIONS: Q1 2026 GERMANY

The following entries represent a curated selection of partner transitions observed across the German legal market in the first quarter of 2026. This summary is intended to illustrate evolving firm strategies and is not an exhaustive record of all German partner activity.

These transitions show how firms are using lateral acquisitions to scale technical expertise, regional reach, and execution capacity in a market increasingly defined by push-driven movement, US-firm pricing pressure, and structural realignment around patent litigation, employment, and energy.

addworx

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Cornelia Marquardt	Partner	Partner	maat Rechtsanwälte	Employment

ADVANT Beiten

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Jan-Dierk Schaal	Partner	Partner	SKW Schwarz	Intellectual Property
Matthias Kemmer	Partner	Senior Associate	Hogan Lovells	Litigation

ANNERTON

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Renate Prinz	Partner	Partner	McDermott Will & Schulte	Banking & Finance



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Achim Döser	Partner	Counsel	King & Spalding LLP	Regulatory / Public Law

bakertilly

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Theofanis Tacou	Partner	Partner	Advant Beiten	Employment



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dietrich F. R. Stiller	Partner	Partner	SZA Schilling Zutt & Anschütz	Banking & Finance

BEHRENDTS MOHAJER

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Okko Hendrik Behrends	Partner	Partner	FUHRMANN WALLENFELS	Banking & Finance

BINZ & PARTNER

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Steffen Huber	Partner	Partner	KPMG	Tax

Bird & Bird

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Alexandra Mützelburg	Partner	Counsel	Fieldfisher	Regulatory / Public Law
Carsten Böhm	Partner	Partner	McDermott Will & Schulte	Corporate / M&A
Heiko Heppner	Partner	Practice Co-Head EU	Dentons	Litigation



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Katharina Reuer	Partner	Partner	Taylor Wessing	Intellectual Property

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Anke Maria Bogen	Partner	Partner	Stassen	Construction
Anne Schönbrunn	Partner	Partner	Stassen	Real Estate

CASALONGA

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Henning Lulf	Partner	Partner	WR Intellectual Property	Intellectual Property
Holger Tostmann	Partner	Attorney	Wallinger Ricker Schlotter Tostmann	Intellectual Property



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Fabian Friz	Partner	Managing Partner	Welzer Friz	Corporate / M&A



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Frank Tepper-Sawicki	Partner	Partner	Dentons	Corporate / M&A



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Thomas Deby	Partner	Partner	Kollmar, Deby & Sinz	Employment



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Niels Witt	Partner / Practice Co-Head	Partner	SKW Schwarz	Transport

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Andreas Rohland	Partner	Partner	Danckert & Partner	Litigation

**forv/s
mazars**

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Franziska (Stark) Bouchard	Partner	Lawyer	Breyer Rechtsanwälte	Real Estate

FPS

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Hauke Bornschein	Partner	Partner	Taylor Wessing Germany	Banking & Finance

FRESHFIELDS

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Florian Sippel	Partner	Partner	Kirkland and Ellis	Corporate / M&A

GHB

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Cord Behrens	Partner	Managing Partner	GPP	Regulatory / Public Law

gunnercooke

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Florian Roetzer	Partner	Partner	Seufert Rechtsanwälte	Corporate / M&A



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Hannah Eckhoff	Partner	Director	BioNTech	Litigation

HEUKING

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Karsten Alex	Partner	Counsel	Norton Rose Fulbright	Corporate / M&A
Malte Meyer	Partner	Partner	Norton Rose Fulbright	Corporate / M&A
Patrick Narr	Partner	Partner	Norton Rose Fulbright	Corporate / M&A



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Thomas Becher	Partner	Partner	HOFFMANN EITL	Intellectual Property



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Andreas Rauscher	Partner	Attorney	WBH Wachenhausen	Intellectual Property

jbviniol

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Thorsten Feldmann	Partner	Partner	JBB Rechtsanwälte	Intellectual Property



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Christoph Wolf	Partner	Partner	Baker McKenzie	Banking & Finance
Sarah Constanze Mia Blazek	Partner	Partner	Noerr	Regulatory / Public Law

KIRKLAND & ELLIS

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Sebastian Heim	Partner	Partner	Milbank	Corporate / M&A



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Christian Temmel	Partner	Partner	DLA Piper	Corporate / M&A

LUPP + PARTNER

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Thorben Klopp	Partner	Partner	Pusch Wahlig	Employment

Luther.

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. iur. Thomas Wilk	Partner	Regional President	Bezirksregierung Köln	Regulatory / Public Law

MAYER | BROWN

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Burkhard Jäkel	Partner	Partner	Gleiss Lutz	Banking & Finance



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Oliver Sutter	Partner	Partner	Norton Rose Fulbright	Banking & Finance

Morgan Lewis

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Alexander Meier	Partner	Head of Regulatory	Moderna	Regulatory / Public Law



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Niklas Pieper	Partner	Head of Regulatory	Bayer	Regulatory / Public Law



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Christian Vollmer	Partner	Partner	cera	Intellectual Property



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Zaid Mansour	Partner	Counsel	Clifford Chance	Regulatory / Public Law



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Kathrin Marchant	Partner	Partner	Baker McKenzie	Banking & Finance



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Felix Borchert	Partner	Attorney	Self Employed	Intellectual Property

PEARL COHEN

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Raphael Tautz	Partner	Partner	Tautz & Schuhmacher Law	Intellectual Property



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Jeremy Bister	Partner	Partner	Seitz	Employment



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Shaghayegh Smousavi	Partner	Partner	CMS Hasche Sigle	Regulatory / Public Law



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Adrian Helfenstein	Partner	Counsel	McDermott Will & Schulte	Real Estate



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Wolfgang Prinzenberg	Partner	Partner	Pragal & Prinzenberg	Tax



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Thorsten Sörup	Partner	Partner	Andersen	Employment



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Nikolaus Krienke	Partner	Partner	Watson Farley & Williams	Employment



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Hans Peter Leube	Partner	Partner	Morgan Lewis	Corporate / M&A



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Martin Liebernickel	Partner	Partner	Poellath	Tax



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Christian Rutsch	Partner	Partner	Schindhelm Deutschland	Employment
Dr. Clemens Rogge	Partner	Partner	Schmidt Rogge Thoma	Corporate / M&A
Gisbert Schnurbusch	Partner	Partner	Schindhelm Rechtsanwälte	Litigation

SZA SCHILLING, ZUTT & ANSCHÜTZ

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Dr. Dietmar Schulz	Partner	Partner	DLA Piper	Restructuring / Insolvency

TaylorWessing

MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Thorsten Seidel	Partner	Partner	Baker McKenzie	Corporate / M&A



MOVERS	NEW POSITION	PREVIOUS POSITION	PREVIOUS COMPANY	PRACTICE AREA
Benjamin Rapp	Partner	Partner	Gibson Dunn & Crutcher	Tax
Dr. Florian Dehmel	Partner	Lawyer	Latham & Watkins	Employment
Kamyar Abrar	Partner	Partner	Willkie Farr & Gallagher	Corporate / M&A

ABOUT H&P EXECUTIVE SEARCH

H&P Executive Search is a specialist executive search firm advising law firms and partners on high-stakes leadership decisions across the German legal market. We operate at moments of inflection – platform growth, strategic lateral moves, practice build-outs, and leadership transitions – where judgment, timing, and discretion are critical.

Our legal practice is built on evidence-based insight rather than headline noise. We analyse partner movement and hiring dynamics beneath the surface, helping law

firm leadership teams assess lateral risk and shape sustainable growth strategies, while also acting as a trusted sounding board for partners navigating opportunity, positioning, and long-term trajectory in an increasingly selective market.

With an established presence across the UK, US and Continental Europe, we combine local market intelligence with a global perspective to support confident, informed decision-making as the market evolves.

For senior partner search, succession planning, market intelligence, or confidential discussions about senior moves into or out of the German market, please contact our partner team.

KEY CONTACTS

JACK HAYES – FOUNDER & CEO

t: +44 2034 323 385
e: Jack@hpexec.com

MARK THOMSON – SALARY PARTNER

t: +49 89 5419 2754
e: MThomson@hpexec.com

H&P EXECUTIVE SEARCH

+44 2039 302 800

SIMON WEGMANN – PRINCIPAL CONSULTANT

t: +49 89 5419 4819
e: SWegmann@hpexec.com

EVIE JONES – SENIOR CONSULTANT

t: +49 89 5419 2765
e: EJones@hpexec.com

May 2026 | Copyright © H&P Executive Search Ltd