


CLEARY GOTTlieb

# Training as a Solicitor

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In 1946, six distinguished lawyers had the vision to regard the law as a global profession and the courage to create a firm dedicated to the concept that legal excellence can be achieved only when lawyers in a firm cooperate in their practice rather than compete. In so doing, the founders of Cleary Gottlieb created an environment where collegiality, trust and respect are the guiding principles under which we work all over the world today.

Cleary Gottlieb is one of the leading international law firms, with 16 closely integrated offices located in major financial and political centres around the world.

# Recent Achievements and Awards

Our clients call on us when simple solutions will not do. We represent multinational corporations, international financial institutions, private equity funds, sovereign governments and their agencies, as well as domestic corporations and financial institutions. Current notable achievements and awards include:

## **Antitrust Law Firm of the Year**

*LegalCommunity Corporate Awards, 2018*

## **Capital Markets, Competition, and Securities Practice Groups of the Year**

*Law360, 2017*

## **Deal of the Year (Samsung Electronics' sale of its printer business to HP)**

*Asia Business Law Journal, 2017*

## **Deal of the Year (ZhongAn's Hong Kong IPO)**

*China Business Law Journal, 2017*

## **Debt and Equity-Linked Deal of the Year (Kyobo Life Insurance's subordinated capital securities offering)**

*IFLR Asia Awards, 2018*

## **Equity Deal of the Year; Technology, Media and Telecommunications Deal of the Year; and Deal of the Year (Samsung BioLogics' IPO)**

*ALB Korea Law Awards, 2017*

## **Equity Market Deal of the Year (CEMEX Holdings Philippines' IPO)**

*ALB Philippine Law Awards, 2017*

## **French Law Firm of the Year**

*IFLR Europe Awards, 2018*

## **Global Elite Firm**

*Legal Business' "Global 100," 2003-2017  
(Every year since the list's inception)*

## **International Law Firm of the Year**

*ALB Korea Law Awards, 2017*

## **Italian Telecommunications Firm of the Year**

*TopLegal, 2018*

## **Law Firm of the Year in Latin America**

*LatinFinance, 2012-2017*

## **M&A Deal of the Year (McDonald's \$2.08 billion strategic partnership with CITIC and Carlyle)**

*ALB China Law Awards, 2018*

## **Only Top Tier Law Firm for Banking and Finance, Capital Markets, and Corporate/M&A (Latin America-wide)**

*Chambers Latin America 2009-2018*

## **Ranked No. 1 in the Top 25 "Global Elite"**

*Global Competition Review, 2018*

## **South Korea International Firm of the Year**

*Chambers Asia, 2013, 2015 and 2017*

## **Top 5 Firm**

*Global Restructuring Review's GRR 30, 2017*

## **Top 20 Firm**

*Global Arbitration Review's GAR 30, 2018*

## **Top Global Firm**

*Law360's "Global 20" List of Preeminent  
Global Law Firms, 2011-2017*

# What Differentiates Cleary Gottlieb?







**Our Culture.** Nothing defines Cleary Gottlieb more than its culture. And no one has better described what it is like to work here than senior counsel Steve Shalen: “We promote an internal community rather than internal competition. And we encourage team-mindedness rather than self-aggrandizement. In sum, Cleary has sustained a culture where meeting the needs of our clients is paramount.”

**One Firm.** We are organised as a single, integrated global partnership. All lawyers, including partners, share in firm income solely on the basis of seniority, regardless of the country in which they are based or the area of law that they practise. As a result, they have a common interest in the overall success of the firm. This “one firm” approach to practise offers clients of any office the ability to access the full resources of all our offices and lawyers worldwide.

**Quality Clients.** Our clients include multinational corporations, international financial institutions, private equity funds, sovereign governments and sovereign wealth funds, as well as domestic corporations and financial institutions.

**International Structure.** We are a truly global law firm. We do not have “satellite offices,” but operate as a first-tier provider of legal services in all countries in which we establish an office (and in many where we do not). While we actively encourage our lawyers to spend time in multiple offices of the firm (and more than one-third of our 190 partners have served in two or more of the firm’s offices), our business model is built primarily on the practise of local law in local jurisdictions by local lawyers. We employ approximately 1,200 lawyers from more than

50 countries and diverse backgrounds who are admitted to practise in multiple jurisdictions worldwide.

**Multi-specialist.** We encourage our lawyers to maintain a broad-based practice and to work on a wide variety of commercial and financial matters. We firmly believe that this multi-specialist approach ensures that our lawyers have a deep understanding of the ways in which all aspects of a transaction fit together. This ability to see the “big picture” enables a degree of creativity and innovation that can be lost through over-specialisation.

**Organic Growth.** The firm is dedicated to expanding its practice through internal growth, and when we recruit at any level we are looking for the future leaders of our firm. Approximately 90 percent of our current partners joined the firm as associates. We hope that all of our trainees in Hong Kong will join us as associates on qualification.

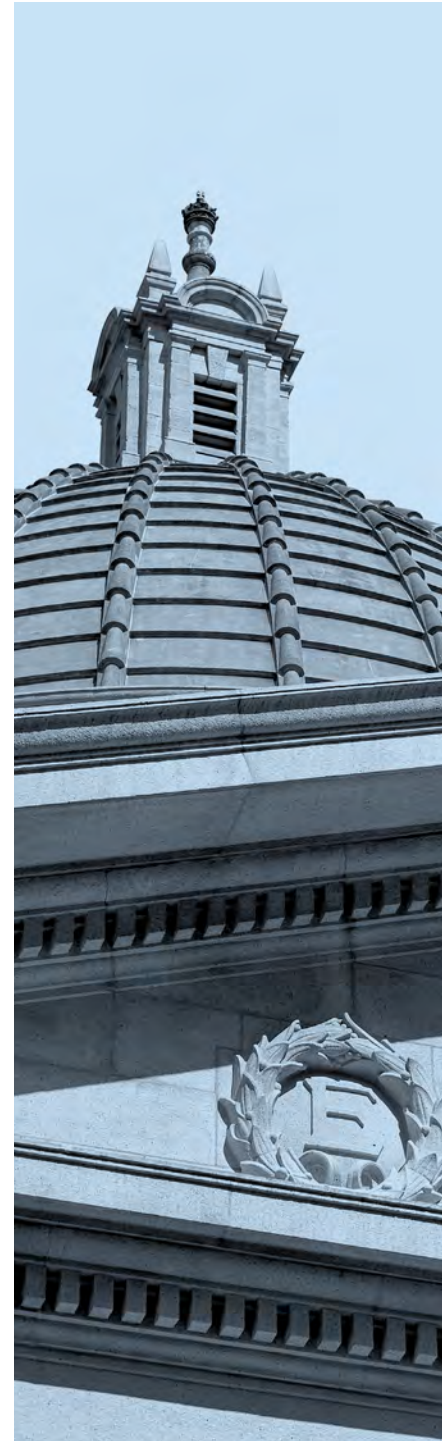
# Our Hong Kong Practice

**History.** Cleary Gottlieb has had an active presence in Asia for over 35 years, beginning with the opening of our Hong Kong office in 1980, followed by the opening of our Beijing office in 2006 and our Seoul office in 2012. As one of the first U.S. law firms to establish an office in Asia, we have strengthened our commitment to the region over the years. In 2011, the Hong Kong law practice was launched, adding first-class Hong Kong law capability to our broad-based corporate transactional practice. Our Hong Kong law matters currently include significant public and private M&A and private equity transactions, as well as IPOs and other Hong Kong capital markets transactions.

**Profile.** Our Asia practice is highly regarded by independent commentators. *Chambers Asia* has named Cleary a leading firm in China and Asia for capital markets, M&A and private equity, as well as a leading firm in South Korea, India and the Philippines. In addition, our lawyers in Asia have been distinguished as leaders in capital markets, M&A and private equity for China and as leading lawyers for South Korea, India and the Philippines by *Chambers Asia*.

We have won numerous awards for deals involving Asia-based companies from publications including *The Asian Lawyer*, *China Business Law Journal*, *International Financing Review*, *FinanceAsia*, *International Financial Law Review*, *Asian Legal Business* and *Asian-Mena Counsel Magazine*.

**Core Practice Groups.** Our core practice groups in Hong Kong are mergers and acquisitions, private equity, capital markets, fund formation, antitrust finance and compliance, restructuring, and sovereign debt matters.







# Our Vacation Schemes

**Vacation Schemes.** We offer a four-week vacation programme for law undergraduates or JD students who are in their penultimate year of study, or to those candidates who are seeking a training contract commencing two years after the placement. We generally recruit our trainees from those who have completed our Vacation Schemes.

The Vacation Scheme aims to provide potential trainee applicants with a practical insight into life as a Cleary Gottlieb lawyer, and our aim throughout the scheme is to involve participants directly in client work. There are also organised social events throughout the scheme so that participants can get to know the current partners, associates and trainees of the firm outside the office.

**Your Qualities.** We seek individuals who are confident in their abilities, creative in their thinking and who are enthusiastic about the practise of law in a challenging and dynamic international setting.

We normally expect candidates to have demonstrated the ability to attain a high 2.1 (or equivalent) degree from a leading university in a common law jurisdiction. In addition, we expect successful candidates to be fluent in English as well as Mandarin. Cantonese skills are desirable but not necessary.

We are looking for candidates having not only the necessary academic qualifications, but also the ability to work in a team with colleagues and clients in a professional and convivial way.

**How to Apply.** We offer summer placements in June, July and August; and a winter placement in December or January.

To apply for our Vacation Scheme, please visit our website: <https://www.clearygottlieb.com/locations/hong-kong/legal-landing-page/careers-interior-pages/why-cleary>

If you have any questions, please e-mail us at [HK-HR@cgsh.com](mailto:HK-HR@cgsh.com).

## Application Deadlines.

### — Summer 2019 Vacation Scheme:

**February 1, 2019.**

Participants in the placements in June, July and August 2019 will be considered for 2021 training contracts.

### — Winter 2019/20 Vacation Scheme:

**October 1, 2019.**

Participants in the placements in December 2019 and January 2020 will be considered for 2021/2022 training contracts.

## 100% Corporate Equality Index Score

*Human Rights Campaign Foundation, 2018*

## Best Gender Diversity Initiative by an International Firm

*Euromoney's Women in Business Law Awards, 2018*

## Top 10 in the Diversity Scorecard

*The American Lawyer, 2018*

## Top 15 Law Firm

*Stonewall Workplace Equality Index, 2017*

## Top Firm for Gender Equity

*Yale Law Women's Top Ten Female Friendly  
Firms Report, 2018*



# Our Training Contracts

**Training Contracts.** We expect to recruit 2-3 trainees to join us annually.

Our trainees will spend six months in four different seats. Under the supervision and guidance of partners and associates, you will get involved in a broad variety of client work. During this time, you may have the opportunity to take part in an international placement in our London office, just as London trainees have the opportunity to spend one of their seats in Hong Kong.

If you are interested in a position as a trainee solicitor, then you should first complete our Vacation Scheme. It is our general firm policy to recruit our trainees from candidates who have participated in our Vacation Schemes.

**Funding.** We fund the Postgraduate Certificate in Laws (PCLL) for all our future trainee solicitors. We also fund the PCLL Conversion Examinations for those graduates without a Hong Kong LLB or JD. We will also provide a maintenance grant for this period of study.

**Salary.** We offer a market-leading salary and benefits package that reflects the premium nature of our practice.

**Professional Freedom, Senior Guidance.** You will receive more than a handshake and an orientation package when you arrive at Cleary Gottlieb. You will start a relationship with an assigned mentor, an experienced lawyer who can guide you through professional and personal life at the firm.

Even more important is the day-to-day mentoring you will receive working with senior lawyers, advising clients and participating in firm life. Lawyers in Cleary's offices take the time to help each other—in meetings, at lunch, in the hallways.

Our approach to mentoring is one that comes full circle: we guide your career ahead and, in turn, eventually you will help new associates advance their careers.

**Legal Education.** Our Hong Kong office runs regular in-house CPD training covering the major practice areas of work in Asia. This training is delivered by partners and senior lawyers in Hong Kong and Beijing. We will also arrange training, on an ad hoc basis, to be given by outside experts and other specialists, on both pure law topics and “business skills” training (such as time/project management and communication skills). In addition, informal training takes place at the regular practice group meetings in Hong Kong and Beijing, where practical issues from recent transactions are considered and discussed.

# Your Career at Cleary Gottlieb and Beyond

We hope that all of our recruits will spend their careers with us. However, we understand that a law firm job can provide the training that springboards you to a career in an entirely different field, from academia to investment banking to not-for-profit work.

So, we'll talk openly with you about the possibilities inside and outside Cleary Gottlieb. But we'll do more than help you assess your options—we'll help you reach your goals.

If the path you choose points to a long-term career at Cleary, we'll provide the training and mentoring to make you a strong candidate for senior attorney, counsel or partner.

If you decide to look outside Cleary, we'll help you build a resume that can lead to the right opportunity. What's more, we have an impressive network of alumni and clients who regularly call us to fill positions in their organisations.

In short, we are looking for attorneys who can excel in the law as well as in business, academia and beyond. That's why for more than 70 years, Cleary has been turning out fine lawyers and fine leaders.





Our global network of stellar alumni is among our proudest achievements. The range of impressive positions that our alumni hold reflects both the quality of Cleary legal training and the diverse interests of our lawyers. We count among our alumni:

- More than 690 investment banking and finance executives
- 235 law school deans and professors
- 255 general counsel and senior officers at Fortune 500 companies
- 60 officials at intergovernmental organisations
- More than 75 hedge fund and private equity executives
- 50 founders or current directors of not-for-profits
- More than 65 startup and technology company leaders
- 36 judges, including a Justice of the U.S. Supreme Court
- Six published fiction authors







**clearygottlieb.com**

Founded in 1946 by lawyers committed to legal excellence, internationalism, and diversity, Cleary Gottlieb Steen & Hamilton LLP is a leading international law firm with approximately 1,200 lawyers around the world. The firm has 16 closely integrated offices in New York, Washington, D.C., Paris, Brussels, London, Moscow, Frankfurt, Cologne, Rome, Milan, Hong Kong, Beijing, Buenos Aires, São Paulo, Abu Dhabi, and Seoul.

Under the rules of certain jurisdictions, this may constitute Attorney Advertising. Prior results do not guarantee a similar outcome.

Throughout this brochure, "Cleary Gottlieb" and the "firm" refer to Cleary Gottlieb Steen & Hamilton LLP and its affiliated entities in certain jurisdictions, and the term "offices" includes offices of those affiliated entities.