

C L I F F O R D
C H A N C E

Careers

WHERE
DIVERSE
MINDS
MEET

BRIGHT JOURNEYS
GRADUATE RECRUITMENT IN ASIA PACIFIC

WHY CLIFFORD CHANCE

As the leading international law firm in Asia Pacific for more than four decades, we approach the recruitment process with a lot of care and attention. New recruits will one day be our future colleagues, partners, or even Regional Managing Partner.

It is so important to pick the right firm and we know it can be a difficult decision. You will need to ensure that the firm matches your interests, values and ambitions, and, most importantly, that it is the right cultural fit for you.

I faced the same decision years ago. I started with the firm in 2000 and I can tell you from my own experience it has been an outstanding place to grow personally and professionally. I credit the firm's strong culture of collegiality in helping me succeed by providing the support and encouragement I needed at different stages to help me pursue my path. I have been able to build a strong career with great clients and been presented with countless opportunities to excel.

“ I credit the firm's strong culture of collegiality in helping me succeed by providing the support and encouragement I needed at different stages to help me pursue my path. ”

Nurturing talent and encouraging mentorship is a key area of focus for the firm. Joining Clifford Chance opens a world of possibilities for you to expand your network and learn from some of the brightest minds in our profession.

We are also passionate about our diversity and inclusion agenda and understand that it is good for our staff and their loved ones, our firm and our clients, and society. We believe that to help achieve these values we have to be champions of, and campaigners for them across our network. The firm is filled with diverse talents bringing their individual life experiences and perspectives to the table which create a dynamic and vibrant working environment.

Enclosed in this booklet are some stories of our people who share their bright career journeys and their top tips for applying to the firm. My suggested tip is to always keep an open mind and be flexible!



Connie Heng
Regional Managing
Partner, Asia Pacific
Hong Kong

THE GLOBAL LAW FIRM OF CHOICE

Our vision is to be the global law firm of choice for the world's leading businesses of today and tomorrow.

Today our firm enjoys a position at the forefront of our profession. We are proud of what we achieve every day, working in collaboration and partnership with our clients and wider stakeholders to secure their long-term, sustainable success.

But we are not complacent.

Our strategy recognises that the world we operate in is changing and that we too must be ready to change if we are to continue to lead and shape our sector:

- Right markets – ensuring we have market-leading capabilities in the geographies that are most important to our clients today, and in those that are likely to be critical to their future growth.
- Right work for the right clients – ensuring we are the best placed firm to advise leading organisations internationally on their most complex, strategic and reputation critical opportunities and challenges.
- Innovation & Best Delivery – reshaping our services to make delivery ever quicker, simpler, more efficient and more robust; and deliver a truly world class client service every time.
- Best team - fostering an inclusive, ambitious and meritocratic environment; ensuring we recruit and develop the very best talent, who can enjoy the best careers.

The pursuit of the firm's vision and strategy is grounded in our most important commitment: to act as an ethical and responsible business.



OUR FIRM AT A GLANCE



OUR GLOBAL AFFINITY GROUPS

- ACCELERATE>>>** A global gender parity group to encourage commitment in achieving success in an inclusive and diverse culture.
- ARCUS** — An LGBTQ+ global employee network that aims to encourage an inclusive and integrated culture within Clifford Chance that gives colleagues the choice to be open and out.
- ENABLE** — A network that seeks to provide a safe, inclusive and open environment for colleagues with disability and long term injury or condition to thrive at the firm.
- REACH** — The Race Equality and Celebrating Heritage (REACH) network aims to increase understanding and achieve equality of opportunity at all levels.





INTERNSHIPS IN ASIA PACIFIC



Latifah Sat

Office: Hong Kong SAR

Internship year: 2018

Joined the firm: 2020

University: University of Oxford

While I studied law at Oxford University, I knew that I wanted to try something outside of law before applying for training contracts. I was fortunate to secure a role at a think tank in Hong Kong where I focused on land and housing policy research. Whilst working there, I was tasked with a lot of legal research (mostly relating to land and public law) and became a point of contact for anything with a legal focus. This was my first experience of having people come to me for my skills in a particular topic and I really enjoyed it, cementing my decision to become a lawyer.

I joined the Hong Kong Vacation Scheme in 2018 as a part of my Training Contract application. During the four weeks, I rotated through the Global Financial Markets and the Corporate groups, giving me a well-rounded view of what the firm offered. I was surprised by how much attention we received as interns as people seemed to be energised by having us around. I was delegated tasks that allowed me to really understand the role of a junior commercial lawyer including reviewing circle-ups, due diligence, prospectus drafting and legal research.

The vacation scheme gave me insight into what makes a firm like Clifford Chance successful – having several of our teams work with the same client on different projects across practice areas; the manpower to coordinate and complete cross-border tasks seamlessly; the technology and software that the firm gives to lawyers to make their role easier and the sheer size of the global databases and know-how that the lawyers have at their fingertips.

Top Tip: Don't be afraid to try different things during your law journey – whether it's a different role or some volunteering experience. Getting into this career is not a race and diversifying your perspectives will always be beneficial for your future career.



Grayson Richardson

Summer Clerk

Office: Sydney

Internship year: 2024/25

University: University of Sydney

My clerkship at Clifford Chance has been an enriching experience, both professionally and socially. One of the best parts was spending time in the Singapore office, where we got to explore the city and work alongside the global team. I enjoyed working on international tasks and being involved in transactions and litigation across the firm's global network, which gave me a great sense of the scope and impact of the work here.

I was pleasantly surprised by how well-connected the office is, both globally and within teams. While sitting in only two seats throughout the clerkship, I was able to gain exposure to a wide range of corporate law areas. Experienced lawyers were always available to offer help or explain complex areas of commercial law, which was incredibly valuable. During my clerkship, I worked on mergers and acquisitions, foreign investment approvals, and contract negotiations. It was exciting to see my work put into practice in real cases. I also gained experience in antitrust law, researching competition law across various sectors, which was a completely new area for me.

The recruitment process was transparent and welcoming. In the first round of interviews, I had the opportunity to speak with associates from different practice areas, giving me a well-rounded understanding of the firm.

Clifford Chance also offers excellent support through its buddy and supervisor network, who are always available to offer guidance and constructive feedback. Outside of work, I had the chance to participate in the firm's affiliation groups, contributing to events like the Lunar New Year celebration and Christmas party.

Top Tip: It's important to always seek feedback and take it on board to learn and grow during your clerkship.



TRAINING IN ASIA PACIFIC



Sae Kawakami
Office: Tokyo
Internship year: 2014
Joined the firm: 2017
University: University of Cambridge

While working in the Tokyo office as a vacation scheme student, I was impressed by the intelligence of the lawyers and their ability to find solutions to complex legal and commercial issues. I thought that a career in international commercial law at Clifford Chance would be rewarding due to the cross-border nature of work and interaction with the clients, combined with the expertise and collaborative nature of the team.

I’m now an associate (solicitor in England and Wales) specialising in international capital markets, including international debt and equity offerings, convertible bonds, medium-term note programmes and repackaging programmes.

The sense of development motivates me and keeps me at the firm. For example, I enjoy learning about how our transactions are structured and the reasons behind them, discussing the legal and commercial issues with our clients, negotiating the terms with counterparties and searching for the most optimal outcome. When approaching difficult problems, I try to understand the commercial drivers of the clients’ decisions, think about the possible legal and business issues, discuss my proposed solutions with colleagues and then explain them to the clients.

Top Tip: When applying for a vacation scheme or a training contract, do not be afraid to be your true self, as there is no typical Clifford Chance lawyer. Having worked in our London, Singapore and Tokyo offices, I feel that we embrace diversity, and that each and every one of us brings something unique to the firm.



Daniel Ng
Office: Singapore
Internship year: 2017
Joined the firm: 2020
University: National University of Singapore

I remember being daunted by the firm’s application form (it was slightly long!). When I did start the process I really enjoyed it because I was able to show different facets of who I am. More importantly, it showed that the firm was interested in getting to know me beyond my academic transcript. The firm wanted to explore my way of thinking, how I consider commercial matters, what I thought about the future of law, and other deeper issues, enabling me to show more of myself. The interviewers were very welcoming, and interested in me as a candidate and as a person which made the overall process more interesting and fun.

I have noticed since training here that my peers and colleagues have a very strong stance on promoting the firm’s values which is remarkable. There is a huge culture of care and collaboration – everyone is driven, responsible and takes ownership of what they are doing. It is a great feeling to be challenged yet well supported – Clifford Chance creates such an environment!

I have been very involved in pro bono work for quite a while even before law school, in particular youth mentorship. I’m glad that I have had opportunities to work on pro bono cases with lawyers that truly care and go the extra mile for pro bono clients, as we do for our commercial clients.

Top Tip: It’s very important to think through the WHY behind the WHAT. Why law? Why practise? Practising law is tough and if your WHY is not strong enough then it will be difficult to push through and have the stamina to work long hours. Also, be your authentic self.



Molly Tredinnick
Office: Sydney
Internship year: 2019
Joined the firm: 2020
University: Australian National University

It was Clifford Chance’s truly global presence and pro-bono offering that initially attracted me to the firm. My undergraduate degree fostered my interest in cross-border work, and a role at Clifford Chance presented a fantastic opportunity to assist market-leading clients on international matters.

During my Graduate Program, I have rotated through the Litigation & Dispute Resolution, Global Financial Markets and Corporate teams in the Sydney office, as well as completing an international secondment with the Antitrust team in our London office. This has provided me with a birds-eye view of the firm’s broad offerings, top-tier skills, and international presence, which has allowed me to feel confident in choosing a practice area to qualify into.

In addition to the technical training, I have been consistently impressed by how many opportunities there are as a trainee to get involved in building a culture of diversity and inclusion. Clifford Chance’s culture of teamwork and inclusivity has been borne out in my interactions with approachable and intelligent colleagues from all areas of the firm’s network (including the Tokyo, London, Hong Kong and Singapore offices), who have genuinely and consistently invested in my professional evelopment. Connections I have made with colleagues during my previous rotations have endured when I have rotated into other seats, and have provided the basis for a strong sense of Clifford Chance’s genuine international community.

Top Tip: Get involved in university societies, talk to people in the industry, find yourself a mentor and seize any opportunity for work experience, whether legally focused or not.



JOURNEYS AFTER TRAINING



Callum Florance
Law Graduate
Office: Sydney
Internship year: 2022
Joined the firm: 2024
University: The Australian National University

My clerkship at Clifford Chance's Sydney Office was an incredible opportunity to understand the firm's local, regional, and global dynamics. From hands-on experience in week one to travel to the Singapore office, every moment was enriching. The graduate program deepened my understanding of commercial and corporate law, exposing me to both litigation and corporate rotations. Unlike many firms, Clifford Chance fosters collaboration over competition, creating a supportive environment where teamwork thrives.

A standout feature is the firm's approachable culture—everyone, from partners to business professionals, is open to sharing experiences. This helped me build meaningful relationships and work seamlessly on matters and deals. I was also encouraged to take initiative. Whether organizing social events, legal tech training, or business development projects, I had the autonomy to contribute, boosting my confidence and ownership.

A unique highlight of the graduate program is the guaranteed six-month international secondment. Attending the APAC Corporate and Litigation offsite in Bangkok strengthened cross-border collaboration and expanded my regional network. The program's rotation model offers exposure to corporate, litigation, and global financial markets. In litigation, I worked on commercial disputes, regulatory matters, and takeovers. My corporate rotation covered M&A, private equity, real estate, and privacy law.

Formal training, hands-on learning, and partner mentorship have shaped my commercial law expertise. As part of the Enable Network and Sydney Social Committee, I also lead initiatives to foster inclusivity.

Top Tip: Keep an open mind and explore various opportunities — from pro bono work to legal tech and commercial practice. Trying new things will help you develop invaluable skills and relationships.



Natasha Kim
Office: Singapore
Joined the firm: 2016
University: King's College London

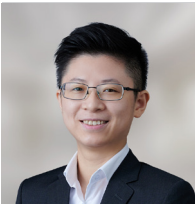
Looking back on my training contract journey, I'm grateful for the opportunity to have experienced life as a junior lawyer in four different practice areas. I learnt so much throughout my rotations across the Asset Finance, Litigation & Dispute Resolution, Derivatives & Structured Products, and Funds & Investment Management departments. I especially enjoyed my secondment to our Finance 50H team in London, as everyone was super warm and welcoming. All the teams I worked with have been nurturing and friendly, and many of the seniors I looked up to as a trainee have now become my good friends today.

Deciding which practice area to qualify into was a difficult decision. Thankfully, my supervisors and partners took the time to share their stories and what I could expect from a career in their teams. Their guidance, along with my experiences in each seat, allowed me to make an informed decision on my qualification choice. Ultimately, I decided to qualify as an associate with our Funds & Investment Management team as I felt that the practice area combined what I loved most about each of my trainee seats.

Becoming an associate was daunting and exciting at the same time. The quality of the Clifford Chance training programme, as well as the skills trainees pick up along the way, truly prepares us for the transition from trainee to associate. My team was also great in encouraging me each step of the way. During the lockdown, we had weekly team catch-ups to check in on one another and organised virtual team events. This supportive and collegial spirit is one of my favourite things about Clifford Chance, and it is empowering to know that you are part of a world-class team who will equip you with the knowledge and tools necessary to develop your career.

Top Tip: Be kind to yourself. We tend to be our own biggest critics at times, but with just a little self-confidence, positivity and an open mind, you will surprise yourself with what you can accomplish!

JOURNEYS AFTER TRAINING



Cecilia Chan
Office: Hong Kong SAR
Internship year: 2014
Joined the firm: 2017
University: University of Sydney

During my training I rotated through the Corporate practice (Public Companies), the Global Financial Markets practice (Restructuring), Corporate practice (M&A) and Litigation & Dispute Resolution.

When qualification time arrived, I found it a challenging decision because each seat had offered something unique, and I had thoroughly enjoyed my time with all the teams. I discussed my decision-making process extensively with our Graduate Recruitment Manager, who had been my focal point of contact throughout my training and a great sounding board. It was key for me to understand what the day-to-day work entailed for each of the groups; not least because a trainee's work is variously different from that of an associate. The rotations really helped me build a formidable network that spanned all the different Clifford Chance offices, so I was able to speak to other associates and partners and get a real sense of the types of work that the lawyers were working on which cemented my understanding of each practice group.

Eventually I settled into the Corporate practice (M&A) and have now joined the team for two years (and counting). It is great being part of a collegiate team of like-minded individuals here, and it is especially exciting that the work is so closely intertwined with 'real life', as we have the opportunity to work with household names and industries. There is a huge variety of work and I continue to learn about the business of the clients in diverse sectors and geographies with every project we complete. There is also the sense of satisfaction as we help clients achieve their commercial goals. Something I see in my seniors which inspires me daily is their ability to not only provide astute legal advice, but also navigate issues from multiple viewpoints and ultimately offer practicable, commercially sound solutions for clients that exceed their expectations.

Top Tip: Try to demonstrate you have thought about the issue at hand and considered different perspectives when asking questions of your seniors.



JOURNEYS FROM TRAINEE TO PARTNER



Mark Chan

Office: Hong Kong SAR
Joined the firm: 2007
Became Partner: 2019
University: University of New South Wales

I grew up in Sydney and studied Commerce and Law at University of New South Wales and applied directly to the Hong Kong office for a training contract, which I commenced in 2007. During the programme, I rotated through Litigation & Dispute Resolution, Capital Markets, and Corporate (M&A) whilst on secondment to our London office and finally, Global Financial Markets.

I qualified into our Capital Markets group and throughout my time here have developed my practice as well as contributing in other ways to the firm. Some highlights include being on the Graduate Recruitment panel for over six years – I enjoy meeting new people at our recruitment events and sharing my experience and sitting on the regional Regulatory team where I work closely with colleagues globally to ensure we are at the forefront of any changes that affect our clients. Setting up the office football team has also been great fun. Importantly, I am an active Arcus Ally which means I promote an inclusive and integrated culture within Clifford Chance that gives colleagues the choice to be open and out.

The opportunities to do market-leading work as well to take part in interesting projects is a real benefit of the firm and I feel I am truly immersed in our culture. The diverse people we have across our offices creates and maintains our culture. When I think of the people I work with, I think they have common traits such as intellectual curiosity and desire to take responsibility.

Top Tip: When doing your internship, think about the work you have been assigned – how do we as a firm fit into the project? What value can we generate for the client? Take the time to understand the context.



Valerie Kong

Office: Singapore
Internship year: 1999
Joined the firm: 2002
Became Partner: 2014
University: University of Cambridge

I am a lifer at Clifford Chance. I started as an intern in the Singapore office in my second year of university, I enjoyed my internship and therefore applied for a training contract with the firm in London.

During my training, I did my fourth seat in the Corporate M&A team in Singapore. I liked it so much that I decided to qualify in Singapore instead of London. I have now been in this office for every stage of my legal career from trainee to associate, then from counsel to Partner. I'm currently a member of firm's global Partner Selection Group and heavily involved in internal partner promotion and also lateral partner hire process. I do feel like it's been a full 'life cycle' at Clifford Chance and it's been a wonderful journey so far.

Qualifying into the Singapore office gave me access to exposure and close interactions with partners during my career which was very meaningful and enjoyable for me. The approachability and availability of senior lawyers was very important for my development. I think our system of Trainees and Supervisors, Mentors and Buddies ensures that there is mentorship, support and a good supply of tea and coffee all around, making sure that we don't lose that sense of belongingness in a team.

We invest a lot as a firm in the training programme and it's really an opportunity for a young lawyer to experience what it's like across our different practice areas. It's only through exposure and on-the-job experience that you know which area you feel motivated by. With that, I say, always keep an open mind - do not be afraid to ask questions and remain curious.

Top Tip: We're seeking juniors who are interested in our clients and our business, who possess resilience and who have the same values as us. Do your research and think how you can demonstrate this during the application process.



JOURNEYS FROM TRAINEE TO PARTNER



Yufei Liao

Office: Beijing
Joined the firm: 2009
Became Partner: 2021
University: Peking University

I joined Clifford Chance immediately after graduation - I studied my Bachelor of Law at Peking University and an LLM at Tsinghua University. I undertook the two-year training period in Beijing which was mainly within our Capital Markets group. This was a great experience and confirmed to me that I wanted to further pursue a career in law. I then took some time away to complete my LLM at Harvard University before taking the New York Bar. I then re-joined the firm in our Hong Kong office, in the Corporate (M&A) group.

I think the breadth and depth of the training systems offered by our firm is extremely beneficial to junior lawyers, particularly the ability to rotate around several market leading teams – I personally have benefited from the ability to spend time in different teams.

The integration of the firm and our global network is also second to none. We help Chinese clients seeking to conduct cross-border transactions, offer local law advice and interact with the network to deliver our legal services seamlessly.

Top Tip: Develop your commercial awareness – it is one thing to be a good lawyer, but you also need to possess sharp commercial awareness to understand the business needs of the clients. Together with technical legal skills means that we can provide the most commercially viable solutions to our clients.



Natsuko Sugihara

Office: Tokyo
Joined the firm: 2006
Became Partner: 2017
University: University of Cambridge

I was born in Japan but spent time in the Netherlands and UK growing up. After studying law at Cambridge University, I got to know Clifford Chance and applied for a London training contract.

During my training I rotated through Banking, Litigation & Dispute Resolution – where I also completed a short probono secondment at Law4all, and following a secondment to the Tokyo Corporate team, I finished my training back in London, joining the Telecoms, Media and Technology (TMT) team. Throughout the two years, I had a wide range of experience which was very important for my future career.

I eventually qualified into Corporate (Private Equity) and after two years, moved to the Tokyo office, initially on a secondment. The Tokyo office is like a big family – we are all very close and work on wide-ranging and interesting deals.

On a personal level, I was very determined to become a partner as well as a mother. These things tend to come at the same time in our lives. The firm was very clear that me taking maternity leave would not in any way affect my path to partner. I had my first child just before making partner.

This really demonstrated our values in action and the profound level of support the firm offers. This is one of the reasons I am very involved in ACCELERATE, a group that promotes gender parity within the firm.





Top Tip: Don't be afraid to set personal goals as well as professional goals, and discuss with your mentors in achieving them, as the support you will get from the firm, across multiple offices, is immense.



WORKING FOR A SUSTAINABLE FUTURE

Our Responsible Business strategy concentrates on our most material issues: those that are most important to our stakeholders and those with the greatest potential to affect the sustainability and success of our firm.

The strategy is made up of four key pillars and we encourage all of our people to get involved:

-  Doing Business: We establish and promote market-shaping practices in relation to ethics, professional standards and risk management.
-  People: We realise the potential of our people by creating a safe, healthy and inclusive workplace, and by broadening our skills and experience.
-  Community: We partner to support our community by widening access to justice, finance, and education.
-  Environment: We manage our footprint and contribute to developing a more sustainable world.

Being a Responsible Business is a hugely important part of who we are, to learn more about our work in this area and our plans for the future, take a look at our annual **Responsible Business Report**.

RESHAPING LEGAL SERVICES

Our profession is seeing fundamental change and disruption thanks to technology and innovation. It isn't a period of drastic or rapid change. Nor are these 'events' necessarily easy to identify. As a law firm, however, we are committed to ensuring we don't miss anything. It's this approach that keeps us at the forefront of our profession. But we must first be aware of the disruptive trends and influences before properly harnessing technology's impact on legal services.

We want to equip our people with the understanding, tools and resources that allow them to perform and evolve as a lawyer of today and tomorrow. That's why we connect our trainees and graduates with the relevant teams as a standard aspect of our training programme's and encourage them to embrace innovation.

From coding camp to involvement in the project management process to help improve client delivery - participation is key in achieving our strategy of being the **global law firm of choice**.

“ **Innovation is a core part of the client strategy at Clifford Chance and we are committed to delivering creative, value-based solutions that are relevant to our clients. We are investing in technology, new skills and capabilities, specialist service centres and strategic partnerships to ensure that we continue to be the law firm of choice for the world's leading businesses of today and tomorrow.** ”



Bas Boris Visser
Global Head of Innovation and Business Change








START YOUR BRIGHT JOURNEY WITH CLIFFORD CHANCE

Clifford Chance is one of the world’s top law firms because we think differently. We’re seeking future bright minds to join us.

The firm runs a variety of events, internships and training programmes across the region annually. For more information and details of how to apply, please scan the QR code below.



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**C L I F F O R D
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Careers

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