

COVER STORY



ALB CHINA 30 LARGEST LAW FIRMS

中国最大30家律所

2017

OUR RESEARCH

- Firms were contacted in September 2017 and were asked to provide partner and lawyer numbers across their Asian offices as of Sept. 1, 2017.
- 'Total No. of Lawyers' refers to the total number of partners, associates, counsel, consultants and foreign counsel. Paralegals, trainees and pupils were not included in this figure.
- In the instance where a firm did not make a submission, figures were obtained either from the firm's website, an official Law Society resource, or from last year's submission. ALB takes no responsibility for the accuracy of these figures.
- The research did not include Australia and New Zealand. Only lawyers and partners based in Asia were taken into account for this research.
- In the instance where two firms had the same number of total lawyers, the firm with the greater number of partners was ranked higher.

我们的调查

- 我们于2017年9月联系各律师事务所，请它们提供截止2017年9月1日的亚洲办事处合伙人和律师人数
- “律师总人数”是指合伙人、律师、法律顾问、咨询顾问和外籍法律顾问的总人数。法律助理、实习生和实习律师不包括在总人数内。
- 如果律所没有提交数据，我们将参考该所的网站、律师协会官方资源或者其去年提交的数据。《亚洲法律杂志》对这些数据的准确性不承担任何责任。
- 本次调查不包括澳大利亚和新西兰。只有在亚洲执业的律师和合伙人纳入本次调查。
- 在两家律所的律师总人数相同的情况下，合伙人数较多的一家排名靠前。

ASIA'S TOP 50

Although Asia saw another busy year of lateral hires, office openings and closures, as well as a few mergers, there were no new international firm in this year's top 50 in Asia.

U.S. firms accounted for 27 of the 50 largest firms in the region, while there were 19 UK firms. Four firms in the top 50 have dual headquarters: DLA Piper (UK and U.S.), Hogan Lovells (UK and U.S.), Herbert Smith Freehills (UK and Australia) and CMS (UK and Germany).

There are four UK firms in the top 10, one less than last year after Jones Day edged out Eversheds for Ashurst's #10 spot by one lawyer. Dual-headquartered firms DLA Piper, Hogan Lovells and Herbert Smith Freehills are #4, #5 and #6, respectively.

Baker McKenzie continues to top the list for the fourth straight year despite having eight less lawyers than last year, while Magic Circle firms Linklaters and Clifford Chance switched places this year, finishing #2 and #3, respectively.

Notable moves included Eversheds, which catapulted from #26 to #11. The firm expanded by 86 lawyers from last year after merging with Singapore firm Harry Elias Partnership earlier this year. Morgan, Lewis & Bockius is another major mover, moving up from #21 to #14, after bulking up in Greater China.

The top 50 Asian law firms table changed little, with just one PRC firm – Zhongwen Law Firm at #44 – joining the group this year. Notable dropouts included Singapore's Drew & Napier, which was #50 last year.

PRC firms Yingke Law Firm and Dentons have cemented their places as the top two largest firms in Asia, with 5,462 and 4,966 lawyers, respectively, both increasing in strength by about 800 lawyers. China-based firms continued to dominate the table, with 30 firms based in the PRC, two more than last year. South Korea and India both have six firms, and Japan has five.

亚洲50强

虽然亚洲律所今年平行招聘、新开和关闭办事处动作继续频繁，也有一些律所合并，今年的亚洲50强律所榜单中并没有新的国际律所上榜。

美国律所占亚洲50强律所中的27家，英国则有19家律所上榜。前50强律所中有四家拥有双总部：欧华律师事务所（英国和美国），霍金路伟律师事务所（英国和美国），史密夫斐尔律师事务所（英国和澳大利亚）以及CMS律师事务所（英国和德国）。

前十大律所中有四家来自英国，较去年减少一家。原因是众达律师事务所以一名律师的优势战胜安睿律师事务所，夺取了亚司特国际律师事务所去年第十的排名。双总部的欧华、霍金路伟和史密夫斐尔分别列四、五和六位。

贝克·麦坚时国际律师事务所连续第四年蝉联榜首，尽管律师人数比去年少了八人，而魔术圈的年利达律师事务所和高伟绅律师事务所今年则排名互易，分别第二和第三。

值得注意的包括从26位一跃升至11位的安睿。今年早些时候，该所与新加坡伊莱雅士律师事务所合并，律师人数因此比去年增加了86名。摩根路易斯律师事务所是另一家变化较大的律所，在加强了大中华区的业务布局之后，该所排名从21位升至14位。

亚洲50强律所变化不大。中国大陆今年只有一家律所新入榜，是第44位的中闻律师事务所。值得注意的是，去年排名第50位的新加坡德尊律师事务所今年下榜。

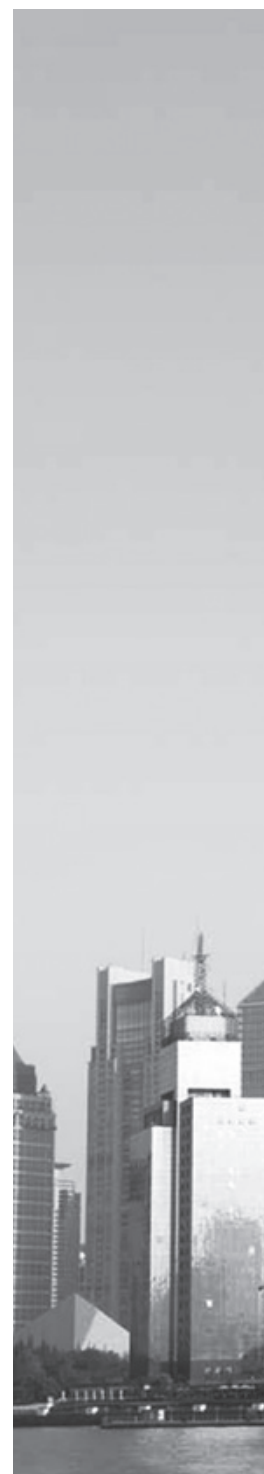
中国的盈科律师事务所和大成律师事务所进一步巩固了其亚洲最大两家律所的地位，分别有律师5,462名和4,966名，律师人数均增加了约800名。总部位于中国的律所继续在榜单中占大头，共有30家，比去年增加两家。韩国和印度各有六家律所上榜，日本则有五家。

Top 30 China Domestic 中国国内30强

2017 Rank 2017年 排名	Rank Change from 2016 与2016年的 排名变化	Firm Name 律所名称	Partners 合伙人	Associates 律师	Total No. of Lawyers [^] 律师总数 [^]
1	=	Yingke Law Firm 盈科律师事务所	1860	3602	5462
2	=	Dentons 大成律师事务所	1547	3360	4966
3	=	Deheng Law Offices 德恒律师事务所	482	1812	2446
4	=	AllBright Law Offices 锦天城律师事务所	508	1480	1988
5	=	Zhong Lun Law Firm 中伦律师事务所	372	1276	1658
6	+2	King & Wood Mallesons 金杜律师事务所	326	1275	1645
7	=	Grandall Law Firm 国浩律师事务所	400	1200	1600
8	-2	Zhongyin Law Firm 中银律师事务所	303	1109	1412
9	+3	Beijing DHH Law Firm 北京德和衡律师事务所	102	1059	1161
10	=	Zhonglun W&D Law Firm 中伦文德律师事务所	402	712	1147
11	-2	Longan Law Firm 隆安律师事务所	150	850	1100
12	+1	JunHe LLP 君合律师事务所	182	446	686
13	+5	Jincheng Tongda & Neal Law Firm 金诚同达律师事务所	202	482	684
14	+1	Tahota Law Firm 泰和泰律师事务所	150	510	660
15	+2	Hiways Law Firm 海华永泰律师事务所	102	460	647
16	-5	Guanghe Law Firm 广和律师事务所	201	391	592
17	+3	Guantao Law Firm 观韬中茂律师事务所	153	406	567
18	-4	Beijing TianTai Law Firm 天驰君泰律师事务所	210	338	562
19	+2	Fangda Partners 方达律师事务所	92	460	552
20	-4	Sichuan Mingju Law Firm 四川明炬律师事务所	75	452	527
21	+2	ETR Law Firm 广信君达律师事务所	124	324	448
22	-3	Jointide Law Firm 众成清泰律师事务所	131	303	446
23	+14	Duan & Duan 段和段律师事务所	143	267	410
24	+1	Global Law Office 环球律师事务所	84	285	369
25	-2	King & Capital Law Firm 京都律师事务所	113	229	347
26	-4	JunZeJun Law Offices 君泽君律师事务所	103	243	346
27 - New	New 新上榜	Zhongwen Law Firm 中闻律师事务所	154	173	327
28	=	East & Concord Partners 天达共和律师事务所	96	226	322
29	-2	Tian Yuan Law Firm 天元律师事务所	106	212	318
30	-4	Hylands Law Firm 浩天信和律师事务所	80	164	294

[^]Total No. of lawyers is the total number of partners and associates, as well as other counsel, consultants and foreign counsel. Paralegals, trainees and pupils were not included.

[^]“律师总人数”指的是合伙人、律师、法律顾问、咨询顾问和外籍法律顾问的总人数，不包括律师助理、实习律师和见习律师等。



Top 30 China International 中国国际30强

2017 Rank 2017年 排名	Rank Change from 2016 与2016年的 排名变化	Firm 律所名称	Partners 合伙人	Associates 律师	Total No. of Lawyers^ 律师总数^
1	up 上升	Baker McKenzie 贝克·麦坚时律师事务所	15	58	77
2	up 上升	DLA Piper 欧华律师事务所	13	49	62
3	New 新上榜	Simmons & Simmons 西蒙斯律师事务所	28	12	58
4	up 上升	Linklaters 年利达律师事务所	6	51	57
5	up 上升	Morgan, Lewis & Bockius 摩根路易斯律师事务所	10	11	56
6	down 下降	Clifford Chance 高纬绅律师事务所	9	37	53
7	down 下降	Hogan Lovells 霍金路伟律师事务所	11	41	52
8	up 上升	Jones Day 众达律师事务所	10	20	36
9	down 下降	CMS CMS中国	6	22	28
10	down 下降	Herbert Smith Freehills 史密夫·斐尔律师事务所	6	20	27
11	up 上升	K&L Gates 高盖茨律师事务所	14	12	26
12	New 新上榜	Covington & Burling 科文顿·柏灵律师事务所	8	14	26
13	down 下降	Allen & Overy 安理国际律师事务所	6	15	25
14	up 上升	Norton Rose Fulbright 诺顿罗氏律师事务所	7	11	24
15	up 上升	Clyde & Co 其礼律师事务所	10	13	23
16	down 下降	Bird & Bird 鸿鹄律师事务所	6	15	23
17	down 下降	Reed Smith 礼德律师事务所	8	7	22
18	up 上升	White & Case 伟凯律师事务所	7	13	22
19	up 上升	Taylor Wessing 泰乐信律师事务所	4	16	22
20	New 新上榜	Paul Hastings 普衡律师事务所	7	14	22
21	New 新上榜	Sheppard, Mullin, Richter & Hampton 盛智律师事务所	7	6	20
22	New 新上榜	Shearman & Sterling 谢尔曼·思特灵律师事务所	7	12	20
23	New 新上榜	Ashurst 亚司特律师事务所	3	16	19
24	down 下降	Ropes & Gray 瑞格律师事务所	4	7	18
25	down 下降	Mayer Brown JSM 孖士打律师事务所	6	11	17
26	down 下降	Freshfields Bruckhaus Deringer 富而德律师事务所	5	9	16
27	down 下降	Pinsent Masons 品诚梅森律师事务所	8	6	16
28	New 新上榜	Kirkland & Ellis 凯易律师事务所	7	9	16
29	down 下降	Sidley Austin 盛德国际律师事务所	6	7	13
30	down 下降	Orrick, Herrington & Sutcliffe 奥睿律师事务所	4	6	13

^Total No. of lawyers is the total number of partners and associates, as well as other counsel, consultants and foreign counsel. Paralegals, trainees and pupils were not included.
“律师总人数”指的是合伙人、律师、法律顾问、咨询顾问和外籍法律顾问的总人数，不包括律师助理、实习律师和见习律师等。

Yingke Law Firm

Founded in: 2001

Offices across Asia: 52

Headquartered in Beijing and with offices in 44 cities across China, Yingke Law Firm is a global legal services provider that has established Yingke Global Legal Alliance partnership with 52 countries and 104 overseas cities. Sticking to its "people-oriented" talent strategy, and pursuing excellence in terms of "economies of scale, internationalization, specialization and brand recognition", Yingke has built a talent team composed of professional lawyers, market professionals and management professionals to ensure that its overall strategic objectives be achieved. The firm's practice areas cover international trade, overseas investment, corporate, capital markets and securities, cross-strait affairs, private equity, investment and financing, merger and acquisition, intellectual property, real estate, environmental protection, maritime and admiralty, among others. While resolving legal issues for clients, Yingke also leverages its global legal services system to provide clients with business opportunities and promote collaboration among clients.

According to Mr. Li Zheng, Yingke's global partner and executive director of China, from the perspective of specialization, Yingke insists on building specialization characterized by "department director accountability system", strengthen the building of specialization characterized by "department director accountability system" and "specialized committee of business departments" and encourage the cultivation of a large batch of lawyers specialized in professional services. The firm engaged many expert advisors in all fields from the universities all over the country, so as to achieve law firm specialization in terms of people, talents and resources. A large batch of lawyers and famous lawyers gained support and many lawyers with special talents are engaged by Yingke. From the perspective of branding, Yingke kept good partnership with many television stations, newspapers, Internet media and other main media. Lawyers may explore more quality client resources and improve personal reputation by taking advantage of the influence and resources of the branding of Yingke.

盈科律师事务所

成立时间：2001年

亚洲拥有办公室数量：52个

盈科律师事务所是一家总部位于北京的全球化法律服务机构。盈科与海外52个国家104个城市建立了全球律师联盟成员律所合作关系，同时在中国44个城市设有办公室。盈科坚持“以人为本”的人才战略，将“规模化、国际化、专业化、品牌化”做到极致。形成了由专业律师人才、专业市场人才、专业管理人才组成的人才队伍，保障了律师事务所整体战略目标的实现。其业务范围涵盖国际贸易、海外投资、公司、资本证券、两岸事务、私募、投融资与并购、知识产权、房地产、环境保护、海商海事等专业领域。在为客户解决法律问题的同时，盈科更凭借其全球化法律服务体系优势，为客户提供商业机会、促进客户合作。

盈科律师事务所是一家总部位于北京的全球化法律服务机构。盈科与海外52个国家104个城市建立了全球律师联盟成员律所合作关系，同时在中国44个城市设有办公室。盈科坚持“以人为本”的人才战略，将“规模化、国际化、专业化、品牌化”做到极致。形成了由专业律师人才、专业市场人才、专业管理人才组成的人才队伍，保障了律师事务所整体战略目标的实现。其业务范围涵盖国际贸易、海外投资、公司、资本证券、两岸事务、私募、投融资与并购、知识产权、房地产、环境保护、海商海事等专业领域。在为客户解决法律问题的同时，盈科更凭借其全球化法律服务体系优势，为客户提供商业机会、促进客户合作。

Dentons

Founded in: 1992

Offices across Asia: 50

Dentons (previously known as Dacheng) is one of the earliest and largest partnership law firms in China, with services covering almost all of China's provinces, municipalities directly under the Central Government and autonomous regions. The firm launched its global legal services network construction strategy in 2007, and merged with Dentons in 2015. At present, Dentons serves more than 66 countries and has operations all over the world. Relying on a robust legal services network, the firm's lawyers are able to share all kinds of resources, such as project information, professional knowledge, practical experience, etc. across the globe to provide even better services for clients. Dentons's major areas of practice include: general corporate, corporate acquisition, merger and reorganization, securities and capital markets, private equity and venture capital, restructuring of State-owned enterprises and property rights transaction, banking and finance, etc.

Qian Hongji, senior partner of Dentons, believes that law firms should provide lawyers with learning opportunities and a platform for growth. They shall offer different development paths to lawyers in light of different management systems and cultural atmosphere, rather than confining lawyers to a particular practice area or aspect. In this way, the personal development of lawyers can be aligned with the positioning of their firms.

大成律师事务所

成立时间：1992年

亚洲办公室数量：50

大成是中国成立最早、规模最大的合伙制律师事务所之一，其服务范围几乎覆盖中国全部省、直辖市与自治区。自2007年开始，大成更启动了全球法律服务网络建设战略，并于2015年与Dentons律师事务所实现了合并。目前大成律师事务所服务超过66个国家，业务遍及全球。依托完善的法律服务网络，大成律师能够在全球范围内共享项目信息、专业知识、业务经验等各类资源，为客户提供更好的服务。大成律师事务所的主要专业领域包括：公司综合类业务、公司收购、兼并与重组、证券与资本市场、私募股权与投资基金、国企改革与产权交易、银行与金融等。

大成律师事务所高级合伙人钱红骥称律所应该给律师提供学习的机会和成长的平台，在不同的管理体制和文化氛围下，给律师带来不同的发展路径，而非局限在某个领域或工作环节上，从而使之个人发展方向与律所定位达成一致。



廣信君達律師事務所
ETR Law Firm



Yongdong Huang, Senior Partner
黃永東律師 高級合夥人

Founded in 1993, ETR Law is one of the oldest law partnerships in Guangdong Province. ETR Law is headquartered in Guangzhou and has branches in major cities such as Wuhan, Shenzhen and Tokyo, as well as an office in Bangkok. The firm is also located in the heart of the Guangdong-Hong Kong-Macau Greater Bay Area. Huang Yongdong, senior partner at ETR Law shared his insights on management and how the firm has embraced the opportunities brought by the One Belt One Road Initiative.

ALB: Can you briefly introduce some of ETR Law's achievements over the years to us?

Huang: After its merger and restructuring in 2012, ETR Law became the first limited liability partnership in Guangdong Province. In the following years, we have become one of the most influential law firms in South China. ETR Law is currently one of the firms with the biggest group of lawyers and highest revenues in the area.

ALB: How did you achieve the healthy development of the firm?

Huang: We have always been exploring a way to make our firm stronger, bigger and more professional. Firstly, it's important that we group our lawyers according

ETR Law- one of the most influential firms in South China Seizing opportunities brought by the One Belt One Road Initiative 广信君达 - 华南地区最有影响力的律所之一 顺应“一带一路”带来的机遇

to their expertise to maximize their potential. This enhanced both our service practice and our internal management. Secondly, we created an enabling environment for our lawyers that allows them to keep learning and improving their practice skills. Our regular learning salon is a platform for young professionals to learn. Thirdly, we believe in an open, democratic and practical workplace. We hold open days every now and then to welcome our peers to exchange our ideas. Fourthly, we emphasize on the cultivation of young lawyers. We have been bringing in returnee lawyers as well as sending young professionals abroad for further training to meet the changing market needs. A lot of the new generation returnee lawyers have become the backbone of our firm.

ALB: The One Belt One Road Initiative has brought many opportunities as well as challenges for China and other developing countries. What has ETR Law done to echo these opportunities and challenges?

Huang: Going with the One Belt One Road strategy, ETR Law has established a branch in Tokyo and an office in Bangkok, Thailand. We're also preparing for the branch in Hong Kong and offices in Los Angeles, Toronto and London catering to clients' global needs. The initiative has brought many opportunities to ETR Law and we have received many requests for services from domestic companies at our Thai branch looking for investment projects. We're committed to providing good service to Chinese enterprises eyeing global expansion and contribute to the One Belt One Road Initiative.

广东广信君达律师事务所成立于1993年，是广东省最早成立的合伙制律师事务所之一。广信君达总部位于广州，并在武汉、深圳、中山、东莞、清远、佛山、南沙、日本东京等城市设有分所，在泰国曼谷设有办公室，拥有依托粤港澳大湾区的地缘优势。ALB采访了广信君达高级合伙人黄永东律师，他分享多年的管理经验及介绍了律所如何顺应“一带一路”带来的机遇。

ALB: 广信君达律师事务所成立至今，取得了闪光的成绩和令市场瞩目的发展，请您简单介绍一下？

黄永东律师：广信君达自2012年合并以来，是广东省第一家实行特殊的普通合伙制的律师事务所。截至2017年10月31日，广信君达总部人数近700人，设有9个分所和办公室，广信君达积极拓展专业领域，提高法律服务专业水平，成为广东省乃至华南地区律师事务所拥有律师人数最多、业务创收最高和影响力最大的律师事务所之一。这有赖于各级司法行政机关、行业协会、律师同行和社会各界关心与支持。

ALB: 广信君达发展态势如此良好，请您谈一谈广信君达做大、做强、做优的经验？

黄永东律师：广信君达一直探索做大做强做优的方式。专业化和公司化已成为律师事务所狠抓的重点，故律所团队化的内部管理显得十分重要。广信君达建立律师团队专业化管理模式，有效提高律所专业服务水平和内部管理效率。其次，广信君达重视律师专业化的培训，定期举办各种学习沙龙和研讨会，营造学习与提升法律专业服务水平的氛围，为年轻律师创造学习与发挥的平台。第三，广信君达坚持开放、民主、务实的理念。律所不定期面向社会各界举办开放日活动，邀请有志之士来我所交流指导。第四，广信君达注重年轻律师的培养并积极引进高素质海归律师，广信君达输送优秀律师到国外进修，提升年轻律师的国际化业务需求适应能力和涉外服务水平。目前，已有一大批进修回国的年轻律师成为广信君达的主力军和骨干。

ALB: “一带一路”政策给中国及其他发展中国家创造前所未有的机会，但也面临许多风险和挑战。请问广信君达如何面对“一带一路”政策给律师行业带来的机遇与挑战？

黄永东律师：顺应国家一带一路的战略发展，广信君达已在日本东京设立分所，在泰国曼谷设立办公室。为响应国际化业务的需求，广信君达也正筹备香港分所与美国洛杉矶、多伦多、伦敦等地办公室。一带一路给广信君达带来了极大的机遇，泰国曼谷办公室设立以来，国内越来越多的企业家纷纷与广信君达合作，寻找泰国投资项目。广信君达为走出国门的的中资企业提供优质高效的法律服务，为一带一路建设保驾护航。

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Deheng Law Offices

Founded in: 1993

Offices across Asia: 26

Founded in 1993 and formerly known as China Law Office, DeHeng Law Offices is one of the largest full-service firms in China. Headquartered in Beijing, the firm has 25 domestic offices in cities including Shanghai, Guangzhou and Shenzhen, as well as five overseas outfits in places like New York, The Hague and Paris. Boasting a global service network that covers the entire country and over 160 major cities around the world, DeHeng has successfully accomplished a series of major legal services projects with far-reaching social impact, and created many firsts in China's legal services field.

DeHeng takes pride in its top-notch lawyers team, and is a leader in practice areas including corporate securities, finance, cross-border investment, financing and merger and acquisition, dispute resolution, international trade, construction and real estate, international engineering and project financing, competition law, labor and social security, intellectual property, corporate rescue and bankruptcy, government and public services, general health fields, environmental resources and protection, maritime and admiralty, taxation, etc.

According to Frank Li, managing partner of DeHeng Law Offices, DeHeng attaches great importance to the professional development of its lawyers, advocates an open and cooperative office atmosphere, and has in place clear promotion paths and a multi-level training structure. Lawyers at DeHeng, whether new associates or senior lawyers and partners, will all be given ample opportunities to participate in exchanges and discussion, and the resources and support to develop business and innovate products in specific industries and fields.

德恒律师事务所

成立时间：1993年

亚洲办公室数量：26个

创建于1993年，原名中国律师事务所中心，是中国规模最大的综合性律师事务所之一。总部位于北京，在上海、广州、深圳等地设立了二十五个国内分支机构，并在纽约、海牙、巴黎等地设立了五个海外分支机构，现已形成遍布中国和世界一百六十多个主要城市的全球服务网络，出色完成了一系列具有深远社会影响的重大法律服务项目，创造了中国法律服务领域的多项第一。

德恒拥有一流的律师队伍，优势领域包括：公司证券、金融、跨境投资、融资并购、争议解决、国际贸易、建筑工程与房地产、国际工程与项目融资、竞争法、劳动与社会保障、知识产权、企业拯救与破产、政府与公共服务、大健康、环境资源与保护、海事海商、税法等。

德恒律师事务所管理合伙人李忠表示德恒重视律师的专业能力发展，提倡开放、合作的工作氛围，设定了清晰的晋升通道，多层次的培训体系。来德恒，无论是新人，还是资深律师与合伙人，都会被赋予充分参与交流与讨论的机会，被给予资源与支持于特定专业与行业领域开拓业务和创新产品。

AllBright Law Offices

Founded in: 1998

Offices across Asia: 19

AllBright Law Offices is a leading Chinese law firm offering a full suite of legal services. A national firm headquartered in Shanghai, AllBright has offices in 18 major Mainland cities (Beijing, Shenzhen, Hangzhou, Suzhou, Nanjing, Chengdu, Chongqing, Taiyuan, Qingdao, Xiamen, Tianjin, Jinan, Hefei, Zhengzhou, Fuzhou, Nanchang, Xi'an and Guangzhou). The firm also has an office in Hong Kong, and is in a joint venture with Stevenson, Wong & Co in Hong Kong and Qianhai of Shenzhen. AllBright is committed to creating legal solutions and providing legal services for domestic and foreign clients in a rapidly changing business environment.

AllBright believes in quality and efficient services and a teamwork approach, provides detailed legal analysis and practical legal advice for each project and case, and proactively solves legal issues. The firm is considered a leader in practice areas such as corporate, commerce and merger and acquisition, securities and capital markets, banking and finance, real estate and construction, dispute resolution (litigation and arbitration), international trade and intellectual property protection.

Law firms rely on human capital to drive business, and talents are the most important productive force of law firms, said Li Xianying, senior partner of AllBright. Therefore, when it comes to recruitment, AllBright bases its decisions on "suitability". In other words, top talents must be suitable for industry characteristics, client needs, development requirements, etc. Second, once people are on-board, AllBright focuses on meticulously grooming them from basic theory to professional skills step by step. Third, to retain talents, AllBright not only offers competitive remuneration packages, but also provides lawyers with sufficient room for development and a clear career expectation.

锦天城律师事务所

成立时间：1998年

亚洲办公室数量：19个

锦天城律师事务所（“锦天城”）是一家提供全方位法律服务的、全国领先的中国律师事务所，是一家总部设在上海的全国性律师事务所。锦天城在中国大陆十八大城市（北京、深圳、杭州、苏州、南京、成都、重庆、太原、青岛、厦门、天津、济南、合肥、郑州、福州、南昌、西安、广州）及在香港开设分所，并在香港、深圳前海与史蒂文生黄律师事务所联营。锦天城致力于在瞬息万变的商业环境中为境内外客户制定法律解决方案并提供法律服务。

锦天城坚持优质、高效的服务理念和团队合作的方式，对客户的一个项目和案件提供细致的法律分析和切实可行的法律建议，积极进取地解决法律问题。锦天城在公司、商业与并购、证券与资本市场、银行与金融、房地产与建筑、争议解决（诉讼与仲裁）、国际贸易、知识产权保护等业务领域，具备行业领先优势。

锦天城高级合伙人李宪英称，律师事务所是依赖人力资本经营的行业，人才是事务所第一生产力。首先，锦天城在选人上，立足于“适合”，优秀的人才必须适合于行业特点、客户需求、发展要求等等。其次，锦天城在用人上，立足于精心培育，从基本理论到职业技能，循序渐进谆谆教诲。第三，在留人上，除了有竞争力的薪酬之外，锦天城有充分的发展空间和明确的职业预期。

Zhong Lun Law Firm

Founded in: 1993

Offices across Asia: 11

Zhong Lun Law Firm is one of the earliest partnership firms set up upon approval by the Ministry of Justice. After years of rapid and steady growth and expansion, Zhong Lun now has offices in 15 cities including Beijing, Shanghai, Shenzhen, Guangzhou, Wuhan, Chengdu, Chongqing, Qingdao, Hangzhou, Tokyo, Hong Kong, London, New York, Los Angeles and San Francisco, making it one of the largest full-service Chinese firms. In terms of practice fields, Zhong Lun excels in 28 areas including capital markets/securities, real estate, merger and acquisition, litigation and arbitration, banking and finance, and intellectual property. In addition, the firm enjoys good partnership with many well-known domestic and overseas law firms, enabling it to provide clients with quality and solid legal support for their business activities both at home and abroad.

Wang Jihong, senior partner with Zhong Lun, said that the firm has always attached great importance to, and never let up efforts at, talent pooling. Partners and senior lawyers of the firm train and recruit outstanding talents by mentoring, and actively share their development achievements and intellectual fruits. Zhong Lun is home to nearly 300 top partners who are experts in specific fields, and has heavyweight partners who are well respected in the legal profession to lead each of its main service areas, thus forming a good human resources structure to ensure that the firm's capabilities, practices and spirit of ingenuity will be passed to next generations.

中伦律师事务所

成立时间：1993年

亚洲办公室数量：11个

中伦律师事务所是中国司法部最早批准设立的合伙制律师事务所之一。经过数年快速、稳健的发展壮大，中伦在北京、上海、深圳、广州、武汉、成都、重庆、青岛、杭州、东京、香港、伦敦、纽约、洛杉矶及旧金山15个城市设立了办公室，成为中国规模最大的综合性律师事务所之一。在专业领域方面，中伦擅长资本市场/证券、房地产、收购兼并、诉讼仲裁、银行与金融、知识产权等28个业务领域。此外，中伦与多家境内外知名律师事务所拥有良好的合作关系，有能力为客户在境内外的商务活动提供有力的高质量法律支持。

中伦律师事务所资深合伙人王霁虹表示，中伦律师事务所一直注重人才储备工作，持之以恒，常抓不懈，中伦合伙人及资深律师以“传帮带”式培养和吸纳优秀人才，积极分享发展成果和智力成果。中伦汇聚了近百位专精于各特定业务领域的优秀合伙人，并在律师服务的主要领域均有行业内认可的重量级合伙人牵头，形成良好的人员梯队结构，实现能力传承、业务传承以及“匠心”精神的信念传承。

King & Wood Mallesons

Founded in: 1993 (in China)

Offices across Asia: 14

A global law firm headquartered in Asia, King & Wood Mallesons (KWM) practices in key jurisdictions such as Mainland China, Hong Kong, Australia, the United Kingdom, the United States and Europe, and has considerable size and legal resources in the world's most dynamic economic regions. The firm is considered one of the most innovative in the world, offering distinctive commercial thinking and client experience. The main areas of practice of KWM include corporate merger and acquisition, securities and capital markets, private equity and venture capital, banking and financing, competition and trade regulation, international trade, labor law, taxation, customs, environmental law, dispute resolution, intellectual property, etc.

Wang Ling, Managing Partner of KWM China, said: "In the face of fierce competition for talents, our talent strategy has always closely followed our development goals, with great importance attached to attracting, grooming and retaining top talents. While we continue to ramp up external hiring of experienced lawyers, the firm regards the grooming and selection of high-quality graduates as an extremely important task in talent pool building. By offering systematic training programs and talent development schemes, we sharpen the professional skills and knowledge of our employees, and actively help and guide them in their career development. In addition to providing competitive remunerations and benefits, the firm identifies and rewards outstanding employees by continuously improving appraisal and incentive mechanisms to enhance our ability to retain and attract high-performing employees."

金杜律师事务所

成立时间：1993年（中国）

亚洲办公室数量：14个

金杜律师事务所是一家总部位于亚洲的全球性律师事务所。作为在中国、香港、澳大利亚、英国、美国和欧洲重要法域拥有执业能力的国际化律师事务所，金杜在全球最具活力的经济区域都拥有相当的规模和法律资源优势。金杜被认为是全球最具创新力的律所之一，能够提供与众不同的商业化思维和客户体验。金杜律师事务所的主要业务领域包括公司并购、证券与资本市场、私募股权及投资基金、银行与融资、竞争与贸易监管、国际贸易、劳动法、税务、海关、环境法、争议解决、知识产权等业务领域。

金杜中国管理合伙人王玲表示，“面对人才市场的激烈竞争，金杜的人才战略始终紧紧围绕事务所发展目标，高度重视优质人才的吸引、培养和保留。在加强从外部市场招聘有经验律师的同时，事务所把培养和选拔高质量的毕业生作为人才队伍建设的一项极为重要的工作；通过提供系统化的培训课程和人才发展计划，提高员工的工作技能和专业知识，积极帮助和指导员工的职业发展；在提供具有市场竞争力的薪酬福利待遇的同时，通过不断改进考核和激励机制，发现和奖励业绩优秀员工，提高事务所对于优秀员工的保留力和吸引力。”

Grandall Law Firm

Founded in: 1998

Offices across Asia: 24

Grandall Law Firm is one of the largest cross-regional partnership firms in China, and was first founded in June 1998 as Grandall Legal Group upon the merger of Beijing Zhang Yongtao Law Firm, Shanghai Wanguo Law Firm and Shenzhen Tangren Law Firm. The firm currently has offices in 28 cities including Beijing, Shanghai, Shenzhen, Hangzhou, Guangzhou, Kunming, Tianjin, Chengdu, Ningbo, Fuzhou, Xi'an, Nanjing, Nanjing, Jinan, Chongqing, Suzhou, Changsha, Taiyuan, Wuhan, Guiyang, Urumqi, Zhengzhou, Shijiazhuang, Hong Kong, Paris, Madrid, Silicon Valley and Stockholm, with practice fields covering securities and capital markets, corporate and commerce, finance and banking, international investment and all the other key areas of economic development. For all the numerous service areas it covers, Grandall places particular emphasis on outstanding professional services, commercial understanding of transactions, cost control and rapid response.

Charles Guan, Managing Partner of Grandall (Shanghai), shared with ALB that attracting and nurturing more top talents is what guarantees and drives a firm's sustained development, and the keys that enable his firm to attract and develop talents are excellent platforms and superior brand reputation, a multi-level training and development mechanism, a reasonable remuneration structure, a friendly working environment, and a competitive space for development and improvement.

国浩律师事务所

成立时间：1998年

亚洲办公室数量：24个

国浩律师事务所是中国最大的跨地域合伙制律师事务所之一。1998年6月，国浩律师集团事务所由北京市张涌涛律师事务所、上海市万国律师事务所、深圳市唐人律师事务所基于合并而共同发起设立，目前在北京、上海、深圳、杭州、广州、昆明、天津、成都、宁波、福州、西安、南京、南宁、济南、重庆、苏州、长沙、太原、武汉、贵阳、乌鲁木齐、郑州、石家庄、香港、巴黎、马德里、硅谷、斯德哥尔摩等二十八地设有分支机构。国浩律师事务所业务遍及证券与资本市场、公司与商业、金融与银行、国际投资等所有经济发展的重点领域。对涉及的众多服务领域，国浩律师事务所都特别强调出色的专业服务、对交易的商业理解、成本的控制以及快速的反应。

国浩律师（上海）事务所管理合伙人管建军表示，吸引和培养更多高素质的人才，是事务所持续发展的保障和动力，优秀的平台和出众的品牌美誉度、多层次的培训和培养机制、合理的薪酬体系、友好的工作环境、具有竞争力的发展和提升空间，是国浩吸引和培养人才的关键。

Zhongyin Law Firm

Founded in: 1993

Offices across Asia: 26

One of the earliest partnership firms approved by the justice department, Zhong Yin Law Firm is also one of the earliest law firms practicing securities law in China, and has now developed into a large-scale specialized firm focusing on finance, securities and legal risk management. At present, the firm has 11 centers of legal practice in its head office, including finance and securities, legal risk management, corporate practice and dispute resolution. Zhong Yin has established strategic partnership with firms in more than a dozen countries such as the United States, Germany, France and Canada, and trained a large number of lawyers with international outlook who are able to provide legal support for clients in languages such as English, French, Japanese, Korean and German, which ensures that Zhong Yin's clients have timely access to comprehensive and efficient legal services around the world. Excellent professional services have made Zhong Yin the most recognized and trusted partner of its clients.

中银律师事务所

成立时间：1993年

亚洲办公室数量：26个

中银律师事务所是经司法部门批准的我国最早的合伙制律师事务所之一，也是我国最早从事证券法律业务的律师事务所，是以金融证券和法律风险管理为主业的大型专业化律师事务所。目前，中银律师总部设有金融证券、法律风险管理、公司业务、争议解决等十一个法律业务中心。中银律师与美国、德国、法国、加拿大等十几个国家的律师机构建立了战略合作关系，培养的大量国际化律师人才以英、法、日、韩、德等多国语言为客户提供法律支持，保障了中银律师的客户在全球范围内迅速获得全面、高效的法律服务。卓越的业务水平让中银律师成为客户最认可、最信赖的伙伴。

探索国内大型律所的管理模式

高级合伙人与管理合伙人一同谈京都律师事务所的管理之道

北京市京都律师事务所成立于1995年，是国内较早设立的合伙制律师事务所之一。经过二十多年的发展，京都不仅在刑事诉讼领域居于全国领先地位，并且在公司事务、证券与资本市场、投融资与并购、房地产与基础设施、能源与环保、风险防控、涉外及国际业务、海商海事等方面为客户提供优质的法律支持与服务。目前京都所拥有近500名执业律师，并在上海、深圳、大连和天津设有分支机构。

服务综合化

22年前，京都以刑事诉讼起家，很快发展成一家规模性、专业化的大型律师事务所。而它的独特之处在于律所在刑事诉讼、民商事诉讼和非诉讼领域都具有相当的规模，是行业中服务综合化的领先者。

京都一直秉承走专业化道路的理念，专业律师的安排也对口市场需求。在律师专业化的基础上，整个律所提倡服务综合化，顺应逐渐增长的多元化法律服务需求。

“我们强调律师个人能力和整体团队的有机结合，提供真正意义上的综合化法律解决方案，”京都律师事务所管理合伙人方堃告诉ALB China。

“现在很多大型律所都比较侧重非诉讼业务，而缺少诉讼业务的有机配合和支持，”京都律师事务所高级合伙人公丕国律师说道。

如今大型企业集团需要的法律服务包括企业并购、融资证券、劳动争议、诉讼纠纷处置、刑事风险防控等，很多律所因为缺少诉讼业务的基础，所以在非诉讼领域所能提供的服务也相对比较单薄。

“当今市场中，客户需求也呈现多样化趋势，很多方面比如刑事风险防控、合规等相关服务已经成为企业特别关注的重要内容之一。”方堃说道。

公丕国律师说：“诉讼律师更擅长利用处理案件的经验在非诉讼项目中，更有效地发现一些风险点，从而达到预防风险的目的。”

公丕国律师也是大力促成京都律师事务所民商事诉讼研究中心成立的主力之一。民商事诉讼研究中心是一个开放式平台，并拥有国内外专家资源。

京都的另一个服务特点是实务与研究的融合，律所积极推动法律研究中心的建设发展，基于业务但超越业务去做法规方面的研究。京都在实务与理论相结合方面作出的努力也得到了业内同行的认可。

管理团队专业化

京都也同样拥有一套独特的职业管理合伙人制度。

“从律所管理的角度来讲，国内大中型律所都在探索中。目前没有既定的成熟模式可以借鉴，而欧美的模式也不能照搬，”公丕国律师说道，“管理是一门科学，律所有社会性和企业性的特殊性，管理学和律师行业特性如何结合是大型律所管理面对的一个难题。职业管理合伙人制度就是京都律师事务所在这方面的创新、探索和实践。”

目前多数大型律所的管理角色大多由律师担任，而京都律师事务所的制度则是确立拥有管理背景和经验的非法律人为律所合伙人。京都致力于结合专业化、市场化的管理模式和律师行业的特点，探索和制定适合中国律所发展的管理制度，同时接轨国际化的管理最佳实践，提升律所的战略规划、品牌推广、市场发展和分配制度等诸多方面。

京都管理合伙人方堃说：“目前国内律师行业大多还是采用以律师个人为中心的业务导向型管理模式，每个人都单独运作自己的业务。但是一旦律所业务发展得多元化、综合化、大型化，合伙人之间会形成业务分享与合作，光靠自己形成的规则就不够了，需要一些制度性的改进。所以我们在优化现行制度的过程中要考虑什么样的制度从管理规则到分配机制各个方面，能促进律师间的合作，激发团队合作的潜能。”

分所管理直营化

京都律师事务所目前正在筹备在南京开设分所，依循一贯的直接管理、直接投资的模式来保证服务质量，促进分所与总所一起发展。

“开设分所的指导思想是先做强、再做大，指的是总所的综合实力、专业水平和制度设立方面要先做强，再设立分所，扩大规模。”公丕国律师说。

即将成立的南京分所是传播京都理念的平台，与当地律师共享经验、资源，共同合作、发展，为提升当地的整个法律行业服务水平出一份力。

另外，京都南京分所也将聘请当地优秀的律师加入，继续实现人才本土化，为在诉讼、非诉讼领域有法律服务需求的中高端客户提供服务。

“我们绝不走单纯的快速扩张道路，也不实行挂靠制度，”方堃说道，“京都分所将立足南京，辐射东南沿海区域。”



公丕国 高级合伙人
Senior Partner



方堃 管理合伙人
Manager Partner

结语：中国本土律师事务所发展历史短，律所管理模式正在探索中，“因地制宜，因时制宜”才能走出一条符合自身实际的发展道路。京都律所在服务模式综合化、管理团队专业化、分所管理直营化等方面的探索值得业内人士关注，也期待京都律所在探索道路上营造出“京都发展加速度”的新常态。

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Beijing DHH Law Firm

Founded in: 1993

Offices across Asia: 27

Beijing DHH Law Firm is one of China's largest full-service business law firms with offices in major cities such as Beijing, Shanghai, Shenzhen, Qingdao, Jinan, Guangzhou, Chengdu, Harbin, Hong Kong, Washington, Toronto, Moscow and St. Petersburg. It is the first Chinese firm to set up an office in Washington DC, and also a frontrunner in the Russian legal services market. DHH advocates for legal cooperation in Europe, Australia, East Asia and the Association of Southeast Asian Nations, and many of its lawyers have experience of practicing in multiple countries and can provide services in multiple languages. The main practice areas of DHH include international trade and customs, cross-border investment, finance, insurance, funds, securities, corporate, intellectual property, real estate, dispute resolution, criminal defense, among others.

Jiang Qi, Chairman of Beijing DHH Law Firm, said that pursuing "big platform and high standards" is one of the key elements contributing to the firm's rapid development in the past three years, while "competent lawyers and strong performance" are the major drivers for the sustained development of the firm going forward. To train "competent lawyers", efforts shall be made in the four areas of training, teamwork, platform and resources. The prerequisite to attract "competent lawyers" is to provide better services for "competent lawyers" already with the firm, and DHH is committed to becoming the firm with best services for its own lawyers in China. Second, making efforts to forge chemistry between young and experienced lawyers on the same platform to effectively help newly-joined lawyers achieve performance growth is another factor in the success story of DHH.

北京德和衡律师事务所

创立时间：1993年

亚洲办公室数量：27个

北京德和衡律师事务所是中国规模最大的综合商务型律所之一，在北京、上海、深圳、青岛、济南、广州、成都、哈尔滨、香港、华盛顿、多伦多、莫斯科、圣彼得堡等重要城市设立办公机构，是第一家在华盛顿地区设立办公机构的中国律所，也是俄罗斯法律服务市场的先行者，倡导在欧洲、澳洲、东亚及东盟的法律合作；众多律师拥有多国执业经验，可用不同语言服务，主要业务包括国贸海关、跨国投资、金融、保险、基金、证券、公司、知识产权、房地产、争议解决、刑辩等。

北京德和衡律师事务所总所主任蒋琪表示，“大平台、严规范”是德和衡过去三年迅速发展的要素之一，“好律师、强业绩”是引领德和衡未来持续发展的主要动力。培养“好律师”要从培训、团队、平台、资源四方面入手。引进“好律师”首先要为引进的“好律师”提供更好的服务，德和衡立志做中国服务律师最好的律所。其次，努力形成新老律师之间在同一平台上的化学反应，从而有效帮助引进律师形成业绩增长也是德和衡的成功经验。

Zhonglun W&D Law Firm

Founded in: 1992

Offices across Asia: 18

Headquartered in Beijing, Zhonglun W&D Law Firm is among the first batch of partnership firms established upon approval by the Ministry of Justice. After years of development, the firm has developed into a large global full-service law firm with excellent track records in 28 practice fields including corporate securities, trusts, funds, energy and intellectual property. Zhonglun W&D is committed to practicing and implementing its philosophy of "leading the times, creating the future, connecting the world, supporting China's growth" throughout its work. The firm led the establishment of the world's first international legal alliance initiated by a Chinese law firm - Global Law Alliance, with members from all over the world including the United Kingdom, the United States, Saudi Arabia, Cyprus, Italy, the Netherlands, Singapore, etc.

Tian Lei, senior partner of Zhonglun W&D and a member of its executive committee, told ALB: "Partners, young associates and paralegals are all treated equally as business partners in Zhonglun W&D. Our resource sharing, business exchange, training and young lawyer overseas exchange programs provide the best platforms for talents, no matter what stage of career they are currently in."

中伦文德律师事务所

创立时间：1992年

亚洲办公室数量：18个

中伦文德律师事务所总部设立于北京，是司法部最早批准设立的第一批合伙制律师事务所。经过多年的发展，现已成为一家大型、综合性和国际化的律师事务所，在公司证券、信托、基金、能源、知识产权等28个专业领域都有着出色的实践经验。中伦文德致力于用实践证明和贯彻“引领时代、开创未来、连接世界、护航中国”的信念，主导设立了全球第一家由中国律师事务所发起的国际法律联盟组织——全球法律联盟（Global legal Alliance），会员已遍布英国、美国、沙特、塞浦路斯、意大利、荷兰、新加坡等地。

中伦文德执行委员会委员、高级合伙人田磊律师表示：“中伦文德人将合伙人、青年律师和助理都平等地视作事业伙伴。资源分享、业务交流、培训和青年律师海外交流等制度为处于职业生涯各个阶段的人才都提供了最佳的平台！”



众成清泰律师事务所
JOINTIDE LAW FIRM

众成清泰律师事务所始创于1989年，为全国首批优秀律师事务所，规模位居山东省首位。在济南、青岛、北京等地设有11家分所，拥有580多名优秀律师、员工，并加入由国内外著名律师事务所组成的中世律所联盟，可以为中外客户提供全球性的法律服务。核心服务领域包括国际业务、建设工程业务、公司业务、金融证券、知识产权、税法、社会保障与人力资源、刑事业务等。众成清泰把律师作为一项崇高的事业，二十九年来坚持以规范的律所管理、严明的执业纪律、高度的责任心为客户提供专业、优质的服务，赢得社会各界高度信任和广泛好评。

Jointide, founded in 1988, is one of the first batch of national outstanding law firms in China and the largest law firm in Shandong Province. Jointide has established 11 branch offices in Jinan, Qingdao, Beijing and other places with more than 580 outstanding lawyers and joined SGLA which is formed by well-known law firms at home and abroad to provide global legal services for Chinese and foreign customers. Jointide focuses in the areas of international business, construction, corporate law, banking and securities, intellectual property, tax, social security and human resources, criminal affairs and so on. We pride in providing customers professional, effective and efficient services in accordance with strict firm management, rigorous professional discipline and complimentary responsibility, which has been highly appreciated by the community.

- Top 50 in Asia and Top 30 in China
- Leading Firm in Corporate/Commercial: East Coast: Shandong (Band 1)
- 10 Highly Recommended Chinese Law Firms of Engineering Industry

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全国优秀律师事务所
 全国先进基层党组织

National Excellent Law Firms,
 National Model Grass-roots Party Organization



Top 50 International Law Firms 國際律所 50 强

2017 Rank 2017年 排名	Rank Change from 2016 与2016年的排 名变化	Firm 律所名称	Headquarters 总部	Partners 合伙人	Associates 律师	Total No. of Lawyers [^] 律师总数 [^]
1	=	Baker McKenzie 贝克·麦坚时国际律师事务所	U.S. 美国	307	550	942
2	up 上升	Linklaters UK 年利达律师事务所	UK 英国	58	374	432
3	down 下降	Clifford Chance 高伟绅律师事务所	UK 英国	79	250	377
4	up 上升	DLA Piper 欧华律师事务所	UK 英国/U.S. 美国	57	189	246
5	up 上升	Hogan Lovells 霍金路伟律师事务所	UK 英国/U.S. 美国	51	178	233
6	down 下降	Herbert Smith Freehills 史密夫·斐律律师事务所	UK 英国/ Australia 澳洲	52	144	230
7	up 上升	Mayer Brown JSM 孖士打律师事务所	U.S. 美国	78	140	227
8	up 上升	Norton Rose Fulbright 诺顿罗氏律师事务所	UK 英国	62	134	226
9	up 上升	Allen & Overy 安理国际律师事务所	UK 英国	45	165	221
10	up 上升	Jones Day 众达律师事务所	U.S. 美国	54	91	186
11	up 上升	Eversheds 安睿国际律师事务所	UK 英国	43	140	185
12	up 上升	Morrison Foerster 美富律师事务所	U.S. 美国	61	119	180
13	down 下降	Ashurst 亚司特律师事务所	UK 英国	35	128	163
14	up 上升	Morgan, Lewis & Bockius 摩根路易斯律师事务所	U.S. 美国	45	66	148
15	down 下降	Freshfields Bruckhaus Deringer 富而德律师事务所	UK 英国	40	82	141
16	down 下降	White & Case 伟凯律师事务所	U.S. 美国	55	84	139
17	down 下降	Sidley Austin 盛德律师事务所	U.S. 美国	27	107	138
18	down 下降	Reed Smith 礼德律师事务所	U.S. 美国	44	74	135
19	down 下降	Stephenson Harwood 罗夏信律师事务所	UK 英国	36	94	132
20	up 上升	Latham & Watkins 瑞生律师事务所	U.S. 美国	35	95	131
21	down 下降	Taylor Wessing 泰乐信律师事务所	UK 英国	39	66	121
22	up 上升	HFW 夏礼文律师事务所	UK 英国	38	80	118
23	down 下降	K&L Gates 高盖茨律师事务所	U.S. 美国	53	58	111
24	up 上升	Clyde & Co 其礼律师事务所	UK 英国	36	65	102
25	down 下降	Bird & Bird 鸿鹄律师事务所	UK 英国	30	69	99
26	=	Davis Polk & Wardwell 达维律师事务所	U.S. 美国	12	63	96
27	up 上升	Kirkland & Ellis 凯易律师事务所	U.S. 美国	35	56	91

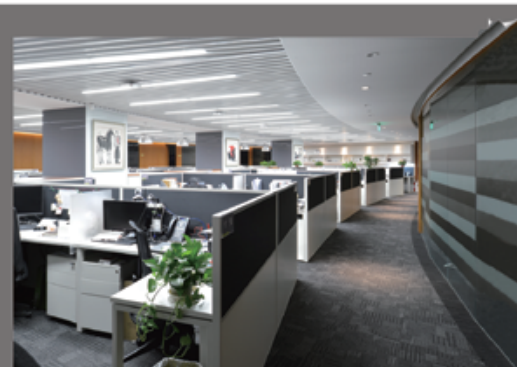
28	up 上升	Watson, Farley & Williams 华盛国际律师事务所	UK 英国	22	63	88
29	down 下降	Skadden, Arps, Slate, Meagher & Flom 世达律师事务所	U.S. 美国	18	68	86
30	=	Simmons & Simmons 西蒙斯律师事务所	UK 英国	38	19	85
31	up 上升	Squire Patton Boggs 翰宇律师事务所	U.S. 美国	17	44	79
32	=	Shearman & Sterling 谢尔曼·思特灵律师事务所	U.S. 美国	26	36	72
33	up 上升	Ropes & Gray 瑞格律师事务所	U.S. 美国	19	41	72
34	up 上升	Paul Hastings 普衡律师事务所	U.S. 美国	27	36	68
35	up 上升	CMS 德和信律师事务所	UK 英国/ Germany 德国	17	47	65
36	up 上升	Simpson Thacher & Bartlett 盛信律师事务所	U.S. 美国	14	51	65
37	down	Kennedys 肯尼狄律师事务所	UK 英国	26	38	64
38	up 上升	Berwin Leighton Paisner 博闻律师事务所	UK 英国	18	43	62
39	up 上升	O'Melveny & Myers 美迈斯律师事务所	U.S. 美国	15	22	57
40	down 下降	Orrick, Herrington & Sutcliffe 奥睿律师事务所	U.S. 美国	20	29	52
41	down 下降	Cleary Gottlieb Steen & Hamilton 佳利律师事务所	U.S. 美国	8	37	52
42	down 下降	Ince & Co 英士律师事务所	UK 英国	16	26	51
43	down 下降	Milbank, Tweed, Hadley & McCloy 美邦律师事务所	U.S. 美国	13	35	51
44	=	Slaughter and May 司力达律师事务所	UK 英国	12	38	50
45	down 下降	Pinsent Masons 品诚梅森律师事务所	UK 英国	33	16	49
46	down 下降	Duane Morris & Selvam 杜恩·莫里斯律师事务所	U.S. 美国	18	19	44
47	up 上升	Troutman Sanders 长盛律师事务所	U.S. 美国	10	23	38
48	up 上升	Paul, Weiss, Rifkind, Wharton & Garrison 宝维斯律师事务所	U.S. 美国	7	25	35
49	down 下降	Winston & Strawn 温斯顿律师事务所	U.S. 美国	9	19	28
50	=	Weil, Gotshal & Manges 威嘉律师事务所	U.S. 美国	8	14	25

^Total No. of lawyers is the total number of partners and associates, as well as other counsel, consultants and foreign counsel. Paralegals, trainees and pupils were not included.

^“律师总人数”指的是合伙人、律师、法律顾问、咨询顾问和外籍法律顾问的总人数，不包括律师助理、实习律师和见习律师等。

Top 50 Asian Law Firms 亚洲律所 50 强

2017 Rank 2017年 排名	Rank Change from 2016 与2016年的 排名变化	Firm 律所名称	Headquarters 总部	Partners 合伙人	Associates 律师	Total No. of Lawyers^ 律师总数^
1	=	Yingke Law Firm 盈科律师事务所	China 中国	1860	3602	5462
2	=	Dentons Dacheng China 大成律师事务所	China 中国	1547	3360	4966
3	=	DeHeng Law Offices China 德恒律师事务所	China 中国	482	1812	2446
4	=	AllBright Law Offices China 锦天城律师事务所	China 中国	508	1480	1988
5	=	Zhong Lun Law Firm China 中伦律师事务所	China 中国	372	1276	1658
6	up 上升	King & Wood Mallesons 金杜律师事务所	China 中国/ Australia 澳洲	326	1275	1645
7	=	Grandall Law Firm China 国浩律师事务所	China 中国	400	1200	1600
8	down 下降	Zhong Yin Law Firm China 中银律师事务所	China 中国	303	1109	1412
9	up 上升	Beijing DHH Law Firm 北京德和衡律师事务所	China 中国	102	1059	1161
10	=	Zhong Lun W&D Law Firm 中伦文德律师事务所	China 中国	402	712	1147
11	down 下降	Long An Law Firm 隆安律师事务所	China 中国	150	850	1100
12	down 下降	Kim & Chang South Korea	South Korea 韩国	130	730	860
13	up 上升	JunHe 君合律师事务所	China 中国	182	446	686
14	up 上升	Jincheng Tongda & Neal 金诚同达律师事务所	China 中国	202	482	684
15	up 上升	Tahota Law Firm 泰和泰律师事务所	China 中国	150	510	660
16	up 上升	Hiways Law Firm 海华永泰律师事务所	China 中国	102	460	647
17	down 下降	Rajah & Tann 立杰律师事务所	Singapore 新加坡	231	401	632
18	down 下降	Cyril Armarchand Mangaldas	India 印度	100	501	613
19	up 上升	Lee & Ko South Korea	South Korea 韩国	183	420	603
20	down 下降	Guanghe Law Firm 广和律师事务所	China 中国	201	391	592
21	down 下降	Bae, Kim & Lee	South Korea 韩国	204	377	581
22	up 上升	Guantao Law Firm 观韬中茂律师事务所	China 中国	153	406	567



主要业务领域

- 资本市场
- 银行与金融
- 公司收购与兼并
- 房地产项目开发与运营
- 知识产权
- 建设工程与基础设施
- 争议解决
- 刑事
- 信用管理
- 税务与财富规划
- 民用航空
- 信息技术、电信、传媒与娱乐
- 环境资源与医药健康
- 政府法制与行政诉讼
- 国际贸易与投资
- 私募股权与投资基金
- 破产重整与清算

北京 上海 广州 深圳 天津 长春 南京 郑州 成都 福州 珠海 武汉
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天驰君泰法律评论

23	down 下降	Nishimura & Asahi 西村·朝日法律事务所	Japan 日本	131	383	565
24	down 下降	Beijing Tiantai law Firm 天驰君泰律师事务所	China 中国	210	338	562
25	up 上升	Fangda Partners 方达律师事务所	China 中国	92	460	552
26	down 下降	Khaitan & Co	India 印度	112	426	538
27	down 下降	Sichuan Mingju Law Firm 四川明炬律师事务所	China 中国	75	452	527
28	=	Shardul Armarchand Mangaldas & Co	India 印度	91	409	506
29	down 下降	Allen & Gledhill Singapore	Singapore 新加坡	181	284	467
30	up 上升	ETR Law Firm 广信君达律师事务所		124	324	448
31	up 上升	Mori Hamada & Matsumoto Japan	Japan 日本	106	341	447
32	down 下降	Jointide Law Firm 众成清泰律师事务所	China 中国	131	303	446
33	=	Yulchon	South Korea 韩国	150	269	420
34	New 新上榜	Duan & Duan 段和段律师事务所		143	267	410
35	down 下降	Shin & Kim	South Korea 韩国	162	204	404
36	up 上升	Anderson Mori Tomotsune	Japan 日本	122	227	397
37	up	Nagashima Ohno & Tsunematsu	Japan 日本	101	237	393
38	up 上升	Yoon & Yang	South Korea 韩国	123	198	390
39	down 下降	AZB & Partners	India 印度	65	310	375
40	up 上升	Global Law Office 环球律师事务所	China 中国	84	285	369
41	down 下降	WongPartnership	Singapore 新加坡	122	243	367
42	=	Luthra & Luthra	India 印度	61	292	353
43	=	King & Capital 京都律师事务所	China 中国	113	229	347
44	down 下降	JunZeJun Law Offices 君泽君律师事务所	China 中国	103	243	346
45	New 新上榜	Zhongwen Law Firm 中闻律师事务所		154	173	327
46	up 上升	East & Concord Partners 天达共和律师事务所	China 中国	96	226	322
47	down 下降	Tian Yuan Law Firm 天元律师事务所	China 中国	106	212	318
48	up 上升	TMI Associates	Japan 日本	90	224	314
49	down 下降	J. Sagar Associates	India 印度	89	203	297
50	down 下降	Hylands Law Firm 浩天信和律师事务所	China 中国	80	164	294

*Total No. of lawyers is the total number of partners and associates, as well as other counsel, consultants and foreign counsel. Paralegals, trainees and pupils were not included.

“律师总人数”指的是合伙人、律师、法律顾问、咨询顾问和外籍法律顾问的总人数，不包括律师助理、实习律师和见习律师等。

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