

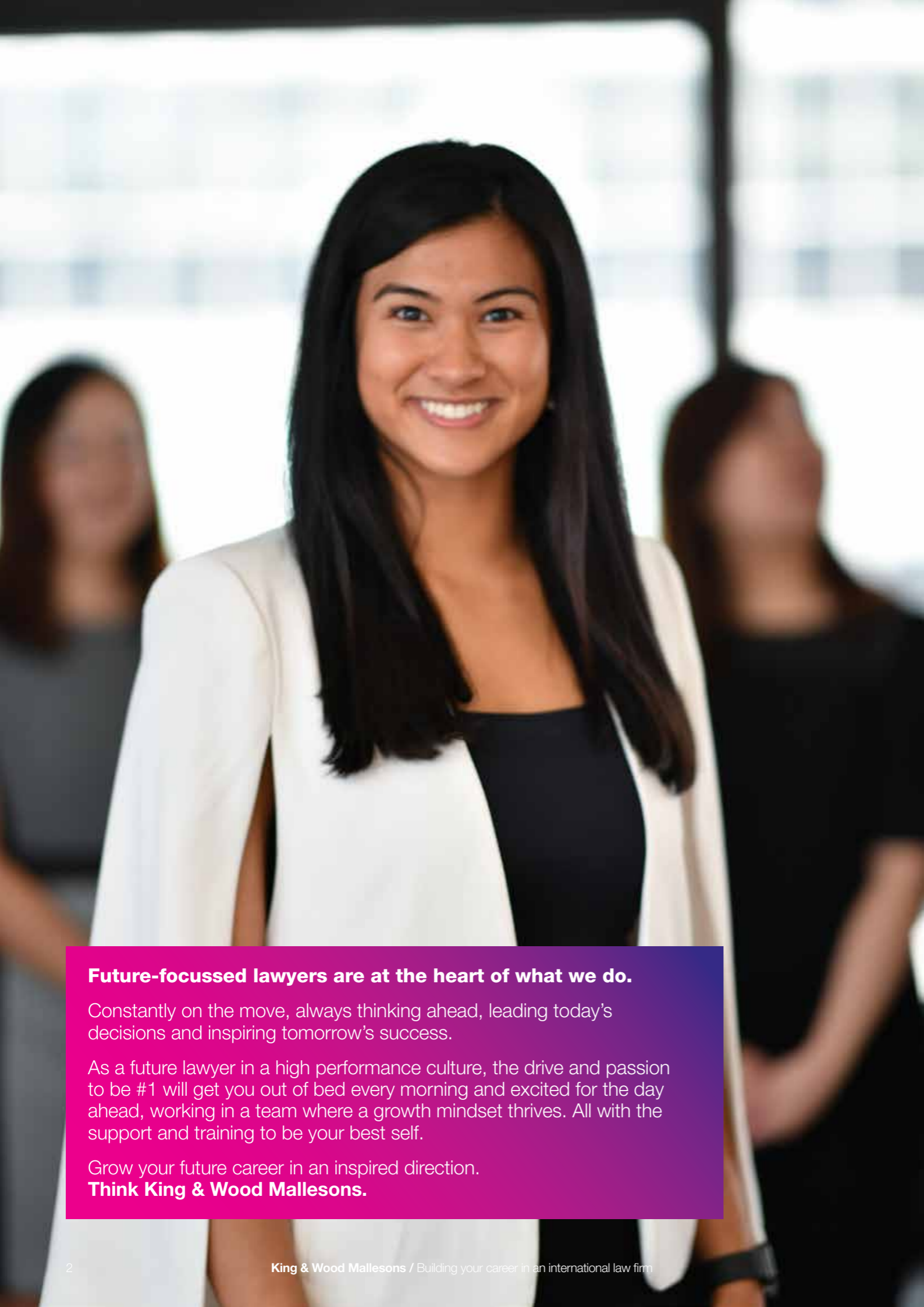
KING & WOOD  
MALLESONS  
金杜律师事务所

The Power of Together



**Think Differently**

**Think KWM**



# Building a future generation of KWM lawyers

## Future-focussed lawyers are at the heart of what we do.

Constantly on the move, always thinking ahead, leading today's decisions and inspiring tomorrow's success.

As a future lawyer in a high performance culture, the drive and passion to be #1 will get you out of bed every morning and excited for the day ahead, working in a team where a growth mindset thrives. All with the support and training to be your best self.

Grow your future career in an inspired direction.  
**Think King & Wood Mallesons.**



King & Wood Mallesons offers a unique opportunity for ambitious graduates to shape their world at the only top tier international law firm headquartered in Asia.

Our Hong Kong practice spans international, local and regional clients, focussed on creating value across all corners of the globe. With an ambition to help clients shape their business for the years to come – we can help you to shape your world, too.

That's because our people are our future and a significant source of pride to us at KWM. With more than 200 years of collective knowledge and experience, we know that our future is in the hands of the next generation of lawyers.

So, if you join KWM, you will work hard, have access to the highest quality training and development, and get the opportunity to mix with lots of different people and make many new friends along the way.

We wish you the very best of luck with your application to join the firm. The competition for a graduate position with global law firms can be fierce. Be yourself, and show us your passion, drive and commitment to succeed and in return, you will have a thoroughly rewarding career path ahead of you at KWM.



**Wang Junfeng**  
Global Chairman

**Sue Kench**  
Global Managing Partner



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.

## The Clerkship Program

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.

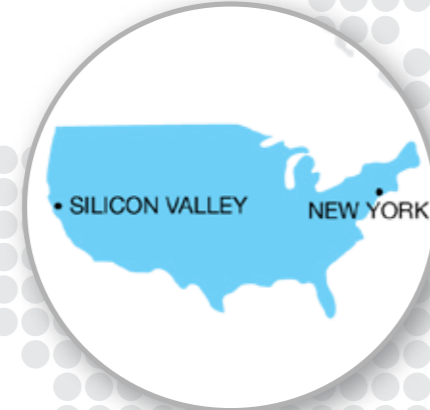
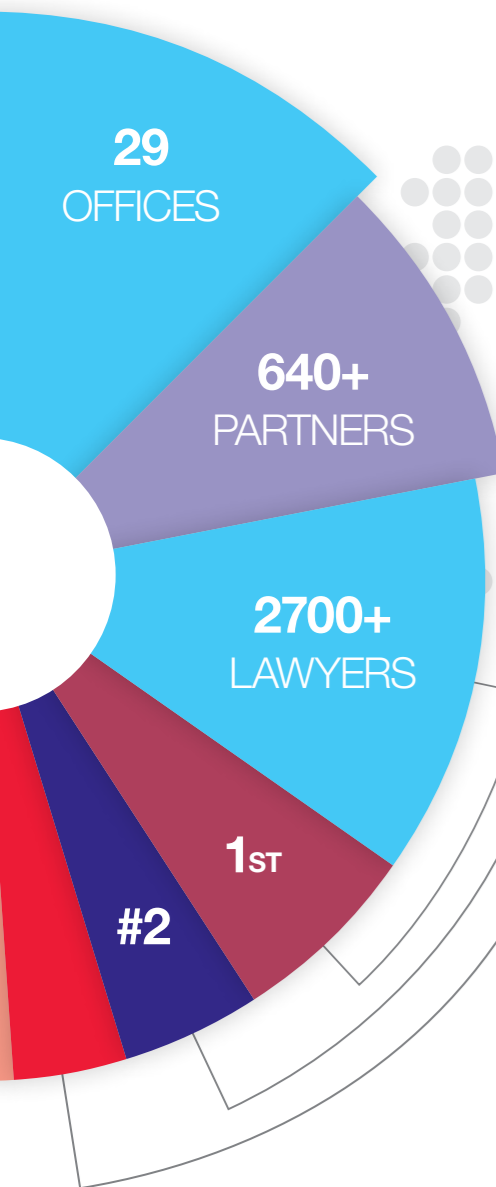
- **Our culture** – working within your team, you'll be regularly exposed and encouraged to get actively involved in the many activities and events that help create the unique, supportive and friendly culture at KWM.
- **Our training** – during your clerkship, you will attend several technical, as well 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.

“Secondment is an invaluable opportunity for me to work with the best lawyers in the country who are always happy to offer help and guidance whenever needed. From assisting our clients in granting security interests on water, to cross-border transactions involving countries like Cambodia and Peru, each project has been a challenging yet rewarding experience for me. The endless list of quality restaurants in Melbourne mean that there is always somewhere to check out after work! Trainee secondment to Melbourne, 2019work! ”  
Trainee secondment to Melbourne, 2019

“Truly an eye-opening experience – being put into an office with a completely different cultural setting, I was able to observe how matters can be dealt with, practices can be developed and colleagues can be bonded in novel ways. I am truly grateful to my team who are forever encouraging (and sassy) and for all the joy I had during my stay here. Definitely an experience you would never regret having. ”  
Trainee secondment to Melbourne, 2019

“My 3-month secondment experience in the Corporate & Securities team of the Shanghai office offered me ample opportunities to work with top-notch lawyers on transactions of different natures, ranging from listings to cross-border mergers & acquisitions. The challenging yet rewarding work experience coupled with practical training allowed me to gain valuable insights on the landscape of the PRC legal industry. In addition to professional and legal training, I am grateful for the opportunity to experience a different working culture and build contacts with people across the firm. I am overwhelmed by the professionalism and support of the colleagues from the Shanghai office and I enjoyed the time hanging out with them after work to explore new restaurants and attend cultural events. Trainee secondment to Shanghai, PRC 2021 events.”  
Trainee secondment Shanghai, PRC 2021

GLOBAL SECTOR EXPERTISE



- TOP 10 GLOBAL LAW FIRM BY HEADCOUNT
- LAW FIRM TO LAUNCH A VIRTUAL EXPERIENCE PROGRAM FOR STUDENTS
- LARGEST INTERNATIONAL LAW FIRM IN HONG KONG BY ALB TOP 50 LAW FIRM LIST 2019 & 2020
- ACRITAS ASIA ELITE LAW FIRM BRAND INDEX 2019
- "PROPEL" LAW FIRM TO LAUNCH A GREATER BAY AREA-FOCUSED INTERNATIONAL GRADUATE TALENT ACQUISITION PROGRAMME

**Inter-office transfer program**  
Offering opportunities for our Trainees to gain experience in new regions and enhancing the way we deliver value to our clients through broader perspective and deeper insights

**AQ Asia Intelligence**  
Our unique insight to connect the world to Asia, and Asia to the world

**Asia-Pacific Law Firm of the Year**  
This prestigious award by Chambers Asia-Pacific is an indication of both market and clients' recognition to the overall capabilities and outstanding performance of KWM, a global firm rooted in Asia.

**Best Law Firm in Hong Kong**  
For the third consecutive year, this award from FinanceAsia is a validation of the market's recognition of KWM's strong Hong Kong and pan-Asian footprint.

ASIA PACIFIC | EUROPE | NORTH AMERICA | MIDDLE EAST

**KWM Hong Kong Practice Areas**

Banking & Finance, Competition, Trade and Regulatory, Construction, Corporate/ M&A, Dispute Resolution, International Arbitration, International Funds, Project, Energy & Resource, Real Estate, Restructuring & Insolvency, and Securities.

**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.

“I had always wondered how it would be like to work as in-house lawyers, as their role is very different from that of external legal counsels. There is a huge variety in the work that a junior in-house lawyer could perform, ranging from reviewing in-house templates, drafting agreements (and even terms and conditions for promotional activities!), advising on contracts with external parties, to liaising with the Stock Exchange. Even as a junior member of the team, I had plenty of opportunities to explain legal jargon and contractual clauses to business teams face-to-face. From this experience, I have learnt to step into clients’ shoes and understood better what they expect from us.”

Trainee Solicitor – Client Secondment, 2020

“During my 3-month secondment in the Beijing office, I was involved in VCPE, M&A and IPO transactions. My team in Beijing was more hands-off, which allowed me to learn their different practices quickly. I was exposed to different types of work: from drafting transaction documents, negotiating to doing DD interviews. My team in Beijing was also very welcoming and supportive. I felt like I belonged to their team even in such a short period of time.”

Trainee Secondment – Beijing, PRC 2021

“The secondment was amazing and unforgettable. Thank you KWM for giving me this opportunity to go on secondment in the Shanghai office. It enables me to not only gain insights into mainland China’s legal environment but also build network with our mainland colleagues. The legal development in China is an indispensable part of our firm business, given the close collaboration between the mainland China offices and the HK office. I am really grateful for this chance to get familiar with the culture and legal landscape in China.”

Trainee Secondment – Shanghai, PRC 2021

“During the 6-month secondment to the Banking & Finance team of Perth office, I have been involved in multiple cross-border financing transactions in which I can see how different international offices of KWM network connect and learn to look at the issues from an Australian law perspective. The Banking & Finance practice group in Australia also provides comprehensive trainings for trainees in different areas of the practice, ranging from basic email drafting skills to complex deal structures and documentations. The secondment experience definitely helps us in developing global vision.”

Trainee Secondment - Perth 2020



# 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 first two years 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: 45 modules over the first six weeks 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 post qualification leave



# Application time

[kwm.com/careers](http://kwm.com/careers)

Lodge your application via our online system [kwm.com/careers](http://kwm.com/careers)

## Key Dates

	Vacancies	Applications Open	Applications Close
KWM Hong Kong	2022 Summer Clerkship (June and July) 12-14 Clerks for each clerkship	1 November 2021	22 January 2022
KWM Hong Kong	2022/23 Winter Clerkship 8-10 Clerks	1 November 2021	22 January 2022
KWM Hong Kong	2024 Trainee Solicitor Program 10-12 Trainee Solicitors	We aim to source our 2024 Trainee Solicitor from our 2022 Clerkship programs. The firm may make additional top up 2024 Trainee Solicitor offers after August 2022.	
KWM IC	2022 Propel Graduate Program 4-6 Graduates	1 November 2021	22 January 2022

For roles at KWM in mainland China, Europe or Australia please see our website.

# 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.



## Contact us

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T +852 3443 1071

Or please contact us via our  
**general enquiry email:**  
[graduate.hkreruitment@hk.kwm.com](mailto:graduate.hkreruitment@hk.kwm.com)



# Graduate recruitment partners

## 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



**Donovan Ferguson**  
Graduate Recruitment Partner



**Jessica Zhou**  
Graduate Recruitment Partner



There's more than one way for graduates to join the King & Wood Mallesons conversation. Check out the firm's Facebook, LinkedIn, Instagram @kwmlaw, Twitter @kwmlaw, and take a look at our blogs to show how our lawyers are shaping the world for our clients.

## About King & Wood Mallesons

King & Wood Mallesons King & Wood Mallesons is a new choice of law firm, bringing a fresh perspective to commercial thinking and client experience. Strategically positioned in the world's growth markets, a team of over 2,700 lawyers in 29 international offices are cutting through the challenges facing business, providing commercial solutions, and transforming the way legal services are delivered.

How do we do this? By asking the right questions, listening hard, and focusing not just on what you want, but how you want it. The aim is to help clients to recognise where they are, where they want to be, and where they could be. It's a simple partnership approach, built on a great experience and shared insights. Combining vision, skill and understanding, we're breaking through barriers to deliver legal solutions that are innovative and often ground breaking. This approach is helping clients to navigate and adapt to a world that is rapidly changing and constantly on the move. As a leading international law firm headquartered in Asia, we're opening doors and unlocking opportunities for businesses looking to unleash the fullest potential of the Asian Century. Our ability to connect emerging opportunities, with market leading capability, is pushing the frontiers of what can be achieved – connecting Asia to the world, and the world to Asia.



Asia Pacific | Europe | North America | Middle East

[www.kwm.com](http://www.kwm.com)

King & Wood Mallesons refers to the network of firms which are members of the King & Wood Mallesons network. See [kwm.com](http://kwm.com) for more information