

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

Helping your career take off

Global lawyers providing career opportunities in Asia

Contents

Supporting your career development	3
Our story	4
Why work with us?	5
Our commitment	6
Welcome to our world	8
Eversheds Sutherland in Asia	10
Broadening your horizons	12
What I love...	13
Leading the way	14
Helping your career take off	18
Tell us the truth	20
What we're looking for	24
How to apply	25
Join our award winning global law practice	26
Next steps	27

Helping your career take off

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Supporting your career development

From the moment you come to us on a training contract, we will support you in your development. Giving 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 was ranked as one of the world's top 10 legal practices by Law360 in its 2019 Global 20 ranking, which is a recognition of our strengths in innovation, favorability among clients and continued sector focus.

Dickson Ng, *Graduate Recruitment Partner*
Partner, Corporate, Hong Kong



Our story

As a global top 10 law practice, **Eversheds Sutherland** provides legal advice and solutions to an international client base which includes some of the world's largest multinationals.

Our teams of lawyers around the world operate seamlessly to deliver the legal know-how and strategic alignment that clients need from their advisors to help further their business interests. Clients describe us as creative, forward-looking and well-versed in cutting edge legal work – we listen well in order to understand how and where we can be most effective and add the greatest value.

We shape our advice to the unique circumstances and challenges of each project, and ensure that the right people are in the right places to offer insight and certainty – from the day-to-day to the most complex, multi-jurisdictional matters.

What unites us is our commitment to service excellence through a solution-oriented approach. We know our clients' businesses, the industries and markets they operate in, and we know that great relationships yield the best outcomes.

 **68**
offices



 **32**
countries

3,000+
lawyers

750+
partners

5,000
people

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Why work with us?



Clients

In 2019 we acted for 113 of the Fortune 200, 75 of the Fortune 100, 42 of the Fortune 50



Innovation

Cited as a 'Top 10 game-changer' by the FT Innovative Lawyers Report



Reputation

UK's strongest law brand, Acritas UK Law Firm Brand Index 2019



Life as a trainee at Eversheds Sutherland is enjoyable as it is challenging. The firm offers top quality client work, which often involves market leading and pioneering deals. Your colleagues sport a wealth of knowledge, are easily approachable and always willing to help, so you will never feel unsupported. Taking a vacation scheme at Eversheds Sutherland helped me understand the practices and type of firm I would like to work in.

Hinny Leung, Trainee Solicitor, Hong Kong



Opportunity

Secondments, overseas placements and early responsibility for you



Geography

68 offices in 32 countries worldwide



Culture

Supportive, inclusive and diverse



Our commitment

As a purpose-led organisation, 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.

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*Eversheds
Sutherland was
ranked as one of
the world's
top 10 legal
practices by
Law360 in its
2019 Global
20 ranking*



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Welcome to our world

Our global coverage is further enhanced by:

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



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Europe

Austria
Vienna

France
Paris

Latvia
Riga

Russia
Moscow
St Petersburg

United Kingdom
Belfast
Birmingham
Cambridge
Cardiff
Edinburgh
Ipswich
Leeds
London
Manchester
Newcastle
Nottingham

Belgium
Brussels

Germany
Berlin
Düsseldorf
Hamburg
Munich

Lithuania
Vilnius

Slovakia
Bratislava

Czech Republic
Prague

Luxembourg
Luxembourg City

Spain
Madrid

Estonia
Tallinn

Hungary
Budapest

Netherlands
Amsterdam
Rotterdam

Sweden
Stockholm

Finland
Hämeenlinna
Helsinki
Jyväskylä
Oulu
Tampere
Turku

Ireland
Dublin

Poland
Warsaw

Switzerland
Berne
Geneva
Zurich

Italy
Milan
Rome

Romania
Bucharest

Asia

China
Beijing
Hong Kong
Shanghai

Africa

South Africa
Durban
Johannesburg

Tunisia
Tunis

Mauritius
Port Louis

Middle East

Iraq
Baghdad
Erbil

Jordan
Amman

Qatar
Doha

Saudi Arabia
Riyadh

United Arab Emirates
Abu Dhabi
Dubai

Eversheds Sutherland in Asia

We are one of the leading international law firms in Asia.

With offices in Hong Kong, Shanghai and Beijing, Eversheds Sutherland is recognised 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 approximately 23 partners, close to 70 fee earners and over 80 support staff and our unique **Eversheds Sutherland Asia Pacific Alliance (ESAPA)** provides full service coverage in over 45 Asia Pacific jurisdictions.

Our wealth of experience of Asian culture, combined with a practical commercial outlook and an understanding of the global context in which businesses now operate, enables us to provide cross border advice on regional or global transactions or disputes.

Greater China

23

Partners

71

Fee earners

ESAPA

30+

Members
covering

45+

APAC jurisdictions
consists of

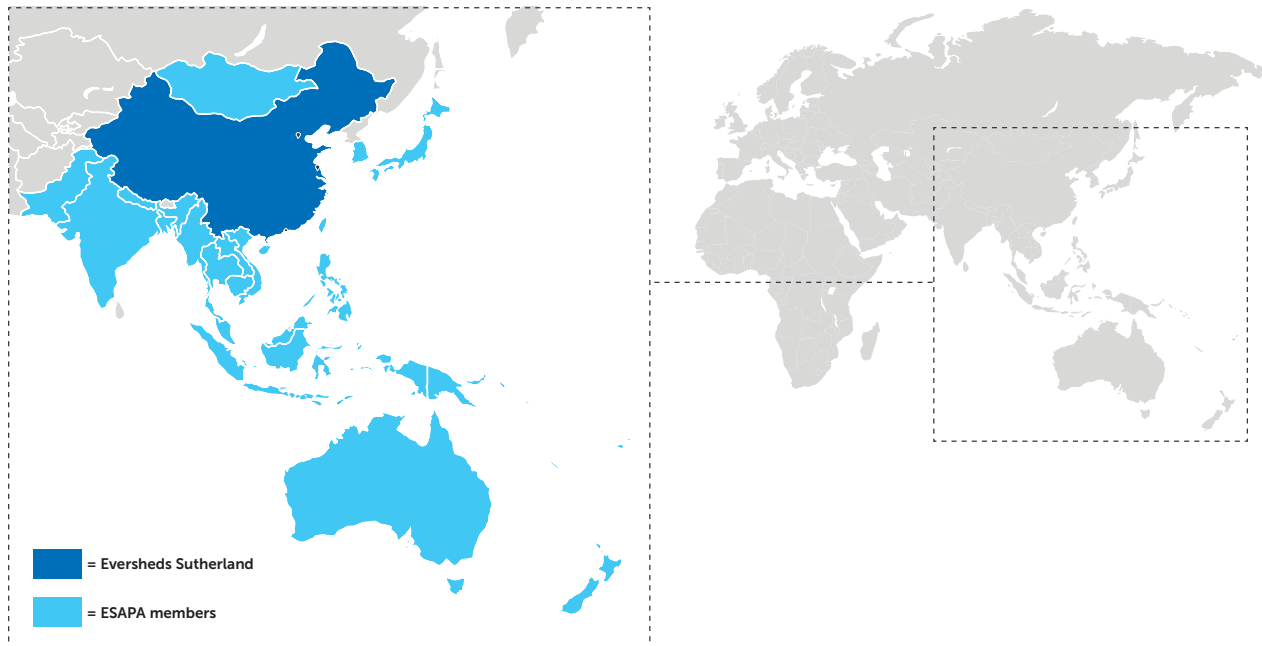
1000+

Lawyers

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ESAPA coverage



American Samoa

Australia

Bangladesh

Cambodia

China

Cook Islands

Fiji

French Polynesia

Guam

Hong Kong SAR

India

Indonesia

Japan

Kiribati

Laos

Malaysia

Maldives

Marshal 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

Tokelue

Tonga

Tuvalu

Vanuata

Vietnam

Wallis and Futuna

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Broadening your horizons

Our main practice areas



Litigation and Dispute Management



Company Commercial



Human Resources



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 program including partnerships with WaterAid; Enabling Enterprise; End Youth Homelessness and the Wildfowl and Wetlands Trust
Perspective	LGBT+ network with 450 members which puts on and participates in an enormous number of events including Pride and Pink Dot (Hong Kong)
Verve (Ethnicity) 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...

Maggie Lee, *Trainee Solicitor, Hong Kong*

 *While some of the tasks can be challenging, I have never felt unsupported with our strong team spirit and open door culture. From the supporting staff to the partners, everyone here is friendly and approachable. They are in fact also physically approachable because of our new open office plan....Another thing I appreciate about the Eversheds Sutherland's culture is that we are keen to support different social initiatives. This enables us to help not just our clients and people, but also our communities to thrive.*



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 LGBT 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.



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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.

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KONEXO

Konexo is our new global alternative legal service provider (ALSP). Unique in terms of its scope in the market, Konexo allows our teams in Europe and Asia to offer advisory, interim resourcing with managed services which put intelligent analytics, innovative operational processes and cutting edge robotics and AI at the heart of everything we do.



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“ *My favorite aspects about working at Eversheds Sutherland are our collaborative team culture, innovative problem-solving approach and dedication to service excellence. We also take pride in our diversity and CSR initiatives under our firm purpose to help our clients, our people and our communities to thrive. Our training program is well-structured and comprehensive – I have been fully supported by dedicated seniors who have provided close supervision and constructive feedback from time to time.*

Lok Yung Au, *Trainee Solicitor, Hong Kong*



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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

Whether you are based in Asia, the Middle East and the UK, 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.

 *The Trainee Program at Eversheds Sutherland is fun and rewarding. We gain exposure to various practice areas through half-year rotations and are given invaluable opportunities to do substantive client work. We also receive constructive feedback and support from senior lawyers to develop our legal and client-facing skills. Outside of work, we are excited to organize the firm's key social events, such as the annual dinner, Christmas party and young professional networking events.*

Joanne Chan, Trainee Solicitor, Hong Kong

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Salary and benefits



Support network

Supervisor, Buddy,
Trainee Partner



Benefits

Life assurance, pension
scheme, private medical
insurance, employee
recognition scheme



Salary

Year 1 competitive salary
Year 2 competitive salary
NQ competitive salary



PCLL

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 one of our corporate responsibility 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 under-graduates, final year non-law graduates 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?



 *Eversheds Sutherland genuinely commits to providing trainees with an unparalleled breadth and depth of experience that we need to become a trusted legal adviser. We are given a great deal of responsibility in high-profile cases and cutting edge deals. With the firm's extensive global network, we work closely with clients and colleagues around the world on a daily basis. At Eversheds Sutherland, collegiality is not just a buzzword - you will work with a group of talented and seasoned lawyers who can be your most supportive companions during your traineeship. The professional training, collaborative environment and international exposure offered by the firm render our graduate recruitment program second to none.*

Darren Ho, Trainee Solicitor, Hong Kong

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Darren Ho

Trainee Solicitor, Hong Kong

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

Sutherland? "Challenging yet rewarding. Trainees are given plenty of exciting opportunities to work with clients in real business settings, but are also expected to deliver top-quality service consistently. Our day can be busy - we may assist the team in researching on a novel point of law for a multi-jurisdictional dispute, preparing agreements for a multibillion-dollar deal, drafting a legal memo advising a transnational conglomerate, or meeting clients to obtain instructions at first hand. While work can be challenging at times, with abundant support and guidance from our teammates and colleagues, the experience nurtures our legal and business skills that are imperative to our professional development. The informal day-to-day feedback and formal quarterly review sessions with our supervisors and Graduate Recruitment Partner helps us identify areas of improvement and set our development goals. Outside of work, there are lots of fun and incredible social gatherings and networking events that help us build stronger bonds within the team and form external business contacts."

What was your path to a training contract? "My journey at Eversheds Sutherland began as a summer vacation student in 2017. The three-week internship was an eye-opening and intellectually-stimulating experience. I was rotated to three departments of the firm – Corporate, Banking and Finance, and Litigation and Dispute Management - from which I gained real insight in the firm's key practice areas and worked with lawyers with various expertise. Apart from work, we got the opportunity to present a recent legal topic to the entire firm and had a feedback session with partners. I am immensely thankful for being offered the training contract."

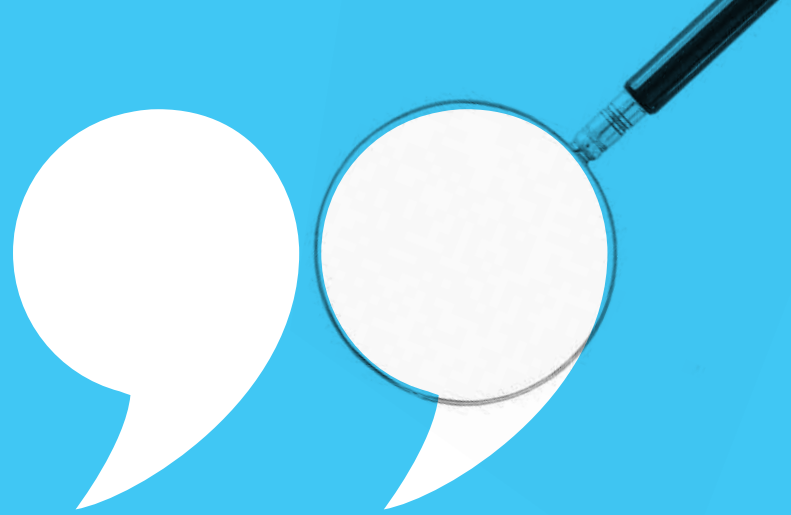
What was the start of your training contract like? "The transition from law school to work is not effortless – the learning curve can be steep, especially when you are asked to handle unfamiliar tasks that may have real impacts on the matter under time pressure. Thanks to the practical legal and business training and on-the-job guidance, this greatly smoothed our transition. My supervisor and buddy also offered useful tips and tremendous support during the process. I am delighted to see the progress made over the past nine months and am ready to take up more challenges ahead."

Can you describe the culture at Eversheds Sutherland?

"Collaborative and people-oriented. Eversheds Sutherland is clearly a firm that fosters cooperation and invests in its people. From the moment I accepted the offer, I feel like a valued member of the firm. Prospective trainees are always invited to participate in a wide range of firmwide events, which allow us to stay connected and get fully immersed in the firm's culture. Teamwork obviously matters here. The non-hierarchical environment and the open office layout facilitates colleagues to working smoothly across different levels, and even partners are always receptive to conversations and different kinds of questions."

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Eversheds Sutherland is a truly a full-service law firm. As interns, we were able to split the three weeks' valuable vacation scheme between three different departments and as trainees, we are exposed to a wide range of diverse practices while we rotate to four different seats. Every trainee benefits from the bespoke training offered and has an opportunity to explore his or her true legal passion. Trainees do shoulder responsibilities and are deeply involved in different cases. The learning curve at Eversheds Sutherland is steep but rewarding at the same time.



With our new open-plan office, the firm wholeheartedly upholds an open-door policy at work and everyone is encouraged to communicate with each other regardless of seniority. The friendly and welcoming atmosphere is what differentiates our firm from others which has impressed me immensely from day one.

Jenny Chen, Trainee Solicitor, Hong Kong

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Jenny Chen

Trainee Solicitor, Hong Kong

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

Sutherland? "Trainees are deeply involved in a wide range of matters and are delegated meaningful work. Any questions or comments are respected and taken seriously. Colleagues are very approachable and you truly feel you are part of the team."

What was your path to a training contract? "My journey began with the three-week summer vacation scheme, which was most memorable and eventually led to my current traineeship."

What was the start of your training contract like? "Like many other fresh graduates new to the legal industry, I was a bit at a loss initially at the start of my training contract. Fortunately, my colleagues were very supportive and encouraging and they explained things and guided me patiently. As a result, I was able to quickly adapt to the work environment and get back on track."

Can you describe the culture at Eversheds Sutherland?

"Eversheds Sutherland offers a friendly and encouraging culture. Every colleague, regardless of his or her seniority (including trainees), is respected and can find true value in their work. While we aim to provide the best quality legal services to our clients, you always have your team as a strong support and never need to feel alone."



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.



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How to apply

Whether you're interested in applying for a training contract or the summer vacation scheme, 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.

The application process is the same for the training contract and the vacation scheme, which both have three stages:

Online application form - featuring some open ended questions.

Pre-recorded video interview - you have to respond to some short questions and explain why you are the best person for the role. You can take this interview anywhere and anytime. The interview only takes 15 minutes.

Assessment center - full-day assessment at the office to which you have applied. You will be interviewed by a partner and set a number of exercises.

You will only be offered a place on the summer vacation scheme or a training contract if they successfully complete all three stages.

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Join our award winning global law practice

Our awards and accolades in 2020 in Asia include:



Capital markets: Structured Finance and Securitization, Restructuring and Insolvency

IFLR 1000 (2020)



Capital Markets: Equity, Competition/Antitrust, Corporate M&A, Dispute Resolution, Energy and Natural Resources, Restructuring/ Insolvency

Chambers and Partners Asia Pacific (2020)



Banking and Finance, Capital Markets (equity), Corporate M&A, Dispute Resolution (litigation), Projects and Energy, Restructuring and Insolvency, Structured Finance and Securitization

Legal 500 Asia Pacific (2020)



Leading Estates, Probate and Succession Litigation Lawyers – Hong Kong

Doyles (2020)



Insolvency (Hong Kong and China) - International firms – Tier 4

Benchmark Litigation Asia-Pacific (2020)

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Next steps

Join us

2021 summer vacation scheme / 2023 training contract

Open: 1 October 2020 Close: 15 January 2021



Follow us

Engage in conversation [@eslegaltrainee](#) with trainees across our international offices and participate in online 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 [esasiaw](#). Follow us for a snapshot of what it is like to be a trainee at our firm.



Being a trainee at Eversheds Sutherland is a delightful experience. Partners here are nice, friendly and respectful, so you get frequent chances to ask them questions or listen to their sharing of thoughts and ideas."

Yikai Sit, Trainee Solicitor, Hong Kong

[eversheds-sutherland.com/careers](https://www.eversheds-sutherland.com/careers)

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Sutherland. For a full description of the structure and a list of offices, please
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