



2018 ALB China  
TOP 15  
FEMALE  
LAWYERS

2018 ALB China 十五佳女律师

The 2018 ALB China Top 15 Female Lawyers continues ALB's commitment to profiling and promoting the advancement of women in Asia's legal industry. With their relentless efforts and unwavering commitment to excellence, each of our top 15 female lawyers has firmly established herself as a role model in the profession.

2018 ALB China 十五佳女律师榜单一如既往地展示了出色女性律师在亚洲法律行业的全面崛起。她们坚韧的底色与对卓越的不断追求，夯实了她们今天在业界取得的成就。

By Ines Yang

## METHODOLOGY 评选方法

Candidates of ALB China 2018 Top Female Lawyers can be of any nationality, provided they should be based in mainland China currently.

The list was chosen based on the following criteria:

1. Significant achievements;
2. Important deals or cases;
3. Main works done in the last 12 months;
4. Clients the candidate represents;
5. Significant awards the candidate has received for work in the form of public recognition;
6. Comments from her clients and colleagues.

参评ALB 2018年中国最佳女律师榜单的候选人需为常驻中国大陆工作的女律师，国籍不限。

获奖名单按照下列标准选定：

- 1、主要成就；
- 2、参与的重大交易或案件；
- 3、过去12个月的主要工作内容；
- 4、主要客户；
- 5、所获奖项；
- 6、客户评价和同事评价。

## LIST OF WINNERS 获奖名单

Winners are listed below by their surnames in alphabetical order.

以下名单按照获奖者姓氏首字母顺序排列。

Winner 获奖律师	Firm 所在律所
Catherine Chen 陈芳	Zhong Lun Law Firm 中伦律师事务所
Fang Yan 方燕	Jincheng Tongda & Neal Law Firm 金诚同达律师事务所
Gao Meili 高美丽	Beijing Dentons Law Offices, LLP 北京大成律师事务所
Gu Jieni 顾斐妮	Haiwen & Partners* 海问律师事务所*
Guo Shifang 郭仕芳	Global Law Office 环球律师事务所
Hu Xiaohua 胡晓华	East & Concord Partners 天达共和律师事务所
Ji Xiaohui 纪晓晖	Linklaters 年利达律师事务所
Luo Jie 罗洁	Long An Law Firm 隆安律师事务所
Wei Jun 魏军	Hogan Lovells International LLP 霍金路伟律师事务所
Xu Chumeng 徐初萌	JunHe LLP 君合律师事务所
Xu Ping 徐萍	Tian Yuan Law Firm 天元律师事务所
Yang Xiaoli 杨晓莉	King & Wood Mallesons 金杜律师事务所
Yuan Ying 袁颖	Boss & Young Attorney at Law 上海邦信阳中建中汇律师事务所
Justina Zhang 张卫华	TransAsia Lawyers 权亚律师事务所
Tiana Zhang 张天镜	Kirkland & Ellis International LLP 美国凯易国际律师事务所

\*Ms. Gu Jieni worked with Ropes & Gray LLP at the date of submission.

\*此榜单申报时，顾斐妮律师供职于瑞格律师事务所。

## SELECTED PROFILES 精选访谈

*'Life is a journey and no path is walked unnecessarily, each step brings us closer to our destination. Enjoy each step and each waypoint, taking it as it comes, the world is what you make of it.'*

‘人生就是一个旅途，没有白走的路，因为每一步都是在走向终点。尽情地享受每一步和每一景，不必刻意，因为这个世界就是为你而来。’

—Jie Luo, partner of Long An Law Firm  
隆安律师事务所合伙人罗洁

# JIE LUO

■ Jie Luo became the firm's first and only female senior partner in Shanghai office in 2011. Since 2016, Luo works as the executive partner. She managed to attract many partners to join in Shanghai office with her excellent management skills and her soft yet tenacious personality. Shanghai office achieved a revenue exceeding 100 million for the first time and the performance continued in 2017. We approached Luo from her career before joining in Long An. Shanghai was the first pilot city to allow lawyers to start sole investor law firms in December 2002. Luo opened its own law firm the next year in her own name.

"In those days, people often praised me for my courage but honestly I was not an adventurous type. I did this only because I enjoy the challenge. This 'crazy' idea just planted in my mind after learning the ways of international law firms operate during my studying years overseas. My mother asked me what to do when I fail? I said that at least there used to be a law firm under my name," Luo says.

In the meantime, Luo was elected the 'youngest' member of Shanghai Bar Association, and the 'youngest' vice-president of Shanghai Female Lawyer Reunion.

As early as 1997, the 24-year old Luo represented China's first case on Down syndrome and defended the patients' right to be informed against the hospital. The case was called to a stop as it involved the policy of pilot hospital for Down syndrome but since then the patients' right to be informed has gained a foothold in China by Luo's efforts.

In the year of 2011, the same year Luo became the senior partner in Long An, she has been the deputy director of the Disciplinary Committee of Shanghai Bar Association. In the past decades, we saw an increasing number of litigations against lawyers in negligence due to three combined factors, which includes increased number of Shanghai lawyers, fierce competition, and a greater awareness in using law as a tool. Luo contributed a lot to discipline-building in Shanghai's legal profession.

Since May this year, Luo was elected as an international arbitrator of Shanghai International Economic and Trade Arbitration Commission. On top of all these, her deal list was very impressive in the last 12 months.

We were wondering how Luo managed all so well, especially as she is also a young mother with two kids. She says that half of her time has been devoted to firm management but she benefited a lot from her role as well.

We asked Luo to share her success recipe. She says that "where we put our priority leads to where we would go". Her time with coping with two kids also inspired her on how to manage the firm. "Thanks

### 罗洁律师

■ 隆安律师事务所的罗洁律师2011年成为隆安上海分所的唯一女性高级合伙人，2016年开始担任隆安上海分所的执行合伙人。任职期间，罗洁律师凭借卓越的管理才能、刚柔并济的人格魅力与高超的沟通技巧，为隆安上海引进了多位优秀高级合伙人和二级合伙人。2016年度，隆安上海分所业绩创收首次破亿，2017年度持续增长，稳居上海亿元大所。

而我们走近罗洁律师的“切入点”是她作为隆安合伙人之前的一个“身份”：2002年12月，上海首批试点可以设立个人所。2003年，年仅30岁的罗洁律师成为第一批“勇敢吃螃蟹”的人，设立了上海罗洁律师事务所。

“在我开设个人所的八年时间里，经常有人夸赞我的魄力和勇气，但其实我开设个人所时并没想那么多，所以不觉得需要多大的魄力与决断，因为我享受的是过程。之所以有这个想法，仅仅是因为想用留学时看到的外国律所的管理方式办个事务所。我记得我母亲问我，‘万一开不下去怎么办？’我说‘至少曾经有过一家所，叫罗洁律师事务所’。”罗洁律师谈到。

期间，罗洁律师也连续两届被选举为上海市律师协会理事，成为上海“最年轻”的律协理事、以及上海女律师联谊会“最年轻”的副会长。

1997年，年仅24岁的罗洁律师就代理了全国首例唐氏综合症及父母状告产期筛查试点医院起诉知情权的案件，当时引起社会轰动，上海电视台跟踪报道。虽然该案最终因为涉及中国产前筛查的试点推广而被相关部门干预，但罗洁律师提出的病人知情权从此得到了确立和保护。

亦自2011年开始，除了隆安合伙人这个身份，罗洁律师已经兼任上海



to being a mother with two kids, I become faster to respond to any emergency situations.”

Luo's multi-faceted role resonated with many female lawyers with a family. It seems that female lawyers put more efforts in the legal profession if they take family into account. Male lawyers do have advantages and strengths that female lawyers cannot match in certain way, but tenacity is another strength in female lawyers that is perhaps more resilient. "To all female lawyers, accept our own identity and learn to accept what we can do to push ourselves to the best while take good care of our family," Luo says. When asked about her views on the prevailing gender bias in legal profession, Luo told us that many female lawyers compared their revenue with male peers and feel a bit desperate about the gap. But she thought that the most 'award'

**'Gender in the legal profession is not a relevant factor. What really matters is one's depth of expertise and sense of responsibility. There are no shortcuts to solid legal knowledge and experiences.'**

‘性别不应是衡量律师优秀与否的标准，重要的还是律师的专业水平和责任心。专业水平的积累没有捷径，需要勤学苦练、多学多做。’

—Shifang Guo, partner of Global Law Office  
环球律师事务所合伙人郭仕芳

市律师协会纪律惩戒委员会副主任一职。由于上海律师队伍发展迅猛，律师行业竞争激烈，加上当事人法律意识提升，这些年来，上海律师行业接到的当事人对律师的投诉案件呈直线上升趋势。过去8年，上海市律师协会纪律惩戒委员会顶住各方说情托词，保护律师不被错误投诉追责，同时对有责投诉予以公平处分，并每年发布

行业警示性案例，为上海律师行业的行风、行纪做出了积极重大的贡献。

今年5月起，罗洁律师又被聘为新一届上海国际经济贸易仲裁委员会的国际仲裁员。仅从过去12个月完成的情况来看，罗洁律师的执业履历上就填满多项每个都价值数亿的复杂交易与争议解决案件。

而两年前接受上海分所执行合伙人

大成 DENTONS

## 大成高美丽律师： 专注于破产重整与公司合规业务

高美丽律师是北京大成律师事务所高级合伙人，大成中国区管委会委员，大成总部管委会委员，大成总部破产重整与清算专业组负责人。高美丽律师同时是北京市青联委员，北京市东城区青联委员，北京市破产法学会理事，具有独立董事资格。高美丽律师长期专注于破产重整与公司合规业务，高美丽律师对于企业的合规经营和危机处置具有深刻的理解，也积累了非常丰富的项目经验。

Mrs. Gao specializes in areas of Bankruptcy & Restructuring as well as Compliance, with in-depth understanding of handling enterprise crisis and extensive experiences



破产重整领域代表业绩包括川化股份有限公司（上市公司000155）重整案件管理人负责人；山东天信集团等15家公司合并重整管理人负责人；山西联盛系企业债务重组法律顾问以及山西联盛合并重整主要金融机构债权人法律顾问；东北特钢及关联公司破产重整金融机构债权人法律顾问等。

公司合规业务方面，高美丽律师为中国网通及中国联通集团每年一次（自2006年开始）的诉讼法律风险梳理项目提供全程法律服务，协助客户建立全流程的法律风险索引目录、形成法律风险事项数据库；为其历年的法律风险管理情况进行评估、评价及分析。此外，高美丽律师还担任苏宁置业集团、中国神华煤制油公司、广西中烟、正荣集团等多家大型企业法律风险管理项目负责人。

in being a lawyer was winning clients' recognition.

"It is time to ask ourselves why we want to be a lawyer, what responsibilities lawyers should assume, and what contributions lawyers should bring to society."

## SHIFANG GUO

**Shifang Guo** was promoted as partner at the age of 30, one of the youngest ever in Global Law Office.

As one of the key partners in the firm's international capital markets, Guo helped dozens of Chinese enterprises going public on U.S. or Hong Kong (China); As one of the key partners in the firm's cross-border M&A, Guo led dozens of significant deals. Guo also led the funding practice in the firm's Beijing office and helped clients set up dozens of RMB funds and US funds among others. She was also instrumental as one of the partners who lead a team of more than 50 lawyers towards successful streaks in milestone dispute resolution cases.

Deal list speaks louder. We can tell a very competent, promising, and innovative Guo. Do we want to figure out what motivated her to think out of the box behind each complicated deal under intense pressure?

Guo told us that doing deals is not that routine. She tries to find the story behind each case through careful examination and figuring out the real motivation on both sides.

"Sometimes, negotiation deadlock occurs when lawyers try to maximize the interests of their clients. Try to 'think out of the box' by inventing a win-win solution instead."

Guo proves to be a good leader too.

"Due to many reasons, female lawyers often assume a less important role than male peers in legal profession, but I believe that female lawyers

## 'The greatest appeal of female lawyers lies in their high expertise.'

‘具备高度的专业性，正是优秀女律师最大的魅力。’

—Meili Gao, partner of Dentons  
大成律师事务所合伙人高美丽

are capable of, and should believe in themselves, assuming a leadership role. We should be aware of our many unique advantages such as attentive to details, easy-going, and good at communication. Presently, female lawyers are rising in both quantities and qualities that could equal male peers in many aspects, but female lawyers somehow still get frustrated by the so-called 'glass ceiling' when they aim to advance their career. Translate: female lawyers have to pay extra efforts," Guo says.

Tenacity and resilience is Guo's signature. "There must be many obstacles, even self-doubt, on the way to be star female lawyers. We should ask ourselves if it is all worth it. To achieve work-life balance is tough. Time management is one of the recipes but it is not enough.

Guo told ALB that Jinrong Liu, the managing partner of the firm, had been her role model ever since she commenced her legal profession. "As a top lawyer, Liu has been working at the front lines and stayed hungry and foolish. In life, Liu is highly disciplined. This is the power of a model that motivates and inspires us to aim high and do our best," Guo says.

## MEILI GAO

**Meili Gao** has over 17 years' experience at Dentons, with many impressive deals in her pocket. As the key partner of the firm's bankruptcy and restructuring,

职务时，罗洁律师的两个孩子一个6岁、一个1岁半，期间她的家人还突发身体情况。可以说，在担任隆安上海分所执行合伙人后，罗洁律师把业务时间的一半都分给了律所管理。但是这两年的律所管理，让她熟悉了隆安上海的每一位律师，也认识了隆安全国很多优秀的合伙人。

作为两个孩子的母亲、身兼数个行业职责、还带领隆安上海业绩永攀新高的这位“女律师”是怎么“三头六臂”做好自己的时间管理的？

罗洁律师告诉ALB，“如何分配精力和时间，如何管理自己各项事务的优先顺序，最终决定了我们能够在哪方面取得成就。身为两个孩子的母亲，在孩子教育上的体会和心得，对事务所管理同样有帮助。规律是相通的，就看我们怎么发现和运用。我觉得成为两个孩子的母亲后，我的临场处理危机（二娃的矛盾）能力大大提高。有时候旁观、有时候主裁、有时候装糊涂、有时候主动出击。”

罗洁律师的心得一定被很多为人妻、为人母的女律师认同，从这个层面上讲，在执业领域获得突出成绩的女律师似乎比男律师更加不易。她们的家庭角色使她们承担着比男律师更大的家庭责任，很多情况下她们也无法像男律师那样心无旁骛地社交和工作。男性律师在特定方面确实有着女性律师无法比拟的优势与力量，但紧盯强有力，往往就忽视了柔软也是力量、女性特有的柔中带刚。

“女律师们，请接受自己的性别，有些领域我们无法做到最好，有些时间我们必须留给家人，这些均构成我们要学会接受的一部分。”罗洁律师告诉ALB。

最后在回答“您觉得社会对女律师的包容度与认可度怎样”这个问题时，罗洁律师认为，“很多女律师觉得做女律师很难，创收上无法和男律师比。可是，为什么女律师一定要和男律师比创收呢？我们做律师，不就是为了做自己喜欢的事、发挥自己的聪明才

she led many deals that made a significant impact. Guo is also the member of Beijing Bankruptcy Law Association and published her work on Bankruptcy of SOE in China. On top of these, Gao is also a trailblazer in legal advice for enterprise risk management.

Besides legal works, Gao assumed many social roles as well. She is the vice president of the committee of female lawyers at Chaoyang Bar Association. According to Gao, this role enables her to get more engaged with female lawyers and other female working groups. She realized that women are playing an increasingly important role in all walks of life, and the frequently discussed topic still focuses on work-life balance.

"Bankruptcy and restructuring involve

***'I enjoy my finance lawyer legal career because I value the opportunities to facilitate deals that build a power plant, a liquefied natural gas pipeline or a port. These projects improve livelihood and change people's lives for the better.'***

*'我很享受我的执业领域带给我的工作体验，每当促成基建、能源领域的重大交易，都会令我兴奋不已：因为每一个发电厂、液化天然气管道、交通设施的建设，都意味着民生的逐步改善。'*

—Xiaohui Ji, partner of Linklaters  
年利达律师事务所合伙人纪晓晖



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many conflicting interests. Frequent business trips are inevitable. It is much more demanding for female lawyers but on the other hand female lawyers are also 'suitable' for dealing with bankruptcy and restructuring as our prudence and attention to details play a key in reducing risks of the projects," Gao says.

## XIAOHUI JI

Linklaters has been mandated on a large number of complex and high-profile Belt & Road transactions over the past five years. Linklaters is also the only firm invited to attend the Belt & Road Forum for International Cooperation hosted by President Xi Jinping in Beijing on May 2017, which is testament to the firm's capability in and contribution to the Belt and Road Initiative.

"It is no coincidence that Linklaters has become a leader in advising on

智，去促成异常艰难的谈判、去解决当事人的难题、去还原事实的真相、去追求心中的公平和正义吗？我们做律师，做自己客户心中的优秀律师，就是最大的回报。”

### 郭仕芳律师

环球律师事务所的郭仕芳律师在30岁时晋升为环球律师事务所合伙人，是事务所最年轻的合伙人之一。

作为事务所国际资本市场业务领域的主要合伙人，帮助数十家中资企业实现在美国和香港首次公开发行股票并上市；作为事务所跨境投资并购业务领域的主要合伙人，牵头负责数十个重大跨境投资并购交易；作为事务所北京办公室基金设立业务领域的牵头合伙人，主办数十支人民币基金、境外美元基金、境内外平行基金的设立；作为牵头合伙人带领事务所争议解决团队近五十位律师代理了行业内里程碑式重大案件。

业绩是对能力最好的证明，我们从郭仕芳律师的业绩中充分感受到一位年轻有为、前途无限、实力满满的女律师形象。我们很想知道在每一个重大复杂交易的背后，是什么在驱使她每一次都能成功做出创新力的解决方案？

郭仕芳律师坦言，“做项目不是冷冰冰的案头工作，每个交易背后都有故事，交易方的诉求都有其合理性。作为一方律师，如果一味机械去为客户争取所谓的‘最大利益’，那可能会浪费大量时间精力在细枝末节上，而模糊了焦点，甚至可能导致交易陷入僵局。我们不能一上来就站在对立面去假设对方的恶意，要试着客观、理性地去了解双方的诉求及背后的考量，寻找双方立场的一致之处和折中点，进而达成双方都能接受的有效解决方案。”

郭仕芳律师无疑满足了优秀女律师的全部条件，她同时还是一位杰出的领导者。

“由于种种主客观因素，女律师在工作中经常处于从属或辅助角色，但我认为女律师应该有信心和能力扮演领导者的角色，甚至可以发挥女性特有的细心、耐心、亲和力和沟通能力等优势，更加出色地带领好团队。如今女律师数量越来越多、能力越来越强，女律师已真正撑起了律师行业的半边天。但随着执业阶段的提升，女律师的长远发展可能多少还是会受到一些主客观条件限制，比如体能的不足、对工作生活平衡的追求、生儿育女的压力等等，这些都意味着女律师

***'I appreciate those who can take time to appreciate life, and have an amicable and easy-going personality. For female lawyers, in particular, expertise is a priority but remaining calm under fire is equally important.'***

‘我比较欣赏那种内外兼修，专业、知性、温婉、豁达的女律师，遇事时云淡风轻、处事不惊；注重专业素质的同时，也有“闲看庭前花开花落、漫随天外云卷云舒”的气度与情怀。’

—Catherine Chen, partner of Zhong Lun Law Firm  
中伦律师事务所合伙人陈芳

BRI transactions. From the perspective of sectors, Linklaters has traditionally been very strong in infrastructure, power and oil & gas; and in terms of products, Linklaters has been consistently ranked tier 1 for banking and project development and financing. A large proportion of BRI projects involve investment and financing in the infrastructure, power and oil & gas sectors and so they play to our strength. Xiaohui, partner at Linklaters,

told ALB.

Ji leads Linklaters Chinese banks outbound financing practice and has supported Chinese banks and Chinese sponsors in achieving financing close on many high profile BRI transactions with strategic importance.

According to Stuart Salt, the global head of Linklaters' Project Finance practice, "Xiaohui was trained at Linklaters and is our first and only home-grown

要在执业生涯中每向前一步都面临更多的阻力，也需付出更多的努力。”郭仕芳律师认为。

我们在郭仕芳律师的身上看到了女性特有的坚韧，因为在成为杰出女性领导者的路上，一定克服过诸多难题与挑战，甚至有时是自我怀疑：我们真的需要这么拼吗？做到工作生活平衡没有那么容易，工作生活平衡的高手，秘诀也不仅仅是对时间的高效管理。

郭仕芳律师告诉ALB，从业以来一

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## COVER STORY

female mainland Chinese partner. She has over 16 years' experience of complex financing work at Linklaters. In addition to her accomplishments in client work, she is a great mentor and coach to our people. A fantastic person with unique and outstanding capability and a positive approach to work and life, she epitomizes the intellectual quality, technical excellence, values, drive and diversity."

Beside legal work, Ji enjoys doing volunteer work for the community, supporting migrant workers' children's schools, blind children's orphanages, charities providing care and education to disadvantaged women and children and the UN Refugee Advice Centre.

# CATHERINE CHEN

Catherine Chen established her role

直师从环球律师事务所主任刘劲容律师，无论从专业技术、工作和生活态度、为人处世等方面，均受到刘律师的深远影响。“刘律师作为业内顶级律师，从业二十多年始终坚持在业务第一线，亲自处理具体工作，孜孜不倦地学习和更新专业知识。在生活上，刘律师也是极其自律的人。前辈的这些品行，都激励着我们作为后辈律师更应勤学苦练、严于律己。”

### 高美丽律师

从业17年，大成律师事务所高美丽律师履历上可圈可点之处不一而足。高美丽律师是大成总部破产重整与清算专业组负责人，也是北京破产法学会理事，积极参与破产立法理论研究，是国务院国资委《国有企业依法破产操作实务》的执笔人，承办的项目在全国具有深远影响力，部分项目被省级高院列为十大案例。同时，高美丽律师还是企业风险管理领域的创新者及专业律师，是国内最早介入企业法律风险管理业务的专业律师之一。

作为北京市青联委员，高美丽律师积极发挥带头及示范作用；作为北京市朝阳区律协女律师工作委员会副主任，高美丽律师负责专业化培训工

作，推进“法眼视界”和“法慧人生”等法律执业共同体项目建设，为女工委的专业化平台建设贡献自己的力量。

高美丽坦言，女工委的工作使得她有更多的机会与女律师及其他女性职业群体接触与合作，最大的体悟是女性在各行各业发挥着越来越重要的作用，而女性职业群体的共同话题也经常集中在家庭与事业的平衡。

“我的主要业务领域是破产重整，因破产项目涉及多方利益，矛盾集中甚至很多情况下非常尖锐，工作模式上也需要长期出差。作为一名女律师，在破产专业知识与经验之外，还需要更多的坚韧与坚持。此外，女性律师的细致以及更加审慎的风格，一定意义上也更加有利于项目的推进和对风险的把握。”

### 纪晓晖律师

年利达在过去的五年中获得大量“一带一路”倡议下重大、复杂的投融资项目委任，成为“一带一路”项目的领军律所。年利达也是唯一受邀参加2017年5月由习近平主席主持的“一带一路”国际合作高峰论坛的律师事务所，凸显了年利达在“一带一路”法律服务领域的杰出资质和贡献。



as an innovative private equity funds lawyer in a male-dominated field. She designed the structure for RMB funds that is now widely used, led the government's pilot programs on QFLP/QDII/QDLP/QDIE, and given birth to asset securitisation products.


"I started my career from setting up funds and investments. As one of the pioneering RMB funds lawyers in China, I witnessed the growth of PE funds market in China. I poured out all my passion and devotion to this field. The recognition from my clients for my work consolidated my determination and confidence to continue doing well in the future," says Chen.

Zhong Lun's capital markets practice the firm was named as one of the top PE firms by several global legal awards under Chen's co-leadership

Her career which spans 18 years made Chen a noted expert in the most complex financial and asset management dealings. In the past 12 months, she led shape an innovative equity REITs for apartments, which served as a model for rental housing asset-backed securitization in China. She advised GGV Capital on setting up funds in China, which served as a sample case for foreign venture investment institutions entering into RMB funds market. Just name a few.

"It took only less than 20 days from the day when the project got formally launched to the day when we obtained the letter of no objection issued by the Shenzhen Stock Exchange. Then, another 23 days to issue with the letter of no objection," Chen says.

"To be a good female lawyer, find your passion for this profession in the first place. It rings particularly true for non-litigation lawyers as new challenges are always out there. It is not easy to be a good non-litigation lawyer but it is very rewarding. I enjoy myself in accomplishing the work and am happy to pass the joy on to younger legal professionals by giving them advice on work and in life," Chen adds.

Chen's clients say that they rediscovered in her the natural advantages in female lawyers, such as elegance, amicability, easy-going personality, and keen eye for details. 

"年利达在'一带一路'倡议法律服务领域取得的领先优势并非偶然，在行业方面，基建、电力、油气是年利达全球范围内的传统强项，而在产品方面，年利达在项目开发和项目融资领域常年在国际法律评级机构中排名一级。'一带一路'倡议下的项目多为基建、电力、油气领域的投融资项目，正好契合了我所的强项。"年利达律师事务所合伙人纪晓晖律师向ALB表示。

纪晓晖律师作为年利达负责中资银行境外融资业务的合伙人，带领团队为中资银行和企业及外资银行提供法律服务，助力了一个又一个具有战略性影响的"一带一路"项目实现融资。

年利达项目融资的全球负责人 Stuart Salt对纪晓晖律师给出这样的评价：纪晓晖律师是年利达培养的唯一一位从见习律师一路成长为合伙人的中国大陆女性律师。在年利达的16年执业经历，纪晓晖律师向我们展示了她在复杂跨境投融资领域的过硬专业技能。此外，纪晓晖律师还是年轻律师的楷模与挚友，帮助年轻律师解决在事业、生活上遇到的各种困惑和难题。她对工作和生活的积极态度对整个团队都有着很强的感染力，用"过硬的专业技能"、"利他的价值观"、"追求卓越客户服务的动力"、"对多元文化的尊重与追求"来描述纪晓晖律师，是恰如其分的。

除了法律工作，社区服务与公益事业也是纪晓晖律师生活中重要的一部分。民工子女学校的义务助教；盲童孤儿院孩子们的读书和演出活动；弱势群体/女性群体生活和教育改善项目；联合国难民救助行动等——她以自己的方式尽着自己的微薄之力。

#### 陈芳律师

中伦律师事务所陈芳律师在业内深耕多年，在私募基金领域具有相当的权威地位，也是目前市场上很多开创性首单或目前已广泛被采用的人民币基金结构、资产证券化产品的设计者。陈芳律师尤为擅长处理各类复杂跨境基金事务，特别是涉及各类全国性或地方性创新试点项目（如QFLP、QDII、QDLP、QDIE等）。

"基金设立与投资是我在律师行业立身的主要领域，作为国内最早一批从事人民币基金法律服务的中国律师，我也一同见证着中国私募基金市场的发展与壮大。可以说，对这一领域的

业务是倾注个人感情最深的，也正是因为在首先在这一领域得到了市场和客户的认可，才能让我更有信心在这个行业内为中国的私募基金市场的发展贡献绵薄之力。"陈芳律师谈到。

作为中伦律师事务所资本市场部联席负责人，陈芳律师牵头领导中伦的投资基金业务，中伦也连续多年被各类权威评级机构评为私募基金领域的顶尖律所。

陈芳律师执业18年，为境内外诸多顶级私募基金管理人或专业机构投资者提供涉及各类投资工具的结构设计、设立、投资、架构重组及运营等多方位的法律服务，曾参与数百支不同种类基金和金融机构资产管理计划的设立或投资，覆盖包括医疗健康与生命科学、房地产、通讯、互联网金融、信息计划、旅游、能源等众多领域，并涉及各类具有复杂度高、专业化水平强等特征的金融及资管产品。

仅在过去的12个月中，陈芳律师带领团队就完成了诸多"首单"和"典型案例"。比如首单长租公寓类REITs的成功发行，架构上实现诸多创新，为国内住房租赁市场开展资产证券化和REITs的全面启动起到重要示范作用。"该项目正式立项到取得深圳证交所的无异议函只用了不到20天的时间，拿到无异议函后，发行用了不到23天。"陈芳律师告诉ALB。又比如，帮助全球顶尖风险投资机构GGV Capital（纪源资本）发起设立人民币金设立及持续合规运营提供法律服务，该项目成为外资风投机构踏入人民币基金领域的典型案例。

"我觉得成为一名优秀女律师，最重要的是对法律事业发自内心的热爱，尤其对从事非诉业务的律师而言——挑战常在、做起来也会很辛苦，但确是一个能带来极大成就感和幸福感的职业。我个人非常享受这个过程，也希望将工作中体会到的这种幸福传递给新一代法律年轻人，在专业技能上无保留地传帮带、在执业规划上积极给予他们建议。"陈芳律师说到。

陈芳律师的"客户背书"无一例外含如下关键词：优秀敬业、专业高效、极高商业素养、丰富财务知识（陈芳律师持有注册会计师资格）、高度责任心、极强亲和力、经验丰富……在陈芳律师身上，我们看到了"女律师"这个群体具备的与生俱来的性格魅力和自身优势——优雅、有亲和力、贴心细致。 