

BIRTH OF CSP LEGAL: THE LAW BRANCH OF C&S PARTNERS SUPPORTING MANAGERS

May 12, 2021



Olivier MAINGUET and C&S Partners jointly created CSP Legal earlier this year, the law branch of C&S Partners. Prior to CSP Legal, Mainguet spent time in a number of leading companies' legal departments, focusing on mobility, compensation & benefits for managers and directors, and then as a lawyer at two law firms. Based in Paris, he will operate both on a global basis for C&S Partners' clientele and independently.

TELL US A BIT ABOUT YOUR BACKGROUND.

Olivier Mainguet. I began my third-level education at the University of Rennes, where I was lucky enough to be part of the first Erasmus exchanges and was able to study at the University of Leuven, in Belgium. I also have a law qualification from the University of Tours.

In 1994 I joined Price Waterhouse legal and tax, which became Landwell & Associés (PwC Société d'Avocats since 2015). I worked there for six years, climbing the corporate ladder to become head of a team within the international mobility department. My main task was to oversee international transfers of expats and their associated tax issues. I learned how to apply labor, tax and EU and international law to areas of high importance. As a newcomer to this field, I was able to learn a lot in a short period of time, representing as well as clients working for major multinationals.

I then moved to London to work for the Coca-Cola Hellenic Bottling Company as Compensation & Benefits Manager, International Transfers, from 2001 to 2004. At the time, this bottling company operated in 27 countries, had a staff of 30,000 and brought in \$8 billion annually. I was hired to figure out how to structure the contracts of London-based staff we wanted to post to Athens. Coca-Cola was boosting its presence in Greece ahead of the 2004 Olympic Games and needed to put together an attractive package to get managers to relocate. The company had around 150 expats at the time, around half of whom were London-based, with the rest spread across offices from Switzerland to the Far East.

During my time with the company, I further developed my C&B expertise by regularly visiting colleagues in Central and Eastern Europe, as well as in the former Soviet Union. I took pride in going the extra mile to ensure our foreign-based directors, wherever they were stationed, were taken care of, which they really appreciated.

Upon returning to France in the spring of 2005, I joined the recently created Vaughan Avocats, where I soon made partner, having created a department that focused on international mobility, remuneration and benefits. While with the firm I expanded my areas of practice, and began representing members of the artistic community, working on tax aspects of rock festivals and touring Operas. It was at Vaughan that I made the acquaintance of Gérald Bouhourd and the Technip team.

In 2010, I joined Intervista, where I continued to work with my existing clients as well as developing a number of new ones. After a decade there, I moved to CSP Legal in April 2021.

WHAT CONVINCED YOU TO JOIN C&S PARTNERS' NEW SUBSIDIARY, CSP LEGAL?

The creation of CSP Legal was a logical next step for C&S Partners. Gérald and I found ourselves working on an increasing number of projects together as the years went by. He was focused on managing the needs of his clients, and part of that tended to involve the labor, tax or legal issues of clients in a range of countries, which is where I would come in. I tried to provide tailor-made solutions and/or ideas that would make Gérald's job easier. However, it is important to note that both of us represent clients in different ways, even if we regularly worked together.

WHAT DOES THE C&S MOTTO "MATERIALIZING LEADERSHIP" MEAN TO YOU?

This slogan kind of sums up what I do, actually! I help clients take control of their legal, labor and tax issues and can intervene both when an individual is leaving a company and when they are joining a new one.

WHAT ARE YOUR MAIN ROLES AT C&S PARTNERS?

I deploy labor, tax and international law on a daily business in the service of our clientele. I find myself using a lot of Excel docs, but really, there are no particular limits on what I do. The logic of how I approach a project is often the same, however. Whether you are an IT or logistics company, pay and benefits will vary from market to market and from mission to mission.

I would liken my job to playing with Lego: it requires putting the pieces together in a way that is as solid and attractive as possible.

WHO ARE YOUR CLIENTS?

I act for a broad clientele, including the directors and managers of prominent companies in the logistics, tech, IT, engineering, and wind-power industries as well as associated consultancies.

CSP Legal has its own, dedicated, clientele. However, C&S Partners' clients who have tax, labor and remuneration issues in need of fiscal optimization can always knock on my door.



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