



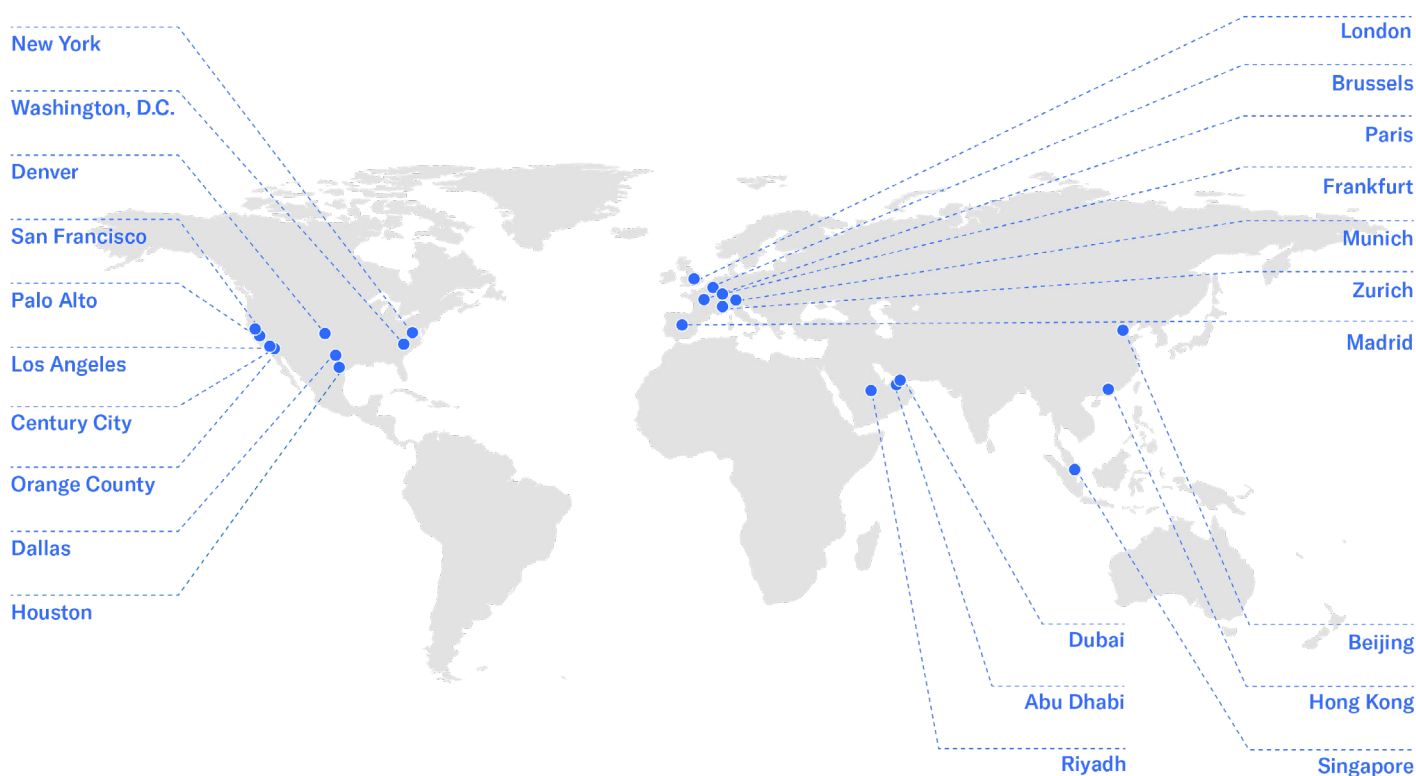
TRAINING WITH GIBSON DUNN: HONG KONG

GIBSON DUNN

Gibson, Dunn & Crutcher LLP is a leading international law firm, with a history spanning more than 130 years.

We have over 2,200 lawyers in 23 offices located in major commercial centres across the globe.

A Truly International Firm



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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, 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 organizations 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 organizations and charities. [More information about our pro bono work can be found on page 22.](#)

Major Practice Groups in Hong Kong Include:

- Antitrust and Competition
- Compliance Advisory & Investigations
- Finance
- Financial Regulatory
- Fintech and Digital Assets
- Funds
- International Arbitration
- International Trade
- Litigation & Dispute Resolution
- Mergers & Acquisitions
- Privacy Cybersecurity and Consumer Protection
- Private Equity
- Strategic Sourcing & Commercial Transactions
- Technology
- White Collar Defense and Investigations

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

What We Do: Cutting-Edge Deals & Cases

International Recognition & Awards



Chambers Asia-Pacific 2026 ranked Gibson Dunn in:

- Banking & Finance for Singapore
- Corporate & Finance for Indonesia
- Corporate/M&A for the Asia-Pacific Region, India and Singapore
- Corporate/M&A: Private Equity for the Asia-Pacific Region
- Energy & Natural Resources for the Asia-Pacific Region and Singapore
- Investment Funds: Private Equity for the Asia-Pacific Region and Singapore
- Projects, Infrastructure & Energy for the Philippines
- Restructuring/Insolvency for Singapore
- Technology, Media, Telecoms (TMT) for the Asia-Pacific Region



Chambers Greater China Region 2026 ranked Gibson Dunn in:

- Banking & Finance: Leveraged & Acquisition Finance
- Competition/Antitrust
- Corporate Investigations/Anti-Corruption
- Corporate/M&A: The Elite
- Dispute Resolution: Litigation
- Financial Services
- International Trade/WTO
- Investment Funds: Private Equity
- Private Equity: Buyouts & Venture Capital Investment
- Tax: Hong Kong-Based
- Technology, Media, Telecoms (TMT)



The Legal 500 Asia Pacific 2026 ranked Gibson Dunn in:

- Banking and Finance, Corporate and M&A, Energy, Fintech and Financial Services Regulatory, Investment Funds, Projects, and Restructuring & Insolvency for Singapore
- Antitrust and Competition, Banking & Finance, Corporate (including M&A), Dispute Resolution: Litigation, Domestic and International Corporate Tax, Fintech and Financial Services Regulatory, Investment Funds, Private Client and Family, Private Equity, Regulatory: Anti-Corruption and Compliance, and TMT for Hong Kong
- Corporate (including M&A) for China
- Foreign firms for India, Indonesia and the Philippines



IFLR1000 2026 recognized Gibson Dunn in:

- Banking, M&A, Project Development, Project Finance, and Restructuring and Insolvency for Singapore
- M&A and Private Equity for China
- Banking, Leveraged Finance, M&A, Private Equity, Private Equity Funds, Financial Services Regulatory, Project Finance and Real Estate Funds for Hong Kong

How We Work



Working life at Gibson Dunn is different from that at most other firms. In all 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 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. 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- and end-of-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

Heejin Min, Trainee

Law, Chinese University of Hong Kong
Economics, McGill University

JOINED GIBSON DUNN IN 2025

Meet Our Hong Kong Trainee

“ The firm’s free-market system has allowed me to contribute to matters across different teams and work with colleagues across multiple offices and jurisdictions. ”

My journey with Gibson Dunn began at the 2023 Hong Kong Law Fair. As an international student who came to law after eight years in finance, I appreciated how my Korean-Canadian background and earlier career were valued as strengths rather than something to explain away at Gibson Dunn. Almost a year in, I have been trusted with genuine ownership of my work and treated as a full member of the team, instead of being kept at arm’s length as its most junior member.

My first seat, in the TMT team, offered a good mix of advisory and transactional work. One matter I found particularly rewarding sat at the intersection of TMT and competition law: I was given the first pen on a legal memo analysing a new Philippine statute reforming the telecommunications sector, working directly with partners from both practice groups. What I valued most about the experience was seeing how different teams come together to advise a single client, which gave me an early appreciation for the collaborative, cross-disciplinary approach that defines much of the work here.

I then moved to the Investment Funds team, where I work across the fund lifecycle, from formation and fundraising to closing. I review and draft a range of fund documents, work with specialist teams, and assist with closing logistics across multiple parties. My supervising partner also invites me to sit in on client calls, giving me firsthand insight into how client relationships are managed day to day—an opportunity made possible by the firm’s low-leverage model and small trainee intake.

Beyond my seats, the firm’s free-market system allowed me to contribute to matters across other teams. With the White Collar team, I worked on

compliance due diligence into a Korean conglomerate ahead of a private equity investment, and on an investigation involving a senior executive of an international automotive company in China. I also worked with the Financial Regulatory and Litigation teams on a high-profile case involving action by a Hong Kong financial regulator against a major professional-services firm. Pro bono has been equally meaningful, from assisting a foreign domestic helper on a Labour Tribunal claim to advising an NGO on its incorporation and charity registration.

The firm also makes a real investment in its trainees. Along with new associates from around the world, we were flown to the firm’s annual New Lawyers Academy, held this year in Phoenix. The highlight came on the final day, when our international offices won first place in the karaoke competition—the Hong Kong team in Pokémon costumes belting out “Come On Eileen”! I have also been paired with a mentor partner who checks in regularly over lunch, given a business-development budget to stay connected with my professional network, and access to leading legal-AI tools (Harvey, Claude and CoCounsel, to name a few) backed by hands-on training, which helps me work through large-volume tasks more efficiently and spend more time on higher-value analysis for clients.

Looking back on my first year, what strikes me most is the genuine responsibility trainees are trusted with, and the time partners and associates take to explain not just *what* to do, but *why*. I could not have asked for a better place to start my legal career.

MEET OUR HONG KONG TRAINEE

Jonathan Lee, Trainee

Law, University of Cambridge

JOINED GIBSON DUNN IN 2026

Meet Our Hong Kong Trainee

“ The interest in my growth reflects the collaborative spirit shared by every member of the firm, and gave me real confidence that this was a place genuinely invested in helping its junior lawyers thrive. ”

Jonathan joined our 2025 vacation scheme in Hong Kong and joins the firm in September as a trainee. Below he shares his experience of the vacation scheme.

Why did you apply for the Gibson Dunn Vacation Scheme?

I first learned of the firm from several of my peers, who described it as a global firm with a genuinely strong presence across both transactional and disputes practices. This sparked my interest, and I was fortunate to connect with a current associate who was happy to share her experiences at the firm. She highlighted its focus on excellence, welcoming culture, and ample opportunities for hands-on learning. What stood out to me most was the support she described receiving, even in high-stakes matters and with very lean teams. Finding this combination of genuine responsibility and close support especially compelling, I was convinced to apply and see these qualities for myself.

What was your route to joining Gibson Dunn?

I am originally from Hong Kong, but moved to the UK for secondary school. After reading law at the University of Cambridge, I returned to Hong Kong to do the PCLL. Unlike many of my peers, it was only at this point that I applied for the firm's Hong Kong Vacation Scheme, submitting my application in September 2024. I joined the firm's Scheme the following June, the summer after my PCLL course, then spent a year in the in-house legal team of an international hotel group before returning as a trainee solicitor in September 2026.

What did you enjoy most about the Vacation Scheme?

The thing I liked most about Gibson Dunn's scheme was just how hands-on it was. Whereas other firms might have interns doing various aptitude tests or mock exercises, at Gibson Dunn I was asked to assist on real matters across a whole range of practice areas. Not only did this allow me to learn about each practice more quickly by having direct exposure to the work a junior might do, it was also much more engaging to know how my work fit into the broader context.

How did you find the interaction with your supervisors, mentors and the other lawyers you met?

Everyone I met at the firm was of course professionally impressive, but also highly approachable and clearly enjoyed their work. Even when busy, they took the time to explain what each task involved and why it mattered, which helped me understand the wider commercial context. I was especially grateful to my supervisors and mentors, who gave me practical advice and spared no effort in connecting me with lawyers in the practices I wanted to explore, giving me broader exposure across the scheme. That interest in my growth reflects the collaborative spirit shared by every member of the firm, and gave me real confidence that this was a place genuinely invested in helping its junior lawyers thrive.

Meet Our Hong Kong Trainee

“ I would wholeheartedly encourage anyone considering Gibson Dunn to apply. The people here are ambitious and high-achieving, while also genuinely down-to-earth and invested in helping juniors develop.

”

Can you tell us about some of the work-related tasks you were given?

The Hong Kong Vacation Scheme does not assign interns to any particular team, which allowed wide exposure across both the transactional and disputes sides of the firm. On the transactional side, one of my tasks involved me drafting ancillary documents for the Hong Kong component of a cross-border capital restructuring. On the disputes side, tasks included preparing a research note on the timing requirements for a security for costs application, document review in a white-collar crime investigation, and researching the differing enforcement attitudes of the regulator and courts towards resale price maintenance in China. Throughout these, I was trusted to take real ownership of the work, with my supervising lawyers offering guidance while leaving room for me to make my own decisions.

How have you stayed engaged with the Firm after accepting your offer and before starting your training contract?

Between my Vacation Scheme and the start of my training contract, the firm has provided ample opportunities to stay engaged with it and its members. I was invited to join their annual Christmas dinner and Chinese New Year lunch, which were good chances to see familiar faces and meet people I

hadn't come across during the scheme. More recently, I was asked to give advice to this year's Vacation Scheme interns, then caught up with them at the firm's annual summer drinks once their scheme had finished. Staying involved in this way has meant that, even before my first day, the firm already feels familiar and I know I will be joining people I am genuinely looking forward to working with.

What advice would you give to students who are considering applying to Gibson Dunn?

I would wholeheartedly encourage anyone considering Gibson Dunn to apply. The people here are ambitious and high-achieving, while also genuinely down-to-earth and invested in helping juniors develop. It is also a high-stakes environment, working on high-profile matters for clients at the forefront of their industries. If that prospect appeals to you, a career at Gibson Dunn will be genuinely fulfilling, as well as an excellent platform to develop alongside similarly minded people.

As for the application itself, the best thing you can show is that you are someone who can consistently deliver excellent work for the firm's clients. In practice, that means developing a commercial mindset, keeping up to date with current events, staying curious, and taking ownership of your own development.

MEET OUR HONG KONG FUTURE TRAINEE

Jasmine Wan, Future Trainee

Law, Dual Degree At Kings College London
and Chinese University Hong Kong

JOINING IN 2027

Meet Our Future Trainee

“ The warmth and approachability I experienced during the Scheme was not just a one-off thing; it is genuinely embedded in the firm’s culture. ”

Jasmine joined our 2025 vacation scheme in Hong Kong and will join the firm in September 2027 as a trainee. Below she shares her experience of the vacation scheme.

Why did you apply for the Gibson Dunn Vacation Scheme?

During my first year of university, I attended the Hong Kong Law Fair virtually. I was immediately drawn to the session hosted by Gibson Dunn, which focused on how a student can find the right firm for themselves. Gibson Dunn also presented their Vacation Scheme, and it was the first time I heard a firm structure their programme without a rigid seat allocation. I thought this was an excellent way for me to explore different practice areas, while simultaneously allowing me to step out of my comfort zone to learn about unfamiliar fields.

I knew from then on that Gibson Dunn’s culture of nurturing intellectual curiosity was something I wanted to be part of, so when my penultimate year arrived, I applied without hesitation.

What was your route to joining Gibson Dunn?

I was born and raised in Hong Kong. After completing my A Levels, I pursued the Dual Degree Law (LLB/JD) Programme with King’s College London and the Chinese University of Hong Kong. My first two years of university were spent in London, where I gained an international perspective on commercial law and witnessed the scale of cross-border transactions that defined the city’s legal market.

Upon returning home to Hong Kong, I knew I wanted to bring that global outlook back to where my roots were, and the place I felt the strongest connection to. I therefore applied for

the Vacation Scheme at Gibson Dunn’s Hong Kong office, and completed the scheme in the summer of 2025.

What did you enjoy most about the Vacation Scheme?

In terms of the work provided, I thoroughly enjoyed the tasks given to me, and revelled in the opportunity to tackle areas I had never encountered before. The work pushed me to think on my feet, and apply my legal research skills – sometimes even challenging me to draw on the knowledge I learned in law school.

We were also invited to workshops hosted by lawyers across different practice areas, from Corporate M&A to Litigation. This was instrumental in deepening my understanding of Gibson Dunn’s capabilities and how each piece of work contributes to the bigger commercial picture. I left every session feeling satisfied with the knowledge I gained, and that I had genuinely grown as an aspiring lawyer.

How did you find the interaction with your supervisors, mentors and the other lawyers you met?

The people at Gibson Dunn truly made my experience memorable and rewarding. Contrary to my initial fears, they were all incredibly approachable and kind, and made an effort to get to know me as a person, rather than an intern who was just passing through for a short duration.

All my supervisors and work providers were incredibly generous with their time. Despite their busy schedules,

Meet Our Future Trainee

“ Even before officially joining, I felt connected to the firm through regular events, opportunities to get involved, and the relationships I had built during the Vacation Scheme. ”

they did not simply send me off with tasks to complete; rather, they took the time to explain the context behind each assignment and walk me through their thought process. Initially, I was afraid of burdening my mentors with questions – in contrast, I was actively encouraged to ask about anything I was unsure about. This openness made me feel truly part of the Gibson Dunn team from day one.

Can you tell us about some of the work-related tasks you were given?

As there were no specific seat rotations during the Scheme, I took the opportunity to work on tasks across a wide variety of practice areas.

One of the most memorable tasks I completed was for the White Collar Defence and Investigations team. I was asked to review reports, evidence, and spreadsheets in simplified Chinese, using my Mandarin language skills to identify key information. I genuinely felt like a detective piecing together the bigger picture, and it was both investigative and deeply satisfying.

I also spent a significant amount of time on legal research and proofreading. While these tasks may seem minor at first glance, I quickly realised how crucial my role was, as one small error can derail an entire project. This taught me the importance of precision and attention to detail in every aspect of my work.

How have you stayed engaged with the Firm after accepting your offer and before starting your training contract?

The firm regularly invites future trainees to socials and events. Since accepting my offer, I have taken part in the

Hong Kong Law Fair as a volunteer for Gibson Dunn's booth, which gave me the chance to share my own positive experiences with the Firm. I have also attended seasonal celebrations such as the Office Christmas Party and the Chinese New Year lunch. These events have been a fantastic way to stay connected with colleagues, and maintain my relationship with the firm, even before I officially join. It really speaks to the fact that the warmth and approachability I experienced during the Scheme was not just a 'one-off' thing; it is genuinely embedded in the firm's culture.

What advice would you give to students who are considering applying to Gibson Dunn?

My biggest piece of advice is to interact with the people, instead of just skimming the website. The website provides you with the facts and an overview of the firm's practice areas, but it cannot tell you what it actually feels like to work there.

If you can, attend the open days, visit the Law Fair, and speak to those at the booth. By doing so, you can understand whether you would enjoy working alongside these people day in and day out, and gain an opportunity to learn more about what the culture is like. This is something no website can replicate.

The application journey can feel intense and overwhelming at times, but it is also incredibly rewarding. Stay true to yourself, be genuine and remain curious. Good luck!



MEET OUR HONG KONG ASSOCIATE

Peter Chau, Associate
Law, University of Hong Kong
[JOINED GIBSON DUNN IN 2022](#)

Meet Our Hong Kong Associate

“Partners and associates often give interns and trainees wide autonomy to handle large tasks, which is a testament to our culture of encouraging early responsibility.”

I remember going home after the first day of my internship, surprised but contented by how warm and welcoming everyone was. Unsurprisingly, it turned out to be the best internship I would do.

Putting aside the breadth of work and the latitude interns were given to work in the practices they were interested in, perhaps the real highlight was realizing that one really could politely knock on anyone's door—partner, associate or others—and ask for advice. People often came by our office to get to know us, and by the end of the program, we had gone to lunch or coffee with partners and associates from every practice. Each occasion invariably felt open and relaxed. 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. The office was small then—quite a few of the offices were still waiting to be filled—but that close-knit and collegial culture has been a constant even as the office has grown.

Work-wise, partners and associates often give interns and trainees wide autonomy to handle large tasks, which is a testament to our culture of encouraging early responsibility. As

an intern, I had the opportunity to draft research memoranda, prepare corporate filings and create an anti-corruption training deck; trainee experiences that swiftly come to mind range from travelling with partners from Washington, DC to meet clients and interview witnesses in China and Vietnam, to holding the first pen on merger review submissions to antitrust regulators and hundred-page memorials in complex commercial arbitrations. While challenging, this can be immensely gratifying: rather than slotting in as the proverbial cog in a machine, interning and training here allows and requires one to bring intellectual rigor and creativity to work every day. Support was available in abundance where necessary, and feedback was always kind and constructive.

Biased as I may be, interning and training here has been a professional privilege. Whether it be firm retreats in Palm Springs, conducting witness interviews and slurping pho in Hanoi, or taking a case from pre-action correspondence all the way to trial, being a part of Gibson Dunn has been tremendously rewarding.



MEET OUR HONG KONG ASSOCIATE

Jane Lu, Associate

Law, Peterhouse, University of Cambridge

JOINED GIBSON DUNN IN 2021

Meet Our Hong Kong Associate



During my White Collar Investigations seat, I worked on a high-stakes FCPA investigation, coordinating a document production workstream and contributing to materials presented to the U.S. Department of Justice.



I joined Gibson Dunn through the Summer Vacation Scheme, which gave me a genuine insight into the firm's culture and work. Over the four weeks, I was involved in a diverse range of matters, including litigation, antitrust and regulatory work and was able to experience firsthand the global nature of Gibson Dunn's practices. The collegiate culture of the firm also stood out to me and reaffirmed my decision to train with the firm.

My experience as a trainee at Gibson Dunn has been immensely rewarding. I appreciated the firm's smaller trainee intake, which meant that I was entrusted with early responsibilities from the outset of my training contract. This early exposure enabled me to feel fully integrated into the team and actively contribute to client matters from day one. To illustrate, during my seat with the white collar investigation team, I was involved in a high-stakes FCPA investigation and had the opportunity to coordinate a document production workstream. I also contributed to drafting slides and talking points for a presentation before the U.S. Department of Justice.

During my second seat in the Financial Regulatory team, I was involved in defending a leading investment bank in a series of investigations commenced by a Hong Kong regulator into systems and controls failures and senior management oversight. I played an active role in preparing interview outlines for individuals involved, and had the opportunity to attend the interview sessions, gaining firsthand exposure to the investigative process. I was also responsible for drafting responses to the regulator's queries.

The experience provided valuable insight into complex regulatory frameworks and the strategic approach required in contentious regulatory matters. It ultimately shaped my decision to qualify into the Financial Regulatory team.

Additionally, Gibson Dunn's "free market" system has given me the flexibility to work across different practice areas, even after qualification. This model has enabled me to shape my career based on my interests, while collaborating with colleagues from the U.S., Middle East and other Asian offices. I believe this is a truly unique aspect of Gibson Dunn's culture — one that fosters personal growth and meaningful international collaboration.

Beyond intellectually stimulating work, Gibson Dunn offers many opportunities to connect and build lasting relationships with colleagues—an extension of its friendly and collegiate culture. 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 among the Gibson Dunn community.

I am excited to continue my journey at Gibson Dunn post qualification. The firm's supportive environment and intellectually stimulating work have made my training experience incredibly rewarding.



MEET OUR HONG KONG PARTNER

Albert Cho, Partner
Law, Cornell University

Meet Our Hong Kong Partner



The combination of regional leadership and global reach gives our young lawyers the opportunity to develop strong technical skills, commercial judgment and an international perspective.



For junior lawyers, our Hong Kong office offers a unique platform that combines the sophistication and reach of a global law firm with the collegiality and close collaboration of a lean team. Junior lawyers in our office are given meaningful responsibility early in their careers, and they have the opportunity to work directly with clients and partners from the outset.

As the head of our Investment Funds practice in Asia, I see Hong Kong as a key hub for investment and fundraising activity across the region. Our funds team advises leading private equity sponsors, institutional investors and financial institutions throughout Asia, and we are supported by the resources of one of the world's leading law firms. I believe that this combination of regional leadership and global reach gives our young lawyers the opportunity to develop strong technical skills, commercial judgment and an international perspective.

Cross-border collaboration is an integral part of life in our Hong Kong office. Many of the matters our team handles involve multiple jurisdictions, and we regularly work closely with colleagues in Singapore, New York, Los Angeles, Washington DC, London, Dubai and other offices across the firm.

In the Investment Funds practice, for example, we often advise Asia-based sponsors raising capital from investors around the world. As a result, our junior lawyers gain exposure not only to legal issues across different jurisdictions, but also to different cultures, business practices, regulatory regimes and commercial objectives. That is one of the most valuable aspects of practicing law in Hong Kong – lawyers here quickly develop a global perspective through regular collaboration with colleagues, clients and counterparties around the world.

What I enjoy most about our firm and our office is the quality of our people and culture. We have exceptionally talented lawyers from around the world, and our culture is collaborative, supportive and committed to helping one another succeed. I also believe that one of our firm's greatest strengths is our commitment to developing the next generation of talent. We invest in our junior lawyers and trainees from the very start of their careers, supporting them through mentorship, training and hands-on learning.



Your Training – The Nuts And Bolts



Many of our lawyers are preeminent in their fields of practice. They have considerable breadth and depth of experience that they have invested and continue to invest in the training program.

Our training program is flexible, providing the most valuable learning experiences possible. 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 caliber.

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.

PCLL

We cover PCLL fees and provide a competitive maintenance allowance of HK\$75,000 during studies.

Your Trainee Seats

During your two years as a trainee 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, competition, financial regulatory and TMT. 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 our 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 our trainees benefit from a personalized formal training program 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.



Empowering Your Success

We are dedicated to fostering the professional growth of our lawyers. That's why we actively support our lawyers in exploring and growing the areas of law that excite them most. By supporting your passions and providing the resources you need, we empower you to build a fulfilling, rewarding career — one where your strengths shine and your potential is limitless.

Committees

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, two of our partners sit on this committee.

The **Associate 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 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 & Resources

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.



Empowering Your Success

U.S. Retreats: Gibson Dunn also has a number of lawyer academies and retreats, organized 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.

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.

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.

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.

Mentoring Program: Every trainee at Gibson Dunn has the opportunity to participate in the firm's mentoring program. Mentors regularly arrange lunches and other informal meetings. The key goals of the mentoring program are to foster and enhance personal and professional growth and opportunities.

Pro Bono Work

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.

[Find out more about our pro bono work.](#)

Awards List

- Lawyers’ Committee for Civil Rights Under Law – Robert F. Mullen Pro Bono Award
- The Lawyer Awards – Pro Bono Initiative of the Year Award
- State Bar of Texas – Pro Bono Excellence Awards /The Houston Bar Association – Harris County Heart of Pro Bono Award
- *Financial Times* – Europe Innovative Lawyer Awards
- Sanctuary for Families – Above & Beyond Pro Bono Achievement Award
- Kids in Need of Defense (KIND) – Pro Bono Attorneys of the Year Award
- Animal Legal Defense Fund (ALDF) – Advancement in Animal Law Pro Bono Achievement Award
- PILnet – Local Impact Award

Firmwide Pro Bono Hours
in 2025:

240K+

Lawyers Participated
in Pro Bono in 2025:

2,000+

New Pro Bono Matters
Opened in 2024:

750+

Firmwide Pro Bono Hours
Since 2014:

1.4M+

Average Pro Bono Hours
(Firmwide):

106

Value of Pro Bono
Matters in 2025:

\$321M

Next Steps



Summer Vacation Scheme

Dates	For	Apply by
Summer Vacation Scheme: 7 – 25 June 2027	Law students in the penultimate or final year of a law degree in Hong Kong, the UK, Australia, New Zealand, or another common law jurisdiction, as well as final-year students from other disciplines. We also welcome applications from graduates and those currently completing a JD or PCLL course.	8 January 2027

Please click [here](#) to submit your application.

As a summer intern, during the course of the three weeks, you will have the opportunity to work with different practice groups, alongside our associates and partners on real cases and deals. You will also take part in a series of seminars and talks aimed at helping you learn about the kind of work we do and at developing your skills. Our Summer Vacation Scheme is not all about work, and you will have plenty of opportunities to meet and chat with our lawyers at social events.

“The staff at the firm are the most friendly staff I have ever met during an internship.”

“This is a firm where if you really want to learn, challenge and take on as many opportunities as you can, you can do that easily at Gibson Dunn.”

Next Steps

Salary And Benefits

- PCLL sponsorship and maintenance allowance of HK\$ 75,000
- First year trainee salary of HK\$ 57,000 per month
- Second year trainee salary of HK\$ 61,500 per month
- 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 organizational skills and who can rise to the challenges of working directly with partners and associates within small, focused teams and having client contact early in their careers.

Our work is intellectually demanding, so applicants for the Summer Vacation Scheme should have obtained, or expect to obtain, a high 2:1 (or minimum 3.5 GPA) degree or above. We value individuals based on their potential and capabilities, regardless of their university background or field of 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. Being a team player who others enjoy working with makes a big difference.

GIBSON DUNN

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