

A man and a woman in business attire are seated at a table, smiling and looking towards each other. The man is on the left, wearing a dark suit and a patterned tie. The woman is on the right, wearing a teal blazer and glasses. They have their hands clasped on the table. The background is a blurred office setting.

TAKE CHARGE
OF YOUR
CAREER PATH

KING & WOOD
MALLESONS
金杜律师事务所



INTRODUCTION

We're King & Wood Mallesons. The top tier international law firm, from Asia, for the world. The world's leading organisations turn to us to unlock opportunities and deliver smart, considered, and confident advice. Where others see problems, we see possibilities.

Innovation is in our DNA. We equip our people with the skills to partner with our clients and bring to life pioneering solutions which will help them to adapt, reinvent and evolve. We believe innovation comes from giving our people room to grow. At KWM, our people are encouraged to shape their own career path, supported every step of the way with world-class training, coaching and hands-on experience.

Diversity of thought, perspective and experience is critical to our culture. We provide a broad, inclusive and open environment in which our people are fully supported to bring their whole selves.



WANG JUNFENG

GLOBAL CHAIRMAN
BEIJING, CHINA



SUE KENCH

GLOBAL CHIEF EXECUTIVE
HONG KONG, CHINA HONG KONG SAR

THE CLERKSHIP PROGRAM

If you relish the prospect of being involved in cutting edge legal work, learning from experts at the top of their game and working in a fast-paced environment, you're just the sort of person we'd like as a KWM clerk or Trainee Solicitor.

We're with you every step of the way. We know how important support can be in making you feel part of a team and help you to do your very best.

That's why, from day one, you'll be assigned key people to offer you advice, guidance and support whenever you need it.

As a clerk, you will be assigned a:

- **Buddy** – your 'confidant' at work. Your buddy provides informal and additional support to answer any questions you might have, including the 'silly' ones.
- **Development Coach** – a Senior Associate will provide you with work, help you manage your workload, and provide feedback on your performance.
- **Partner** – will also supervise you and provide you with work.



THE BEST POSSIBLE START

During your clerkship, you'll get to know more about our people, the way we like to work, our culture, practice areas, and clients.

By the end of the clerkship, you will have a big picture understanding of what it's like to be a lawyer at KWM.

Many of our clerks go on to take up a Trainee Solicitor position with us.

HOW IT WORKS

We've designed a program to help you make the most of your time with us. During your clerkship, you will learn:

The day-to-day skills to get you started – taking instructions, meeting with clients, drafting memos and documents, working in teams, managing your practice and professional relationships. This is a 'hands on' role so you won't just be watching from the sidelines. You will be given 'real' work that your team is working on.

The core practice teams at KWM – who they are, what they do, how they're structured, the clients they work for, and of course, your role within them as a junior lawyer.

Our culture – working within your team, you'll be regularly exposed and encouraged to get actively involved in the many activities and events that help create the unique, supportive and friendly culture at KWM.

Our training – during your clerkship, you will attend several technical, as well as soft skills, training sessions offered by our Senior Lawyers. For example, Clear Communications, How to Write a Memo, How to Take Instructions, and presentations on the various practice groups.

Our community – you'll have many opportunities to get involved in the social and community activities that we organise such as staff drinks, pro bono charity initiatives, and dragon boating. It's not all hard work! We really encourage you to get involved and enjoy yourself.

The 'nuts and bolts' – our technology, financial systems, research and support resources, firm policies, procedures and the structure and approach of the firm itself.



GLOBAL SECTOR EXPERTISE

Consumer & Retail	Financial Institutions	Private Equity	Real Estate & Construction	Telecoms, Media Entertainment Technology	Healthcare & Pharma	Projects, Energy & Resources	Industrials	Agribusiness & Food	Automotive	Government & Public
-------------------	------------------------	----------------	----------------------------	--	---------------------	------------------------------	-------------	---------------------	------------	---------------------

OUR GLOBAL NETWORK

AUSTRALIA	CHINA	CHINA HONG KONG SAR	JAPAN	SINGAPORE	USA
180+ Partners	420+ Partners	30+ Partners	5 Partners	9 Partners	15+ Partners
1100+ Lawyers	2100+ Lawyers	190+ Lawyers	25+ Lawyers	25+ Lawyers	35+ Lawyers
OFFICES Brisbane Canberra Melbourne Perth Sydney	OFFICES Beijing Changchun Chengdu Chongqing Guangzhou Haikou Hangzhou Jinan Nanjing Qingdao Sanya Shanghai Shenzhen Suzhou Wuxi Zhuhai	OFFICES Hong Kong	OFFICES Tokyo	OFFICES Singapore	OFFICES New York Silicon Valley
CLOUD OFFICES CHINA: Changsha Chuanyugui Fuzhou Hainan Free Trade Port Hefei Hohhot Kunming Lhasa Nanchang Nanning Ningbo Qin Ao Shenyang Shijiazhuang Taipei Tianjin Urumqi Wuhan Xiamen Xian Xining Zhengzhou INTERNATIONAL: Bangladesh Cambodia Indonesia Laos Malaysia Myanmar New Zealand Pakistan Republic Of Korea Russia Sri Lanka Thailand The Philippines Vietnam					

As at August 2024.



PRACTICE AREAS

Banking & Finance: Asset finance, acquisition finance, aviation finance, bank lending, financial services regulation, project finance, real estate finance, refinancing and debt structuring, securitisation, and structured products and derivatives.

Competition, Trade and Regulatory: Regulatory investigations, AML/CTF, fintech, competition, litigation, consumer protection and compliance training, economic analysis of competition issues and merger clearance.

Construction: Front-end and back-end construction law across sectors including infrastructure, power, transport, water and telecommunications.

Corporate/M&A: Mergers and acquisitions, takeovers, demergers, joint ventures, privatisation and private equity.

Dispute Resolution: Litigation, mediation, investigations and raids, financial disputes, corporate disputes, construction disputes, employment, technology and intellectual property disputes.

International Arbitration: Institutional and ad-hoc arbitrations, related court proceedings, arbitrations and enforcement of arbitral awards.

International Funds: Private equity and other private investment funds, retail funds, ETFs, QFII and RQFII funds, REITs, real estate, infrastructure and energy funds, RMB funds, hedge funds, spin-offs and secondary transactions.

Project, Energy & Resource: M&A and joint venture arrangements, project finance, project approvals, environment and planning, Inbound and outbound investment including Foreign Investment Review Board (FIRB) approvals and Climate change and clean energy

Real Estate: Sale and purchase, real estate finance, leasing transactions, real estate construction, planning and development, property-backed securities, real estate investment funds and trusts, hotels and resorts, real estate disputes and property management.

Restructuring & Insolvency: Complex workouts, corporate restructurings and schemes of arrangement, reorganisation, bankruptcy, administration, receivership and liquidation, recovery of assets in liquidations and bankruptcies, sale of distressed assets and businesses, managing credit risk, corporate recovery; enforcing the rights of secured creditors, debt trading / distressed debt transactions, insolvent trading, retention of title, third party guarantees, and voidable transactions.

Securities: Equity (IPOs, private placements and rights issues), debt (multi-currency bonds, perpetual securities, MTN programmes, exchangeable bonds, investment grade and high-yield securities), and structured products, derivatives and securitisation.



INTERNATIONAL SECONDMENT OPPORTUNITIES

"I am very grateful for my Singapore secondment opportunity – it was certainly challenging to arrange secondments during a pandemic, but our partners and HR across the KWM network did everything they possibly could to make it happen. The 6-month experience completely went beyond my expectations, and here's why: Our Singapore office is an extension of our vast Australian network and is headed by, mostly, Australian partners. They are extremely welcoming and hands-on. The lawyers are a mixture of Australians and local Singaporeans, which gave me a taste of both cultures. During my secondment, I was pooled among Projects, M&A, Funds, Banking and International Arbitration teams, allowing me to receive diverse exposure and work with almost everyone in the office. The work was cross-border in nature, which gave a junior a commercial perspective in legal work in Southeast Asia across sectors. Most memorable of all, I built so many connections both at work and outside work throughout my time in Singapore, and the experience living in this bustling city-state as known as the financial hub of Southeast Asia was something to remember for a lifetime."

Trainee Secondment – Singapore, 2022

"My 3-month secondment to KWM's Shanghai office was a remarkable highlight of my training contract and has undoubtedly shaped me into an all-rounded lawyer. As a trainee placed in the corporate team, I have been involved in a wide range of cross-border transactions with a number of high profile clients, and had the opportunity to assist in various workstreams. KWM Shanghai offered a highly comprehensive training programme and partners of the firm have given us numerous lectures and seminars on various commercial and legal topics, which formed the solid foundation for me to embark on my legal career. I am truly grateful for having had the incredible opportunity to participate in such a rewarding learning experience."

Trainee Secondment – Shanghai, 2022



THE TRAINEE SOLICITOR PROGRAM

All Trainee Solicitors who start with KWM will be involved in the International Graduate Program (IGP). The overarching goal of the program is to help you become a successful lawyer in an international market.

The program will enable Trainee Solicitors to spend four, six-month rotations in three different practice groups. Trainees will also have the opportunity to apply to complete a rotation in one of our overseas offices. Our IGP program promotes and supports the mobility of our staff across our global network by providing an integrated, firm-wide program.

WHAT YOU'LL LEARN

In your two years' trainee solicitor program you will receive:

- Meaningful work covering a wide range of practice areas (both in HKSAR and in other jurisdictions)
- Client contact and an in-depth understanding of how they operate in a commercial and regulatory environment
- The opportunity to work with a range of Partners, Senior Associates, and Associates in different practice groups
- A practical understanding of different areas of our legal practice
- A comprehensive knowledge of the firm, our technology, our resources, our processes, and of course, the people you'll work with
- Feedback – at the end of every rotation, you will receive formal feedback from the Partners and Senior Lawyers you have worked closely with.

TRAINING

As part of your IGP we also offer a range of training options:

- Induction Program: providing an overview of the firm, our people, our systems and our way of doing business
- Continuing Professional Development (CPD): practice groups meet to discuss recent developments in their area of the law and to exchange practical tips
- Major issues/developments: lunchtime CPD seminars for all lawyers in the firm to provide legal updates and training
- External seminars: lawyers are encouraged to attend external training seminars to find out about recent developments in particular areas of law
- At KWM Hong Kong, the offer of a Trainee Solicitor contract is conditional upon successful completion of the Postgraduate Certificate of Laws (PCLL) course. It's a full-time course that begins in September and ends in June. Our Trainee program is conducted in line with The Law Society of Hong Kong's Trainee Solicitor Rules.

YOUR BENEFITS

No matter where you are in your career, we're committed to being a leading employer among legal services. So we're always looking for ways to help you blend your work, life and interests outside of work. We have a range of policies and benefits to give you the flexibility you need.

Health and wellbeing

- Subsidised gym membership
- Annual health and wellbeing expos
- Sporting activities
- Monthly massage
- Free flu shots
- Employee Assistance Program

General benefits

- Employee rewards and recognition
- Social committee and activities
- Active Community and pro bono program
- Diversity & Inclusion Committee and activities
- Volunteer leave
- Leave of absence
- MPF and Medical Insurance coverage
- PCLL Fees reimbursement
- PCLL stipend
- Secondment opportunities
- Competitive Trainee Salary
- 4 weeks unpaid qualification leave.



APPLICATION TIME KWM.COM/CAREERS

Lodge your application via [our website](https://www.kwm.com/careers).

KEY DATES

	Vacancies	Applications Open	Applications Close
KWM Hong Kong	2025 Summer Clerkship (June and July) up to 30	1 November 2024	12 January 2025
	2027 Trainee Solicitor Program up to 10	We aim to source our 2027 Trainee Solicitor from our 2025 Clerkship programs.	
KWM IC	2025 Propel International Graduate Program up to 6	21 November 2024	12 January 2025
	2025 GBA Portal Graduate Recruitment Program up to 4	21 November 2024	12 January 2025

For roles at KWM in mainland China and Australia please see our [kwm.com/careers](https://www.kwm.com/careers)



PRO-BONO, CHARITY & HUMAN RIGHTS

Since 2001, our King & Wood Mallesons in the Community program has provided pro bono legal advice to disadvantaged individuals and to charities.

Our support is broad and varied, and uses the skills of our Partners, Lawyers, shared services and secretarial staff. We raise money and volunteer our time.

Each year we allocate a significant budget for pro bono time. The time our lawyers spend working on pro bono matters is treated equally with billable work.

In Hong Kong, we work with a number of key charities including the Hong Kong Red Cross and the Justice Centre Hong Kong.



GRADUATE RECRUITMENT



DONOVAN FERGUSON

GRADUATE RECRUITMENT PARTNER
HONG KONG

TEL +852 3443 1057
MOB +852 6829 5812
EMAIL donovan.ferguson@hk.kwm.com



JESSICA ZHOU

GRADUATE RECRUITMENT PARTNER
HONG KONG

TEL +852 3443 1085
MOB +852 6796 6132
EMAIL jessica.zhou@hk.kwm.com



EMILY WONG

RECRUITMENT MANAGER
HONG KONG

TEL +852 3443 1071
MOB +852 6052 2385
EMAIL emily.m.wong@hk.kwm.com

WHAT DO THEY DO?

- Direct the Graduate Recruitment Committee
- Manage the recruitment policies, processes and timings for summer and winter clerk recruitment as well as Trainee Solicitor recruitment
- Are involved in all aspects of graduate recruitment and junior legal staff matters
- Are available to discuss any issues Clerks and Trainee Solicitors may have

Or please contact us via our general enquiry email:
graduate.hkreruitment@hk.kwm.com





ABOUT KING & WOOD MALLESONS

A firm born in Asia, underpinned by world class capability. With thousands of lawyers across multiple locations, we draw from our Western and Eastern perspectives to deliver incisive counsel.

We are strategically positioned on the ground in the world's growth markets and financial centres.

We help our clients manage their risk and enable their growth. Our full-service offering combines un-matched top tier local capability complemented with an international platform. We work with our clients to cut through the cultural, regulatory and technical barriers and get deals done in new markets.

Disclaimer

This publication provides information on and material containing matters of interest produced by King & Wood Mallesons. The material in this publication is provided only for your information and does not constitute legal or other advice on any specific matter. Readers should seek specific legal advice from KWM legal professionals before acting on the information contained in this publication.

King & Wood Mallesons refers to the network of firms which are members of the King & Wood Mallesons network. See kwm.com for more information.

www.kwm.com

© 2024 King & Wood Mallesons



JOIN THE CONVERSATION



SUBSCRIBE TO OUR WECHAT COMMUNITY.
SEARCH: KWM_CHINA