

<https://www.linkedin.com/pub/sebastian-bauer/25/8/a1>



Summary

Lawyer/investigator with several years of experience in investigations under international law and corporate compliance law in international and Intergovernmental Organisations

Experience



Investigator

European Patent Office

February 2013 – Present (2 years 10 months) Munich Area, Germany

- Investigation of staff misconduct (fraud, corruption, severe harassment, grave violations)
- Drafting and update of relevant regulations and procedures
- Analyses of relevant Administrative Tribunal jurisdiction
- Preparation and presentation of reports to the Disciplinary Committee
- Outreach and communication to staff members



Lawyer

European Patent Office

March 2012 – January 2013 (11 months) Munich Area, Germany

- Drafting/update of governance and compliance framework
- Legal and policy advice to senior management
- International tribunal litigation

- Drafting and update of service regulations, policies and procedures
- Analyses of relevant jurisdiction



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Investigator

The World Bank

January 2011 – March 2012 (1 year 3 months)

- Investigation of staff misconduct
- Resolution of workplace grievances
- Drafting and update of relevant staff rules and procedures
- Coordination of Internal Justice System reform process with other units
- Analyses of relevant Administrative Tribunal jurisdiction
- Preparation and presentation of reports to the Vice President, Human Resources
- Preparation and coordination of litigation strategies with World Bank Legal Counsel
- Preparation of pertinent briefs litigation briefs in coordination with World Bank Counsel
- Outreach and communication to staff members on internal grievance procedures



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Ethics and Investigation Analyst

The World Bank

November 2009 – December 2010 (1 year 2 months)

- Conflicts of Interest (COI): Development and implementation of COI management and safeguard policies on the basis of International Administrative Law and behavioural economics; advice for staff members on COI in WBG business/operational activities
- Outside Interest Committee (OIC): Constitution of the OIC; revised OIC related Staff Rules; draft of OIC procedural policies and rules; organization of OIC member orientation
- Financial Disclosure (FD) Program: Implementation of FD best practice and policies; draft of FD Manual; draft of contractor's Terms of Reference

• Attorney

Dr. Thomas Fritz Lawyers

April 2006 – October 2009 (3 years 7 months)

- Defence Counsel in white collar corruption/embezzlement cases
- Compliance investigations at client corporations
- Legal Representative of Médecins du Monde and other non-governmental organizations in the field of humanitarian assistance and development cooperation
- Advice on corporate governance and compliance
- Drafting of procedures for compliance procedures and investigations for client corporations
- Negotiation of out of court civil law settlements for clients



- **Legal Advisor**

- **Indo-German Chamber of Commerce**

October 2005 – April 2006 (7 months) New Delhi Area, India

- Investigation of labour standards compliance in India
- Seminars for Indian companies on compliance and corporate governance
- Mediator in the Chamber's New Delhi Mediation Centre

- **Law Clerk (Rechtsreferendar)**

Office of the Public Prosecutor, District Munich II

April 2004 – September 2005 (1 year 6 months)

- Preparation of litigation strategies
- Representation of the prosecution in court
- Hearing of witnesses
- Coordination of investigations
- Drafting of briefs, arrest warrants, penalty orders, and arraignments

University of Cambridge

Master of Law (LL.M.), [International Law](#), First Degree Honours

2008 – 2009

- Clive Parry Prize for International Law
- A.J. Iacovides Prize for International Law
- St. John's College Prize for Law
- Prior Scholarship
- Cambridge Europe Trust Scholarship
- DAAD (German Academic Exchange Service) Scholarship

Activities and Societies: [Vice President, Cambridge Graduate Law Society](#); [Vice President, St. John's SCC Football Association](#)

Bayerisches Staatsministerium der Justiz

Bar Examination (Zweite Juristische Staatsprüfung), [International Law and Legal Studies](#), 10.62 (with Distinction)

2006 – 2006

German University of Administrative Sciences, Speyer

Certificate, [Public Administration and International Relations](#)

2005 – 2005



Ludwig-Maximilians Universität München / LMU Munich

J.D. (Erste Juristische Staatsprüfung), [Law](#), 12.00 (with Distinction)

1999 – 2004

E-fellows scholarship

Honors & Awards

Additional Honors & Awards

- World Bank Integrity VPU Award 2011
- A.J. Iacovides Prize for International Law 2009
- Clive Parry Prize for International Law 2009

- St. John's College Prize for Law 2008/2009
- Prior Scholarship 2008/2009
- Cambridge European Trusts Scholarship 2008
- German Academic Exchange Service Scholarship 2008
- E-Fellows Scholarship 2006