

Bryan Chan

Senior Associate

Hong Kong

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Languages spoken

English | Chinese (Cantonese) | Chinese (Mandarin)



About Bryan

Bryan Chan advises on contentious and noncontentious matters, with experience spanning employment, corporate, commercial, regulatory and taxation issues. He supports employers in strategic negotiations, terminations, investigations and HR compliance audits, and has been involved in landmark employment cases before various levels of courts in Hong Kong.

Bryan also advises on legal issues arising out of mergers and acquisitions, corporate restructuring and securities-related transactions in Hong Kong. His regulatory experience includes handling investigations by authorities such as the Securities and Futures Commission, Independent Commission Against Corruption, Office of the Privacy Commissioner for Personal Data, Labour Department and Immigration Department.

Bryan has worked at international law firms, and has experience working in Beijing and Shanghai. He has also been seconded to the legal and compliance department of a global bank and the legal department of a leading technology company.

Bryan has served in various public service roles, including as an ordinary member of the Market Misconduct Tribunal, an adjudicator of the Immigration Tribunal, and a member of the Appeal Panel (Housing) of the Hong Kong Special Administrative Region.

Bryan is a quadruple-qualified lawyer (Hong Kong, New York, the Greater Bay Area of the People's Republic of China, and England and Wales) based in Hong Kong, and is a winner of the 2025 LexisNexis® 40 under 40 award for Hong Kong.

Practice Profile

Bryan has acted for leading investment banks, asset management firms, funds, fintech companies, interdealer brokerage firms, securities firms, governmental authorities, law firms, telecommunication companies, listed companies – including Global 500 companies – ultra-high net worth individuals, and organisations of different sizes and backgrounds.

Bryan has experience advising clients on a full range of corporate and commercial transactions, including private equity transactions, venture capital projects, mergers and acquisitions, corporate restructuring, and other securities-related transactions in Hong Kong.

Bryan also provides advice on all aspects of employment laws, including employment entitlements, termination strategies, cross-border issues, taxation, post-termination covenants, data privacy, immigration, discrimination and harassment issues, and employment issues arising from mergers and acquisitions, amalgamations, business transfers, corporate restructuring and IPOs.

He assists in drafting employment contracts; separation agreements, bonus, commission and incentive share schemes (including phantom share plans); and employee handbooks and policies. He also supports employers in carrying out separation negotiation, executing termination decisions, conducting internal investigation into potential misconduct and performing HR compliance audits.

Bryan also has experience advising clients on litigation proceedings at different levels of courts in Hong Kong, including the Labour Tribunal, Magistrates' Court, District Court, Court of First Instance and Court of Appeal. He was involved in several landmark employment decisions in Hong Kong.

In addition, Bryan has advised clients on the handling of investigation by the public authorities, including the Labour Department, Equal Opportunities Commission, Immigration Department, Mandatory Provident Fund Schemes Authority, Office of the Privacy Commissioner for Personal Data, the Independent Commission Against Corruption, Securities and Futures Commission and Monetary Authority.

Furthermore, Bryan has advised on a wide range of data privacy matters, including general compliance with the Personal Data (Privacy) Ordinance, data handling practices, preparation of personal information collection statement (PICS) and data privacy policies, handling investigations by the Office of the Privacy Commissioner for Personal Data (PCPD), and providing guidance on data breach responses and remedial measures.

Public Appointments and Publications

Bryan's public appointments include serving as an ordinary member of the Market Misconduct Tribunal, an adjudicator of the Immigration Tribunal and a member of the Appeal Panel (Housing) of the Hong Kong Special Administrative Region. He also sits on the Legal Professional Committee of the Council for the Promotion of Guangdong-Hongkong-Macao Cooperation, and is an observer to the Board of Directors of the Travel Industry Council of Hong Kong.

In addition, Bryan has been appointed to the Panel of Mediators and Panel of Arbitrators of the Hong Kong Regional Arbitration Centre of the Asian African Legal Consultative Organization, an intergovernmental organisation that has 49 member states.

Bryan has from time to time been interviewed by the press and contributed to the legal column of the Hong Kong Law Society in *Sing Tao Daily*, the publication of the World Bank, the official journal of the Hong Kong Institute of Human Resource Management, the Annotated Ordinances of Hong Kong and various other publications and knowledge-sharing platforms.

Credentials

Education

- University of Hong Kong, P.C.L.L., Distinction, 2012
- University of Hong Kong, LL.B., First Class Honours, 2011
- University of Hong Kong, B.Eng., First Class Honours, 2009

Admissions

- Hong Kong

- New York
- Greater Bay Area of the People's Republic of China
- England and Wales (non-practicing)

Recognitions

- LexisNexis® "40 Under 40 Winners" (Hong Kong Overall), 2025

Expertise

Services

- Corporate
- Labor & Employment

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.