

Who we are

Stephenson Harwood is one of the leading law firms in Hong Kong, with 11 partners and more than 120 staff, along with a worldwide network of associated offices.

We have developed our expertise in a number of practice areas including:

- corporate
- finance
- financial services
- intellectual property
- litigation
- real estate
- transportation

and we advise many well known names in the world of finance, commerce and industry.

What we offer

The continuing success of Stephenson Harwood depends upon the calibre of our lawyers and we therefore recruit only the best graduates. As our intake of graduates is relatively small, we are able to give our trainees individual attention. The reputation of our well-structured and challenging training programme is high and includes:-

- Practical "on-the-job" training, by sharing an office and working with one of our partners or senior solicitors
- Stimulating work, with as much responsibility as you can shoulder
- An in-house programme of legal education
- Continuous review of your career development both during training and after qualification
- A possible opportunity to spend a period in our London office, Guangzhou office, or our Shanghai office.
- Competitive salary and benefits



Law firm of the year

Training and career development

At Stephenson Harwood we recognise that your training is an important foundation to your future legal career and we have carefully planned a flexible and balanced training programme which embraces practical experience, legal education and skills training.

Induction

You will be given an induction programme which is designed to provide you with a general overview of the structure of the firm and the day-to-day workings of our legal and administrative departments.

This includes an introduction to our accounts, business development/marketing, technology, library and legal education and research services, as we believe that it is important for you to be familiar with the complete range of our office practices and procedures. This induction also enables you to meet the other new, and existing, trainees.

Structured training

As a trainee solicitor with Stephenson Harwood you will spend four six-month periods (known as "seats") in different practice departments. Subject to spending time in London, Guangzhou and/or Shanghai offices, trainees will generally visit any four of our corporate, finance, litigation, intellectual property and property departments, although two seats in our corporate department is a possibility because of the number of different practice areas within this (our largest) department. This arrangement will satisfy the Law Society's training regulations.

Our aim is to provide trainees with a comprehensive but flexible training programme and our graduate intake therefore is deliberately small. By working in a variety of practice areas you will be able to identify the area of law which is of real interest to you and which is the field in which you wish to practise when you eventually qualify as a solicitor.

Practical training

Throughout your training with Stephenson Harwood, you will have the benefit of close personal supervision and tuition by virtue of sharing an office with one of our partners or senior solicitors.

The lawyer with whom you sit will be your prime source of client work and he or she will guide you and provide you with feedback on your progress.

We positively encourage trainees to take on as much responsibility as they can shoulder. You will learn how to organise and prioritise your daily workload and how to handle demanding clients as well as, for example, how to structure a commercial transaction or present a case in the courts.

Continuing practice development

Your legal education does not stop on passing the vocational examinations. To complement your day-to-day experience and develop your legal expertise, we organise a programme of continuing legal education for both trainee and qualified solicitors.

The majority of our in-house seminars are delivered by our own lawyers who are able to offer practical solutions to likely problems. In addition trainees attend external continuing practice development courses.

Career development review

We attach a great deal of importance to your regular career development reviews which operate both informally and formally throughout your career with Stephenson Harwood.

The size of our firm ensures that your individual problems and difficulties are dealt with quickly and informally. As a trainee, you will receive a formal review both midway through your seat and at the end of each six months although you will be encouraged to discuss any concerns you may have as they arise.

The review will recognise your strengths and identify any areas for improvement. As a two-way process, the review also provides an opportunity to discuss your short-term and longer-term objectives.

Qualification

Upon completion of your training, you will have developed a variety of legal and business skills and gained experience of a wide variety of clients.

Our aim is that you should further your career with Stephenson Harwood upon qualification as a solicitor.

Social life

Outside the office you are encouraged to join in the social and sports activities organised within the firm.

Recruitment criteria

We invest heavily in our trainee solicitor recruitment and training programme and we recruit our trainees with a view to them having a long term future with the firm.

We recruit from a variety of universities and welcome applications from students who have studied law or any other degree discipline and will be taking the Hong Kong postgraduate PCLL course before starting their training with us.

Our academic standards are high and you will have, or be expected to obtain, a first or a 2:1 degree. In addition to a strong intellect, we look for a commitment to our high professional standards, maturity, common sense, an outgoing and friendly personality and an ability to communicate effectively with our clients and your colleagues at Stephenson Harwood.

Trainee contract applications and interviews

We take on trainee solicitors in the September or, occasionally, March of each year and accept applications, and interview, for such positions on a rolling basis during the one year period ending in the June of the year before the year in which you wish to join us, though you should aim to apply to us at least 2 years before your preferred start date to ensure that you do not miss the opportunity of a career with us. You will of course need to have passed the PCLL before your start date with us.

How to apply

If you wish to apply to us, please do so by letter, fax or e-mail, with a copy of your CV, addressed to:

Mark Reed
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