

GIBSON DUNN

# TRAINING WITH GIBSON DUNN

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GIBSON DUNN 吉布森

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**KELLY AUSTIN**  
**PARTNER-IN-CHARGE, HONG KONG**

# MESSAGE FROM KELLY AUSTIN, PARTNER-IN-CHARGE OF THE HONG KONG OFFICE

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## WELCOME TO OUR GRADUATE RECRUITMENT BROCHURE

This is a very exciting time for Gibson Dunn as a whole and for the Hong Kong office in particular. In 2015 we welcomed our first trainee to the office who qualified into her department of choice in 2018 and later this year our second trainee will qualify into her department of choice. Going forward, we expect to host a select group of summer interns and to welcome one or two trainees to our training program each year.

You will meet our current and former trainees in these pages and hear more about their experiences training at Gibson Dunn. Our trainees, like our current associates and partners, have a unique opportunity to take full advantage of life at Gibson Dunn.

We offer an outstanding opportunity for bright and enthusiastic candidates to train and become first-class lawyers in one of the world's leading law firms. We believe we provide something unique and are delighted that you are interested in hearing more about us.

You may not yet be sure what kind of law firm you wish to join, what type of law you wish to practice, or even if you want to be a lawyer at all. By picking up this brochure, many of you will be just testing the waters.

We all understand that perfectly and remember when we were at that stage ourselves – some more recently than others!

This brochure is designed to help you with your decision-making process by helping you get to know us and our people and giving you information about the firm that might be useful to you in the future.

We are a very diverse firm. There is no such thing as a 'typical' Gibson Dunn lawyer, nor would we want there to be. We come from a very wide range of educational, cultural and professional backgrounds and celebrate that diversity. We believe that diversity strengthens and enriches our professional and personal lives. Everyone you will meet from the firm has travelled a unique path and has a different perspective on life as a lawyer at Gibson Dunn.

After reading the brochure and visiting our website, [www.gibsondunn.com](http://www.gibsondunn.com), if you have any further questions, please do not hesitate to get in touch with one of us or with our Graduate Recruitment and Development Manager, Kathryn Edwards.

With best wishes,

Kelly Austin

# THE HONG KONG OFFICE

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## THE HONG KONG OFFICE

Gibson Dunn's Hong Kong office opened in 2010, expanding our existing Asian presence and our international platform and allowing us to serve clients wherever they need us. Lawyers in the office have lived and worked in the region for many years and possess an in-depth understanding of Hong Kong's legal and business culture. The Hong Kong team works closely with our Beijing and Singapore offices to provide complete and seamless legal services throughout Asia.

We provide an extensive range of U.S., Hong Kong and English legal advice to global and Asia-based clients. We offer our clients all the advantages of deep local expertise combined with the strengths

of a global firm. Our lawyers handle some of the most challenging and complex transactions and regulatory matters across Asia.

Our clients include listed companies, large private companies, investment banks, sovereign states, governmental entities, private equity firms, start-ups and many other organisations with international operations and ambitions.

Equally important to the firm and to the Hong Kong office are our pro bono clients; we consider pro bono work to be part and parcel of our practice of the law. We act for a wide variety of organisations and charities. More information about our pro bono work can be found on pages 20–21.

### MAJOR PRACTICE GROUPS IN HONG KONG INCLUDE:

- ANTITRUST AND COMPETITION
- CAPITAL MARKETS
- ENERGY, PROJECTS AND INFRASTRUCTURE
- FINANCE
- INTERNATIONAL ARBITRATION
- INVESTIGATIONS
- INVESTMENT FUNDS
- MERGERS AND ACQUISITIONS
- PRIVATE EQUITY
- REGULATION COMPLIANCE
- RESTRUCTURING AND INSOLVENCY

# WHAT WE DO: CUTTING-EDGE DEALS AND CASES

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## ANTITRUST & COMPETITION

We handle complex antitrust matters in Asia and the European Union, including merger control, non-merger investigations, and litigation. Our team also focus on the antitrust aspects of intellectual property rights.

## CORPORATE M&A

Gibson Dunn has extensive experience in cross-border M&A transactions throughout Asia, including mergers of public and private companies, stock and asset purchases, tender and exchange offers, divestitures and spin-offs, strategic investments and joint ventures.

## CAPITAL MARKETS

Gibson Dunn focuses on a large variety of capital markets, high-yield bond offerings and securitisations.

## ENERGY & RESOURCES

Gibson Dunn is involved in cutting-edge energy and natural resources projects throughout Asia, including renewable energy. In particular, its lawyers have a deep understanding of the legal, technical, commercial and regulatory aspects of the oil and gas industry: the exploitation of, and investments in, upstream assets, and at the downstream level, to the development and financing of refinery and petrochemical projects.

## INFRASTRUCTURE & PROJECT FINANCE

Gibson Dunn has extensive experience in every aspect of the construction, development and financing of infrastructure projects as well as the acquisition and sale of already developed projects across Asia. Clients include project sponsors, project companies and other borrowers, commercial banks, multilateral institutions, development banks, insurers, equipment suppliers, purchasers and governments.

## WHAT WE DO: CUTTING-EDGE DEALS & CASES

### INTERNATIONAL ARBITRATION

Gibson Dunn advises leading multinationals in arbitration proceedings across the world. Lawyers have experience working with all major arbitral institutions and rules, including the Singapore International Arbitration Centre (SIAC) and the Hong Kong International Arbitration Centre (HKIAC).

### INVESTMENT FUNDS

Gibson Dunn advises sponsors of private investment funds (including buyout, growth capital, real estate, debt, distressed and credit opportunities funds), co-investment vehicles and separately managed accounts in Asia.

### PRIVATE EQUITY

Gibson Dunn has significant experience in fund manager support, including partnership agreements, compensation arrangements, tax issues, investment structuring, pensions, pre-investment due diligence and regulatory compliance. The firm leads transactions for public and private companies ranging in size from less than US\$100 million to in excess of US\$10 billion. Lawyers from across the Asia offices work as a team on complex transactions for clients doing business throughout Asia.

### RESTRUCTURING & INSOLVENCY

Gibson Dunn represents debtors in possession, enterprises contemplating restructuring and insolvency, creditor committees and individual lenders, bondholders, acquisition candidates and potential acquirors. The firm has participated in some of the most complex insolvency-related proceedings and transactions in Asia.

### WHITE COLLAR DEFENCE & INVESTIGATIONS

Gibson Dunn handles the most challenging and complex disputes and regulatory matters across Asia. In addition to being acknowledged as experts in all aspects of anti-corruption, AML, trade and regulatory compliance, the firm's lawyers frequently conduct significant internal investigations for corporate clients, interact regularly with global and country regulators on high-stakes enforcement actions, lead risk assessments, and assist in developing and implementing all manner of compliance programs.

## WHAT WE DO: CUTTING-EDGE DEALS & CASES

### INTERNATIONAL RECOGNITION & AWARDS



**Chambers Asia Pacific and Chambers Global 2019** ranked Gibson Dunn and its Hong Kong Partners in the following categories:

- Banking & Finance: Leveraged & Acquisition Finance for China
- Competition/Antitrust for China
- Corporate/M&A for China
- Corporate Investigations/Anti-Corruption for China
- Investment Funds: Private Equity for China and Asia-Pacific
- Private Equity: Buyouts & Venture Capital Investment for China
- Projects, Infrastructure & Energy for China



**The Legal 500 – Asia Pacific 2019** ranked Gibson Dunn in the following categories:

- Antitrust and Competition, Corporate (including M&A), Banking & Finance, Private Equity, Investment Funds, Projects and Energy and Regulatory: Anti-Corruption and Compliance in Hong Kong
- Corporate and M&A and Private Equity in China
- Banking & Finance, Corporate and M&A, Energy and Restructuring & Insolvency in Singapore
- Foreign firms in India, Indonesia and the Philippines

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*Gibson Dunn's Hong Kong office advises clients across all types of industry sectors, and its strength lies in significant, cross-border, complex matters.*

*We pride ourselves on being our clients' trusted advisers. You will be trained in the same way to ensure that you gain the skills and confidence to enable you to handle a broad range of complex legal matters from an early stage in your career.*

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## HOW WE WORK

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Working life at Gibson Dunn is different from that at most other firms. In all of our practice areas, we work in small, focused teams: the best lawyers, not the most lawyers.

We believe that this approach allows us to remain nimble and responsive to our clients' often fast-changing needs, enabling us to provide them with the best possible service.

This approach is good news for our trainees and junior associates. It means that everyone, at whatever level, gets to have a seat at the table.

We encourage all our lawyers and trainees to work above their level of seniority, with the appropriate support and supervision. More responsibility early on means a greater exposure to the most interesting aspects of the work, as well as the

opportunity to develop skills and expertise, and manage careers, much more quickly than at many other firms. Inherent in our approach is the importance of client contact for our junior lawyers and trainees.

Of course, you will still be offered all the support you need, both informally, with on-the-job observations and feedback, and more formally, with regular performance reviews. All trainees receive a mid-seat appraisal in addition to regular feedback.

At Gibson Dunn, we operate a genuine "open door" policy, with associates and partners regularly dropping into each other's offices to discuss ideas and provide mutual support.

## MEET OUR HONG KONG TRAINEE

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KOBE CHOW, TRAINEE

LAW, ST. AIDAN'S COLLEGE, DURHAM UNIVERSITY

LL.M. (CORPORATE AND SECURITIES LAW), LONDON SCHOOL OF ECONOMICS

JOINED GIBSON DUNN IN 2017

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## MEET OUR HONG KONG TRAINEE

I first joined Gibson Dunn on a vacation scheme in the London office during my LL.M. at the London School of Economics, having previously read law at Durham University. During the vacation scheme, I rotated through International Arbitration and Investment Funds. The opportunity to assist with the drafting of legal documents, attend meetings and teleconferences, and collaborate with other Gibson Dunn lawyers across geographical and practice boundaries in major cross-jurisdictional cases and transactions enabled me to gain first-hand insight into work life at Gibson Dunn.

What struck me most about my vacation scheme experience was the culture of collegiality and collaboration, and the real sense of camaraderie within practice groups, between different departments, and globally across the international offices. The experience made my decision to begin my legal career at Gibson Dunn, and to complete my training contract in the Hong Kong office, an easy one.

A training contract at Gibson Dunn's Hong Kong office offers the opportunity to take part in cutting-edge international work in an intimate setting. The low associate/trainee-to-partner ratio, in conjunction with the hands-on approach to training, means that trainees work closely with an associate or a partner on each of their matters, and are given substantial responsibilities from the outset. In the Corporate and Finance departments, for example, I have been involved in a number of complex, cross-jurisdictional deals from start to finish for leading global clients. For some of these

deals, I have been entrusted with the responsibility to deal with and respond to clients directly, and manage certain work streams with appropriate support from partners and associates.

Due to the complexity and challenging nature of the work, and the firm's commitment to excellence, lawyers and trainees are expected to rise up to the challenge and take ownership for their work. Having said that, I have always felt supported and empowered to learn and grow while being part of the Gibson Dunn community.

Aside from the day-to-day "on the job" training, Gibson Dunn offers lots of opportunities to build relationships within and beyond the firm. In the past year, the Hong Kong office hosted a number of social and diversity events including our annual Thanksgiving potluck lunch, women's movie night, and a cocktail reception and panel discussion in celebration of International Women's Day. In addition, we often engage with the wider community through our pro bono initiatives.

Having worked in the London and Hong Kong offices, I have found my time in the investment funds team as a trainee particularly enjoyable. I enjoy the teamwork involved in the fundraising process and have had great exposure to the most interesting aspects of fund formation work. It has been hugely rewarding to train at a firm with such an outstanding global reputation, and I am very much looking forward to qualifying into the investment funds team in our Hong Kong office upon completion of my training contract.

## MEET OUR HONG KONG ASSOCIATES

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CARISSA YUK, ASSOCIATE, INVESTIGATIONS

WAR STUDIES, KING'S COLLEGE LONDON

JOINED GIBSON DUNN IN 2014

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## MEET OUR HONG KONG ASSOCIATES

At Gibson Dunn, you are encouraged to take on as much responsibility as you can handle. As a trainee in the Hong Kong office, this means that you may be attending witness interviews in India or China one minute, and drafting an important report or document the next. The relatively small size of the Hong Kong office allows junior lawyers with an entrepreneurial mindset to thrive and means that you get to work closely with senior associates and partners on a day-to-day basis.

One of the first things I noticed about the firm, and the Hong Kong office in particular, is that everyone is incredibly friendly and helpful. The firm is fiercely protective of its culture, and for good reason. Gibson Dunn prides itself on its ability to cultivate collegial working environments across all of its offices. Junior lawyers experience this first-hand at the firm's annual three-day New Lawyer Academy, where all new joiners fly to an amazing location in the U.S. to learn more about the firm, meet other new associates, and even take part in an inter-office karaoke contest!

As expected at a law firm such as Gibson Dunn, the work is intellectually challenging and demanding, but as I found during my time as a trainee and even now as a junior associate, my teammates and supervisors are supportive, encouraging, and willing to provide constructive feedback. While you are always expected to be proactive and bring your own ideas to the table, the open door policy means that you can walk into a colleague's office next door and bounce ideas off each other.

I qualified into the investigations team in early 2018 and have since assisted in numerous internal and regulatory investigations across Asia in jurisdictions including China, Taiwan, Japan, South Korea, Vietnam, India and Sri Lanka. It is always gratifying to assist clients in analyzing highly complex facts to get to the bottom of a matter. Apart from the day-to-day legal work, lawyers and trainees alike are also encouraged to take part in the firm's pro bono initiatives, which include providing free advice and assistance on employment and human rights issues to foreign domestic workers in Hong Kong.

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*“The firm is fiercely protective of its culture, and for good reason. Gibson Dunn prides itself on its ability to cultivate collegial working environments across all of its offices”*

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## MEET OUR HONG KONG ASSOCIATES

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OLIVER WELCH, ASSOCIATE, INVESTIGATIONS

JURIS DOCTOR, UNIVERSITY OF MICHIGAN

BACHELOR OF ARTS, BRIGHAM YOUNG UNIVERSITY

JOINED GIBSON DUNN IN 2009

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## MEET OUR HONG KONG ASSOCIATES

I recall the trepidation with which I started my first day as a new associate in Gibson Dunn's Washington, D.C. office. Sitting among D.C.'s legal elite was intimidating, to say the least, for a newly minted associate fresh out of the familiar confines of law school. Likely sensing my anxiety, my assigned firm mentor gave me a bit of sage advice: Be patient, and find your place.

During those first few years, the firm provided the platform to do just that. Working alongside those same legal superstars, I became a member of a team involved in a headline-grabbing class action lawsuit. When I expressed interest in our unique Congressional Investigations practice, I was quickly enlisted in the fast-paced world of representing clients before U.S. Senate inquiries. I further found my place in the D.C. Superior Court, representing a juvenile criminal defendant on a pro bono basis.

It was not long before the firm's increasing international profile beckoned me abroad. Becoming a member of the Hong Kong office has taken me from the sparkling lights of Seoul, to small farming villages in rural India; from slurping khao soi in northern Thailand, to dodging motorcycle taxis in Central Java. And while the scenery has changed during my career, Gibson Dunn's core values remain constant: the free market system, a sincere commitment to pro bono and diversity, a hiring policy that won't compromise on qualities of collaboration, teamwork and mutual respect, and phenomenal staff support.

From D.C. to Hong Kong, Gibson Dunn is a firm where you can find your place.

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*“Gibson Dunn’s core values remain constant: the free market system, a sincere commitment to pro bono and diversity, a hiring policy that won’t compromise on qualities of collaboration, teamwork and mutual respect, and phenomenal staff support.”*

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# YOUR TRAINING – THE NUTS AND BOLTS

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Although our training programme is young, our Hong Kong office is full of deep and broad experience of training and managing trainees and junior lawyers. We are managed and staffed by partners and associates hand-picked from top local and international law firms. Many of our lawyers are preeminent in their fields of practice. Importantly for you, as a potential trainee, they all trained, qualified and practised at a wide range of different firms and have a considerable breadth and depth of experience that they have invested and continue to invest in the training scheme. This also makes us flexible; unlike some other firms, we have no traditional way of doing things. Our commitment is to excellence.

This offers an extraordinary opportunity for ambitious trainees to take control of their careers from the outset, supported at all times by

colleagues of the highest calibre. However, we do recognise that this challenge is not for everyone.

## P C L L

We cover your PCLL fees in full, and also give you a competitive maintenance allowance.

## YOUR TRAINEE SEATS

During your two years as a trainee solicitor at Gibson Dunn, you will spend time in different practice areas, known as “seats” including the opportunity to sit in corporate, funds, finance, investigations and antitrust. This variety enables you to develop the skills and insight that are crucial to becoming a first-rate lawyer.

To the extent possible, your seats will be allocated according to your personal choice, in discussion with the Graduate Recruitment and Development

## YOUR TRAINING – THE NUTS AND BOLTS

Team and others. The firm is committed to ensuring that its trainees are able to pursue the careers they wish to the greatest extent possible.

During each of your seats, you will be supervised by a partner or senior associate who will involve you in his or her work. Our partners and associates have a wealth of experience, and we believe that observing how a senior lawyer goes about work is quite simply the best way to learn. You will also have the opportunity to become more widely involved in the work of the practice group as a whole. You will receive regular informal feedback as well as a mid-seat review, and a comprehensive review at the end of each seat. This will give you the opportunity to discuss your progress, and will ensure that you grow in confidence.

### STRUCTURED TRAINING

In addition to day-to-day “on the job” training, all of our trainees benefit from a personalised formal training programme carefully developed by the firm, designed to provide you with the skills you need to thrive at Gibson Dunn, including seminars and workshops on substantive law as well as topics such as commercial awareness, drafting, negotiation, advocacy and networking.

# GETTING INVOLVED

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Gibson Dunn takes pride in helping our lawyers to nurture and grow their own careers. Our experience tells us time and time again that lawyers are much happier people — and enjoy their work more — if they are allowed to concentrate on the areas that really excite them.

What that means for trainees is that we have a number of committees to help our lawyers take ownership of their work and their careers.

The **Diversity, Talent & Inclusion Committee** oversees the implementation of our commitment to diversity in every office of the firm. In Hong Kong, we have an extremely active and dedicated committee, which organises regular speaker and social events. Our Partner-in-Charge also co-chairs the Firm's International Diversity initiatives.

The **Associates' Committee** is made up of associates from each of the firm's offices and acts as a liaison between associates and firm management in addressing issues and policies that affect associates. In Hong Kong, our associates and trainees meet regularly both formally and informally.

The **Pro Bono Committee** aims to increase awareness of existing charitable and community initiatives that the firm is involved with, support the efforts of individual colleagues who contribute to charitable and community work, and build and coordinate the firm's pro bono work more generally in the Hong Kong office.

## TRAINING AND RETREATS

At Gibson Dunn, formal and informal training and in-house networking does not stop with the end of your training contract but continues throughout your career at the firm.

**Training** – all partners, associates and trainees attend regular practice group training and update sessions, many in collaboration with our international offices. We also provide regular training seminars for our clients, which our associates and trainees play a key role in developing and presenting.

**US Retreats** – Gibson Dunn also has a number of lawyer academies and retreats, organised according to year group and practice area, enabling our lawyers to get to know, and learn with, their peers in other offices. These events are enormously popular.

## BUILDING YOUR PROFESSIONAL NETWORK

**Free-Market System** – all Gibson Dunn associates are empowered to accept or decline work assignments from partners. This gives our associates greater flexibility to develop and shape their careers than is possible at most other law firms.

**Client Development Allowance** – every lawyer is given an annual marketing budget to use in entertaining clients, contacts and friends in the business community, thereby fostering an entrepreneurial spirit. In addition to this allowance,

## GETTING INVOLVED

our associates are encouraged to devise, design and host their own client marketing events to which they invite their peer clients and contacts. Trainees also benefit from this allowance.

**Professional Development Allowance** – all Gibson Dunn lawyers and trainees are given a budget for the purpose of funding training sessions and seminars outside the firm. This means that, in addition to formal and informal in-house training, our lawyers can take advantage of numerous high-quality events taking place on their doorstep.

**Book Allowance** – all lawyers and trainees at Gibson Dunn have a book allowance to enable them to purchase specialist texts or periodicals relevant to their particular area of law or personal interest.

**Mentoring Programme** – every trainee at Gibson Dunn has the opportunity to participate in the firm's mentoring programme. Mentors regularly arrange lunches and other informal meetings. The key goals of the mentoring programme are to foster and enhance personal and professional growth and opportunities.

# PRO BONO WORK

Gibson Dunn has a long-standing and greatly valued tradition of service to the community. We are privileged to be able to give back to the communities that have contributed to our success and believe that community involvement adds an important dimension to the growth and development of all of our lawyers, both as lawyers and as citizens of those communities.

We are a signatory to the Pro Bono Institute's Pro Bono Challenge, which requires the firm to use its best efforts to perform an average of 60 hours of pro bono work per lawyer per year. We regularly surpass this number. The value Gibson Dunn places on pro bono work is further reflected in the fact that, unlike many firms, there is no cap on the number of pro bono hours that count towards an associate's annual billable target.



PARTICIPATING LAWYERS,  
SUMMER ASSOCIATES,  
TRAINEES , AND STAFF  
IN 2018

1,462



\*Participation was calculated based on active lawyers as of 12/31/18

As part of this commitment, we provide pro bono advice for a wide range of different organisations, reflecting the interests of the firm as a whole as well as those of individual lawyers. Our lawyers have presented to the United Nations on women's rights issues and have travelled to Kenya for their pro bono work, for example.

The Hong Kong office has very active and passionate lawyers. They engage in a variety of pro bono matters, including providing corporate advice to local charities related to literacy for at-risk youth, animal welfare, and support for vulnerable pregnant migrant mothers. They also provide direct services to clients like domestic workers who were the victims of human trafficking.

## PRO BONO WORK

Additionally, many of our Hong Kong lawyers have recently joined our U.S. offices' efforts to assist children and individuals fleeing persecution in their home countries to seek asylum or other forms of immigration relief in the United States.

We look forward to welcoming trainees who are interested in getting involved in pro bono work.

### OUR INTERNATIONAL PRO BONO CLIENTS INCLUDE:

- ACCOUNTABILITY UNIT
- ASYLUM SUPPORT APPEALS PROJECT
- INTERNATIONAL REFUGEE ASSISTANCE PROJECT
- LAWYERS WITHOUT BORDERS
- REPRIEVE
- THE HUMAN DIGNITY TRUST
- THOMSON REUTERS FOUNDATION
- HANDS ON HONG KONG
- SOAP CYCLING LIMITED
- HUMAN DIGNITY TRUST



**HKD 865,562,485**  
VALUE OF PRO BONO  
SERVICE PROVIDED IN 2018

# A TRULY INTERNATIONAL FIRM

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Beijing · Brussels · Century City · Dallas · Denver · Dubai · Frankfurt · Hong Kong · Houston · London · Los Angeles · Munich  
New York · Orange County · Palo Alto · Paris · San Francisco · São Paulo · Singapore · Washington, D.C.

*Gibson, Dunn & Crutcher LLP is a leading international law firm, with a history spanning more than 125 years. We have almost 1,400 lawyers in 20 offices located in major commercial centres across the globe.*

# NEXT STEPS

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## SUMMER INTERNSHIP

Date	For	Apply by
<b>Summer Internship</b> <b>During June and July 2020</b>	Undergraduate law students in their penultimate year of study, students of other disciplines in their final year, those who have already graduated and those who are completing their JD or PCLL course.	1 March 2020

All applications must be made online through our website. Please see our website for details on how to apply.

As a summer intern, you will have the opportunity to work with different practice groups, and alongside our associates and partners on real

cases and deals. You will also take part in a bespoke series of seminars, workshops and talks aimed at helping you learn about the kind of work we do and at developing your skills. Our summer internship is not all about work and you will have plenty of opportunities to meet and chat with our lawyers at social events.



## NEXT STEPS

### SALARY AND BENEFITS

We offer our trainees a highly competitive salary and benefits package. The starting salary for trainees will be not less than HKD 52,000 per month in the first year and not less than HKD 55,000 per month in the second year. Newly qualified associates are paid USD 190,000 per annum as of 2019. It is important to note that associates at Gibson Dunn “go up” a year group on 1 January of every year. We also operate a

discretionary bonus scheme which will apply to trainees.

We offer an attractive benefits package, including: private health insurance, life insurance, group long-term disability insurance, a mandatory provident fund, a book allowance, a professional development allowance and a client development allowance.

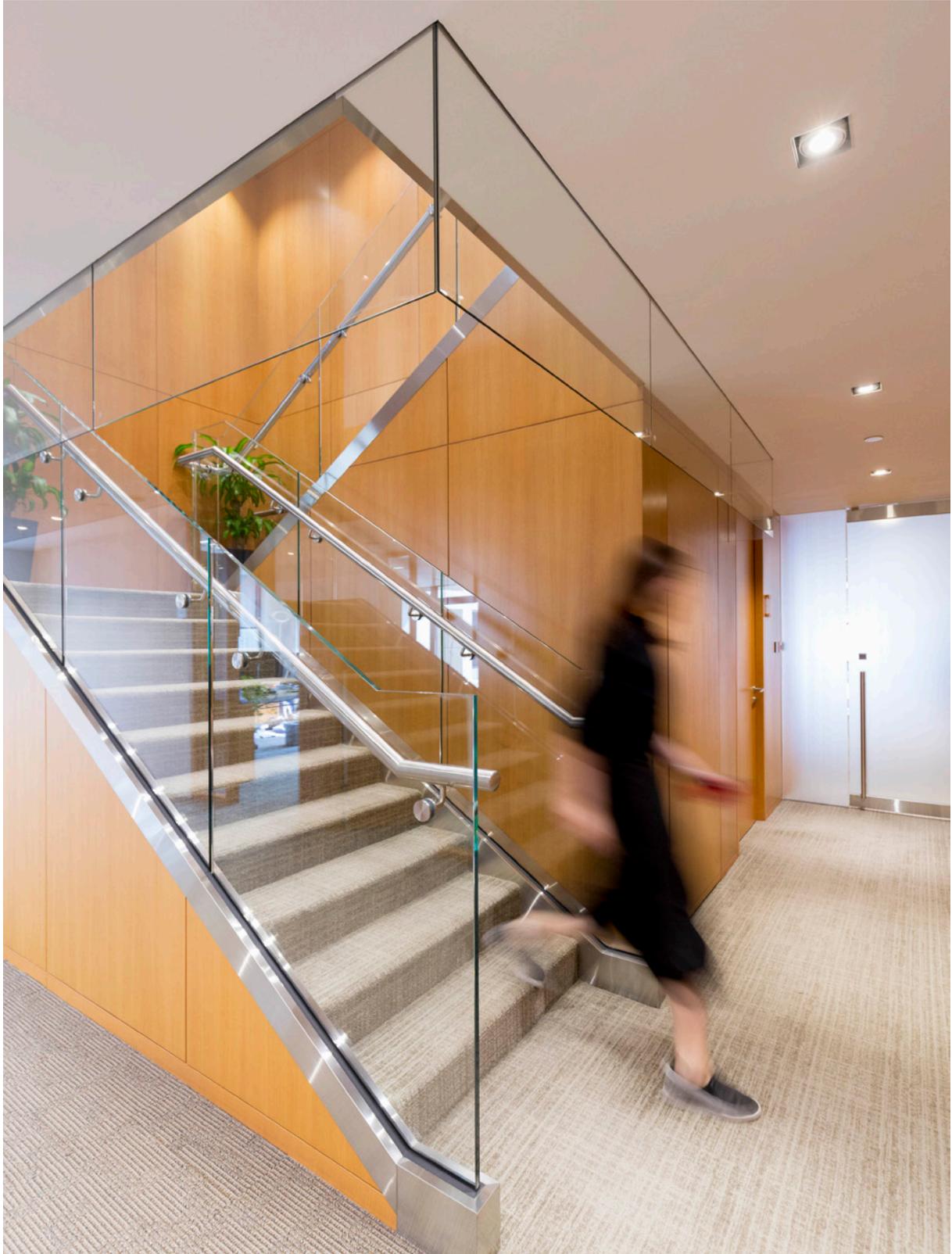
### WHO SHOULD APPLY

We are looking for individuals who are capable of taking the initiative and fulfilling our clients' needs, who have exceptional intellectual, interpersonal and organisational skills and who can rise to the challenges of working directly with partners within small, focused teams and having client contact early in their careers.

Our work is intellectually demanding, so applicants for both the summer internship and

for training contracts should have obtained, or expect to obtain, a good 2:1 (or minimum 3.5 GPA) degree, or better. It does not matter to us which university you come from or what subject you study. We are looking for genuine enthusiasm for the work we do and the potential to become a first-class lawyer and trusted adviser to our clients. It also helps to be someone who enjoys teamwork and with whom others like to engage.

## NEXT STEPS



# MESSAGE FROM KATHRYN EDWARDS, GRADUATE RECRUITMENT AND DEVELOPMENT MANAGER OF THE HONG KONG OFFICE

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I am delighted to work closely with the partner-in-charge of the Hong Kong office to develop and oversee Gibson Dunn's Graduate Recruitment Program. We are committed to putting in place the structures and support mechanisms to encourage and nurture the careers of our trainees in order to help them become the best lawyers they can be. We very much hope that our trainees will be the future associates and partners of the firm.

I practiced as an employment lawyer at a major English City firm and at Gibson Dunn's London office before moving into my role overseeing the London and Hong Kong training programs and I really enjoy the opportunity to encourage and help trainees and younger lawyers at the outset of their careers. I will be on hand throughout your training contract to answer any questions you may have and provide support as you progress through the two years and beyond.

Having read this brochure and, I hope, had the chance to talk to some of us, you will have a better idea of who we are and what we do. I believe that Gibson Dunn offers trainees a unique opportunity to develop their careers in the Hong Kong office of a truly international firm. If that sounds interesting to you, why not apply for our summer internship program? You never know where it might lead!

I hope to welcome you to our Hong Kong office soon.

With best wishes,

Kathryn Edwards



**KATHRYN EDWARDS**  
**GRADUATE RECRUITMENT AND**  
**DEVELOPMENT MANAGER,**  
**HONG KONG OFFICE**

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