



**Helping your
future take off**
Global lawyers
providing career
opportunities in Asia

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Supporting your career development

We are a people-focused organization and our global strategy is focused on both diversity and inclusion. We recognize that having diverse talents across our business brings many benefits and that a culture of inclusion, where each person feels able to be their true self at work and reach their full potential is key.

Every trainee candidate is unique and has different qualities. From the moment you join us on a training contract, we will support you in your career and personal development. We will give you the tools that you will need to become a fully-fledged trainee and hopefully progress through right until you become a partner.

As a trainee of Eversheds Sutherland, you are given early exposure to real work for real clients. We will equip you with the skills to be a good lawyer while developing your commercial acumen and leadership potential. In short, the firm will invest in your talent and give you access to some of the best training, development and support in the industry - not just as a new graduate but throughout your career.

Eversheds Sutherland is ranked as a global top 10 law practice, which is a recognition of our strengths in innovation, favorability among clients and continued sector focus. Hong Kong has historically been an epicentre for doing international business and our Hong Kong office plays a key role in advising on some of the most significant cross-border and local matters for our diverse client base. We believe that Hong Kong is a key connector to the global market and within this environment, we are committed to delivering an enriching and rewarding legal and business environment in which you can thrive in your career.

Dickson Ng

*Graduate Recruitment Partner
Partner | Corporate, Hong Kong*



| Our story

We are Eversheds Sutherland, a global law firm. Whatever the challenge, wherever in the world, we're equipped and ready to meet it. We live our values, we're purposeful and purpose-led. So although the world is fast-moving and rapidly changing, we see it as a place where everyone can thrive.

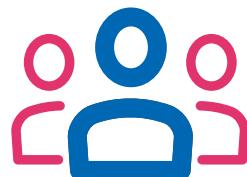
We focus on what needs to be done and we make it happen. Working hard, going the extra mile, being ourselves and making a difference, together. Wherever you are in your career, you will progress with us and the changing world. Diverse skillsets and global mindsets, there's always something new to engage with. You're encouraged to put your ideas into action. We have an inherent respect for the individual. We have a strong belief in collaboration and teamwork. In an environment that's international, flexible, friendly and respectful.

We're here because of and for our clients. We're here for one another and we're one team. Whoever we are, whatever our role, we're all pursuing excellence. We're agile and trusted partners: professional and approachable, bright and down-to-earth, ambitious and responsible. And that's good for everyone.

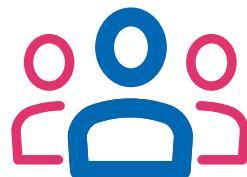
For you, for your success. And what's next.



70+
offices



30+
countries



3,000+
lawyers

750+
partners

5,000+
people

Why work with us?



Clients

In 2021 we acted for:
134 of the Fortune 200
79 of the Fortune 100
65 of the FTSE 100
40 of the Fortune 50



Innovation

We're known as being one of the world's most innovative law practices



Reputation

17th ranking in the Global Elite Law Firm Brand Index 2022
2nd ranking in the UK Law Firm Brand Index 2022



Opportunity

Secondments, overseas placements and early responsibility for you



Geography

Over 70 offices in more than 30 countries worldwide



Culture

We live by our values of being collaborative, creative, professional, inclusive and open

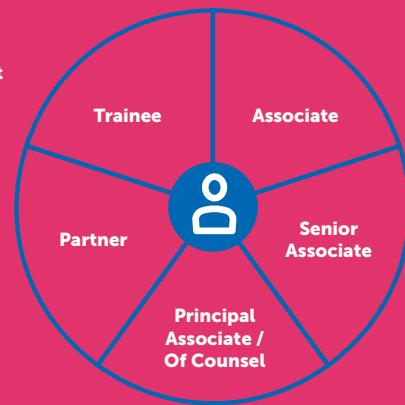


Practice Group Trainee Seat

- Employment, Labor and Pensions
- Litigation and Dispute Management
- Company Commercial

Courses Completed

- Professional Skills Course
- Practice Group Departmental Courses



Our commitment

As a purpose-led organization, we are proud of our culture and the values that guide our behavior.

Our purpose:

Helping our clients, our people and our communities to thrive.

Our values:



Collaborative

We leverage our collective talents for the benefit of our clients and each other and we prize teamwork and relationships.



Creative

We are innovative and creative problem-solvers, providing an enhanced client and employee experience by not being bound by custom or convention.



Professional

We deliver quality and excellence and act with the utmost integrity at all times.



Inclusive

We foster a diverse and inclusive culture that places respect and support for everyone at its core and empowers all our people to fulfill their potential.



Open

We are approachable and nurture a culture of transparency and openness.

575

recommended lawyers and 143 ranked practice areas in Legal 500 UK 2022

177

ranked practices across Legal 500 EMEA 2022

123

attorneys recognized in Legal 500 USA 2021

95

ranked lawyers and 62 ranked practice areas in Chambers Europe 2022

17th

in the Global Elite Law Firm Brand Index 2022

6th

ranking in Vault's 2021 Best Law Firms for Diversity



Welcome to our world

Our global coverage is further enhanced

200+

relationship
firms worldwide

40+

countries in the
Eversheds Sutherland
Asia Pacific Alliance

30+

countries in the
Eversheds Sutherland
Africa Alliance

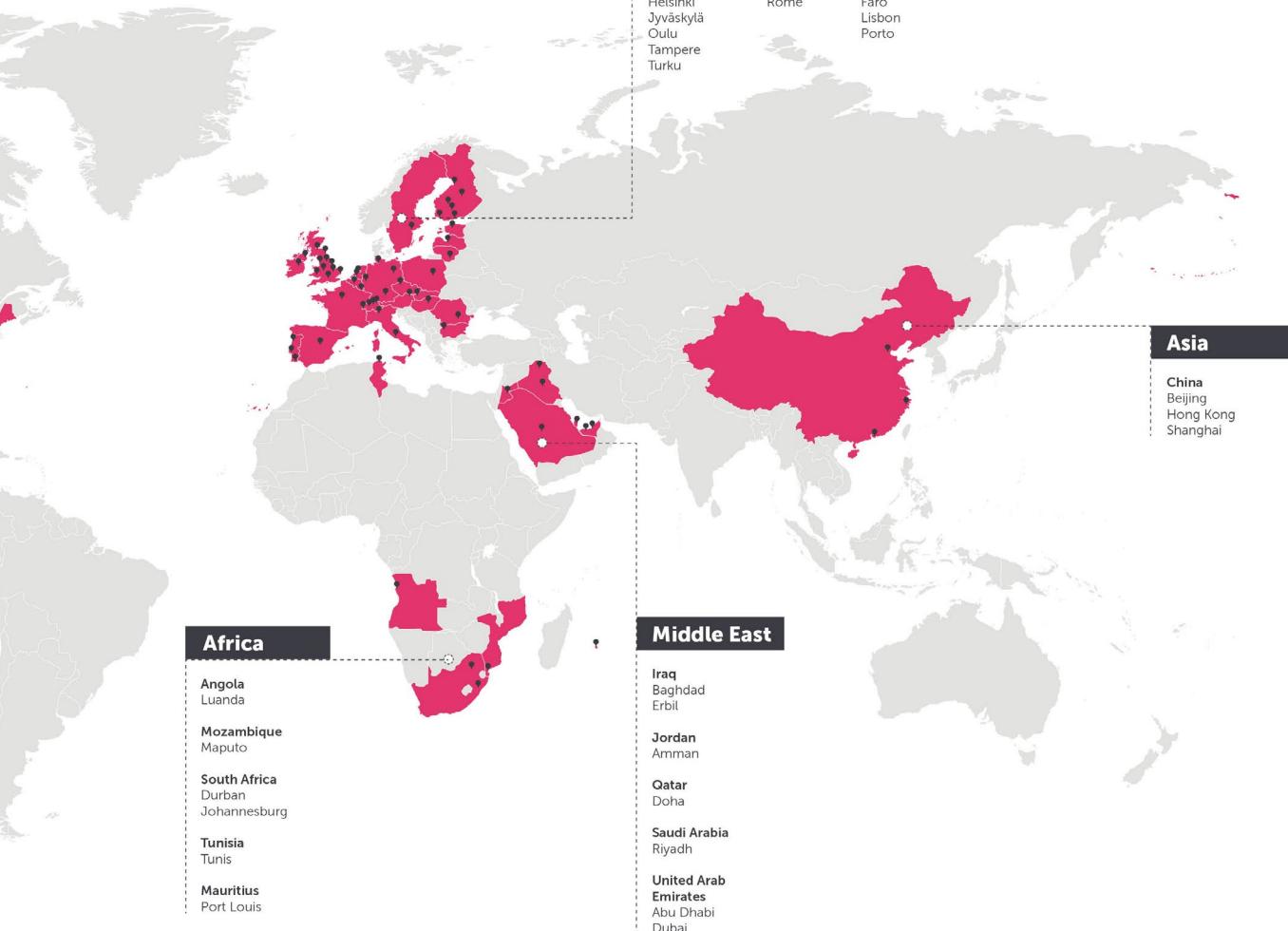
17

countries in the
Eversheds Sutherland
Latin America Alliance



Helping your career take off

Global lawyers providing career opportunities in Asia



Eversheds Sutherland in Asia

Eversheds Sutherland is one of the leading international law firms in Asia. We take pride in our role as a positive market disruptor.

Indeed, over the past 20 years Eversheds Sutherland has driven much of that change, leading the move away from the traditional legal service model towards an approach that is aligned to what clients actually need. All of our clients receive a bespoke service – there is no ‘one size fits all’ approach. Eversheds Sutherland understands that different clients require different approaches - solutions that are “fit for purpose”.

With offices in Hong Kong, Beijing and Shanghai, Eversheds Sutherland is recognized as one of the leading international full service law firms in Asia, where we work as a single completely integrated team. Our Asia team consists of 20 partners, more than 45 lawyers and over 80 staff and our unique Eversheds Sutherland Asia Pacific Alliance (ESAPA) provides full service coverage in over 45 Asia Pacific jurisdictions.

Our clientele includes states and state-owned entities, major multinational corporations, small and medium sized enterprises, international banks and financial institutions, private equity houses, family offices, professional services companies and government and regulatory bodies.

Greater China

20 **45+**

Partners Fee earners

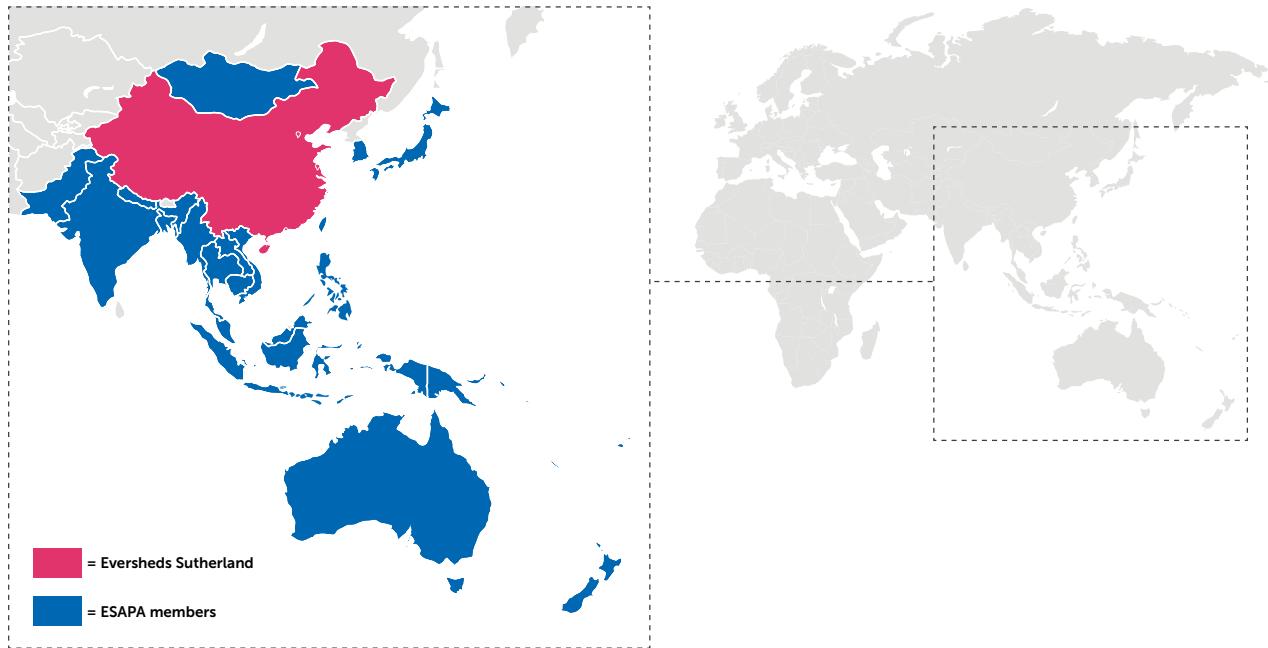
ESAPA

30+ Members
covering

45+ APAC jurisdictions
consists of

2000+ Lawyers

ESAPA coverage



Jurisdictions

American Samoa
Australia
Bangladesh
Cambodia
China
Cook Islands
Fiji
French Polynesia
Hong Kong SAR
India
Indonesia
Japan
Kiribati
Laos
Malaysia

Maldives
Marshall Islands
Micronesia (Federated State of)
Mongolia
Myanmar
Nepal
New Caledonia
New Zealand
Niue
Norfolk Island
Northern Mariana Islands
Pakistan
Palau
Papua New Guinea
Pitcairn

Samoa
Singapore
Solomon Islands
South Korea
Taiwan
Thailand
The Philippines
Timor-Leste
Tokelau
Tonga
Vanuatu
Vietnam
Wallis and Futuna

Broadening your horizons

Our main practice areas



Litigation and Dispute Management



Company Commercial



Employment, Labor and Pensions



Banking and finance

Our culture

We strongly believe that a positive working environment is key to engaging, motivating, and developing our people. Over the past twelve months we have focused on embedding a feedback and development culture, creating a workplace where everyone feels that they can be themselves and that their individual contributions are recognized. Our innovations include:

Programme	Description
Unlocking Talent	CSR programme including partnerships with WaterAid; Enabling Enterprise; End Youth Homelessness and the Wildfowl and Wetlands Trust
Perspective	LGBTQ+ network with 450 members which puts on and participates in an enormous number of events including Pride and Pink Dot (Hong Kong)
BAME Network	Designed to support the achievement of our objectives and around ethnicity and an inclusive culture
Development Plus	Supports our female colleagues in considering and shaping the direction of their careers (Hong Kong)
Eversheds Sutherland Unlocked	Helps students from state schools with good grades but no family history of going to university to pursue a career in law
Ability	A network that focuses on disability and wellbeing matters, regularly rolling out initiatives across the business



| What I love...

 *The people at Eversheds Sutherland truly sets it apart from other law firms.*

Everyone I have met at the firm has been friendly and approachable, and they have welcomed me to the firm with open arms since day one. I especially love the firm's open and collaborative working environment - my colleagues, from associates to partners alike, value my thoughts and opinions, and I am constantly encouraged to voice out. This has been instrumental to my personal development.

Katrina Shum

*2022 Newly qualified lawyer
Corporate, Hong Kong*



| Leading the way

We're known as being one of the world's most innovative law practices – here's a selection of our most recent pioneering work

Idea Drop

A first of its kind in the legal sector, this web and mobile app allows staff at all levels and locations to collaborate and share ideas. In the six months since launching towards the end of 2018, we've had contributions from all of our worldwide offices and staff at different points of their career journey. The volume of quality ideas has been so great (8,000 interactions in six months) that in early 2019, we launched a Global Innovation team to help develop the suggestions and bring further innovation to our global business.

Landmark Victory in Singapore

Our work on the same-sex marriage adoption case, where a gay man wanted to adopt the son he'd fathered via a surrogate, represented the first time that questions of surrogacy and gay adoption have been brought before the Singapore courts. It is also the first time a Singaporean court has, by implication, effectively recognized a same-sex family unit. The verdict creates a precedent for matters concerning same-sex couples wanting to start families within the LGBTQ+ community to be raised in court.

Use of AI

Teams across the business are utilizing innovations such as Fastcase AI Sandbox and data extraction and contract review AI tools like Kira to dramatically improve efficiency. We were the first law practice in the world to receive exclusive training from the CEO of Fastcase, which is allowing us to develop revolutionary heatmap products for an emerging market. In the US, Kira helped us accurately complete a 3,627-document review in eight days. It would previously have taken a month. AI has also helped us save a major rail client an estimated £2m in a landmark deal in the UK.

Engineering Success for Rolls-Royce

We advised longstanding client Rolls-Royce on the £500m sale of its commercial marine division to Kongsberg Gruppen ASA. Progress on this complex separation was sped up by our deployment of a legal project manager to act as a single point of client contact and use of our customized digital collaboration platform DealMaster, which enabled real-time updates from nearly 400 users from over 30 countries around the world across the lifecycle of the deal.



Helping your career take off

Global lawyers providing career opportunities in Asia

Client Portals

Our multi-jurisdictional client portals are the first of their kind in the market. The portals allow clients to instruct online review progress and collaborate with us through a single platform, driving efficiency (and reducing costs) for them and helping us retain and grow our biggest clients. The data collected through these centralized platforms allows us to analyze our performance and streamline our business processes, ensuring our clients receive a high quality service at the right price.

Groundbreaking FCA case

Eversheds Sutherland worked on the FCA's first investigation using its powers under the Competition Act 1998. Concluding in February 2019, the case is significant because it signals the FCA's low tolerance for information sharing between competitors, which impacts not only the conduct of asset management firms but all firms within the financial services sector. The work of our team ensured that our client's potential liability was significantly reduced as part of this landmark case.

Konexo

Konexo, a division of Eversheds Sutherland, is our global legal and compliance alternative service provider. It offers a unique mix of managed services, interim resource solutions and consultancy services to in-house legal, compliance, HR and corporate secretarial functions. Konexo employs a broad range of professionals including technology specialists, regulatory consultants, project managers, data analysts and management consultants as well as lawyers and paralegals. Innovative operational processes and cutting edge automation, including artificial intelligence and robotics, are used by the team across a growing global client base.

Cannabis Industry Business Model

Our Cannabis Industry team is built around a new "hub and spoke" business model that fosters collaboration on the subject across more traditional practice group areas. The team is an assembly of experienced attorneys from across our practice groups and offices who serve the expanding and diverse needs of the cannabis industry. We are working with two innovation partner organizations in our Eversheds Sutherland Artificial Intelligence Sandbox to develop a 50-state compendium of hemp and marijuana laws, which will provide landscape data for clients to make more informed decisions.

Diversity and inclusion

At Eversheds Sutherland, we recognise that having diverse talent across our business brings many benefits, and we are committed to accessing a wide range of views and thinking in all that we do.

A culture of inclusion, where each person feels able to be their true self at work and reach their full potential is key. We recognise that bringing together the perspectives of individuals of all backgrounds, life experiences, preferences and beliefs is critical if we are to serve our global client base, people and communities as a leading global legal practice.

 *Diversity and inclusion is a core part of our strategy and how we ensure our purpose and values are brought to life.*

Building a culture which is inclusive of everyone, where everyone can bring their true selves to work and where everyone can thrive is as crucial to me personally as it is to the business. Like many law practices, we know we still have work to do and I am proud to be leading our drive to achieve this.

Lee Ranson, CEO

We are focusing on every stage of our employee lifecycle to ensure we attract, develop and retain diverse talent. We have identified six diversity areas of focus: Gender, Ethnicity, Social Mobility, LGBTQ+, Wellbeing and Disability.

 *"As Diversity and Inclusion Partner Sponsor, I'm committed to advancing all areas of our diversity and inclusion strategy to ensure a working environment where everyone feels valued and is able to realise their full potential. It's important that we continue our work in this area, evaluate our progress carefully and deliver against our objectives. Eversheds Sutherland has an opportunity, as well as a responsibility, to lead change in this area."*

Claire Carroll, Diversity and Inclusion Partner Sponsor



Our approach and networks

Our diversity and inclusion strategy is supported by a range of employee led networks. These groups provide our people with a forum to voice their views, share their experiences, and engage with colleagues on a number of important topics.

Our networks build a sense of community to help address common challenges and raise awareness, whilst also helping to shape and inform our activities as part of our wider people strategy. We actively encourage people at all levels across the

business to join our diversity networks and support our approach. As a new member of the Eversheds Sutherland team, the networks also provide a fantastic opportunity to meet a broad range of people across the business.

Multi-Faith Forum

Our Multi-Faith Forum helps ensure that our people's values and beliefs are supported at work. The Forum is open to those of faith (whether religious or philosophical) and of no faith. The Forum raises awareness, knowledge and a mutual understanding of the teachings, traditions and practices of the different faith communities to enable us to have an open and inclusive culture:

- our Muslim community enables Muslim colleagues, at whatever level they may or not be practising, to connect and share experiences of how they practise their faith within the workplace
- our Christian community meets on a virtual basis regularly to pray, discuss and support
- we provide contemplation rooms in a number of our offices which are available to colleagues and visitors, regardless of their faith or belief system

- we have been heavily involved in office re-fits and moves to ensure the correct ablution facilities are set up from the start

We recognize a selection of key religious dates throughout the year, and use these opportunities to learn about one another's faith.

Example activities so far in 2022 have included:

- marking Ramadan this year with four newsletters packed with contributions from colleagues across our international offices, including 'a day in the life' stories and practical guidance on supporting our colleagues and clients during Ramadan
- hosting a 'coffee drop-in' session during the firm's Global Inclusion Week celebrations (March 2022) for an engaging conversation about faith in the workplace

Ability

Our Ability Network aims to create an inclusive and supporting working environment for colleagues with disabilities and those with caring responsibilities. We know that living our values in the way we behave individually and collectively can make a big difference, as we work together to deliver our purpose of helping out clients, our people and our communities thrive.

- our Ability strategy is focused on disability and carers. The disability strand is focused on raising awareness and challenging perceptions; fostering an inclusive workplace culture for colleagues with disabilities and neurodiverse colleagues; and continuing to invest in building our disability confidence as a business in a long-term and sustainable way. The carers strand is focused on raising awareness and challenging perceptions; flexible and agile working; and the impact of caring for people on carers in the workplace
- the Ability Network provides employees with an opportunity to support our activities, share their own experiences to help raise awareness and break down real or perceived barriers
- we are certified as a Disability Confident Employer, a member of the Business Disability Forum and a member of the Valuable 500

Ethnicity

Our Ethnicity Network, Verve, is open to everyone to join and aims to provide an inclusive network for all colleagues to support the delivery of our goals to embed ethnic diversity and a culture of inclusion across our business. The network provides an environment for colleagues of all ethnicities and their allies to come together to share experiences, raise awareness and build a better understanding of race and ethnicity in the workplace.

- our Verve network actively supports strategies aimed at recruiting, developing and retaining ethnically diverse talent by generating ideas, facilitating opportunities to make a positive difference, and acting as a two-way communication channel with the wider business
- the work of our Verve network also supports activity aligned to our social mobility agenda and our faith in the workplace forum
- we are signatories of the Business in the Community Race at Work Charter and are committed to improving the outcomes for ethnic minority employees
- we have adopted the Halo Code, the UK's first Black hair code set up by the Halo Collective, a collection of individuals and organisations working to create a future without hair discrimination. In adopting the Halo Code, we have committed to embrace all Afro-hairstyles and to champion the right of everyone to express their racial, ethnic, cultural, and religious identities
- our commitment to making a positive change includes our targets to increase ethnic minority representation across our UK business to 14% by 2022, and in our UK partnership to 10% by 2025

LGBTQ+

Our LGBTQ+ and allies network, Perspective, aims to encourage all employees and partners to be their true selves at work by creating an inclusive workplace environment for all LGBTQ+ colleagues. Eversheds Sutherland has a zero tolerance approach to any form of discrimination, victimisation or harassment based on sexual orientation, gender identity and/or gender expression.

- we are a Stonewall Diversity Champion and have appeared in the Stonewall Top 100 Employers List featuring the most LGBTQ+ inclusive employers for over a decade
- The Perspective network provides a support network to all lesbian, gay, bi and transgender (LGBTQ+) colleagues at Eversheds Sutherland, and empowers allies to support their LGBTQ+ colleagues and drive inclusion through education and awareness raising activity
- The Perspective network educates colleagues about LGBTQ+ issues relevant to working with colleagues and clients with an intersectional approach through awareness raising campaigns, sharing experiences through blogs or speakers at event, signposting resources, webinars or formal training
- Perspective encourages all employees and partners at Eversheds Sutherland to be their true selves at work by sharing experiences and talking openly about issues affecting the LGBTQ+ community, building a unified, inclusive and supportive workplace culture



Gender

Our Gender Network exists to champion gender equality across our business, the legal sector and with our clients, and aims to develop an environment where colleagues of all genders can achieve their full potential, make fulfilling career choices and where gender or gender identity does not pose a barrier to success.

- The Gender Network acts as a think-tank for gender diversity and provides a forum to discuss and drive our approach to achieving our gender goals
- colleagues and partners work together to create greater visibility of and access to role models, sharing personal insights and experiences in support of each other
- local groups raise awareness of our commitment to gender equality which includes our goal to have a 35% female partnership by 2027
- we are a Times Top 50 Employer for Women, one of the most high profile and well-established listing of employers leading the way on workplace gender equality. We have been included in this listing for over ten years and are extremely committed to supporting gender diversity and achieving a better gender balance across our business
- we are signatories to the Law Society's Women in Law Pledge, created to bring gender equality to legal profession, and have contributed to their research on 'Women in Leadership in Law'
- our external women's network, CARRIE, was launched in 2007 as a tribute to Carrie Morrison, the first women to be admitted as a solicitor in the UK in 1922. It is run by Eversheds Sutherland with the purpose of bringing clients together to learn from each other, receive practical advice from prominent speakers and create useful contacts with clients in other organisations





What helps Eversheds Sutherland stand out from its peers is the collaborative and supportive culture. Trainees are valued as a core part of the team and extensively involved in all stages of legal matters, while ample guidance and constructive feedback are provided at all times. The bespoke training enables us to gain hands-on experience, build up practical legal knowledge and lay a strong foundation for our future career. Besides work, we are dedicated to giving back to the community by organizing and engaging in various CSR activities. What's more, the firm often organizes fascinating social events to foster employee wellbeing. I would have never imagined that my journey at Eversheds Sutherland could be that enjoyable and amazing!

Karen Fan

Trainee Solicitor, Hong Kong



| Helping your career take off

Our training contracts offer the perfect route into law. Over a two-year period, we'll give you the knowledge, tools and opportunities to make a truly successful and rewarding legal career.

Training contracts

Your training will consist of four seats of six months each. During each seat, you'll have a supervisor who will give you regular feedback. You will also receive formal feedback through an appraisal system that takes place in the middle and at the end of each seat.

This system has been honed over a number of years to ensure that you get the most out of your time with us. Ultimately, we want to help you become the next leader in your field and hope that you'll be part of the next generation to help drive us forward onto even greater heights.



Eversheds Sutherland entrusts trainees with real responsibility and a broad range of client exposure opportunities. I have been fortunate to take on diverse listing projects and assist in advising MNCs, listed companies and established industry players on transformational transactions, dispute management and compliance initiatives, which have been critical to clients' commercial success in these unprecedented times. The huge synergy generated from the firm's global network means vast opportunities for you, as our future trainee, to grow as part of a champion team of talented lawyers in guiding clients through the complexities of regulatory landscapes across multiple jurisdictions. You will be powered by constructive and easily accessible feedback, ingenious IT solutions, and a suite of carefully designed development programmes to meet the demands of your role in both legal and client-facing matters.

Woody Yim

*2022 Newly qualified lawyer
Litigation and Dispute Management, Hong Kong*



Salary and benefits



Support network

Supervisor, Buddy,
Trainee Partner



Salary

Competitive



Benefits

Life assurance, pension
scheme, private medical
insurance



PCLL

Reimbursement of
full tuition fees and
maintenance grants

Our vacation scheme in Hong Kong

Our vacation scheme gives you the opportunity to earn money while getting valuable hands-on experience in one of our offices. Each vacation placement will encourage you to really get under the skin of life at Eversheds Sutherland, providing a range of opportunities that typically include:

- assisting with research
- drafting documents
- spending time in a different team in each rotation
- attending court
- meeting partners, solicitors and trainees at social events
- taking part in our office events
- attending a range of informal talks to discover more about Eversheds Sutherland

In Hong Kong you will be paid during your period with us.

We welcome applications from penultimate year law undergraduates as well as candidates who've already graduated or taken different career paths.

Selected candidates will be shortlisted for a video interview. If you pass that interview you will be invited to an assessment center and if you are successful and do well on the vacation scheme, you may be offered a training contract.

| Tell us the truth

What's it really like to be a trainee at Eversheds Sutherland?



Our adventure does not only happen within our workstations. We have been very involved in pro bono work and we are deeply gratified to be able to make positive differences in people's lives. For example, I took part in the firmwide 'Big Sleep-In' programme, where I spent a night sleeping in the office to raise funds for the homeless, and I had also participated in Movember events to raise awareness for men's health.

Kevin Chan

Trainee Solicitor, Hong Kong

Kevin Chan

Trainee Solicitor, Hong Kong

What's it really like to be a trainee at Eversheds Sutherland?

As trainees at Eversheds Sutherland, we have been entrusted with huge amount of responsibility from the start. During the first months of my traineeship, I was involved in a listing project, where I was given the chance to assist in drafting a substantial part of a prospectus, and communicate directly with other professional parties of the listing project.

The learning curve became even steeper when I rotated to my next seat, where I had the chance to work alongside our London team and Shanghai team in a highly complex investigation in relation to potential violation of export control regulations. This highlights how Eversheds Sutherland, as a global top 10 law practice, sets itself apart from other law firms. Trainees will be given vast opportunities to work closely with colleagues across our global network in navigating our clients through the legal and regulatory complexities involving multiple jurisdictions.

What was your path to a training contract?

I secured an offer for the summer vacation scheme after going through a pre-recorded video interview, a written test and then a virtual interview while I was studying abroad in the United Kingdom as an exchange student. During my three-week vacation scheme, I rotated through Corporate, Banking and Finance, and Litigation and Dispute Management, which gave me an all-rounded view of what Eversheds Sutherland offered. The opportunity to assist with conducting legal research, drafting legal advices, and attending meetings definitely enabled me to get a real sense of what a career with Eversheds Sutherland is like. There were also various social events, ranging from the Global Running Day to office drinks sessions, where I could meet and mingle with lawyers of all levels.

What was the start of your training contract like?

Even though our traineeships only begin two years after we secured our offers, Eversheds Sutherland has been very kind to invite us to their social events during that period. This definitely helped unloading our anxiety when we first stepped into the entrance of Eversheds Sutherland office as trainees, as we had already built up our connections with some of our colleagues even before we commenced our traineeships.

Greeted by the warm hospitality of my team during the first few days of my traineeship, I was quickly accepted as part of the team. Even though I am only a trainee with very little work experience, my views have been very well respected by my colleagues and they have always encouraged me to voice out. My traineeship has been demanding, and I am fortunate to have tremendous supervision and mentoring from my seniors to guide me through the obstacles. It is in such a challenging yet supportive environment that we can equip ourselves with the skills and business acumen necessary for becoming a successful lawyer.

Can you describe the culture at Eversheds Sutherland?

We work hard in a friendly and collaborative atmosphere. My seniors have been constantly providing honest feedback to me for improvement. Every member of the team, be it a partner or a junior associate, is approachable to provide me with support at any time, not only on tasks that I am working on, but also on seat planning and my career development. The open plan office adopted by Eversheds Sutherland has definitely fostered communication and nurtured relationships among colleagues and teams.



The vacation scheme was a holistic and intellectually-stimulating experience, which not only provided me with a taste of the life of a trainee solicitor, but also enabled me to appreciate the importance of teamwork. I was utterly blown away by the friendly and collegiate ambience of the firm. In particular, I relished the social events organized, including the office drinks and regular workshops.

Emily Ha

Trainee Solicitor, Hong Kong

Emily Ha

Trainee Solicitor, Hong Kong

What's it really like to be a trainee at Eversheds Sutherland?

Training at Eversheds Sutherland is one brimming with opportunity. Rotating across four six-month seats, trainees here are entrusted with hands-on experience over a broad array of matters, such as researching on the latest regulatory developments, assisting in preparing legal documents, attending client meetings or liaising with external parties. We are involved in high-profile deals and projects, which enable us to acquire the necessary skillset and acumen for handling complex commercial transactions. Despite occasionally having a lot on our plates, we could always reach out to seniors who are more than willing to take time out of their busy schedules to guide us through the issues at stake. We are consistently encouraged by the partners and colleagues to voice out our opinions, who are happy to discourse our thoughts. Further, with the feedback sessions with our supervisors in the middle and at the end of each seat, we are able to identify and build on our strengths, and explore our paths going forward.

Beyond work, the firm is very lively and offers a wide range of social activities. We had great fun in organizing the Oscars-themed Christmas Party. We also took part in various CSR events organized by the firm, including the overnight "sleep in" to raise awareness and funds for the homeless, health awareness campaigns and the ES Global Running Day.

My experience at Eversheds Sutherland has been truly eye-opening, catalysing my development in both professional and personal capacities.

What was your path to a training contract?

I started off at Eversheds Sutherland as a summer vacation scheme student back in 2019, during which I rotated across the Corporate, Banking and Litigation departments. Apart from the substantive work which I was assigned with, at the end of my vacation scheme, my teammates and I also delivered a firm-wide presentation on a topic of our choice, the preparation process of which was insightful and greatly enhanced our confidence and delivery skills. I am glad that my vacation scheme experience brought me to my subsequent traineeship at Eversheds Sutherland.

What was the start of your training contract like?

Immediately after commencing my first seat in Equity Capital Markets, I had the privilege to be involved in several listing projects, mergers and acquisitions deals and compliance matters, pursuant to which I had the opportunity to assist the team in preparing transactional agreements and completion documents, drafting announcements and circulars for submission to the regulatory body and attending printer sessions. The stimulating nature of the work and the fact that I could take ownership of the assigned tasks inevitably facilitated my exponential growth. Despite the occasional bewilderment, I was grateful for the warm hospitality of my team, who are immensely patient, supportive and eager to answer my queries from the start. Through such transparent exchanges, I was able to better understand the practice area as a whole, the roles undertaken by different parties, as well as the responsibilities that I could shoulder.

Can you describe the culture at Eversheds Sutherland?

The firm's five core values truly depict its working culture - "collaborative", "creative", "professional", "inclusive" and "open", all of which stem from the firm's inherent people-oriented nature.

In terms of internal structure, upholding the open-door policy, seniors are always eager to provide concrete and constructive feedback to juniors. Every colleague I have met here at Eversheds Sutherland does share a genuine interest in assisting juniors to evolve into trusted aspiring legal practitioners. With great emphasis on teamwork and collaboration, we work closely across departments and offices in complex or multi-jurisdictional transactions, which allows us to connect with colleagues in different practice areas or on an international level, broadening our work exposure.

In terms of external client-facing matters, the firm emphasizes fostering innovativeness and exceptional client service. Endeavoured to improve on our internal document management system, business model and means of solicitation of clients' feedback, the firm strives to become the commercial partner of our clients and are excited to offer tailored and ground-breaking business solutions and advice.

| What we're looking for

Our aim, through the recruitment process, is to identify whether you have the potential to be a great trainee solicitor at Eversheds Sutherland.

That's why we're interested in more than your qualifications, skills and knowledge. These elements are important but it is your strengths that will really make the difference - those aspects of your work that really engage you, that you really enjoy and that energize you.

Research shows that you perform better when your work overlaps with what you enjoy as well as what you can do. For a business, ensuring employees are playing to their strengths improves employee engagement, customer satisfaction and loyalty.

We have adopted a strengths-based solution at each stage of the recruitment process. At every step, we are keen to hear about what energizes and motivates you as well as what you can do.

As a trainee solicitor you will have a large and often complex workload with regular contact with partners and clients. The work can be challenging as you apply your legal knowledge in a real-world context. It is important for us to know not only whether you can do the job but you will enjoy the work too.



| How to apply



If you are interested in applying for our summer vacation scheme and training contract, we welcome applicants that have a minimum of a 3.3 GPA, the equivalent of a 2:1 degree, or are on track to achieving a 2:1.

Please apply for the training contract via our summer vacation scheme, which consists of three stages:

1. Online application form –
featuring some open ended questions.

2. Pre-recorded video interview –
you will respond to some short questions and explain why you are the best candidate for the role. You can take this 15 minute interview anywhere and at any time.

3. Assessment center – half-day assessment at our office. You will be interviewed by a panel and complete a written exercise.

If you successfully complete all three stages, we may consider you a place on the summer vacation scheme and subsequently a training contract.

| Join our award winning global law practice

Highlights of our 2022 awards and accolades in Asia:

The graphic features a laptop screen with a white background, showing six distinct award logos arranged in two columns of three. The left column includes the ALB Asia IP Rankings 2022 logo, the Chambers Greater China Region 2022 logo, and the IAM 1000 logo. The right column includes the Chambers China (including Hong Kong) 2022 logo, the CHINA BUSINESS LAW JOURNAL 2022 logo, and the The Legal 500 Asia Pacific 2022 logo.

Award Category	Region/Country	Year	Accolade Details
ALB Asia IP Rankings	Hong Kong	2022	Winner - Tier 1 of ALB IP Rankings 2022 (Patents, Trademarks/Copyright)
Chambers	Greater China Region	2022	RANKED IN Chambers Greater China Region 2022
IAM 1000		2022	Recommended Firm for 'Transactions'
In-House Community		2021	Deal of the Year 2021
CHINA BUSINESS LAW JOURNAL		2022	China Business Law Awards Winner
The Legal 500	China	2022	LEADING FIRM

Winner - Tier 1 of ALB IP Rankings 2022 (Patents, Trademarks/Copyright) Hong Kong
Asian Legal Business

RANKED IN Chambers Greater China Region 2022

China (including Hong Kong)
Competition/Antitrust
Corporate/M&A: Highly Regarded
Dispute Resolution: Litigation
Employment: Hong Kong-based Restructuring/Insolvency
Restructuring/Insolvency
Chambers Greater China 2022

IAM 1000
Recommended Firm for 'Transactions'
IAM Patent 1000 (2022)

In-House Community
Deal of the Year 2021

CHINA BUSINESS LAW JOURNAL
《商法》卓越律所大奖
China Business Law Awards Winner

The Legal 500
LEADING FIRM
2022

China
Corporate and M&A: Foreign firms
Dispute Resolution: Litigation:
Foreign Firms
Fintech: Foreign Firms

Hong Kong
Antitrust & Competition
Banking & Finance
Capital Markets (Equity)
Corporate (including M&A)
Dispute resolution: Litigation
Labour and Employment
Restructuring and insolvency
Structured finance and securitisation
Asia Pacific Legal 500 (2022)

Next steps

Join us

2023 summer vacation scheme / 2025 training contract

Open: 1 October 2022 **Close:** 11 January 2023



Follow us

Engage in conversation @eslegaltrainee with trainees across our international offices and participate in on-line competitions and events that could give you that all-important edge.



Like us

We also have a Facebook page, **Eversheds Sutherland - Legal Trainee**, that is staffed by our trainees. "Like" us for more information on life as a trainee and application hints and tips.



Find us

Visit our website at: eversheds-sutherland.com/careers



View us

To stay updated on our firm's culture, life and events of our trainees, follow our Instagram pages, **eslegaltrainee** and **esasilaw**. Follow us for a snapshot of what it is like to be a trainee at our firm.



It is often said that the best thing about Eversheds Sutherland is its people. As a trainee, the collegiate culture and open door policy (or open plan office) meant that we are encouraged to voice out if we stumble along the way and that everyone's thoughts do matter here. Diversity and inclusion initiatives are also close to our hearts. Here at Eversheds Sutherland, being yourself is celebrated. I am grateful that I get to return to work every day feeling at ease being my most comfortable self.

Chevy Mak

Trainee Solicitor, Hong Kong

eversheds-sutherland.com/careers

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Eversheds Sutherland (International) LLP is part of a global legal practice, operating through various separate and distinct legal entities, under Eversheds Sutherland. For a full description of the structure and a list of offices, please visit www.eversheds-sutherland.com.

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