

A&O SHEARMAN

~~Accept~~
Shape
what's next

Belong. Excel.



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Welcome



Minesh Patel
Graduate Recruitment Partner
Sydney

At A&O Shearman, we know that to achieve unparalleled outcomes for our clients, we must nurture an environment where our people are supported to excel, and truly feel they belong.

Our people are what makes A&O Shearman successful. Teamwork is essential, so you achieve more than you would alone. We're advancing a workplace where progress is made by harnessing our differences. We nurture a friendly, dynamic, and stimulating atmosphere, where you're cared about for who you are, as much as you're valued for what you do.

For you, it means you can undertake rewarding and challenging work as a member of a diverse and high-performing team. We regularly receive accolades for the outcomes we deliver for our clients, and our client base reflects our status as the third-largest global law firm.

As a graduate, 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. You will be working on active matters from day one alongside the best award-winning lawyers in the market.

Read through our brochure, talk to our people, make an informed choice and we hope to be welcoming you to the firm very soon.



Catherine Pedler
Graduate Recruitment Partner
Perth

Lawyer profiles



I started my legal career with A&O Shearman as a summer clerk in 2023 and commenced as a graduate in 2024, having completed a Juris Doctor degree from the University of Western Australia. The graduate program allows you to experience a variety of practice groups to determine which area you would like to specialise in. I spent time in each of the corporate and litigation practices, after which I settled as a corporate lawyer in 2025. Graduate rotations are an invaluable opportunity to understand how different areas of the law work in practice and which piques your interest.

Charlotte Salom
Lawyer, Perth

CORPORATE LAW

Corporate law is “front-end” work (as opposed to “back-end” which relates to disputes) and covers a broad range of work including contractual drafting, negotiations with other legal advisers and liaising with regulators.

I enjoy this variety of work and regularly draw upon my knowledge from contracts and corporations law. I strongly recommend any law student considering a career in corporate law to study these subjects, as they have been immensely helpful for me.

The clients I work for at A&O Shearman require legal work and advice across a broad range of different areas, such as mergers and acquisitions, equity capital markets and mining law.

Some benefits of transactional work are that I experience a great sense of satisfaction when a matter is completed and regularly see through transactions from start to finish.

INTERACTIONS WITH CLIENTS

A&O Shearman has a broad and diverse client base. This includes clients listed on the Australian Securities Exchange, international exchanges and private entities. A&O Shearman provides junior lawyers with many opportunities for client contact. This includes attending business development style presentations to and/or with key clients, having matter responsibility and other work opportunities.

A career highlight for me, has been travelling to London with the litigation practice to assist on an LNG price review. During this experience, I had the opportunity to work with (and learn from) leading lawyers from the Perth and London offices as well as engage with clients in a collaborative and meaningful way.

Other client engagement work opportunities I have had include attending the annual Diggers and Dealers mining forum at Kalgoorlie with the corporate practice. This is a weeklong event where many of our clients present to investors and there are a variety of networking events hosted by clients and other ASX listed mining and exploration companies for us to attend.

BROADENING YOUR IMPACT AT A&O SHEARMAN

Our pro bono work is obtained from a variety of sources, A&O Shearman’s global pro bono team (often multi-jurisdictional research projects that involve a number of different A&O Shearman offices collaborating on one project), Law Access (Western Australia’s not-for-profit coordinator of applications for pro bono assistance), our charity partners and internal referrals from staff. Since joining A&O Shearman I have enjoyed engaging in pro bono work. Particularly as a junior lawyer, pro bono is a fantastic way to earn more responsibility, communicate with clients and work closely with different practice groups across the network.

In addition to our pro bono work, we also support local groups in the community. Since 2024 I have been involved with A&O Shearman initiatives to support the Kulbari Aboriginal Centre at Murdoch University and the Salvation Army’s Beacon homelessness.

A&O SHEARMAN NETWORK

As a junior lawyer there are many opportunities to meet and work with lawyers across the global network. As part of my graduate induction, I travelled to Sydney for the week to attend training and meet the team. The Sydney offering varies to Perth as the market includes private equity, technology, pharmaceutical and other industries.

Further, there is the opportunity to attend your practice groups university. This is an event for junior lawyers (of the requisite training level) to attend one of the main offices, such as London or Singapore, to network and attend training seminars. This is a valuable experience to meet international lawyers on a more personal level.

Most recently, through the A&O Shearman network, I have had the opportunity to transfer to the Sydney office. The firm makes this process very seamless, I truly logged out of the Perth office on Friday and logged on at the Sydney office on Monday!



I joined A&O Shearman as a clerk over summer 2023–2024 and returned as a graduate in 2025. During my time as both a clerk and a graduate, I rotated through a number of practice groups, including Competition, Digital, Data, IP & Technology (DDIT) and Corporate Mergers and Acquisitions (M&A). Each rotation gave me the chance to work with different people and gain exposure to different types of work—the rotations are a great way to see how the various practice areas operate and how everything ties together across teams. I enjoyed all my rotations and ultimately settled in Corporate M&A.

Tiffany He
Lawyer, Sydney

THE WORK

In Corporate M&A, I work on transactions from start to finish, which is one of the most rewarding parts of the role. Seeing a transaction through to completion, bouncing ideas off colleagues when challenges crop up along the way, and celebrating together at the end is incredibly fulfilling. A lot of my work involves coordinating closely with specialist teams across the firm, so I get to work with—and really get to know—people from different practice areas. I’ve also had the opportunity to work with A&O Shearman offices overseas on a number of occasions, which has been a great way to build connections across the global network. When associates from those offices visit Australia, they often reach out to catch up—and I’d absolutely do the same if I were travelling. Recently, I attended the M&A offsite where both the Sydney and Perth offices travelled to Melbourne—it was a fantastic opportunity to spend time with colleagues outside the usual day-to-day, and a reminder of how connected the teams are across offices.

CLIENTS

I have had the opportunity to work on deals for a diverse range of clients, including private equity firms, sovereign wealth funds and large multinationals. A&O Shearman also provides junior lawyers with plenty of opportunities to attend client events, which is a great way to build relationships and understand the commercial context behind the work we do. In a few weeks, I will be attending various debt finance and corporate law events with clients for International Women’s Day—a great example of how the firm encourages us to get involved and build connections early on.

TRAINING

Training at A&O Shearman is a mix of strong formal programs and day-to-day learning. As a graduate, you start with a week of formal training, and once you’ve settled into your practice group, there’s also Graduate University—a week-long program held in London with lawyers from across the global firm. I’ve also had one-on-one sessions with partners and senior lawyers focused on my development and progression. Alongside this formal training, it’s really the people that make the biggest difference—the lawyers around me are just as invested in my growth as I am, and are always willing to take the time to explain things, invite me to sit in on calls and help me learn as I go.

PRO BONO

There are plenty of opportunities at A&O Shearman to get involved in both global and local pro bono matters. I’ve worked on a range of meaningful projects, from assisting a non-profit organisation with a submission on freedom of information and privacy laws to a research project exploring restorative justice practices in sexual assault cases. Pro bono has been a genuinely rewarding part of my role—it’s a chance to contribute to important causes while developing new skills and working with people across the firm.

Learn more about our team:
aoshearman.com/careers/australia



Band 1
Banking & Finance

CHAMBERS ASIA PACIFIC, 2026

First large
international firm
to open offices
in Australia

The start of your adventure

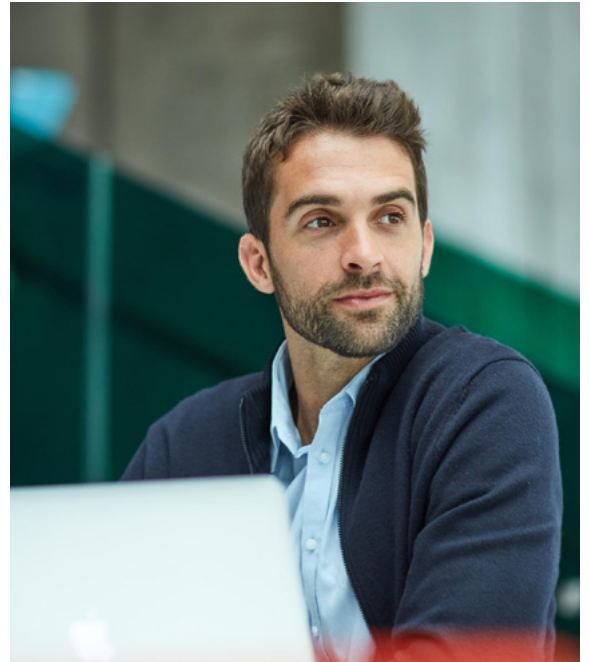
Start your career delivering exceptional legal solutions with global opportunities you wouldn't find anywhere else. At A&O Shearman, we invest in you and empower your personal development—join us for a career where your curiosity and drive will always be rewarded.

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-calibre clients address complex, multijurisdictional issues.

Band 1

Projects & Infrastructure

CHAMBERS ASIA PACIFIC 2026



Our office

A&O Shearman is a market leading practice in Perth and Sydney that operates at the top end of the Australian market whilst working seamlessly with A&O Shearman offices in the broader APAC region and across our global network.

We routinely manage complex and cross-border transactions and disputes, offering the best of both worlds; expertise and resources of a global elite law firm coupled with seasoned practitioners who have Australian and international experience.

We provide our clients with the highest quality advice across a broad range of areas: mergers and acquisitions; private equity; capital markets; regulatory and funds; anti-trust/competition; litigation and dispute resolution; cyber security; banking and finance; infrastructure and projects; energy and resources; communications, outsourcing and technology and tax. As a graduate this means you will be exposed to cutting edge work alongside a diverse group of people who are extremely committed, and who enjoy working together as a team for the benefit of our clients.



Starting as a graduate with A&O Shearman Australia is just the beginning of what will be a stimulating and rewarding legal career. We will work closely with you to ensure you have the right support to develop into a successful international commercial lawyer. In fact, one of the things our graduates value most about being at A&O Shearman is the in-depth training and development they receive.

As a successful global firm we look for people who have an international outlook. As a graduate, you will work closely with colleagues across our international offices and will build up a network of cross-jurisdictional contacts. As business, law and finance become ever more globally integrated, a new and specific class of lawyer is needed, one with a clear understanding of how the requirements of their clients are changing in this increasingly international landscape.

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.



Band 1 *Capital Markets, Securitisation*

THE LEGAL 500 AUSTRALIA, 2026

Learn more about how we are shaping the future of the legal profession: aoshearman.com/careers/australia



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.

World's most innovative law firm

**FT INNOVATIVE LAWYER GLOBAL
SUMMIT, 2025**



Band 1
Energy & Natural Resources

CHAMBERS ASIA PACIFIC, 2026





“A&O Shearman is known for its client-centric approach, unparalleled acumen and plays an instrumental role in closing competitive deals.”

CHAMBERS ASIA PACIFIC, 2026 (CORPORATE M&A: ASIA PACIFIC REGION)

Global reach, local depth

Taking on an international assignment can transform your experience and outlook, both professionally and personally.

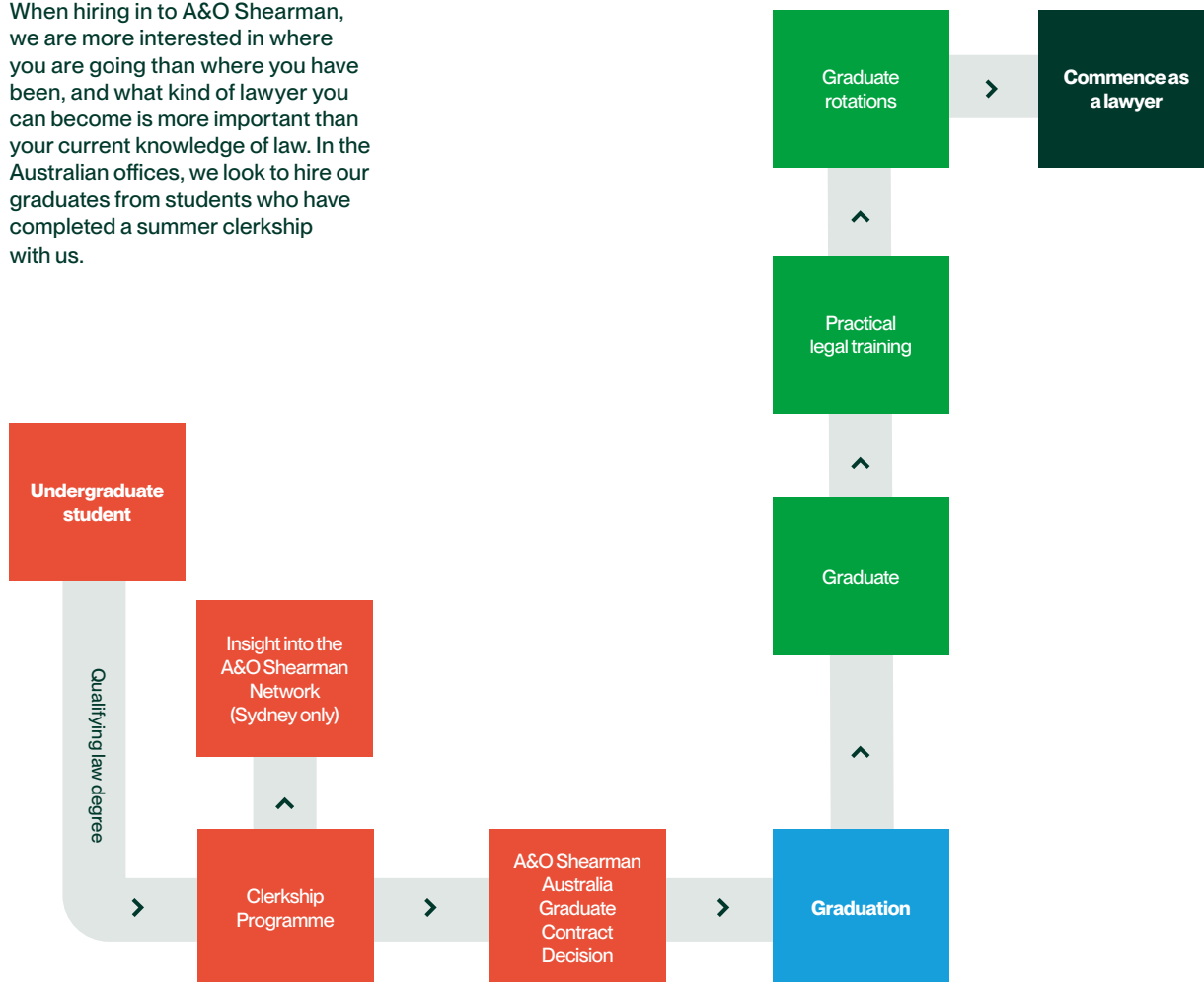
Many of our people relocate to another A&O Shearman office each year, either on a short-term, long-term, or permanent basis and for many reasons, whether business or personal.

An internationally mobile workforce means we can be ready on the ground for every challenge and opportunity our clients face globally.

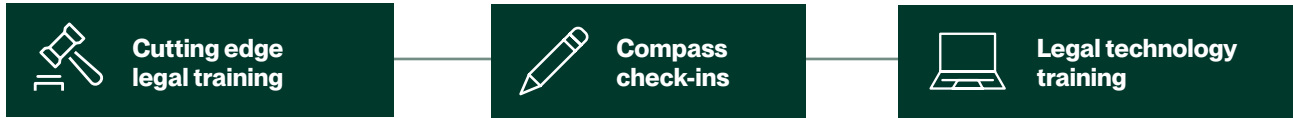
And because A&O Shearman is one firm worldwide, you can expect a personal and consistent approach to the practicalities wherever you go.

Same path, different journeys

When hiring in to A&O Shearman, we are more interested in where you are going than where you have been, and what kind of lawyer you can become is more important than your current knowledge of law. In the Australian offices, we look to hire our graduates from students who have completed a summer clerkship with us.



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”

Mid level Associate



Growing Your Reputation



Driving Your Career Success



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



Legal training
Advanced Practice Area legal training



Stepping Forward

Senior Associate



Legal training
Advanced Practice Area legal training



Emerging Leaders' Advanced Skills ELAS



Emerging Leaders 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 analyses 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

- **Organisation**
- **Technology awareness**
- **Drive and 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.”

Explore the options available to you:
aoshearman.com/careers/australia

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 organisations, 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

Scaled solutions

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

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.

Band 1

Capital Markets: International

CHAMBERS ASIA PACIFIC 2026, AUSTRALIA

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 mobilise and coordinate our own and our client teams, together with external counsel and global advisers, to deliver on time and on budget.

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 organisations bring people and perspectives together, our solutions are stronger and more sustainable. But that doesn't happen by accident. Successful organisations require an 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 Inclusion in the APAC region and our Australian offices.

GENDER

- Career health checks—for all staff
- Providing support for working parents and carers: gender neutral parental leave including coaching, leave for IVF treatment, neonatal care and coaching, a family network offering online parenting/carers seminars, hints and tips, flexible working arrangements and family-fun days
- Commitment to the NSW Law Society's Inclusion initiatives
- Signatory to the Law Council of Australian Equitable Barrister Briefing Policy
- An active women's network open to all employees
- An increase in partner responsibility and accountability in managing talent, a focus on sponsorship and enhanced mentoring and performance consultations with improved dialogue
- Collaboration with our internal APAC affinity networks
- Year round mental health and well being initiatives and events open to everyone

LGBTQ

- Active member of Pride and Diversity—Australia's leading LGBTQ organisation
- Awarded Bronze in the Workplace Equality Index (through Pride in Diversity)
- An active AOS Out affinity network open to all
- Regional LGBTQ Awareness and training
- Participation in "Welcome here project"
- Celebration of key days of LGBTQ significance—Mardi Gras, Wear it Purple, World AIDS Day, and IDAHOBIT

CULTURE

- Participation in the quarterly Managing Partners Inclusion forum
- Australian Asian Lawyers Association (AALA) member—providing support and networking opportunities for those interested in Australian/Asian law
- A Reconciliation Action Plan working party that launched our Reconciliation Action Plan (RAP)
- Diversity Council of Australia membership—provides us with most up to date legislation and guidance

ACCESS

- Access Ability APAC—our network supporting colleagues with disability or carers of those with disabilities
- Australian Network for Disability (AND)—a bronze member—provides us with most up to date legislation and guidance



Community involvement at A&O Shearman

Australian Business and Community Network (ABCN)—a not-for-profit organisation that connects businesses with students from disadvantaged backgrounds for mentoring and partnership programs. We have supported ABCN for over seven years and will continue to do so.

Awarded for Excellence in Member Company Engagement.

- Our Sydney office staff contributed hundreds of volunteer hours to various mentoring programs (including reading to Primary school students, mentoring to year nine students and final year students and interviewing skills.

Salvation Army, The Beacon homeless facility—Our Perth office take part in the Restorative Lifestyle Program throughout the year. These sessions focus on how to make a good first impression and the importance of a positive personal image. In 2024, A&O Shearman ran four sessions throughout the year which involved a presentation and an activity to help draft resumes and cover letters for the participants.

- Participation in the Red Shield Appeal breakfast, an annual fundraising breakfast organised by the Salvation Army and attended by corporate sponsors.

- **Global Charity Feast**—The Perth Office participated in the A&O Shearman Global Charity Feast which raised money for our Global Charity Partner, Street Child.
- **Mandela Day Challenge**—On Mandela Day, people are encouraged to use 67 minutes of their time to support a chosen charity which represents the number of years former President Nelson Mandela fought for human rights and the abolition of apartheid. As part this, A&O Shearman Perth contributed to Frank Konecy Community Centre, which runs a food bank for low-income families.
- **Harding Miller**—The Harding Miller Education Foundation is an Australian charity that supports high potential but socioeconomically disadvantaged girls across Australia through a scholarship over four years of high school. Our Sydney office helps by offering workplace insights at A&O Shearman to help reach their potential and build direction for their future.
- We are working with the Jane Goodall Institute Australia to help them develop and promote their Roots and Shoots Resource Box for Schools. This is curriculum-linked programme aimed at engaging and educating students in Australia and the community about wildlife and the natural environment.

- A local charity partner of the Perth office is Edmund Rice Camps for Kids WA Inc (ERCKWA). This partnership provides A&O Shearman Perth with an opportunity to support a local non-profit community-based organisation that serves the needs of children aged 7–16 and their families. ERCKWA provides camps and other recreational and developmental activities for children who would not otherwise have such opportunities, supporting kids who are “at risk” or experiencing some form of disadvantage. In 2023, A&O Shearman Perth ran a training session on CV writing and interview skills for ten of the young adult volunteers at ERCKWA and provided legal advice on legislative requirements for their record keeping processes. We are in the process of organising further volunteering events.
- **Kulbardi Aboriginal Centre, Murdoch University**—Our Perth office has partnered with the Kulbardi Aboriginal Centre at Murdoch University, whose main goal is to increase Aboriginal and Torres Strait Island participation in higher education. As part of A&O Shearman’s developing support, A&O Shearman is supporting a new bursary, which aims to inspire and support students in Kulbardi’s “Ngoolark” program. Ngoolark is an award-winning unit open to Aboriginal and Torres Strait Island students, who are assigned a coach who provides support to help students succeed.

- **Law Access Walk for Justice**—The Perth office participates in the annual fundraising walk for Law Access WA, a not-for-profit organisation that coordinates the provision of pro bono legal assistance by the WA legal profession. In 2023 Perth A&O Shearman was the third highest donating team to the Law Access Walk for Justice, raising over AUD5,800.
- **The Vault Spin Charity Challenge**—The A&O Shearman Perth office each year creates Team “A&O” to participate in our office building’s charitable spin cycle challenge. With fast paced cycling and some energetic music, the 2023 A&O Shearman team enjoyed a fun and rewarding workout that benefited the Steve Waugh Foundation, Perth Children’s Hospital Foundation and Give A Feed.

Some recent Pro Bono matters our Australian offices have supported are:

- Representation of an indigenous man who was assaulted while in custody in relation to a civil claim for the injuries he suffered. This matter was originally referred to A&O Shearman by the Public Interest Advocacy Centre (PIAC), which engages in strategic litigation, and who A&O Shearman has partnered with and continues to support through the provision of pro bono legal services and funding.
- **AWSOM Project**—The Australian Water Safety on the Mekong (AWSOM) Project is a Perth-based charity that runs drowning prevention clinics for disadvantaged, disabled and orphaned village children along the Mekong River in Vietnam. We provided advice in relation to the legal liability of the AWSOM Project’s committee members in running the charity and its activities and any necessary insurance.
- **Forest People’s Programme**—We provided research and case summaries in response to specific questions asked in relation to land entitlements in which the community can own communal or native title to land. The A&O Shearman Perth team was responsible for looking at numerous jurisdictions, including Australia, New Zealand, Canada and Scandinavian countries.



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 clerkship programme is a great way to experience first-hand our work and culture. In Perth we run a three-week clerkship programme during the summer months and in Sydney, it's ten weeks.

Most participants will be in their penultimate year of a law degree. During the programme you will gain real experience in our practice areas, working alongside our lawyers on real deals and cases. There will also be time to socialise with our lawyers, partners, other clerks and the graduate team during your placement. This will help build your network and broaden your understanding of the firm.

Students who complete a clerkship with us will be considered for a graduate role at the end of the programme. The decision will be based on your performance during the internship, as we do not conduct

additional interviews. We ultimately believe a clerkship 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.

Benefits at A&O Shearman

In addition to your competitive remuneration package, these are just some of the benefits offered 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.

Training



GLOBAL TRAINING

Global training and secondment opportunities

EDUCATION SUPPORT

Further education support including study leave—Industry memberships

Time



FLEXIBLE WORKING

Flexible working arrangements

TIME OUT OPPORTUNITIES

A variety of “time out” opportunities including community service, religious, volunteer, cultural, house move, marriage leave and extended unpaid leave

PRO BONO

Communitas: Opportunity to undertake pro bono and community initiatives

SPORTING ACTIVITIES

Subsidised sporting activities including participation in corporate challenges



Cash and rewards



REFERRAL SCHEME

Employee referral bonus scheme

PARENTAL LEAVE

26 weeks paid gender neutral parental leave.
Parental coaching and parents support

SOCIAL EVENTS

Lots of social events i.e., themed monthly events, end of year dinner, Christmas parties etc.

Health and wellbeing



INSURANCE

Life and total permanent disability insurance

PERSONAL ACCIDENT INSURANCE

Personal accident insurance and salary continuance insurance

COUNSELLING

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

GYM/EVENTS

Healthy snacks and fruit/gym membership subsidy/firm sponsored running events

HEALTH CHECK/ACTIVITIES

Focus on your health and wellbeing—
Annual flu vaccinations, massages, skin care checks, executive health checks, health and wellbeing activities throughout the year



Take a breath Step forward

When you join us as a graduate, you may have some idea of where you want to specialise, 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 recognise that it's people like you who represent the future success of our firm.

Your graduate contract will be based on six-month rotations. 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. Before you are admitted as a lawyer you must undertake practical legal training.

At A&O Shearman we offer full financial support to undertake your practical legal training required for admission, and for those whose degree incorporates the training,

we will reimburse you upon joining. You will have a full induction within your first week where you will learn about the business and the skills required to be a successful lawyer with A&O Shearman. The aim is to develop your commercial skill-set and to enhance your ability to contribute to the teams you work with during your A&O Shearman graduate programme.

As you go through the A&O Shearman graduate programme 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 graduate programme will give you a platform of skills and experiences on which to build a long-term career.

“They are commercially savvy and able to anticipate strategic issues and concerns important to the client. They have superb technical capabilities.”

CHAMBERS ASIA PACIFIC, 2026, ASIA PACIFIC REGION
(ARBITRATION: INTERNATIONAL)

“We think it’s important that what you do is real, practical and substantive.”



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 Programmes 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 places 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 behaviours necessary to help graduates 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 graduates.

Life beyond A&O Shearman

We want all of our graduates to develop long-term, rewarding careers, and we recognise 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 25,000 alumni in 80+ 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.

Graduation, elation

APPLY

The online application for our summer clerkship programme is the first opportunity to stand out, so make the most of it with thorough preparation.

- **Understand our requirements**—prepare some examples to show that you have the skills we are looking for.
- **Make the most of your experience**—highlight what you've gained from your experiences, try to show your appetite for responsibility, your capacity to influence events and outcomes, and teamwork.
- **Be commercial**—show an interest in the legal industry and what's going on in the world and how it might affect us and our clients.
- **Focus on this firm**—of course we expect you to apply for clerkships at other firms, but make sure you tailor your answers to demonstrate why A&O Shearman Australia is right for you.
- **Be accurate, clear and concise**—these are fundamental writing skills of a lawyer.

INTERVIEWS

If your application is successful, the next stage will be an interview with us.

Our interviews are based on your application and will assess your skills and knowledge, your motivation for a legal career at A&O Shearman and your commercial awareness. Most importantly, through the interview process, we want to get to know you and we expect that you will want to get to know us.

Top tips for your interview

- **Revise and prepare**—revisit your application; we're going to ask you about it.
- **Stay-up-to-date**—track business and world events, form opinions, be able to demonstrate the impacts they might have on our business and be prepared to explain them.
- **Make the right impression**—be on time, confident and enthusiastic.
- **Ask us pertinent questions**—it's a two-way process, so ask insightful questions about what will help you decide if we are the right firm for you.

CLERKSHIP OFFER

After your interview we will 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 clerkship.



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Global presence

A&O Shearman is an international legal practice with nearly 4,000 lawyers, including some 750 partners, working in 28 countries worldwide. A current list of A&O Shearman offices is available at aoshearman.com/en/global-coverage.

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