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ABOVE AND BEYOND

The evolving role of law firm networks

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E-discovery spreads its wings in the region

IN-HOUSE Q&A

We chat with Diageo's Annabel Moore

THE BEST LAW FIRMS TO WORK FOR IN ASIA

EMPLOYER OF CHOICE

REFORM CALL

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THE LAST MILE

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COVER STORY

HONG KONG

At Baker McKenzie, an associate praises the “collaborative international culture where professional services are valued and all colleagues are top notch.” A partner at Deacons notes the “excellent cultural environment, excellent client base and cutting edge work.” Mayer Brown JSM is lauded by an associate for its “very professional environment, supportive staff and congenial colleagues. It’s a woman-friendly working environment.” And Stephenson Harwood has “excellent colleagues, variety of work, great support staff and structure.”

INDIA

At Cyril Amarchand Mangaldas, “the firm provides the ideal environment in which one can set goals and meet challenges without any constraints,” says a partner. A lawyer at Khaitan & Co. says the firm has a great working culture with emphasis on work-life balance. You are also remunerated well for your services.” And an associate with Trilegal highlights the “clean, spacious office, very cordial work atmosphere, and helpful and cooperative colleagues.”

INDONESIA

Job satisfaction is upwards of 97 percent in Indonesia, and salary levels are also generally high, with 93 percent praising opportunities for guidance and mentorship.

At Ali Budiarto, Nugroho, Reksodiputro, an associate highlights the “comfortable working atmosphere, excellent seniors and mentor, and good salary.” An associate at Budidjaja & Associates says their job allows them to “keep growing personally and professionally.” “My passion was always to be a lawyer,” says an associate at Hanafiah Ponggawa & Partners, “and my firm give the opportunity to achieve my dreams.” And a lawyer at SSEK says “the working environment is really good and the partners really give everything they have to the associates.”

HONG KONG

- Baker McKenzie
- Deacons
- Mayer Brown JSM
- Stephenson Harwood

INDIA

- Cyril Amarchand Mangaldas
- Khaitan & Co
- Trilegal

INDONESIA

- Ali Budiarto, Nugroho, Reksodiputro
- Budidjaja & Associates
- Hanafiah Ponggawa & Partners
- Soewito Suhardiman Eddymurthy Kardono

JAPAN

- Atsumi & Sakai
- Baker & McKenzie

KOREA

- Bae Kim & Lee
- Kim & Chang
- Shin & Kim
- Yulchon

MALAYSIA

- Azmi & Associates
- Wong & Partners
- Zul Rafique

JAPAN

The response was fairly low this year from Japan, but two firms stood out from the pack. Atsumi & Sakai was noted for its “broad practices and healthy working environment,” while Baker & McKenzie was praised for “encouraging and rewarding those behaviours which are at the core of our culture, including quality, respect, team work, diversity and inclusion.”

KOREA

Bae, Kim & Lee is praised for being “a great place to work with a great platform and outstanding lawyers.” Shin & Kim is lauded for its good compensation, creative working environment and no bureaucracy. And Yulchon, says an attorney, “boasts high-profile and challenging work highly-qualified and pleasant colleagues, and an innovative and collaborative culture.”

Gene-Oh (Gene) Kim, senior attorney, and Hoin Lee, senior foreign attorney, at Kim & Chang, say that they have seen the needs of their young lawyers become more diverse over the past few years. “Each of them has different strengths and characteristics and they are pursuing their own professional career development in a way that best utilizes their strong points,” say Kim and Lee. “Our focus is to understand the different needs and characteristics of the different lawyers and ensure that we are giving them the best new career development opportunities, customized for each of them, and recognizing the significant contributions they are making to the firm. While the specific needs of law firm professionals may vary, a robust and diverse mentoring program providing ample and meaningful training opportunities, in both classroom and work experience settings, will always be the most efficient measure for them to develop into the best lawyers they want to and can be.”

Kim and Lee say that throughout their associate careers, junior attorneys are provided with hands-on mentoring from both their junior level mentors and senior level mentors. “This dual mentoring system allows the firm to provide the necessary help and assistance that only this type of comprehensive mentoring can provide. An offsite 2-day program for associates that have completed their second year provides them with a meaningful and open opportunity to interact amongst themselves and with more senior attorneys that are invited as well,” they note.