

SLAUGHTER AND MAY/

Hong Kong / PRC / Asia Pacific

AN INVITATION TO A CAREER IN LAW

Graduate recruitment
and vacation schemes
in Hong Kong



Slaughter and May is a leading international law firm with a worldwide corporate, commercial and financing practice. We provide our clients with a professional service of the highest quality, combining technical excellence with commercial awareness and a practical, constructive approach to legal issues.

Slaughter and May has been present in Asia for over 50 years – we were the first international firm to open an office in Hong Kong (in 1974). Since that time, we also opened an office in Beijing in 2009. We have extensive experience of a wide range of work in Hong Kong, the People's Republic of China and across the Asia Pacific region.

Every year we have places for graduates wishing to enter into a two-year training contract. We welcome applications from undergraduates and postgraduates. Our aim is that our trainees stay with us on qualification and pursue their careers at Slaughter and May.

// They live up to their reputation as the Rolls-Royce of legal service providers that you would go to for any 'bet the house' type deals. //

Chambers UK

// It's an excellent firm with very bright lawyers who very quickly get under the skin of a deal. The nice thing about working with them is that you get a feeling of complete assurance, and you never have doubt that they will deliver. //

Chambers UK – Corporate/M&A

// Slaughter and May's top-tier status is underpinned by its outstanding reputation for advising its clients on their most strategically significant, high-value and complex transactions in China and Asia. //

Legal 500 Asia Pacific – Corporate (including M&A), Hong Kong

Why choose Slaughter and May?

- **Award winning and tier 1 firm in Hong Kong:**
Our first-rate reputation is confirmed by our rankings in the Asia legal directories and the support of our many long-standing clients and numerous league tables published by Bloomberg, Refinitiv, MergerMarket and others.
- **Practice areas:**
We are multi-specialist lawyers and work on multi-faceted cross-border deals. Working on a wide range of transactions leads to deeper client relationships and gives our lawyers greater autonomy and a far more stimulating working life.
- **Top-class training:**
You will receive top-class training in a wide range of practice areas, including corporate/M&A, dispute resolution, competition and property. All trainees sit with either a partner or senior associate so they can gain direct training from accomplished lawyers.
- **Secondment opportunities:**
We second our Hong Kong trainees to our London office for six months. Many of our qualified associates also have the opportunity to be seconded to our Beijing office.
- **Collegiate environment:**
At Slaughter and May, you will be immersed in a collegiate and nurturing environment where you will be fully supported and respected by your colleagues without the pressure of billing targets.

// One of the best firms for large and complicated cross-border work, very commercial and client-focused team, which is able to think outside the box and provide innovative and common-sense solutions. //

Chambers Asia Pacific – Corporate/M&A – Asia-Pacific Region



Rankings

Chambers Asia Pacific 2025

Leading firm in Asia-Pacific Region for Corporate/M&A

Chambers Greater China Region 2025

Leading firm in China for:

- Corporate/M&A: The Elite (International Firms)
- Capital Markets: Equity (International Firms)
- Competition/Antitrust (International Firms)
- Banking & Finance (International Firms)

Legal 500 Asia Pacific 2025

Leading firm in Hong Kong for:

- Corporate (including M&A)
- Antitrust and Competition
- Banking and Finance
- Capital Markets (Debt)
- Capital Markets (Equity)
- Fintech and financial services regulatory
- Regulatory: white-collar, compliance and investigations

IFLR1000 Asia Pacific 2024

Leading firm in Hong Kong for:

- M&A
- Capital Markets: Debt
- Capital Markets: Equity
- Banking
- Financial Services Regulatory
- Private Equity

Tier 1 and elite in China for Corporate and M&A

We are ranked in the top bands by *IFLR1000 Asia-Pacific 2024* for M&A, banking, debt capital markets, equity capital markets, financial services regulatory and private equity in Hong Kong.

A number of our partners are ranked for M&A and other practice areas in Hong Kong by *IFLR1000 Asia-Pacific 2024*:

Highly regarded and Women Leaders

- Benita Yu – M&A, Equity Capital Markets and Debt Capital Markets
- Lisa Chung – Banking and Private Equity
- Clara Choi – M&A, Equity Capital Markets and Debt Capital Markets

Highly regarded

- Jason Webber – Private Equity
- John Moore – Equity Capital Markets
- Natalie Yeung – Competition
- Chris McGaffin – M&A
- Jing Chen – Corporate and M&A

Rising star partner

- Ben Heron – M&A
- Justin Chan – M&A, Capital Markets and Financial and Corporate

Rising star

- Vincent Chan – M&A



// Throughout the years, SandM has been a trusted advisor for countless clients. Their dedication to providing excellent legal services and upholding the highest ethical standards has contributed to its enduring success.

As an alumnus and a former client, I am incredibly proud to have been part of the SandM family. The knowledge, skills, and values I acquired during my time at the firm continue to shape my professional journey to this day. I am also grateful for the legal services and support that I received when I became an in-house counsel. //

Mabel Chu,
General Counsel,
Hang Seng Bank

// Choosing where to start my legal career was an important decision, because building a well-rounded foundation is critical to a successful career in law. Having interned at various top-tier firms, I was particularly impressed with the vacation scheme at Slaughter and May, during which partners personally gave talks to interns to introduce their various practices and also ran case study sessions to guide them through real-life transactions, impressing upon me their multi-specialist training and focus on nurturing juniors. I benefitted tremendously from the opportunity to sit with partners during my training. I was able to observe not only how they resolved substantive technical legal issues in various deals, but also how they led their teams and managed their clients and regulators. //



Jonathan Hsu,
Current Associate,
Slaughter and May

// Embarking on my legal career at Slaughter and May has been one of the most advantageous decisions I could have made for my professional development. Sharing an office space with a partner creates a unique opportunity for direct mentorship, where I can observe the partner's work ethic, problem-solving strategies, and professional interactions in real-time. This proximity allows for informal, on-the-spot feedback, guidance and collaboration,

empowering me to take on challenges with greater confidence. The firm strikes a good balance between guidance and autonomy, fostering an environment conducive to the development of my own personal style of working. Combined with the diverse range of high-profile deals and cases to which I have had the privilege of being exposed, the training I have received has truly been most rewarding. //



Carolyn Stannard,
Current Trainee Solicitor,
Slaughter and May

Trainee solicitors

What are we looking for in our trainees?

To thrive in our environment and to take full advantage of the opportunities available to you, you will need to demonstrate intellect, enthusiasm, commitment and an ability to get on well with our clients and others. Above all we are looking for people with common sense and a willingness to accept responsibility.

What exam results do we look for?

Our work is intellectually demanding. The minimum standard we are looking for is the equivalent of three strong grades at A-level and the equivalent of a first degree of good 2:1 standard or better – or other equivalent qualifications. We also require appropriate references from an academic referee and another person who knows you.

What courses do you need to attend before starting your training contract?

Before joining us as a trainee you will either have a law degree or have passed the Common Professional Examination (CPE) or Graduate Diploma in Law (GDL). In addition, you will have passed the Postgraduate Certificate in Laws (PCLL).

Do we only select applicants who have participated in our vacation schemes?

While participating in our vacation schemes is not a prerequisite to applying for a training contract, many of our trainees have participated in our vacation schemes prior to applying for a training contract. If you are interested in applying for a training contract with us in the future, we strongly recommend that you also apply to our vacation scheme as this allows you to experience what life is like at Slaughter and May.

Salary

Our aim is to remunerate all our legal staff (including trainees) at the top end of the current market rates. We review trainee salaries at least once a year.

PCLL tuition fees

Our current policy is to pay our prospective trainees' course tuition fees (in addition to a maintenance allowance) for the PCLL course in Hong Kong. This assistance is, of course, provided on the basis that prospective trainees join us after passing the PCLL course and complete the training contract with us.

Vacation schemes and open days

We run vacation schemes in the Hong Kong office during the summer vacation (and sometimes during the winter and Easter vacations) for law and non-law students considering law as a career and who have completed at least one year of a first degree course.

The principal aim of our vacation schemes is to give you an opportunity to experience the work and day to day life of a young lawyer. During your time with us, you will work with associates and trainees involved in corporate, commercial and financing transactions. In addition, we organise a programme of training, including seminars and presentations, and social events.

We accept applications throughout the year and offer places as we receive applications. However, we encourage applications to be submitted by the following dates:

- Training Contract 2027 application: 10 July 2025
- Summer Vacation Scheme 2026 (June and July): 31 January 2026

We also hold a number of open days during the year and for those who are not able to join one of our vacation schemes; attending an open day will give you an excellent insight into the firm.

Applications and enquiries

If you would like to apply for a position with us, please write to our Hong Kong Recruitment Team, enclosing a cover letter, a CV (including the names and addresses of two referees, one of whom should be an academic referee), and copies of all your academic transcripts. The recruitment email address is recruitment.hk@slaughterandmay.com.

The perfect environment in which to flourish

At Slaughter and May we look for remarkable people and we will provide them with the perfect environment in which to flourish.

Our people and the culture they generate are our strength and we put a huge effort into creating the best environment in which our people can grow. This doesn't just mean a collaborative team which does the highest profile and most cutting-edge international transactions but importantly a genuine focus on training and people to be the best.

If you are interested in more than just a career, please visit slaughterandmay.com/careers/ to learn more about us and the unique way in which we practise law.

We look forward to receiving your application.



Benita Yu
Asia Senior Partner



Jason Webber
Recruitment Partner



Clara Choi
Recruitment Partner



Justin Chan
Recruitment Partner

// We seek to nurture, as our future partners, lawyers who have an independence of mind, a drive for excellence and a heart for service, lawyers who are creative, affable and all-rounded. //

Benita Yu, Asia Senior Partner



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For further information, please speak to your usual Slaughter and May contact.