

GRADUATE LAW CAREERS
2022/23

 **NORTON ROSE FULBRIGHT**

PROGRESS

WITH PURPOSE

Hong Kong



**A WORLD-FAMOUS
HARBOUR VIEW**

A night view of Hong Kong

**TRAINING AT NORTON
ROSE FULBRIGHT**

**OUR WORKING
CULTURE**

GRADUATE LAW CAREERS
2022/23

P R O G R E S S
W I T H P U R P O S E

nortonrosefulbright.com/en-hk/careers/graduates

Contents

WHAT'S INSIDE...

05
Welcome



08
A night view
of Hong Kong

At first
glance
06

Vacation
schemes
10

12
Training
contracts

Your
first seat

14

Secondments
16



22
Your
development

Training at
Norton Rose
Fulbright

24

Qualification
& beyond

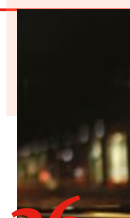
28

Tip #2 Get
prepared

32

What's
next

38



26

Our working
culture

34

How do
I apply?

30

Tip #1 Get
prepared

36

When can
I apply?

Contents





Welcome

Join us

Working here means being able to set a clear direction for your long-term career aspirations. When you do, we will do everything we can to help you get there. Our outstanding training will be tailored to your ambitions. Doors and opportunities will be open across our network – and across the globe.

Join us and, if you are good enough, you will discover the rapid advancement to meet your ambitions. You will find a stimulating work place, and dedicated colleagues. What is more, you will be empowered to achieve. And supported every step of the way.

Our culture

We pride ourselves on our culture and work hard to maintain it. We are widely recognised as an inclusive, friendly, collaborative and supportive workplace with a genuine sense of community. We are confident that you will recognise these qualities from your very first encounter with us.

Our business principles - quality, unity, integrity - are fundamental to us and the way we work with clients and each other.



STATS



1794
FOUNDED



1000+
PARTNERS



3500+
LEGAL STAFF



6800+
PEOPLE

AROUND THE WORLD



AT FIRST



KEY INDUSTRY SECTORS



FINANCIAL INSTITUTIONS



ENERGY, INFRASTRUCTURE AND RESOURCES



CONSUMER MARKETS



TRANSPORT



TECHNOLOGY



LIFE SCIENCES AND HEALTHCARE



OUR PRACTICE AREAS

ANTITRUST AND COMPETITION

BANKING AND FINANCE

CORPORATE, M&A AND SECURITIES

FINANCIAL SERVICES AND REGULATION

INFORMATION GOVERNANCE, PRIVACY AND CYBERSECURITY

INTELLECTUAL PROPERTY

LITIGATION AND DISPUTES

PRIVATE EQUITY AND VENTURE CAPITAL

SHIPPING



INDUSTRY RECOGNITION

FIRM-WIDE

TOP 5 GLOBAL LAW FIRM
THOMSON REUTERS GLOBAL ELITE FIRM BRAND INDEX 2022

INTERNATIONAL LAW FIRM
INNOVATION LEGAL WEEK
INNOVATION AWARDS 2021

ESG LEGAL ADVISOR OF THE YEAR, IJ GLOBAL ESG AWARDS 2021

TOP 50 EMPLOYERS FOR WOMEN
THE TIMES 2022

BEST PLACE TO WORK FOR
LGBT EQUALITY
HUMAN RIGHTS CAMPAIGN
FOUNDATION'S CORPORATE
EQUALITY INDEX 2018-2022

ANTITRUST AND COMPETITION
TIER 1: HONG KONG: ANTITRUST
AND COMPETITION: LEGAL 500
ASIA PACIFIC 2019-2022



50+
CITIES
WORLDWIDE

GET INVOLVED



SOCIAL EVENTS INCLUDING ANNUAL DINNER, DRAGON BOAT, RUGBY TEAM



VOLUNTEERING



EMPLOYEE NETWORKS



CSR INITIATIVES

GLANCE

You'll make a lot of progress with us, but first things first: it's time we told you about ourselves.

BANKING AND FINANCE

BAND 2: CHINA (INCL. HONG KONG): BANKING AND FINANCE, CHAMBERS ASIA PACIFIC/ GREATER CHINA REGION 2017-2022

CAPITAL MARKETS

TIER 2: HONG KONG: CAPITAL MARKETS (EQUITY), LEGAL 500 ASIA PACIFIC 2017-2022

CORPORATE AND M&A

AND 1: CHINA (INCL. HONG KONG): CORPORATE/M&A (HIGHLY REGARDED), CHAMBERS ASIA PACIFIC/GREATER CHINA REGION 2018-2022

INTELLECTUAL PROPERTY

TIER 2: HONG KONG: INTELLECTUAL PROPERTY, LEGAL 500 ASIA PACIFIC 2019-2022

LITIGATION AND DISPUTES

BAND 2: CHINA (INCL. HONG KONG): DISPUTE RESOLUTION: LITIGATION, CHAMBERS ASIA PACIFIC 2019-2021

SHIPPING

BAND 1: GLOBAL MARKET LEADERS: SHIPPING: FINANCE, CHAMBERS GLOBAL 2022

TECHNOLOGY AND INNOVATION

BAND 1: ASIA-PACIFIC REGION: TECHNOLOGY, MEDIA, TELECOMS (TMT), CHAMBERS ASIA PACIFIC 2021



A FEW KEY CLIENTS

- AIG
- AIRTRUNK
- AMERICAN EXPRESS
- ANZ
- BANK OF COMMUNICATIONS
- FINANCIAL LEASING
- BANK OF CHINA (HONG KONG)
- BEIJING CAPITAL LAND
- BNP PARIBAS
- CATHAY PACIFIC AIRWAYS
- CCB INTERNATIONAL
- CHINA CONSTRUCTION BANK (ASIA) / CCB INTERNATIONAL

- CHINA DEVELOPMENT BANK
- HONG KONG BRANCH / CHINA DEVELOPMENT BANK
- FINANCIAL LEASING
- CHINA DILI GROUP
- CHINA INTERNATIONAL CAPITAL CORPORATION
- CHINA MENGNIU DAIRY
- CHINA TAIPING INSURANCE
- CMB INTERNATIONAL / CMB FINANCIAL LEASING
- DELIVEROO
- GENERALI
- HAITONG SECURITIES
- HANG SENG BANK
- HSBC
- HUATAI FINANCIAL
- ICBC (ASIA) / ICBC INTERNATIONAL / ICBC FINANCIAL LEASING
- KERRY LOGISTICS
- MACQUARIE
- MUFG
- SHUN TAK HOLDINGS
- SOCIÉTÉ GÉNÉRALE
- STANDARD CHARTERED
- VISTRA

A world-famous **HARBOUR VIEW**

Hong Kong is a leading center for international trade and finance. We have a long history in Hong Kong and strong, established relationships with a range of financial institutions, corporates and other key commercial organizations. Many of our lawyers are Hong Kong-, English- and Australian-qualified, and we also have a team of US-qualified lawyers. We have an excellent track record in managing large and complex transactions, projects and disputes in the domestic market, mainland China and internationally. We advise on English, Hong Kong and US law.



WINTER SCHEME 2023

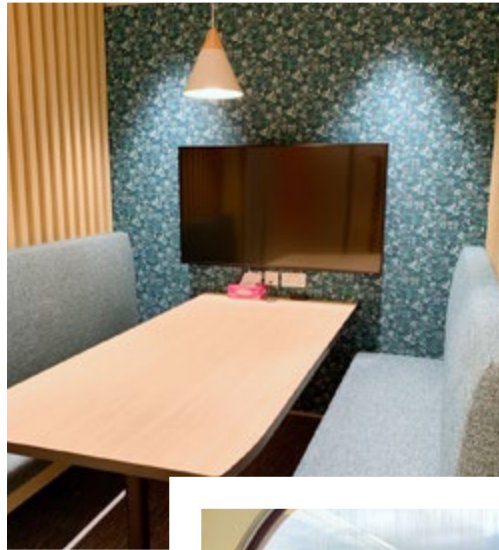
- + Scheme runs: January 2023
- + Application deadline: 31 May 2022


SUMMER SCHEME 2023

- + Scheme runs: June 2023 & July 2023
- + Application deadline: 31 January 2023

WINTER SCHEME 2024

- + Scheme runs: January 2024
- + Application deadline: 31 May 2023



 Our new office design provides more spots for colleagues across the firm to catch up, take a break, and celebrate.

VACATION SCHEMES

The moment it dawns on you; that moment when you know you've found the place that's right for you: that's the insight you'll get on one of our vacation schemes.


We have designed our vacation schemes to be as immersive as possible.

Students on previous schemes have sat in on international calls, attended meetings, gone to court and even helped to close live deals.

Throughout the scheme there will be training sessions and business games focused on key skills, along with lunchtime talks about our practice areas. There will also be plenty of social events where you can meet our trainees, lawyers and partners.

Whichever scheme you choose, you will have the chance to get under the skin of our business. By the end, you will have some valuable new skills and experience to go with your newly gained insight into what it means to work for a global legal practice.





Your training contract is the most important element of your progress with us. You'll hit plenty of landmarks here; some of them pretty major. We welcome training contract applications from people who are interested in a long-term career in Hong Kong.

TRAINING CONTRACTS

You'll go from trainee to qualification over the course of two years and when you look back, you'll remember all the progress you've made with us. The first seat. The first step off the plane on secondment. The first deal you closed – and the next, and the next, and the next. You'll find your feet, find your passions and find your way to a career with purpose.

The training contract is two years, broken down into four six-month seats. Three will be in our core areas

- » banking and finance, corporate and litigation and disputes
- » and you'll complete one on secondment, either to our London office or in one of our offices in Asia, subject to pandemic situation.

Before you start your training contract with us, you will need to complete the PCLL course in Hong Kong. We will provide maintenance grant during PCLL and will sponsor for your conversion exams and PCLL tuition fees.

Next, you'll start your seats – and start training as a lawyer for real. Over the course of your four seats, you'll have our support to explore our sectors and get to know what you're interested in. We'll base your seat choices both on your ambitions and on

what's needed across the business.

Finally, at the end of the two years, you'll qualify with us – and, chances are, you'll stay with us to take on a permanent role in one of the areas you've worked in.

Next step? Aiming for associate – and beyond.

Your first seat

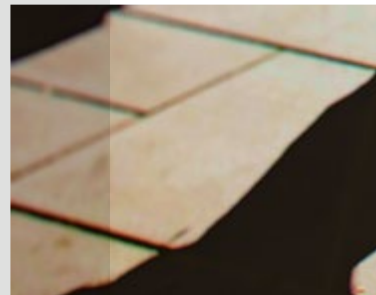
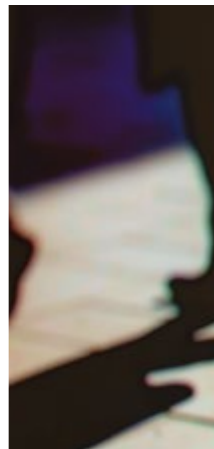
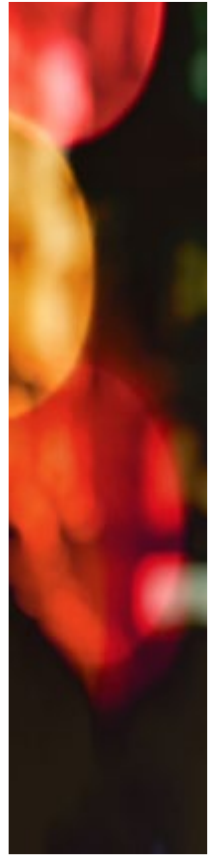
After your initial law school training comes the start of your future at our firm. This is it: the first big day on the job.

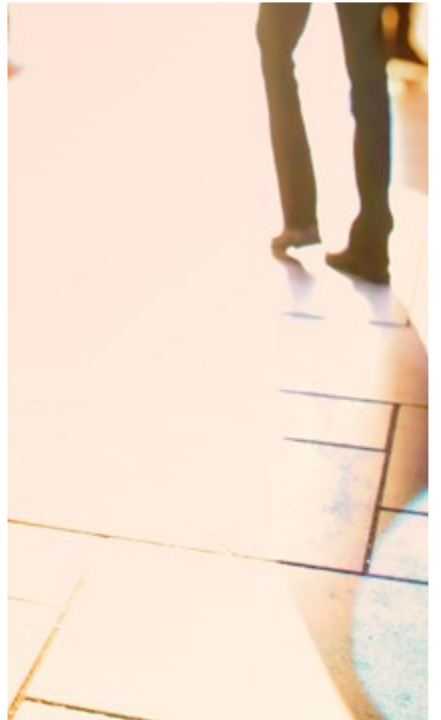
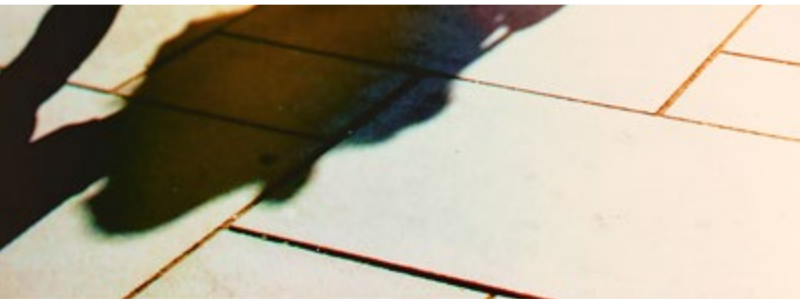
You'll start with a comprehensive induction programme, preparing you for the jump from study to practice. There's a professional skills course, library training and seat planning. Then there's a handover from the trainee in the seat you're about to start.

But what will that seat be, exactly? Well, it's your first six-month rotation and it will probably be in banking & finance, corporate or disputes resolution & litigation – the three areas at the heart of our firm.

Make no mistake – this might be your first seat, but you'll be expected to work hard from the start. Your work will be vital for clients and colleagues around the world. Proofreading, legal research and document drafting are just a few of the responsibilities we'll start you off with.

You'll always be supported in everything you do. From your first day to planning your next seat, your dedicated buddy, your partner mentor and the trainee development team will always be on hand.





A CHANGE OF SCENERY.

Your secondment is a big step,
and it's one you'll always
remember – whether it's six
months abroad, or six months in
the heart of a client's business.

At some firms, secondments are something trainees compete for. For us, it's an essential part of everyone's development. A milestone that makes you a better, more broadly experienced lawyer.

Subject to pandemic situation, we'll encourage our trainees to start applying for a secondment, either in London or in one of our Asia Offices. There's a lot of choice here, so our associates, partners and second-year trainees will all be happy to answer your questions and share their experiences

This is a moment to build your confidence, but it's also a leap into the unfamiliar, so we'll do everything we can to make it easier.

Wherever you're going, we'll arrange flights, insurance, accommodation and an expenses grant.

You won't have to send a postcard, either – we'll make sure we stay in contact throughout your time away. That way, we'll always know how you're getting on and we'll be there to help with anything you need.



SECONDMENTS

“

“I HAD A FANTASTIC TIME DURING MY SECONDMENT TO SINGAPORE. IT WAS AN INVALUABLE EXPERIENCE TO GET INVOLVED IN CROSS BORDER TRANSACTIONS. THE OFFICE HAS A FRIENDLY CULTURE AND MEMBERS OF THE TEAM ARE SUPPORTIVE.

KAREN MOK
ASSOCIATE

SINGAPORE



LONDON



”

“I WAS SECONDED TO THE GENERAL BANKING AND INSOLVENCY TEAM OF THE LONDON OFFICE. I HAD THE OPPORTUNITY TO PARTICIPATE IN A WIDE RANGE OF LARGE-SCALE TRANSACTIONS AND HAVE GAINED VALUABLE EXPERIENCES. APART FROM WORK, ONE OF THE HIGHLIGHTS OF MY LONDON SECONDMENT IS DEFINITELY THE WEEKEND TRAVELS. DAVOR (A SECONDEE FROM THE SYDNEY OFFICE) AND I OFTEN TRAVEL AROUND THE UK TOGETHER - WE ARE PROBABLY ON OUR WAY TO THE AIRPORT IN THIS PHOTO!”

COLIN KWOK
ASSOCIATE, LONDON
(FORMER HK TRAINEE)





LET'S
DISCOVER...

SINGAPORE





➤ *Riverside dinner
after work with
NRF trainees*



PORE

*The most popular
dish in Singapore*



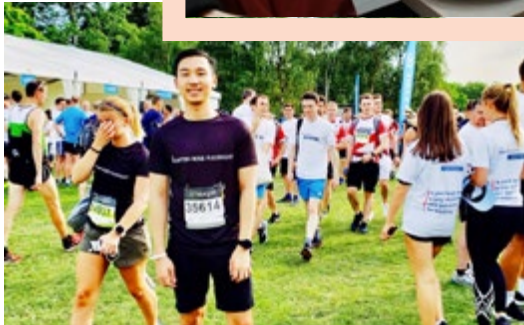
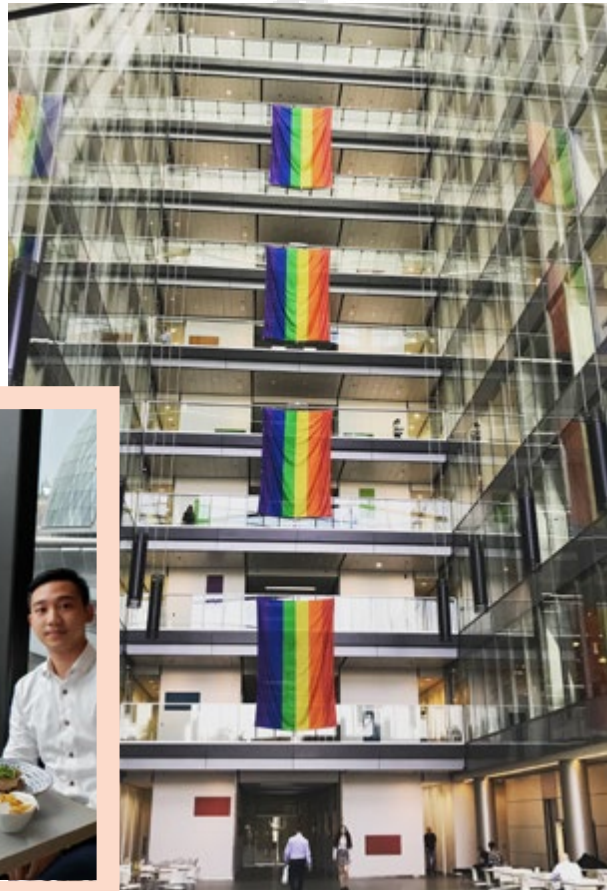
➤ *The highest bar
in Singapore with
360° degree view*



LET'S
DISCOVER...



LONDON



 Rainbow flags in support of London Pride

“THERE ARE DIFFERENT THINGS THAT I COULD DO AFTER WORK. COLLEAGUES THAT I MET IN THE LONDON OFFICE ARE FRIENDLY, AND WE WOULD MEET UP AFTER WORK FOR A BEER TO LET OFF SOME STEAM. I HAD SO MUCH FUN. IT'S NOT JUST ABOUT WORK BUT EXPERIENCING THE BRITISH CULTURE.”



“

Norton Rose Fulbright views international secondments as an essential part of trainees' development. I was offered the opportunity to be sent to London for my second seat, where I worked with the debt capital market team. I was given a lot of responsibilities, for instance, revising prospectuses, liaising with clients and regulatory authorities as well as assisting in closing process. I have also been reviewing comments received on the transaction documents and liaising with lawyers in other jurisdictions. This allowed me to get to know colleagues from all floors in the London office.”

EDWARD YAU
ASSOCIATE, IP/IT



HEAR IT FIRST-HAND: EDWARD YAU, ASSOCIATE, IP/IT

EDWARD YAU IS AN ASSOCIATE IN IP/IT TEAM, WHO HAD A SECONDMENT SEAT IN LONDON. HE STUDIED LAW AT THE UNIVERSITY OF HONG KONG BEFORE JOINING NORTON ROSE FULBRIGHT.



YOUR DEVELOPMENT

*Two years. Four seats.
Plenty of challenges.
But who'll be there to
see you through those
milestones and guide
you in the right
direction?*

The short answer is our whole team. Our partners, associates, trainees and the trainee development team will keep you on track from day to day, whatever you might need.

Then there's our training. At the start of every seat, we'll give you specific practice area training – all the technical and practical insight you might need to know about your area and the surrounding industry.

Even early on, you'll also pick up new skills from those around you. You'll share offices with associates and partners, learning through observation – as well as by asking any questions you need to. It's an open environment, so if you just ask, you'll always find someone happy to explain.

You will also have access to a huge raft of legal and soft skills training to help fill any knowledge gaps or give you additional technical skills and confidence in other areas, like writing emails or giving presentations.

All you need to succeed is the right attitude. You can come from any background here, as long as you've got the grades. That means every goal you reach – every new career first – is on your own merit. With plenty of support from us, of course.



TRAINING AT NORTON ROSE FULBRIGHT



“

It has been a great pleasure being part of the firm. The work here is challenging but highly rewarding. I am truly grateful to my colleagues who are always supportive.”

ALEX LEUNG, ASSOCIATE

DIRECT CONTACT WITH PARTNERS AND ASSOCIATES

You will share an office with a partner or associate. Besides directly interacting with them, you can also observe how they work and learn from them.

A COLLEGIATE ENVIRONMENT

Everyone is happy to share their experience and their ideas. Our partners or associates will take time and explain deals and technical issues.

DIVERSITY AND INCLUSION

Everyone here values the differences of each individual and encourages workforce diversity in all aspects and at all levels. You can realise your full potential and career ambitions on the basis of merit and skill.

OUR WORKING CULTURE

Our vision: to be a world class business, profitable, ambitious, cooperative and considerate, supporting our clients and people through our principles of quality, unity and integrity.

RE:



Our award-winning magazine RE: is published twice a year for a global readership that includes our clients. There may be opportunities here for writers, illustrators or photographers – just let the editor know you're interested.



We believe that

COLLABORATION IS KEY

RELATIONSHIPS MATTER

PROGRESS IS BASED PURELY ON MERIT

INDIVIDUAL PERSPECTIVES ARE WELCOME

INCLUSIVITY MAKES US STRONGER.

Photo booth with food and drink for social gathering and family inclusion



SPARK

Spark is an initiative for our Asia offices to engage all of our people and bring us all together. It aims to provide help and support to our people in their busy and often stressful lives. It embraces the art of thinking different together, and recognizes that while we come from all walks of life, we are better together. is about creating an inclusive work environment and support system for all our staff. It is also about having a bit of fun by bringing our beliefs in different positive causes into the workplace. It recognizes our responsibility in any or all of the four main areas – corporate social responsibility, diversity and inclusion, resilience and well-being, and social initiatives

A newsletter for culture and mental health related matters

CONTRIBUTION

“ You'll contribute to our culture in the work you do every day, but you'll also have plenty of opportunity to get involved outside the office, through our networks, social groups and corporate responsibility initiatives.”



Our fee earners participated in the swimming relay for fund raising to support the swimming and water safety courses organised by Splash for the under-served communities in HK

QUALIFICATION AND BEYOND: *A TIMELINE*

You'll make a lot of career firsts with us – and those don't stop when you qualify. First day as an associate. Senior associate. Partner. And we'll support every step of your progress.

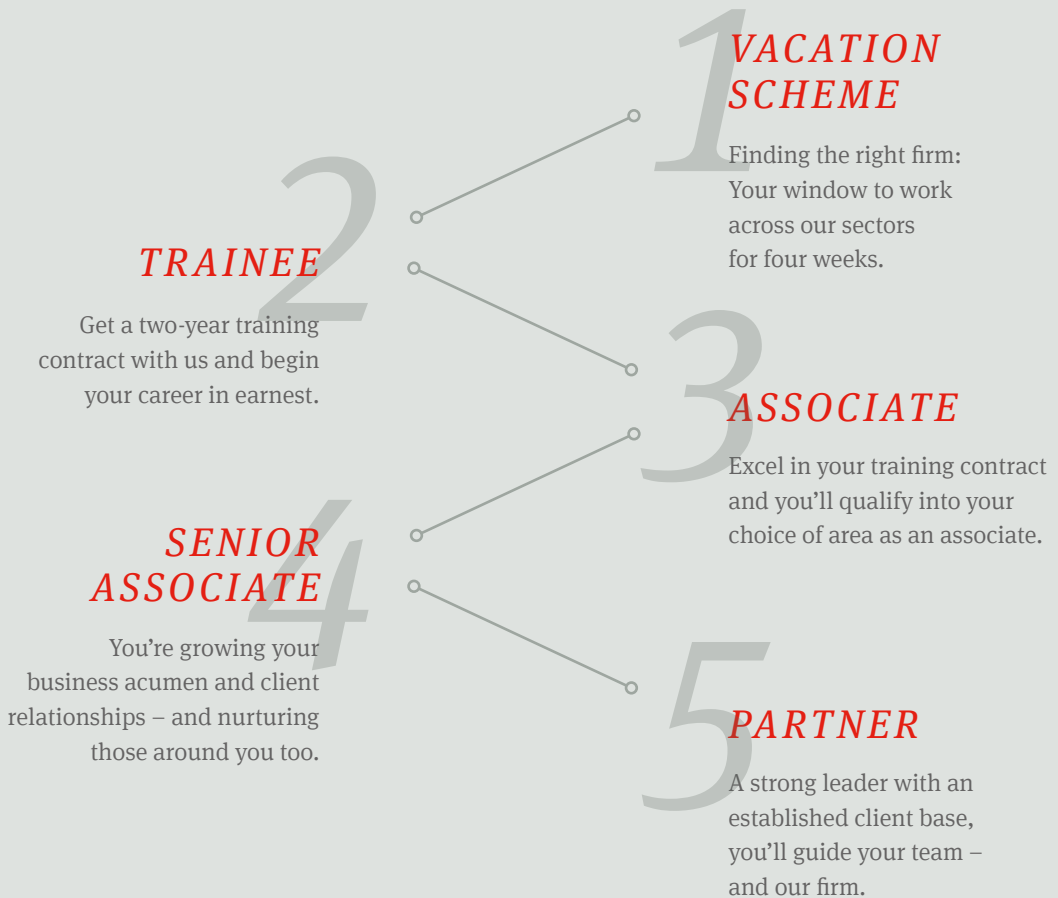
New experiences are a constant part of life at our firm. By the time you qualify, you'll have found your niche, moving into one of the areas from your seats. But that doesn't mean you're finished with learning. Far from it, in fact.

All our colleagues receive ongoing formal training, including international academies, executive coaching, and bespoke sessions with our in-house learning and development team.

You'll be encouraged to take the initiative and try things you might not be used to. Researching new business initiatives, for instance, and exploring cutting-edge areas of the law you specialise in. And in all that, you'll still have supervising partners to help you grow.

WHAT AM I AIMING FOR?

You might join us at any point along the way – not everyone comes to us for their open day or even for a vacation scheme – but here’s a guide to what you’re aiming at:





TIP #1

GET

So now, how can you get prepared
and become part of us.

PREPARED

*Be as informed
as you can*

Our industry focus, global reach and culture are all important to us, so make sure you understand them.



*Show us why
you chose us*

When you've got to grips with who we are and where we're going, then make it clear why this has influenced your decision.



Make no mistakes

Ensure you understand each question before answering and don't forget to check and double-check your spelling and grammar. Attention to detail is massively important in law, and mistakes will show.



Show us how you think

We look for curiosity and commercial awareness in our trainees, so take every opportunity to bring these out.



Prepare thoroughly

As with your application, show your knowledge of our global reach, our strategy and our work. And say what it all means to you.



Know your news

It helps to be up to speed with the latest commercial issues and developments, so read the business and legal press.

Know about us

Get to understand our practice and the areas we focus on. But make sure you know what these really mean – don't just quote our brochure at us.



Speak up

Be ready to do most of the talking. After all, we will want to get to know you.

Questions as well as answer

Think of some pertinent questions for the end of your interview – we like enquiring minds and people who show a genuine interest in who we are and what we offer.



Be you

Above all, be who you are, not who you think we want you to be. We'll want you to be yourself when you join, so your interview is a good place to start.



TIP #2

GET

How do you stand out during
the interview?

PREPARED

HOW DO I APPLY?

You'll always remember your first steps with us – but make sure you remember the deadlines too. Whichever programme you're interested in, you'll find the dates here.

Find the one that's right for you, do your research, then get to our website and apply as soon as you can. We'll see you soon.

STEP

1

Please submit an application online at:
www.nortonrosefulbright.com/en-hk/careers/graduates

STEP

2

If your application impresses us, we will invite you for assessments and interviews at our Hong Kong office or via virtual platform if you are studying abroad

STEP

3

VACATION SCHEMES AND TRAINING CONTRACT

Our assessment will include:

- Written Assessment
- Group Discussion
- Interview with our Head of Operations & HR, North Asia
- Interview with partners

STEP

4

Offer
*(for candidates who reach
assessment only)*

WHEN CAN I APPLY?

On the following pages, you'll find out all our dates and deadlines – but it's good to know how things might look before you embark. Here's where you'll find out what you can expect and what we expect from you.

The most important thing is – we value different viewpoints and different educational experiences, so we're open to all degree subjects and all universities. We also follow a contextualised application review process and operate a blind interview policy so that we can ensure every application is considered on all its merits, avoiding any unconscious bias during the process.

WINTER VACATION SCHEME 2023

Applications: 1 February 2022 – 31 May 2022

Scheme Period: January 2023

SUMMER VACATION SCHEME 2023

Applications: 1 November 2022 – 31 January 2023

Scheme 1 Period: June 2023

Scheme 2 Period: July 2023

WINTER VACATION SCHEME 2024

Applications: 1 February 2023 – 31 May 2023

Scheme Period: January 2024

TRAINING CONTRACT 2025

PLEASE APPLY VIA VACATION SCHEMES

FIRST ENCOUNTERS MADE.

SO WHAT'S NEXT?

Hopefully now you're ready to get to know us better; to meet all the trainees and associates who came together to make this brochure possible – and maybe even become one of them.

We all look forward to meeting you soon and showing you round. Whichever programme you choose, it could be the start of big things: the moment you find the right firm to help you progress with purpose.

Ready to get to know us better?
Find out more and apply at:



<https://www.nortonrosefulbright.com/en-hk/careers/graduates>

@ – recruitment.hk@nortonrosefulbright.com

Website – <https://www.nortonrosefulbright.com/en-hk/careers/graduates>

Telephone – +852 3405 2300

Address – 38/F, Jardine House, 1 Connaught Place, Central, HK

Norton Rose Fulbright is a global law firm. We provide the world's preeminent corporations and financial institutions with a full business law service. We have more than 4000 lawyers and other legal staff based in Europe, the United States, Canada, Latin America, Asia, Australia, Africa, the Middle East and Central Asia.

Recognized for our industry focus, we are strong across all the key industry sectors: financial institutions; energy; infrastructure, mining and commodities; transport; technology and innovation; and life sciences and healthcare. Through our global risk advisory group, we leverage our industry experience with our knowledge of legal, regulatory, compliance and governance issues to provide our clients with practical solutions to the legal and regulatory risks facing their businesses.

Wherever we are, we operate in accordance with our global business principles of quality, unity and integrity. We aim to provide the highest possible standard of legal service in each of our offices and to maintain that level of quality at every point of contact.

Norton Rose Fulbright Verein, a Swiss verein, helps coordinate the activities of Norton Rose Fulbright members but does not itself provide legal services to clients. Norton Rose Fulbright has offices in more than 50 cities worldwide, including London, Houston, New York, Toronto, Mexico City, Hong Kong, Sydney and Johannesburg. For more information, see [nortonrosefulbright.com/legal-notices](https://www.nortonrosefulbright.com/legal-notices).

The purpose of this communication is to provide information as to developments in the law. It does not contain a full analysis of the law nor does it constitute an opinion of any Norton Rose Fulbright entity on the points of law discussed. You must take specific legal advice on any particular matter which concerns you. If you require any advice or further information, please speak to your usual contact at Norton Rose Fulbright.

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 **NORTON ROSE FULBRIGHT**

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