

Legal Assistant and Legal Consultant Programme 2025

Freshfields China and Hong Kong Campus
Recruitment

FRESHFIELDS



Freshfields China Campus Recruitment

Legal Assistant & Legal Consultant Programme 2025

Freshfields' China and Hong Kong Campus Recruitment

Freshfields is looking for high calibre Chinese law students (graduating in 2026 or 2027) to join our offices in Beijing or Shanghai as Legal Consultants, and penultimate year law students graduating in 2027 to join our Hong Kong office as Legal Assistants.

How to Apply:

To apply for the Internship programme, you will need the following application materials:

- 1.** An application cover letter in English which includes:
 - Your preferred location (Beijing or Shanghai).
 - Your career aspirations, why you chose to apply to Freshfields and your Strengths.
- 2.** An application form
 - *Please download the application form by scanning the QR code below*



- 3.** A copy of full academic transcripts from your entire university studies.

Notes:

- Email the application materials listed on the left-hand side to Asia.GraduateRecruitment@freshfields.com.
- All documents should be either in Word or PDF files.
- Consolidate all the documents in one ZIP file with an English file name of '[university]-[name].zip'.
- Name your email subject as 'Freshfields-[university]-[name]'.
- Please refer to <https://www.freshfields.com/en/your-career/china/early-careers> for our programme in Beijing and Shanghai.
- The positions in our Beijing and Shanghai offices are open to **Chinese Nationals** only due to visa requirements in China.



Freshfields are experienced and provide professional and prompt legal advice, even in relation to complex and sophisticated matters. They are at the top of their game, and their advice is timely and concise. We can rely on them.

Chambers Greater China Region 2025



Often acts on the most complex and high-profile transactions, offering an extensive bench of senior practitioners lauded by peers and clients alike.

Chambers Asia-Pacific 2022

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About the Firm

Freshfields is a leader among international law firms, providing business law advice of the highest quality through-out the world. With more than 3,100 lawyers in 28 offices and 15 countries around the world, we provide a global service to national and multinational corporations, financial institutions and governments.

Lawyers in our China offices make up one of the most experienced teams of any international law firm. Operating across many sectors, our teams support clients across a wide range of contentious and non-contentious work. Our China offices in Hong Kong, Beijing and Shanghai are fully integrated and our legal teams provide the best legal advice and service to our clients, wherever and whenever required.

In China, we have offices in Beijing, Hong Kong and Shanghai. Our team on the ground in China comprises a compelling mixture of PRC educated lawyers and international experts that have advised the firm's clients in a large number of jurisdictions, in Asia, Europe and the US. Our international experience combined with an in-depth local expertise makes us uniquely placed to guide

you through issues you may face in the Chinese market.

Year after year, independent league tables show us as the leading law firm for public and private M&A, capital markets and compliance, antitrust, competition and trade transactions in China.

Best Practice Award

Best practice awards for
Anti-Bribery & Anti-Corruption
Competition & Antitrust
Corporate Compliance
M&A – Inbound & Domestic
M&A – Outbound
Restructuring & Insolvency
AI, Technology & Telecoms
Automotive, Industrials &
Manufacturing
Chambers Business Law Awards 2024

Best Law Firm

Deal Firm of the Year
ALB Hong Kong Law Awards 2024

Band 1

Ranked Band 1 for
Capital Markets:
Equity – International Firms
Competition / Antitrust – International Firms
Corporate / M&A:
The Elite – International Firms
Financial Services – International Firms
Chambers Greater China Region 2025

Band 1

Ranked Band 1 for
Arbitration – International
Competition / Antitrust
Corporate / M&A
Dispute Resolution
Public International Law
Private Equity
Tax
Chambers Global 2025

Our Programme in Beijing / Shanghai

We offer three-year contracts to our Legal Consultants in Beijing and Shanghai.

The Programme

During the period, you will work closely with associates and partners on transactions. Regular tasks include due diligence, legal research, preparing legal memos and drafting agreements. Working with us, you can expect to attend meetings with associates and partners, deal directly with clients and other professionals, and be involved in managing and executing transactions from start to finish.

We help our Legal Consultants with their career development by offering comprehensive on-the-job training as well as a variety of training programs to develop their legal knowledge, management skills and other professional skills.



Yichen Xing
Associate, Shanghai
Global Transactions -
Corporate

‘Having been with Freshfields for five years, I’ve had the privilege of witnessing some major milestones in the commercial landscape.

Our commitment to excellence is at the core of everything we do. We aim to provide our clients with the highest standards of legal advice and deliver the best possible results. This culture of excellence is what sets Freshfields apart and makes our work impactful.

If I could offer any advice to new trainees, it would be to never hesitate to ask questions. There are no "stupid" questions, and every inquiry is valuable. We work closely together, and as associates, we’re always there to provide support to our colleagues. Being proactive and curious is also key in the legal profession. The industry is constantly evolving, so staying informed about changes and developments is essential. Understanding our clients’ concerns and being able to provide relevant and timely advice is what truly makes us valuable.’

Our Programme in Hong Kong

Every year we look for bright graduates to join our Hong Kong office as Legal Assistants.

The Programme

You will start by joining our four-week summer internship programme to experience what life is like at Freshfields. Subject to satisfactory performance, you will be offered to return as a Legal Assistant in our Hong Kong office upon graduation, where you will help leading enterprises to list in Hong Kong or to invest abroad. You will also advise companies on their cross-border mergers and acquisitions – some of the largest and most high-profile M&A's in Asia.

Our top performing Legal Assistants will proceed to the United Kingdom for further education at the BPP University Law School. The Postgraduate Diploma in Law (PGDL) gives you an introduction to the English Legal System and Foundational Legal Skills, and the City Consortium Solicitor Training Programme (CCP) provides you with the optimum preparation to pass the Solicitors Qualifying Examination (SQE), the new qualification path for aspiring solicitors. More information on the PGDL and CCP can be found [here](#). Tuition fees are covered in full by Freshfields alongside a maintenance grant of £10,000 for each of the PGDL and CCP courses to assist with your living costs abroad.

Upon the completion of your studies and the SQE assessments, we will offer you a training contract with our London office: you spend your first year in London and your second year in Hong Kong. Our unique eight-seat training contract offers you a wide breadth of experience across our many areas of law, including corporate, dispute resolution and finance.

After the two-year training contract, you will qualify as an England and Wales qualified solicitor with the opportunity to become an Associate with one of our offices in Asia.

To apply for this position, please apply via <https://www.freshfields.com/en/your-career/hong-kong/early-careers/legal-assistant-programme> by 31 December 2025.



Trainees get day-to-day client exposure from day one, included in calls, interviews and negotiations, which is fantastic as you're learning first-hand about how to serve high-profile clients.

I would advise people considering joining Freshfields to be open-minded and confident in stretching yourself. Try to be fearless, step out of your comfort zone and put your hand up. Freshfields will offer support and appreciates trainees taking the initiative.



Liam Li
Associate, Hong Kong
Global Transactions - Corporate

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Please direct any questions to Asia.GraduateRecruitment@freshfields.com.



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