



HFW

YOUR GLOBAL SUCCESS

GRADUATE RECRUITMENT HONG KONG



WELCOME

We are different. We are sector-focused, aligned to our clients' businesses and have over 130 years of commercial experience doing business internationally.

We believe in our entrepreneurial spirit, our creative expertise and our collaborative Partnerships which set the benchmark for our culture. As an HFW Trainee, you will be encouraged to develop your commercial instincts and challenged to solve problems in new and better ways. Our global outlook is so important to our business that we provide every Trainee with the opportunity to complete a secondment in one of our international offices.

You will gain exposure to clients in market-leading sectors such as aerospace, construction, commodities, insurance and shipping. You might find yourself working on the financing arrangements for a new aeroplane or a wind farm, dealing with a ship arrest, or working on the insurance aspects of a corporate deal.

We recruit a small number of Trainees annually, which means we give you our full attention. In return, we expect you to embrace new opportunities and become a trusted member of our Firm.

OVER 700
FEE EARNERS GLOBALLY



TRAINEE RETENTION
FOR THE LAST THREE YEARS



INTERNATIONAL
SECONDMENT
OPPORTUNITIES



**FUTURE
TRAINEES**

WE PROVIDE **SPONSORSHIP**
TO YOUR PCLL STUDY



3 TRAINEES

PER YEAR, GUARANTEEING HIGH
LEVELS OF RESPONSIBILITY
AND CLIENT EXPOSURE



TOP QUALITY EXPERIENCE
ACROSS OUR CORE INDUSTRY SECTORS

OUR PEOPLE

EUGENE LEE

TRAINEE SOLICITOR

I started my career with HFW as a Vacation Scheme Student. I was deeply attracted by HFW's sector-focused practice and the friendly working environment and decided to pursue my training in HFW.

At HFW, trainees are entrusted with the responsibility of actively participating in and managing cases, with continuous and ample supervision and guidance from different fee earners and partners. Associates and partners do take the time to put tasks into context to provide a clearer understanding and answer any and all queries that may arise. Trainees are provided with hands-on work in a wide variety of challenging and interesting tasks. During my seat with our Shipping team, I have had the chance to participate in different steps in the litigation process, including participate in client and counsel meetings; assist in drafting pleadings and witness statements; attend three-minute hearings and trials etc.

As an international firm, the work is invariably both complex and of a global nature, during my seat with our Aerospace team, I was involved in many cases where we had to collaborate with local lawyers and experts from jurisdictions outside of Hong Kong such as China, Japan, South Korea, United States and Turkey. HFW's international network also means we work collaboratively with our other offices, apart from working closely with and learning from associates in the Hong Kong office, I have the opportunity to cooperate with lawyers from our Shanghai, Singapore, London and Australia offices.

Apart from work, HFW also organises a wide range of social events like regular office drinks and breakfast club, Christmas party and spring dinner, which brings everyone in the firm together. Everybody in the firm is genuinely very welcoming and friendly. I truly believe HFW is one of the best places to embark your legal career.

YOUR SUCCESS



We provide our Trainees with the experience and exposure that they need to become confident, capable international lawyers. Every year we recruit 3 Trainees, so from the very outset of your time with us your contribution makes a real difference. You will work on multi-jurisdictional projects for high profile clients, very often on precedent setting cases and transactions. You will be a valued member of the team from day one.

We look for Trainees who can rise to a challenge, who have a pragmatic outlook and a hunger to learn.

Our Trainee intake is diverse. Regardless of their route to HFW all of our Trainees are enthusiastic about developing their careers as international lawyers and have a natural curiosity about our industry sectors.

An HFW Training Contract consists of four six-month seats, with the opportunity of secondment to an international office. All Trainees gain experience of both contentious and non-contentious matters.

Our goal is to provide you with a broad training and the support to become the very best lawyer you can be.

OUR PEOPLE

MATTHEW LAM

ASSOCIATE

At HFW, trainees are considered to be key team members and expected to perform at the highest level. Whilst inexperience means that trainees will inevitably find work challenging at times, they can always count on the continuous support and guidance from not just their peers and seniors but also from the firm's comprehensive knowhow resources which are constantly updated by our professional support lawyers. Even though trainees rotate into different departments as they change seats (each in relation to an industry sector which the firm focuses on), the diverse and global nature of work at HFW means there is always a chance to work with colleagues from all levels and backgrounds in different departments in the firm's worldwide chain of offices.

The firm's international network also allows for secondment to an overseas office during one's traineeship. My secondment to the London office, where I sat with the Fraud and Insolvency Team, marked the highlight of my traineeship where I was involved in, amongst other cases, a high-value and complex cross-border dispute involving sophisticated

fraudulent schemes by directors of multinational corporations; breach of fiduciary duties & trust; as well as asset tracing investigation. The invaluable experience and international perspective I developed and gained in this new business and cultural environment contributed to my decision to qualify into commercial litigation.

Another thing that I really appreciate is the firm's down-to-earth and friendly culture both internally and externally. This extends to things beyond legal work as the firm regularly organises social and sports events including movie nights with clients; friendly sports games within the firm and/or with clients; meals and drinks with clients; weekly language classes etc. As a trainee, I found it a very rewarding experience to be able to meet and socialise with people from other departments as well as with clients from different industries in person so early on in my career.

I am pleased to say that HFW has given me a well-rounded and fruitful traineeship which no doubt formed a solid foundation and perfect platform for me to embark on my legal career.

A GLOBAL CAREER

A career at HFW is by definition international. Our clients are global so our lawyers must be agile and adaptive to different cultures and circumstances. We work on cross-border matters, often spanning multiple countries and time-zones and as a Trainee almost all of the matters that you work on will have an international dimension. You may have the opportunity to spend one of your seats abroad.

Throughout your training, you are encouraged to develop a global perspective and set of experiences. We look to you to show a genuine interest in international business and an enthusiasm for gaining hands-on experience of our international network and clients.



OUR PEOPLE

CHLOE CHOW ASSOCIATE

My path to HFW started as a summer student assisting the Construction Team during my summer holiday almost 10 years ago. During my internship I was able to witness how a legal team prepare for an arbitration. I was totally fascinated and therefore two years later after obtaining my BA (Law) degree at University of Cambridge and my PCLL qualification in Hong Kong, I joined HFW as a trainee solicitor.

It was a natural choice for me to spend my first seat with the Construction Team, this time assisting with another large-scale arbitration. It involved conducting discrete research tasks, attending arbitration hearings, etc.

My second seat was with Shipping Litigation. The work was initially challenging due to the complex nature and high level of expertise in shipping. However, with the assistance of the Partners and Associates, I learnt a significant amount within a short period of time. As shipping litigation matters usually involve multiple jurisdiction, HFW instantly stood out to me as an expert with an international dimension.

I was then very lucky to be on secondment to the Commodities Litigation in the HFW London Office. Not only was I involved in drafting pleadings and defences, I was also able to attend GAFTA hearings and assist with major disclosure exercise. Being in the biggest office worldwide, I had the opportunity to communicate with coworkers in another office and work with some well-known clients.

My final seat, and also where I qualified with in December 2019, was the Ship Finance Team. Work was particularly interesting as it was completely different from my other seats. Unlike arbitrations where you will have a relatively long period of time to prepare for, ship finance is all about making quick decisions while maintaining the accuracy and keeping the clients' benefits in mind. I have advised multinational banks, leasing houses and ship/yacht owners on a range of corporate and commercial matters. After the past five years, all I can say is it was truly satisfying to successfully close a transaction!

CORPORATE RESPONSIBILITY

Our communities

- Our Firmwide charity partner is Fight for Peace.
- We have partnered with the Mission to Seafarers and Renewable World in order to share our sector specific expertise.
- Individual offices take part in a range of fundraising, pro bono and volunteering activities to support their local communities.

Our environment

- We are committed to reducing our environmental impact particularly through the use of technology such as video conferencing.
- Other initiatives include recycling, motion sensitive lighting and the use of responsibly sourced paper.

Our business partners

- Building mutually advantageous relationships based on trust between us and our clients is at the core of HFW's business.
- Anti-bribery, anti-corruption and anti-money laundering policies are in place, and all employees undertake training in these areas.
- We want to work with suppliers who also believe corporate responsibility is important.

Our colleagues

- Our diversity and inclusion focus areas are: ethnicity; gender equality; LGBT; mental health and social mobility.
- We are undertaking actions to address each area in collaboration with our employee networks.

OUR PEOPLE

EDWARD BEELEY PARTNER

My first experience of HFW was a summer vacation scheme in the London office. I had studied Engineering and worked in industry for two years after university, so it was a great opportunity not only to see if I'd enjoy a career in law and the day-to-day work involved, but also to get to know the firm's culture and meet some (potential) future colleagues.

I enjoyed the work: the combination of analytical legal skills and practical, business-focused advice really appealed to me and still does. More than that, I also found HFW a friendly and collaborative environment. It's no coincidence that many of our partners trained with the firm: it's a great place to build a career.

After law school, I joined the firm full-time as a trainee in September 2012. My first seat was in our non-contentious finance department: we have a market-leading practice and it was an ideal place to learn how many of our clients' businesses operate and are financed and structured. My

second seat was a secondment to the Hong Kong office's commercial litigation team: HFW's international focus is a real strength and that starts from the very beginning of the training contract.

On qualification in 2014 I returned to Hong Kong and have been here ever since. Our team advises commercial clients, particularly in the commodities and finance sectors, on their business arrangements and the disputes that can arise in international trade. Hong Kong is a worldwide hub for these industries, which means there's lots of interesting and challenging work, and HFW is a world leader in these sectors, which helps us attract quality instructions from market-leading clients. With the firm's support, I qualified as a Hong Kong solicitor in 2019 and as a British Virgin Islands solicitor in 2022; I was promoted to partner in 2024, and look forward to continuing to help clients build their businesses in this dynamic and unique city.

RECRUITMENT PROCESS

31 OCTOBER 2024:

Winter Vacation Scheme application deadline

JANUARY 2025:

Winter Vacation Scheme

28 FEBRUARY 2025:

Summer Vacation Scheme application deadline

JUNE & JULY 2025:

Summer Vacation Scheme

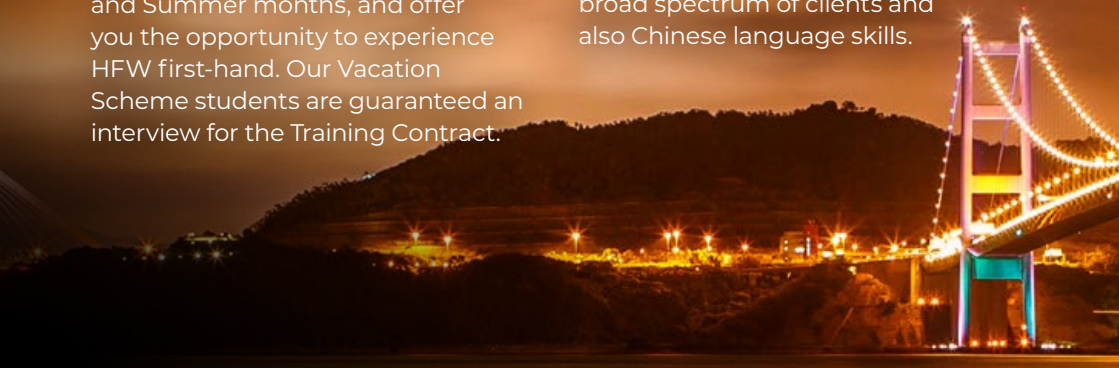
Please send us your cover letter, CV and transcript (university transcript, and HKDSE/IB certificate) to hk.graduates@hfw.com

The first stage of our recruitment process is to submit your application for a Vacation Scheme. Shortlisted candidates will be contacted after the application deadline. You will be invited to attend an interview and complete a written test.

Vacation Schemes are a key part of our recruitment process for Trainees and we recruit a high proportion of our Trainees from our Vacation Schemes which take place in Winter and Summer months, and offer you the opportunity to experience HFW first-hand. Our Vacation Scheme students are guaranteed an interview for the Training Contract.

We run campus talks throughout the year and participate in the Hong Kong Law Fair. This provides you with the opportunity to meet our Trainees, Associates and Partners and a chance to find out more about the work that we do and the sectors that we operate in.

When recruiting Trainees we look for well rounded individuals with different experiences, perspectives to reflect our commitment to a broad spectrum of clients and also Chinese language skills.



OUR PEOPLE

DEREK TAM ASSOCIATE

I started my journey at HFW in 2019 as a summer student. It was a rewarding two-week experience, filled with insightful sharing sessions by Partners and Senior Associates about the firm's practice sectors including aerospace, commodities, construction and shipping. I gained first-hand legal experience through research and drafting tasks, as well as a presentation project based on a ship collision case. Adding onto the intellectually stimulating tasks was the friendly working environment which eventually drew me to HFW as a Trainee Solicitor the following year.

My training experience with HFW was consistent with what I had experienced during the vacation scheme. I was given the opportunity to assist on a wide spectrum of shipping matters (both contentious and non-contentious), complex commercial disputes and high-value construction arbitrations. I faced legal issues which were novel to me as someone without prior experience with shipping or construction law, but I also received constant guidance and support from Partners and

colleagues. The hands-on approach at HFW also ensured that my effort (even during my very first seat) would always matter. Drafting legal advice on regulatory enquiries, attending closing meetings for ship sales, preparing for a week-long hearing at the HKIAC and attending to time-sensitive injunction matters in the High Court are a few of the many unforgettable experiences during my two-year training at HFW.

One distinctive and most-treasured aspect of HFW is its sector-focused practice. This does not only relate to the firm's internal structure and branding, but also to how lawyers at HFW develop their practice and career. Upon my qualification, I joined the shipping team at the Hong Kong office and have been given many opportunities to attend industry events, during which I got to meet and socialise with the firm's long-term clients and extensive industry network. The wealth of connection and industry knowledge at HFW will no doubt lay a solid foundation for my legal career.





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