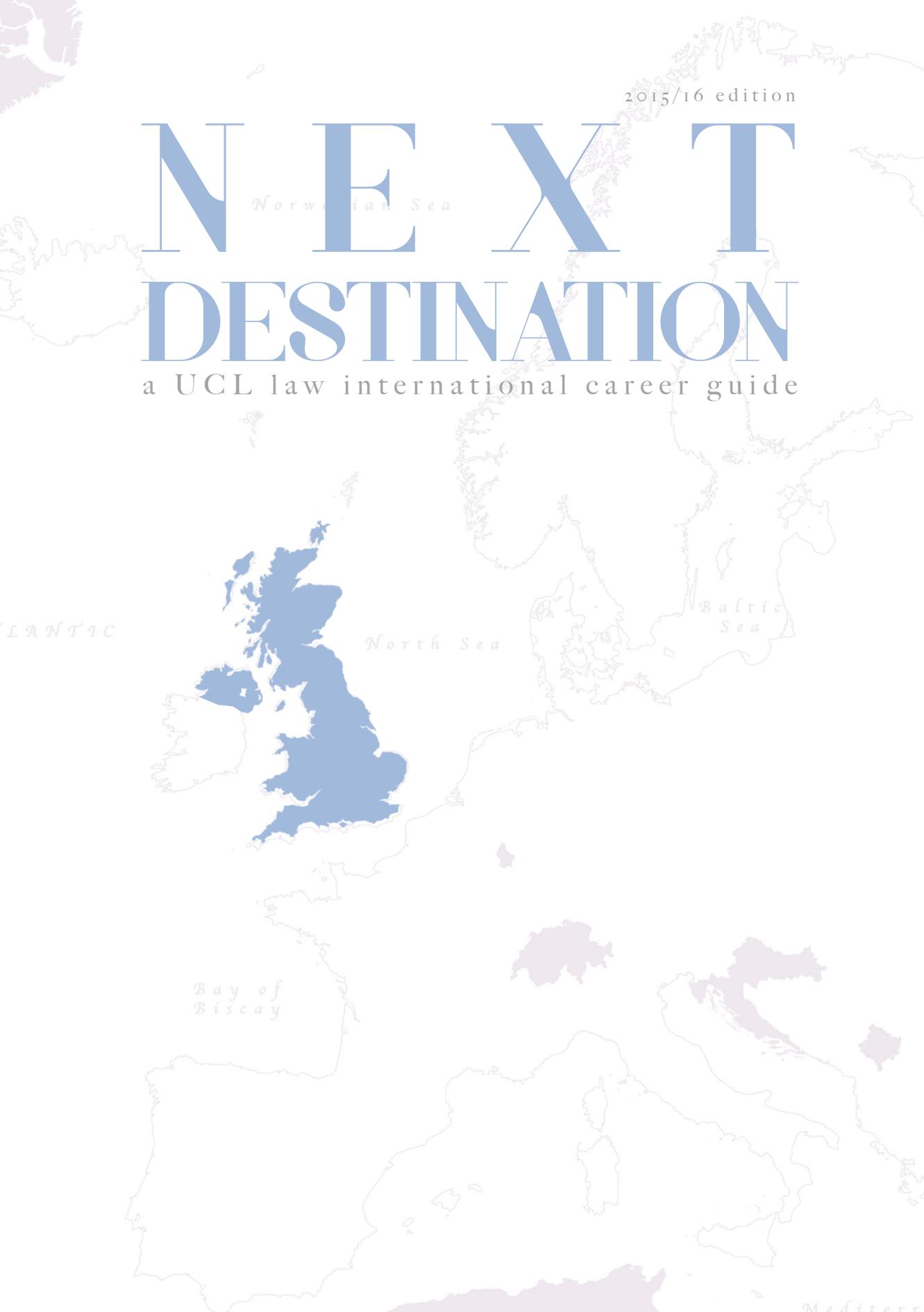


2015/16 edition

NEXT DESTINATION

a UCL law international career guide



SLAUGHTER AND MAY

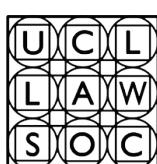
BAKER & MCKENZIE.WONG & LEOW

ZICOLaw



Bird & Bird

IN PARTNERSHIP WITH



CONTENT



Next Destination is designed and compiled by Brian Dikoff, a second year UCL student reading English Law

Project Leader: Godwin Tan

Sponsorship Management: Godwin Tan and Jan-Alexander Greiwe

Student Contributors: Nicole von Göwels, Jordan Baum, Chadwick Chan, Laura Lee Yue Thung, Koay Xin Yi, Milon Goh and Samuel Cheong

FOUR

Foreword by Godwin Tan, Overseas Officer

SIX

Qualifying in Germany

EIGHT

Qualifying in Canada

TEN

Qualifying in Hong Kong

TWELVE

Qualifying in Singapore

FOURTEEN

Qualifying in Malaysia

EIGHTEEN

Allen & Gledhill LLP

TWENTY TWO

Baker & McKenzie, Wong & Leow

TWENTY SIX

Bird & Bird

TWENTY EIGHT

Pinsent Masons

THIRTY

Rajah & Tann

THIRTY TWO

Shook Lin & Bok

THIRTY FOUR

Skrine

THIRTY SIX

Slaughter and May

THIRTY EIGHT

Tay & Partners

FORTY

Wong Partnership

FORTY TWO

Zaid Ibrahim & Co

FOREWORD



UCL Laws is one of the world's most established and diverse law schools. Nestled in the centre of London, the faculty is home to 370 international students representing 47 different countries. Our diversity goes beyond statistics. Over the years, we have seen a multitude of interests and aspirations amongst the student body. To cater to a wider range of ambitions, I am proud to introduce, for the first time, an international career guide – 'Next Destination'.

The inaugural 'Next Destination' is a compilation of reputable and prestigious overseas and international law firms. It also includes useful articles on the qualifying processes in various

jurisdictions, as well as insights into the lives of trainees and associates around the world. It is my wish that 'Next Destination' will help UCL law students to make more informed career choices and expose them to career opportunities in London and beyond.

I would like to take this opportunity to thank my designer, Brian Dikoff, and the UCL Law Society for their unwavering support. I am also grateful to our sponsors – Baker & McKenzie, Wong & Leow, Bird & Bird, Pinsent Masons, Slaughter and May, Tay & Partners, and ZICOlaw – for their generosity, as well as our other contributors for their time and effort.

As the title suggests, 'Next Destination' is not an end point. It is the start of something new – new relations, new opportunities, new chapters. In closing, I wish every UCL law student the very best in their search for a fulfilling career, and look forward to seeing this guide develop over the years.

godwin.
Godwin Tan
Overseas Officer
UCL Law Society

NOT JUST ANOTHER LAW FIRM

We Stand Out

Baker & McKenzie.Wong & Leow is a joint law venture between Baker & McKenzie and Wong & Leow LLC. This unique partnership allows us to advise clients on both domestic and cross-border issues.

Baker & McKenzie has 77 offices in 47 countries, serving our clients with over 4,200 lawyers. Through Wong & Leow LLC, we have full rights of audience before the Singapore courts. This combination of our unparalleled global coverage and extensive local knowledge – gained from over 30 years of operating in Singapore – enables us to advise our clients on both domestic and international law.

Growing future talent is key to Baker & McKenzie.Wong & Leow. We are passionate about offering opportunities for growth and development.

Work and Think Globally

Being global is in our DNA. Working at Baker & McKenzie.Wong & Leow you will begin to build your professional network straight away by working with our international clients and colleagues. We pride ourselves on our global integration and offer several opportunities for you to experience legal cultures different to your own during your career with us: we hold regular regional training programmes and run an Associate Secondment Programme where you may apply to work elsewhere in the Baker & McKenzie network for up to three months.

Contact us:

Email: Kate Doyle, Training and Graduate Recruitment Manager at kate.doyle@bakermckenzie.com
Visit our website at www.bakermckenzie.com/Singapore/, or find us and like us

 Facebook Baker & McKenzie.Wong & Leow Graduates



Bronze Award, Excellence in Graduate Development





Nicole von Göwels, Second Year, English and German Law

UCL law graduates who wish to qualify in Germany will have to obtain the Befähigung zum Richteramt, or ‘qualification of judgeship’. This has been regulated in §5 of the Deutsches Richtergesetz (the German law on judges). To have this qualification, you must pass the first legal examination, go through two years of legal clerkship and complete the second state examination. There are ways to skip the first part of the process, or at least shorten it significantly.

As a law degree from UCL has been obtained in a member state of the European Union, and it is the qualifying degree you need to apply for pupillage or a training contract in the UK, it might be possible to apply for recognition of the degree on the condition that some further requirements are fulfilled.

First, you will have to apply to the President of the Oberlandesgericht (Higher Regional Court) for admission into legal clerkship. The application is likely to be successful if (a) you have a law degree which enables him or her to take further legal education in a member state of the EU or Switzerland, and (b) you have sophisticated knowledge about the German private law, public law and criminal law, the quality of which must be equivalent to that of the First Legal Exam. This can be done by handing in diplomas, certificates and proof of work experience. If this turns out to be insufficient, you will have to go through a written qualifying examination to determine your knowledge in the aforementioned three areas of law (if knowledge in a single area has been adequately proven with documents, no examination will take place in that area).

Once you have passed the qualifying examination in one of the federal states, you can apply for legal clerkship in the other federal states of Germany.

Clerkship

Having been admitted to legal clerkship, you will now be treated like any other person who has studied German law. Legal clerkship will be done for two years in four different fields of employment – usually a regional or local court, the Public Prosecution Service or criminal court, an administrative court or government agency, and a fourth field which can be chosen by you and may also be done abroad. During these two years, you will be paid Unterhaltsbeihilfe (subsistence allowance) by the state, which is usually about 800€ (£590) per month.

Second State Examination

The Second State Examination is organised by each federal state individually, following regulations that are the same for all of Germany. You will have to pass (depending on the federal state) seven to 11 written examinations and one oral examination.

- PASS LEGAL EXAMINATION / APPLY FOR ADMISSION INTO LEGAL CLERKSHIP**
- TWO YEARS OF LEGAL CLERKSHIP**
- COMPLETE SECOND ROUND OF STATE EXAMINATION**
- OBTAIN BEFÄHIGUNG ZUM RICHTERAMT**



Jordan Baum, Second Year, English Law

To qualify to practise law in any Canadian province or territory, excluding Quebec, you will need to apply to the National Committee on Accreditation (NCA) for an assessment of your credentials. NCA will mainly consider academic performance rather than extracurricular activities. After the NCA has processed your application, they will send a list of requirements that must be met. These requirements will either be passing examinations in prescribed subject areas of law or taking courses in those subjects at a Canadian law school.

There are five mandatory subjects: Canadian Administrative Law, Canadian Constitutional Law, Canadian Criminal Law, Foundations of Canadian Law and Canadian Professional Responsibility. You may also be required to prove competence in Contracts, Torts, Property or Business Organisations. Provided that you pass all exams with at least 50% and complete any other requirements, you will then be issued a Certificate of Qualification.

Bar Admissions Course

The next step is to complete the Bar Admissions Course. This stage will generally take around one year to complete. While every province and territory has their own requirements, they are all largely similar. Every jurisdiction requires you to complete an articling position at a law firm ranging from nine to 12 months. Two ways to greatly improve your chances of getting an articling position are either becoming qualified to work in the UK as a lawyer before applying to Canadian firms or by obtaining a professional LLM at a Canadian school.

Every jurisdiction also requires you to either pass self-study exams or to take a Bar Admissions Program, including classes and qualification exams. These exams focus on professional skills such as legal writing, legal drafting, civil procedure, interviewing, negotiation, litigation, ethics and

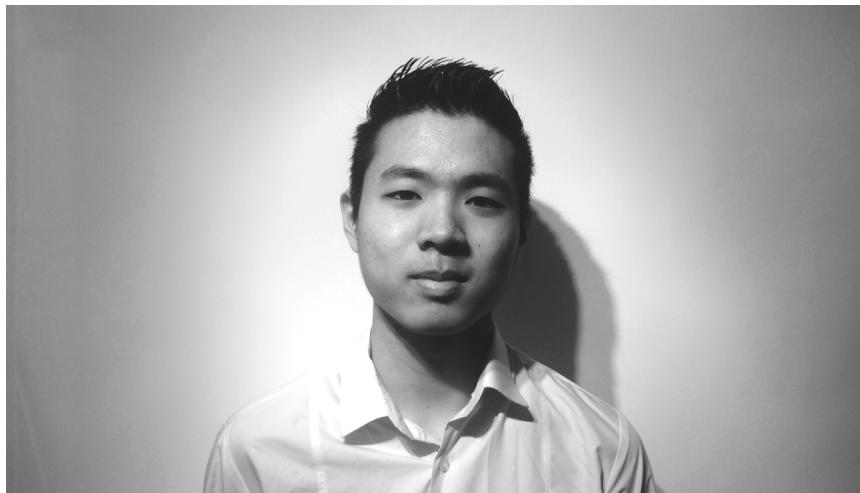
practice management. In British Columbia, Nova Scotia, New Brunswick and Newfoundland and Labrador you will also be tested in academic subjects such as Contract Law, Criminal Law, Family Law, Tort Law and Constitutional Law.

Qualifying in Quebec

As Quebec is a civil law jurisdiction, the process for qualifying as a lawyer in Quebec is separate from any other Canadian jurisdiction. You do not have to be accredited by the NCA, and instead apply directly to the Bar of Quebec. They will analyse your application on a case by case basis and give you further conditions for admission, likely requiring you to complete examinations on civil law and legislation and attend a four or eight month course at the Bar School. You will also likely have to complete an articling position. Additionally, the Quebec Board of the French Language must determine that you possess an appropriate knowledge of the French language.

While qualifying to practise law in Canada can seem to be a daunting task, with hard work, it can be an excellent way into the legal profession in a country that is not only beautiful but also a great place to live in.

- APPLY FOR THE NCA ASSESSMENT**
- COMPLETE THE BAR ADMISSION COURSE**



Chadwick Chan, Second Year, English Law

To become a barrister in Hong Kong, you have to: (1) complete a HK LLB degree or equivalent, (2) pass the Hong Kong Postgraduate Certificate in Laws (PCLL) Conversion examinations, (3) obtain the PCLL at any of the three approved HK universities (see below) and (4) go through pupillage. For (3) and (4), law students from HK and English universities have to go through the same processes. So what is different?

Overseas students will need to hold an LLB degree before applying for a place in the HK PCLL course. They will also need to take the PCLL conversion exams apart from completing the UK LLB course. This is to ensure that they understand the differences in the HK and English legal systems.

Postgraduate Certificate in Laws

The PCLL is a professional legal qualification in Hong Kong. The duration of the PCLL course will be one year or two years, the former for full-time students and the latter for part-time students. After obtaining the PCLL, you will be able to proceed to legal training to qualify as a barrister or a solicitor.

There are three universities in HK that offer the PCLL course: namely University of Hong Kong, Chinese University of Hong Kong and City University of Hong Kong. Admission of PCLL students will be based on UCL transcripts and PCLL Conversion examination results (pass).

Conversion Examinations

In short, passing the PCLL Conversion examinations is one of the prerequisites for UK law student to be eligible to take the PCLL course. There are eight subjects UCL law graduates will have to take in the conversions examinations. You can take any one of the examinations before

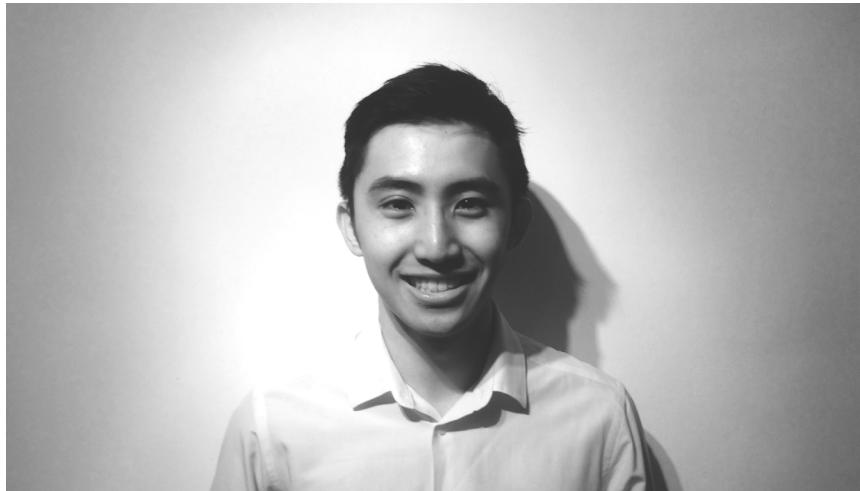
you have completed the three-year LLB degree. As long as you pass all eight subjects of the PCLL conversion exams, you will be eligible to apply for a place in a Hong Kong PCLL course.

The eight subjects are, namely, Hong Kong Legal System, The Constitution of Hong Kong, Hong Kong Land Law, Civil Procedure, Criminal Procedure, Evidence, Business Association, and Commercial Law. There is one written examination for every subject except Commercial Law, which includes three written exams for each of the three parts of the subject.

Pupillage

Pupillages normally last for 12 months. Generally, pupils will be called to the bar six months into pupillage with limited practice. They will gain full practice upon the end of the 12-month period.

- COMPLETE HK LLB OR EQUIVALENT**
- PASS HONG KONG PCLL CONVERSION EXAMINATIONS**
- OBTAIN PCLL AT ANY OF THE 3 APPROVED HK UNIVERSITIES**
- GO THROUGH PUPILAGE**



Godwin Tan, Second Year, English Law

To practise law in Singapore, you must be a ‘qualified person’ as defined in the Legal Profession Act, read with the Legal Profession (Qualified Persons) Rules. The requirements include being a Singapore citizen or permanent resident and attaining at least a Lower Second Class Honours or equivalent.

You will need to go through a three-stage qualifying process: (1) complete the Relevant Legal Training (RLT), (2) pass the Singapore Bar Examinations and (3) complete the Practice Training Period (PTP).

As compared to the qualifying routes in other countries, the process in Singapore is relatively short and straightforward. The major law firms in Singapore are familiar with this process and often guide their prospective associates. Listed below is a summary:

Relevant Legal Training

Typically, the RLT refers to any supervised legal training under a formal arrangement with a Singapore law firm. The RLT has to be done for a period of six months within a continuous period of eight months. It can be done before, concurrently with, or after Part A of the Bar Examinations.

Singapore Bar Examinations

Part A of the Bar Examinations is a conversion examination. There are five compulsory subjects: Singapore Legal System, Company Law, Criminal Law, Evidence Law and Land Law. All examinations for Part A are open-book examinations. There is an optional preparatory course that is conducted from January to April, and the examinations are usually held in late April.

Part B of the Bar Examinations is only open to those who have already completed Part A. It includes Civil Litigation, Criminal Litigation, In-

solvency Law, Real Estate Practice, Family Law, Ethics and Professional Responsibility, Professional Skills, and two other elective subjects. The full-time preparatory course usually starts in July and ends in December.

Practice Training Period

After completing Part B, you will need to obtain approval from the Singapore Institute of Legal Education (SILE) before starting your PTP. Like the RLT, the PTP lasts for six months. It is generally done via a training contract with a Singapore law firm. This training contract is broader than the RLT in that it must include two or more practice areas. During this time, you may also be required to attend SILE's courses, workshops and programmes. Shortly after completing the PTP, you will be called to the bar.

Given the recent glut of law graduates from foreign universities, competition for a place at a top Singapore law firm is fierce. Strong academic grades and excellent communication skills are paramount. Internship experience and extra-curricular achievements are also helpful.

- ATTAIN AT LEAST LOWER SECOND CLASS HONOUR OR EQUIVALENT**
- COMPLETE RELEVANT LEGAL TRAINING (RLT)**
- PASS SINGAPORE BAR EXAMINATIONS**
- COMPLETE THE PRACTICE TRAINING PERIOD (PTP)**



Laura Lee Yue Thung, Second Year, English Law

There are three ways in which a Malaysian student studying at UCL can qualify to the Malaysian Bar.

Certificate in Legal Practice

After graduating, students may choose to return to Malaysia to sit for the Certificate in Legal Practice (CLP) examination. To be eligible for the CLP, you must have (1) a minimum of three credits at SPM level or its equivalent obtained in one and the same examination, (2) a minimum of two principal passes at SPM level or its equivalent obtained in one and the same examination; the duration of the SPM course or its equivalent shall be a minimum of one academic year, and (3) a recognised Law degree (like UCL's LLB). After passing the CLP, you must do a nine-month pupillage in a law firm before you can be called to the bar.

As the shortest and most cost efficient route to qualification, the CLP is an appealing choice for many graduates. The exam itself is notoriously challenging, however, as is competition for a pupillage in top firms.

Bar Professional Training Course

Alternatively, students must first be admitted to an Inn of Court before they can register for the Bar Professional Training Course (BPTC). This is a professional course and exam, normally for the duration of one year. After passing the BPTC, students must then obtain a pupillage and be called to the bar in England by one of four recognised bodies in England (Lincoln's Inn, Gray's Inn, Middle Temple or Inner Temple).

After becoming a barrister-at-law in England, students who want to return to Malaysia to practise law will have to do a pupillage at a Malaysian firm. The standard pupillage last for nine months.

This route is both pricey and risky, although scholarships and grants are available along the way. It is, however, a particularly valuable and useful course for those who plan to focus on litigation in their careers.

Training Contract

Alternatively, this route requires students to complete both the Legal Professional Course and a training contract before being able to be called to the bar in Malaysia. The standard Legal Professional Course last for one year, but some firms offer an accelerated six-month programme instead. The training contract lasts for two years. After completing the training contract, students must qualify with the Solicitors Regulation Authority and be a member of The Law Society of the Supreme Court of Judicature England.

This route is rewarding because the vocational stage involves employment in a law firm. Competition for these places is fierce, however, and this course is recommended for those who do not plan to focus on litigation in the future.

- SIT FOR THE CERTIFICATE IN LEGAL PRACTICE (CLP) OR;**
- PASS THE BPTC AND GO THROUGH PUPILLAGE OR;**
- COMPLETE LPC AND TRAINING CONTRACT**



Bird & Bird type #5

The Inquisitive Thinker

client oriented & intelligent
& strong people skills



Bird & Bird type #2

The Eagle-Eyed Litigator

international & tenacious
& a good communicator

How Bird & Bird are you?

londongraduates.twobirds.com



Bird & Bird type #1

The Experienced Diplomat

leads by example & persuasive
& sector knowledge



Bird & Bird type #4

The Creative Legal

artistic & engaging
& full of ideas

CAMBODIA . INDONESIA . LAOS . MALAYSIA . MYANMAR . SINGAPORE . THAILAND . VIETNAM

ASEAN *insiders* by *origins and passion*

ZICO law is an independent network of leading law firms in ASEAN since 1987. The network is part of ZICO Holdings Inc. (www.zicoholdings.com), the first ASEAN integrated provider of multidisciplinary professional services listed on the Singapore Stock Exchange.



CORPORATE STRATEGY AWARD
**FT INNOVATIVE
LAWYERS 2015**
ASIA-PACIFIC WINNER

dbc
ASEAN
BUSINESS
CLUB

Allen & Gledhill

SINGAPORE MALAYSIA

Allen & Gledhill is an award-winning full-service commercial law firm which provides legal services to a wide range of premier clients, including local and multinational corporations and financial institutions. Currently one of the largest law firms in Singapore with over 300 lawyers, the firm is consistently ranked as a market leader in Singapore and have been involved in numerous challenging, complex and significant deals.

Why did you choose this firm? / What is the best thing about this firm?

Allen & Gledhill LLP (“A&G”) has a stellar reputation. The cases that the Firm handles are complex and high-value. It is A&G’s commitment towards excellence, professionalism and value-added solutions that inspired me to be a part of the Firm. There are plenty of opportunities to learn at A&G, and as I will elaborate below, the Firm takes a keen interest in the development and well-being of its trainees and associates.

If you studied at an overseas university, why did you choose to work in Singapore?

The Singapore legal sector is undergoing intriguing changes. With the liberalisation of the market and the setting up of institutions such as the Singapore International Commercial Court and the Singapore International Arbitration Centre, we are taking on more and more cases with international dimensions. Singapore presents many opportunities for law graduates to take advantage of.

In addition, I see myself working in Singapore in the long run. Most of my family and friends are also based in Singapore.

How would you describe the firm’s culture?

A&G cares. It cares not only for its trainees or associates, but also for its support staff as well. At A&G, we are expected to accomplish the work assigned timeously and competently, but the Firm looks out for our welfare and gives us opportunities to play too. A&G’s open door policy creates a culture of integrity, mutual respect and collegiality. This in turn enables and motivates the younger lawyers to learn and give our very best in all things we do.

What attracted you to this practice area?

I am assigned to the Litigation department of A&G. The department is dynamic and is an exciting place to work in. Personally, my choice to practise in litigation stems from my love for conflict – I relish pitting wits against others, particularly in commercial disputes where issues can become very complex. On top of that, I am often satisfied each time a problem is solved or a dispute is resolved.

How would you describe the quality of training at this firm?

Because of the complexity and variety of the matters I assist in, I am always learning something new. On the whole, I find that the senior lawyers feel invested in the younger ones and

Gledhill

LAOS MYANMAR

are eager to teach. A&G also conducts seminars for trainees on core skills. I have no doubt that the training at A&G puts the trainees in good stead for the future.

What is the most challenging aspect of your job?

The workplace is vastly different from school. In UCL, while I was not altogether spoon-fed with the materials that I needed to know for examinations, I was at least given tips on where to look for the same. At a law firm, you are expected to hunt down materials on your own, and to ensure your work meets with the required standards and forms, such as templates and house style. It's a steep learning curve, but it got progressively easier for me as I became more familiar with my colleagues and the Firm's resources.

What is the most exciting aspect of your job?

Every day, I look forward to putting an argument or a string of arguments together on a matter. There is nothing quite like figuring out a case theory (ie the gist of your client's case) and stress-testing it against both factual and legal materials. It is also hugely rewarding to see the team's efforts finally bear fruit in and out of court.

Do you have any advice or tips for UCL students intending to join this firm?

Internships are a good way to connect with this Firm. Keep in touch with the legal developments in Singapore, and make use of opportunities (especially sessions and forums organised by the United Kingdom Singapore Law Students' Society) to find out about A&G. At the same time, don't neglect your grades - these are strong indicators of legal competence

Interview with Ang Ann Liang, Associate, Allen&Gledhill LLP

Training Contract Application Process for UK Students

Your legal career following graduation begins with a training contract.

At Allen & Gledhill, our Practice Trainees are an integral part of the team and while the focus will be on your training, you will be expected to take on active roles in matters.

Each Practice Trainee will be assigned to a Partner in the Firm who is qualified to be a Supervising Solicitor.

Our Practice Training Programme consists of the following components:

- Induction Programme
- Core Corporate Practice Trainee Programme
- Core Litigation Practice Trainee Programme
- Firm-wide seminars
- Practice Training Contract Checklist

How to apply

Applications should be made through our online application portal. You will have to select in your application form three departments you wish to apply for, in order of priority. If you have specific practice areas in mind, discuss it with the Partners who will interview you. Bear in mind though that your interview will generally be with Partners from the departments you have chosen and based on the availability of seats in the departments you have chosen. If you are unable to complete our online application form or experience technical difficulties, please inform us at trainingcontracts@allenandgledhill.com

The Interview

Shortlisted candidates will be contacted by our HR personnel to arrange for an interview.

The Case Study

When you arrive for the interview, you will be met by our HR personnel who will provide you with a case study to review. You will be given a minimum of 30 minutes to prepare a brief based on the case study for discussion with the Partners interviewing you. The purpose of the case study is largely for the Partners to assess your ability to analyse facts, identify, consider and reason through issues.

Getting to know you

In addition to the case study, we will also like to get to know you better by having a short chat with you. This is also the opportunity for you to get answers to any questions or to address any doubts you may have.

What we look for

Needless to say, we look for bright, hardworking and committed people, possessing a good dose of common sense and the ability to think outside the box. That said, we are looking for good lawyers and people, who can contribute to and grow with the Firm, so it's equally important that you are a team player who is motivated to take on challenges and contribute to the success of the Firm.

APPLICATION DEADLINES

Before you come for your interview, you might want to have a look at the FAQs on our recruitment website.

If you intend to be an intern at Allen & Gledhill in August 2016, apply by 31 January 2016. If you intend to qualify as a Singapore Advocate and Solicitor in 2018, apply any time from January 2016. For other offices, please check www.allenandgledhill.com

Pinsent Masons Middle East Training Contracts **2016 & 2017**

Pinsent Masons is a leading commercial law firm, headquartered in London with offices across the UK and internationally. Each year we recruit 4 trainee solicitors for our Middle East/London split Training Contracts.

The programme was developed to ensure that our rapidly-growing offices in Doha and Dubai have talented young lawyers to help them grow the business year on year.

The latest development is for us to offer two different contracts; one where Trainees will be more closely aligned to our Dubai office and another where the Trainee will be more closely aligned with our Doha office. However, we believe that the training experience you will have in each of them will be very similar in the opportunities available for learning, development and personal growth.

We are proud of the high quality work, early responsibility and exposure to clients we can offer all our Trainees, and are keen to offer the best possible training experience to those who join us. You can find more information at

<http://graduate.pinsentmasons.com/programme/training-contracts-middle-east/>

Applications are now open and the deadline is 19 November 2015. Assessment centres will take place at our London office in late January 2016.

**TAKE THE LAW INTO
YOUR OWN HANDS**

 [facebook.com/PMgrads](https://www.facebook.com/PMgrads)
 @PMgrads

www.pinsentmasons.com/graduate


Pinsent Masons

Baker & McKenzie

77 OFFICES IN 47

As Baker & McKenzie's member firm in Singapore, Baker & McKenzie. Wong & Leow is part of one of the world's leading and most internationally diverse law firms. With broad global coverage and comprehensive local knowledge gained from over 30 years of operating in Singapore, the firm offers a unique combination of resources to help clients to effectively manage the challenges and opportunities of doing business in Singapore, the rest of Asia and globally.

The firm is strong across its practice areas, and in particular, it is regarded as the strongest tax firm in Singapore. Through Wong & Leow LLC, the firm has full rights of audience before the Singapore courts and can therefore also assist with any contentious issues that clients may be facing.

Why did you choose this firm? / What is the best thing about this firm?

I started my legal career at one of the “big four” local law firms in Singapore. After three and a half years of practice, I began contemplating a move to an international law firm as I wanted to broaden my horizons and embark on something different from what I am currently doing. Along the way, I had the opportunity to join Baker & McKenzie. Wong & Leow. I was initially attracted to the Firm as it gave me the best of two worlds – I would have access to the Firm’s global network of offices, expertise and work, and I would still continue to be part of a practice that enjoys full rights of audience in the Singapore courts, through Wong & Leow LLC.

Looking back at the past year, joining the Firm has surpassed my expectations in every possible way. Not only is the type of work we get from our clients unmatched in breadth and scope, the Firm has also developed me into a far more complete and well-rounded lawyer than I could ever have imagined. The work here constantly calls for me to step out of my

comfort zone - a challenge I greatly relish. I am also given significant responsibility and autonomy, and this has allowed me to grow into the role that the Firm has envisaged for me.

If you studied at an overseas university, why did you choose to work in Singapore?

While I certainly shared in that same dream every other Singaporean law student in the UK has – to land a training contract at a magic circle firm, or a pupillage under a high-flying silk at a commercial set – reality was far more prosaic than that. Moreover, given the Singapore Government’s relentless push to make Singapore a global financial and legal hub, it just seemed far more logical and sensible that the best opportunities, for me at least, lay in Singapore and not elsewhere.

How would you, as an associate, describe the firm’s culture?

Baker & McKenzie. Wong & Leow is a fantastic place for young, aspiring lawyers to cut their teeth. Not only is the work that we produce of stellar quality, the culture of the Firm

Baker.Mckenzie.Wong & Leow

COUNTRIES

is also very genial and collegiate. The associates and principals are genuinely friendly and approachable people who will not hesitate to help. Besides maintaining an open-door policy, the Firm also actively downplays hierarchies. It is thus not uncommon to see trainees working directly for one of the senior principals or even senior counsel on matters. The principals also see the associates and trainees as key members of the team, and value their opinions and thoughts, even if they may not always go with them in the end. This facilitates dialogue which, in turn, breaks down barriers and builds candour and mutual respect in the process.

What attracted you to this practice area?

Ever since I watched two QC's going head to head during a trial at the Royal Courts of Justice, I have been enthralled by litigation. There are few things more exciting in law than successfully cornering a witness during cross-examination and eliciting a concession in your client's favour. The art of subtly giving a witness enough rope from which he will eventually hang himself requires a host of skills, of which the mastery of the law is by far the least important. The adversarial nature of litigation may not be everyone's cup of tea, but for those of us who are so inclined, litigation is very much at the forefront of the law, where one's submissions to the Court may eventually influence the way in which the law develops.

Litigation is also intellectually challenging as it requires a lawyer to have an in-depth knowledge of many subjects, both legal and non-legal. In the same manner that one is un-

able to chose one's family, a young litigator, too, doesn't have the luxury of choice when it comes to accepting briefs or taking on matters assigned by the partners. In this way, litigation exposes a lawyer to the entire spectrum of the law and places one in a good position if he or she subsequently decides to branch out to do something else – for example, to become a corporate lawyer, to go in-house or even to open a bakery.

How would you describe the quality of training at this firm?

All trainees seeking to gain admission to the Singapore Bar are required to demonstrate that they have fulfilled certain criteria and have mastered the basic skill set necessary for practice as a lawyer. The training program that we have here at Baker & McKenzie.Wong & Leow has been structured not only to ensure that our trainees have met the necessary criteria, but also goes beyond that by equipping our trainees with additional skills and knowledge so as to enable them to stand apart from their peers. For example, besides giving our trainees practical work experience by getting them involved substantively in the various matters and transactions that the lawyers are currently working on, the Firm also regularly organises seminars, talks and workshops on topics of relevance for the trainees. The feedback I have received is that the trainees often find these very helpful.

The training does not just end once our trainees have been called. The training program extends to all levels of lawyers within the Firm and covers all types of disciplines within the

Baker & McKenzie

77 OFFICES IN 47 COUNTRIES

various practice groups. For example, just earlier this year, I attended an overseas global anti-corruption conference, as well as a global employment forum. These conferences were attended by our colleagues from all over the world, including North America, Europe and the Asia Pacific. One of the other associates also had the chance to travel to Houston, Texas for a global oil and gas conference. Later this year, I will be joining about 60 other mid-level associates from the Firm's Asia Pacific offices for a weekend of seniority-specific training.

The Firm also organises regular internal talks and seminars. I recently attended an interesting and informative one-day training on accounting, which taught us how to understand and decipher financial statements through the use of colours and DIY-boxes that we made ourselves. The Firm also had the honour of hosting Toby Landau, QC when he was in Singapore, and he gave an insightful talk on the future of arbitration. I can honestly say that the quality of training here at Baker & McKenzie.Wong & Leow is unmatched.

What is the most challenging aspect of your job?

Without a doubt, the most challenging part of my job pertains to clients and business development. Baker & McKenzie.Wong & Leow believes that such activities are not the exclusive remit of the partners. As such, even the junior associates are encouraged to participate in the client luncheons, cocktail drinks and other seminars and conferences organised by the Firm. One of the first things I was asked to do, not long after joining the Firm, was to sit on

a panel with other lawyers to discuss various compliance-related issues at a client seminar. It was unnerving to say the least, particularly as I had never done anything like this before. But it was a great learning experience, and showed me that Baker & McKenzie.Wong & Leow has very high expectations of its young lawyers.

What is the most exciting aspect of your job?

The most exciting part of my job is, quite honestly, the various pro bono initiatives that we are encouraged to volunteer with. I frequently help out at legal clinics in addition to taking on cases from the Legal Aid Bureau and the Criminal Legal Aid Scheme. I see this as a way for us lawyers - who have been blessed with so much, both in terms of opportunity and financial security - to give back to the community and to do our part to help. More so than anything else, this is where I see my skills having the greatest direct positive impact on the people around me.

Do you have any advice or tips for UCL students intending to join this firm?

Besides the usual platitudes such as "study hard", "do lots of internships" and "demonstrate all-roundedness", the best advice that I can offer is this: think about what value you can bring to Baker & McKenzie.Wong & Leow, or for that matter any firm you have set your sights on. The fact that there are currently around 600 of you reading law at one of the world's best universities should indicate to you how stiff competition will be for a training contract - or job opening if you, like me, are a lateral

Zie.Wong & Leow

COUNTRIES

hire. How is a firm like Baker & McKenzie. Wong & Leow going to be able to pick out the best candidates when top grades are more or less a given? You will need to be able to distinguish yourself from your peers one way or another.

The second piece of advice I can share is this: find out what you really want. And by this I mean determine for yourself whether working in “big law” is for you. Many of the interns I’ve spoken to often don’t know whether a career in law is for them. Of the few who seem to have some inkling of an idea, even fewer have decided which law firm they would be applying to for a training contract in due course. Sadly, almost all seem contented to follow the well-trodden path of picking internships from only the top

tier firms, without ever considering whether medium-sized or even boutique firms would suit them better. This is most unfortunate, especially given that it is very much an employer’s market now. Whilst not everyone will have the aptitude for a career in a big, international law firm, this is not to say that you won’t thrive elsewhere. Don’t wait until it’s too late to find out. The last piece of advice I will give you is this: travel. The five years I spent in London were arguably the best years of my life, and my experiences there were instrumental in shaping my outlook on life. Don’t spend all your time poring over your readings and the tutorial questions. Make time to explore London, the UK and beyond. You may just discover something about yourself along the way.

*Interview with Clarence Ding, Associate, Dispute Resolution and Intellectual Property,
Baker & McKenzie. Wong & Leow*

APPLICATION DEADLINES

We invite you to meet our people, learn about our work and discover the opportunities we offer. Applicants for the Singapore office should be a second year law student with results indicating that they will achieve a minimum of a 2:1 in their degree. A letter of application, together with a full curriculum vitae (including results in university examinations) should be sent to Kate Doyle before the deadlines indicated below.

- 6th June - 1st July 2016: Application deadline 31st March 2016
- 4th-29th July 2016: Application deadline 31st March 2016
- 1st-26th August 2016: Application deadline 31st March 2016

We are currently accepting applications for Practice Training Contracts starting in 2018.

For other offices, please check the firm’s website.

Bird

27 OFFICES IN

Bird & Bird is an international law firm, with a rare and invaluable grasp of strategic commercial issues. The firm has over 100 lawyers in 27 offices across Europe, the Middle East and Asia, as well as close ties with firms in other parts of the world.

Well known for its market-leading expertise in Intellectual Property, the firm has a 160-year history and continues to produce high-quality, free-thinking, innovative advice and ideas. At Bird & Bird you will be able to pursue exciting international work and realise your potential.

Why did you choose this firm? / What is the best thing about this firm?

I chose Bird & Bird because of its technology focus. I've got an interest in tech and enjoyed studying IP law at university so when it came to applying for training contracts Bird & Bird was at the top of the list. I think the best thing about the firm is its relaxed culture.

Why did you chose to do an international secondment in Abu Dhabi?

Although I am based in the London office, during my training contract I was able to do a secondment to our Abu Dhabi office. I thought that the opportunity to live and work abroad would be a great experience. The firm gave me a number of options and the Middle East looked the most interesting place because it's both culturally and commercially very different from the UK. Our office in Abu Dhabi is relatively young and is expanding rapidly, so provided a contrasting working style to the more established London office.

What attracted you to this practice area?

My interest in technology initially attracted me to Bird & Bird's Commercial department. As I sat in the department during my training

contract, I realised that this practice area generally brings you closer to the heart of what your client's business does. This gives you the opportunity to see the impact your advice has on their business and, for a number of clients, work within their in-house team on full-time or part-time secondments. It's also a very international practice area, as I learned during my secondment abroad.

How is the work-life balance in the firm?

The work-life balance at the firm is good, and is something that is taken seriously by the firm. A lot of this comes down to personal responsibility. The firm wants you to learn to manage your own workload, but with the knowledge that if you are overburdened then you can discuss this with partners and/or with other members of your team that you can share work with.

What other firm-related activities or social events have you participated in?

I get involved with a number of sporting activities for the firm, including playing for the football and cricket teams. The firm has an annual international football tournament which is really well-attended (by both players and spectators) and is something that everyone looks forward to each year. There are also in-



Bird

18 COUNTRIES

ternational sector based retreats depending on which sector you're involved in – I'm attending

the media sector retreat next month.

Interview with Tristan Russell, Commercial Associate, Bird and Bird

WORKING AT BIRD & BIRD

Spending your summer with Bird & Bird is more than just work experience. It's an opportunity to discover your potential and kick-start your career in law, taking you straight to the heart of a global law firm.

With access to people across the company including partners and our CEO, you will have a chance to live and breathe the brand, experiencing the business from the inside out. You will also see first-hand the impact of client relationships and how we work seamlessly between 27 offices across Europe, the Middle East and the Asia-Pacific region.

You will be working on client projects from the outset: our summer placement is designed to strengthen your knowledge and give you an unfiltered look at the way people work on an international level. At the end of the placement we will be recruiting the best performers for our training contracts.

APPLICATION DEADLINES

For training contract, you will need to submit an online application form before our deadline of 31 July 2016. The deadline for Summer placement scheme is 31 January 2016. Non-law students are able to apply for their final year.

The firm reviews all applications and then invite selected candidates to complete an online test. The next stage is a video interview, where successful candidates will be invited to attend an assessment event, which we call an 'Insight and Selection Day'. Candidates who demonstrate their suitability for the placement will then be offered a place on one of our schemes. Summer students are automatically assessed for a training contract during their placement.

The application process opens each October. Please note that law students should apply from their penultimate year onwards.

For other offices, please check the firm's website.

Pinsent

21 OFFICES IN THE UNITED KINGDOM, BELGIUM, GERMANY,
SINGAPORE, AUSTRALIA

Pinsent Masons is an international law firm with a long-standing reputation for delivering high quality service and adding value for clients. The firm's approach to doing business is structured around developing long-term relationships with its clients, its people and its local and global communities. With an international resource of over 1,500 lawyers, the firm delivers on the ground legal advice, advising clients on their businesses worldwide.

The firm empowers people within the firm to be their best, and this in turn enables the firm to be successful in a challenging environment. This happens via commerciality and developing practical business solutions to deliver a competitive advantage. The firm is known for rewarding outstanding performance and retaining talent, as well as having a diverse and open environment in which people can be themselves and give their best.

Did you have an international secondment? If so, how would you describe the experience?

I am undertaking the Pinsent Masons Middle East/London split Training Contract. I completed my first seat in Doha and I am currently half way through my year-long secondment to the London office. My last seat will be in the Firm's Dubai office with the opportunity to qualify into either Dubai or Doha. Working in London is exciting as it is such a commercial hub and our clients are often international. Working in Doha was a great experience as it brings together the East and West - giving me an insight into very diverse cultures. As the Doha office is smaller than most of the other Pinsent Masons offices, and I was the only trainee, I was given great deal of responsibility early on which I thrived on.

Have you taken a business trip to another country? If so, how would you describe the experience?

During my first seat in Doha, I was lucky enough to travel to Abu Dhabi in the United Arab Emirates for a series of client meetings

on a case which brought together lawyers from our Doha, Dubai and Belfast offices. It was a terrific experience as a first-seat trainee to be a part of such an international case, which also gave me the opportunity to travel.

Please tell us more about your exposure to international work at your firm.

In addition to the opportunity to train in three of Pinsent Masons' international offices, I have been involved in numerous international cases. In Doha, I was involved in the incorporation of several joint venture companies that would bring together Qatari and non-Qatari shareholders. In addition to being very interesting legal work, it also provided me with an insight into the different business dynamics. In the UK, many of the cases I have worked on have had a pan-European element. As a team, this required us to also consider the international impact of the decisions we made.

What is the most exciting aspect of your job?

The opportunity to work in a number of offices and qualify into one of the Middle Eastern

Masons

ANY, FRANCE, TURKEY, CHINA (INCLUDING HONG KONG),
LIA, QATAR AND UAE

offices is my ultimate career goal. The fact that those offices are in such exciting and unique cities really is the cherry on top. Being exposed to a wide range of clients and business cultures, and a number of jurisdictions so early in my legal career is exciting, interesting and has really cemented my desire to qualify into an international commercial firm.

Do you have any advice or tips for UCL students intending to join the firm?

I think commercial awareness is one of the most important things that Pinsent Masons looks for when recruiting trainees. This means being commercially aware about the Firm and its clients, and the markets and sectors they operate in. Demonstrating an understanding and interest in Pinsent Masons' strategy and values will help you to demonstrate your commercial awareness in the application and selection process.

Interview with Nathalia Elhage, third-seat trainee in Banking, Pinsent Masons

WORKING AT PINSENT MASON

The facts speak for themselves. A good 70% of our trainees regularly join us after experiencing the working environment first-hand over a summer placement. It's by far the best way for you to get to know us, and for us get to know you.

So what are we looking for? It's quite simple. We're looking for people with the skills, attitude and outlook to become our next generation of business lawyers.

APPLICATION DEADLINES

We are inviting application for vacation placements in summer 2016. The deadline for applications is 15 January 2016.

We are also currently inviting applications for Training Contracts commencing in 2018. We do not screen applications on a rolling basis. The deadline for applications is Friday 29 July 2016. Assessment centres for training contracts will take place in late August/early September 2016.

After the deadline, all applications are screened to a pre-defined framework and we shortlist those candidates who best meet our capabilities. Those candidates will be contacted asking them to complete an online psychometric assessment. If you pass the psychometric assessment, you will be invited to log-on to our application system and book a place at one of our assessment centres.

For other offices, please check the firm's website.

Rajah

CAMBODIA CHINA INDONESIA LAO

Rajah & Tann Asia is the region's new 'home team'. By bringing together leading local law firms and lawyers, the firm has created the first unified, coherent, and authentically Asian legal services offering throughout the region. Individually, each firm offers the highest standards of service to locally based clients. Collectively, the team has the capacity to handle the most complex regional and cross-border transactions and to provide seamlessly excellent legal counsel across the region.

How would you describe the firm's culture?

The firm has a great collegiate culture. The one thing that motivates me to get out of bed and into the office every morning is my friendships with my colleagues. These are people who I would have breakfast (if I get up in time), lunch, coffee, and sometimes dinner with every week. And next week, I would come back and do it all over again. At one point, we were even playing Frisbee together on Saturday mornings (that is the extent of how much we like to hang out with each other), but it became too much effort after a while.

The partners and management are extremely accessible, always friendly and willing to guide us through our work; and are open to our ideas and views. They have always encouraged us to grow our own practices, to consider the business pressures that a law firm has to manage in order to thrive, and to be aware of the commercial realities around us. We are encouraged to stand on our own as independent lawyers.

The good relations in the firm really help in the course of our work. We respect one another, and are comfortable working in teams of any permutation. A lot of our efficiency and effectiveness comes from the approachable and open culture that we have in the firm.

What is the most difficult aspect of your job?

Probably the pace of the work. We need to be able to respond quickly, be it client's instructions, the Court's directions, opposing counsel's letters or partners' requests. Much of the work we do is time-sensitive, and there are so many different moving factors in our client's business environments that affect the decisions we make in real time. But at the same time we need to cultivate the self-awareness to step back and take a moment to consider what our response should be, rather than reacting out of muscle memory or instinct.

What is the most exciting aspect of your job?

There are always adrenaline-filled moments such as rushing to Court to file an injunction to avoid millions of dollars exiting a bank account; or discovering a cache of tens of thousands of documents in a harddrive, on the doorstep of trial. These events are exciting in and of themselves.

But I would say that the most exciting part of my job is acquiring in depth knowledge about the different diverse industries that my clients work in, which we need to do to litigate effectively on their behalf. I've worked on disputes involving coal mines, condominium construction, private universities, semiconductors, oil

Rajah & Tann

S MALAYSIA MYANMAR SINGAPORE

trading, online gambling, etc. Each time, it feels like I'm entering a whole new different world.

Did you participate in a particularly memorable case or transaction? Why was it memorable?

I was part of the team that represented Dr Susan Lim in her appeal against disciplinary proceedings over the amount charged to a patient from the royal family of Brunei. It was a fascinating case that involved analysis of many branches of the law, a good dose of policy and regulatory issues, and understanding of medical procedures. In the lead up to the appeal, the intellect, energy, focus, and cohesiveness of the working team, both counsel and clients,

was something I will never forget. Do you have any advice or tips for UCL students intending to join this firm?

No doubt, studies are important. There needs to be a certain amount of academic ability for the practice of law. But as a UCL law student you probably do not need to worry on that front. So use the time in university to try different experiences, meet and relate to different people, travel to different environments and cultures, explore your limits, find out what you want and do not want, and identify your strengths and weaknesses. With that self-knowledge, assurance, ability to relate to people and awareness of the wider world around you, you would be a strong candidate for the firm.

Interview with Amy Seow, Senior Associate, Commercial Litigation, Rajah & Tann Singapore LLP

APPLICATION DEADLINES

Our four-week internships are open to all law students (preference will be given to students in second year onwards). The stint will provide an insight into what goes on in the daily life of a practising lawyer. In addition, internships are also an opportunity for us to assess a candidate for the purposes of offering a training contract or relevant legal training contract in future.

Our training contract is distinctive. We are one of the few firms to conduct litigation training sessions for our lawyers. You will be given a hypothetical problem, and challenged to argue the case on behalf of your client, in simulated "live" conditions; the best way, we believe, to master the quick thinking skills involved in high pressure Court work.

Applications for an internship seat in a particular year must be made between 1 January and 31 January in that year.

Applications for a training seat with a view to qualifying in 2018 can be made from 1 December 2015 to 15 January 2016. For more information, please visit <http://recruit.rajahtann.com/>

Shook Lin & Bok

SINGA

Shook Lin & Bok is a leading Singapore law firm with a unique appreciation of the complex legal and regulatory challenges faced by enterprises in Singapore and the rest of Asia. A hallmark of its success is the depth and breadth of its cross-border experience and relationships. The firm's partners, associates and foreign lawyers have diverse legal education and language capabilities, having qualified in many jurisdictions, including Singapore, the United Kingdom, India and the People's Republic of China.

Why did you choose this firm? / What is the best thing about this firm?

Shook Lin & Bok LLP is a leading and well established firm that is at the forefront of the litigation scene in Singapore. The firm handles a diverse portfolio of cases and provides its junior associates with exceptional exposure.

What attracted you to this practice area?
I knew that I did not want a run-of-the-mill desk-bound job.

The internships that I went through as an undergraduate elevated my interest in the practice of dispute resolution. After a few internships and getting some hands-on experience, I realised that I was inclined towards dispute resolution. The nature of my practice area provides me with an opportunity to appear in Court and to canvass arguments before a judge. It presents a challenge that I relish.

How would you describe the quality of training at this firm? / How does your training compare to that of your peers at other firms?

A trainee and/or a newly qualified lawyer can be expected to do a substantial amount of

ground work such as research, reviewing documents and drafting. However, you should remember that you are not alone. This gave me the opportunity to interact closely with my seniors and partners and to learn from them.

What is the most exciting aspect of your job?

Appearing in Court and canvassing arguments before a judge whilst challenging, is rewarding.

It may be true that we will have to wait for a few years before getting the opportunity to run our own trials. However, we get the opportunity to argue at pre-trial conferences or interlocutory applications, some of which can be very contentious. Running our own trials requires years of experience and the opportunity to watch eminent practitioners cross swords is excellent training.

Do you have any advice or tips for UCL students intending to join this firm?

Excellent academic results, a positive attitude and having initiative are some of the pre-requisites for undergraduates intending to join the firm.

Interview with Alec Liong; Associate, Litigation and Dispute Resolution, Shook Lin & Bok

i n & B o k

APORE

APPLICATION DEADLINES

We invite applications for internships from individuals who are pursuing undergraduate or postgraduate degrees in law and who are eligible to be admitted as an advocate and solicitor in Singapore. Our internship programme provides interns an opportunity to have first-hand insight into the life of a practising lawyer and allows us to identify potential candidates for training contracts. The standard duration for an internship is two weeks. During these two weeks, you will be assigned to a mentor who will give you exposure to our practice by involving you as far as possible in his or her day to day work.

We are also always looking for bright, hard-working law graduates with initiative and drive to join us for relevant legal training and training contracts (“practice training”). At Shook Lin & Bok, we take practice training seriously: we take in all our practice trainees with the intention of retaining them as associates upon their admission to the Singapore Bar. Our practice trainees do not get lost in the crowd. We have an informal working environment which encourages collegiality over hierarchy: all our lawyers and trainees are on a first name basis.

We accept applications for both internship and practice training throughout the year.

Skrine is one of the largest law firms in Malaysia and has vast exposure to a wide range of legal matters due to its 50 years of experience in the legal industry. It is a full service legal firm delivering practical and effective legal solutions to a large cross-section of the business community. Its clients include private individuals as well as domestic and multinational businesses coming from a broad spectrum of industries, including finance, commercial banking, investment banking, telecommunications, aviation, pharmaceuticals, governmental and private industries.

Why did you choose this firm over others?

Skrine offers both quantity and quality in that they do top-notch work in a large variety of practice areas. That's reflected in their reputation as one of the most established law firms in Malaysia. It also means that it provides great opportunities in terms of learning, experience and skills. At the same time, Skrine is well-known for its great firm culture. I was certain that pupillage at Skrine would encourage my development both as a future lawyer and as an individual.

How does your training compare with peers at other firms?

What I like about the training at Skrine is that it's guidance-based. You get substantial work like research for cases and drafting documents, but they don't throw you into the deep end and expect perfect execution immediately. They will review your work, give you constructive feedback and, most importantly, discuss it with you so that both sides see each other's point of view on a particular issue. Exposure is another plus of being a pupil at Skrine - you experience the everyday of legal practice in all its aspects, such as carrying out basic case management, observing trials and attending client meetings. It's not only about the work inside the office,

but also outside of it.

What is the best thing about the firm?

Hands down it would be the culture. Everyone here is friendly and always willing to help you out, even if what you're clueless about is something as simple as how to work the fax machine. I know people who would scoff about the importance of that but it does make a huge difference in your work day! Skrine strives to ensure there is a work-life balance. There are plenty of social events organised by the firm so you get to know your colleagues on a more personal, non-work related basis as well as have some fun in what is admittedly an intense and often stressful profession.

What is the worst thing about the firm?

It would probably be the lack of overseas opportunities. Having a stint overseas would give one a different perspective, whether the particular country practises the same system of law as Malaysia or otherwise. I think the experience of doing part of the training in another country would be amazing. We do get sent outstation to handle matters on our own, though, which is something not all firms allow.

in e

AYSIA

What is your best moment at the firm?

It would have to be when my drafting work was returned to me with little to no amendments and was sent to the client accordingly. Of course, the praise is welcome. Mostly though, it's a fantastic feeling knowing that you have come a long way from your first day at the firm. People trust you and what you do, and I find that to be both a compliment and an accomplishment. If you're ever feeling low or frustrated, remembering that works well as a morale boost.

What is your worst moment at the firm?

I once drafted, edited and checked a document but somehow still ended up misspelling the client's name. Worse, it was the client who pointed it out in their email. Fortunately the client was lovely about the matter and simply requested for that to be corrected. Nevertheless, I died a little inside from mortification. The moral of the story is proofread every single word – before proofreading it again.

Interview with Rachel Chiah, Pupil at Intellectual Property Department, Skrine

APPLICATION DEADLINES

We do not have any deadlines for internship or trainee applications. In a year, we normally conduct 3 to 4 internship sessions (in January, July, August and November). The applicants will need to submit their applications to the partner in charge, Ms. Kuek Pei Yee, at kpy@skrine.com together with a complete submission of relevant documents, that is, cover letter, curriculum vitae and academic transcripts.

Slaughter

UNITED KINGDOM BELGIUM C

Slaughter and May is a leading international law firm with a worldwide corporate, commercial and financing practice. The firm provides its clients with a professional service of the highest calibre, combining technical excellence with commercial awareness and a practical, constructive approach to legal issues. International work is also central to the firm's practice. The firm has close working relationships with leading independent law firms around the world which enables it to provide clients with a first class and seamless legal service worldwide.

At Slaughter and May, trainees will be trained to be a specialist across a range of legal areas. This means a steep learning curve, especially as a junior lawyer, but ultimately a much more rewarding and varied career. This broad base of experience will enable trainees to make a more informed decision about which practice group they should join on qualification.

Why did you choose to work in London?

Not only is London one of the most vibrant cities in the world, professionally it is second to none. London's position as an international financial hub means the quality and range of work you are exposed to is guaranteed to challenge and develop your legal skills.

to do your research. Not only will this be key at interview, where firms are very keen for you to appreciate what makes them special, but it will help you make an informed decision that will shape your career. Many applicants assume that large city firms are broadly the same, however in my experience this is not the case – each firm offers something different.

Did you have an international secondment? If so, how would you describe the experience?

I spent six months in Madrid during my training contract working for Uría Menéndez, a leading Spanish law firm and one of Slaughter and May's "best friends" network. Working at Uría broadened my experience of international transactions. I was often working in Spanish, but fluency in English meant I was given more responsibility in negotiations and drafting.

Did you participate in a particularly memorable international case or transaction? Why was it memorable?

I was part of a small team working with Spanish and U.S. lawyers on the flotation of a subsidiary of a large multinational. I was closely involved in the business strategy - the company's CEO would outline how he envisaged the company operating, and we would feed this into legal agreements. Just before the flotation unexpected changes in the market rendered it impossible. Although the deal did not finalise, it was a great experience, and a good reminder of how dependent on changing market conditions our work is.

Do you have any advice or tips for UCL students intending to join the firm?

Before applying to any law firm it is essential

Slaughter and May

CHINA (INCLUDING HONG KONG)

How would you describe the quality of training at Slaughter and May?

Training is based on real case studies and interspersed with anecdotes from the speakers, who are a mix of fee earners and support staff. This means you will often encounter situations worked through in training in your fee earning work.

Interview with Lucia Bird, Associate, Slaughter and May

— WORKING AT SLAUGHTER AND MAY —

At Slaughter and May you will train to be a specialist across a range of legal areas. We do not pigeonhole our lawyers. This is in sharp contrast to the experience that you might have at other City firms where, as a trainee in, say, a Dispute Resolution group, you may only work on construction litigation or tax litigation, for example.

We have clients all over the world and across all industry sectors. They range from governments to entrepreneurs, from funds to leading banks, from retailers to entertainment companies and from industrial conglomerates to Premier League football clubs. We were the only law firm to have been involved in dealing with almost every aspect of the UK financial crisis.

The vast majority of our transactions are international and cross-border in nature. Many of our lawyers travel extensively and over 70% of our work has an international aspect. But our international work is driven by the fundamental principle that complex transactions require first-class legal expertise rooted in a deep knowledge of local practice, procedures and culture.

— APPLICATION DEADLINES —

There are many opportunities for you to do so, either on campus or at our London office through an open day, work experience scheme or workshop. For the deadlines of each programme, please check the firm's website.

Applications for our 2018 trainee intake are also now open. If you are a law student, you should submit your application in the summer before you enter your final year of study, after you have received your examination results.

Tay & Partners

MALAYSIA

Tay & Partners is a full service commercial law firm that combines solid legal expertise with a business-oriented approach. In the last two decades, the firm has grown exponentially to become one of the most established law firms in Malaysia. The firm provides a comprehensive range of legal services to a large cross-section of the business community in Malaysia and abroad. Its team of partners and lawyers are attuned to transactional work and can provide first class legal service and responsiveness that clients look for. In 2015, the firm was a Top Ranking Firm in Asia Pacific Legal 500 for Banking & Finance, Capital Markets, Corporate and M&A, Dispute Resolution, Industrial Relations, Intellectual Property and Real Estate & Construction.

If you studied at an overseas university, why did you choose to work in Malaysia?

I completed both my LLB and BPTC in the UK but chose to return to Malaysia to build my career because Malaysia is my root and the country I plan to return to in the long term. Moreover, there are more job opportunities in Malaysia as compared to the UK where job priorities are given to EU citizens.

How would you describe the firm's culture?

After training at Tay & Partners (TAPS) for the past nine months, I can say that the firm practices good culture. The people in the firm, especially the partners and the associates are very ready to invest their time and effort to teach and to guide. They are trusting in giving work irrespective of whether the cases are complex or straight forward, always coming alongside to impart their skills and experience to the pupils.

The firm also practices healthy work life balance. Periodically, the firm organizes social and team building activities; to name a few, movie nights, company trips, festive lunches and get-togethers and sports events. This has very much helped pupils who are new to assim-

ilate and integrate comfortably into the firm.

How would you describe the quality of training at this firm? / How does your training compare to that of your peers at other firms?

The pupillage in Malaysia is for a duration of nine months. As for the pupillage programme in TAPS, a rotation structure is adopted. This simply means that a pupil will get to work and learn with each of the three departments for two months and spend the last three months with the department of his preference.

This is somewhat different from the pupillage programmes offered by other firms whereby a pupil will be placed in only one department for the whole period of his pupillage. I find this rotation structure very beneficial as it helps pupils identify their area of interest and gives the pupils the direction they need for their future.

At TAPS, I was given the opportunity to be involved in detailed legal work which is crucial in the transition of becoming an associate in the future. Even in the early months of pupillage, TAPS gave me the trust and confidence to liaise and correspond with statutory bodies, associates and clients, both locally and internationally. This encourages and allows me to

Tay & Partners

AYSIA

handle cases confidently.

What attracted you to this practice area?

I commenced my pupillage with my mind set on practising as an Intellectual Property associate upon completion of my pupillage. However, in the course of my training, my direction changed and I realized that I was more interested to practice and grow as a Corporate lawyer. This change in preference was because I found that I could be exposed to a wider aspect of work, ranging from mergers and acquisitions, initial public offering, corporate conveyancing, banking and finance as well as other matters related to business or commercial transactions.

Do you have any advice or tips for UCL students intending to join this firm?

Before I commenced my pupillage with TAPS, I was advised by seniors and previous bosses to learn as much as I can during my training. I share the same sentiment to all UCL students intending to begin their pupillage. My advice to UCL students is to be prepared to take on and learn as much as possible, not limiting to just their preference of work. It is also very important to work proactively, keep to deadlines and when necessary, be prepared to contribute more than is required.

Above all else, I believe a positive and good attitude in approaching work and circumstances will give one the advantage to not only excel in one's career but also in life.

Interview with Hoong Wei En, Associate, Corporate Department, Tay & Partners

WORKING AT TAY & PARTNERS

As a dynamic firm, we are continually developing our areas of practice, and are always on the lookout for skilled and enthusiastic lawyers to join us. The exceptional quality and breadth of work we offer and our strong relationships with an excellent client base provide a challenging and rewarding legal career. At Tay & Partners, we work hard, but we also play hard. You spend most of your waking hours at work - why not invest your time with a firm which supports your personal life and encourages balance between work and life.

APPLICATION DEADLINES

We offer a comprehensive pupillage program in Malaysia. Considerable time, effort and costs are also invested to help our lawyers develop their skills, knowledge and level of practice. You will be assigned a pupil master, to whom you will regularly report and meet to discuss your progress, as well as a peer mentor. You will have the opportunity to rotate through our core areas of practice. From the first day of pupillage, you become very much a part of our Firm. We invite you to share our vision and join us in our journey in developing a dynamic legal practice in the region. Deadlines for pupillage applications will be on 15 June and 15 December of each year.

Wong Partnership LLP

SINGAPORE CHINA

As one of Singapore's best firms, WongPartnership believes in having a true partnership of exceptional individuals. The firm invests in its people so that it can maintain the high standards and quality of service that its clients have come to expect. Trainees can expect continuing legal education in the form of structured briefings and seminars, on-the-job training from mentors, free and open exchanges of ideas, and frequent interaction between pupils, associates and partners.

Why did you choose this firm? / What is the best thing about this firm?

The people! I was told at the interview that the firm has an open-door policy, and as a trainee I definitely found that to be true. Everyone in the firm, from the secretaries to senior associates to partners, is really friendly and helpful, and willing to go out of their way to help you. As a trainee when you're new and still trying to find your feet, this is definitely a great aspect of the firm.

If you studied at an overseas university, why did you choose to work in Singapore?

I suppose a great part of it was due to the fact that my family was in Singapore. Being an only child, I thought it would be better to return and spend some time with my parents. I also love the local food, and being able to get a plate of char kuay teow whenever I want really doesn't hurt.

What attracted you to this practice area?

I do some equities trading in my free time, and as part of my hobby, I enjoy reading up on companies to better understand their business and future growth prospects. Hence when it came to applying for a training contract, ECM (Equity Capital Markets) seemed like a very natural choice.

What is the most exciting aspect of your job?

I love the fact that every deal we work on is unique and has its own quirks and challenges. From mining companies to shipbuilders to REITs, there's almost never a dull day at ECM!

Do you have any advice or tips for UCL students intending to join this firm?

Just be yourself at the interview! The partners are really friendly and just want to get to know you better as a person. If you have any questions about the firm, don't be afraid to ask the partners at your interview!

Interview with Kevin Ho Yuan Hin, Associate, Equity Capital Market, Wong Partnership LLP

Partnership

ABU DHABI QATAR

APPLICATION DEADLINES

While strong academic record is important, we also value a good attitude, a desire to learn and a willingness to contribute: team players who can fit into the ethos of the Firm. We have a strong culture of hard work, where everyone is driven to achieve and perform. The team spirit is high and a strong collegiate spirit is evident where everyone is on a first name basis.

We accept training contract applications starting from 1 September 2015. We welcome applications from third-year law undergraduates from local and scheduled overseas universities who are keen to undertake a training contract with our firm.

Deadlines for internships have not been released at the time of publication. Please check the firm's website.

Zaid Ibrahim

AUSTRALIA CAMBODIA MALAYSIA INDONESIA LAOS VIETNAM

Zaid Ibrahim & Co is a member of the ZICOlaw network, a network that brings together some of the finest legal minds across the Asia Pacific Region. This network of eight ASEAN countries, together with a presence in Australia, gives trainees ample opportunities to work with some of the most knowledgeable minds and to acquire in-depth insights of the region. The firm will guide trainees every step of the way, opening doors for trainees to work closely with people from diverse backgrounds. At ZICOlaw, trainees will do more than participate in groundbreaking deals; their work could contribute towards shaping law and policy in the region.

The firm is committed to grooming trainees to take a seat at the table. At ZICOlaw, there is a conducive work environment; one that is inclusive, welcomes innovation and encourages continual learning and development.

What is the best thing about this firm?

The best thing about ZICO is definitely the people. Lawyers and staff are friendly and approachable. The support I receive from my colleagues makes all the difference, especially when you are on a tight deadline with demanding parties.

As ZICO has a presence in 8 out of 10 ASEAN countries, you also get to work with lawyers from around the region. Many friendships have formed through joint projects, secondments and firm trips. Going on holiday to visit colleagues located in different offices is not uncommon!

If you studied at an overseas university, why did you choose to work in Malaysia?

Primarily, I came back to Malaysia for family reasons. However, with the many growth opportunities available in ASEAN, Malaysia is a good place to be based to be part of the action. It also helped that since the Bar Vocational Course (now known as the Bar Professional Training Course) is recognised by the Malay-

sian Bar, I did not need to do any further exams before I started my pupillage.

What attracted you to this practice area?

I work on a variety of transactions that range from asset backed finance, corporate lending, capital markets and derivatives. I enjoy the breadth that this practice area gives me and the opportunity to deal with global players in the market. With the market conditions and regulatory landscape continuously evolving, I am always on my toes!

What is the most exciting aspect of your job?

Closing a transaction is always exciting. The culmination of all the hard work to push through a deal is very satisfying. It is especially gratifying when you can see the end product. I always get a thrill when I spot an aircraft that we helped to finance!

Do you have any advice or tips for UCL students intending to join this firm?

Besides the usual skills, experiences and

him & co

AOS MYANMAR SINGAPORE THAILAND VIETNAM

achievements that top law firms are looking for, candidates with a genuine interest in ASEAN will have an edge at ZICO. For those of you who are interested in ASEAN, you will be excited to know that a secondment at one of our regional offices is encouraged!

If you are successful, I advise that you explore as many different practice areas as you can at

the start of the programme before honing in on your preferred practice area. ZICO's trainee associate programme is structured so that you are free to ask for work from any practice group. This is a good opportunity to learn from different lawyers, get a feel of the different practice areas and start building your working relationships within the firm.

Interview with Ng Yan Mei, Senior Associate, Zaid Ibrahim & Co

WORKING AT ZICO

Your success will require hard work and commitment, but we are equally committed to ensure that you get all of the support, training and experience necessary to succeed. And this is how we do it. For a fresh graduate, ZICOLaw provides a complete platform for building a successful and satisfying career.

APPLICATION DEADLINES

We offer several internship and training opportunities for undergraduates and graduates, in both legal and related disciplines.

Structured Internship Programme: An intensive immersive 4-week programme for final year and post-final year law students. This programme runs annually in July and is designed to introduce practice skills and to provide an introduction to the Malaysian legal framework relevant to legal practice. Intake is limited to 20 students a year.

Short Term Internship Programme: This is a 2-week programme structured for first and second year degree students to provide them with an understanding of how their law studies fit into the realities of law practice.

Long Term Internship Programme: This is designed for post-second year degree students with the aim of introducing them to the lifestyles and pressures of practising law. The programme runs over 4 weeks or more.

Vietnam Internship Programme: This is a three to six months internship programme for final year students or students in the process of preparing their theses (preferably students of high quality classes or whose grade points are excellent)

Trainee Associate Programme: This is a unique programme that runs in tandem with the mandatory nine-month pupillage.

For the deadlines of each programme, please check the firm's website.

NOTES —

— СЕТОЙ

Every dream begins with a dreamer. Let us help you achieve yours.

At Tay & Partners, we believe in investing significant resources in our pupillage training programmes to develop our pupils' legal and professional skills, as well as to encourage team-building, communication and community involvement. Here, we believe in developing your potential and affirm your desire to practise law.

We are always looking for highly motivated, results oriented and eager talents to develop their potential with us. We believe in nurturing our pupils and have created an environment that enhances the transfer of skills and experience across all practice areas and jurisdictions.

Through our pupillage programme, we seek to provide a platform for pupils to develop their skills and the opportunity to cultivate their own area of interest. Pupils are required to spend time in each of our core practice areas to ensure that they are exposed to and given the opportunity to learn different types of work undertaken by us and at the same time, the chance to be actively involved and contribute to actual and on-going transactions and matters.

Our Pupillage Programme seeks to provide you with:

- A structured programme to equip and develop your skills as a lawyer
- The opportunity to develop your practical, analytical, drafting and advisory skills
- Proper guidance and advice to help you assimilate and adapt to practising law in a 'real world' environment
- Constructive feedback on the assessment of your individual performance
- The opportunity to work for real and actual clients in different practice groups and on-going transactions and matters
- the chance to be involved in our regular networking and marketing as well as social events

To apply for our Pupillage Programme, you will need to:

- Have achieved a minimum of a 2:1 (Upper Second-Class Honours) or the equivalent to a 2:1 in your degree; and
- Be a "qualified person" under the Legal Profession Act and complied with the requirements under the Act

Interested and highly motivated applicants are encouraged to apply to us. Please email your letter of application and curriculum vitae together with your supporting certificates and transcripts to hr@taypartners.com.my and state "Pupillage Application" as the email subject.



Smriti, a lawyer in our
Dispute Resolution group

How many lawyers do you see?

At Slaughter and May we train each of our lawyers to be a multi-specialist, equipped to advise on a broad range of legal matters that at other firms would be handled by a number of different lawyers.

We don't pigeonhole our people – we think that the broader the training and experience, the better the lawyer.

Our lawyers have a varied and interesting workload and ample opportunities to develop close relationships with clients and become their trusted advisers.

We have built a reputation for delivering innovative solutions to difficult problems. This has been earned because each of our lawyers advises on broad legal areas, combining experience gained on one type of transaction to solve problems in another.

We welcome applicants from all academic disciplines who achieve strong 2:1 results or the equivalent.

To find out more, you can apply for one of our Open Days, Work Experience Schemes or Workshops. For more information about a legal career with a difference, visit slaughterandmay/joinus

Great minds think differently
SLAUGHTER AND MAY