



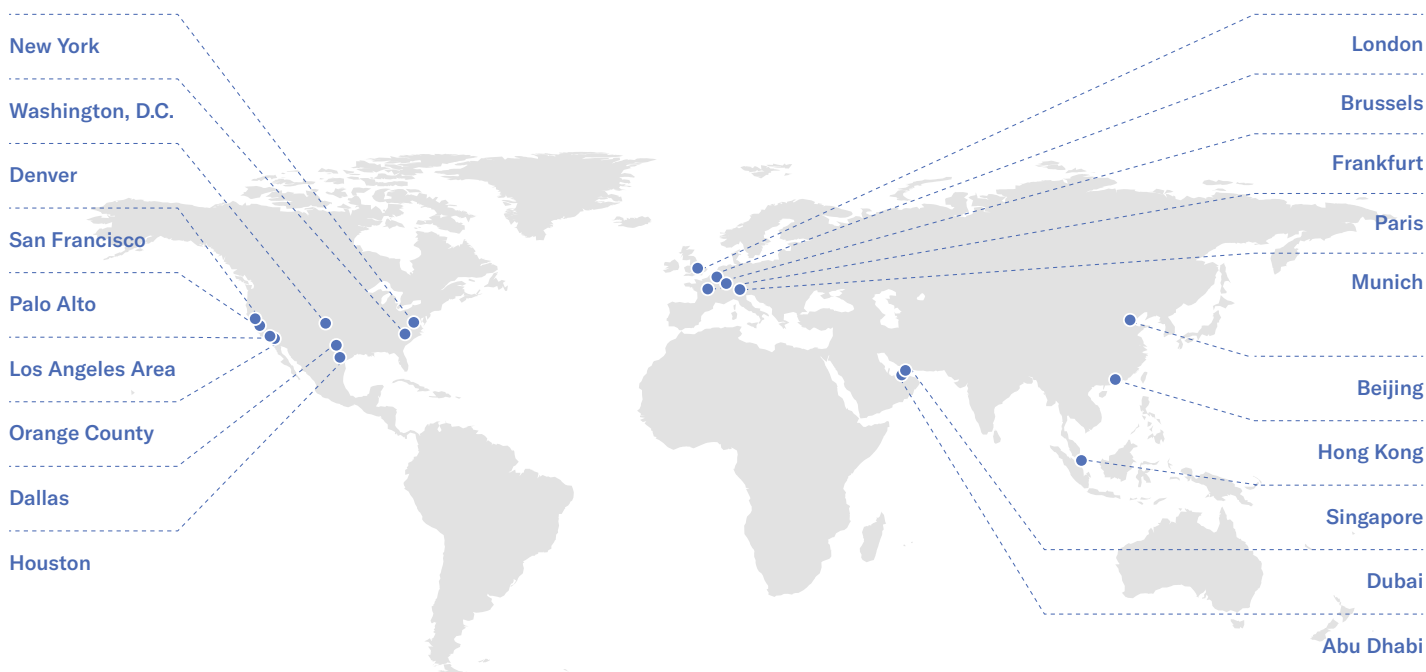
# TRAINING WITH GIBSON DUNN: HONG KONG

**GIBSON DUNN**

**Gibson, Dunn & Crutcher LLP is a leading international law firm, with a history spanning more than 125 years.**

**We have over 1,800 lawyers in 20 offices located in major commercial centres across the globe.**

## A Truly International Firm



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

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# SÉBASTIEN EVRARD, PARTNER-IN- CHARGE OF THE HONG KONG OFFICE

## 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. Having welcomed our first trainee to the office in 2015, we continue to host a select group of summer interns and welcome one or two trainees to our training program each year.

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 Team.

With best wishes,  
Sébastien Evrard



**Sébastien Evrard**

**Partner-In-Charge, Hong Kong**

# The Hong Kong Office

Gibson Dunn's Hong Kong office opened in 2010, expanding our existing Asia 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 18-19.

## Major Practice Groups in Hong Kong Include:

- Capital Markets
- Competition
- Compliance Advisory & Investigations
- Energy & Infrastructure
- Finance
- Financial Regulatory
- Funds
- International Trade
- Litigation & Dispute Resolution
- Mergers & Acquisitions
- Privacy Cybersecurity and Consumer Protection
- Private Equity
- Strategic Sourcing & Commercial Transactions
- Technology



## What We Do: Cutting-Edge Deals & Cases

### International Recognition & Awards



*Chambers Asia-Pacific, Chambers Greater China Region and Chambers Global* rank our Hong Kong office and partners in the fields of:

- Banking & Finance: Leveraged & Acquisition Finance
- Competition/Antitrust
- Corporate/M&A (Asia-Pacific)
- Corporate/M&A: The Elite
- Corporate/M&A: Private Equity (Asia-Pacific)
- Corporate Investigations/Anti-Corruption
- Dispute Resolution: Litigation
- Energy & Natural Resources (Asia-Pacific)
- Financial Services
- Investment Funds: Private Equity (Asia-Pacific)
- Private Equity: Buyouts & Venture Capital Investment
- Tax: Hong Kong Law



*Legal 500 Asia Pacific* ranks our Hong Kong office and partners in the following areas:

- Antitrust and Competition
- Banking and Finance
- Corporate (including M&A)
- Dispute Resolution: Litigation
- Domestic and International Corporate Tax
- Investment Funds
- Private Client (Tax, Trusts, Wealth Management and Contentious Probate)
- Private Equity
- Projects and Energy
- Regulatory: Anti-Corruption and Compliance
- TMT



*IFLR1000* recognizes our Hong Kong office and partners in the fields of:

Banking and Finance, Capital Markets: Equity, Competition, Corporate and M&A, Energy and Infrastructure, Investment Funds, Leveraged Finance, Project Development, Project Finance, Private Equity, Private Equity Funds, Restructuring and Insolvency

## How We Work



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

**Peter Chau**

**Law, University of Hong Kong**

**JOINED GIBSON DUNN IN 2022**



## Meet Our Hong Kong Trainee

I first arrived at Gibson Dunn as a summer intern in 2019. I still vividly remember going home after my first day, feeling happy about how warm and welcoming everyone had been. Since then, I've been back at the office as part of the vacation scheme and to do part-time work, and that feeling has not changed. The office has grown and expanded, but its close-knit and collegial culture has been a constant.

The vacation scheme at Gibson was an excellent experience. I was involved in many of the office's practice areas during my vacation scheme, ranging from white-collar defense and commercial litigation to M&A and corporate. Working at Gibson was particularly stimulating, because the breadth of the work and the flexible structure of the scheme meant that I was often working on matters from completely different practice areas at the same time.

The breadth of the work did not, however, detract from its depth and quality. Partners and associates often gave me wide autonomy to handle large tasks, which is a testament to Gibson's culture of encouraging early responsibility. Two experiences that come to mind include drafting an anti-corruption investigation report for a client in the international healthcare industry, and preparing an important corporate filing for a global technology company. Hard work and intellectual rigor were required every day, and it felt exciting and refreshing to be given such exposure to the firm's work.

Furthermore, there was an abundance of support when I needed it. Gibson's low-leverage model meant that I directly worked with and received feedback from senior lawyers. I was welcome, in fact encouraged, to knock on anyone's door to ask for help, or even just to get to know people. Partners and associates would often stop by my office to offer practical advice or have a friendly chat. By the end of the scheme, I'd had lunch or coffee chats with partners and associates from every team. Each occasion invariably felt open and relaxed, and our conversations weren't all about work: we talked widely about our interests, our backgrounds, and our take on things going on in the world. Those occasions often led to lasting connections and friendships. Despite doing my vacation scheme two years ago, I've stayed in touch with friends from the firm, and we still go out for lunch together from time to time.

In short, when I'm at Gibson Dunn, I feel like a real part of the team — a team that is committed to a culture of excellence and collegiality. It is that feeling that makes me look forward to beginning life as a Gibson trainee, and it is that feeling that makes me encourage you to apply to Gibson.



# MEET OUR HONG KONG ASSOCIATE

**Jane Lu, Associate**

**Law, Peterhouse, University of Cambridge**

**QUALIFIED IN 2023, JOINED GIBSON DUNN IN 2021**

## Meet Our Hong Kong Associate

I joined Gibson Dunn through a summer vacation scheme, which gave me a real insight into the firm and convinced me to train here. Over the four weeks, I worked predominantly in the litigation department and was involved in disputes resolution, antitrust and regulatory work. During the scheme, I was exposed to a variety of top-quality work including analyzing client documents, drafting memorandums, letters, as well as conducting legal research on technical points of the law. My personal highlight was drafting a piece of advice to a client on a complex cross border contractual claim involving a mining joint venture. Though challenging, I enjoyed how intellectually stimulating the whole process was.

The entire graduate recruitment process was extremely welcoming. I remember leaving my first interview for the vacation scheme feeling like I had had an engaging conversation rather than feeling like I had been interviewed. On the first day of my training contract, I was greeted with the same enthusiasm. I was warmly welcomed by all the associates and partners of the firm - this immediately made me feel like I was part of the team.

My first seat was with Investment Funds, in which I assisted clients at different lifecycles, such as fund formation, closings and post-closing restructuring. Although I had to run against tight timelines, it was very rewarding when a client is able to close successfully.

Having completed my first seat with Funds, I am now sitting with the Financial Regulatory Team. We work on a very diverse spectrum of cases, from giving regulatory advice to traditional financial institutions to assisting with a highly sensitive investigation for a crypto exchange in Singapore. Due to the free market system at Gibson Dunn, I have had considerable latitude in taking up various work across different departments within the Disputes group. Recently, I was involved in a white collar investigation in China, which added much diversity to my training. This unique system allows young lawyers to explore different types of work under lawyers across all the departments in the office, and in doing so, craft their own career path.

Apart from its intellectually stimulating work, Gibson Dunn also offers many opportunities to connect and build lasting relationships with fellow colleagues - an extension of the friendly and collegiate culture. Everyone is really supportive and encouraging. Our junk trip to Lamma Island was the perfect opportunity for colleagues to connect with each other on a much more personal level. Having out-of-work discussions over great food allowed me to feel a real sense of togetherness amongst the Gibson Dunn community. I am very much looking forward to what the rest of my time as a trainee will bring!



# MEET OUR HONG KONG ASSOCIATE

**Arnold Pun, Associate**

**Law, The University of Hong Kong**

**Economics, The London School of Economics**

**JOINED GIBSON DUNN IN 2021**

## Meet Our Hong Kong Associate

As a member of our Global Financial Regulatory practice, I am entrusted with advising some of the world's largest financial institutions and fintech companies on navigating complex securities and financial laws, as well as representing them in high-profile regulatory investigations and enforcement actions. As many of our clients operate globally, we are often required to provide clear and commercial legal advice across multiple jurisdictions on time sensitive matters, or to urgently represent them in cross-border regulatory investigations. I therefore regularly collaborate with our colleagues in the United States, Europe, the Middle East and our other Asian offices to ensure that our clients promptly receive the legal advice and representation they need across the world.

One of the best aspects of working at Gibson Dunn is the freedom to work across different practice areas. The firm has a "free market" system that encourages associates to seek out matters that they are interested in and to develop their own career path and field of expertise. In my case, although I joined Gibson Dunn as a lateral hire for my expertise in financial regulations, I have since worked on a range of fascinating matters including advising a social networking company on launching a monetisation service for its content creators, to advising a French luxury fashion brand on its non-fungible token (NFT) project, to representing a client on a major dispute involving a mission-critical technology transformation agreement.

Apart from the quality and breadth of the client matters I have handled at Gibson

Dunn, another reason I enjoy working at the firm is the culture, which is built on the foundation of being collegial, collaborative, and mutually respectful. Whenever I work with other lawyers at Gibson Dunn, not only do I find them to be exceptionally well-versed in their areas of legal expertise, but what strikes me is the extent to which they take the extra effort to ensure that they have provided me as much assistance as I required to advise the client. In one situation I emailed one of the firm's most senior white collar defence partners in the United States to clarify a point of law, and I promptly received a friendly call from the partner who patiently explained the legal considerations relevant to the advice I was drafting, despite her very busy schedule. Across the broad range of matters I have handled at Gibson Dunn, I have worked closely with dozens of partners and associates across different offices and practices, that has helped to significantly broaden my legal knowledge and expand my professional network.

Gibson Dunn's Hong Kong office is a particularly exciting place to work within the wider Gibson Dunn network. Although the Hong Kong office is one of the firm's largest offices outside the United States, it is also suitably sized so that I have the chance to get to personally know all the lawyers and support staff and I have made some great friends along the way. There is a good mix of social activities and fun mentoring events, and everyone in the office, from the senior partners to the junior associates are approachable and welcome a chat to share their views on work and professional development.





# MEET OUR HONG KONG ASSOCIATE

Margaret Li, Associate  
Law, University of Hong Kong  
JOINED GIBSON DUNN IN 2018

## Meet Our Hong Kong Associate

*“Gibson Dunn has also done an exceptional job in developing and attracting bright individuals who are at the top of their fields, which makes it all so rewarding and challenging to be part of.”*

As a member of our corporate practice, I am entrusted to work with a diverse range of clients on high profile transactions. These transactions often involve multi-jurisdictions, as a result of which I often collaborate with our other international offices (including the United States, European and our other Asian offices). One of the best aspects of this cross-office interaction is to be able to build on the relationships I have developed at the New Lawyer Academy, which is open to all new joiners each year. Our clients and target companies have operations that span around the world, and we work with our international teams on the expertise or advice required in the respective jurisdictions.

I believe Gibson Dunn’s culture to be particularly unique. We work in small teams and closely with partners, giving one the individual attention instrumental for balanced professional development. I feel supported, valued and appreciated in my practice, and I am grateful for the opportunity for personal and professional growth; as well as the friendships I have made and how close-knit we are as a whole across the office. We still are a small and diverse team, and it is

incredible to witness the growth and expansion of our Hong Kong office since I joined. One thing that never changes is its ability to recruit like-minded individuals, which enable us to perpetuate an amicable, collegial and respectful work environment. Gibson Dunn has also done an exceptional job in developing and attracting bright individuals who are at the top of their fields, which makes it all so rewarding and challenging to be part of.

I was trained at another US law firm in Hong Kong, and October 2021 will be my third work anniversary at Gibson Dunn. Shortly before joining Gibson Dunn, I was given the opportunity to meet and greet our colleagues near the final stages of the interview process – where one of my colleagues told me: I hope Gibson Dunn can be your other home and you will never want to work at another firm.

Naturally, I was slightly unsure as a potential new joiner at the time, but three years on, I can proudly say, I have found my home. I look forward to welcoming future exceptional individuals to Gibson Dunn.

## Your Training – The Nuts And Bolts



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.

### PCLL

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, compliance & investigations, litigation & dispute resolution, funds, finance and competition. 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 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.

## Your Training – The Nuts And Bolts

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

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 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.





# Getting Involved

*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.*

## 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, 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.

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. Additionally, many of our Hong Kong lawyers have recently joined our U.S. offices' efforts to assist children and LGBTQ and other 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.

Firmwide Pro Bono Hours in 2022:

138K

Firmwide Pro Bono Hours Since 2013:

1.4M

Average Pro Bono Hours Per Lawyer:

72

Pro Bono  
Work

Awards List

New Civil Liberties Alliance  
George Washington Award  
for Best Amicus Brief

Sovereign’s Medal of Merit  
of the Order of St. John

LawWorks 2022 Awards

ALDF Advancement in  
Animal Law Pro Bono  
Achievement Award

KIND Pro Bono  
Team of the Year Award

TrustLaw Powered  
by Pro Bono Award



New Pro Bono  
Matters in 2022:

500+

Lawyers Participated  
in Pro Bono in 2022:

1,623

# Next Steps



## Summer Internship

Dates	For	Apply by
Summer Internship: 3 June – 21 June 2024	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.	16 January 2024

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

As a summer intern during the course of the three weeks, 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

- First year trainee HK\$624,000
- Second year trainee HK\$660,000
- Newly qualified associate  
HK\$1,677,000
- PCLL grant: HK\$75,000
- Discretionary bonus scheme
- Private health insurance
- Life insurance
- Mandatory provident fund
- Group long term disability insurance
- Client development allowance
- Professional development and book allowances

### 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.



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