



**Graduate
Recruitment**

2026

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▼ independent ▼ international experience ▼ local knowledge

About us

We are a leading independent, full service Hong Kong Law Firm. We currently have 31 partners, 6 consultants and approximately 200 staff in total. We offer a friendly, supportive working environment with a strong work ethic. We have an open-door policy and readily welcome questions, suggestions and ideas.

"Lawyers here have a great passion for what they are doing and I can feel their genuine dedication and sincerity in their work. Working with them I am motivated to do my utmost and strive for excellence for clients". HW Intern



Practice Areas

We have a wide range of practice areas to offer our trainees:



Banking and Finance

Our Banking & Finance practice primarily covers general transaction banking and advisory works with a specialisation in corporate lending and international trade finance. We represent banks, licensed money lenders, listed companies, securities firms, funds, financial advisors, institutional investors in financing transactions and product reviews, as well as a wide variety of borrowers operating in many different businesses and industries.



Capital Markets

Our full service capital markets team provides services in the areas of equity capital markets (ECM) and debt capital markets (DCM). We advise companies with Hong Kong, PRC and Southeast Asia backgrounds as well as underwriters and other financial institutions on local and international capital markets transactions. Our capital markets team has the following industry experience: asset management, automotive, banking, construction, food & beverage, education, entertainment, healthcare & life sciences, industrial, information technology, logistics, manufacturing, retail, securities, telecommunications, media and technology (TMT), and others. We constantly engage with regulators, industry bodies and leading players in reviewing and enhancing the regulatory regime.



China Practice

The Howse Williams China practice team consists of Chinese-qualified and Mandarin-speaking practitioners. On the corporate side, our team has extensive experience in assisting PRC and Hong Kong companies and foreign investors. We assist with capital markets transactions for PRC companies and companies in Hong Kong with PRC connections.



Clinical Negligence and Healthcare

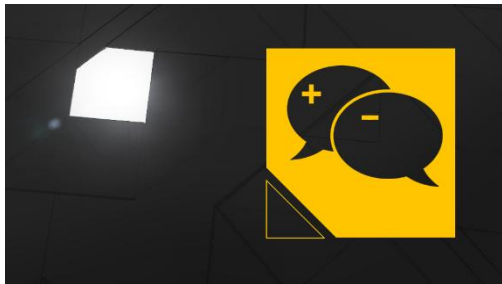
Our medico-legal team advises doctors, dentists, nurses, midwives, physiotherapists, pharmacists, chiropractors, osteopaths and their indemnity providers and other healthcare professionals. We also advise private hospitals, medical group practices, corporate healthcare providers and pharmaceutical companies on issues relating to the import and distribution of drugs and pharmaceutical products, drug liability claims and other regulatory matters.

Our team has unrivalled expertise and is widely respected as being a leader in medico-legal and pharmaceutical markets in Hong Kong. Two of our partners are dual-qualified as lawyers and medical practitioners.



Corporate and Commercial

Our team advises clients on a diverse range of matters, including mergers and acquisitions, corporate finance, direct investment, capital markets and securities, private equity and venture capital, shareholder/joint venture agreements, corporate governance and general commercial matters and corporate restructuring/reorganisation.



Dispute Resolution

We specialise in dispute resolution both in Hong Kong and internationally. The firm handles complex, multi-jurisdictional commercial cases involving sale of goods; trade finance; media law; fraud; shareholder, joint venture, employment, property and franchise disputes; injunction proceedings; jurisdictional challenges; public inquiries and judicial reviews.



Distressed Debt

Our restructuring, insolvency and special situations practice provides clients including investors, boards and shareholders of distressed corporate debtors, insolvency office holders, financial institutions, hedge funds, private equity funds and official and ad hoc committees, financial restructuring legal solutions. We are a cross-departmental practice that draws on the expertise of our corporate / M&A, dispute resolution, insolvency and banking practices to provide seamless service to our clients covering the Hong Kong aspects of cross border restructuring situations.



Employment

Our team provides contentious and non-contentious employment advice to both employers and employees in Hong Kong. We advise on all aspects of the fast changing contractual, common law and statutory law employment framework.



Family and Matrimonial

We cover Matrimonial and relationship breakdown; Probate, Wills and Estate Planning; Trusts, usually arising in the context of the above. Our cases often involve families with assets in multiple jurisdictions. Our children cases often cover the circumstances of international child abduction or applications for permanent relocation of children to other countries. The vast majority of our cases cover assets in multiple jurisdictions around the world, ranging from modest assets to families with complex commercial structures and high net worth.



Fraud and Investigation

Our team advises on domestic and international disputes arising from allegations of fraud and asset misappropriation. We act swiftly and efficiently to help trace and recover assets. We also provide advice on investigations and court proceedings.



Insurance and professional indemnity insurance

Our insurance team acts for underwriters, brokers and intermediaries, principally regarding policy issues, coverage disputes as well as personal injury and employee compensation claims. We provide a full service in respect of insurance and reinsurance matters, including policy drafting and interpretation, coverage issues, contracts, regulatory advice and crisis management. Our diverse international clients include insurance and reinsurance companies, brokers, Lloyd's syndicates, corporate and individual policyholders, administrators and liquidators. To best assist our clients, we leverage our in-depth knowledge in drafting and interpreting policy terms as well as handling non-marine and marine insurance and reinsurance disputes in litigation, arbitration and mediation. We are accustomed to working with liquidators and administrators in the insurance industry when they encounter financial difficulties.



Notarisations and China Attestation

We have an in-house Notary Public who is a member of the Hong Kong Society of Notaries. We also have two partners who are China-Appointed Attesting Officers and members of the Association of China-Appointed Attesting Officers Limited. Their scope of business

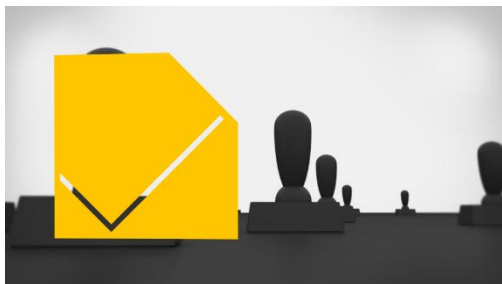
includes attesting and certifying acts, matters and documents of legal significance occurring in or emanating from Hong Kong and such attested documents are for use in Mainland China.



Property

Our clients include some of the largest international real estate service agencies, listed property developers, international and local building management companies, quasi - government bodies, property investment funds; incorporated owners of commercial / residential

buildings; commercial and individual landlords and tenants in Hong Kong.



Regulatory and Compliance

Our regulatory team advises on both contentious and non-contentious matters, and often in both capacities for the same clients; therefore, making us unique in our ability to work with clients on all of their regulatory and compliance needs. Our clients include banks, brokers, listed

companies, asset managers, financial advisors, start-ups, "fintech" companies, insurance companies and established businesses. We also advise senior management such as directors, responsible and executive officers, chief executives and licensed individuals.



Shipping and International Trade

Our shipping practice specialises in maritime dispute resolution; mergers and acquisitions; competition and regulation and infrastructure.

Our shipping team handles a wide range of disputes both in Hong Kong and throughout Asia.

The team (which includes solicitors with seagoing experience) has considerable experience in all types of wet and dry shipping litigation. We handle shipbuilding, sale and purchase, collision, salvage, wreck removal and pollution cases, as well as charterparty, bill of lading and other contract of affreightment disputes. We advise ship-owners, P&I Clubs, Hull and Machinery insurers, salvors, charterers and freight forwarders. The team has particular expertise in handling problems arising from the shipment of steel, coal, iron ore, nickel ore and fluorspar.

Our clients include charterers, shipowners and their insurers (P&I Clubs), cargo owners, freight forwarders, recovery agents, logistic companies, godowns, terminals, port authorities, commodity traders and their insurers and other organisations in the marine transport and insurance industries.



Trusts and Wealth Preservation

Our team has extensive experience advising high and ultra high net worth individuals and their families, entrepreneurs, family businesses and trustees from Hong Kong, the PRC, or internationally. We are trusted legal advisers providing advice and support to our clients on a

wide range of contentious and non-contentious wealth preservation, inheritance and succession matters. Our private clients range from high profile to discreet individuals. Our team includes solicitors who are full members of the Society of Trust and Estate Practitioners (STEP) and are registered Trust and Estate Practitioners.



Wills, Probate and Estate Administration

The firm handles wills, probate, estate management and general civil litigation matters.

Intern Programme

"From inception to completion my experience has been fantastic from day one I was made to feel a part of the team. I was given work which was in equal parts engaging, demanding and important. At all times I felt like my contribution was valued. Most importantly, the team were very supportive and a pleasure to work with." HW Intern

We offer summer and winter intern placements, usually to law undergraduates who are in their final year of study or other students applying for training contracts. The internships are generally for three weeks. Interns work directly with partners and/or senior associates in one of our practice areas.

Training Programme

"Throughout my training contract, I was trained with immediate and continuous guidance from my supervising partners. The structured training programme undoubtedly enables its trainees to experience a wide range of practice areas, discover their paths and ultimately embark on their legal career equipped with promising abilities and skills." HW Trainee

"I recommend Howse Williams' Training Programme to all future candidates with an aspiration to become part of a vibrant team" HW Trainee

Our Training Programme is normally divided into four six-month seats giving trainees practical, hands-on experience in different areas of law. Wherever possible, our trainees sit in the same room as their supervising partner. This gives trainees the opportunity to learn by example, build a relationship with their supervising partner and get immediate and ongoing guidance. In addition, our trainees have mentors who provide support and practical day to day advice. Our trainees make a real contribution to the service we offer our clients. When it comes to seat rotations we consult our trainees and make every effort to accommodate specific requests.

We host regular Continuing Professional Development (CPD) and Risk Management Education (RME) seminars and workshops internally to which trainee solicitors are invited. The courses cover a wide range of legal topics and skills-based training. In addition, the firm offers additional adhoc training on a variety of subjects.

Training Contracts

"In my opinion there is no better firm to train at" HW Trainee

"You will gain substantial exposure and involvement with client matters from start to finish" HW Trainee

"I have received un-paralleled training from day one" HW Trainee

"I have gradually developed not only legal knowledge and business acumen but also my interpersonal and client management skills" HW Trainee

We generally recruit 8 trainee solicitors each year and have 16 trainees in rotation. We are looking for enthusiastic applicants with excellent academic and personal achievements.



Terms

We offer an attractive salary and benefits package that is competitive with international law firms.

Our Culture

"I absolutely love the office culture of this firm. Everyone here has been very welcoming and friendly from the moment I stepped in, and they are always happy to take my questions and help me with anything" HW Trainee

We offer a friendly, supportive environment with a focus on open communication. Trainees are assigned mentors to offer guidance and support during their 2-year training programme. We also have regular social events such as firm dinners, drinks, junk trips, sporting events and a variety of charity events.

The partners encourage trainees to take on as much responsibility as they think they are capable of whilst providing guidance and support as needed.



100% Retention

We aim to retain all of our trainees on completion of their training contracts.

Life as a Trainee by Stephanie Chan



Stephanie Chan
Trainee Solicitor
(2022-2024)

“A rewarding journey filled with comprehensive training, a nurturing atmosphere, and the chance to cultivate a fulfilling career in law”

Embarking on a career as a trainee at Howse Williams was an enriching and transformative experience. The structured training programme allowed me to build essential legal skills and knowledge across various practice areas such as corporate, banking, medico-legal, litigation etc. During my training, I was entrusted with substantial responsibilities across a wide range of matters, which allowed me to develop a broad skill set and gain invaluable practical experience. This exposure not only enhanced my confidence in decision-making but also helped to prepare me for future challenges that I may have to face as a solicitor.

The supportive culture with a strong emphasis on open communication played a crucial role in shaping my trainee experience. The supervising partners and other associates were always there to offer guidance and generously share their expertise and knowledge with us. Moreover, regular feedback via structured sessions was highly beneficial for our professional growth, allowing us to refine our skills and build our confidence along the way.

Overall, life as a trainee at Howse Williams was a rewarding journey filled with comprehensive training, a nurturing atmosphere, and the chance to cultivate a fulfilling career in law, all while being surrounded by a dynamic and supportive community.

Stephanie joined HW's Corporate practice on completion of her training contract in September 2024.

Life as a Trainee by Evangeline Leung



Evangeline Leung
Trainee Solicitor
(2022-2024)

“A rewarding experience with a blend of learning opportunities, challenges, and good fun!”

Being a trainee solicitor at Howse Williams is a rewarding experience with a blend of learning opportunities, challenges, and good fun.

At Howse Williams, trainees are given all-rounded exposure through a quarterly rotation of seats in various teams specialising in diverse areas of practice, both in contentious and non-contentious practices. As I was interested in the contentious practice at an early stage of my traineeship, I was given the opportunity to shadow partners and seniors who are all seasoned litigators in professional negligence, cross border and PRC commercial disputes, regulatory investigations, shipping, criminal practice, personal injury actions, insurance practice, and debt recovery actions (which are by no means all of the firm's practice areas). In all of these teams, I have been given timely and constructive advice from teammates on how to perform a range of tasks, including drafting, negotiation, conducting legal research, interviewing clients, etc, with a view to guiding me to become a practitioner with solid skills.

Members of the firm at every level are very approachable in providing advice to trainees to steer through challenges, not only in the work sense but also on reacting to opportunities and stress positively. In particular, every trainee is being paired with a mentor in the firm and on my very first day of traineeship, I have already been given useful tips on how to cope with the new office environment. There are also a lot of firm-wide events in which trainees can enjoy mingling with colleagues with good food and good fun.

Having completed my two years' training at Howse Williams, I will not hesitate to conclude that I have started my legal career in the right place.

Evangeline joined HW's litigation practice on completion of her training contract in September 2024.

Life as a Trainee by Janice Yong



Janice Yong
Trainee Solicitor
(2022-2024)

“Howse Williams is an energetic law firm that promises warmth and vitality.”

Like the colour yellow, Howse Williams is an energetic law firm that promises warmth and vitality. The start of the journey as a trainee solicitor can be daunting to fresh graduates setting foot in this demanding legal industry. However, as a trainee at Howse Williams, I have had the privilege of meeting partners and seniors who selflessly guided me through this challenging terrain and from whom I drew inspiration to become a better professional.

Over a span of two years, I benefited a lot from the wide range of practice areas that the firm specialises in and its equal opportunities policy. I had the chance of gaining hands-on experience in Employment, Corporate, Medical Negligence and Regulatory and Funds with leading partners in different fields.

Aside from that, Howse Williams offers a congenial work environment where I was allowed to learn things at my own pace and ask questions. At the beginning of each rotation, the partners and seniors would assign me tasks commensurate with my ability and ease me into the new practice area. As a trainee, I was given the chance to take up more responsibility in the projects which I found extremely helpful in accelerating my learning and preparing me to work independently as an associate by the end of the training.

My journey as a trainee solicitor at Howse Williams has been rewarding and it has reinforced my commitment in pursuing a career in law.

Janice joined HW's Regulatory practice on completion of her training contract in September 2024.

What our interns had to say about us

- ▶ "I had the amazing opportunity to attend a fancy yacht's closing [on board the superyacht!!], a mediation and several court hearings."
- ▶ "It was the best internship experience I have had so far, as I was able to actually contribute more substantially".
- ▶ "I was entrusted to take ownership and was often expected to hold myself to the standard of a fee-earner. This challenged me to continuously refine my skills and anticipate the next steps we should take"
- ▶ "My internship affirmed my desire to train at this high-performing firm".
- ▶ "I could witness and learn from the professionalism of lawyers here at Howse Williams by observing the communication, presentation and work ethic of the team."
- ▶ " When it comes to getting things done, the team is focused, united and congenial. The internship confirms my desire to train and qualify in a firm that exemplifies a strong work ethic and commitment to client service."
- ▶ "I was impressed by everyone's work ethic and positive attitude"



- ▼ "I enjoyed the privilege and opportunity to sit in with the partner, which granted a full insight on how the team operates, this also made my entire experience more personal."
- ▼ "I have done mini-pupillages and legal internships before, but never had I enjoyed an experience like this one."
- ▼ "I never expected to receive such a well-balanced experience, which makes me even more drawn to this firm."
- ▼ "I really felt engaged in the cases I was assigned to follow and the team sincerely wants you to learn and grow".
- ▼ "I was guided to be more commercially aware and think in the shoes of our clients. This experience has been very rewarding for my professional growth, and I am grateful for all the knowledge and skills I have learnt".
- ▼ "The entire staff at Howse Williams also deserves recognition for their warm welcome and unwavering support throughout my internship."
- ▼ "The insights and skills you'll gain here are truly invaluable and difficult to find elsewhere."
- ▼ "Overall, the program has been an incredibly enriching and transformative experience, thanks to the guidance and mentorship provided by the medico-legal team."
- ▼ "I particularly enjoyed the collaborative environment of our team. They are all extremely nice and guided me in both work and personal development, which I really appreciated.
- ▼ "My teammates were all very capable, reliable, and friendly. I like the overall firm culture and work environment.
- ▼ "The cases I was involved in were very complex and I felt like I got to do a lot of intellectually stimulating work"
- ▼ "Every team has their own dynamic and all of them are outstanding in their field!"
- ▼ "The people here are wonderful, and I've made great friends along the way"
- ▼ "I truly enjoyed this experience and wouldn't trade it for anything"
- ▼ "I must mention that the drinks provided by the firm were excellent, adding a pleasant touch to the daily routine"

Howse Williams in the Community

We are committed to investing in Hong Kong. We seek out ways to use our legal expertise, energy and team spirit to help the community in which we live and work. Our corporate social responsibility activities include pro bono work; working in partnership with local organisations; charitable work and promoting environmental awareness.

Pro bono: The partners take on a number of pro bono projects every year either to assist clients who are not financially able to pay legal fees or where the work is for charitable or quasi charitable organisations.

Local partnerships: We are proud to be the long term financial sponsor of local rugby club, the Tsuen Wan Rugby Football Club (TWRFC). Unlike many of the better known rugby clubs with multiple sponsors, the TWRFC had never previously received any sponsorship since their establishment in 2003. The Club encourages 6 to 18 year old local children, primarily from the New Territories, to get involved in rugby. In addition, the firm has established links with local schools, universities and colleges, to give support including seminars, advice, guidance and internships.

Charitable work: We get involved in a wide range of charitable events. We host regular fund raising breakfasts in the office to help local charities.

Environment: We work hard to raise awareness of environmental issues in Hong Kong.





How to Apply

Further information about the firm and our practice areas can be found at www.howsewilliams.com.

For further assistance please contact: Helen Rogers
Email: helen.rogers@howsewilliams.com
Tel: 852-2803-3628