



# 45 UNDER 45

The “45 under 45” is intended as a guide to the leading figures of the international arbitration bar under the age of 45. The first time we published such a list was in our inaugural issue in 2006, so it seemed about time for a reappraisal.

The selection process is similar to that used in our sister publication, *The International Who's Who of Commercial Arbitration*. It began late last year when we put out a call for nominations in the *GAR* briefing. That led to some 150 individuals being put forward. By looking at the quality of their referees and the frequency with which they've appeared in *GAR* coverage, we whittled them down to a “shortlist” of about 100 names. We then circulated this to informed sources – including members of *GAR*'s editorial board and practitioners who appeared on the 2006 list – who voted on the candidates they thought most deserving of inclusion.

We used the tally of votes to guide us in making the final cut, but it wasn't our only consideration. We tried to make the selection as diverse as possible in every sense, which meant that occasionally we chose to overlook a high-scoring practitioner from an already well-represented arbitral seat such as London, say, in favour of someone from a less-covered region. Likewise, where possible we have tried to counter the clout of the big law firms with a showing of independent and boutique practitioners.

The final list breaks down as follows:

- 10 women to 35 men;
- 23 Europe-based practitioners (of which 9 are in the UK and 14 on the Continent);
- 5 Asia-based practitioners (of which 3 are Asian) and 2 in the Middle East;
- 10 US-based lawyers and 3 in Canada; and
- 7 Latin American nationals, of which 3 are based in Latin America

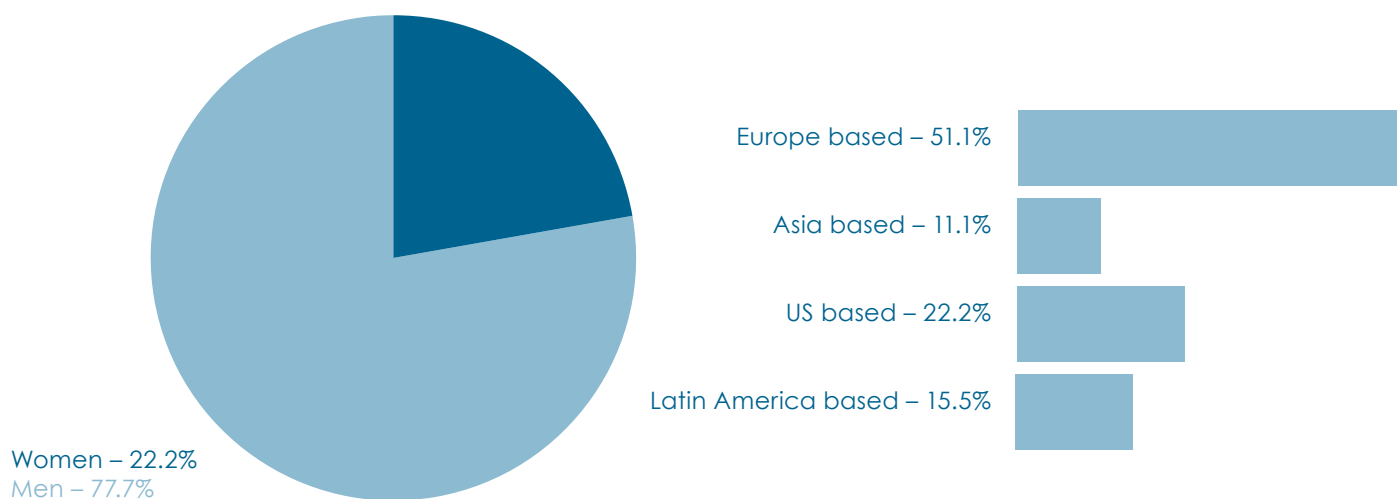
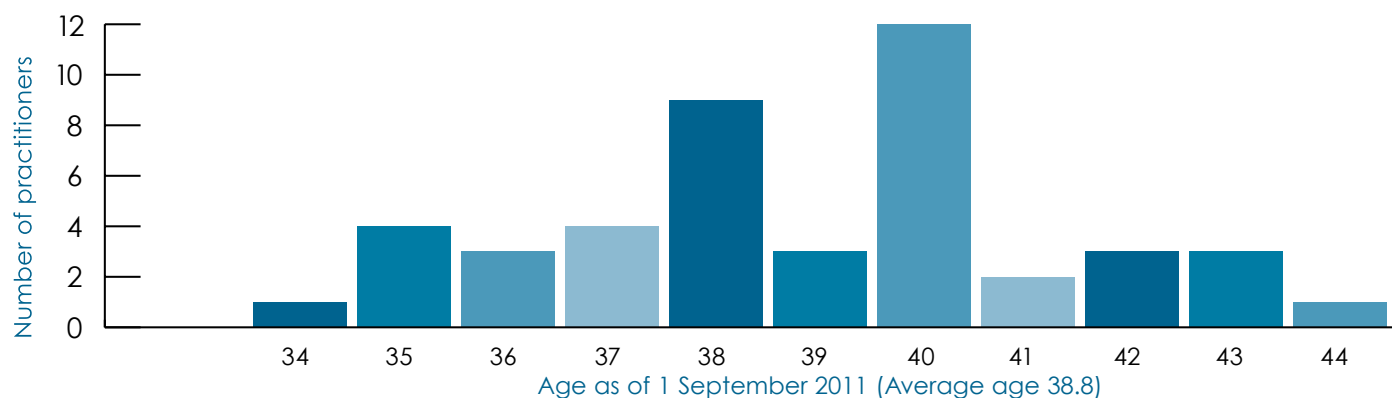
All those selected were 44 or younger as of 1 September 2011. Their average age was just under 39, with the youngest aged 34.

We invited the winners to respond to a short survey. Their answers reveal some common themes. When asked about the most important challenges facing international arbitration, many thought costs and delay are still the areas of most concern. In response to the question, “Who do you consider your mentor?” certain names crop up again and again – notably Gary Born and the late French professor Philippe Fouchard.

To those considering a career in arbitration, the participants tend to advise patience, intellectual curiosity and the pursuit of broad practical experience. As one person put it, “Don't embark on this career unless you genuinely have a passion for international arbitration. There are plenty of people who do, and they will beat you to the top.” Or in the words of another, “If you think it is sufficient to be very smart and highly educated to succeed, you are quite mistaken.”

Some important caveats need to be made. Unlike in 2006, we took the decision this time around to focus exclusively on practitioners. Therefore you won't find nominees from, say, the ICC, LCIA and the Permanent Court of Arbitration appearing here, even though under broader criteria they would certainly be worthy of inclusion. Likewise, the many academics producing important research in the field aren't represented here.

Finally, we took the – for some, unpopular – decision that people who featured in the 2006 list wouldn't be eligible for inclusion in this one. For the sake of fairness, as several of those individuals remain under 45 and received repeat nominations this time around, we revisit the 2006 list at the end of the survey to see what those listed have been doing in the last five years.



#### THE 45 UNDER 45

Roberto Aguirre Luzi (King & Spalding)  
 Catherine Amirfar (Debevoise & Plimpton)  
 Claudia Annacker (Cleary Gottlieb Steen & Hamilton)  
 Domitille Baizeau (Lalive)  
 John Bang (Bae Kim & Lee)  
 Yas Banifatemi (Shearman & Sterling)  
 Julie Bédard (Skadden Arps Slate Meagher & Flom)  
 Sébastien Besson (Python & Peter)  
 Emmanuelle Cabrol (Herbert Smith)  
 Andrea Carlevaris (Bonelli Errede Pappalardo)  
 Cristian Conejero Roos (Cuatrecasas)  
 Justin D'Agostino (Herbert Smith)  
 Louis Degos (K&L Gates)  
 Stephen Fietta (Volterra Fietta)  
 Daniel Gal (Dechert)  
 Hamid Gharavi (Derains & Gharavi)  
 Eduardo Damião Gonçalves (Mattos Filho, Veiga Filho, Marrey Jr e Quiroga Advogados)  
 Renato Stephan Grion (Pinheiro Neto Advogados)  
 Karim Hafez (Hafez)  
 James Hosking (Chaffetz Lindsey)  
 Johannes Koepp (Baker Botts)  
 Sophie Lamb (Debevoise & Plimpton)

Andrew McDougall (Perley-Robertson Hill & McDougall)  
 Andrea Menaker (White & Case)  
 Craig Miles (King & Spalding)  
 Reza Mohtashami (Freshfields Bruckhaus Deringer)  
 Salim Moollan (Essex Court Chambers)  
 Sylvia Noury (Freshfields Bruckhaus Deringer)  
 Robin Oldenstam (Mannheimer Swartling)  
 Colin Ong (Dr Colin Ong Legal Services)  
 Georgios Petrochilos (Freshfields Bruckhaus Deringer)  
 John Rhie (Kim & Chang)  
 Javier Robalino (Paz Horowitz Robalino)  
 Noah Rubins (Freshfields Bruckhaus Deringer)  
 Aníbal Sabater (Fulbright & Jaworski)  
 Ank Santens (White & Case)  
 Jan Schaefer (Allen & Overy)  
 Franz Schwarz (WilmerHale)  
 Anthony Sinclair (Allen & Overy)  
 Ignacio Suarez Anzorena (Chadbourne & Parke)  
 Yu-Jin Tay (Shearman & Sterling)  
 Martin Valasek (Norton Rose OR)  
 Baiju Vasani (Crowell & Moring)  
 Gaëtan Verhoosel (Covington & Burling)  
 Roland Ziade (Cleary Gottlieb Steen & Hamilton)



Gaëtan Verhoosel  
Partner, Covington & Burling  
London  
Belgian  
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**Why international arbitration?**

Because it is as good as the practice of law gets.

**What's been the highlight of your career so far?**

My work on two treaty arbitrations against Ecuador for Occidental Petroleum Corporation over the past 10 years.

**Who do you consider your mentor?**

Several: Steve Bond, Donald Donovan, David W Rivkin.

**Who else in the field do you admire?**

All those who take their work seriously but not themselves.

**What other career might you have chosen?**

Something that would have led to an early retirement, because I cannot imagine being enticed by any occupation for so long as I have been by arbitration.

**What advice would you give someone just starting out?**

Get advocacy roles as soon as you can.

**Do you sit as an arbitrator?**

Yes. ICC default appointment, aged 33.

**What are the biggest challenges facing arbitration?**

(Understandable) user disgruntlement.

**If you could change one thing about the system...?**

Length, length, length.

**What's been your most memorable moment in a hearing?**

Cross-examining a retired law professor from a Latin American country who asked me halfway through, "You have already qualified as a lawyer, have you not?"

**What's your favourite city to arbitrate in?**

Rio. I think that's obvious.