

HONG KONG GRADUATE AND UNDERGRADUATE OPPORTUNITIES

BUILD. BE BOLD. BELONG.



**BUILD.
BE BOLD.
BELONG.**

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WELCOME TO BRYAN CAVE LEIGHTON PAISNER

We are BCLP, a firm like no other. If you're looking to leave your mark and build a varied and impactful career in law, this is the place for you.

BCLP is where 1,275 talented lawyers in 30 offices around the globe come together to provide clear, connected legal advice to high-profile clients in every time zone. Unlike many other global law firms, we are truly one firm with one profit pool, rather than a Swiss Verein.

It's where cutting-edge technology meets true thought leadership and where everyone from the newest trainee to the most senior partner contributes to a culture that's friendly, encouraging and hugely rewarding.

From day one, you'll have the freedom to explore new ideas and the space to grow, all while being part of a supportive, globally connected team.

We've established our firm on the foundations of thinking differently. So, if you're bold and inquisitive and ready to challenge the status quo, you'll fit right in at BCLP: a firm to be proud of, a place to belong.



ANDREW MCGEOGH
Head of Asia Real Estate and Infrastructure,
Global Co-Head of Hotels Group,
Real Estate (Asia)



WHY JOIN US?

There's any number of reasons to choose BCLP, and you'll discover many more over the following pages. But wherever you join us, you'll also find that:

WE'RE BIG ON TECHNOLOGY AND INNOVATION

We were the first major law firm to use AI, and we've won the Legal Week AI Innovation Award two years running. We were also the first firm to use Predictive Coding (a form of machine learning) in a case that went to trial in the High Court. Our commitment to technology allows our lawyers to focus on exciting work rather than being bogged down in document reviews.

WE TEAM OUR TRAINEES UP WITH PARTNERS

Every new trainee is allocated a partner mentor to help them find their feet and offer support and guidance throughout their training contract.

WE PROVIDE AN OPEN PLATFORM FOR GROWTH

It's something everyone at BCLP benefits from. But when you're just starting out, we work particularly hard to strike the perfect balance between real responsibility and the support you need to develop and grow.

WE HAVE AN OUTSTANDING REPUTATION

Our Real Estate Finance team, for instance, is ranked Tier 1 by both Legal 500 and Chambers. And the firm as a whole has earned a top 20 spot in The Lawyer UK 200 rankings.

The firm has also received a number of awards across Asia, including:

- ▶ ALB Hong Kong Law Awards – Real Estate Law Firm of the Year 2018 & 2020
- ▶ Chambers and Partners 2021 Asia Pacific Guide China: Construction (International firms) – Band 1.

WE OFFER A TREMENDOUS VARIETY OF WORK

The breadth of clients we work with and the range of projects we undertake present countless challenges, countless opportunities and countless industries to immerse yourself in.



CORPORATE & FINANCE TRANSACTIONS

In sectors as wide-ranging as energy and natural resources, financial services, food and agribusiness, healthcare, infrastructure, insurance, real estate, retail, sports and entertainment and technology, we advise private and public companies, as well as start-up ventures and private equity sponsors on all their corporate legal affairs.

As a firm, we provide a fully-integrated service to clients in all segments of the financial services industry, including banks, non-bank lenders, borrowers, FinTech companies, and government agencies.

7 "Deal of the Year" Awards received in 2019

300+ M&A deals annually firm-wide

Advised the UK government on a £1BN housing development fund

As well as our core teams here in Hong Kong, you'll have access to our global network of dedicated corporate and finance lawyers, with expertise spanning jurisdictions as far afield as Germany and Singapore. All of which will help you develop the skills and experience you need at the start of your legal career.

The diversity of work on offer makes this a great practice area in which to spend time as part of your training contract.



LITIGATION & INVESTIGATIONS

We're experts in protecting reputations and resolving disputes through domestic courts, specialist tribunals and international arbitration. Our wide-ranging experience spans industries and jurisdictions, and our commitment to innovation enables us to address clients' concerns and manage their cases efficiently, with minimum disruption and cost to their business.

600+ commercial disputes lawyers worldwide

Experience in 20 different sets of arbitral rules

Glenn Haley is one of Hong Kong's most pre-eminent dispute resolution practitioners

As a trainee here, you could work with clients ranging from investment banks and Fortune 500 companies, to governments and high-profile individuals. And the work you do could include anything from Antitrust & Competition, Commercial Disputes and Class Actions to Securities Litigation, Product Liability, Intellectual Property and Employment Law. Along the way, you'll discover the important role technology plays in this particular area of the firm; how innovative tools are revolutionising certain aspects of our work like evidence analysis, case strategy, project management, forensic accounting and quantum calculations, enabling us to deliver an ever more efficient and cost-effective litigation service.

“So far, it has been an eye-opening experience for me as a junior contentious lawyer. Not only was I given wide responsibilities in handling cases – including drafting correspondence and pleadings or meeting clients – I also received a lot of guidance from my partners and senior associates, which helped me develop my case/client management and drafting skills.”

IAN CHENG
Associate



INTERNATIONAL ARBITRATION

We have built one of the premier international arbitration teams in the world. Over 100 lawyers across the globe, in Abu Dhabi, Dubai, London, Miami, and New York as well as Hong Kong, enable us to take care of our clients' arbitration needs, wherever they are and whatever time it is.

We have experience in 20 different sets of arbitral rules and expertise that covers a variety of specialist areas, including construction and engineering projects, investor-state disputes, energy and natural resources, banking and finance, insurance and reinsurance, commodities, sports and the full range of corporate and commercial matters.

“The BCLP team advises and guides market leading players through every challenging stage of the arbitration and litigation process, while putting them at ease with innovative and commercially efficient dispute resolution strategies and case management. Regardless of the location of the dispute resolution forums, the clients and the construction projects, we are always in a position to assist with our extensive international presence.”

CARRIE YIU
Associate



CONSTRUCTION DISPUTES

Construction is a dynamic process fraught with complex relationships, sophisticated contracts, financing, design, engineering, procurement and supply. It's a world of unavoidable risk, and no matter how civil the beginning, exposure to such risk all but ensures the need for compromise and the potential for dispute.

We work with many of our clients at an early stage, preventing problems on-site from escalating into formal proceedings. But we are also extremely experienced at handling matters in a variety of domestic dispute resolution forums, as well as large-scale international arbitration across different jurisdictions and under institutional or ad hoc rules.

“Just as no two construction projects are the same, no two construction disputes are the same. In one dispute we could learn the finer details of deep excavations; on the next we could find out how to build a bridge. With Hong Kong continuing to grow and with big money at stake for developers, contractors and sub-contractors, there's never a shortage of interesting and challenging construction disputes work.”

MIKE DOCHERTY
Counsel



REAL ESTATE

In a market that's constantly evolving, our team has vast experience in helping big-name clients to acquire, develop, finance, lease, operate, manage and sell commercial real estate covering all major asset classes. All of this creates the perfect environment in which to cut your teeth as a trainee lawyer.

Global team of almost 700 Real Estate lawyers

#1 ranking in Chambers and Legal 500 for the past 15 years

50%+ of the world's largest private equity real estate investors rely on our advice

Wherever you are, you'll learn how being responsive, pragmatic and committed is the way we build relationships with clients; how we listen carefully to their concerns, then tailor solutions to meet their individual requirements. And since much of what we do requires a multi-disciplinary approach, you'll get to work with specialists in Corporate, Finance, Tax and Risk Management.



Our real estate group works with clients in dealing with all aspects of the real estate life cycle from conception through funding, construction, project development and land use conversion, leasing and occupation and divestment, in a broad range of asset classes. ”

PATRICK DALEY
Counsel



REAL ESTATE ASIA

Our lawyers here bring a multidisciplinary approach to the unique challenges faced by real estate clients in Asia. We partner with them and work as a collaborative team to find solutions to the sophisticated legal and business issues associated with complex commercial real estate transactions.

We have significant experience negotiating from both sides of the table, involving virtually all classes of real estate, including office, hospitality, retail, industrial and mixed-use properties. We're skilled at handling all types of transactions, large and small, including the structuring and negotiation of sophisticated joint ventures and project financing.



We are sector and country focussed, handling a diverse range of large scale projects around the region from Japan, Myanmar, Taiwan, Indonesia, Vietnam, Macau, Hong Kong and Singapore as well as more exotic resort destinations such as the Maldives.... ice creams not included! ”

ANDREW MACGEOCH

Partner, Head of Asia Real Estate and Infrastructure and Global Co-Head of Hotels Group



COMMERCIAL CONSTRUCTION & ENGINEERING

Regularly ranked highly by leading legal directories in the UK, US, Middle East and Asia, our Commercial Construction and Engineering team helps institutions, developers, investors, public authorities and contractors to deliver major infrastructure and property development projects worldwide.

We have valuable experience in preparing and negotiating all manners of design and construction-related contracts. But our work goes beyond pure contract drafting to encompass strategic advice and risk management too. And further down the line we help clients with everything from change orders and payment procedures to warranty claims.

“From development of a district that spans over 50 years to an office fitting-out contract, the team is involved in many exciting infrastructure developments in Asia. It is inevitable that you will pass by a location which you have provided advice on!”

VIVICA FU
Associate



INTERNATIONAL SECONDMENTS

Our international secondments are of the highest calibre. So much so, that we won the Lex 100 award for International Secondments 2018/2019. They have seen our trainees living and working in London, Hong Kong, Singapore, Dubai, Abu Dhabi and Brussels.

INNOVATION SEAT

In September 2021, we introduced an opportunity for trainee solicitors to complete an Innovation seat in the business. The Innovation seat will initially start in one department, Core Real Estate, in the London office from September 2021, with a view to expand this across wider departments in future. The trainee will be fully integrated into a fee-earning department for their entire seat, and approximately 20% of the trainee's time will be spent on and dedicated to innovation projects. Our first innovation seat has been allocated to one of our Hong Kong trainees that will be completing the secondment in the London office.



Because our clients are often international, we have to be too in order to achieve their global ambitions. BCLP sees international secondment as an essential part of trainees' development. By immersing into a completely different business environment and cultural setting, I have developed a global vision by observing how our extensive network of international offices connect through massive cross-border transactions. More importantly, I have gained valuation global connection with colleagues who are always happy to offer help and guidance. The endless list of musicals, pubs and restaurant in London also means that secondment is not just about work but experiencing the British culture.”

CARRIE YIU
Associate



CORPORATE SOCIAL RESPONSIBILITY

We're committed to making a real and lasting difference to the communities where we work. In fact, it's one of our firm's core values. Everyone at BCLP has a chance to get involved through community engagement, fundraising and charitable giving.

CHARITY OF THE YEAR

Each year, our Hong Kong office selects a charity on which to focus its support. Throughout 2019 and 2020, we are supporting Soap Cycling, which works with students, hotels, corporates, volunteers and WASH (water sanitation and hygiene) charities across Asia to recycle soap and reduce the incidence of preventable hygiene-related diseases. By reprocessing the soap that would otherwise be thrown away by hotels, the charity reduces waste, provides free soap to everyone from refugees, to the homeless and provides work for disadvantaged groups in Hong Kong and across the region.



During 2019 and 2020, the Hong Kong office raised over HK\$30,000 through direct giving and regular fundraising events, including beach clean-ups, charity walks and bake sales. Team members are encouraged to share their charitable interests and activities. ”

SHARON CHAN

Associate



INCLUSION & DIVERSITY

At Bryan Cave Leighton Paisner we believe that diversity enriches the quality and fabric of our culture and makes us a stronger, better firm. Our intention is to unleash and nurture the power of belonging, inclusion and diversity as a habit, not an initiative and to create an environment where all in the firm feel valued, respected, celebrated and able to reach their full potential.

Our global commitments will be met through local and regional strategies, initiatives and priorities, which align to our global vision and bring together BCLP leaders and influencers from all four corners of the globe. Our Asia offices have established task-groups in place, who meet regularly to discuss relevant issues and drive momentum. They have three core areas of focus – Gender Representation, Social Mobility and LGBTQ* Inclusion & allies.

THE GLOBAL LGBTQ* & ALLIES NETWORK

This global network brings our commitment to LGBTQ* inclusion to life. The network helps drive the firm's Global LGBTQ* and Ally strategy, connects with members on a quarterly basis, raises awareness and provides resources that equip our people to support LGBTQ* colleagues. BCLP is a member of the HK GALA professional LGBTQ* network and has also joined with over 300 businesses in signing the Hong Kong Government's Code of Practice against discrimination on the Ground of Sexual Orientation.



SUMMER VACATION SCHEME

Our four-week Summer Vacation Schemes are held in June and July and we typically invite up to five candidates per scheme.

Here, you'll be very much part of the team, doing live work, and getting involved in everything from client meetings and talks lead by Partners, where you can learn about the different practice areas, to our monthly 'In the Know' sessions where trainees and associates give presentations on hot topics relevant to their departments and the legal sector as a whole.

OPEN DAY

If you can't commit to a month-long Vacation Scheme, our Open Day provides a window into BCLP's work and culture.



Flexibility and freedom
to pick your own department



A friendly and supportive environment
in which you can enjoy close working relationships



The opportunity to get involved
in every aspect of your department, from client meetings to court runs



The chance to build contacts
with partners, associates and trainees at various social and networking events



A competitive salary
of HK\$2,500 per week for the time you spend here

TRAINING CONTRACT

Training contracts are available in Hong Kong. Each kicks off with a comprehensive induction designed to set you up for two exciting years ahead.

From there, you'll get to explore the firm through four seat rotations of six months each, with flexible seat choices across our core departments and a wide range of practice areas. All of which will help you determine where your own interests and ambitions lie.

Our ultimate goal is to ensure you have a positive experience during your training contract, so you're keen to stay with the firm when you qualify.

WE DO THIS BY:

- ▶ **Welcoming applications from students from all backgrounds** whether that's a law or non-law degree. Right from the very beginning, everyone is treated equally
- ▶ **Offering hands-on projects from the outset** which rotate through four six-month seats
- ▶ **Providing the best guidance possible** You'll get one-on-one support from the Emerging Talent team, your Training Principal, and a Partner Mentor who'll provide you with wider career guidance. You'll also have a designated supervisor in every department you work in
- ▶ **Organising meetings when your qualifications approach** to help you understand the options available and the next steps towards building a successful career in law
- ▶ **Providing individual coaching and training** from the Learning and Development team, as well as quarterly 'Lunch and Learn' updates
- ▶ **Giving you a say through our Trainee Discussion Forum** on how we can keep improving your learning experience

HOW TO APPLY

SUMMER VACATION SCHEME

Application deadline: 15/01/2023



TRAINING CONTRACT

Application deadline: 31/05/2023



OPEN DAY

Taking place: November 2022

Application deadline: 20/10/2022



To submit an application or find out more about the eligibility criteria, visit trainee.bclplaw.com



trainee.bclplaw.com/opportunities
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