

HFW

YOUR GLOBAL SUCCESS

GRADUATE RECRUITMENT HONG KONG



WELCOME

We are different. We are sector-focused, aligned to our clients' businesses and have over 130 years of commercial experience doing business internationally.

We believe in our entrepreneurial spirit, our creative expertise and our collaborative Partnerships which set the benchmark for our culture. As an HFW Trainee, you will be encouraged to develop your commercial instincts and challenged to solve problems in new and better ways. Our global outlook is so important to our business that we provide every Trainee with the opportunity to complete a secondment in one of our international offices.

You will gain exposure to clients in market-leading sectors such as aerospace, construction, commodities, insurance and shipping. You might find yourself working on the financing arrangements for a new aeroplane or a wind farm, dealing with a ship arrest, or working on the insurance aspects of a corporate deal.

We recruit a small number of Trainees annually, which means we give you our full attention. In return, we expect you to embrace new opportunities and become a trusted member of our Firm.

OVER 700
FEE EARNERS GLOBALLY



AVERAGE **TRAINEE RETENTION**
FOR THE LAST THREE YEARS



INTERNATIONAL
SECONDMENT
OPPORTUNITIES



**FUTURE
TRAINEES**

WE PROVIDE **SPONSORSHIP**
TO YOUR PCLL STUDY



3 TRAINEES
PER YEAR, GUARANTEEING HIGH
LEVELS OF RESPONSIBILITY
AND CLIENT EXPOSURE



TOP QUALITY EXPERIENCE
ACROSS OUR CORE INDUSTRY SECTORS

OUR PEOPLE

EUGENE LEE TRAINEE SOLICITOR

I started my career with HFW as a Vacation Scheme Student. During my two weeks with the firm, I was deeply attracted by HFW's sector-focused practice and its friendly working environment which led me to pursue my training at HFW.

At HFW, trainees are entrusted with the responsibility of actively participating in and managing cases, with continuous and ample supervision and guidance. Associates and partners do take the time to put tasks into context, ensuring we understand the bigger picture and feel comfortable in asking questions. Trainees are also given hands-on experience across a wide range of challenging and intellectually stimulating matters. During my seats with the Shipping team and the Commodities team, I have had the chance to take part in different stages in the litigation process, including conducting research; participating in client and counsel meetings; assisting in drafting pleadings and witness statements; and attending hearings and trials.

As an international firm, HFW offers exposure to complex, cross-border work. While working with the Aerospace team, I was involved

in matters requiring collaboration with local lawyers and experts from jurisdictions such as China, Japan, South Korea, the United States, and Turkey. HFW's international network also fosters close collaboration across offices. In addition to working closely with and learning from associates in the Hong Kong office, I had the opportunity to work alongside lawyers from our Shanghai, Singapore, London, and Australia offices.

I also had the privilege of going on secondment to our London Construction team, where I gained valuable exposure to cross-border matters and experienced first-hand the collaborative culture that defines HFW. The secondment broadened my perspective on international legal practice, strengthened my professional network, and gave me insight into a different office culture.

Beyond work, HFW cultivates a strong sense of community through regular social events such as office drinks, breakfast club, the Christmas party, and spring dinner. Everyone at the firm is genuinely welcoming and supportive. I genuinely believe HFW is one of the best places to begin and grow a legal career.

YOUR SUCCESS

We provide our Trainees with the experience and exposure that they need to become confident, capable international lawyers. Every year we recruit 3 Trainees, so from the very outset of your time with us your contribution makes a real difference. You will work on multi-jurisdictional projects for high profile clients, very often on precedent setting cases and transactions. You will be a valued member of the team from day one.

We look for Trainees who can rise to a challenge, who have a pragmatic outlook and a hunger to learn.

Our Trainee intake is diverse. Regardless of their route to HFW all of our Trainees are enthusiastic about developing their careers as international lawyers and have a natural curiosity about our industry sectors.

An HFW Training Contract consists of four six-month seats, with the opportunity of secondment to an international office. All Trainees gain experience of both contentious and non-contentious matters.

Our goal is to provide you with a broad training and the support to become the very best lawyer you can be.



OUR PEOPLE

MATTHEW LAM ASSOCIATE

At HFW, trainees are considered as integral team members and expected to perform at the highest standards. Whilst inexperience means that, at times, trainees will inevitably encounter challenges, they can always count on the continuous support and guidance from not just their peers and seniors but also from the firm's comprehensive knowhow resources which are constantly updated by our professional support lawyers. Trainees rotate through different departments, each aligned with one of the firm's core industry sectors, and thanks to the diverse and global nature of work at HFW, there are frequent opportunities to work with colleagues from all levels and backgrounds in different departments in the firm's worldwide chain of offices.

The firm's international footprint also allows for secondment to an overseas office during one's traineeship. My secondment to the London office, where I sat with the Fraud and Insolvency Department, marked the highlight of my traineeship where I was involved in, amongst other cases, a high-value and complex cross border dispute involving sophisticated fraudulent schemes by directors of multinational

corporations; breach of fiduciary duties & trust; as well as asset tracing investigation. The invaluable experience and international perspective I gained in this new business and cultural environment contributed to my decision to qualify into commercial litigation – something which I am still very passionate about.

Another aspect which I appreciate is the firm's down-to-earth and collegial culture, both internally and in client relationships. This extends to things beyond legal work as the firm regularly organises social and sports events including movie nights with clients; friendly sports games within the firm and/or with clients; meals and drinks with clients; weekly language classes etc. As a trainee, I found it incredibly rewarding to be able to meet and socialise with colleagues from different departments as well as with clients from a wide range of industries in person so early in my career.

I am pleased to say that HFW has given me a well-rounded and enriching traineeship which no doubt laid a solid foundation and built the perfect platform for me to embark on my legal career.

A GLOBAL CAREER

A career at HFW is by definition international. Our clients are global so our lawyers must be agile and adaptive to different cultures and circumstances. We work on cross-border matters, often spanning multiple countries and time-zones and as a Trainee almost all of the matters that you work on will have an international dimension. You may have the opportunity to spend one of your seats abroad.

Throughout your training, you are encouraged to develop a global perspective and set of experiences. We look to you to show a genuine interest in international business and an enthusiasm for gaining hands-on experience of our international network and clients.



OUR PEOPLE

CHLOE CHOW ASSOCIATE

My path to HFW started as a summer student assisting the Construction Team during my summer holiday almost 10 years ago. During my internship I was able to witness how a legal team prepare for an arbitration. I was totally fascinated and therefore two years later after obtaining my BA (Law) degree at University of Cambridge and my PCLL qualification in Hong Kong, I joined HFW as a trainee solicitor.

It was a natural choice for me to spend my first seat with the Construction Team, this time assisting with another large-scale arbitration. It involved conducting discrete research tasks, attending arbitration hearings, etc.

My second seat was with Shipping Litigation. The work was initially challenging due to the complex nature and high level of expertise in shipping. However, with the assistance of the Partners and Associates, I learnt a significant amount within a short period of time. As shipping litigation matters usually involve multiple jurisdiction, HFW instantly stood out to me as an expert with an international dimension.

I was then very lucky to be on secondment to the Commodities Litigation in the HFW London Office. Not only was I involved in drafting pleadings and defences, I was also able to attend GAFTA hearings and assist with major disclosure exercise. Being in the biggest office worldwide, I had the opportunity to communicate with coworkers in another office and work with some well-known clients.

My final seat, and also where I qualified with in December 2019, was the Ship Finance Team. Work was particularly interesting as it was completely different from my other seats. Unlike arbitrations where you will have a relatively long period of time to prepare for, ship finance is all about making quick decisions while maintaining the accuracy and keeping the clients' benefits in mind. I have advised multinational banks, leasing houses and ship/yacht owners on a range of corporate and commercial matters. After the past five years, all I can say is it was truly satisfying to successfully close a transaction!

CORPORATE RESPONSIBILITY

Our communities

- We have partnered with the Mission to Seafarers, Renewable World and The Air League in order to share our sector specific expertise.
- Individual offices take part in a range of fundraising, pro bono and volunteering activities to support their local communities.

Our environment

- We are committed to reducing our environmental impact particularly through the use of technology such as video conferencing.
- Other initiatives include recycling, motion sensitive lighting and the use of responsibly sourced paper.

Our business partners

- Building mutually advantageous relationships based on trust between us and our clients is at the core of HFW's business.
- Anti-bribery, anti-corruption and anti-money laundering policies are in place, and all employees undertake training in these areas.
- We want to work with suppliers who also believe corporate responsibility is important.

Our colleagues

- Our diversity and inclusion focus areas are: ethnicity; gender equality; LGBT; mental health and social mobility.
- We are undertaking actions to address each area in collaboration with our employee networks.

OUR PEOPLE

EDWARD BEELEY PARTNER

My first experience of HFW was a summer vacation scheme in the London office. I had studied Engineering and worked in industry for two years after university, so it was a great opportunity not only to see if I'd enjoy a career in law and the day-to-day work involved, but also to get to know the firm's culture and meet some (potential) future colleagues.

I enjoyed the work: the combination of analytical legal skills and practical, business-focused advice really appealed to me and still does. More than that, I also found HFW a friendly and collaborative environment. It's no coincidence that many of our partners trained with the firm: it's a great place to build a career.

After law school, I joined the firm full-time as a trainee in September 2012. My first seat was in our non-contentious finance department: we have a market-leading practice and it was an ideal place to learn how many of our clients' businesses operate and are financed and structured. My

second seat was a secondment to the Hong Kong office's commercial litigation team: HFW's international focus is a real strength and that starts from the very beginning of the training contract.

On qualification in 2014 I returned to Hong Kong and have been here ever since. Our team advises commercial clients, particularly in the commodities and financial services sectors, on their commercial arrangements and the disputes that can arise in international business. Hong Kong is a worldwide hub for these industries, which means there's lots of interesting and challenging work, and HFW is a world leader in these sectors, which helps us attract quality instructions from market-leading clients. With the firm's support, I qualified as a Hong Kong solicitor in 2019 and as a British Virgin Islands solicitor in 2022; I was promoted to partner in 2024, and look forward to continuing to help clients build their businesses in this dynamic and unique city.

RECRUITMENT PROCESS

31 OCTOBER 2025: Winter Vacation Scheme application deadline

JANUARY 2026: Winter Vacation Scheme

28 FEBRUARY 2026: Summer Vacation Scheme application deadline

JUNE & JULY 2026: Summer Vacation Scheme

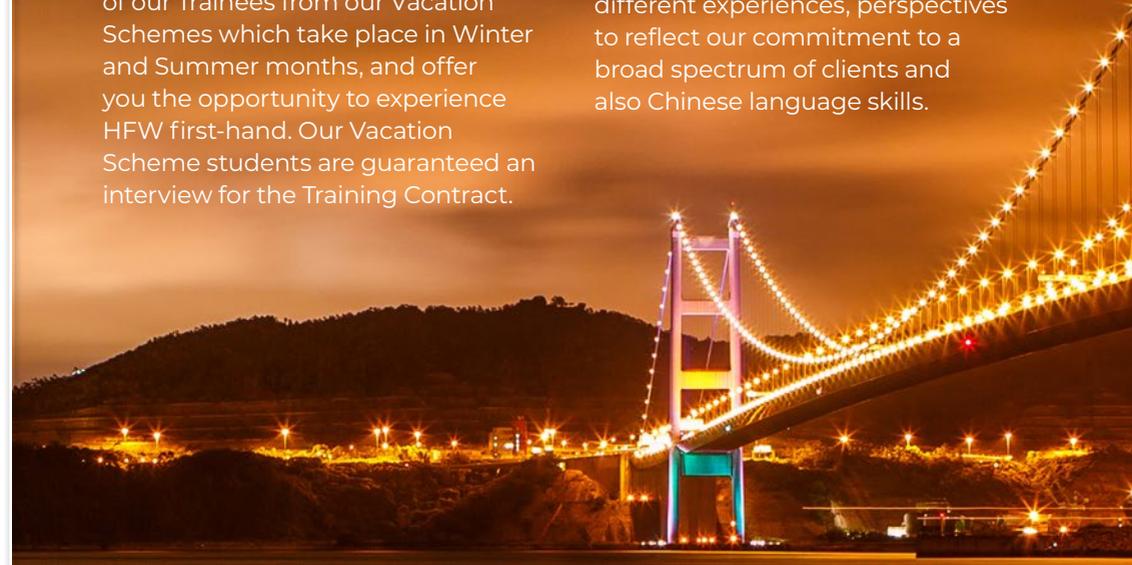
Please send us your cover letter, CV and transcript (university transcript, and HKDSE/IB certificate or equivalent) to hk.graduates@hfw.com

The first stage of our recruitment process is to submit your application for a Vacation Scheme. Shortlisted candidates will be contacted after the application deadline. You will be invited to attend an interview and complete a written test.

Vacation Schemes are a key part of our recruitment process for Trainees and we recruit a high proportion of our Trainees from our Vacation Schemes which take place in Winter and Summer months, and offer you the opportunity to experience HFW first-hand. Our Vacation Scheme students are guaranteed an interview for the Training Contract.

We run campus talks throughout the year and participate in the Hong Kong Law Fair. This provides you with the opportunity to meet our Trainees, Associates and Partners and a chance to find out more about the work that we do and the sectors that we operate in.

When recruiting Trainees we look for well rounded individuals with different experiences, perspectives to reflect our commitment to a broad spectrum of clients and also Chinese language skills.



OUR PEOPLE

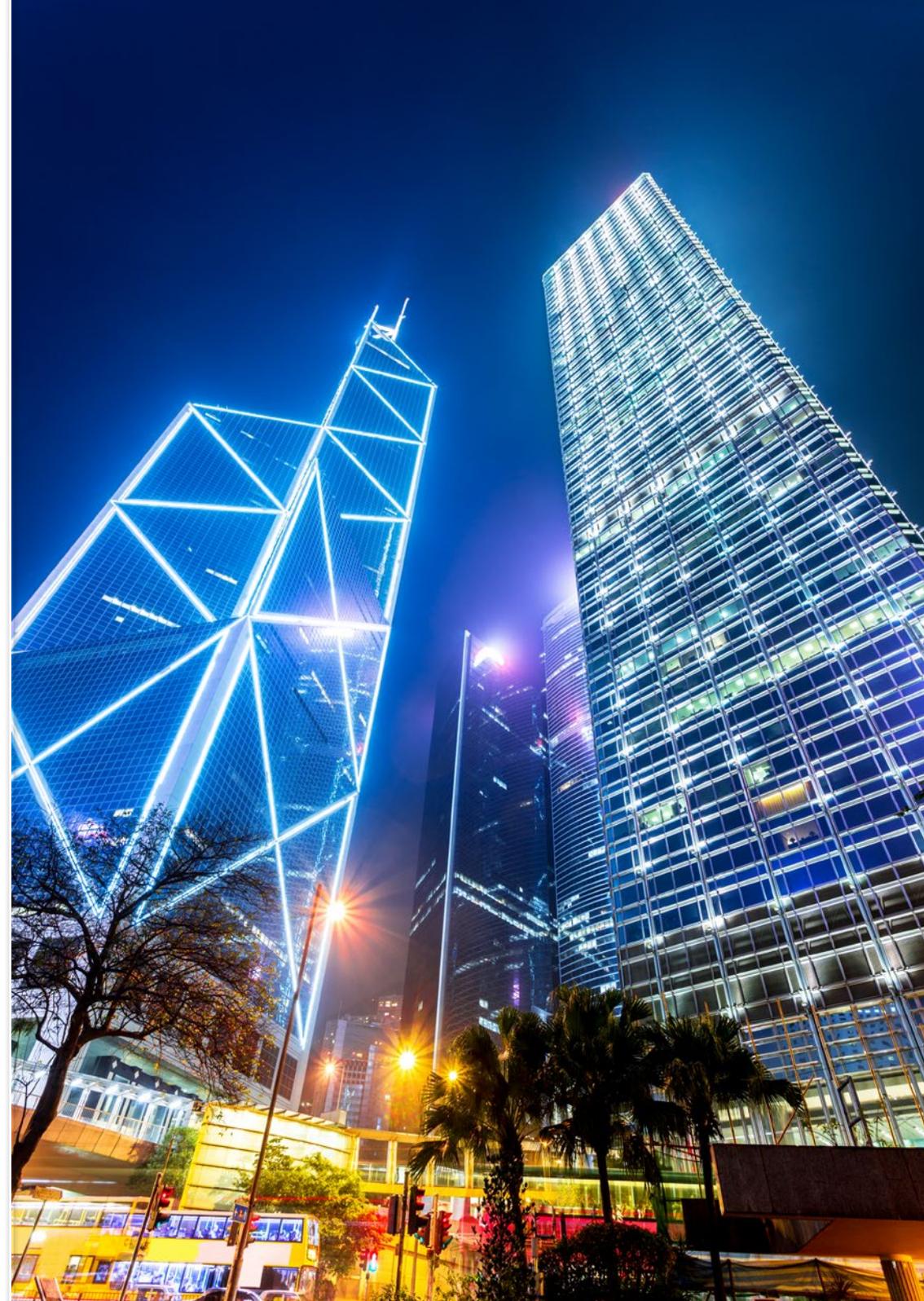
DEREK TAM ASSOCIATE

I began my journey at HFW in 2019 as a summer student. It was a rewarding two-week experience filled with insightful sharing sessions led by Partners and Senior Associates, who introduced the firm's key practice areas such as aerospace, commodities, construction, and shipping. I gained first-hand legal experience through research and drafting tasks, and worked on a presentation project based on a ship collision case. What made the experience even more memorable was the friendly and welcoming work environment—something that ultimately drew me back to HFW as a Trainee Solicitor the following year.

My training experience at HFW was very much in line with what I had encountered during the vacation scheme. I had the opportunity to assist on a broad range of shipping matters (both contentious and non-contentious) as well as complex commercial disputes and high-value construction arbitrations. As someone without prior exposure to shipping or construction law, I encountered many legal issues that were novel to me. However, I was

consistently supported by Partners and colleagues who provided guidance throughout. The hands-on approach at HFW meant that my contributions were valued from the very beginning. Some of the most unforgettable experiences during my two-year training included preparing for urgent injunctions in the High Court, attending a week-long arbitration hearing at the HKIAC, and drafting legal advice on regulatory enquiries.

One of the most distinctive and valued aspects of HFW is its sector-focused approach. This is reflected not only in the firm's internal structure and branding but also in how its lawyers develop their practice and career. Upon qualification, I joined the shipping team in the Hong Kong office and have since had many opportunities to attend industry events. These occasions allowed me to meet and connect with the firm's long-standing clients and extensive industry network. The depth of industry knowledge and strong client relationships at HFW provide a solid foundation for my legal career.





[hfw.com](https://www.hfw.com)

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