

Davis Polk

# Build your future

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China

2024

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**São Paulo**

**London**

**Brussels**

**Madrid**

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# Highlights



Summer associates and lawyers enjoy go-karting.

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**As a summer associate or vacation scheme student, you'll be involved in significant client matters. You'll have access to a wide range of professional development programs and mentorship, as well as opportunities to attend memorable cultural and social events.**

## A note from our Managing Partner, Neil Barr



We hire exceptional students – individuals who are talented and interesting, who demand excellence from themselves and are energized by the prospect of working at an elite institution and with elite clients. And from the moment you become a Davis Polk lawyer, we invest everything we have in developing your skills and ensuring that you thrive and feel supported. You are mentored by lawyers who lead their fields and are given the opportunity to learn by doing real, substantive work at the highest caliber of legal practice. You are a respected member of a team. And you inherit a community for life. We cherish these core pillars of our culture. Because when taking on the world's most challenging legal matters, we are so much more powerful when we operate as one.

## A note from our Hiring Partners in China, Li He and Miranda So



At Davis Polk, our mission is to deliver peerless service and innovative solutions to our clients, and our commitment to Asia is unwavering. As recruiting partners, we are dedicated to building a team that shares our values and ambitions. We are looking for the brightest minds from law schools – individuals who embody creativity, commercial acumen and a pragmatic approach. Culture is at the heart of everything we do. We foster an inclusive and dynamic environment where diverse perspectives are celebrated and every voice is heard. And we are committed to investing significantly in our talent, with a wealth of opportunities for development, mentorship and career advancement. Join us. Become part of a team that is as committed to your success as you are to making a difference. Together, we will continue to lead and innovate in the legal industry.

# Awards and accomplishments

## Securities Firm of the Year

– Asia Legal Awards, 2022 and 2023

## International Firm of the Year

– *Benchmark Litigation Asia-Pacific Awards*, 2022

## Other recognition

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### Top Ranked

- Corporate / M&A: The Elite
- Capital Markets (Equity, Debt, High-Yield Products)
- Financial Services
- *Chambers Greater China Region*

### Tier 1

- Commercial and Transactions
- White Collar Crime
- *Benchmark Litigation China*

### Tier 1

- Capital Markets (Equity, Debt)
- Regulatory: White-Collar, Compliance and Investigations
- *Legal 500 Asia-Pacific (Hong Kong)*

[Our firm](#) →

# Cutting-edge work

**Our depth in each of these areas, as well as our global reach, brings us important work on a wide range of cases and transactions, including:**

- Sophisticated global M&A and private equity deals
- Groundbreaking securities offerings
- High-profile leveraged and acquisition finance transactions
- High-stakes cross-border restructurings
- Innovative fintech matters
- Complex compliance issues, including sanctions and anti-corruption matters
- Corporate governance advice on critical matters for C-suites and boards
- Bet-the-company litigation, arbitration and enforcement matters throughout the world
- Cutting-edge financial regulatory developments
- Sensitive government and internal investigations



“This is the firm to join to gain the exact exposure you need in this vibrant market. You will work alongside ambitious clients in high-profile deals and have fun learning from the most dynamic and commercially savvy lawyers. We deliver successful outcomes to clients, while broadening our own horizon tremendously and continuously.”

– Jennifer Ng, Counsel

# High-profile transactions

**Our clients' goals, challenges and vision are what drive everything we do, whether it's providing insight on a small issue or running complex multijurisdictional litigation.**



We advised ZEEKR Intelligent Technology on its IPO and NYSE listing. It was the largest U.S. IPO by a Chinese company in almost three years.

## A global crypto-exchange

We are assisting a global crypto-exchange with its application for a Hong Kong virtual asset service provider (VASP) licence, working with the client on detailed responses to the SFC public consultation on the VASP regime, and preparing our client for meetings with the SFC to explain the client's business, operational and compliance framework.



We advised Black Spade Acquisition Co on its \$23 billion business combination with VinFast Auto, an electric vehicle manufacturer. It was Asia's largest M&A transaction in 2023.



We advised ZJLD Group on its HK\$5.3 billion IPO and Hong Kong Stock Exchange listing. This is the first Chinese baijiu company listed on the HKEX and 2023's largest HKEX IPO.

[Our recent work →](#)



# Summer programs

## Our training programs in Hong Kong and Beijing provide an all-encompassing experience at one of the world's top-ranked firms.

### You will experience:

- Real work involving complex legal issues and well-known companies and financial institutions
- Mentoring from partners, counsel and associates
- Memorable cultural and social events

### We offer three programs:

- Our **Asia Summer Associate Program** is for U.S. law school students who are interested in long-term careers in Hong Kong or Beijing.
- Our **Beijing Internship Program** is for Mainland law school students. We recruit PRC legal consultants from the participants.
- Our **Hong Kong Summer Vacation Scheme** is for U.K. and Hong Kong law school students. We recruit for our two-year Hong Kong trainee solicitor program from the participants.

[Our China Summer Programs →](#)

**We embrace the opportunity to develop tomorrow's great lawyers, starting with a summer program that stands out among our peers. We will welcome you warmly as a member of the Davis Polk community, and you will start making a difference from day one.**



Summer associates and lawyers enjoy creating moss terrariums.



Summer associates and lawyers learning archery.



Summer associates, trainees and Beijing interns enjoy a water marbling class.



Summer associates, vacation scheme students and lawyers gather for a horse racing night dinner at the Hong Kong Jockey Club.

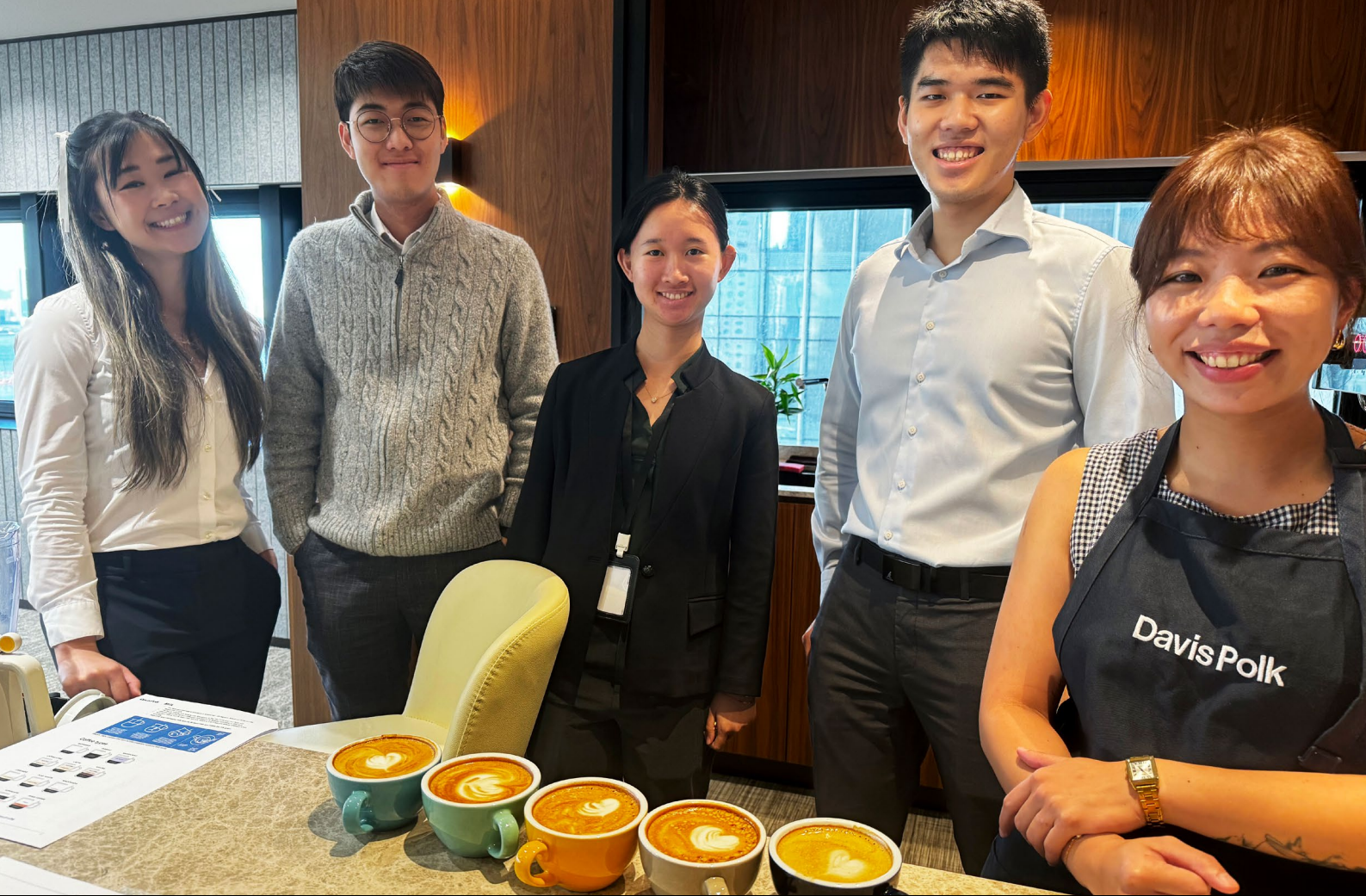


# 中央歌剧院

CHINA NATIONAL OPERA HOUSE



Summer associates, Beijing interns and lawyers gather for a classical music night at the China National Opera House.



Summer associates and vacation scheme students attending a latte workshop with the firm's barista.



# Color JetCandle

- 1) Melting wax
  - 2) Select 3 colors and 1 fragrance
  - 3) Wick needed
- Pour the melted wax into the cups and start to add colors. Use your hands to apply the wax (with a mold until the wax is solid).



Summer associates, vacation scheme students and lawyers enjoy a color candle making class.

# Collaborative culture



“Davis Polk’s China and Asia practices are repeatedly engaged by industry-leading clients on the most complex and demanding deals and cases. How do we consistently achieve this? By operating at the highest levels of collaboration, respect, excellence, sector knowledge and client focus.”

– Martin Rogers, Chair of the Asia practice



“The vacation scheme is a great opportunity to begin to understand what it means to be a lawyer. My advice is to take advantage of all the chances you get to ask questions, make substantive contributions and, of course, socialize. I truly enjoyed working with some of the most experienced and knowledgeable practitioners in the field, and I finished the three-week program even more resolute about my choice to pursue a career in law.”

– Ching Suen, Trainee Solicitor

[Our offices →](#)



# Mentorship and training

## Professional development at Davis Polk includes:

- Formal and informal mentoring programs
- Multiday intensive seminars for first-, third- and fifth-year associates
- More than 100 deal digests, legal updates and other training sessions each year
- Networking events
- Individualized career counseling and coaching from partner career adviser, associate buddy and our Professional Development manager



“The firm offers excellent training and professional development support with first-class knowledge management resources, regular training sessions and structured mentoring programs. At Davis Polk, our paralegals, trainees and associates are encouraged to have discussions with partners and professional development specialists about their career plans and needs. We believe in the value of communications in promoting quality professional development.”

– Jason Xu, Partner

[Our practices](#) →



# Diversity, equity and inclusion

39%

of U.S. lawyers identify as racially/ethnically diverse and/or LGBTQ+

44%

Partners promoted globally in the last five years who identify as women, racially/ethnically diverse and/or LGBTQ+

59%

of 2024 summer associates firmwide identify as racially/ethnically diverse and/or LGBTQ+

50%

Firmwide committees that are led by a partner who identifies as a woman, racially/ethnically diverse and/or LGBTQ+



“Davis Polk is truly ‘one firm,’ where colleagues from all offices work together in a highly collaborative and inclusive environment. I am extremely grateful to have the opportunity to lean on the viewpoints of colleagues who come from diverse backgrounds and experiences, to achieve the best outcome for our clients.”

– Yong Lee, Registered Foreign Lawyer

## Eight dynamic affinity groups:

- Asian/South Asian/Middle Eastern (ASAME)
- Black Affinity Group (BAG)
- Davis Polk Veterans
- DPWomen
- DPW Parents
- First Generation
- Hispanic/Latin American (H/LA)
- LGBTQ+

[Our commitment to DEI →](#)

# Pro bono

**Davis Polk lawyers of all seniorities and practice areas power the firm’s rigorous pro bono program, which encompasses a wide range of pressing and globally significant matters. This work is encouraged across the firm and is supported by a dedicated 10-person team of pro bono lawyers and staff.**

**Recent pro bono matters and clients:**

- Advising Hong Kong charities on proposed crowdfunding legislation
- Researching climate-induced displacement in the Asia Pacific
- Advising a philanthropist on setting up a social enterprise
- Assisting recognized refugee clients to obtain permission to work



“In response to difficult and high-stakes challenges, our lawyers, business professionals, alumni and clients have shown up in even greater numbers and demonstrated an ever-growing appetite for pro bono work. It never ceases to inspire me.”

– Amelia T.R. Starr, Chief Pro Bono Counsel

**Our important and impactful pro bono projects have included appellate and first-instance work with refugees, advocacy for the LGBTQ+ community and advice to social enterprises and charities. Our pro bono work has been repeatedly recognized by the Law Society of Hong Kong.**

[Our Pro Bono program →](#)





# Wellness and benefits

## Our programs and benefits include:

- Health club subsidy / fitness reimbursement
- All new parents, regardless of gender, are eligible for paid parental leave
- Davis Polk Revisited reentry program for alumni transitioning back to law after an extended break
- Charitable platform for matching donations
- Corporate Social Responsibility programming and volunteer opportunities



“At Davis Polk, we focus on both work quality for our clients and professional development of our lawyers. Mentoring young lawyers is core to our culture and part of our DNA. When I was a young lawyer, I benefited tremendously from the mentorship, and as a partner of the firm, I have been carrying on the firm’s mentorship culture to guide our associates to grow into legally sound, commercially savvy lawyers. Our collegial environment encourages all our lawyers to share and teach in order to deliver top-notch client services.”

– Steve Wang, Partner

# Alumni

## Our alums include:

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**Bonnie Chan**  
Chief Executive Officer,  
HKEX



**Bo Li**  
Deputy Managing Director,  
International Monetary  
Fund



**Weitseng Chen**  
Associate Professor,  
National University of  
Singapore



**Shih-Jern Liang**  
Senior Vice President,  
General Counsel –  
International, Ralph Lauren  
Corporation



**Shan Jiang**  
Senior Vice President,  
Luckin Coffee



**Sabrina Lin**  
Chief Legal Officer,  
Charoen Pokphand Group  
(China) and CP Group  
Overseas Investment Arm



**Ankang Li**  
Chief Financial and  
Strategy Officer, Bria  
Bioscience



**Qin Zou**  
Chief Financial Officer,  
DaSouChe

**As a Davis Polk lawyer, you will join a vibrant global community of current lawyers and firm alums who work across all sectors of business, government, law and academia.**

[Our alumni and alumni programs →](#)



The firm's four-person Senior Leadership Team joined Asia practice leaders Martin Rogers, Li He and Miranda So to celebrate the 30th anniversary of the Davis Polk Hong Kong office in October 2023.

**Apply now**

**We offer three outstanding training programs in our Hong Kong and Beijing offices that provide an all-encompassing experience of work and life at one of the world's top-rated firms in Asia.**

**Learn more about our**  
[China Summer Programs](#)

**Apply for our Hong Kong 2025 Summer Vacation Scheme**  
[RecruitHK@davispolk.com](mailto:RecruitHK@davispolk.com)

**Apply for our Beijing Internship Program**  
[HR.Beijing@davispolk.com](mailto:HR.Beijing@davispolk.com)

**Apply for our Asia Summer Associate Program**  
[RecruitCN@davispolk.com](mailto:RecruitCN@davispolk.com)

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