

COVER STORY

ALB CHINA TOP FEMALE LAWYERS



中国最佳女律师

2017

THROUGH SELF-RECOMMENDATION AND AFTER MONTHS OF SURVEY, ALB HAS PICKED THE TOP 15 FEMALE LAWYERS OF 2017 BASED ON THEIR YEARS OF PRACTICE, MAJOR ACHIEVEMENTS, SIGNIFICANT TRANSACTIONS AND CASES AND OTHER RELEVANT INFORMATION.

SOFT YET TENACIOUS, WOMEN CAN BRING GREAT CHARM TO THE PROFESSION OF LAWYERS. WITH RELENTLESS EFFORTS, EACH OF OUR TOP 15 FEMALE LAWYERS HAS FIRMLY ESTABLISHED HERSELF AS A ROLE MODEL IN THE PROFESSION. ALB TALKED TO OUR WINNERS ABOUT WHAT IT IS LIKE TO BE A WOMAN AND A LAWYER AT THE SAME TIME.

这次评选我们通过律师自己申报以及数月的调查，根据参报人的执业时间、主要成就、代理的重大交易和案件以及其他相关信息，评选出了业内15名优秀的女性律师。

女性柔中带刚的特质为律师这一职业赋予了极大的魅力，以下女律师在自己的执业生涯里凭借不断地努力，谱写出一首女性的赞歌。本次我们同她们展开对话，了解女性身份在她们执业过程中带去何种感受。



METHODOLOGY:

Candidates of ALB China 2017 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.

Winners are listed below by their surnames in alphabetical order.

评选方法：

参评ALB 2017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。

以下名单按照获奖者姓氏首字母顺序排列。

FIRM 律所	WINNER 获奖律师
Chang Tsi & Partners 铸成律师事务所	Spring CHANG 苍雨春
Grandall Law Firm 国浩律师事务所	Deobrah DING 丁伟晓
DLA Piper UK LLP 欧华律师事务所	Lilian DUAN 段黎华
Co-effort Law Firm LLP 协力律师事务所	MA Chenguang 马晨光
Tian Yuan Law Firm 天元律师事务所	REN Yanling 任燕玲
AllBright Law Offices 锦天城律师事务所	Sharon SHI 史军
Paul, Weiss, Rifkind, Wharton & Garrison LLP 美国宝维斯律师事务所	Judie Ng Shortell 吴苏
King & Wood Mallesons 金杜律师事务所	TANG Lizi 唐丽子
Norton Rose Fulbright 英国诺顿罗氏律师事务所	WANG Yi 王映
Zhonglun Law Firm 中伦律师事务所	WANG Jihong 王霁虹
Sullivan & Cromwell LLP 苏利文·克伦威尔律师事务所	Gwen WONG 黄梓筠
Jia Yuan Law Offices 嘉源律师事务所	YAN Yu 颜羽
East & Concord Partners 天达共和律师事务所	YAO Yi 姚毅
JunHe LLP 君合律师事务所	YI Fang 易芳
Dentons 大成律师事务所	ZHANG Ting 张婷

01

SPRING CHANG

Firm: Chang Tsi & Partners

A founding partner of Chang Tsi & Partners, Spring Chang has accumulated a wealth of experience over more than two decades of practice, and has trained a highly-competent team of professionals. Chang is particularly strong in practice areas related to intellectual property ("IP"), including the registration and protection of trademarks, patents, copyrights and domain names, IP management and transfer and IP-related unfair competition, consumer rights protection and other fields. She has advised multinational companies from different countries and resolved various types of tricky contentious and non-contentious matters, covering a wide range of industries such as electronics, consumer goods, luxury items, air transportation, energy, machinery, pharmaceuticals, clothing and jewelry companies, etc.

Chang told ALB: "As a founding female partner of Chang Tsi & Partners, I have been with the firm for 15 years. My biggest takeaway is a profound understanding of what really is the 'sense of responsibility'. We must be responsible for the society at large, and for our clients, our teams and staff. Providing timely, accurate and well-thought-out solutions for clients is what we live by every day during our work."

苍雨春

律师事务所: 铸成律师事务所

作为铸成律师事务所的创始合伙人，苍雨春律师在二十多年的执业生涯中，积累了丰富的经验，并培养了一支优秀的专业队伍。苍律师在与知识产权相关的领域方面的专业水平尤为突出，包括商标、专利、版权及域名的注册、保护、知识产权的管理和转让以及与知识产权相关的不正当竞争、消费者权益等各领域。她曾为来自不同国家的跨国公司提供建议并解决各类棘手的争议性和非争议性事务。行业涉及电子产品、消费品、奢侈品、航空运输、能源、机械、医药、服装和珠宝公司等多个领域。

她称：“作为铸成的女性创始合伙人，我与铸成团队同舟共济已有十五载。最大的感受是对“责任感”的切身体会。我们要对社会负责、对客户负责、对团队和员工负责。及时、准确、深入地为客户解决问题是我们信守的准则。”



02

DEOBRAH DING

Firm: Grandall Law Firm

Deobrah Ding is well respected for her strong track record in dealing with complex commercial disputes. Since embarking on legal practice, she has been constantly pursuing innovation, and actively exploring refined management of lawyers' litigation projects, as well as the optimization and revolution of lawyers' court debate skills. She has advocated and put into practice visual-based defense and statement in court debate, achieving good effects during court proceedings. Ding has served as Vice President of Shanghai Women Lawyers Association for a long time during which she has organized and actively participated in large charitable activities such as "Water Cellar for Mothers" as well as exchanges between outstanding female lawyers across different provinces.

To Ding, becoming a lawyer is one of the most attractive and most suitable career options of a woman as the lawyer profession is not only in line with a woman's nature to stand for justice, being able to artistically express oneself also meets a woman's pursuit of beauty. Defending the rights of clients pursuant to the law is chivalrous and romantic at the same time, and orderly rivalry in court makes sure that women are not disheartened by the perceived lack of physical strength. Relying on the rule of law to further promote social civilization in turn supports a higher level of idealist pursuit by women.

丁伟晓

律师事务所: 国浩律师事务所

丁伟晓律师在处理复杂商事争议领域具有良好的口碑与实力。执业至今，她不断追求创新，积极探索律师诉讼项目精细化管理，以及律师庭辩技术的优化和变革，在法庭辩论中倡议并实践可视化答辩陈词，取得了良好的庭审效果。她曾长期担任上海市女律师联谊会副会长，组织并积极参与捐助“母亲水窖”等大型慈善活动以及各省优秀女律师业务交流活动。

她认为：对于女性而言，“律师”是极富魅力且最合适的职业之一。不仅符合女性支持正义的本性，追求语言艺术的表达也满足了女性对美的追求；依法捍卫当事人的权利，是富有侠义气质的浪漫主义情怀，法庭上的有序对抗从不会让你因为肌肉和骨骼的力量而感到沮丧。而让法治进一步推动社会文明，则支持了更高层面的理想追求。



03

LILIAN DUAN

Firm: DLA Piper UK LLP

Lillian Duan specializes in investment merger and acquisition (“M&A”) as well as joint venture structures in the real estate sector, including cross-border real estate investment in China by overseas investment institutions and real estate funds and cross-border real estate investment overseas by Chinese investors. She has provided comprehensive legal services for the real estate investment by the Canadian Pension Plan Investment Board, ARA Asset Management, CBRE Global Investors, J.P. Morgan Asset Management, Fosun Property, Ping An Real Estate and CMIG.

Proud to be a female partner in a global firm, Duan is well respected, trusted and supported by those around her in the course of practice. She is grateful that such support has allowed her to savor professional growth and happiness when achieving and surpassing her own goals while at the same time striking a work-life balance.

段黎华

律师事务所：欧华律师事务所

段黎华律师的工作重点为房地产领域的投资并购和合资安排，包括海外投资机构和房地产基金在中国的房地产跨境投资及中国投资者在海外的房地产跨境投资。段律师曾为加拿大养老保险投资委员会、ARA Asset Management、CBRE Global Investors、J.P. Morgan Asset Management、复星地产、平安不动产、中民投等在房地产领域的投资提供了全面的法律服务。

段律师为能够成为一家全球律师事务所的女性合伙人而感到骄傲和自豪，并在执业过程中深受各方人士尊重、信任和支持，这份支持让她在兼顾家庭的同时在实现自我超越自我的过程中体会成长和幸福。



04

MA CHENGUANG

Firm: Co-effort Law Firm LLP

With 17 years of practice experience under her belt, Ma Chenguang has provided legal services for numerous well-known domestic and overseas companies and financial institutions. She has extensive theoretical knowledge and practical experience in corporate and financial practice, and specializes in complex transactions and commercial litigation. At the same time, as one of the managing partners of Co-effort Law Firm, she has led the firm to stick to the development model of relying on specialization to drive the economies of scale in the face of fierce industry competition. Under her leadership, Co-effort has formed IP, finance M&A, corporate and securities, admiralty and marine and other key practice fields, capable of providing clients with comprehensive services on the global scale. In addition, Ma is also a producer and host of BesTV’s “Legal Perspective of Financial and Economic Matters” program. She is also committed to the grooming of legal talents, and has helped run the SUIBE Co-effort Master Lawyer College, the first in China to train talented legal practitioners with an international vision.

Ma has never felt being any different from her male counterparts because in her opinion it is all about lawyers and female lawyers should not be singled out. If there is indeed any special aspect to being a female lawyer, she believes that women are better at appreciating life’s true meaning in its different stages and are therefore better at enjoying themselves at work.

马晨光

律师事务所：协力律师事务所

马晨光律师拥有十七年执业经验，曾为众多国内外知名企业及金融机构提供法律服务，她在公司与金融领域具备丰富的理论知识和实务经验，并擅长复杂交易及商业诉讼。同时，作为协力律师事务所的管理合伙人之一，在行业发展面临巨大竞争的情况下，坚持以专业化带动规模化发展模式，协力所先后形成了知识产权、并购金融、公司证券、海商海事等专业中心，在全球形成综合服务能力。此外，马律师还担任BesTV《法眼看财经》节目的制片及策划主持人。她还致力于法律实务人才培养，开办全国首家培养国际化专业法律实务人才的“协力巨匠律师学院”。



她认为，女律师不是一个职业，律师才是，所以专业上未曾觉得男女有别。若定要谈感受，可能女性更能在生命的不同阶段体会生活本来的意义，从而享受工作的乐趣。

05

REN YANLING

Firm: Tian Yuan Law Firm

Ren Yanling has been practicing law for more than 20 years, specializing in legal services covering domestic and overseas corporate investment and financing, acquisition and reorganization, private equity investment, etc., with in-depth understanding of the legal issues involved in real estate, port and wharf, film, television and culture industries. Ren has been serving as Vice President of Beijing Women Lawyers Association and Vice President of Beijing Xicheng District Lawyers Association for many consecutive years, contributing to the development of the lawyer profession. In addition, she also actively participates in political engagements, and has, in her capacity as a Xicheng District CPPCC member and a CDNCA member, been committed to protecting the legitimate rights and interests of women, children and vulnerable groups, advocating gender equality, supporting public welfare undertakings and tackling hotly-debated and complex social issues.

Ren believes that women who choose to practice law have made an excellent career choice. Following a long period of training in legal professional thinking and after gaining work experience, female lawyers will be able to possess strong problem-solving abilities, carve out career development space by virtue of their professionalism, gain financial independence and respect, all of which are very important to women.

任燕玲

律师事务所：天元律师事务所

任律师从事律师工作二十余年来，主要从事并擅长公司境内外投融资、收购与重组、私募股权投资等法律服务。她对房地产、港口码头、影视文化等领域涉及的法律问题有深度研究。

任律师连续多年担任北京市女律师联谊会副会长、西城区律协副会长等职务，为律师行业发展献策献力。此外，她还积极参与参政议政，作为西城区政协委员、民建会员，致力于妇女儿童及弱势群体的合法权益保护、关注性别平等、支持公益事业、聚焦社会热点难点问题的解决。

她认为：女性从事律师工作是非常好的职业选择，经过长期的法律专业思维训练和工作历练，女律师具有很强的解决问题的能力，靠专业能够赢得职场发展空间，财务独立且能够获得足够的尊重，这些对女性非常重要。



06

SHARON SHI

Firm: AllBright Law Offices

A senior partner with AllBright Law Offices, Sharon Shi mainly specializes in corporate investment and financing, cross-border M&A, international capital markets, compliance and dispute resolution. Qualified to practice in Mainland China, the Hong Kong Special Administrative Region and England and Wales, Shi has over two decades of experience with reputable global and Chinese law firms. With an in-depth understanding of both Chinese and foreign legal systems and business environment, Shi provides clients with systematic legal support and meticulous services in managing cross-border projects and handling complex compliance issues, and is particularly strong in assisting Chinese enterprises with their overseas investment and handling multiple-jurisdiction projects.

Shi conceded that in order to be recognized, female lawyers usually need to double their efforts, and in order to achieve work-life balance, they often feel like an octopus. It is true that women may not be as strong as men in terms of energy and physical strength. However, the meticulous style, serious attitude and tolerance and sensitivity of women are all unique advantages. The most important thing is that when opportunities present themselves, women should face up to the challenges, stay positive and aggressive, be resilient and never give up!

史军

律师事务所：锦天城律师事务所

作为锦天城律师事务所高级合伙人，史军律师主要执业领域包括公司投融资、跨境并购、国际资本市场、合规和争议解决。她拥有中国内地，香港特区和英格兰及威尔士的律师执业资格，并拥有在国际和国内知名律师事务所工作二十多年的丰富经验。凭借对中西方法律体系和商业环境的深度了解，史律师在管理跨境项目和处理复杂合规问题的过程中为客户提供系统的法律支持和细致全面的服务，尤其擅长协助中国企业海外投资及处理涉及多个法律辖区项目。

她表示，女律师要得到认可，须要加倍的努力，要平衡家庭和事业，常常觉得自己像八爪鱼。男女有别，我们的精力和体力有限，但女性的细心、认真及对周围人和事的包容和敏感，都是我们的优势。最重要的是女性面对机会、面对挑战，要以积极和进取的态度，坚韧不放弃！



天元律所任燕玲：做“大地产”时代的法律服务商

天元律所的房地产法律服务始于1995年，发展至今，它已经成为中国房地产法律服务领域中重要的律师事务所。作为华润置地、远洋地产、中国金茂、中国建筑等多家知名开发商的常年法律顾问或专项律师，任燕玲律师带领的律师团队已经为百余项大型房地产类项目的投融资和收购提供了专业法律服务，业绩斐然。

并购是房企发展的加速器

房地产法律服务遍及投资、建设、销售、物管等各个环节。但天元所在房地产法律服务方面的核心业务是房地产行业的投融资和并购业务。任燕玲表示，这是天元律所的优势所在。

早在1999年，深圳市罗湖区宝安南路1881号还是一片老城区，家具城、花鸟鱼虫市场、打着官司的酒店在此汇聚，是一处“城市边缘的地方”。天元所在当时，就代表华润集团为该项目的投资和收购提供了全程法律服务。几年后，此处拔地而起第一座万象城，成为了深圳市的城市名片。

从任燕玲的经验来看，投融资并购类的地产项目，法律尽职调查和交易方案设计阶段至关重要，尽早发现并消除可能损害客户利益的各种潜在风险，用专业充分把握和设计交易方案，才能避免让投资陷入“泥潭”，确保交易安全并实现交易各方意图。

近年来，房企为了赢得在规模和业绩方面的竞争优势，纷纷加大了对土地储备的投入，获取土地的方式呈现多样化趋势，其中地产并购交易活跃，涉及金额连年攀升。截至2017年7月底，房地产行业并购达到162起，涉及2240亿元，2017年全年有望创纪录。

任燕玲表示：“在核心一二线热点城市土地日益稀缺、拿地成本越来越高的背景下，多家房企之间以及房企与金融资本之间联合拿地比例不断上升。房企除了通过招拍挂竞方式获取土地使用权之外，还结合各自优势，参与城市更新项目以协议出让方式获取土地、通过并购房企、参与国企混改、在产权交易所竞买国有地产公司股权等方式获取土地，拿地方式多样化。”

地产市场受调控影响大。在任燕玲看来，“每一个政策调控期，都会触发一轮新的并购整合。近年，土地储备的竞争导致行业集中度不断提升，一些中小房企成为了并购目标企业，房企的行业格局在重塑之中。”

涵盖地产全链条法律服务

任燕玲告诉记者，天元律所为各类客户，包括开发商、政府部门、房地产基金、建筑企业、金融机构等提供全面、系统和专业的法律服务，服务范围包括土地一级开发、土地出让和竞买、房地产开发、项目投融资、项目转让、城市更新、特色小镇、境外投资、房地产企业上市和重大资产重组、不动产资产证券化、基础设施及PPP等，全面涵盖住宅和办公地产、商业地产/城市综合体、养老地产、旅游地产、体育场馆、会展中心、文化地产、工业地产(港口码头、物流用地等)等细分地产项目。

近年来，地价攀升、土地竞争愈烈，“联合体摘牌”成为趋势和共识。任燕玲表示，“联合体摘牌”项目对律师的时限要求很高，往往需要在摘牌前的数天内，通过谈判达成协议。因此，“联合体摘牌”项目需要律师熟悉此类交易模式、权责划分、基本条款，并洞悉各方诉求。

天元的房地产团队还涉猎了大量的物流地产和工业地产项目，代表外运长航等客户，为其投资和收购港口、码头、堆场等项目提供法律服务。

在当下城镇化发展进程加快、国有建设用地供给趋紧的情况下，城市更新成为有效挖掘土地资源的重要手段和方法，天元律所亦参与到了城市更新项目的法律服务中。在任燕玲看来，城市更新前置了开发商介入的时间，也前置了律师介入的阶段。律师需要厘清土地的性质和权属问题，弄清楚拆迁补偿及安置的标准、土地的征收程序、更新改造项目的实施路径以及各实施阶段面临的法律风险。“在这么复杂的链条里，如何帮助客户管控法律风险，是我们很大的一个挑战和责任。”

从住宅、商业地产到物流地产、产业地产；从境内并购、非上市公司并购到跨境并购、上市公司收购；从土地一级开发到土地二级开发；任燕玲带领下的天元律所房地产团队涉猎的地产类型丰富、链条更为全面，擅长处理高难度的创新项目。

把握新形势下的地产业机会

在土地成本不断攀升、行业利润率不断下降的新形势下，地产业正在探索多元化经营，经营维度伴随产业地产的投资也得以拓宽。

新形势下，任燕玲带领的天元律所房地产团队伴随大量房企涉水文化、旅游、养老、医疗卫生、体育中心、会展中心等产业地产项目而涉足此类法律服务。

值得一提的是，当下我国会展业发展迅



任燕玲律师

速，天元律所曾代表客户为某大型会展中心项目提供投融资法律服务。客户在项目伊始就提出了将该会展中心做成“国际一流”的目标。如何实现其“国际一流”的目标，如何实现“以展带城、以城促展、展城融合”，最大发挥会展业的效应，会展中心的投资、建设和运营模式至关重要。

任燕玲表示，在前述会展中心项目中，天元所在投资模式以及激励和监督机制上有一定的创新。投资模式上，实现了会展中心建设、运营和周边配套商业用地一体化开发，一次性选择建设、运营和开发主体，一举三得；设计了对社会投资人的激励和监督机制，最终形成了一种新的投资模式——BOD(Build-Operate + Development)模式。

任燕玲认为，当城市建设用地越来越稀缺，政府更应着力于精细化管理城市，如何选择适格的投资人，如何让政府和投资人基于“责、权、利”对等的原则下，建立长效和良性互动机制、激励与监督机制，实现各方互赢，愈显关键。

为什么天元律所可以涉猎房地产板块的这么多领域？任燕玲说，“之所以有能力提供房地产全链条的法律服务，归功于天元律所拥有一支法律功底强、实践经验丰富、研究能力突出的律师团队。”天元律所紧跟房企时代发展的脚步，正在成为大地产时代极具代表性的法律服务商。

原载于《中国经营报》，记者稚冬

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07

JUDIE NG SHORTELL

Firm: Paul, Weiss, Rifkind, Wharton & Garrison LLP

Judie Ng Shortell's practice focuses on China-related private equity investments and cross-border mergers and acquisitions. She also has particular experience in strategic acquisitions and special situations. Judie's career highlights include advising Didi Chuxing, alongside SoftBank Group Corp., in the US\$2 billion financing round of investment in Grab; Hony Capital's acquisition of PizzaExpress; Tencent's US\$200 million cash investment in Zhuan Zhuan, a China-based used goods trading platform operated by 58.com; and Mengniu Dairy's acquisition of Yashili International.

Judie shared with ALB: "I am passionate about diversity in the workplace, especially when the focus is on the gender discussion. Paul, Weiss is one of the few law firms that has a dedicated Global Women's Initiatives Director, in fact, our China offices has more female than male partners, and I'm immensely proud to be part of this."

吴苏

律师事务所: 美国宝维斯律师事务所

吴苏律师的主要执业领域为并购、私募股权、数字新媒体等。吴律师在战略收购和特别投资机会方面具有尤为丰富的经验。为滴滴出行联合日本软银集团20亿美元战略投资支持Grab；为弘毅投资收购英国餐厅PizzaExpress；腾讯向58集团旗下二手交易平台转转投资2亿美元；蒙牛收购雅士利乳业全部股权等提供了全面的法律支持。

吴苏律师表示：“我非常关注工作中的多元化氛围，尤其是企业性别多元化文化的塑造。宝维斯专门设有“女性人才战略全球总监”一职，这在众多律所中并不多见。事实上，在中国区的合伙人中，女性人数多于男性，作为其中一员，我格外骄傲。”



08

TANG LIZI

Firm: King & Wood Mallesons

Boasting over 20 years of experience in securities legal services, Tang Lizi has advised over 100 enterprises during reorganization and restructuring, initial public offering ("IPO") or follow-on issuance of A shares, H shares and red chips, and listing on the Shanghai Stock Exchange, the Shenzhen Stock Exchange, the Hong Kong Stock Exchange, the New York Stock Exchange, Nasdaq, the Singapore Exchange, the Australian Securities Exchange and other well-known bourses, with the industries involved spanning across energy, mining, transportation, machinery manufacturing, chemical, pharmaceutical, agriculture, finance, insurance and high-end technology. Tang also has extensive project experience in providing legal services for major asset reorganization of listed companies, M&A (including cross-border M&A) and domestic and overseas bond issuance by enterprises, and has successfully acted for many listed companies or enterprises in completing their projects.

To Tang, highly-professional legal services, coupled with years of experience and careful and meticulous thinking, enables her to carefully plan for clients, understand their needs and constantly innovate to help clients achieve business goals.

唐丽子

律师事务所: 金杜律师事务所

拥有20多年证券法律服务经验的唐丽子律师，曾负责过百余家企业的重组改制、首发或增发A股、H股、红筹股并分别在上交所、深交所、香港联交所、纽约证交所、纳斯达克、新交所、澳交所等知名的证券交易场所上市项目，所涉及的行业包括能源、矿业、交通、机械制造、化工、医药、农业、金融、保险、高科技等。唐律师在上市公司重大资产重组、并购包括跨境并购以及企业境内外发行债券等法律服务方面也具有丰富的项目经验，曾代表多家上市公司或企业成功完成相关项目。

她表示，与高度专业的法律服务和多年经验相匹配，以缜密和细致的思考为客户进行周到“布局”，了解客户所想，并不断创新突破，助其实现商业目标。



09

WANG YI

Firm: Norton Rose Fulbright

Beijing-based corporate partner and head of the firm's Beijing office, Wang Yi specializes in cross-border M&A across industries, including energy, infrastructure, telecommunications, mining, food and drug, agriculture, financial services and transportation. Over the past 17 years, she not only provides legal advice for international clients with business presence in China, but also helps large State-owned and private Chinese enterprises expand international markets under China's "go global" strategy. Wang graduated with a Bachelor of Laws degree from China University of Political Science and Law in 1994, and was admitted to practice law in China in 1995. She joined Norton Rose Fulbright in 2001, and became partner in 2009. Previously, she spent five years at the Beijing office of a French law firm.

Being a woman, Wang said her biggest takeaway in her practice was that as China becomes more open and diversified, more and more Chinese female lawyers are able to transcend gender boundaries and become leaders in the field of legal services by virtue of strong practice capabilities and women's unique traits of meticulousness, patience, perseverance and humility.

王晔

律师事务所: 英国诺顿罗氏律师事务所

王晔律师为常驻北京的公司业务律师，也是北京代表处负责人。王晔擅长各行业跨境并购，包括能源、基础设施、电信、矿业、食品和药品、农业、金融服务和交通运输业。过去十七年间，她不仅为在华开展业务的国际客户提供法律咨询服务，也在中国“走出去”政策下，协助中国大型国有和民营企业拓展国际市场。她

于1994年自中国政法大学获得法学学士学位，1995年获得中国律师资格。王晔于2001年加入该所，2009年成为合伙人，之前在某法国律所北京办事处工作五年。

她认为女性身份在她执业的过程中带给她最大的感受是：更加开放和多元化的中国使得越来越多的中国女律师超越性别，凭借超强的执业能力以及女性特有的细腻、耐心、坚持和谦逊，成为法律服务领域的领军人物。



10

WANG JIHONG

Firm: Zhonglun Law Firm

Wang Jihong has extensive experience in the practice fields of infrastructure, engineering and real estate, environment, energy and resources. She was involved in the drafting and revision of a series of legislations. Wang has provided legal services for projects with investment totaling more than RMB one trillion, including 14 years of full legal support throughout the entire progress of CCTV's new site project (China's largest single-steel structure landmark). Wang has also advised a series of "One Belt, One Road" projects involving more than a dozen countries. The projects that she is working on include: investment by China Nuclear Industry 22 in Mongolia's largest thermal power BOT project to date, investment by China Harbor Engineering in a hydropower project in Nepal, and joint investment by enterprises from China and Laos in the China-Laos railway project.

Wang said that within the industry, clients usually felt male lawyers naturally bring a sense of security, and that as a result, female lawyers need to work harder just to win the same degree of recognition from clients or to stand out. The advantages of a female lawyer are that she is often more patient, careful and responsible in problem-solving. Most top female lawyers know how to show their tough side, but also know how to play softness to their advantage.

王霁虹

律师事务所: 中伦律师事务所

王霁虹律师在基础设施、工程地产、环境、能源与资源等领域有着丰富的执业经验。她参与了一系列法律法规的起草、修订。王律师先后为投资总额超过一万亿元的项目提供法律服务，其中为中央电视台新台址工程项目（中国最大的单体钢结构地标性工程）提供了长达14年的全程、全方位法律支持；与此同时，王律师为一系列涉及十几个国家的一带一路项目提供服务，其正在服务的项目包括：中核二二投资的蒙古目前最大的火电BOT项目、中国港湾投资的尼泊尔某水电项目、中国、老挝两国多家企业联合投资的老中铁路项目等。

她认为，在律师业，客户通常觉得男性律师天然带来一种安全感，女性律师若想赢得客户同等程度的认可或脱颖而出，须付出更多努力。女性律师的优势在于处理问题时更耐心细致、认真负责。优秀的女律师往往知道如何展现出强悍的一面，也知道如何以柔克刚。



11

GWEN WONG

Firm: Sullivan & Cromwell LLP

One of the key partners for the firm's Hong Kong practices, Gwen Wong is currently a managing partner with the Beijing representative office of Sullivan & Cromwell LLP. Specializing in cross-border M&A, corporate financing, regulatory compliance, etc., Wong has provided full legal support for Mengniu's acquisition of China Modern Dairy, the privatization of Nirvana Group and other major transactions. She will continue to focus on capital markets and cross-border M&A opportunities in Greater China and the Asia-Pacific region.

"I've had the privilege of working with a lot of top female lawyers who are my seniors. Their broad vision and top-notch competency have opened the door for us as legal service professionals in China. Opportunities to cooperate with companies in Greater China and even around the world abound in China, which allows me to leverage my professional expertise and experience to lead transactions in different areas and face up to challenges. Being a woman is not an excuse for not challenging oneself. Nor does it mean that opportunities should never be given to women. I firmly believe that everything is possible." said Wong.

黄梓筠

律师事务所: 苏利文·克伦威尔律师事务所

黄梓筠律师是苏利文开办香港法律业务的主要合伙人之一，现任该所北京代表处的管理合伙人。黄律师的执业领域主要包括跨境并购、企业融资、监管合规等，曾为蒙牛收购现代牧业、富贵集团私有化等重大交易提供全面法律服务。她将继续聚焦于大中华及亚太地区的资本市场和跨境并购机会。

黄律师表示：“我有幸遇到很多出色的女性前辈，她们的广阔视野和工作能力为我们开拓了在华提供法律服务的前路。在中国，我看到了与大中华乃至全球各地企业合作的良机，使我有机会利用专业知识和经验驾驭不同领域的交易，迎接各种挑战。女性的身份不是不接受挑战的借口，也不代表这些机会不属于女性，因为我相信凡事皆有可能。”



12

YAN YU

Firm: Jia Yuan Law Offices

As a founding partner of Jia Yuan Law Offices, Yan Yu has created a powerful management mechanism for her firm. She is particularly adept at practice fields of domestic financing, offshore financing and M&A. Yan acted as legal counsel for CITIC Group during its overall listing in 2014. A year later, she was domestic corporate legal counsel for CSR, the acquirer in the first ever case of merger by absorption between two A + H-share listed companies (CSR-CNR merger), and also advised Lenovo in its H-share IPO in the same year. In 2016, Yan served as China legal counsel for CR Pharmaceutical in its red chip listing in Hong Kong.

In Yan's opinion, being a lawyer, as is generally known, requires patience, attentiveness and a strong sense of responsibility. However, what is less known is that a lawyer also needs to be super-persuasive, and female lawyers are naturally stronger at persuading clients, judges, regulatory authorities and their own teams.

颜羽

律师事务所: 嘉源律师事务所

作为嘉源的创始合伙人，颜羽为嘉源创造了具有强大生命力的管理机制。她尤其擅长境内融资业务、境外融资业务、并购业务等领域。颜律师于2014年担任中信集团整体上市法律顾问；于2015年担任第一例两家A+H股上市公司吸收合并案例（中国南车与中国北车合并）中吸收合并方中国南车的境内公司法律顾问；2015年，作为发行人律师，完成联想H股IPO；于2016年，担任了华润医药香港红筹上市项目的中国法律顾问。

她认为：大家知道，律师是一个需要高度耐心、细心、责任心的职业，但大家不知道，律师还是一个需要超强说服力的职业，女性律师在说服客户、说服法官、说明监管部门及说服团队方面，具有天然的优势和能力。





嘉源律师事务所

JIA YUAN LAW OFFICES



嘉源是一家提供全面法律服务的综合性律师事务所，尤其擅长资本市场、兼并与收购、金融领域法律业务和国际业务。成立十几年来，建立了有效的公司化管理模式和紧密合作的团队作业机制，已经为上千家不同性质的企业(其中包括十余家世界五百强企业 and 数十家中国五百强企业)的股票发行及上市、资产重组、并购、投资等项目担任法律顾问，其中部分项目在资本市场具有深远影响及创新意义。嘉源以综合素质高、整体业务能力强以及以善于完成高难度项目、解决疑难问题而著称业界，同时以具备服务于大型、超大型企业的卓越能力而显赫业界。

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证券与资本市场、兼并与收购、银行与金融、私募股权投资与风险投资、国际业务、争议解决。

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ASIAN LEGAL
BUSINESS



13

YAO YI

Firm: East & Concord Partners

One of the founding partners of East & Concord Partners, Yao Yi has been active in the forefront of corporate securities and infrastructure practices throughout her career, having handled numerous major corporate M&A and reorganization projects over more than 25 years of practice so far. In particular, she has a wealth of experience in the field of infrastructure public-private partnership ("PPP"). Yao is currently an expert included in the PPP expert databases of both the National Development and Reform Commission ("NDRC") and the Ministry of Finance ("MOF"), and has participated many times in the PPP legislative discussions organized by the Legislative Affairs Office of the State Council, the MOF and the NDRC.

"Actually, women possess natural advantages and traits to become lawyers, and it all comes down to whether we can make the best of our full potential. Being a lawyer is in essence about providing services. Therefore, those who are overly aggressive and seek revenge for even the smallest grievances may not necessarily make good lawyers. A successful female lawyer is without doubt a person who is flexible, wise and down-to-earth, who is understanding and willing to be unselfish, and who is trustworthy and makes others around her comfortable. I am on this way," said Yao.

姚毅

律师事务所：天达共和律师事务所

作为天达共和律师事务所的创始合伙人之一，姚毅律师一直活跃在公司证券及基础设施建设领域第一线。在其已逾二十五年的执业生涯中，姚律师承办过许多重大的公司并购及重组项目，特别在政府与社会资本合作的基础设施建设领域具有丰富的经验，姚律师现为国家发展改革委

PPP 专家库、财政部 PPP 专家库的双库专家，多次参加由国务院法制办、财政部和国家发改委组织的 PPP 立法研讨工作。

她认为：“其实女性拥有做律师的天然优势和条件，就看我们是否能够善用自己。律师本身是个服务行业，咄咄逼人，睚眦必报的斗士未必是个好律师，而一个成功的女律师，必定是一个柔软的、睿智的、踏实的人；一个能够善解人意，愿意无私利他的人；一个让人觉得舒服和信赖的人。我还在努力。”



14

YI FANG

Firm: JunHe LLP

Specializing in practice fields of infrastructure and project financing, banking and finance, and asset securitization, Yi Fang has provided full legal support for the Hangzhou Metro Line 5 PPP project, the Shanghai Jiading Nanxiang sewage treatment plant PPP project, the phase-2 expansion project of the Shanghai No. 5 Ditch LNG standby station, the West-East Gas Pipeline Project and the acquisition of urban gas pipeline networks by Shanghai Gas Group. Yi wishes to continue focusing on the practice areas of infrastructure, project financing and banking where she has already established herself, and will keep exploring emerging fields such as PPP and asset management (asset securitization) which are similar to and intertwined with the existing practice fields that she is strong in.

Yi acknowledged that female lawyers would find it more difficult to gain recognition and trust when they just started out, and that women in general also have to overcome some traditional constraints imposed by their families and the society at large. However, she has never lost her love and full dedication for the lawyer profession throughout her career. "When we managed to win trust from others and break some shackles through good work, it is one of the happiest moments in life." shared Yi.

易芳

律师事务所：君合律师事务所

易芳律师致力于基础设施与项目融资、银行金融、资产证券化等领域，她为杭州地铁5号线PPP项目、上海嘉定南翔污水处理厂PPP项目、五号沟LNG备用站二期扩建工程项目、西气东输项目、上海燃气集团城市燃气管网收购项目等提供了全面的法律服务。其表示，将继续在已经形成优势的基础设施、项目融资和银行等业务领域发挥优势和深耕细作，并在最新涌现的PPP、资管（资产证券化）领域继续探索和开拓，该等领域与之前的专业领域相近和相通。

她表示，在执业初期，女律师会更难得到周围环境的认可和信任，同时女性还要克服家庭和社会对自身的一些传统束缚，于她而言，对律师职业的喜爱以及心无旁骛的投入贯穿于整个执业过程中。“当我们可以通过做好工作来赢得别人的信任和冲破一些束缚，那是人生一件十分快乐的事情，”她如是说。

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2017 ALB China Top 15 Female Lawyers



易芳

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易芳律师长期专注于基础设施与PPP、资产证券化、银行金融领域，尤其在基础设施/项目融资领域业绩斐然。易芳律师是中国最早一批进入公共基础设施领域的律师，在其十多年的律师执业生涯中，主导和参与了众多国家级和上海市的各类大型基础设施项目，在该领域始终保持着领先性和代表性。



易芳律师毕业于华东政法大学，现执业于君合上海分所；其目前担任国家发改委PPP专家库专家并先后担任数家知名公司独立/外部董事。



易芳律师曾荣获上海市优秀女律师称号，并连续多年被《钱伯斯全球法律排名》、《钱伯斯亚太法律排名》、《亚太法律500强》和《国际金融法律评论》评选为基础设施与项目融资/能源和基础设施/银行领域的领先律师和受推荐律师，2016年被《亚洲法律实务》评选为亚太地区顶尖律师。

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ZHANG TING

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Zhang Ting has acted for a number of reorganization and debt restructuring projects that have the significance of being legal precedents in China, such as those involving China National Erzhong Group, Yunnan Coal Chemical Industry Group, Wuxi Suntech, Amoi Technology and Sinosteel Corporation, with the cumulative amount of debts handled totaling nearly RMB 400 billion. Two of the reorganization cases she has handled have been included as the "Top Ten Typical Reorganization and Liquidation Cases of the Supreme People's Court". Zhang specializes in the study of risk disposal by financial institutions, and has written research reports of close to one million words and provided administrative clean-up, receivership and bankruptcy services for a number of financial institutions. In addition, she is author to several publications such as Company Reorganization and Company Reorganization: Roles and Rules, and has been invited to write the Chambers China Bankruptcy Law Practical Guide. Zhang is an executive director of the Beijing Bankruptcy Law Society, a senior researcher at the Bankruptcy Law and Restructuring Research Center of China University of Political Science and Law, and a researcher at the Bankruptcy Law Research Center of Renmin University.

Zhang believes that women have their own advantages of having sharp intuition and being rigorous, attentive, resilient and approachable, but concedes that striking a balance between family and work is a big challenge. 

张婷

律师事务所：大成律师事务所

张婷律师承办了中国二重、云南煤化工、无锡尚德、夏新电子、中钢集团等多个有典型意义的重整、债务重组项目，累计处理债务规模近4000亿元，两个重整案例入选“最高人民法院重整及清算十大典型案例”。专注金融机构风险处置研究，提供近百万字的研究报告，承办多家金融机构行政清理、托管、破产等项目。出版《困境公司如何重整》、《公司重整：角色与规则》等专著，受邀撰写《钱伯斯中国破产法实践指南》。任北京市破产法学会常务理事、政法大学破产重组研究中心高级研究员、人民大学破产法研究中心研究员等职务。

她认为：女性有自身优势，直觉敏锐、严谨细腻、有韧劲、有亲和力，家庭和工作间的平衡是较大挑战。 



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大成 DENTONS

Zhang Ting from Dentons Setting Her Sights on Becoming a Top Bankruptcy Reorganization Lawyer with Strong Academic Track Record

大成张婷律师：致力于成为一名学术专家型破产重组律师



Zhang Ting, Senior Partner
张婷, 高级合伙人

As the leader in bankruptcy reorganization and liquidation practice in China, Dentons takes pride in having a top professional team, and Zhang Ting is one of the firm's experts in this field. In recent years, Zhang worked on a number of major influential cases and published multiple professional papers, contributing greatly to the overall efforts made by Dentons to build up its brand influence in bankruptcy reorganization practice.

Specializing in corporate restructuring, bankruptcy liquidation, debt restructuring and the risk resolution of financial institutions, Zhang has 13 years of practice experience under her belt in bankruptcy reorganization. With solid professional foundation, excellent professional competency, rich practical experience and profound theoretical understanding, she is proved to be one most influential and prolific lawyers for corporate reorganization cases.

The highlights of the large number of major cases that have been handled by Zhang include the reorganization of more than a dozen listed companies such as Yunnan Yunwei Group, the reorganization of several dozens of major non-listed companies with complex structures such as China National Erzhong Group and Yunnan Coal Chemical Industry Group, and the debt restructuring of Sinosteel Corporation and many other large central enterprises

and State-owned enterprises, with the cumulative amount of debts involved totaling up to RMB 400 billion. When dealing with group reorganization cases which typically involve complex asset-liability profiles and many complicated issues, Zhang is always able to design a coordinated plan for the orderly connection between reorganization procedures and schemes according to the affiliation among companies and the objectives of reorganization. Two of the reorganization cases she has handled have been appraised as the "Top Ten Typical Reorganization and Liquidation Cases of the Supreme People's Court". Zhang has also participated in the risk disposal of a number of securities companies, gaining rich experience in the risk disposal of financial institutions.

Apart from being at the forefront of legal practice, Zhang boasts excellent theoretical research competency and has made outstanding academic achievements. "My goal is to become a top bankruptcy reorganization lawyer with strong academic track record. Bankruptcy law is still in its infancy in our country, and the legislation is still presented in relatively broad terms. It is necessary to constantly summarize successful experiences in practice to promote improvement in legislation," said Zhang.

Among her peers in the domestic bankruptcy reorganization practice area, Zhang is one of the lawyers with the most academic achievements. She is author to several professional publications including Company Reorganization, Shareholders' Interest in Corporate Restructuring and Roles and Rules in Corporate Restructuring, and is editor-in-chief of Legal Review of Risk Disposal by Financial Institutions in East Asia (Vol. 1), deputy editor-in-chief of Bankruptcy Law Library, editor-in-chief of Bankruptcy Law Teahouse and expert committee member for Out-of-court Deb Restructuring. Zhang was invited to write the Chambers China Bankruptcy Law Practical Guide for two consecutive years in 2016 and 2017. By virtue of her strong professional capabilities, she was also invited to join the leadership group of the Supreme People's Court for the construction of a national bankruptcy reorganization information platform. Zhang has spent years focusing on the research related to the risk resolution of financial institutions, and is the only expert lawyer who boasts major research achievements in the risk disposal of securities, banking, insurance, trust and other areas of financial business, with providing close to one million words of research reports and expert advice.

作为国内破产重整与清算服务的领先者，大成律师事务所拥有一支优秀的专业团队，张婷律师就是此领域的专家之一。近年，张律师承办了多个重大案例，出版多项专业理论成果，为大成破产重组领域品牌影响力做出了杰出贡献。

张律师主要执业领域是公司重整、破产清算、债务重组及金融机构风险处置，在破产重组领域拥有13年的执业经验。凭借扎实的专业基础、优秀的执业技能、丰富的实务经验和深厚的理论功底，她已成为中国最具影响力、承办公司重整案件最多的律师之一。

张律师曾承办大量重大经典案例，例如云维股份等十多家上市公司重整案，中国二重、云南煤化工等几十家非上市公司重整案，中钢集团等多家大型央企、国企债务重组项目，累计处理债务规模近4000亿元人民币。对于情况复杂的集团系列重整案，她总能根据公司之间的关联情况及重整目标，统筹规划各公司重整计划之间的有序衔接。两个重整案例入选“最高人民法院破产十大典型案例”。张律师还参与了多个金融机构风险处置，积累了丰富的经验。

除了一线实践经验，张律师更具有卓越的理论水平和丰富的学术成果。“我的目标是成为一名学术专家型破产重组律师”，张律师说道，“我国破产法刚刚起步，立法目前仍处于比较粗线条的阶段，需要在实践中不断总结好的经验，推动立法完善。”

张律师是国内破产重组实务界学术成果最多的律师之一，先后出版《困境公司如何重整》、《公司重整制度中的股东权益》、《公司重整：角色与规则》等专著，《东亚金融机构风险处置法律评论》主编，《破产法文库》副总主编，《破产法茶座》主编，《法庭外债务重组》专家委员会成员。2016、2017年受邀撰写《钱伯斯中国破产法实践指南》。受邀参加最高院全国破产重整信息平台建设领导小组工作。她多年专注金融机构风险处置研究，是对证券、银行、保险、信托等各业务领域风险处置都有重要研究成果的唯一专家律师，提供了近百万字的研究报告及专家咨询意见。

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