

A&O SHEARMAN

~~Accept~~
Shape
what's next

Belong. Excel.



aoshearman.com/careers/china-hong-kong



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Welcome.



Cindy Lo
Graduate Recruitment Partner
Hong Kong

Since the two legal powerhouses – Allen & Overy, and Shearman & Sterling – joined forces in May 2024, A&O Shearman has proven to be a force to be reckoned with, a new type of industry leader with truly global capabilities. And as our clients navigate an increasingly complex world, we continue to rise and meet that challenge.

At A&O Shearman, our focus is to develop and deliver innovative solutions that push our clients and our industry forwards. We do that by putting every single person in the best possible position to shape the future. We work to create an environment where everyone is accepted and every day is an exciting new challenge, so that we can change things for the better together.

In Hong Kong, our office plays a key role within our global network in advising on some of the most significant and innovative cross-border and local matters. We are proud to service clients in every jurisdiction here in Asia-Pacific and across the globe.

Our firm is built for the future of the law, and for your future too. Our training program aims to bring you opportunities you wouldn't find anywhere else – and we empower you to drive your own development by providing you with access to industry-leading training and development at every point in your career. You will be working on active matters from day one alongside our award-winning teams.

I hope this brochure will help you to understand what we do and who we are, and decide whether A&O Shearman is the right place for you.



Vicki Liu
Co-Managing Partner of
Greater China and Managing
Partner of Hong Kong

“Having advised on several first-in-market transactions across the region, we are proud to have helped clients on their innovative accomplishments.”



Our Greater China practice

Band 1
*Banking & Finance,
Asia Pacific Region*

CHAMBERS ASIA PACIFIC 2024

A&O Shearman has a longstanding commitment to Greater China, signifying the region's importance to our firm. We are a market-leading legal adviser for clients seeking to capitalize on the opportunities presented by Greater China's dynamic evolution. Our pre-eminent track record comes from decades of on-the-ground experience and advisers who are dedicated to delivering the best results.

- We have played an instrumental role in some of the most innovative, complex and first-to-market deals and matters involving Greater China
- Clients benefit from the unmatched scale of our platform which combines multi-jurisdictional expertise and invaluable local insights

- We build enduring partnerships with our clients through investing in a deep understanding of their businesses, industries and goals
- We leverage our trusted relationships with authorities, government agencies and regulators in the PRC and the Hong Kong SAR to effectively guide our clients in an increasingly complex business and regulatory environment
- Our deep bench of lawyers work seamlessly across practice areas, sector groups and geographies as needed to provide outstanding client service on each engagement



40

years on the ground experience in Greater China



3

offices in Beijing, Shanghai and Hong Kong



230

Lawyers proficient in English, Mandarin and/or Cantonese



75%

of our work is on cross-border mandates



“One-stop” service with full spectrum of practice and sector coverage



Ability to advise on Hong Kong, U.K, U.S.



Services in relation to the laws of People's Republic of China are provided by our joint operation partner, **Shanghai Lang Yue Law Firm**.

Allen & Overy Lang Yue (FTZ) Joint Operation Office (“A&O Lang Yue”) is a joint operation in the China (Shanghai) Pilot Free Trade Zone established by Allen & Overy LLP and Shanghai Lang Yue Law Firm following approval by the Shanghai Bureau of Justice.

A&O Lang Yue is truly a one stop shop that can provide world class international and PRC law advice on a more efficient and effective basis than many other international firms which need to work with separate local firms in the PRC. By leveraging legal professionals, IT infrastructure and systems, training and other resources across the A&O Shearman global network, we can provide numerous efficiencies and comprehensive legal services.

As a premier legal adviser we have the capabilities to advise across a very broad range of legal disciplines, and the resources to support clients with their inbound China business. Through our strong global network, we have been actively supporting major Chinese financial institutions and corporates on their aspirations to “go global”.

Meet our leads:
aoshearman.com/en/global-coverage/asia-pacific/china

Getting to the top *together.*

WE INVEST IN YOU

Here, you'll constantly learn and grow with exceptional professional and personal development opportunities. We invite you to bring your whole self to work.

YOU BELONG

Teamwork is essential, and you'll achieve more together than you would alone. We're building a workplace where progress is made by harnessing our differences. We nurture a friendly, dynamic and stimulating atmosphere, where you're valued for who you are, as much as you're valued for what you do.

YOU EXCEL

With high expectations and high performance, this is an environment where you can truly excel, building enduring relationships with clients as you tackle challenging and rewarding assignments.



Tier 1 *Structured Finance and Securitisation, Hong Kong*

THE LEGAL 500 ASIA PACIFIC, 2024



Asia Pacific deals and case *highlights*

ESR GROUP LIMITED

(ESR; SEHK Stock Code: 1821), the largest real asset manager in Asia Pacific powered by the New Economy, and Chinachem Group (CCG), a leading property developer in Hong Kong, on a HKD8.8 billion limited recourse green loan to their joint venture to develop and operate a prime cold storage and logistics facility in Kwai Chung, the largest to be built in Hong Kong in the last 20 years.

THE HKSAR GOVERNMENT

on the issuance of multi-currency, digitally native, green notes.

STELLANTIS N.V.

on its EUR1.5 billion investment to acquire a 20% stake in Zhejiang Leapmotor Technology and the creation of an industry -first global joint venture for the manufacturing, distribution and sale of NEVs. Awarded M&A Deal of the Year, IFLR Asia Pacific Awards 2024 and Law.com International Legal Awards 2024.

THE JOINT LEAD MANAGERS AND JOINT BOOKRUNNERS

on the issuance of RMB5 billion (USD775 million) offshore multi-tranche RMB bonds by **the People's Government of Shenzhen Municipality of Guangdong Province of the People's Republic of China** (Shenzhen Municipal Government). This marks Shenzhen Municipal Government's first offshore bond offering, as well as the first time a PRC municipal government issues RMB denominated offshore bonds in Hong Kong.

A CONSORTIUM OF BANKS

acting in various capacities including as joint global coordinators, joint lead managers and joint bookrunners in relation to **Industrial and Commercial Bank of China Limited's** multi-branch "carbon neutrality" themed international green bonds.

A CRYPTO-CURRENCY DERIVATIVES TRADING PLATFORM

in connection with a U.S. Government investigation into suspected breaches of sanctions and anti -money laundering laws.

HUAWEI TECHNOLOGIES

in an ICSID arbitration against the Kingdom of Sweden arising from Sweden's ban of Huawei's equipment from 5G infrastructures in Sweden.

MAERSK

on the USD3.6bn acquisition of LF Logistics.

AN INTERNATIONAL BANK

as the PIPE placement agent to Lotus Tech, and Santander U.S. Capital Markets LLC, as the capital markets advisor to L Catterton Asia Acquisition Corp. (LCAA), in connection with a de-SPAC transaction between Lotus Tech and LCAA.

A LEADING MAINLAND CHINESE STATE-OWNED COMPANY IN THE ENERGY, OIL AND GAS SECTOR

in an ICC arbitration with a foreign joint venture partner in relation to the delay or failure of a USD1.2bn project in a Central American country.

ASAHI

on its acquisition of Carlton & United Breweries, the Australian arm of Anheuser-Busch InBev, the world's largest brewer, for USD11.3bn.

TESCO PLC

on the USD10.6bn sale of the entire interest in its businesses in Thailand and Malaysia to CP Group entities following a competitive sale process.

EG GROUP

on its AUD1.725bn acquisition of the Woolworths Petrol Business from Woolworths Group Limited.

AN ONLINE TRAVEL BUSINESS

in the handling of its customer data breach and consequential investigations by the data authorities in Hong Kong and elsewhere.

Empowered to grow.

We encourage you to own your career, and we invest in you by providing access to top-quality training and development.

Being a transformational global law firm requires continuous growth and you are key to this. That's why we invest in you – providing a career which is tailored to your skills and knowledge, and helping you achieve your goals. We aim to bring you opportunities you wouldn't find anywhere else – and we empower you to drive your own development by providing access to industry-leading training and development at every point in your career. This investment will equip you with the legal knowledge, leadership, management, and business skills you need to reach your full potential.

Band 1 *Capital Markets: Debt, Asia Pacific Region*

CHAMBERS ASIA PACIFIC 2024

“A&O Shearman is reputed as a go-to firm for a wide variety of capital markets mandates, with particular strength in complex cross-border debt and hybrid product work. It is well recognised for handling a solid line-up of cross-border high-yield offerings.”

CHAMBERS ASIA PACIFIC 2024, CAPITAL MARKETS: DEBT





M&A Team of the Year

IFLR1000 ASIA PACIFIC AWARDS 2023

Global reach, local depth.

Taking on an international assignment can transform your experience and outlook, both professionally and personally. Many of our people relocate to another A&O Shearman office each year, either on a short-term, long-term, or permanent basis and for many reasons, whether business or personal.

An internationally mobile workforce means we can be ready on the ground for every challenge and opportunity our clients face globally. And because A&O Shearman is one firm worldwide, you can expect a personal and consistent approach to the practicalities wherever you go.

Advanced Delivery & Solutions

A&O Shearman is committed to being the world's most advanced law firm. Equipping clients to meet the demands of today's changing and challenging environment has prompted our growth into new complementary services.

Through Advanced Delivery & Solutions (AD&S) we provide technology, resourcing and end-to-end solutions. This includes providing specialist consulting and strategic advisory services to build strength and integrity into organizations, and providing high-quality interim resourcing solutions. This helps our clients embrace change and overcome the frustration of outdated and inefficient ways of working, enabling them to better manage risk, reduce cost and become more resilient. Ultimately it helps them reinvent their 'business as usual' as well as drive change. Whatever the challenges, our firm brings together the right combination of skills to tackle them.

SOLUTIONS

Consulting

A&O Shearman Consulting acts as trusted advisors to business leaders on governance, corporate purpose and culture, conduct, compliance and operational risk, regulatory advisory and business transformation.

Scaled solutions

Our Markets Innovation Group develops solutions to large-scale legal and regulatory challenges, bringing order to the complex.

Online legal information

aosphere is our subscription reports service for legal and compliance teams who want to understand cross-border risks in real time.

Flexible resourcing

Through Peerpoint we provide top-tier interim resourcing solutions via our panel of 350+ experienced legal consultants. We also enable lawyers to develop their careers in new directions.

Document review and eDiscovery

Supporting the identification, extraction and delivery of data, revealing the hidden facts across large-scale document review and eDiscovery exercises.

Legal function transformation

Helping in-house leaders embed long-term, sustainable change through the smart use of technology, process and resources.

FUSE

FUSE

In Fuse we identify best-in-class technologies, provide experiential learning opportunities and promote technology adoption, by bringing together A&O Shearman lawyers and clients with our resident cutting-edge tech providers.



ADVANCED DELIVERY

Legal tech

Providing best-in-class tools, great training, bespoke solutions and technical experts to create digital solutions to legal, regulatory and deal-related challenges.

Belfast and Perth Advanced Delivery Legal (ADL) and Advanced Delivery Legal – Perth

In 2022, we launched a new ADL operation in Perth as part of the wider Advanced Delivery & Solutions team. The ADL work in an integrated way with the ADL team in Belfast, offering service across a broader timezone. They provide A&O Shearman quality managed legal services as well as cost-effective, tech enabled resourcing for discrete projects, whether due diligence, document review, regulatory-filings or contract drafting and negotiation.

Project management

Dedicated project managers to help mobilize and coordinate our own and our client teams, together with external counsel and global advisers, to deliver on time and on budget.

Learn more about our dedication in legal innovation:
aoshearman.com/en/expertise/legal-innovation

Diversity, Equity and Inclusion

Embracing and celebrating differences, fostering an inclusive environment where you can feel comfortable and confident, and getting everyone to play their part.

We know that when diverse organizations bring people and perspectives together, our solutions are stronger and more sustainable. But that doesn't happen by accident. Equity and diversity require a truly inclusive environment and building a sustainable one is an ongoing process. We are all responsible for creating an inclusive workplace and we work hard to foster a culture where our people are accepted for who they are and feel able to truly reach their full potential. We listen to our people, encourage story-telling and discussion, which helps to shape the direction of DE&I in the APAC region and our Hong Kong office.

HONG KONG DIVERSITY, EQUITY & INCLUSION COMMITTEE

Our committee drives the agenda across our key DE&I areas to bring positive change to our office.



GENDER

For gender equality, there can be no glass ceiling. We are focused on achieving a better gender balance at all levels of our organization and are working hard to make sure that all of our people have the same opportunities to realize their ambitions. We are working hard to increase the number of women in our partnership year on year, with the ultimate goal of reaching 50%.

In Hong Kong, we are active participants in The Women's Foundation Male Allies initiative, Mentoring Program for Women Leaders and Boardroom Series for women leaders.

We have sponsored TEDxTiInHauWomen every year since its inception in 2017 to raise awareness, and help address the issues and challenges facing women, as well as broader society. We also provide additional specific development and training for women at each stage of their career.

LGBTQ

Our global LGBTQ+ network is for those who identify as part of that community as well as allies. Our mission is to strive for a more inclusive workplace, which allows our LGBTQ+ colleagues to bring their whole selves to work and feel valued while also providing an open platform for allies to be involved and show their support.

We regularly host training sessions and social events and provide information on LGBTQ+ initiatives in Hong Kong and across the APAC region. We are proud sponsors of LGBTQ+ events such as Pink Dot, Pink Friday, Gay Games Hong Kong 2023, and a signatory to the Equal Love campaign.

We are proud to have been awarded the gold standard in the 2023 Community Business Hong Kong LGBTQ+ Inclusion Index placing 3rd overall. This index is the only LGBTQ+ inclusion index in Asia and recognizes the work we have done to support LGBTQ+ inclusion Hong Kong.

For the past four years the firm has been recognized as a top LGBTQ global employers by Stonewall (the leading UK LGBTQ Charity).

RACE & ETHNICITY

The global picture when it comes to race varies greatly from region to region, as do the steps we're taking. We are committed to raising awareness of the challenges and barriers the ethnic minority community may face.

We are proud to support the Zubin Foundation (TZF) with their work dedicated to improving the lives of Hong Kong's ethnic minorities through direct outreach to those in need as well as driving systemic changes. To mark the International Day for the Elimination of Racial Discrimination in 2023, we sponsored TZF's "The Journey to Racial Equality Conference". We also sponsored the Diversity List 2024.

Our Hong Kong office is funding scholarships for talented students under TZF's Scholarship Program. These students are provided with mentoring from our lawyers and professional support staff.





DISABILITY

We know that disabilities can be life long, short-term, life changing and can change over time. At A&O Shearman we're ensuring that whatever the nature, someone's disability shouldn't ever be a barrier to accelerating and experiencing a fulfilling career. We have set up an employee network group called AccessAbility designed to support colleagues who have a disability and those who have caring responsibilities for people with disabilities and those who are allies. The network aims to raise disability awareness across the firm by holding events and launching initiatives to directly help with inclusion. It also hosts a regular neurodiversity peer support group.

SOCIAL MOBILITY

Social inequality continues to restrict potential the world over, and we believe we have a key part to play in building a fairer society where opportunity is merit-based and accessible. Our backgrounds should be celebrated and shared, and should not define our experiences or limit our opportunities.

Every summer, our Hong Kong office provides students from lower socio-economic backgrounds with a high-quality work experience program allowing them insight into the world of work and support on their future career development.



Learn more about how we foster an inclusive culture:
aoshearman.com/en/about-us/diversity-equity-inclusion

Our social impact

Social Impact work continues to be at the heart of our business in the region and globally. With one of the broadest global networks of any law firm, we have a responsibility to use our expertise and resources to help tackle social injustice around the world. Join our Social Impact committee led by Catherine Husted, Head of Social Impact in Hong Kong, to support causes that matter to you.

Our Hong Kong office is involved in pro bono projects supporting access to justice in a number of areas, including helping displaced people and migrant workers. This work reflects the culture of our firm and our responsibility to help build a fair and equitable society. We also encourage collaboration between a range of diverse stakeholders to bring new and original ways of thinking to the legal challenges faced by those seeking access to justice and to address a broad range of social needs.

People at A&O Shearman come from all kinds of backgrounds and we are determined to maintain an environment where everyone feels supported. We conducted unprecedented research, which identified over 100 occurrences across 21 areas of Hong Kong law and government policy of widespread and inconsistently applied instances of differential treatment according to

relationship status. The research report highlights that couples in same-sex relationships do not enjoy many of the same rights and benefits as people in opposite-sex relationships.

Our office is actively engaged with The Zubin Foundation (TZF), a local NGO involved in improving the lives of Hong Kong's marginalized ethnic minorities by providing them with opportunities and reducing their suffering. We partnered with TZF to launch The Institute of Racial Equality in Hong Kong, and we hosted a number of webinars to raise awareness of the challenges ethnic minorities face in Hong Kong, and how we and other businesses in Hong Kong can help.

Our office staff also contributes hundreds of volunteer hours to various mentoring programs and other volunteer activities, including for TZF, Crossroads Foundation, HandsOn Hong Kong and Box of Hope.

The Hong Kong Council of Social Service has recognized A&O Shearman as a Caring Company for over 20 years. The Caring Company Scheme's mission is to build a cohesive society by promoting strategic partnerships among business and social service partners, and inspiring corporate social responsibility through caring for the community, employees and the environment.



Matt Bower
Partner, Hong Kong

“The research report considers the recognition and treatment of different types of relationships across all areas of Hong Kong law.”



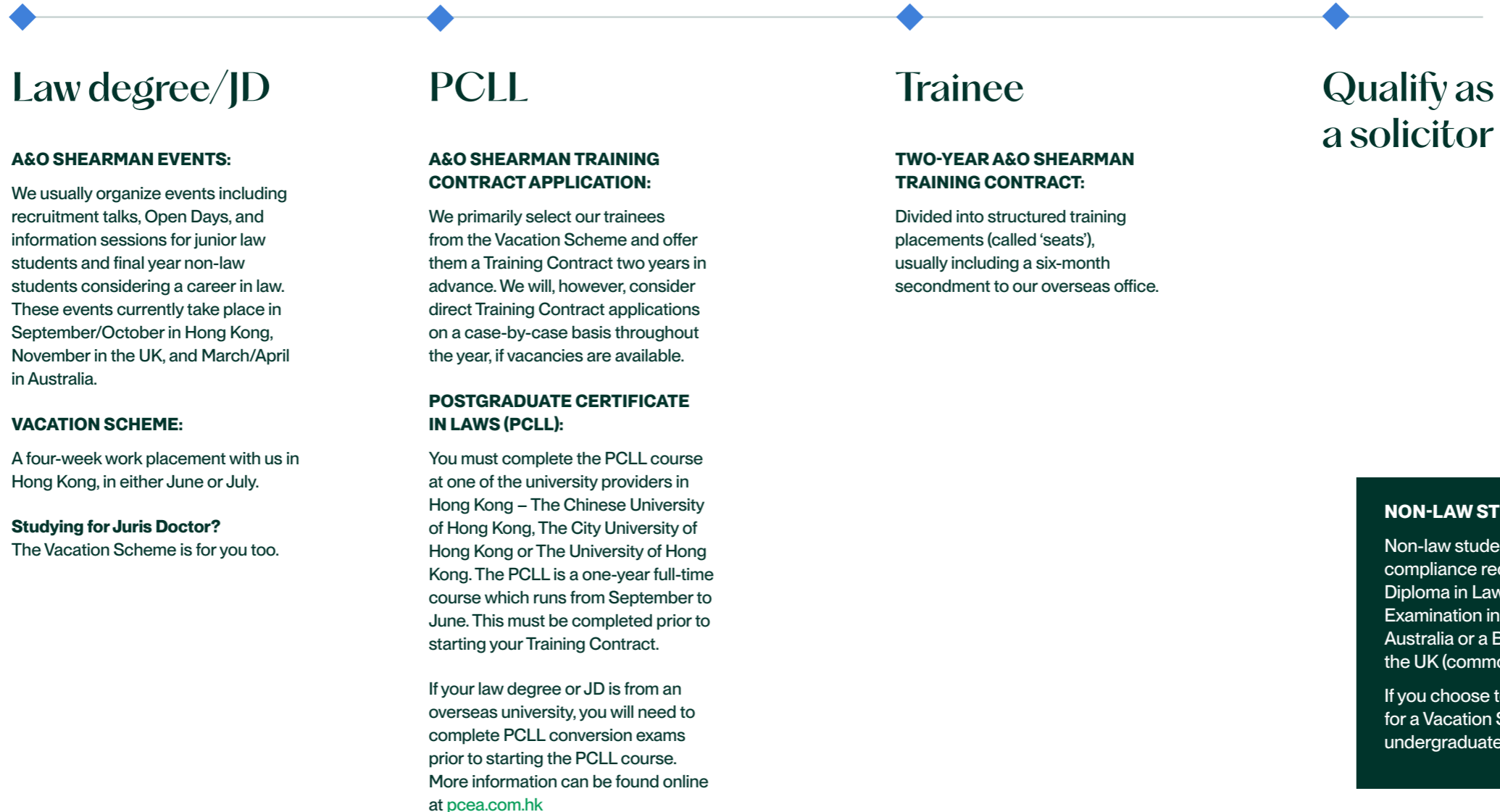
Catherine Husted
Head of Social Impact, Hong Kong

“Many NGOs are facing increasing challenges to support their beneficiaries. The team at A&O Shearman continues to help those in need, working together with other law firms, our clients and our partner NGOs.”

Learn more about the research:
The Recognition and Treatment
of Relationships under
Hong Kong law

Same path, different journeys.

We recruit from a wide variety of campuses and we are interested in graduates from a broad range of disciplines. This diversity of background and skills is vital for our business, as the role of a lawyer evolves and our clients' needs become ever more sophisticated. The path to qualification looks broadly like this:



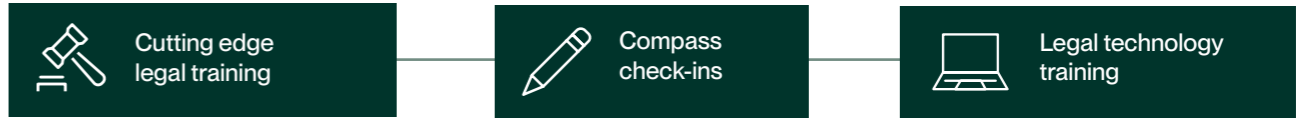
NON-LAW STUDENT REQUIREMENTS

Non-law students are required to attain a law degree or law compliance recognition qualification such as the Graduate Diploma in Law (GDL) in the UK, Common Professional Examination in Hong Kong or Juris Doctor in Hong Kong or Australia or a Bachelor of Laws (LLB) in Hong Kong, Australia or the UK (common law/commonwealth jurisdictions).

If you choose to do a GDL in the UK, you are welcome to apply for a Vacation Scheme in the final year of your undergraduate degree.



Throughout your A&O Shearman career



Junior Associate



Legal Training
Global Practice Area University



Making Your Mark



100%
of participants feel their knowledge, skills and performance will improve after attending 'Making Your Mark' and 'Mastering Your Markets'




A&O Shearman Women
Making Their Mark

Mid level Associate



Growing Your Reputation



Owning Your Career



95%
of attendees felt 'Growing Your Reputation' significantly improved their negotiating and influencing skills




Legal Training
Advanced Practice Area legal training




Stepping Forward
Supporting our women / our ethnic minority talent


Senior Associate



Legal Training
Advanced Practice Area legal training



Emerging Leaders' Development Workshop
ELDW




Virtual Modules
Inspire others and grow our talent, Creating a market for our services, Female leaders workshop etc



Point of View Workshop



MBA Highlights



Mastering Your Markets

What we look for.

HIT THE GROUND RUNNING

If you've got talent and tenacity, it's time you got the kind of exciting, challenging career that you deserve. There's no such thing as a typical A&O Shearman candidate.

We're open-minded and are interested in people who share that quality. Naturally we are looking for individuals who can demonstrate strong academic performance.

Throughout each stage of your application we'll assess you against the characteristics that make up our competency framework. These are the personal attributes that we believe make people successful at A&O Shearman.



MENTAL AGILITY

- **Critical thinking**
- **Intellect**
- **Numeracy**

Applies a sharp and insightful mind to work challenges. Accurately analyzes information, including numerical data.



CHANGE AGILITY

- **Innovation**
- **Adaptability**
- **Intellectual curiosity**

Thrives on change and actively instigates innovative improvement. Is passionate about learning and keen to develop skills and knowledge to enhance performance.



PEOPLE AGILITY

- **Collaboration**
- **Emotional intelligence**

Builds consistently excellent working relationships with clients and colleagues. Uses deep understanding of others, from all backgrounds, to adapt influencing style. A supportive colleague and team-player.



SOLUTIONS AGILITY

- **Organization**
- **Technology awareness**
- **Drive & motivation**
- **Resilience**

Highly energetic with keen focus on results. Persists to overcome obstacles. Delivers work in an efficient, effective, timely and technology-savvy way. Meets deadlines and has a fine-tuned detail and quality 'radar'.

Understand our assessment framework:
<https://earlycareersuk.aoshearman.com/law-career-guide/assessment-framework>



The start of your adventure.

Start your career delivering exceptional legal solutions with global opportunities you wouldn't find anywhere else. At A&O Shearman, we invest in you and empower your personal development – join us for a career where your curiosity and drive will always be rewarded.

Our culture at A&O Shearman is founded on quality work, innovation, and excellent working partnerships, enabling you to collaborate with leading minds to help high-caliber clients address complex, multijurisdictional issues.

Tier 1
*Regulatory,
Hong Kong*

**THE LEGAL 500 ASIA PACIFIC
2024**

Explore the options available to you: aoshearman.com/en/careers/china-hong-kong/students-and-graduates

It's time to see the bigger picture.

If you think a career in commercial law might be for you and are keen to find out more, then our First Year program is a great place to start.

Our First Year program is the start of your relationship with our firm. It's a program of two insight days in London across the year designed to give you access to employability sessions, a global network, insights about the firm and all the opportunities you need to decide whether a legal career at A&O Shearman is right for you. You will also be offered additional work experience in Hong Kong. This global experience will give you an international outlook and the opportunity to see how our teams collaborate across the globe.

As part of the scheme you will have:

- Advice and guidance from our Graduate Recruitment Team
- Workshops in April and September with the London office and one week work experience in August with the Hong Kong office
- Work shadowing to see the role of a lawyer first-hand
- Ongoing support from a trainee 'buddy'
- Peer support – you will get to know students from other universities and degree disciplines also on the scheme
- Opportunity to be fast-tracked to an interview for a Hong Kong Vacation Scheme

We're able to welcome students in their first year of a three-year (or second year of a four-year) undergraduate degree from any degree discipline at a UK university. Applicants should be on track for a 2:1. Proficiency in Chinese is preferable.

The application period typically runs from January to February.

"I was privileged to have been able to experience the welcoming and supportive A&O Shearman culture, where I have felt the passion people have, along with the diligence and pride they put into every piece of work that they do."

CAITLIN CHIU, 2024 PARTICIPANT



A fresh perspective changes everything.

As one of the world's largest law firms, our lawyers are working in multi-jurisdictional teams on a daily basis and we expect our lawyers to have the opportunity to work overseas at some point during their career – cultural awareness, teamwork and a global mind-set are skills that are vital to your success as a lawyer here.

We often hear students have a difficult time in differentiating firms. Joining our paid Summer Vacation Scheme is a great way to experience first-hand our work and culture. We run two four-week Vacation Schemes in our Hong Kong office every summer, in June and July.

Applications are welcomed from penultimate and final year law students, or final year non-law students at university in Hong Kong, the United Kingdom, Australia, New Zealand and other common law jurisdictions. We are also looking for individuals who can demonstrate consistently strong academic performance, so we expect you to be heading for at least 2:1 or equivalent for your law degree or JD. To work in Hong Kong, you will also ideally possess

Chinese (written and spoken) language skills. Prior legal experience is not a requirement.

During the program you will gain real experience in our practice areas, working alongside our lawyers on real deals and cases. You will have the opportunity to sit in two practice groups for two weeks each. There will also be time to socialize with our lawyers, partners, other interns and the graduate team during your placement. This will help build your network and broaden your understanding of the firm.

Students who complete a Vacation Scheme with us will be considered for a training contract. The decision will be based on the feedback provided by our trainers, as well as the outcomes of the assessments conducted throughout the Vacation Scheme. We ultimately believe a Vacation Scheme is a two-way process and a chance for you to work out if A&O Shearman is the right firm for you. Our main focus is giving you exposure to our business and providing real opportunities for you to learn and develop.



“I was humbled by the time taken by my buddy and trainer to brief and coach me, which gave me an opportunity to contextualize and appreciate my work within the bigger picture of the deal, and put me in good stead for my future career.”

RYAN CHENG, FUTURE TRAINEE

Take a breath. step forward.

When you join us as a trainee, you may have some idea of where you want to specialize, but we believe it's important to give you as broad an exposure to our business as possible. You'll be performing important tasks and taking on meaningful responsibility from the outset. We think it's important that what you do is real, practical and substantive with as much client time as possible. The standards and expectations are high but you'll be well supported by professionals who recognize that it's people like you who represent the future success of our firm.

Your training contract will be based on four six-month rotations across a broad range of areas within corporate, finance and disputes. You will be supervised closely and actively contribute to the day-to-day operation of that department, working on transactions and cases, taking real responsibility and gaining plenty of client exposure.

You will have the opportunity to express your two seat preferences shortly before the start of your training contract. You are guaranteed to sit in at least one of those, and many trainees sit in both (subject to business need). Your penultimate or final seat will typically involve a six-month secondment to one of our overseas offices, which will give you the chance to grow and strengthen your network.

As you go through the A&O Shearman training contract and gain experience, your level of responsibility will increase. Your professional development is a continuing priority for us and we will deliver training and support in a variety of ways, including mentoring from your supervisors and department specific courses. People in every part of the firm will help you; there is a good balance between support and supervision, and being encouraged to work independently. Whatever your future holds, your A&O Shearman training contract will give you a platform of skills and experiences on which to build a long-term career.

Tara's story



Tara joined A&O Shearman as a trainee solicitor in August 2022 and recently qualified into the Corporate practice in Hong Kong. She received her PCLL from the City University of Hong Kong and her Juris Doctor degree from Melbourne Law School. Prior to studying law, Tara obtained a bachelor's degree in Mathematics from Cornell University in the U.S.

Embarking on a training contract at A&O Shearman is a multifaceted adventure, filled with challenges, excitement, and a wealth of learning opportunities. As a trainee, she rotated through four distinct practice areas, each for a six-month period. This dynamic structure has allowed her to gain a comprehensive understanding of the legal landscape, starting with debt capital markets and corporate law in Hong Kong, followed by a secondment in London focusing on commercial/IP/data law, and culminating in litigation and financial regulatory.

SUPPORTIVE TRAINING ENVIRONMENT

The firm's commitment to training is exemplary. Each trainee is paired with a dedicated trainer who provides guidance, feedback, and answers to any arising questions. This support system has been instrumental in easing the transition into new teams and disciplines. The opportunity to work closely with my trainers, sharing a room and observing their work style, has significantly contributed to my personal and professional development.

INNOVATION AT THE FOREFRONT

A&O Shearman's innovative spirit is evident in its adoption of cutting-edge technologies. Harvey, our AI platform, has revolutionized the way we approach legal drafting, research, and communication. The firm's proactive stance on technology is further demonstrated by the introduction of Contract Matrix, an advanced contract management tool, and our tech innovation hub, Fuse, which explores the latest in legal technology. These tools have not only enhanced our work but have also provided invaluable learning experiences.

COLLABORATION AND HIGH-PROFILE PROJECTS

Working alongside brilliant, supportive, and caring colleagues has been a highlight of my trainee experience. The collaborative environment at A&O Shearman has allowed me to contribute to significant projects and interact with a diverse client base, often involving high-profile matters that resonate beyond the legal sphere.

From Day One here, I have been quickly immersed in a world of international cooperation. My inbox is sometimes a crossroad of global activity, with emails flowing in and out, connecting me to colleagues from the heart of London to Silicon Valley, and from Dubai to Paris. I have been working closely with our diverse teams, including the PRC law experts from Allen & Overy Lang Yue in Shanghai's dynamic Free Trade Zone, the Advanced Delivery Legal teams in Belfast and Perth, and our legal tech experts based in Singapore.

This global network does not just connect me to people from different places; it connects me to a wealth of knowledge and experience. At A&O Shearman, the world is at my fingertips — managing different time zones is an integral part of my daily work.

The firm's truly international presence has not only broadened my perspective on cross-border deals but has also been instrumental in my professional growth. It's a place where the complexities of the legal world become opportunities to excel and where every day is a chance to evolve.

SOCIAL EVENTS AND PRO BONO WORK

From the rhythmic pulse of dragon boat paddles to the festive spirit of charity events, my journey with the firm transcends the conventional legal practice. I was part of the dragon boat committee during the first year of my training contract, upholding a cherished tradition—our dragon boat escapades culminated in a celebratory voyage aboard our own junk.

Beyond the thrill of competition, I have actively engaged in our firm's culture of giving. From the festive buzz of the Christmas Charity Raffle to the creative flair of the Halloween Bake Sale, these events are more than just traditions; they reflect our commitment to the community.

My pro bono journey has been particularly fulfilling. As part of the A&O Shearman team, I have had the privilege of working alongside RUN Hong Kong, supporting refugees in their quest for a new beginning outside of Hong Kong.

My time as a trainee at A&O Shearman has been a transformative period, marked by exceptional training, exposure to innovation, and the chance to work with some of the best minds in the industry on captivating legal matters. It's an experience that has shaped not only my career but also my perspective on the legal profession.

Benefits at A&O Shearman

In addition to your competitive remuneration package, these are just some of the benefits offered to trainees by the firm. Please be aware that these benefits may differ depending on length of service, individual circumstances and office location. These are not contractual benefits, and for more information or to enquire about your eligibility, please contact the Human Resources team.

Financial Security

PCLL COURSE FEES

Reimbursed in full. We require all of our future trainees to apply for the UGC funded (Government funded) PCLL space. If you receive a partial grant from the government, we will cover the balance. If your application for a government grant is rejected, we will cover the fees in full

MAINTENANCE GRANT

A maintenance grant of HKD70,000 towards your living costs during the PCLL year

CASH AWARD

Future trainees who achieve a first-class LLB degree and/or an overall distinction of the PCLL will receive a cash award for HKD6,000 for each

PCLL CONVERSION EXAM FEES

Reimbursed in full for the first attempt

Time

LEAVE ENTITLEMENT

22 days leave for each year of your training contract

Birthday leave

TIME OUT OPPORTUNITIES

A variety of 'time out' opportunities including community service, religious, volunteer, cultural, house move, marriage leave

PRO BONO

Communitas: Opportunity to undertake pro bono and community initiatives

AFTER TRAINING CONTRACT

Six weeks of unpaid qualification leave

Health and wellbeing

PENSION

Mandatory Provident Fund Scheme

INSURANCE

Group medical and life insurance
Permanent health insurance
Personal accident insurance

COUNSELLING

Confidential counselling to staff and their immediate family (employee assistance program)

WELLBEING ALLOWANCE

HKD6,000 per financial year for gym membership or equivalent physical exercise

HEALTH CHECK/ACTIVITIES

Focus on your health and wellbeing – Annual flu vaccinations, massages, health checks, health & wellbeing activities throughout the year

Others

TAXATION

Enrollment in our rental reimbursement scheme

SOCIAL EVENTS

Lots of social events i.e. the Spring dinner, Christmas parties, celebration on the A&O Shearman junk during the dragon boat race, etc. You can join the firm's Social Committee and come up with fun ideas.



The challenges tomorrow will bring.

Being admitted as a lawyer is an important milestone, and is just the beginning of your professional development at A&O Shearman. Joining one of our practice areas as a lawyer, you will have access to a suite of Associate Development Programs that have been designed to build the core non-technical skills that you will need to progress your career and meet the demands of your new role. These include client skills, people management, and managing deals with maximum effectiveness.

As a lawyer you'll continue to be given challenging experience on deals, and will become responsible for increasingly complex elements of the transactions on which you work. We'll also give you the opportunity to spend time working in other offices; last year we placed hundreds of people on both short- and long-term international secondments. Short-term placements provide opportunities to increase your technical knowledge while learning more about other cultures and global markets.

Knowledge-sharing and developing others are fundamental to our firm's culture, and you will be well supported in refining the skills and behaviors necessary to help trainees to progress.

After around five years as a lawyer, you will be considered for promotion to senior associate. At this stage you will take on significant new responsibility, including the supervision of trainees.

Life beyond A&O Shearman.

We want all of our graduates to develop long-term, rewarding careers, and we recognize that for some of our people, their futures may lie either partially outside the firm with A&O Shearman affiliated businesses or with another employer altogether. Many of our alumni are now pursuing successful careers as general counsel at multi-national corporates and banks, senior executives on the business side of our clients, and key influencers at regulatory bodies. Others will use their experience as a springboard to launch different careers in law, business, charity or even politics.

This is a natural part of the life of a major law firm and we will support you in making the choices that are right for you at every stage of your career – even if that means moving away from our firm. We currently have a community of 8,000 alumni in 70 countries. Through this network, you can share experiences and make new connections that lead to business and career development opportunities – including the possibility of returning to the firm one day.



Application process

Band 1 Restructuring/Insolvency (International Firms)

CHAMBERS GREATER CHINA 2024

APPLY

Applications for 2025 Summer Vacation Scheme will open from **9 September to 8 December 2024**. We review applications, schedule interviews and extend offers on a rolling basis.

The first stage involves completing an online application form. You will need to submit your CV, a cover letter, and your most recent academic transcript. Creating an application that stands out from the rest of the crowd and sells your skills can be a challenge. In the first instance, make sure that you know exactly what's required by familiarizing yourself with the selection criteria. We want to find out what type of person you are, so try to showcase yourself in your application.

You will then be sent an email which will contain a link to complete an interactive assessment. The assessment will include verbal and numerical reasoning items and two short motivation questions to complete via video. The interactive assessment is untimed and should take around 45 minutes. The interactive assessment is designed to provide a realistic preview of what you may experience as a trainee at A&O Shearman as well as give us an insight into your motivations.

INTERVIEW

If your application is successful, the next stage will be a business case study interview, where you'll have time to work through a brief and prepare a short presentation to deliver to your interviewer. This will be followed by a discussion on the key points from the case study.

This exercise is aimed at assessing your interest in business, your commercial awareness, and ability to digest information and present your findings.

Top tips for your case study interview

- Read through the instructions carefully and really think about what is being asked
- Set time to work through the business case documents and write down key bullet points
- Use the questions being asked in the instructions to frame your presentation
- Be prepared for questions on what you have presented

OFFER

After your interview, we will review your performance and aim to get back to you with a decision as quickly as possible.

If it's good news, the Graduate Recruitment Team will be on hand with the information you will need and will stay in touch and keep you updated right up until the day you start your Vacation Scheme.

Search roles and apply:
[aoshearman.com/en/careers/
china-hong-kong/students-and-
graduates](https://aoshearman.com/en/careers/china-hong-kong/students-and-graduates)

“This multi-dimensional vacation scheme experience revealed the culture of A&O Shearman beyond what I had read before, and was truly eye-opening.”

GABRIELLE LUK, FUTURE TRAINEE



Hong Kong

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Global presence

A&O Shearman is an international legal practice with nearly 4,000 lawyers, including some 800 partners, working in 29 countries worldwide. A current list of A&O Shearman offices is available at aoshearman.com/en/global-coverage.

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