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2025
edition

Searching for the **best fit**



ReedSmith
Richards Butler LLP
禮德齊伯禮律師行有限法律責任合夥

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Why

Reed Smith Richards Butler LLP?

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Reed Smith is a dynamic international law firm dedicated to helping clients move their businesses forward. Now celebrating more than 140 years of service, our firm spans 33 offices with 3,000 people, including more than 1,600 lawyers. In 2008 Reed Smith merged with Richards Butler Hong Kong, now operating as Reed Smith Richards Butler LLP (RSRB).

Reed Smith Richards Butler LLP is one of the largest law firms in Hong Kong with about 100 fee earners. With an inclusive culture and innovative mindset, we deliver smarter, more creative legal services that drive better outcomes for our clients. Our deep industry knowledge, long-standing relationships and collaborative structure make us the go-to partner for complex disputes, transactions and regulatory matters.

Why start your career with us?

You have a big decision to make. To ensure you make the right one for your career, you'll want to know what sets RSRB apart from other law firms.

Our firm is all about driving progress. That means everything we do is focused on helping our clients move their business forward – from the people we hire, how we train them and the technologies we implement, to the way we practice law. This is our promise – it's why we exist.

Most importantly for you, our promise makes our firm a very supportive, open and integrated place to learn, develop and gain experience.

We know that helping you build your career is vital to our collective success. That is why we've developed an environment where everyone, at every level, is willing and is able to nurture and guide you.

Be part of a dynamic and forward-looking firm

From your very first day, you're important to us. You'll soon be in client-facing roles, and work closely with partners and associates in teams. We'll help you build your career as you want it. And, as we're a global firm, you'll have the chance to work with clients and colleagues around the world.

A distinctively human approach

Our clients tell us that our way of doing business is respectful, fair and human. And this runs through everything – especially the way we invest in the next generation of lawyers. We encourage collaboration and value an entrepreneurial spirit. All of these help us provide smarter, more creative legal services that achieve our clients' goals – and all while shaping the future of law and your career.



more than
30
offices globally

4
global regions –
Asia, Europe,
the Middle East
and the United States

more than
3,000
people

more than
1,700
lawyers



20 offices in the United States

United States

Atlanta | Austin | Century City | Chicago
Dallas | Denver | Houston | Los Angeles
Miami | New York | Orange County
Philadelphia | Pittsburgh | Princeton
Richmond | San Francisco | Silicon Valley
Tysons | Washington, D.C. | Wilmington



9 offices in Europe and the Middle East

Europe

Astana | Athens | Brussels | Frankfurt
London | Munich | Paris

Middle East

Abu Dhabi | Dubai



4 offices in Asia

Asia

Beijing | Hong Kong | Shanghai | Singapore

Our *Values*

Our firm's core values define who we are and how we move our business forward. They guide how we behave, make decisions and treat others. They're what make us, **us**.



Integrity

We are honest, ethical, equitable and authentic. We do the right thing because it is the right thing to do.



Excellence

We operate at the highest levels, and we are committed to delivering the best possible outcomes for ourselves and our clients.



Teamwork & Respect

We work together and treat each other with dignity and respect at all times. We prize our differences, knowing they are essential to our great culture, our performance and our service delivery.



Innovation

We embrace change. Our ability to innovate enables us to exceed expectations and ensures that we are driving progress for our clients and our firm.



Impact

We strive to deliver the greatest positive impact for our clients, our communities and our firm, working to achieve their and our goals.

Our Hong Kong Office

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Richards Butler Hong Kong commenced practice in 1980 and is one of the largest law firms in Hong Kong.

The firm enjoys an advantageous position, having benefited from early entry to market, and has led the way on many significant matters in Asia. These include advising on the first wave of Insider Dealing inquiries, successfully defending the Hong Kong Stock Exchange in the highest appellate court, and participating in the first Hong Kong listings of PRC enterprises. In January 2008, Reed Smith merged with Richards Butler Hong Kong and now practices here under the name Reed Smith Richards Butler LLP.

As a single global partnership, our firm is able to ensure that relationships built over years with clients in one region can be introduced and supported by our lawyers everywhere, so that our clients have access to a global full-service law firm. The combined firm has a leading practice in Hong Kong, with growing offices in Beijing, Shanghai and Singapore.

In December 2020, we are delighted to be marking our four decades in Asia with the 40th anniversary of our Hong Kong office. Having opened in 1980, the firm's Hong Kong office now has around 70 lawyers and is a key part of our firm's significant growth across the region. The firm has nearly 120 lawyers across its four offices in Asia: Beijing, Shanghai, Singapore and Hong Kong.





The story of RSRB is one of
dynamic
growth

We provide market-leading advice on:

- Banking and Asset Finance
- Competition Law
- Corporate
- Investment Funds
- Employment Law
- International Trade and Commodities
- Litigation and Arbitration
- Professional Indemnity / Insurance
- Property and Property Litigation
- Regulatory, Commercial Fraud and White Collar Crime
- Restructuring / Special Situations
- Shipping Litigation
- US Securities

Hong Kong office has grown organically, with nearly half of the partners having done their training at the firm. This has forged a real sense of identity and common purpose.

In a time of rapidly increased mobility within the profession, the continuity and stability represented by RSRB is appreciated by our lawyers and our clients alike. With the added strength of combining our practice with Reed Smith, we have been able to attract even better work both from our existing clients and from new clients. From a training and career perspective, this means greater variety and a wider group of experts from which to learn.

Banking & Asset Finance

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We are a market-leading corporate finance and asset finance practice and our team also advises on secured, leveraged, M&A and pre-IPO financings, shipping and off-shore energy assets, project and structured finance and debt capital markets. We regularly advise on the structuring of complex international cross-border financings.

Our global team has decades of experience advising banks and other financial companies on complex financing transactions. We are among a select group of law firms that can provide seamless, cross-border advice on financial transactions. Our lawyers have acted as lead counsel on billions of dollars' worth of transactions worldwide, drawing on the knowledge of the firm's multiple industry sectors, including real estate, funds, manufacturing, healthcare, finance, transportation and energy.

We regularly work alongside our regulatory, litigation, restructuring and structured products teams to find financing solutions under the evolving and dynamic legal and regulatory environment.



Corporate and Investment Funds

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Our practical and commercial approach has made us one of Hong Kong's premier corporate transactional firms, with significant experience in capital markets, mergers and acquisitions, private equity and other complex corporate transactions and private investment fund matters.

We advise on both public and private company M&As and have advised on some of the most complicated, hostile and controversial takeovers and privatizations of public companies in Hong Kong. In addition, we also advise both private equity clients in their investments into PRC, as well as a wide range of PRC issuers, both in long term investments and pre-IPO situations. Our clients include established Hong Kong, PRC and regional corporates (listed and private), as well as local and international financial institutions and private equity firms. We have a proven track record in the IPO market, having completed more than 250 IPOs on the Hong Kong Stock Exchange on behalf of both sponsors and issuers. We, and our US Securities team based in Hong Kong, advise on both equity and debt securities issues.

Litigation and Arbitration

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We have stayed at the forefront of firms representing a wide array of high net worth individuals, small businesses, banks, large multinational companies and the world's largest private and publicly listed corporations on several of Hong Kong's most significant and complex domestic, cross-border and multi-jurisdictional disputes.

The hallmark of our disputes practice is the emphasis we place on providing clear and pragmatic advice as well as devising strategic and commercial solutions for our clients. We have particular expertise in a wide range of commercial and banking litigation and routinely advise on commodities disputes, privacy data, complex labour, employment and immigration issues, discrimination complaints, property litigation, copyright and trademark defence and enforcement, sale and supply of goods and services, construction disputes, companies related matters (including mergers and acquisitions), shareholders' and boardroom disputes, insolvency and asset recovery. We also advise on the new competition law regime, insurance related matters and claims as well as professional indemnity disputes. Our GAR 30 ranked arbitration practice has significant experience undertaking arbitrations in Hong Kong (HKIAC/ICC).



Regulatory, Commercial Fraud and White Collar Crime

Complementing our market-leading corporate, banking and asset finance and litigation practices is our highly regarded regulatory and white collar crime practice.

As well as advising and assisting clients in navigating their way through Hong Kong's expanding maze of laws and regulations, our strength lies in our ability to handle adeptly all types of regulatory enquiries, investigations, and the defence of all types of disciplinary, civil proceedings and criminal prosecutions instituted by the Securities and Futures Commission, Hong Kong Monetary Authority and the Hong Kong Stock Exchange, ICAC, Hong Kong Police (including the Joint Financial Intelligence Unit and Commercial Crimes Bureau) and under the US Foreign Corrupt Practices Act and UK Bribery Act 2010 for bribery and money laundering offences, commercial frauds and cross-border corruption amongst others.

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Transportation and International Trade

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We have a long-established reputation in transportation (shipping and aircraft) and international trade work. Our lawyers have advised the transportation industry for nearly a century and our services have evolved to match the needs of our clients.

In shipping, we act predominantly for owners, charterers, freight forwarders and P&I clubs, undertaking wet, dry and finance work. Our team includes one mariner and ex-seafarer, and we have acted in the highest profile casualties in the region over the last 20 years. In international trade, we act for traders and financial institutions in relation to disputes over the trading of physical commodities and paper.

Our transportation practice covers the full spectrum of legal needs for transportation companies, whether they move people or goods, including resources and commodities, or anything else the future might hold.



Property and Property Litigation

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Our property lawyers advise on all aspects of Hong Kong property laws providing transactional, advisory and litigation support in relation to both commercial and residential properties. We also advise on the property aspects of IPOs. Our clients include listed corporations, private developers and financial institutions.

Whether the clients are an investor, lender, developer, landlord or tenant, they face the pressures of a particularly competitive real estate market. Local, regional or global, their market is constantly changing and shows no signs of slowing.

Our client's market is our market, and, whatever category they fall into, we are here to help them achieve their goals. Our lawyers offer seamless, comprehensive service founded on insights gained over years of targeted real estate experience. We work with our clients to understand their objectives and tailor practical, commercial solutions that not only meet their immediate needs, but align with their wider business strategy.



Being a responsible business is vitally important to us

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“Pro bono is an important part of what it means to be a lawyer. Pro bono efforts advance the values of access to justice and equality before the law. For these reasons, we are very proud that Reed Smith lawyers annually devote over 85,000 hours to pro bono — valued at more than US\$35 million.”

Casey Ryan, Global Managing Partner

Pro Bono

Many pro bono projects bring lawyers from our offices all over the world, allowing us to work as a team. Pro bono is also one way in which we develop our relationships with our in-house counsel clients – we partner with our fee-earning clients on pro bono work to increase capacity and offer more support to our pro bono clients.

We encourage all our lawyers to get involved in pro bono work and support them to proactively seek out and develop new pro bono opportunities.

Culture and Engagement

Our culture is what defines us and our core values are what guide us.

At Reed Smith, our most valuable asset is our people. We are committed to providing an inclusive workplace for all. We believe in a culture of respect that attracts and retains top talent, promotes opportunity for everyone, and builds a sense of community and belonging for all.

All seen. All heard. All valued. All Rise.

Our People

We know that as you meet with our people, you will get a really good feel of what we stand for and how you can play an exciting part with our people to drive progress for our clients.



“I am extremely proud to be part of RSRB, as we continue to pioneer in new areas and strengthen our legal presence in a wide range of industries, building upon the strong relationships with, and trust and support of our growing client base. Looking back at my first days at Richards Butler as a trainee lawyer equipped with legal experience from working with the Hong Kong Judiciary, I can see that I have grown with the partnership, enjoying every moment and appreciating its positive values and caring culture.”



Asha Sharma
Partner

“We have our trainees share an office with a partner. This is among the most beneficial aspects of the training one can get – you cannot help but feel that you are a part of the team moving forward in real time, and more importantly, you get involved.

Lawyering is time sensitive and requires multi-tasking. Teamwork can be experienced in the fullest sense – at RSRB, you are never alone!



KC Mok
Partner

“Firm culture is one critical factor which juniors often talk about but overlook when actually deciding which firm to join, it is not by chance that most of our senior partners were trained at RSRB and remained with the firm ever since. Developing one’s legal skills would be important for your career progression, but how else do you think you could progress quickly unless your seniors are willing to share and spend time to mentor? To be a successful lawyer you need to be developed all rounded, and at the same time, enjoy the process. At RSRB, we are passionate about bringing out the full potential of our people and all we want in return is the same willingness to develop yourself.”



Anthony Woo
Partner

Our

Vacation Scheme

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RSRB offers both summer and winter vacation schemes which provide students the opportunity to gain a strong insight into life at RSRB, as well as providing a solid account of the type of work encountered as a trainee.

The schemes are for law students who are looking for a training contract which starts in two to three years' time. There are approximately 16 summer and 8 winter placements available each year.

Applicants should have outstanding academic and personal achievements. We are looking for law students who are enthusiastic, personable, intelligent and able to be a team player and moving progress together. We welcome both local and overseas applications.

Our placements are typically for a three-week period in one of our practice groups. Students will be supervised by one of our partners and work closely with our associates and trainees.

All vacation students will be considered as training contract applicants and they will be included in the training contract assessments.

Winter 2025/26 Vacation Placement

- Applications will be accepted from 1 August 2025 to 31 October 2025
- Placements in January 2026

Summer 2026 Vacation Placement

- Applications will be accepted from 1 August 2025 to 15 January 2026
- Placements in June and July 2026

Winter 2026/27 Vacation Placement

- Applications will be accepted from 1 August 2026 to 31 October 2026
- Placements in January 2027

How to apply

Please complete the online application on our Careers website at <https://www.reedsmith.com/en/careers/general/hong-kong-vacation-scheme-application-form>.

Please include details of law subject grades and transcripts (or GPA results).

Our Training Contracts

“There are approximately
six to eight training contracts
available each year.”

2028 Training Contracts

- Applications will be accepted from 1 January 2026
- No fixed deadline until all vacancies are filled
- Interviews will be conducted from June 2026 onwards

How to apply

Please complete the online application on our Careers website at <https://www.reedsmith.com/en/careers/general/training-contracts>.

We strongly encourage you to apply for our vacation scheme if you are interested in our training contract. If you are not available to join our vacation schemes, you may apply for our training contract directly.

Although there is no fixed deadline for the receipt of applications, we do encourage you to submit your application as early as possible.

Interviews for a training contract with RSRB will be conducted by two partners and the Graduate Recruitment & Training Manager. As part of the recruitment process, there will be a translation assessment and candidates will also be invited to attend a group discussion exercise.

Our Trainee Programme

We aim to retain 100% of our trainees upon completion of their training contract.

Our Trainee Programme is divided into four six-month seats in order to provide a balanced, practical, and hands-on experience in the following practice areas:

- Banking and Asset Finance
- Corporate and Investment Funds
- Commercial Litigation and Arbitration
- Property
- Shipping Litigation

Upon joining RSRB, you will undertake a comprehensive induction programme prior to commencing your first seat, which includes office tour, high count visit, introductions to all our practices and other essential professional skills trainings. Other than the key information you need to develop and prosper, you will also form solid friendships with other trainees who will be your buddies throughout the traineeships.

Learning and development won't stop at the end of the induction. We offer a wide range of trainings throughout your traineeships including CPD seminars, professional skills workshops and also e-Learning courses which allows you to learn at your own pace.

The hands-on legal training and experience you will gain throughout your seat rotations is where you really learn how to be a great lawyer. We want you to get involved in client work and make a real contribution to the service we offer to our clients. You will be directly supervised by our partners and share an office with your supervising partner whenever possible. This unique arrangement provides an excellent opportunity for you to learn by example and obtain invaluable expert guidance. When it comes to your second seat rotation, you will be spoilt for choice. We always do our best to accommodate your seat preferences by consulting you before the seat rotation.

Last but not least, we aim to retain 100% of our trainees upon completion of their training contracts, which is proven by our excellent retention records. It is instructive to note that nearly half of our current partners started as trainees with the firm.

When you become our newly qualified associate, you will typically join our global professional development programme designed to build relationships with colleagues around the world leading to our annual New Associate In-Person Learning Event in London.

Our Benefits

In addition to a competitive salary, our trainee solicitor benefits package includes:

- Reimbursement of full-time PCLL fees
- Full-time PCLL students will receive a maintenance payment of HK \$50,000 during their PCLL course
- Medical Insurance
- Mental Health Care Employee Assistance Program
- 22 days holiday per year; in accordance with the cap of leave entitlement for a trainee solicitor regulated by the Law Society of Hong Kong
- Use of “Arbitrage III”, our firm’s leisure boat
- Hybrid working arrangements



Life as a RSRB Trainee



Gilbert Mok

Associate – Corporate
Seconded Trainee in 2016

Tell us about your path to RSRB?

I joined RSRB first as a secondee from the Department of Justice during my traineeship for 6 months. I re-joined the firm's corporate department a few years after qualifying as a solicitor.

What would appeal to a graduate joining RSRB?

As a secondee to RSRB, like other trainees of the firm, I was placed under the direct supervision of a partner. Indeed, all trainees in RSRB are seated in the same room with a partner. The exposure trainees have is therefore immense – you can witness and observe first hand how the partner handle legal problems and communicate with clients, counterparties and regulators and other colleagues within the firm. The arrangement allows trainee to be integrated to the team very quickly and provides ample opportunities for trainees to learn and to develop into a practising lawyer.

What sets RSRB apart?

At RSRB, depending on the needs of the clients, lawyers from different practice groups and locations work very closely from time to time. In time, I am able to pick up certain know-how relating to the various practices of this full service global firm. The collegial culture inside and out of the Hong Kong office contributed to the exchange of ideas and I am very much impressed by the breadth and depth of the knowledge and guidance that my peers are willing to share at various occasions.



Cheri Leung

Associate – Litigation
Trainee Solicitor 2017-2019

What do you like about your job?

As an associate at RSRB, I am given plenty of opportunity to work on a wide variety of matters ranging from arbitration to court proceedings, from commercial and contractual disputes to judicial reviews, and from contentious work to advisory and regulatory compliance matters. These experiences are helpful in enriching my legal knowledge as well as equipping me with the tools and skills that would enable me to assist in offering practical solutions to address client's needs. Also, I am also proud to be part of the firm's pro bono team which is responsible for organizing the firm's pro bono efforts within the Hong Kong office.

What is the best part of pro bono work?

Our pro bono team at the Hong Kong office is an intimate and supportive team that do the best we can to offer advice to the less privileged. On the one hand, in a firm-wide context, we work with lawyers from other offices in regional collaboration projects to deliver research work product to our pro bono partners. On the other hand, and on a more domestic level, we are pleased to work with local non-profit and/or nongovernment organizations in assisting pro bono clients in relation to employment and labour disputes on a regular basis.

Learning about the difficulties that these pro bono organizations and lay clients face on a personal level reminds me of how fortunate I am. This deeply motivates me to contribute to the local community even more by doing what I can to help on a professional level. It's always great to have more colleagues involved. Trainees are more than welcome to participate.



Life at RSRB

Sports and Social

Trainees' involvement with RSRB commences prior to their joining. We are proud to say that we keep in regular contact with our future trainees by inviting them to our firm's events throughout the year.

- Spring Dinner
- Office Drinks and Junk Trips
- Dragon Boating
- Christmas Party

Charity Events

Our trainees are regularly involved in various Hong Kong charity events such as:

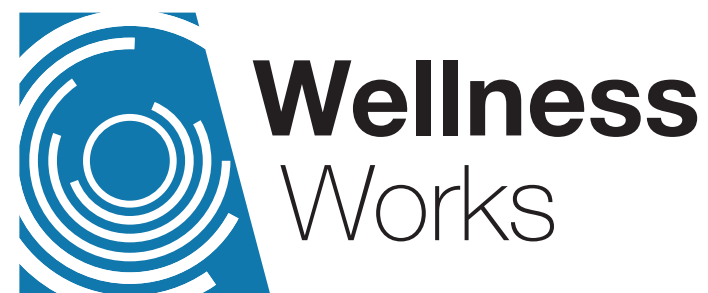
- Lifewire Charity Run
- Hong Kong Cancer Fund's PINK Revolution
- Corporate Wellness Challenge: 8-Hour Charity Spin

Wellbeing

We work to support the wellbeing of our people so that they may thrive in what is an inherently high-pressure environment.

We created our global Wellness Works program to promote, support and sustain the wellbeing of all our personnel through the provision of local programs and resources.

Wellness Works is an ongoing program with activities aligned with monthly themes and significant resources available to all our personnel.



Dates for your Diary



Winter 2025/26 Vacation Placement

Open for applications from 1 August 2025 to 31 October 2025

Summer 2026 Vacation Placement

Open for applications from 1 August 2025 to 15 January 2026

2028 Training Contract

Open for applications from 1 January 2026 until all vacancies are filled

Contact us

Please visit our graduate recruitment website at
www.reedsmith.com/en/careers/regions/hong-kong

For further assistance, please contact:

Julia Yau

Graduate Recruitment & Training Manager

+852 2507 9722

Julia.Yau@reedsmith.com

17th Floor, One Island East
18 Westlands Road, Quarry Bay
Hong Kong



Further information about the Firm and our practice
areas can be found at www.reedsmith.com



Reed Smith LLP is associated with Reed Smith LLP of Delaware, USA and the offices listed below are offices of either Reed Smith LLP or Reed Smith LLP of Delaware, USA, with exception of Hong Kong, which trades as Reed Smith Richards Butler LLP.

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- ASTANA
- ATHENS
- ATLANTA
- AUSTIN
- BEIJING
- BRUSSELS
- CENTURY CITY
- CHICAGO
- DALLAS
- DENVER
- DUBAI
- FRANKFURT
- HONG KONG
- HOUSTON
- LONDON
- LOS ANGELES
- MIAMI
- MUNICH
- NEW YORK
- ORANGE COUNTY
- PARIS
- PHILADELPHIA
- PITTSBURGH
- PRINCETON
- RICHMOND
- SAN FRANCISCO
- SHANGHAI
- SILICON VALLEY
- SINGAPORE
- TYSONS
- WASHINGTON, D.C.
- WILMINGTON