

**Basic Information**

Asia Pacific  
Multi-Office Form  
Organization Size: 1697  
Office Size: 86  
**Hiring Attorney:** Mr. Andrew Foster (Hong Kong)  
**Hiring Attorney #2:** Mr. Kenji Taneda (Tokyo)

**Recruiting Contact:** Ms. Anjali Hardasani  
Head of Attorney Development & Recruitment, Asia Pacific  
Skadden, Arps, Slate, Meagher & Flom LLP  
42/F Edinburgh Tower, The Landmark, 15 Queen's Road Central  
Hong Kong  
Hong Kong  
**Phone:** + 852-3740-4872  
anjali.hardasani@skadden.com

**Compensation & Benefits 333**

2024 compensation for entry-level lawyers (\$/year) 225,000  
**Summer Compensation**  
2024 compensation for Post-3Ls (\$/week)  
2024 compensation for 2Ls (\$/week) 4,327  
2024 compensation for 1Ls(\$/week) 4,327

**Partnership & Advancement**

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track?

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	NC	NC	NC	NC
	Total	0	0	0	0
<b>Latinx</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>White</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Black or African American</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Asian</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>2 or More Races</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>LGBTQ</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Veteran</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC

## Pro Bono/Public Interest

Brenna K. DeVaney  
Chief Pro Bono Officer  
312-407-0142  
Brenna.DeVaney@skadden.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	6.3
Average Hours per Attorney last year	104.2
Percent of associates participating last year	100
Percent of partners participating last year	49.8
Percent of other lawyers participating last year	48.7

## Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	Case-by-case
Is rotation mandatory?	Case-by-case
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	9	2	7	3	3
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates	10		2		
All Other Laterals (non-traditional track)	3				
Post-Clerkship					
LL.M.s (U.S.)	9		2		
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	5		2		
1Ls					

Number of 2023 3

Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates 3

General Hiring Criteria We look for self-starters who combine intellectual ability with enthusiasm and creativity. Students must display high academic achievement in their law school and undergraduate education. Prior work and leadership experiences, along with Law Journal and/or Moot Court experience are preferred. Fluency in one or more Asian languages, and preferably at least Mandarin Chinese or Japanese, is strongly preferred.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Corporate - General	14	9	59	4	17
Banking, Finance	Banking			2		
Litigation	Litigation	1		6		
Banking, Finance	Investment Management	1		5		

<b>Antitrust</b>	Antitrust/Competition	1	10	2
<b>Arbitration, Dispute Resolution, Mediation</b>	International Arbitration	1	3	1

## Diversity & Inclusion

**Diversity Contact:** Ms. Marcy Cox

**Diversity Website/URL:** <http://www.skadden.com/diversity>

## Organization Narrative

Skadden is a place to carve your path. Known for our innovative approach, Skadden attorneys work on the world's most complex matters, the types of deals and cases that earn headlines, move markets and shape the law. Our Asia Pacific offices focus on a wide range of legal services, including: banking and finance; corporate finance, including debt and equity capital markets; energy and infrastructure projects, including project finance; international arbitration and litigation; mergers and acquisitions; private equity; and real estate and investment finance. With more than 100 attorneys in Asia Pacific — residing in our Beijing, Hong Kong, Seoul, Shanghai, Singapore, and Tokyo offices — Skadden has the resources to handle the most complex and high-profile transactions in the region. We work closely with our strategically positioned global network of offices to coordinate and execute the cross-border elements of these transactions.

Our Summer Associate Program is geared towards students in three-year J.D. programs in the U.S. who will become admitted to practice law in the U.S. We offer summer associates two options: (1) a full summer in Hong Kong or Tokyo with the interest in starting in Hong Kong, China, or Tokyo as a first year associate; or (2) on a limited basis, a split summer between the firm's Hong Kong and New York offices with the goal of starting in New York as a first year associate and relocating to Hong Kong or China after participating in a 16-month corporate rotation program.

We expose our summer associates to a mixture of client work, training, pro bono, knowledge management and social events so that they develop into well-rounded Skadden attorneys, and they get the most out of their summer experience. By close interactions with partners on active matters, our summer associates gain a sense of what it is like to be an attorney at Skadden, as well as exposure to various practices, and substantive practical skills training.

### TRAINING & DEVELOPMENT

Throughout your academic career, you have attended the best schools and studied under the best professors. So why should your professional career be any different? At Skadden you will continue to learn from the best. To inspire a culture of lifelong learning, Skadden provides attorneys with specialized training specifically tailored to their experience level throughout their careers — from summer associates to associates to partners to Skadden alumni.

Summer Associates have the opportunity to participate in the **Summer Program Associates' Comprehensive Education (SPACE)** Program, which includes elements of our Associates' Comprehensive Education (ACE) Program that historically has been offered only to incoming associates. This robust training program provides Summer Associates with many of the fundamental skills of successful Skadden lawyers, better positioning them to hit the ground running after graduation.

Continuing on the foundation built in the summer, our junior associates participate in our full-time ACE Program, an intensive, full-time learning experience combining legal and professional skills training with a financial education which includes a business simulation. Associates participate in: technical skills trainings involving discussions with partners, counsel and senior associates; people and work management programs focusing on communication skills, team collaboration, time management, DE&I, well-being and ethics; group chats that emphasize our core values; and social events to build internal connections. The financial education builds business acumen (BA101) through an online learning platform. The BA101 course reviews strategy and financial management, valuation, income statement, balance sheet, discounted cash flow and EBITDA. Associates have the opportunity to opt in to advanced financial coursework, taking a deeper look at financial statements to determine red flags and financial risk, adding complexity to further develop strategic thinking skills. BA101 also includes a customized Skadden storyline that is designed to connect business terminology and financial concepts to the practice of law. The financial education culminates with a fun and competitive business simulation emphasizing problem solving, team work and strategy.

The learning journey continues after ACE as attorneys participate in the Attorney Learning Core Curriculum and Business Development Academy. Associates have opportunities throughout each year to attend Core Skills training that focuses on technical and people skills, work management and communications. Through the Business Development Academy, attorneys develop networking, active listening and marketing skills that help build long-term trust and foster successful client relationships.

### MENTORING & FEEDBACK

To ensure personalized attention and support, summer associates are paired with attorney mentors. The program specifics differ slightly from office to office, but each program shares the same philosophy: An ample support network is essential to your success and development. When the summer program ends, former summer associates and newly hired incoming associates become a part of the Rising Associate Mentoring Program (RAMP). This program is designed to keep our incoming associates connected to the firm while they are finishing school and ease the transition from 3L to first-year associate. Upon joining the firm, they participate in Skadden's Formal Mentor Program which integrates new associates into Skadden's culture by fostering long-term mentoring relationships with their partner and associate mentors. 3L hires, laterals, re-hires and transfers who did not have the chance to participate in the summer program participate in Skadden Integration + ("SI+"), a program that allows them to cultivate internal connections through peer mentoring and select workshops. Midlevel to senior associates participate in SkadUp, a program that supports and encourages continued informal mentoring after associates have transitioned out of the Formal Mentoring Program. The resources provided through these programs, as well as the social nature of the firm, allows associates to continually meet attorneys at various levels, including those in other practices and offices. In addition, Attorney Development Partners in each practice area support integration into groups, equitable distribution of work and timely development-related programming.

Informal feedback is given to summer associates through the everyday work experience and we provide formal feedback in mid-summer and exit meetings. Summer associates also have the opportunity to complete self-assessments as well as optional upward reviews.

Fostering candid communication between associates and firm leaders is critical to our ability to lead the industry in timely and relevant practices and programs. In addition to avenues for informal communication, our associates also have the opportunity to ask questions and share their views through our Associates Committees, Attorney Development Partners, Professional Development Managers and town halls with office and practice leaders. We are one of the few firms that solicits attorney feedback through engagement surveys to assist us in developing and assessing offerings and programs.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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