

A&O SHEARMAN



~~Accept~~
*Shape
what's next*

2024

Belong. Excel.



Learn more:
aoshearman.com/careers

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One of The Times Top 50 Employers for Women 2022

A&O has been listed as one of The Times Top 50 Employers for Women 2022 for taking action to decrease gender inequality in the workplace.



Most Innovative Law Firm in Europe

Financial Times Innovative Lawyer Awards 2007, 2011, 2012, 2014, 2017, 2018, 2019 2020 and 2024.



Welcome

For more than a quarter of a century, A&O Shearman has been one of the leading providers of legal services in the CEE region. Our strength has always been the range of our lawyers' joint international experience combined with a thorough knowledge of each CEE jurisdiction's local legal environments.

To ensure that this strength is maintained and built on, we constantly seek out the very best emerging legal talent. We have in place tried and tested recruitment methods to identify and nurture your legal skills, so we can give your professional career as a lawyer the best possible start. Training new lawyers and allowing their talent to flourish is at the core of the A&O Shearman ethos.

With our support and your commitment, our career will involve working on a range of international transactions, including market-firsts in many sectors, and you will have the opportunity to become an important part of A&O Shearman's global strength.

Good luck!

Arkadiusz Pędzich
Partner



6,275

PEOPLE

800

PARTNERS

29

COUNTRIES

4,000

LAWYERS

48

OFFICES

SETTING PRECEDENTS

Our role as international commercial lawyers involves more than offering legal expertise; it is about delivering insight and using the law as a tool to address commercial challenges and drive results for our clients. Our clients expect excellence, but we also encourage and give our people licence to be pioneers, to set precedents rather than follow them. This is a culture that recognises and rewards people who innovate, who bring fresh approaches to familiar problems and who embrace every challenge as an opportunity.

BREAKING NEW GROUND

We are the first law firm to use generative AI that's based on OpenAI's GPT models. Harvey, the innovative artificial intelligence platform empowers more than 4,000 of A&O Shearman's lawyers across 48 offices operating in multiple languages with the ability to generate and access legal content with unmatched efficiency, quality and intelligence.

Working as *one team*

The calibre of the people we recruit and the platform of training we provide are fundamental to our success. We give our people the opportunities and support they need to build a career that is right for them – so they can lead us in new directions and deliver fresh insights. We have developed a culture in which difference is positively valued, and our people are free to be themselves. We are in every sense one global team; supportive and collaborative, but also ambitious and driven. Our capacity to combine these qualities and provide a setting in which all of our people can thrive is what makes A&O Shearman different.

55%*

of our work involves three or more jurisdictions

73%

of our work involves two or more A&O Shearman offices

*Sources: Thomson Reuters & Dealogic



16

PARTNERS



Law Firm of the Year in
the Czech Republic -
IFLR European
Awards 2023

30+

YEARS IN CEE



Our expertise in CEE:

Banking & Finance | Corporate | M&A | Litigation & Arbitration
| International Capital Markets | IT/IP Law | Employment
| Competition | Real Estate | Restructuring



**Law Innovation of the Year in
an International Law Firm**

Project Lawyers & Business:
Law Firms of the Year 2023-2024



**Diversity and
Inclusion Champion**

Business for Society 2024

Learn how our firm is leading the way in law: aoshearman.com

Forward *thinking*

The practice of law is constantly evolving, and we are determined not just to be at the forefront of developments, but to set the pace and lead the way. Our track record of innovation and bold action is second to none. From our expansion into new jurisdictions and flexible working for our people, to our alternative resourcing options such as Peerpoint and aosphere, we are setting the standard for what a global law firm should look like and how lawyers can work. Our clients know that we have the resources and the mindset to build solutions for the future, whatever it may hold.

20

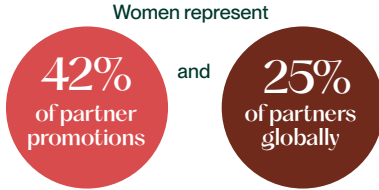
We work across an average of 20 countries for our top 50 clients

350+

organisations use aosphere globally

Global snapshot 2024

AN INCLUSIVE AND DIVERSE GLOBAL EMPLOYER



EMBRACING TECHNOLOGY

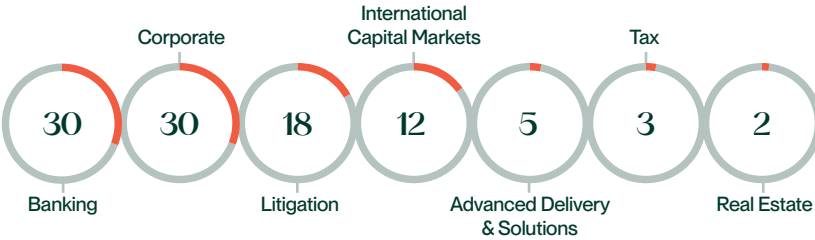
First firm in the world to roll out GPT-4 across the entire business.

3,500

of our people in 43 countries are using Harvey, the generative AI tool, in their day-to-day work.



DISCIPLINARY SPLIT BY TOTAL NUMBER OF LAWYERS (%)



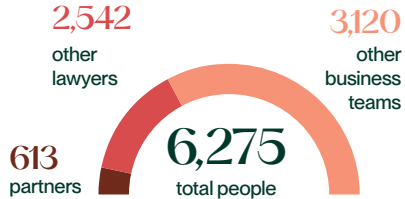
SUPPORTING OUR COMMUNITIES



78,000

hours of pro bono and community investment work delivered over the past two years

EMPLOYEES



Draw your *career path*



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.

WE INVEST IN YOU.

Exceptional professional and personal development, so you're constantly learning and growing. We invite you to bring your whole self to work. We offer a global career platform of choice and unique opportunity.

YOU BELONG.

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.

IN AN ENVIRONMENT WHERE YOU CAN EXCEL.

High expectations and high performance to tackle the most complex legal challenges for clients with whom you're trusted to build enduring relationships. And ways of working that help to reduce unnecessary stress and promote positive wellbeing.

We recruit the best. We ask for the best. We provide challenge, support, and a place for you to belong. And together we excel.

Associate roadmap

ASSOCIATE DEVELOPMENT

THROUGHOUT YOUR A&O SHEARMAN CAREER

Legal updates & conferences

Performance reviews

Information technology training

LEGAL TRAINING

- National Practice Area University
- Global Practice Area University

77%

of participants feel more confident in their communication after attending 'Making Your Mark'

A&O SHEARMAN WOMEN

Making Their Mark

MAKING YOUR MARK

JUNIOR ASSOCIATE

MID LEVEL ASSOCIATE

GROWING YOUR REPUTATION

LEGAL TRAINING

Advanced Practice Area legal training

OWNING YOUR CAREER

STEPPING FORWARD

Female Talent Programme

95%

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

LEGAL TRAINING

Advanced Practice Area legal training

EMERGING LEADERS' ADVANCED SKILLS ELAS

invitation only

EMERGING FEMALE LEADERS' WORKSHOP

invitation only

EMERGING LEADERS' DEVELOPMENT WORKSHOP ELDW

invitation only

MBA HIGHLIGHTS

invitation only

MASTERING YOUR MARKETS

SENIOR ASSOCIATE

Life at A&O Shearman

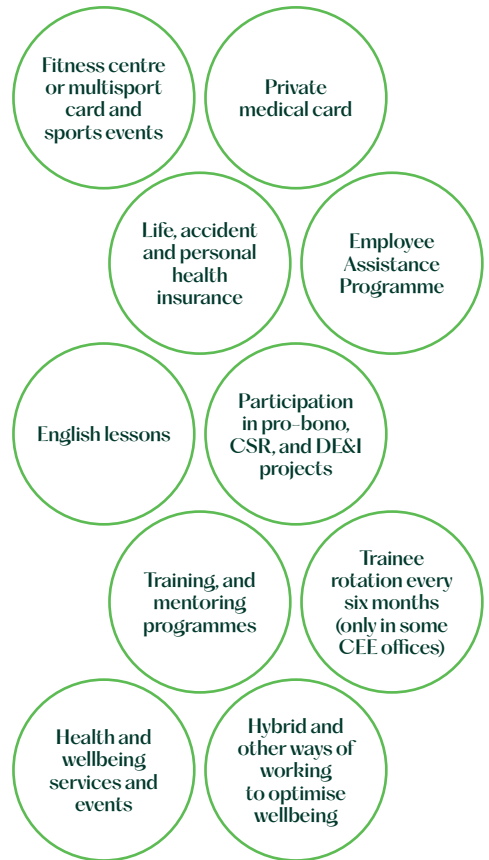
There is plenty going on beyond the legal work at A&O Shearman and there will be lots of opportunities to get involved in activities that enrich our culture and foster relationships.

As a trainee, you will be encouraged to participate in certain activities focused around the recruitment of future trainees, such as representing the firm at Law Fairs and chatting to students at our open day events.

Our annual office Christmas party and regular drinks are just a few examples.



LIFE AT A&O SHEARMAN IS ABOUT MUCH MORE THAN JUST WORK

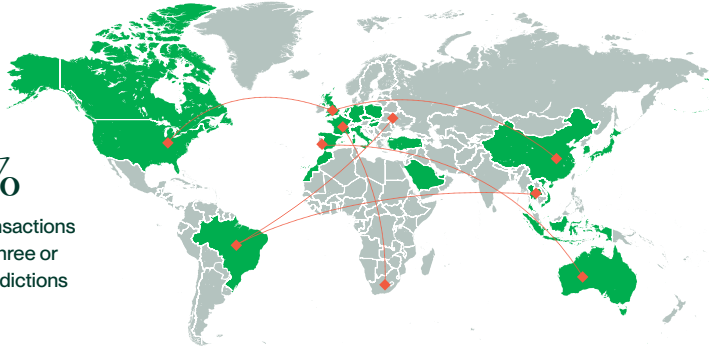


...and many opportunities to enjoy parties, drinks and social time together outside of the office.

Work globally

55%

of our transactions involved three or more jurisdictions



GLOBAL MOBILITY

As part of our ongoing commitment to development we currently have in place an international secondment programme enabling our lawyers to spend time in an office outside their home jurisdiction.

This six-month programme is available to all associates with at least two years' experience throughout the A&O Shearman worldwide network. Global mobility is critical to the business' ongoing success. We take great pride in being one, international firm, able to help our clients wherever they are in the world.

Nearly 80% of our work involves at least two countries, and our ability to operate across borders in this way is vital to our offering.

It is a crucial part of our strategy to become the most successful of the world's elite, global law firms. So it's important that our people can work on the global stage and transfer from one office to another quickly and efficiently.

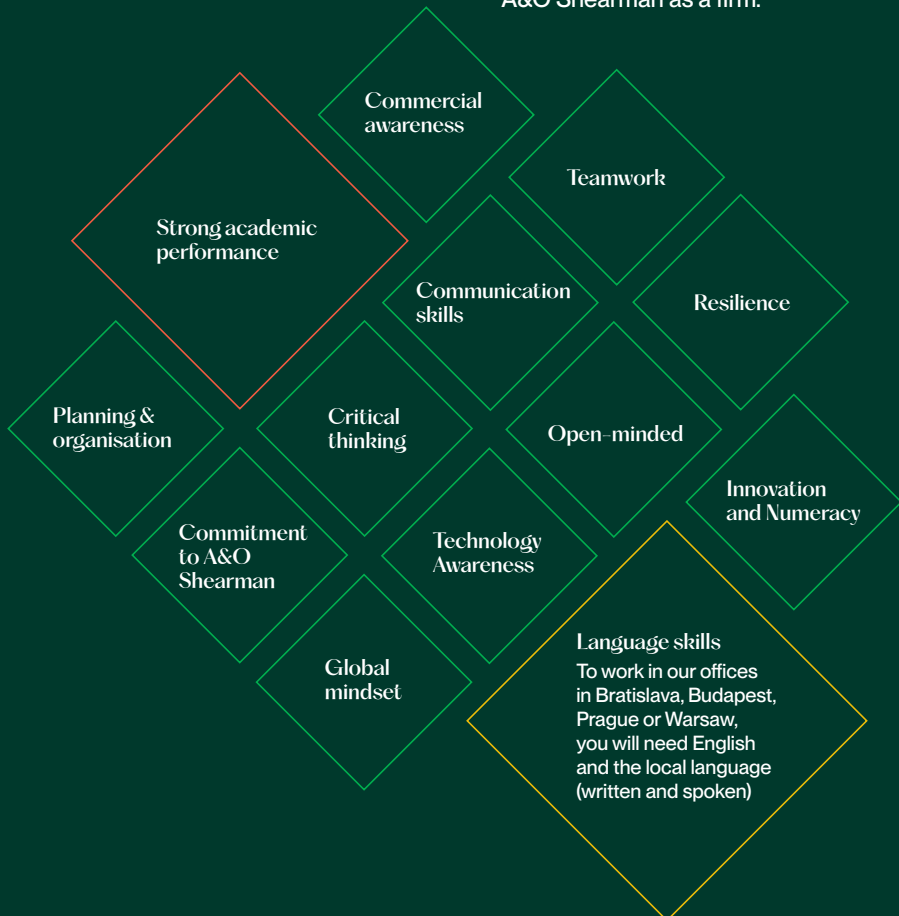
A&O Shearman has led the market throughout its 88-year history. We continue to bring new and original ways of thinking to the most complex legal challenges clients face.

So although we have a long heritage, there's nothing old-fashioned about our thinking. It's because of our long history and huge experience that we have the confidence to think creatively, take carefully calculated risks and propose new approaches to our client work.

What we look for

There is no such thing as a typical A&O Shearman candidate. We are open-minded and are interested in people who share that quality. We welcome people who are brave, entrepreneurial and agile. People who aren't afraid to go beyond their comfort zone. You should be ready to embrace change and challenge the status quo.

Naturally, we are also looking for individuals who can demonstrate consistently strong academic performance. Beyond this, we want to see evidence of a global mindset, teamwork, communication skills, planning and organisation, critical thinking, resilience, commercial awareness, and commitment both to a career in law and to A&O Shearman as a firm.



Beyond *qualification*

Qualifying as a lawyer is an important milestone, and is just the beginning of your professional development at A&O Shearman. We want you to continue to grow as a professional and shape a career that you find rewarding and stimulating, while continuing to contribute to our success as a business.

Joining one of our practice areas as an associate, 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 an associate, you will continue to be given challenging experience on deals, and will become responsible for increasingly complex elements of the transactions on which you work. We expect our people to be open to working in other offices; last year we placed a number of colleagues on international and client secondments.

These short-term placements provide opportunities to increase your technical knowledge while learning more about other cultures and global markets.

As you progress within the firm as an associate, you will take on significant new responsibilities, including the supervision of trainees.

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

Beyond that, there are many career paths you can take. We have a strong tradition of promoting our people into partnership, and last year we promoted 40 new partners across A&O Shearman, 42% of which were women.

However, we do recognise that for many of our talented associates, partnership is not an aspiration. Some may choose the route of counsel, which offers you another way to operate in the firm at a senior level and specialise in a technical aspect of law.

We are also pioneering new ways for our talented lawyers to use their skills and experience to work outside the traditional legal career framework. We have launched a number of businesses that provide legal services to clients in alternative and innovative ways. Peerpoint provides a platform for experienced and ambitious lawyers to develop their careers outside the traditional partner or general counsel route – through consulting. Peerpoint gives its consultants more control over how, when and where they work, along with the support of A&O Shearman’s network which includes access to the best work, clients, experts and know-how resources. Peerpoint consultants may take on assignments with A&O Shearman or with clients. Aosphere, another of our businesses, provides opportunities for securities-focused lawyers to deliver online subscription-based services in compliance and legal risk.



TOP TIPS FOR YOUR APPLICATION

- **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 have gained from your experiences, try to show your appetite for responsibility and capacity to influence events and outcomes.
- **Be accurate** – attention to detail is a fundamental skill of a lawyer.
- **Be commercial** – show an interest in the legal industry and what is 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 to other firms, but make sure you tailor your answers to demonstrate why A&O Shearman is right for you.

For more information, please contact:

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Learn more
allenoverly.com/careers

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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A&O Shearman was formed on 1 May, 2024 by the combination of Shearman & Sterling LLP and Allen & Overy LLP and their respective affiliates (the legacy firms). This content may include material generated and matters undertaken by one or more of the legacy firms rather than A&O Shearman.

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