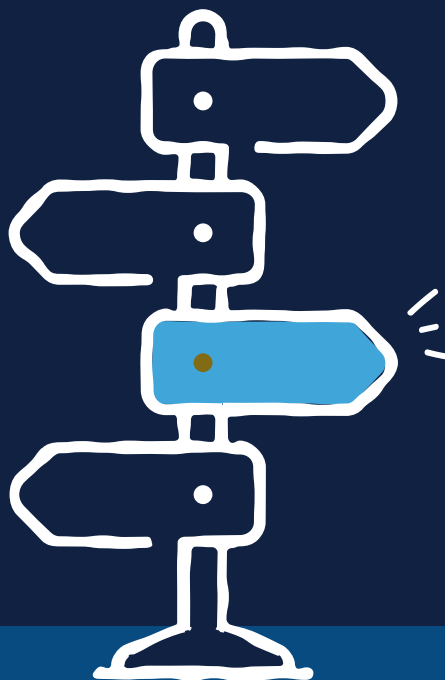


DEACONS
的 近 律 師 行

Discern the
difference.
Take the lead.



DEACONS
GRADUATE OPPORTUNITIES

*Share our
Commitment
And make a
difference!*

An annual initiative, Deacons' **"Big Ways, Small Ways"** campaign takes money that the firm would have spent on campus giveaways and donates it to non-profit organisations instead.

This year, our chosen beneficiary is **SoCO**.

We hope that our contribution will **provide less privileged children 100 SIM Cards to facilitate online learning**.

With the SIM Cards, underprivileged students, in particular, those living in sub-divided flats and old buildings where high speed internet broadband access is limited, will be able to continue to learn even though they cannot physically be in school during challenging or emergency times.

**WHAT IS YOUR
NEXT CHOICE?**

DEACONS
的 近 律 師 行

Welcome, our future colleagues.

It's always a pleasure to meet new graduates each year.

Every graduate is **different** – with different backgrounds, capabilities and aspirations. This is the way we like it, because we know that the combined strengths of individuals will make us succeed as a firm in years ahead.

graduaterecruitment.deacons.com



We invite the brightest and the best who have the right qualities to succeed at Deacons to join us. Whilst we set very high standards in recruitment, we are very proud of the top quality training and opportunities that we are able to offer to our trainees.

Alfred Tam, Alwyn Li, Rhoda Yung, Cynthia Chung, Charmaine Koo
Graduate Recruitment Committee

At Deacons everybody shines in one way or another. We do work that we enjoy. We take pride in our professionalism and ability to resolve challenging issues and cases. This is a place where you will be rewarded for your ambition and commitment. A number of our partners launched their career at Deacons as a trainee. You may be one of them too.

As a newcomer there might be times when you will make the odd error and feel the pressure of expectation. This will help you learn. However, most of the time you will feel confident, valued, and rewarded.

This recruitment brochure is designed to assist you in making the right decision to the first major question in your legal career. We want to recruit the right people, but we also want you to be sure that we are right for you. Within these pages, our colleagues will help you get to know us.



Society for Community Organization (SoCO)

is a human rights advocacy group established in 1972, dedicated to serve the underprivileged community in Hong Kong. Working with limited resources, SoCO advocates for comprehensive social policy changes to ensure the protection of fundamental human rights of people in Hong Kong.



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Meet the challenges

Lilian joined Deacons in 1979 as a trainee after receiving her Bachelor of Laws degree at the University of Hong Kong. She qualified into the Property practice and became the firm's partner in 1987.

It has been my good fortune to have joined Deacons in 1979 as a trainee. It provided me with good training as well as a sound foundation for a career filled with interest and challenge.

Deacons is not only the oldest but is also the largest independent full service law firm in Hong Kong. Whilst we focus on quality to provide the best legal services in Hong Kong, we operate in a congenial and friendly culture.

The success of the firm ultimately rests on its solicitors. Thus, one of our priority concerns is to attract the best trainees and to provide them with properly structured training in different specialties and the best environment where hard work and positive results are rewarded.

With the ever changing legal environment, difficult challenges lie ahead but with the quality of our people, we are very well positioned to meet the challenges. If you are committed to adhere to the highest standards, you are welcome to join our team.

Lilian Chiang
Senior Partner

DEACONS
的近律師行



China Business Law Journal 2020

• Best Overall Law Firms (Hong Kong)

- IP (Trademark)
- IP (Patent)
- IP (Copyright)
- Asset Management
- Construction & Infrastructure
- Media, Entertainment and Sport

*Euromoney Asia Woman
in Business Law Award
2014 – 2019*

**Hong Kong
Independent
Firm of the Year**



*Human Resources Asia
Recruitment Awards 2017*

Gold Winner
Best Graduate
Recruitment
Programme Award

Contents

- 04** Our scale, prestige and full service platform
- 08** Our commitment to ongoing professional and personal development
- 17** Our distinctive graduate recruitment programme
- 27** Our intellectual power
- 54** Getting to know deacons

Our scale, prestige and full service platform make us *different*

We are the oldest and the largest independent, full service law firm in Hong Kong. We are also the first foreign law firm with three licensed offices in mainland China.

The Deacons difference

Whether you are doing business in Hong Kong for the first time, or understand its business environment perfectly, it is still good to know that you are in safe hands. It is good to know, for example, that Deacons is the **largest full-service independent law firm in Hong Kong**, as well as the longest established.



Since 1851 we have been developing a unique culture, which blends traditional client care with modern technology and working practices. Our integrity and dedication to the highest service standards is matched by our cosmopolitan nature and commitment to innovation. Deacons' clients receive:

Top quality advice
in **16** key
service areas

Access to the experience
of our **54** partners and
over **200** lawyers

3
representative
offices in
mainland
China

The resources
of our
**international
networks**

The benefit
of our **deep**
knowledge of, and
relationships with,
Hong Kong's business
community, built up over
many years

It is no surprise that our achievements have been recognised by respected publications, such as Chambers Asia-Pacific and China Business Law Journal, including being voted 'Hong Kong's Law Firm of the Year' on numerous occasions.

What really matters to us, however, is what our clients think. And they tell us that what they appreciate most is our ability to understand their businesses and time pressures, and to act as 'trusted advisors' in helping them to take crucial business decisions.

Full service platform

- Banking & Finance
- Capital Markets
- China Trade & Investment
- Competition
- Construction
- Corporate and M&A
- Employment & Pensions
- Insolvency & Restructuring
- Insurance
- Intellectual Property
- Investment Funds
- Litigation & Dispute Resolution
- Private Clients
- Real Estate
- Regulatory
- Tax

Our commitment to ongoing professional and personal development makes us *different*

No matter if you are a trainee solicitor or a qualified lawyer, we view your professional development as part of a continuum. From day to day, you will work closely with lawyers, many of whom are acknowledged leaders in their fields, to gain practical experience.





We believe training makes the difference.

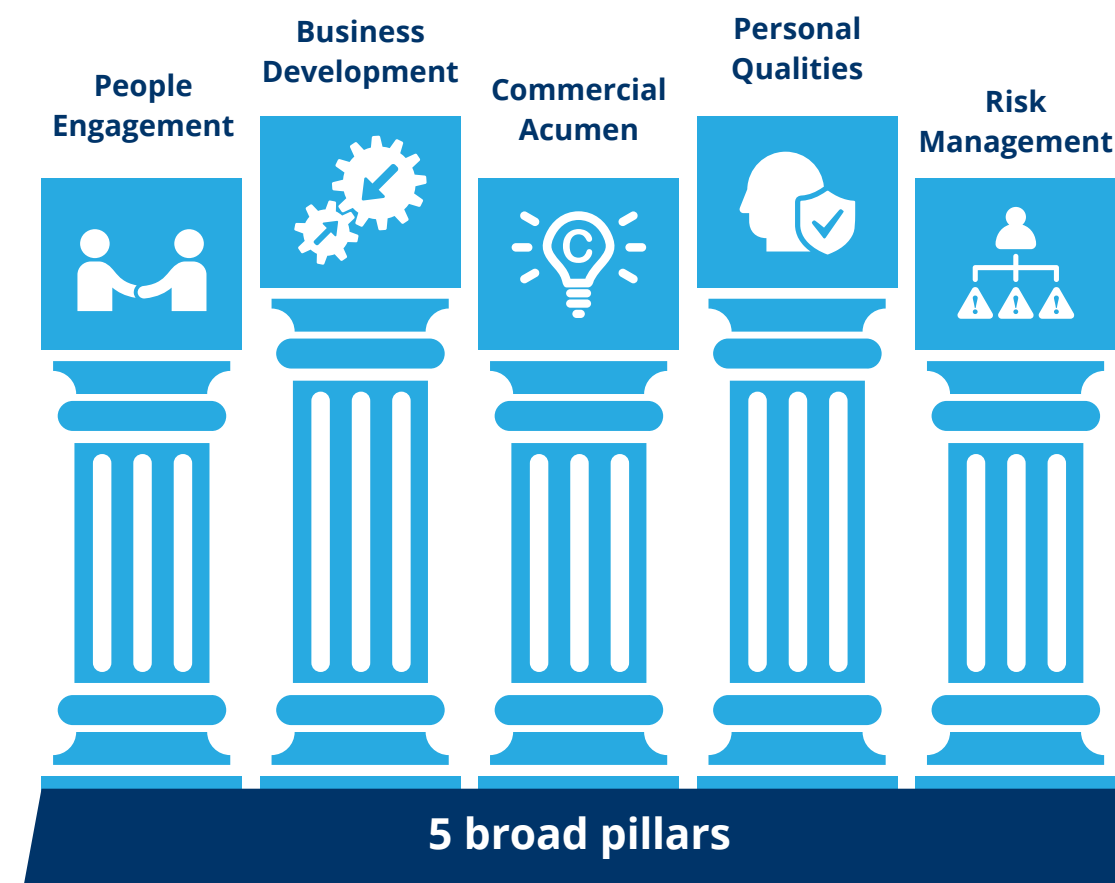
Deacons Academy is an educational segment of Deacons specialised in training and development.

Taking a modular approach, Deacons Academy offers a world-class programme to build confidence and develop skills of our lawyers across a number of key areas, including people management and leadership, client relationship skills, and commercial acumen. Numerous studies continue to show the positive link between structured professional development support and increased performance and career progression.

Deacons Academy provides a foundation approach to support the sustainable growth of talent – equipping our lawyers with the necessary skills as they take on the next level of responsibility – from Trainee Solicitor to Associate, Associate to Senior Associate, and from Senior Associate to Partner.

**DEACONS
ACADEMY**

The quality of our facilitators is important. That is why our trainers are rigorously chosen based on their knowledge, skills and experience in training and group animation. Deacons Academy has developed an extensive network of internal professionals and external training partners to meet the every need of our lawyers.



Our life

We welcome diversity. It is the diversity that helps us recruit, motivate and retain talented people from different backgrounds, life experiences and perspectives. Diversity and Inclusion are an integral part of Deacons' success. We are proud that more than 40 percent of our partners are women.

We value different gender, faith, age, race, sexual orientation, points of view, which we believe are some of the visible and invisible differences that make our people unique.

We promote creativity, inclusion, openness and fairplay throughout our business. We ensure all our staff, clients and stakeholders are treated fairly with respect and dignity.

Because of our insistence on diversity, we are able to deliver a variety of best-in-class solutions to our diverse client base and cope with the business challenges in this competitive world.



Working in teams

Teamwork matters. People here actively share responsibility and work together to achieve their goals. No matter you are a partner or a trainee, your voice will be heard. Our open and congenial environment fosters real teamwork and helps ensure individual contributions are recognised and rewarded.

Trainee Team Building Day



Social

We are not just specialists in our individual legal practices. People at Deacons are also well-rounded individuals.

On joining Deacons, you will become part of a dynamic firm. Throughout the year you will have a chance to take part in events arranged by the firm, within your practice and by Deacons Social Circle. We run a wide variety of events from office market place, photography classes, bakery classes, ice cream days, movie nights, race nights to themed annual dinner. For sport fans, you can compete in the firm's golf day, bowling night and several other similar events.

DEACONS
socialcircle



Fencing Day



VR Challenge

Commitment to community

As Hong Kong's oldest independent law firm, we have long recognised the importance of **giving back to our community**. We encourage everyone at all levels of the firm to play an active role in community activities ranging from giving pro bono advice to supporting local charities.

Deacons Cares is a firmwide initiative that embraces a range of important causes and key community projects spanning education, environmental sustainability, and health & wellbeing.



The ABCs of Law



Flower Arrangement Workshop with Hong Chi Association

As a corporate citizen, our success carries the responsibility to give something back to the community that we are part of.



Educational initiatives

At Deacons, we recognise that the future of our community will depend upon its younger members, so a strong commitment to education is vital. That's where our ABCs of Law initiative comes in. Working closely with the Hans Andersen Club, we created an award-winning education programme specially designed to help children in Hong Kong to develop their knowledge of the justice system and understand their rights and obligations as members of Hong Kong's community.

Deacons' scholarship programme

Our focus on education also extends to longstanding scholarship programme stretching back to the 1980s. In recent years, Deacons collaborated with the University of Hong Kong and the Chinese University of Hong Kong on an exciting project to launch the Deacons Prize in Law for Young Leaders. Awarded to students in the early stages of their studies, this initiative offers both internship opportunities at Deacons and financial support to help talented young people embarking on a promising legal career.

Protecting the environment

Protecting the environment is a priority for us and our community. Deacons works closely with a number of key environmental organisations to raise awareness of green issues and the importance of building a greener world for future generations.

Our No Shark Fin corporate pledge to WWF Hong Kong – a commitment not to trade, promote, consume or serve shark fin at any of our corporate functions – is just one of Deacons' initiatives connected with conserving the marine environment. We also organise regular eco-tours for our staff, enabling them to visit or volunteer at key conservation sites.

Giving

Many of our initiatives are intended to provide long-term benefits to our community, but we understand that sometimes immediate action is needed. Deacons and its employees regularly provide much needed donations to a variety of good causes in Hong Kong and China.

This includes our ongoing support for Operation Santa Claus, the annual charity campaign organised by the South China Morning Post and Radio Television Hong Kong.

Our community giving campaign encourages our staff to donate unwanted items, such as computers, clothes and books, to charities across Hong Kong and China.

Community involvement

Supporting the local community is a core value of our Deacons Cares initiative and we arrange a number of schemes that allow our staff to participate in community care and development programmes.

Health & Wellbeing

A strong commitment to the wellbeing of our staff is integral to Deacons' culture. As well as being something that we promote on an ongoing basis, our annual Health Week helps raise awareness among members of staff and their families of the benefits of a healthy lifestyle. The event includes a whole range of opportunities to learn more about health and wellbeing.



Up-cycling Workshop in Green Month



Blood Donation Day



Deacons' vacation students are also committed to **community involvement**. Vacation students are invited by the firm to involve themselves in a day of community service for non-profit organisations during their internship placement. It aims to provide an opportunity for the vacation students to serve the community and enrich their life experience. The Vacation Student Community Project is an extension of the firm's long-standing commitment to community involvement.



Our distinctive graduate recruitment programme makes us *different*

We think you can go far at Deacons. From the outset, you will be part of our team and expected to rise to the challenge. Under our structured programme, you will be given plenty of exciting opportunities and responsibilities to work with the law and clients in real business situations, during which your best attributes will shine through.

If you have the desire and drive to work as a solicitor in the legal industry, Deacons is the **best place to begin**.

Discover the right firm and launch your career

At Deacons, training is carefully structured and designed to provide you with variety and intellectual challenge during each of your career steps. While your most important professional growth takes place on the job, there will also be continuing training and programmes to give you new skills and essential knowledge to excel in your job.

We understand that legal career is a marathon, not a sprint. To attract and retain the best we nurture our people to become legal talent of tomorrow through a culture that is congenial and inclusive, where people's capacity to initiate is fully engaged, enabling exceptional drive, contribution and satisfaction. It is a place where people feel respected, work as a team and can achieve their personal and professional goals.



Qualities we look for

You will take pride in your role, meet the challenges, work in a team, drive for excellence and build relationships, with clients and colleagues, with integrity and trust.

Most importantly, people here are doing something they love and enjoy. This commitment drives them to deliver extraordinary client service and be proud to be part of our team.

Our requirements are stringent. People have joined us from very different backgrounds but they have many qualities in common.

Our Trainee and Vacation Student Programmes will ensure that you are prepared to join our prestigious team the moment you walk through the door.



Two-year training contract TRAINEE PROGRAMME

*An excellent start of
your career journey.*



Apply now

Application Process

Requirements

- You are expected to graduate with a 2(i) honours degree (or an overseas equivalent) or above
- Bachelor of Laws (LL.B.) / combined law degree students from universities in a Common law jurisdiction
- Hong Kong Juris Doctor (JD) degree students
- Graduate Diploma in Law (GDL) / Common Professional Examination (CPE) students

How to Apply

Apply online at

graduaterecruitment.deacons.com

When to Apply

Please apply at least **two years before** the commencement date of the training contract you desire

*LL.B. / combined law
degree from universities
in a Common law
jurisdiction*

*Apply during the
penultimate year of
your degree*

*HK JD degree / GDL /
CPE students*

*Apply as soon as you
receive your law results*

Graduates

Apply at any time



Orientation

Familiarise yourself with our firm, people, systems and job.



Start training in one of our practice areas

Your interest and preference will be taken into account.



Deacons Academy and Trainee Community

Participate in team exercises and receive training on substantive legal subjects.



Additional seats

Continue your training in our other practice areas.



Qualification

We have a very high retention rate.



Associate

Next challenge.

Four-week placement VACATION STUDENT PROGRAMME

*Your passport to
new adventures.*



Apply now

Application process

Requirements

- You should consider yourself applying for a trainee position and therefore similar requirements for a trainee position apply

How to apply

Apply online at

graduaterecruitment.deacons.com

When to apply

*LL.B. / combined law
degree from universities
in a Common law
jurisdiction*

*Apply during the
penultimate year of
your degree*

*HK JD degree / GDL /
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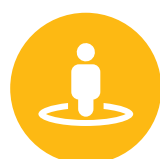
Two placements & three batches

Summer Placement:
June, July

*Apply on or before
1 February*

Winter Placement:
*Four weeks during the
period of December
to January*

*Apply on or before
1 October in the
preceding year*



Orientation

Familiarise yourself with our firm, people, systems and job.



Placement

Be placed in one of our diverse practice areas.



Mentoring

Be paired up with two trainee or associate buddies who answer your questions and look out for your well-being.



Training, team building & community involvement

Immerse yourself in experiential learning and community service.



Presentation

An opportunity to make a difference and network with people within our firm.



Assessment

Be assessed for a training contract as part of the programme.

Deacons Prize in Law for Young Leaders

It is never too early to launch a career you want.

The Deacons Prize in Law for Young Leaders is a pipeline for students who are in their early years of legal studies to a myriad of career possibilities at one of the region's oldest and most respected law firms. The prize includes internship opportunities, as well as monetary awards.

Each year all eligible second year LL.B. students will be invited by the faculty to apply for the prize and the recipients will be selected by a Selection Committee to become part of the Deacons Prize in Law for Young Leaders. We will work closely with the selected students and help them develop their career interests and lawyer skills, as well as guiding them for the recruitment process ahead.

To participate in Deacons Prize in Law for Young Leaders, you will need to demonstrate:

Academic intelligence

A serious interest in the legal profession

Participation in extra-curricular activities

Community involvement

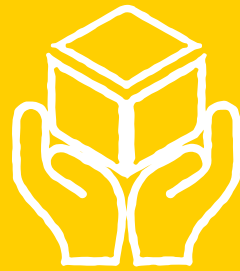


The Experience

Held every summer, the Deacons Prize in Law for Young Leaders Programme offers selected students:

- an internship at the firm for two weeks which includes specific work assignments and on-the-job training in one of our various practice groups under the supervision of the firm's graduate recruitment partners
- a support network of buddies and the graduate recruitment team to assist in assimilation into a law firm environment during the internship
- career advice throughout the internship

This is an ideal opportunity for you to get a real sense of what we do day-to-day and to discover if working at a leading law firm, and at Deacons in particular, is right for you. You will be inspired to become one of our future lawyers.



The Benefits

It is not just about receiving a cash prize and an internship, as a prize recipient you will have the opportunity to build your professional network, gain practical experience, obtain career advice and be exposed to acknowledged lawyers in their fields that will enhance your overall vacation experience.



Partner Universities

The Deacons Prize in Law for Young Leaders is open to:

- Top second year LL.B. students of the Chinese University of Hong Kong and the University of Hong Kong
- Top third year double-degree law students (BA & LL.B., BBA (Law) & LL.B. and BSocSc (Govt & Laws) & LL.B.) of the University of Hong Kong

Students will be invited by the faculty to apply for the prize during the academic year.

Our intellectual power makes us *different*



The career door at Deacons is not open to everyone but to those who have an ambition in law and possess the right qualities.

Once the door is opened, **chances come.**

Many of our trainees join us as vacation students. A significant portion of our partners progressed from trainees.

Rachel's Story

2020

- Studied LLM at the University of Cambridge with a government scholarship
- Graduated with Distinction in P.C.LL

2019

- Graduated with a First Class Honours in LL.B.

2015

- Began studying law at the Chinese University of Hong Kong
- Began serving as a trilingual simultaneous interpreter at the Chung Chi College Chaplaincy

2014

- Represented Hong Kong in a government exchange trip to Japan

2010

- Had my first dog

2007

- Started practicing Wing Chun



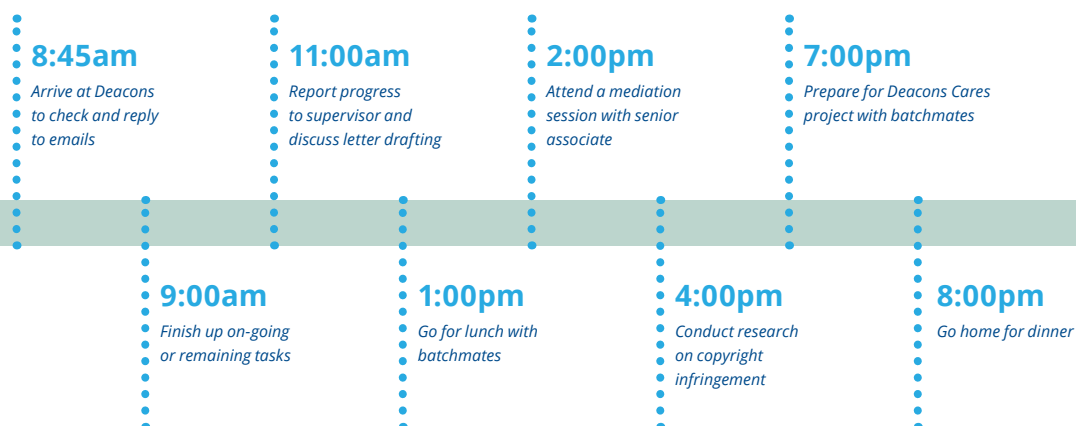
Rachel Chiu

Trainee Solicitor 2021
University of Cambridge – Master of Laws
The Chinese University of Hong Kong – Bachelor of Laws
Joined Deacons as a Vacation Student in 2018

I chose Deacons

I chose Deacons because I feel that that this is the place where I can have an enjoyable, challenging and fruitful career. The environment and atmosphere in Deacons are very amicable - during my internships here, all my seniors were very willing to teach me, gave me plenty of useful feedback on my work and made sure I had everything I needed. I was particularly impressed with the wide range of legal practices here and how Deacons' lawyers handle all cases and transactions, some involving world-famous clients, professionally, efficiently and diligently. I hence believe Deacons is the right place for me to receive world-class legal training and to become an excellent solicitor.

A day in the life as a vacation student



What makes Deacons distinctive

Deacons is distinctive because it is Hong Kong's own oldest, world-class and full-service law firm. Its deep roots, extensive expertise and over 169 years of practice experience in Hong Kong make it truly one of a kind. The fact that it has so many different practice areas also allows it to house expert lawyers in many fields and provide clients with a wide range of professional legal services. I particularly appreciate the female representation in Deacons' workforce which allows male and female lawyers to fully develop their potentials and deliver excellent services.

Where did my story with Deacons begin

I first crossed paths with Deacons in year 2. I had the honour to receive the Deacons Prize in Law for Young Leaders and went on interning in the insurance litigation practice group that summer. It was my first proper internship at a law firm and it was a precious opportunity for me to gain hands-on experience in legal practice. I found it extremely rewarding and that everyone was very supportive and friendly, which kindled my interest in working here after graduation. I then completed my vacation scheme next year and I am very excited to continue my story with Deacons as a trainee solicitor.

Are you the one?

Only you yourself would know if you are the one, but if you are determined to become an excellent lawyer and a good team player, and if you like a challenge, I believe Deacons will be a good fit for you. Do not be afraid to apply for our vacation scheme, give it your best while you are working here and think carefully about whether you and the firm are good complements to each other - for example, whether Deacons allows you to pursue your interests and goals and whether you will be a helpful member to the Deacons' family.



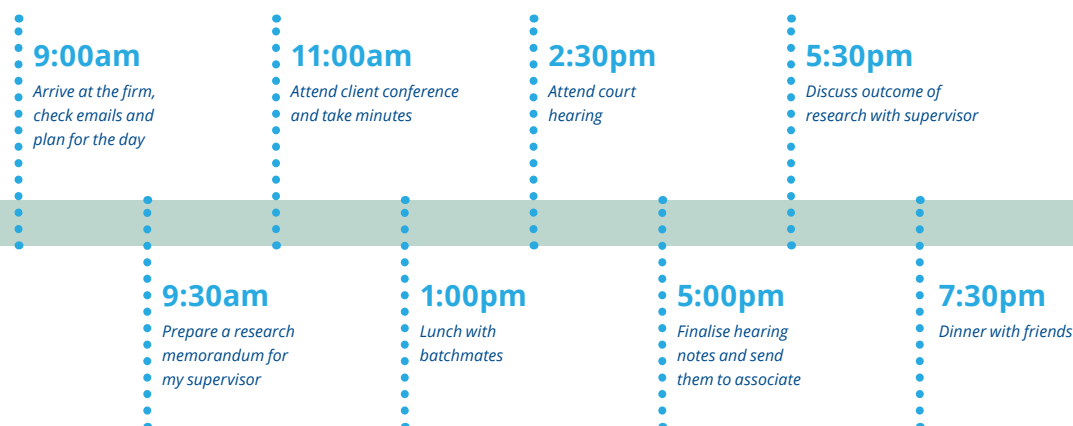
Titus Cheung

Trainee Solicitor 2021
The University of Hong Kong – Bachelor of Laws
Joined Deacons as a Vacation Student in 2019

I chose Deacons

At the budding stage of one's career it is of paramount importance that exposure to different areas of practice be maximised. Deacons as Hong Kong's own world-class law firm provides an impeccable width of work that would allow young lawyers to gain experience in an array of specialisations before fully committing to one. In addition, I knew I would be in good hands because of Deacons' well-structured training programme which guarantees that every aspect of professional development is taken care of.

A day in the life as a vacation student



What makes Deacons distinctive

Deacons stands out by its people-oriented culture. Partners, associates and buddies are always most happy to give extensive feedback after each task, which I really appreciate as it is the feedback and comments that drove me to improve. I feel that my development and growth is genuinely valued here, and, as such, I am never afraid of asking for help and comments. This helps to build a friendly, inspiring working environment where everybody collaborates and strives towards the end of providing top-notch legal service.

Where did my story with Deacons begin

I had my placement with Deacons in June 2019 as a vacation student attached to the Commercial Litigation practice group. I was tasked with a multitude of responsibilities, which all served as invaluable opportunities for the honing of my legal skills. The fact that I was immersed in the daily operation of the practice group as a team member also painted a realistic picture of how life as a lawyer at Deacons would be like. Outside of work, new friends were made and we never lacked the chance to know more about the people around us.

Are you the one?

Candour and teamwork both would go a long way. Be yourself and at the same time be a proactive team player, as at Deacons where uniqueness is valued, what links up everybody is their selflessness and willingness to strive and collaborate. Do take the chance and experience Deacons by joining the vacation student programme – the journey speaks for itself!

Titus' Story

2019

- Learning how to play drums
- Enjoyed my summer internship at Deacons

2018

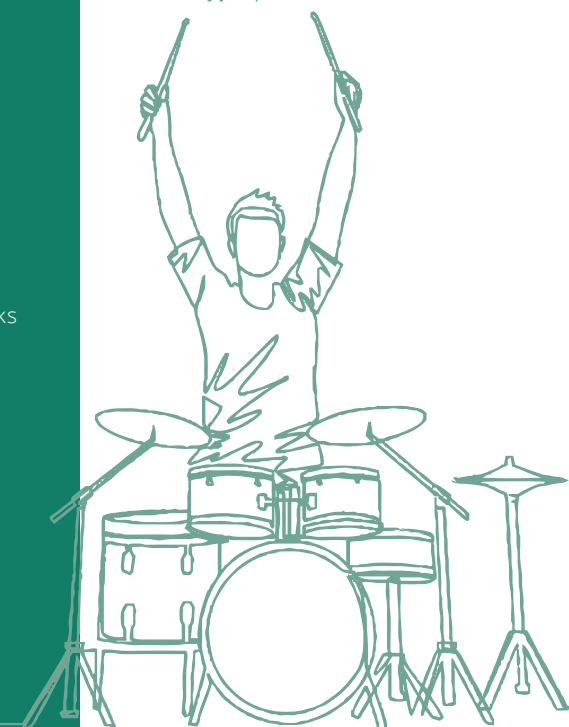
- Picked up street photography as a hobby

2017

- Attended a choral competition in Austria; organised a charitable music performance

2016

- Took up a management role in an orchestra
- Wrote my first poem





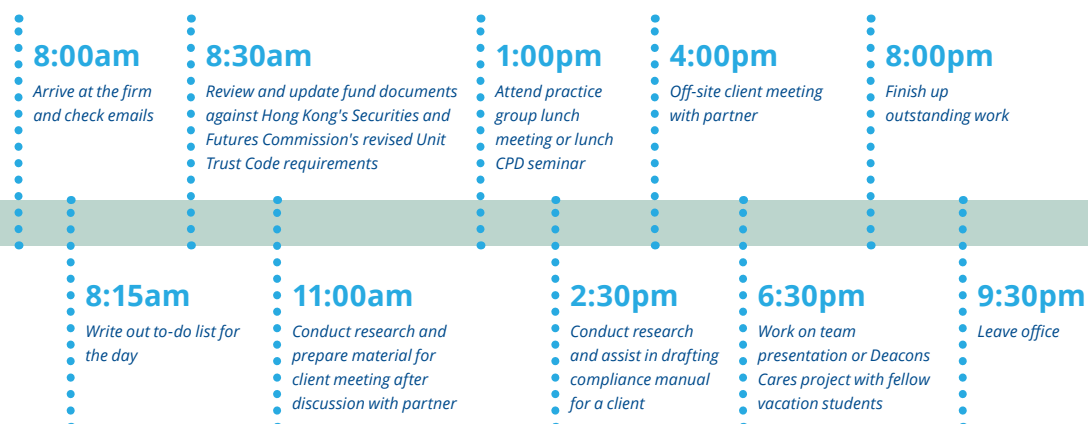
Elaine Ho

Trainee Solicitor 2021
The University of Hong Kong – Juris Doctor
University of Pennsylvania – Bachelor of Science in Economics
Joined Deacons as a Vacation Student in 2019

I chose Deacons

Deacons has always been my number one choice. I chose Deacons because of its people oriented culture. When I was a vacation student here, I was immediately accepted as part of the team in my practice group. The partners and colleagues valued my previous work experience and gave me substantial work to do even during my brief time with them. Colleagues are very friendly and helpful. They are also extremely willing to teach me even though they have busy schedules themselves. I felt very much at home during my placement at Deacons and could see myself developing my legal career at this firm.

A day in the life as a vacation student



What makes Deacons distinctive

At Deacons, I feel that everyone, from partners, associates, trainees to the Graduate Recruitment team, has a genuine interest in developing each individual to become an outstanding lawyer. My internship experience is a testimony to this aspect. I look forward to starting my legal career with Deacons' award winning Trainee Programme. I believe it will provide me with a good and solid legal training which I need to have a successful career in law.

Where did my story with Deacons begin

Deacons is a big local household name which I have always known. After I have decided to pursue law as a second career, I have come across recommendations from different lawyers on the quality of Deacons' award winning Trainee Programme. I began my conversations with the Graduate Recruitment team at a reception during my first month of JD study. I have kept in touch with them since and throughout my application process to the Vacation Scheme. I was indeed excited when I received my Vacation Student Programme offer and subsequently my Traineeship offer from Deacons.

Are you the one?

If you value teamwork and enjoy collaborating with your colleagues, then Deacons will be a good fit for you. In addition, those who have a genuine interest in excelling in a legal career, while at the same time who are passionate about giving back to the community through voluntary services will find yourself right at home at Deacons.

Elaine's Story

2019

- Vacation Student at Deacons

2018

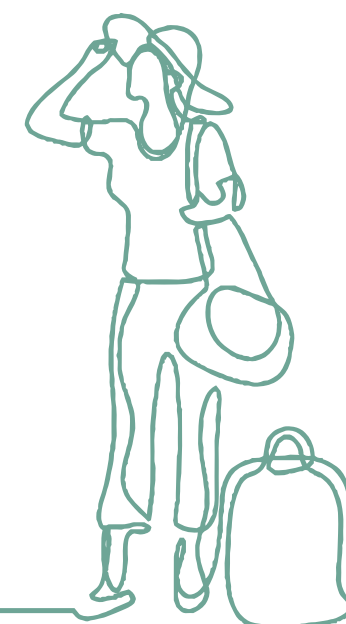
- Commenced studying law with the JD programme at HKU
- Getting ready for my second career

After 2011

- Enjoyed taking care of family as a stay-at-home mother

2011 and before

- Worked at various investment banks in areas including fixed income derivatives structuring and sales, debt capital markets and compliance





Andy Lam

Trainee Solicitor 2020
The University of Hong Kong – Bachelor of Laws
The University of Hong Kong – Bachelor of Business Administration (Law)
Joined Deacons as a Vacation Student in 2018

I chose Deacons

Deacons is the Hong Kong's own world-class law firm embracing both diversity and specialisation. The two seemingly contradictory elements are crucial to my legal career. On the one hand, the firm delivers quality legal services across a full-service spectrum, being a perfect incubator for future lawyers who would wish to maximise their exposures and pursue the suitable ones. On the other hand, the firm is renowned for its different specialty practice groups and comprehensive understanding of the legal and commercial issues facing clients today. Its deep industry experience spanning over one and a half century of practice attracts the very best legal elites, significant cases and cutting-edge transactions to the firm. I am confident that this challenging yet dynamic environment, together with the firm's unique combination of scale and history, is an ideal place for me to begin my legal career.

A day in the life as a first year trainee



What makes Deacons distinctive

Deacons is very inclusive. The ambitions and desires of young lawyers are encouraged and respected in this big family. During my stay at Deacons, partners and buddies were always ready to give a helping hand when I encountered difficulty, be it a trivial or material one; willing to give helpful feedback for my work, from which I acquired invaluable experience and knowledge; enabling interns to practically apply their skills in collaboration with lawyers, trainees and fellow interns. I actually feel like a valued member of the team. The firm cares about colleagues' well-being, inputs and effort, and it is this people-oriented environment which makes Deacons more than just an ordinarily reputable firm.

Where did my story with Deacons begin

I started off at Deacons as a vacation student – but this is just an umbrella term covering many more other roles during the internship. My placement with the firm is a truly intellectually-stimulating experience. Besides legal research tasks, I was encouraged to provide substantial inputs through discussion with lawyers on tactics and strategies. The holistic programme provides me with not just a taste of a lawyer's life at Deacons, but also plenty of opportunities to interact with my fellow batchmates and buddies, and appreciate the importance of teamwork.

Are you the one?

Be the one, but never aim to be the "only one". You have to appreciate the importance of teamwork and be a good team player. At Deacons, your legal knowledge and exposure will be taken to a new level. In addition to that, it is equally material to students to embrace team spirit in a collaborative work environment. Seize the opportunity to join the vacation programme to explore yourself, the legal practice and Deacons – and make it part of your story as an aspiring law student and future lawyer!

Andy's Story

2020

- *Joined Deacons as a trainee solicitor*
- *Exploring tea appreciation*

2019

- *Graduated from the University of Hong Kong with a Double First Class Honours in BBA(Law) and LL.B.*
- *Started to enjoy hiking*

2018

- *Enjoyed my summer internship at Deacons*
- *Started learning ukulele*

2017

- *Learned Spanish*

2016

- *Joined different case competitions ranging from technology to wealth management, and got into the finals*

2015

- *Tried out my first legal internship*

2014

- *Entered the University of Hong Kong as a BBA(Law) freshman with scholarship*
- *Passed the Grade 8 cello examination*



Bernie's Story

2020

- Started learning film photography

2019

- Received my P.C.LL and started training at Deacons

2018

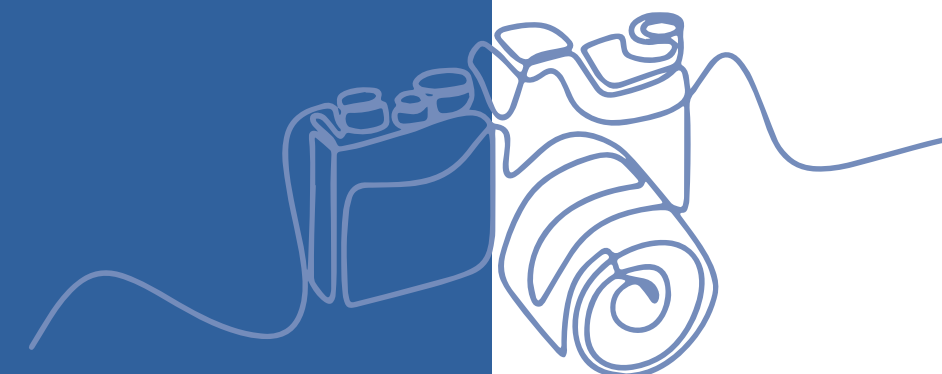
- Completed my LL.B. degree at the University of Hong Kong
- Took a vocal performance course at the Hong Kong Academy for Performing Arts

2017

- Joined Deacons as a vacation student
- Attended summer exchange programme at the London School of Economics and Political Science

2014

- Embarked on my legal journey



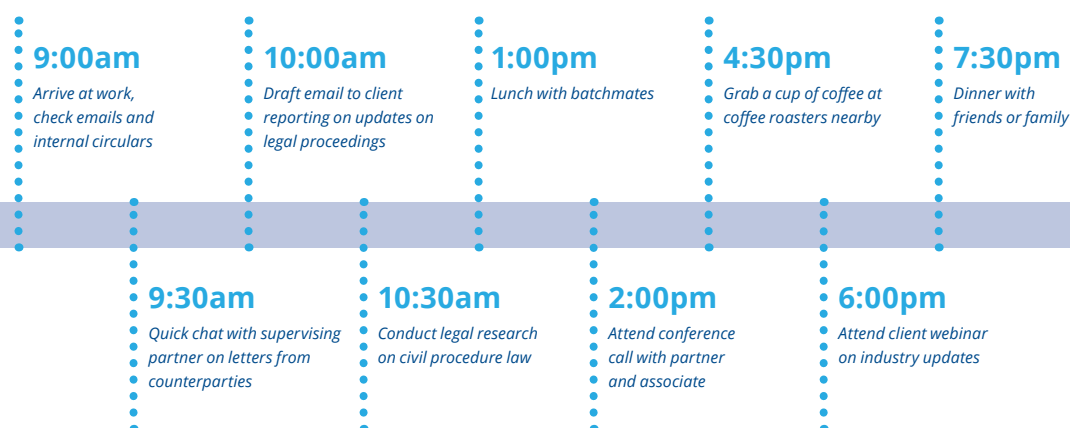
Bernie Ng

Trainee Solicitor 2019
The University of Hong Kong – Bachelor of Laws
Joined Deacons as a Vacation Student in 2017

I chose Deacons

I chose Deacons primarily because of its commitment on professional development. As a full-service law firm with top-tier professionals in a wide array of practice areas, Deacons provides trainees with an unparalleled opportunity to gain exposure in different areas of legal practice. Trainees are constantly involved in top quality cases and projects, which enable us to acquire the necessary skills and attributes in handling complex scenarios. Understanding the challenges that fresh graduates may face, our partners and the graduate recruitment team are always here to provide concrete and timely guidance.

A day in the life as a second year trainee



What makes Deacons distinctive

Deacons is special in having a collaborative and friendly culture – which requires far more than an “open-door policy”. From experience sharing chats to various activities organised by the Deacons Social Circle, our team-oriented culture is the fruit of a long-term collective effort from everyone in the firm. Committed to becoming part of this tradition, I co-organised the Trainee Team Building 2019 – our annual teambuilding event for current and future trainees – with three batchmates in which participants allocated into different roles worked in collaboration to complete our Deacons’ City.

Where did my story with Deacons begin

Deacons left a lasting impression on me when I first joined the firm as a vacation student. Aside from substantive work which I was assigned, the graduate recruitment team designed a wide range of activities through which I learnt that being a lawyer requires more than merely excelling at work. Notably, the award-winning ABCs of Law event reminded me that we are part of the community before we are lawyers, and we should give back to the society which enabled us to flourish.

Are you the one?

Making decision solely based on law firms’ promotional materials could be hard, and is definitely not desirable. To make an informed assessment of your fit with different law firms, the key is either to experience the firms yourself, or at least reach out to people who may give you insights on their experience. Therefore, if you are interested in pursuing a legal career with Deacons, do participate in our firm’s (virtual) open houses and career talks; and more importantly, do apply to be a vacation student here!

Karmen's Story

2019

- Acted for a Hong Kong listed company in selling a luxurious residential property with a site area of over 30,000 square feet and a transaction value of over HK\$1.4 billion

2018

- Admitted as a solicitor and started practising in the Property Department of Deacons

2017

- Joined Deacons Dragons at the dragon boat races

2016

- Joined Deacons as a trainee solicitor

2015

- Graduated from the University of Hong Kong with a First Class Honours in LL.B.

2014

- Attended exchange programme at the University of Nottingham and saw the northern lights
- Joined Deacons as a vacation student

Much of my day-to-day work involves drafting and reviewing sale and purchase agreements, security documents and tenancy agreements; guiding clients through the process of tender sale or corporate restructuring by transfers of properties; attending meetings with individual mortgagors and guarantors to explain the legal implications of security documents.

Building my career

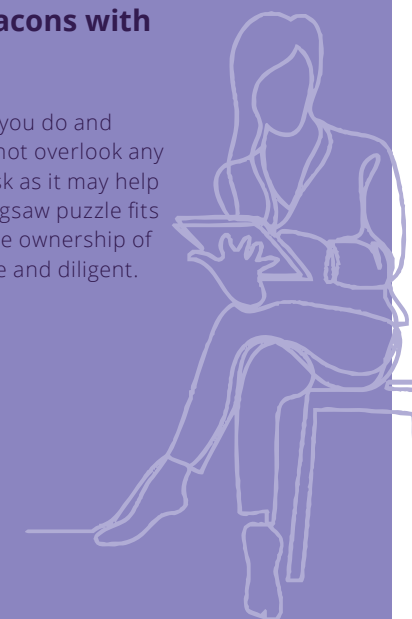
Exposure to the diverse practice areas and well-rounded training opportunities as a vacation student and trainee solicitor at Deacons have been very helpful in guiding me to pursue my interested field and laying a solid foundation of the legal knowledge and experience expected of a junior lawyer.

Outside work

I enjoy hiking, watching films, reading and listening to music to be transported somewhat out of reality and to wind down. I also love travelling to explore the wonders of the world and experience the diverse cultures.

Tips for joining Deacons with the right mindset

Be passionate about what you do and have a desire to learn. Do not overlook any apparently insignificant task as it may help you appreciate how each jigsaw puzzle fits into the bigger picture. Take ownership of your work and be proactive and diligent.



I chose Deacons

As the largest law firm with the longest history in Hong Kong, Deacons offers a dynamic and stimulating working environment with a wide spectrum of services and clientele. It is an excellent nurturing ground for me to develop my legal career. The camaraderie with my team members creates a conducive and collaborative workplace which I ardently cherish.

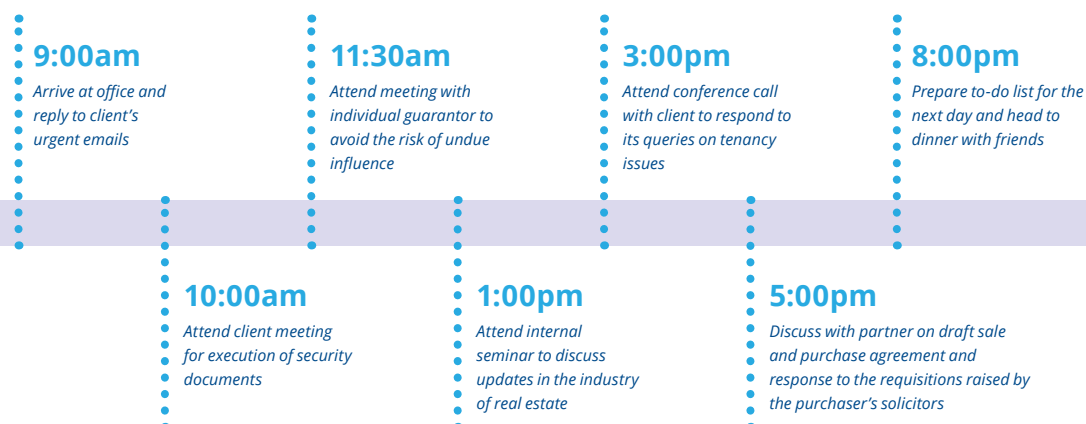
My role

As a newly qualified associate specialising in the area of real estate, I am privileged to be given opportunities to advise clients (including banks, developers and layman property purchasers) on a variety of matters ranging from sale and purchase of properties and property-holding companies, secured financing and refinancing, tenancy and first-hand sales.

Karmen Ng

Associate, Property
The University of Hong Kong, Bachelor of Laws
Joined Deacons as Trainee Solicitor in 2016,
Vacation Student in 2014

A day in the life as an associate



Amy's Story

2018

- Re-joined Deacons as a Senior Associate in IP Commercial and Litigation team

2017

- Appointed as Senior Legal Counsel

2016

- Moved to in-house and worked as Legal Counsel

2012

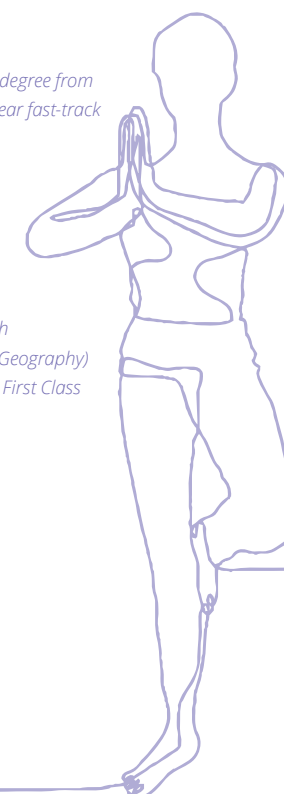
- Admitted as a Solicitor in Hong Kong, and worked as an Associate in Deacons' IP Commercial and Litigation team

2009

- Received LL.B. degree from HKU under 3-year fast-track programme

2005

- Received BA degree (double major in English Literature and Geography) from HKU with First Class Honours



Building my career

Exposure to well-rounded and dynamic range of work and training during my internship and traineeship at Deacons laid down solid foundations. I found my passion in practising IP law during my days as a trainee and then as an associate with the IP Commercial and Litigation team. After shifting gears in 2016 to get more direct business exposure as an in-house legal counsel at a leading professional services firm, I recently re-joined my team at Deacons as a senior associate to further develop my career in a more comprehensive spectrum of IP practice.

Outside work

Healthy living, exercising and striking the right balance of work and life are very important. Outside work, I love yoga, swimming, hiking, and catching-up with my friends and family. My favourite holidays are spent abroad for yoga retreats and workshops, or generally travelling extensively around the world to explore and relax.

Tips for joining Deacons with the right mindset

Do what you love and love what you do. Don't be afraid of hard work. Always be diligent and meticulous in your work. Be focused but stay curious to explore and learn new things. Be a proactive and helpful team-player, and don't be afraid to ask questions.

I chose Deacons

I chose Deacons for the diverse spectrum of work, training and career development opportunities that the firm offer. Every day at work alongside my talented teammates is interesting. There are always new things to learn, and I derive great work satisfaction in helping clients find practical business-savvy legal solutions to address often challenging and cutting-edge IP issues in their projects.

My role

As an IP lawyer focusing on both contentious and non-contentious IP/IT matters, I assist and advise clients from a broad range of industries on their IP strategy, brand protection and enforcement, IP litigation, privacy and data protection, and other general IP commercial transaction and advisory matters.

Amy Chung

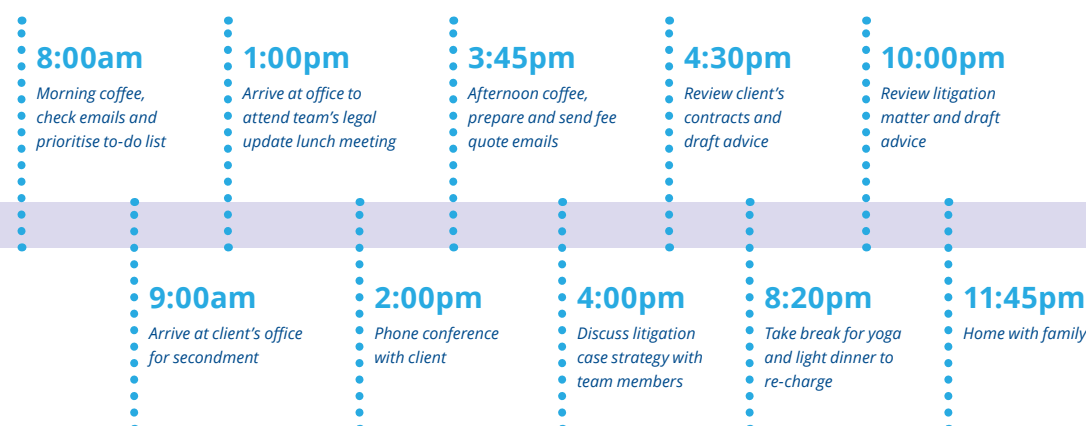
Senior Associate, Intellectual Property Commercial & Litigation

The University of Hong Kong, Bachelor of Laws

The University of Hong Kong, Bachelor of Arts

Joined Deacons as a Trainee Solicitor in 2010, Vacation Student in 2008

A day in the life as a senior associate





I chose Deacons

I joined Deacons as a summer intern and was very impressed by the firm's dynamic working environment, prominent clientele, liberal culture and the collegial atmosphere. It's been a great pleasure and privilege to work with my very talented and friendly colleagues at Deacons.

My role

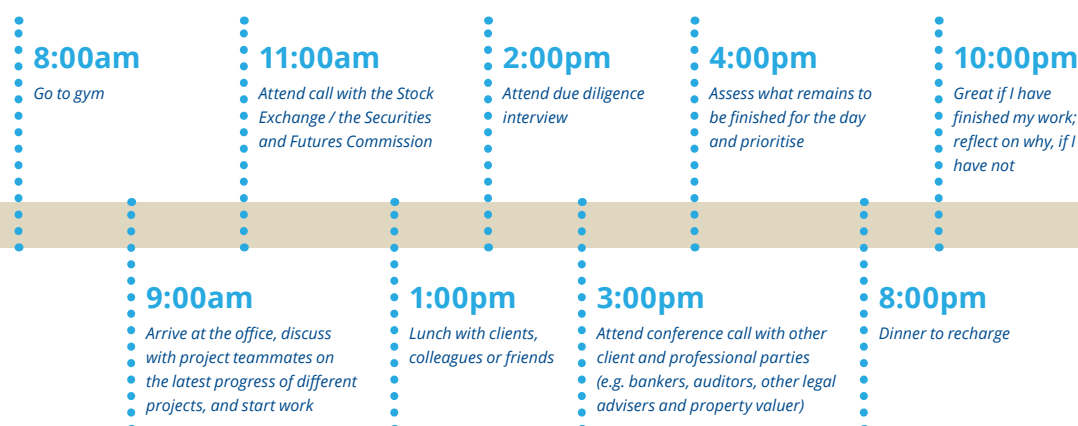
With over 50 lawyers, Deacons' corporate finance practice group is one of the largest in Hong Kong. I principally handle corporate finance and securities work, public and private mergers and acquisitions, corporate reorganisations, private equity transactions and general regulatory compliance matters.

I have acted for a diverse group of clients and helped some well-known Hong Kong businesses, such as Tsui Wah and Hung Fook Tong, get listed on the Hong Kong Stock Exchange. Our team (together with the firm's real estate, intellectual property, litigation and corporate services practice groups) advised on Wharf's HK\$9.5 billion sale of its telecoms unit, which was recognised as the Private Equity Deal of the Year by IFLR Asia. In 2017, we advised on the spin-off of Wharf REIC from Wharf which was reported as the highest-value deal of the year relating to M&A activities in Hong Kong.

Maynard Leung

Partner, Corporate Finance
The University of Hong Kong – Bachelor of Laws
The University of Toronto – Bachelor of Social Sciences (Economics & Physiology)
Joined Deacons as a Trainee Solicitor in 2008, Vacation Student in 2006

A day in the life as a partner



Growing up in the firm, I treasure my role as a mentor and friend to vacation students, trainees and other junior colleagues and hope to offer them practicable tips and pass on Deacons' tradition of nurturing young legal talents for the profession.

My career journey

Although the life as a corporate finance lawyer is never easy, I have received tremendous support and guidance from countless talented and intelligent colleagues along the way, who help me acquire substantial knowledge and a diverse skill set necessary for building a legal career, from my days as a trainee and associate, to now as a partner. I find the most important part is to pick up soft skills from getting involved, and to develop a sense of how issues are practically resolved. There are always something new to learn even when you work on seemingly repetitive or mundane tasks. Deacons offers lots of world-level learning opportunities, in the form of legal topic seminars and specialised business skills training.

Outside work

I strive to maintain a good work life rhythm and my diverse hobbies. I enjoy listening to music and going to gym. My favourite "hobby" is to go on vacation and visit great museums in different cities.

Our colleagues are so close that we often meet and have fun, like going to hiking and potluck parties, outside work and on weekends. Of course, family time is always the most precious.

Tips for joining Deacons with the right mindset

At the start of any career, you have to be a sponge and soak up everything that you can learn. Deacons has a diverse, collaborative and energised culture which welcomes and encourages an open mind. People here express their highest potential in work and create value to clients, keeping everyone to stay ahead in the profession.

Maynard's Story

2019

- Completed four successful IPOs in the first half of 2019, and advising on two privatisation/takeover projects and several private equity transactions

2018

- Became partner at Deacons

2016

- In addition to IPOs and private mergers and acquisitions, started to get involved in more takeovers works

2010

- Started working in corporate finance

2008

- Started training at Deacons

2007

- Graduated from LL.B. and received the Deacons Prize in Law at HKU

2006

- Joined Deacons as a summer vacation student in the property department





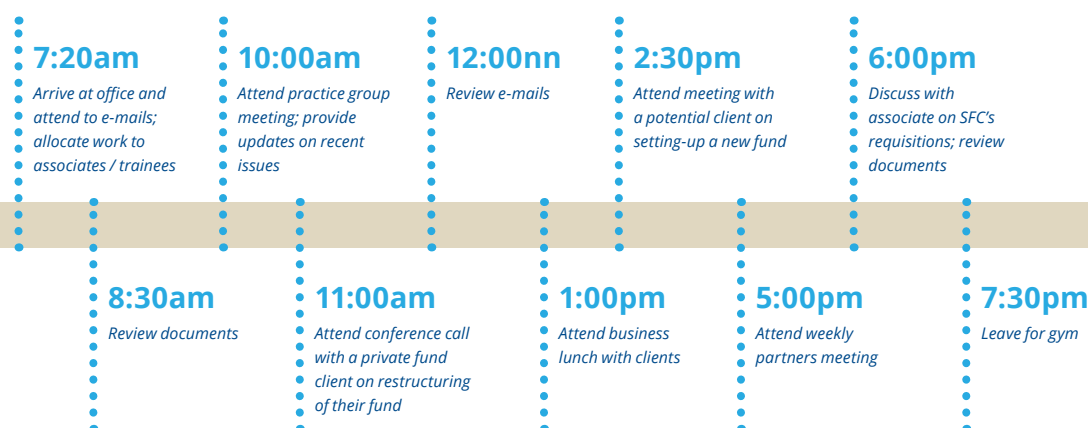
I chose Deacons

Joining Deacons is one of the best decisions I made. Having grown-up in Malaysia, I wanted exposure to international clients and the diversity of the transactions they do. As the largest and oldest law firm in Hong Kong, Deacons offers a dynamic and intellectually stimulating working environment where one is exposed to a wide range of work and ample opportunities to grow and develop. The partners are supportive and provide valuable guidance in terms of work and career development. The team is excellent – everyone from a partner, associate, trainee to paralegal is helpful and willing to share knowledge and experience.

Su Cheen Chuah

Partner, Financial Services
University of Cambridge – Master of Laws
The University of Malaya – Bachelor of Laws
Joined Deacons as a Registered Foreign Lawyer in 2007

A day in the life as a partner



My role

As a funds lawyer, I assist clients on various aspects of private and public funds. For public funds, my role includes advising and assisting clients in getting their funds authorised by the Securities and Futures Commission in Hong Kong and on post-authorisation and regulatory issues. For private funds, I advise clients in the structuring and formation of offshore hedge funds and private equity funds as well as general partner and management company entities. I also advise clients in connection with their investments in private equity funds.

My career journey

I was trained in Malaysia and worked as a corporate lawyer there before joining Deacons in 2007. My career in Deacons has been relatively smooth as I have supportive partners and colleagues. I qualified as a solicitor in Hong Kong in 2009 and was promoted as a partner in 2013.

Outside work

I enjoy working out in the gym – it's a good way to release stress especially after a hard day at work. I love travelling not only to see beautiful sceneries but also to experience the diverse cultures and food.

Tips for joining Deacons with the right mindset

Be passionate of what you do and be humble in your quest for knowledge. Passion will drive you to excel in your work and it will serve as your pillar of strength in our demanding career. By being humble, you will encounter people who are willing to teach and share with you their knowledge and experience.

Su Cheen's Story

2017

- Promoted as a Capital Partner

2016

- Started Kickboxing

2013

- Promoted as a Salaried Partner

2009

- Qualified as a Solicitor in Hong Kong

2007

- Joined Deacons as a Registered Foreign Lawyer

2003

- Graduated with LLM from the University of Cambridge

2002

- Admitted as an Advocate and Solicitor in Malaysia

2001

- Graduated from University of Malaya with a First Class Honours in LL.B.



Patsy Lau

Partner, Hong Kong and International Trade Marks
University of San Francisco – Juris Doctorate
University of San Francisco – Bachelor of Arts
Joined Deacons as a Paralegal in 1997, Associate in 1999

I chose Deacons

I have always appreciated the challenges and the fast pace presented by intellectual property law. When I graduated from law school in California, I wanted to gain work experience practicing IP in Asia and Deacons had a well-established practice, so it was a natural choice for me to join the team. Over the years, it has been a privilege to work with many talented and passionate IP lawyers at Deacons. Here I can fully appreciate the culture of striving for excellence.

My role

I advise clients ranging from start-ups to multi-national conglomerates on brand protection and commercialisation. I work with lawyers and paralegals in my team, and we also often work cross-functionally with Deacons colleagues in other practice groups as well as overseas IP professionals. This is because many of our clients' businesses are multi-jurisdictional and multifaceted, involving issues of branding, e-commerce, advertising, licensing, regulatory, etc.. I also keep myself apprised of the latest developments and trends of our clients' industries which include pharmaceutical, entertainment, hospitality, consumer goods, luxury goods, and financial.

A day in the life as a partner



My career journey

I trained in the United States, and requalified in Hong Kong. While the pass rate of the re-qualification exam was in the single digits, it was a necessary step for me to establish myself as a fullyfledged IP lawyer in Hong Kong. With perseverance and the support from my supervising partner at the time, I successfully re-qualified locally.

I also enjoy teaching. I had the opportunity to teach IP law at HKU SPACE. This was an enriching experience for me as I often found that no matter how knowledgeable I was on any particular topic, almost inevitably there was something new for me to learn.

While working full-time, I wanted to learn more about the practicality of litigations under the Commonwealth system. So I studied IP litigation at Nottingham Law School. I would travel to Nottingham every quarter for an intensive week of lectures and practicals. The programme lasted for two years. It was extremely valuable in broadening my legal skills, allowing me to advise on IP issues holistically and not to artificially compartmentalise legal problems into different disciplines of IP law.

I speak on trade mark law and related subjects at international IP conferences. Learning is still fun after working in IP for many years.

Outside work

I have a grade schooler at home, and in my eyes he is the most demanding client! Being a working parent can be both very rewarding and challenging at the same time. Now that my child is more independent, I am gradually resuming my arts and crafts hobbies. My passion for crafting is put to good use when I help out with Sunday school classes.

Tips for joining Deacons with the right mindset

I believe two key ingredients to a fulfilling career in law are: being passionate about what you do and having a love for learning. I chose law as a career because I enjoy problem solving, whether it is a game of Sudoku, a jigsaw puzzle or helping a client to find legal solutions as a part of my daily work. I relish the process of dissecting a problem and objectively examining my basic assumptions and sometimes having to debunk them. It is very satisfying to be able to provide commercially sound solutions to our clients' problems.

Patsy's Story

2020

- Ranked as Noted IP Practitioner in China by Chambers & Partners

2019

- Named as Best of the Best Expert – Top 30 Trade Mark Lawyer in the World by Euromoney Legal Media Group's Expert Guides

2018

- Appointed as Project Team Leader for International Trademark Association 140th Annual Meeting

2016

- Appointed onto International Trademark Association's APAC Global Advisory Council

2009

- Served as the President of The Hong Kong Institute of Trade Mark Practitioners

2007

- Promoted to partnership

2006

- Lectured at HKU SPACE

2001

- Admitted as a Hong Kong solicitor

1997

- Joined Deacons upon passing the California Bar Exam



Alfred Tam

*Partner, Insurance Litigation
Head of Graduate Recruitment Committee
The University of Hong Kong – Bachelor of Laws
Joined Deacons as a Trainee Solicitor in 1994*

I chose Deacons

It must be the firm's harmonious culture and value towards its people. At Deacons, everyone gets on really well.

Our partners are very open-minded and liberal. We welcome new ideas and suggestions from our associates and trainees. Our people feel respected and valued. Furthermore, what distinguishes us from others is that all our lawyers have the passion for excellence in their areas of practice. Some people think that being a lawyer is just a job, but we do not share that view.

We are not satisfied with completing the task which we are instructed to do. We always have the ardour to do more and in such a way we never stop formulating novel ideas and planning ahead in the best interest of our clients. This is something more about us and makes us special.

My role

Since my admission more than a decade ago, I have always relished the opportunity to work in Deacons' premier Insurance Litigation practice group acting for major insurers and re-insurers in Hong Kong. My colleagues are all exceptionally talented people. Whilst we normally handle

cases on an individual basis, we work together as a team on huge claims. One of my most satisfying experiences in my career was the out-of-court settlement of all the SARS claims on behalf of a major healthcare institution in Hong Kong.

Apart from the day-to-day lawyer's work, I am the Head of the Graduate Recruitment Committee. I also serve in the Professional Standards and Development Committee looking after their needs. Through these commitments, I share my experiences and values with the younger generation and fresh graduates. As I was a Deacons' trainee myself, I am apt to tell them about the career prospects here and give them guidance on their career path.

My career journey

My road to partnership in Deacons is gratefully a smooth one. I started as a trainee in 1994, worked as an associate in 1996 and became a partner in 2002. When I was a trainee, I realised immediately that Deacons was the right place for me to develop my long-term career. I believe that one's hard work will always be rewarded. Deacons has proved me right.

Outside work

Working as a lawyer is by no means easy. Yet, it is vitally important to strike a work and life rhythm. I am a very keen golf player. I enjoy going to the golf course with my colleagues and clients on weekends. With plenty of luck, I got my first hole-in-one in 2019! I will keep playing and hopefully experience the thrill of my second ace on the course!

Tips for joining Deacons with the right mindset

Deacons' lawyers are highly enthusiastic, committed and confident of meeting challenges but at the same time leading a well-balanced life. If you share our mission and vision, you are welcome to join us.

Alfred's Story

2018

- Became Practice Group Head

2014

- Celebrated 20th Anniversary in Deacons

2010

- Became Head of Graduate Recruitment Committee

2009

- Accredited as a mediator

2002

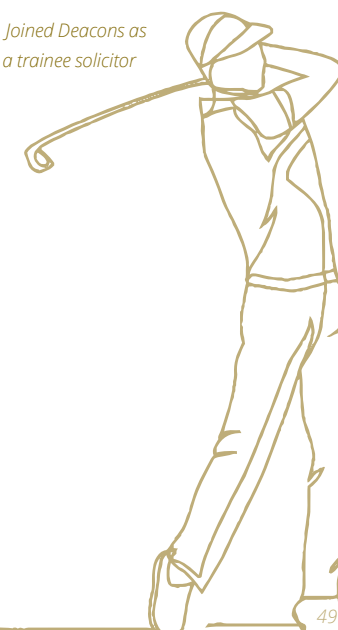
- Promoted to partner

1996

- Admitted as a solicitor

1994

- Joined Deacons as a trainee solicitor



A day in the life as a partner



There are plenty of ways to ensure we are right for each other.

GETTING TO KNOW DEACONS

Recruitment Talks

We hold on-campus presentations to provide undergraduates with information of our Vacation Student Programme and Trainee Programme.

You will get a feel of the kind of firm we are, the qualities we look for and the content of the programme we have designed for you.

Career Fairs

We attend law fairs in Hong Kong and overseas every year.

Another good way to know more about Deacons and get your questions answered.

Brochure & Website

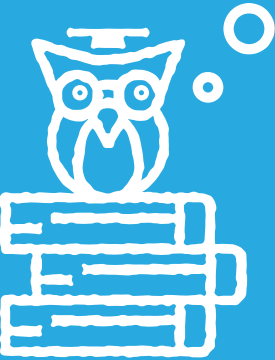
Read our brochure.
Check out our website.

You will get useful and up-to-date information, as well as event dates and valuable tips, before making your online application and attending an interview.

Open Days

We run open days two times a year. The event will give you a chance to gain greater insights to the life at Deacons.

You will take a look around the office and attend informative talks given by the Graduate Recruitment Partners and current Trainees. A good chance to meet people face-to-face, pick up hints and tips on vacation student and trainee interviews, and chat informally during the evening.



We would like to take this opportunity to thank all of our people who kindly participated and featured in our graduate recruitment campaign.

Thanks to all our colleagues for taking part in the photo shoot for this brochure.

And, thanks to you, our readers.

Graduate Recruitment Team

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DEACONS

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