



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

Belong. Excel.



Learn more

<https://aoshearman.com/careers/singapore>



Contents

- 03** Welcome
- 07** The start of your adventure
- 08** Our office
- 11** Getting to the top together
- 12** Work at the cutting edge
- 15** Global reach, local depth
- 16** Inclusion
- 17** Mental health and wellbeing
- 18** Forward thinking fuse
- 20** Find the path for you
- 21** Your route to qualification
- 23** A fresh perspective changes everything
- 24** Take a breath, step forward
- 26** It's always wondering what's next
- 28** Apply
- 29** What we look out for

Since the two legal powerhouses—Allen & Overy and Shearman & Sterling—joined forces in May 2024, A&O Shearman has become a force to be reckoned with, a new type of industry leader with truly global capabilities. As our clients navigate an increasingly complex world, we will rise and meet that challenge. We are an international law firm with a global network of experts all thinking creatively and entrepreneurially, pushing boundaries and building for the future. With offices in a vast range of global locations, we combine the brightest minds in law with the most cutting-edge technologies, integrated in our supportive environment to meet and exceed the highest standards of our industry.

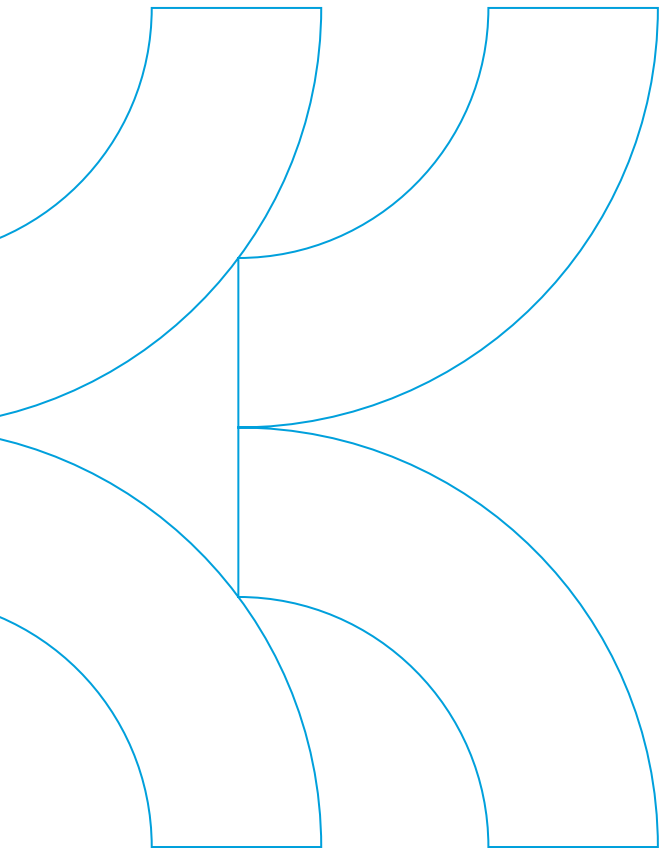


Gautam Narasimhan
Managing Partner

Welcome

Singapore is a hub for Southeast Asia, and our Singapore office is an intrinsic part of A&O Shearman's Asia Pacific network. We offer our clients first class advice on Singapore Law, U.S. law and English law, advising in all the areas in which we excel internationally. Even in the early stages of your career, you will be given genuine responsibility on client projects and have the opportunity to work on cross-border deals. As a trainee, you will make real contributions to globally impactful projects.

With us, you'll be given the support to help you grow as lawyer whilst making an impact on work that matters. Join us to find challenges, support, and a place for you to belong. And together we can excel.



At A&O Shearman, what we do goes beyond delivering an outstanding service. We lead the market by creating new solutions for our clients' most complex legal and business challenges, helping them grow, innovate and thrive. By thinking creatively and entrepreneurially, we challenge expectations, push boundaries and build for the future.

As important as our work is, we know that it's also imperative for our people to have a life beyond it. We expect you to own your career, and in turn, we will provide you with the support you need to seize every opportunity. Everyone at A&O Shearman is given the space and encouragement to pursue the goals, interests and passions that make them who they are.

Belong. Excel.





The start of *your adventure*

Our role as international commercial lawyers involves more than offering legal expertise; it's about delivering insight and using the law as a tool to address commercial challenges and drive results for our clients. Our training provides an outstanding foundation for a career in law, 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.

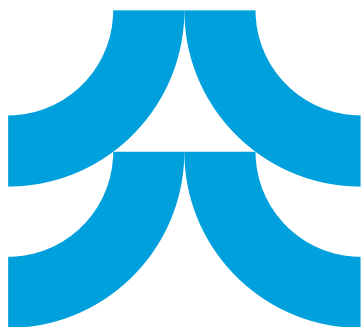


***Ranked Band 1
in Banking & Finance
(International)***

Chambers Asia Pacific 2025, Singapore
Legal 500 Asia Pacific 2025, Singapore

Learn more about us:

<https://aoshearman.com/careers/singapore>



The Singapore office is a hub for the firm's work across ASEAN. Our history in Singapore spans more than 30 years. We routinely manage complex and cross-border transactions from Singapore in a way our clients describe as second to none; our teams regularly receive the highest rankings in all key international publications such as Chambers, Legal 500 and IFLR 1000.

Our core areas of expertise are Debt Finance, Global Financial Markets (Ex-US DCM, Corp Trustee), Funds and Asset Management, Restructuring, M&A (including Private Equity), Digital, Data, IP and Technology (DDIT), U.S. Capital Markets, Disputes (International Arbitration), and ENRI (Energy, Natural Resources and Infrastructure).

We are one of the first international firms to be granted a Singapore Qualifying Foreign Law Practice (QFLP) in 2008, allowing us to practice Singapore law.

We provide clients with the highest quality Singapore, English and U.S. legal advice and are able to leverage our strength in local law capability to manage the more complex international deals with Singapore law elements. We are consistently engaged on the most significant deals in Singapore across all of our practice areas. As a trainee 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.

Our *office*

Starting a Training Contract with A&O Shearman Singapore is just the beginning of what will be a stimulating and rewarding legal career.

Our Singapore office offers a unique opportunity to be trained as an England and Wales qualified lawyer. 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 trainees value most about being at A&O Shearman is the award-winning training they receive.

As a successful global firm we look for people who have an international outlook. As a trainee, 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*

As part of our high-performance culture, we have high expectations of one another in everything we do. We foster a working environment based on collaboration and mutual respect, where everyone is trusted to do their very best work in the way they see fit, to a standard we all share.

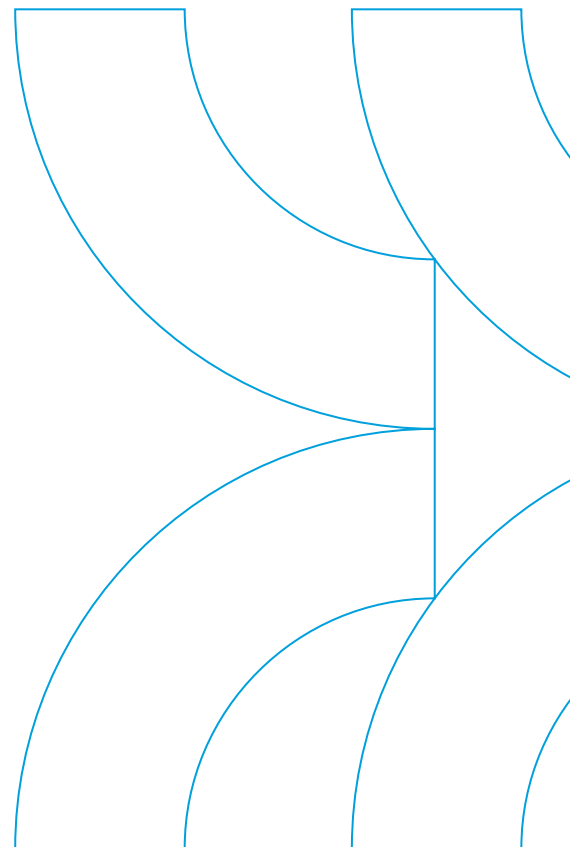
The calibre of the people we recruit, and the platform of training we provide, are fundamental to our success. We foster a culture in which diversity is valued, and our people are free to be themselves.

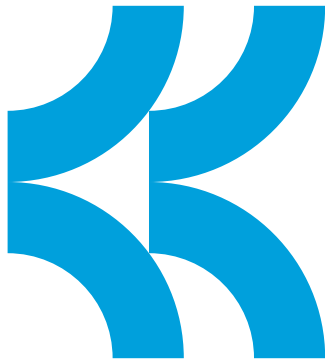
In every sense we're one global team; supportive and collaborative, but also ambitious and driven. Our capacity to combine these qualities and provide a setting in which all of our people can thrive is what makes A&O Shearman different.



***Ranked Band 1
in Corporate/M&A
(International)***

Chambers Asia Pacific 2025, Singapore
Legal 500 Asia Pacific 2025, Singapore

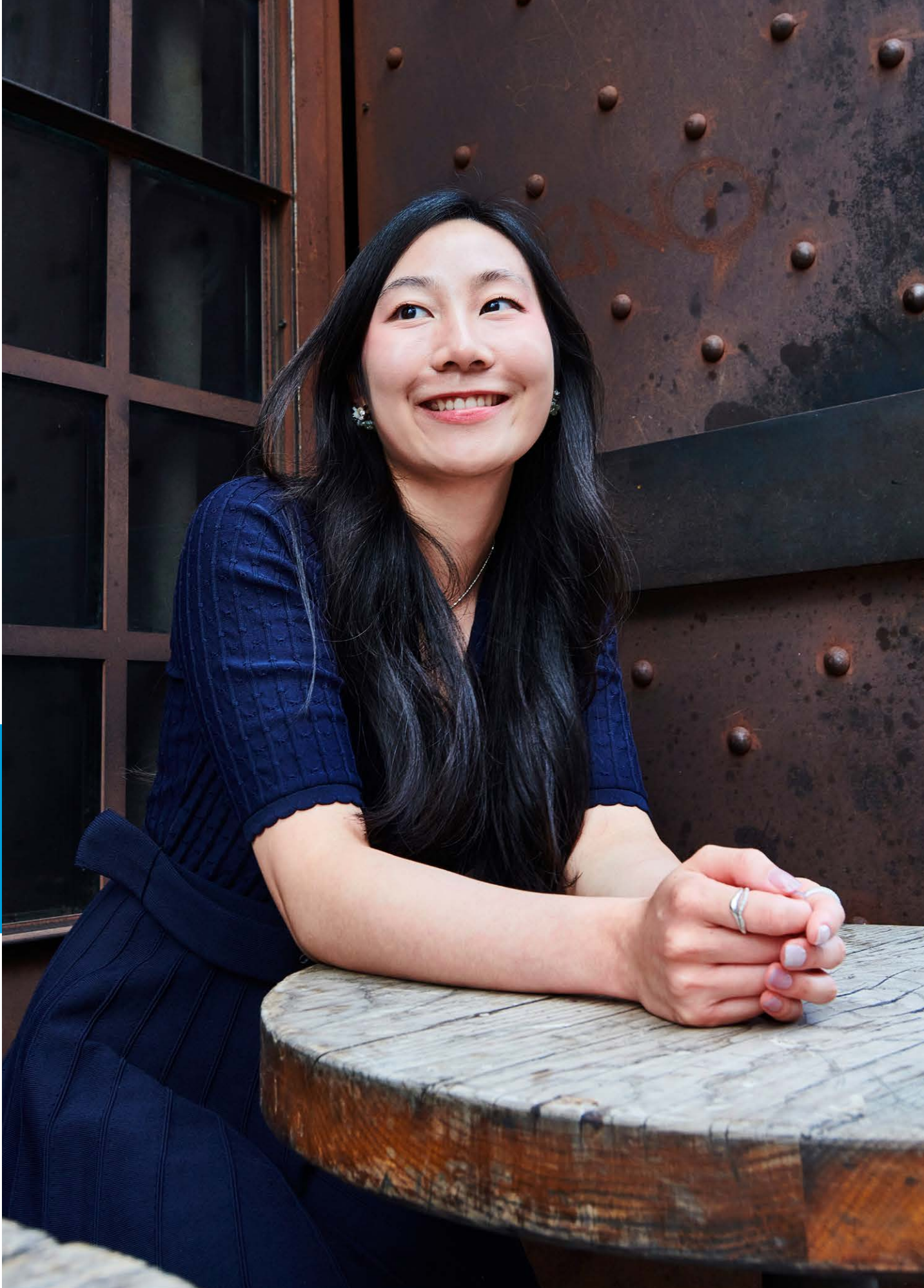




Work at the *cutting edge*

At A&O Shearman, we offer much more than just legal advice. We work at the forefront of new developments, delivering critical insight and addressing the world's largest commercial challenges to help drive results for our clients.

The practice of law is constantly transforming, and it is A&O Shearman that is setting the pace and leading the way for the future. We've already pioneered some of the industry's most talked about innovations, including Fuse, our Peerpoint consultancy and our Advanced Delivery Centres.





Global reach, *local depth*

The firms' global footprint is perhaps the most obvious external expression of our commitment to taking bold action and following our own path. With offices in almost 50 countries, A&O Shearman is adapting to a rapidly altering and more competitive landscape.

Our view is that to handle the biggest matters and the most interesting work we have to build a reputation that resonates with globally minded companies. In order to achieve this, we have to set out to offer global reach and local depth—to combine presence in the key global locations with the expertise of a deeply rooted local law firm.

Since establishing a presence in Asia more than 30 years ago, we have earned a reputation for providing innovative and high-quality advice that has stewarded numerous complex deals to successful conclusion for our clients.

Our lawyers are based throughout the region which enables us to keep our clients up to speed with local legislative and regulatory developments as and when they occur in each jurisdiction. Indeed, we are one of the very few global law firms that can provide a truly integrated capability across the Asia Pacific region.

There can be no doubt that the practice of law and the expectations of our clients are changing. By embedding advanced thinking throughout the firm, and being prepared to move first and go beyond what has been done before, we are making sure that we are ready to tackle whatever the future holds. For aspiring lawyers thinking about joining A&O Shearman, that means one thing—opportunity.

We're proud to have the resources, the vision and the mindset to build solutions for the future, whatever it may hold.



Our lawyers were ranked in Band 1 and 2 in 201 categories across all Legal 500 Directories, the highest of the global elite group of international law firms.



Inclusion

By embracing and celebrating different perspectives and backgrounds, and fostering an inclusive culture of belonging, we are creating a unique environment that offers opportunities, without discrimination or bias, for all of our people to grow, to develop, and to excel.

Inclusion is not just a value—it is a strategic priority for our firm. We are dedicated to championing a culture where different viewpoints, backgrounds, and experiences are valued and are integral to our business. This inclusive culture is central to the kind of firm we aspire to be, where everyone can belong and excel, because a wide range of experiences and outlooks allow us to deliver excellence for our clients.

DRIVING CHANGE AT A&O SHEARMAN

We are committed to driving change, and we are placing that determination at the heart of our work to create an environment where our people have the opportunity to belong and excel.

A&O Shearman, reflective of the various markets we serve, is comprised of a huge range of characteristics, backgrounds, perspectives and generations. Talent and insightful perspective come in many forms, and we endeavor to provide everyone with the opportunity to succeed.

OUR GLOBAL AIMS

We know that different communities face different issues, challenges, and legal frameworks, and we adapt our approach to respond to local and regional nuances while pursuing a common goal of being an inclusive firm with a range of outlooks that best serve our clients and people.

We aim to provide an inclusive environment where we encourage and welcome all aspects of everyone's identities, and we cherish the richness that it brings to our working environment, and the unparalleled service it allows us to provide to our clients and communities.

Our wide range of affinity networks are open to all and welcome individuals from all backgrounds. We're proud that they not only support the communities they represent, but also provide opportunities for everyone to learn more about those communities and share in enriching events that give insights into each other's experiences.

WE ALL HAVE A ROLE TO PLAY

Everyone benefits from an inclusive and welcoming environment that embraces a broad range of perspectives, backgrounds, and experiences, and we expect everyone to play their role in creating that environment.

Openness is at the heart of our approach. We celebrate our progress and we're honest with ourselves when the progress is not what it should be.

Our ambition goes beyond our firm. Our aim is to be a leader in driving positive change and demonstrating responsibility in our profession and the communities we serve.

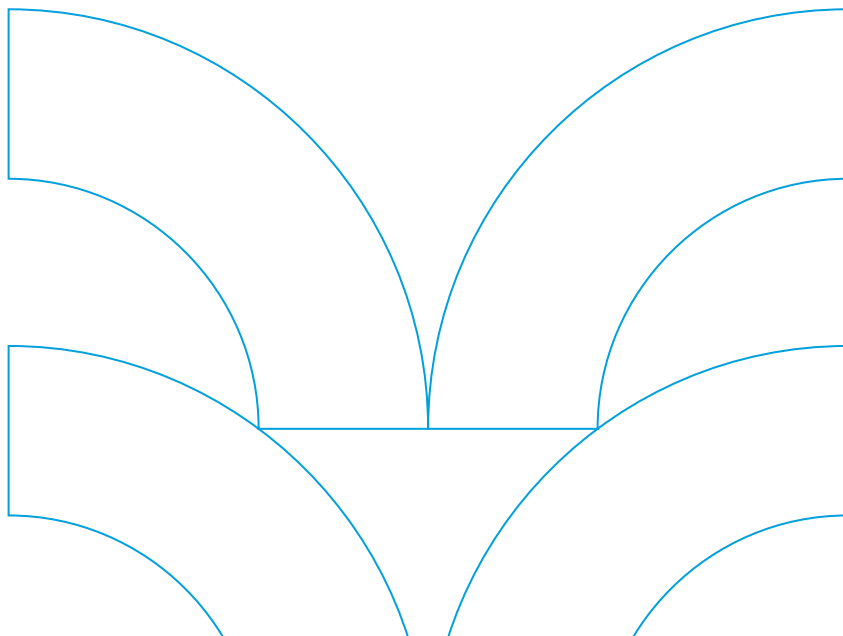
Mental health *and wellbeing*

Our Minds Matter programme encourages an open culture where we can discuss our mental health, provide support where it is needed and champion working practices which facilitate positive mental health for all. There are extensive resources available to all of our people including trainees.

In Singapore, A&O Shearman collaborates with Lyra Health to provide employees with free confidential mental health and wellbeing support through our Employee Assistance Programme (EAP).

All employees globally have free access to wellbeing apps (Headspace and Unmind). There are more than 40 Mental Health Advocates—partners and senior support professionals—across the business globally. We are signed up to the Mindful Business Charter, provide online mental health awareness training globally and host a programme of wellbeing talks and seminars.

Find out more [here](#).



Forward *thinking*

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 toptier 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.

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

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.



“Fuse underlines A&O Shearman’s strong commitment to act as a thought partner to our clients beyond the purely legal. We are here to shape and lead the debate on topics which are front of mind for client—in a differentiated way.”

“It is at the epicenter of learning providing an experiential forum for our clients to explore real life matters and understand topics that are front of mind for them, together with our lawyers. Now as A&O Shearman, we enter an exciting chapter in the evolution of Fuse.”

Shruti Ajitsaria—Partner and Head of Fuse

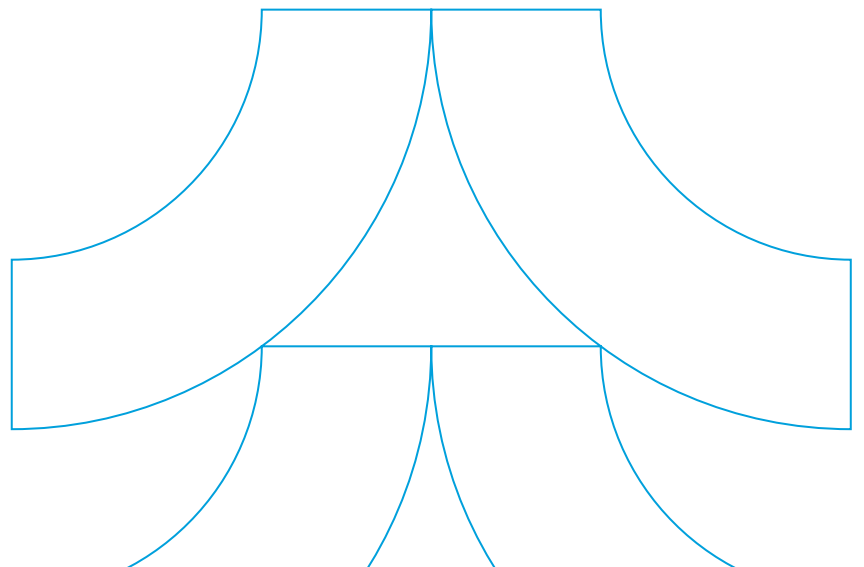
Find the *path for you*

We're more interested in where you are going than where you have been. Around half of our trainees studied a non-law subject for their undergraduate degree, including science, languages, arts and humanities. As the role of the lawyer evolves, this diversity of perspectives becomes increasingly valuable. Regardless of your degree subject, there are a variety of opportunities that you can explore as part of your journey to joining us as a trainee.

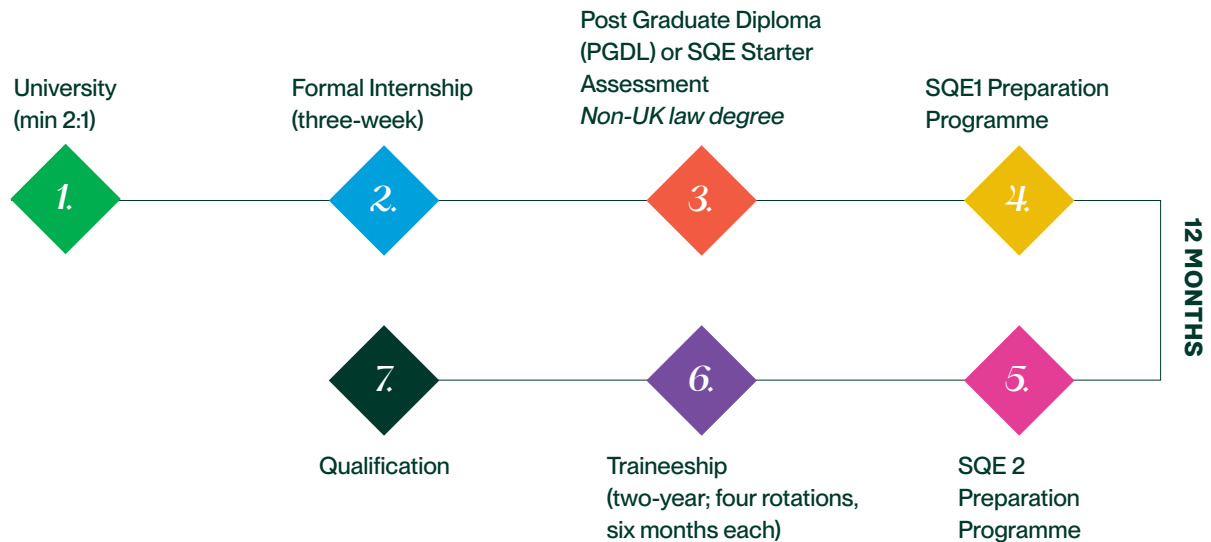
There is no such thing as a typical A&O Shearman candidate. We're looking for people who are made for more; people who aren't afraid to go beyond their comfort zone, keep their eye on the prize and strive to be at the forefront of their profession.

You should be ready to embrace change, act as a champion of technological advancements and always be on the search to broaden your commercial awareness.

We welcome people with a strong academic performance—we expect you to be on track for a 2:1 degree (or equivalent) and to have at least 136 UCAS points (AAB) at A-level (or equivalent).



Training contract/ QWE timeline



SOLICITORS QUALIFYING EXAMINATION (SQE)

We have worked closely with BPP to develop a bespoke SQE programme that reflects the particular requirements of a legal career at A&O Shearman. The course features materials based on real examples of the transactions we do and enables you to familiarise yourself with our precedents, making it easier when you start with us.

The SQE preparation course is a 12-month course during which you will prepare for, and sit, the SQE1 and SQE2 assessments. The first 15 weeks of the course will be spent preparing for the SQE1 assessment, with the following part of the course focusing on SQE2 preparation and the delivery of our bespoke "Essentials for Practice" course content, to really prepare you for life at A&O Shearman and the transition to starting your training with us.

POST GRADUATE DIPLOMA IN LAW (PGDL)

If you are a non-law graduate, you will complete the Post Graduate Diploma in Law (PGDL) or pass the SQE Starter Course assessment before the SQE preparation course.

As a non-law graduate, your QWE with us will be exactly the same as a law graduate. However, your route to qualification will be slightly different.

Those who have completed a law degree in an international jurisdiction that is not recognised as a qualifying law degree by the Solicitors' Regulation Authority will need to either complete the Post Graduate Diploma in Law (PGDL*) or pass the SQE Starter Course assessment (this is a 75-minute MCQ test, with a 50% passing mark).

*The PGDL is an eight-month course designed to teach you research skills and everything you need to know about law before you join those who already have a Law degree. In the event that you have already completed the PGDL with another provider, we will recognise these qualifications.

If you are offered a QWE with us, we will work closely with you to determine the right pathway for you.



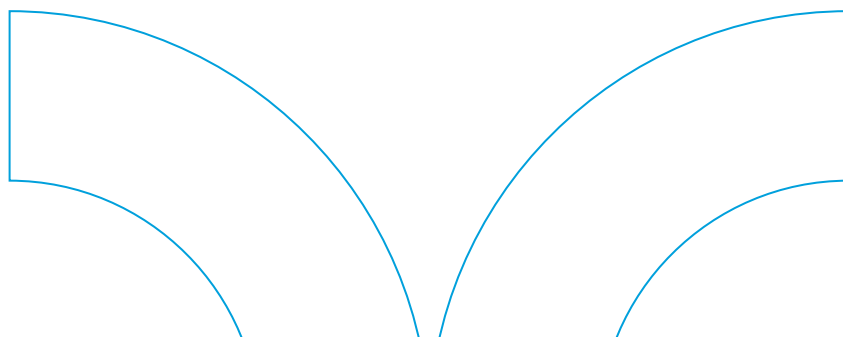
A fresh perspective *changes everything*

We often hear students have a difficult time in differentiating firms. Joining our internship programme is a great way to experience first-hand our work and culture. In Singapore we run a three-week internship programme during the summer months. Most participants are either in their penultimate or final year of an undergraduate law degree. We also welcome applications from people who have already graduated and have completed their SQE. During the programme you will gain experience in two of our practice areas, working alongside our lawyers on real deals and cases. There will also be time to socialise with our lawyers, partners other internship students and the graduate team during your placement. This will help build your network and broaden your understanding of the firm.

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

The Singapore internship will run for three weeks starting July 13, 2026 and will allow for rotations through two legal practice areas. Students who complete an internship with us will be considered for an England and Wales training contract in our Singapore office at the end of the programme. The decision will be based on their performance during the internship, as we do not conduct additional interviews. We ultimately believe an internship is a two-way process and a chance for you to work out if A&O Shearman is the right firm for you. While there will be some assessment during your time on the scheme, our main focus is giving you exposure to our business and providing opportunities for you to learn and develop.

“An internship is a two-way process”



Take a breath, *step forward*

Before you can practise law as an England and Wales Solicitor, you must first pass the Solicitors Qualifying Examination (SQE) at an accredited law school. If you have not completed a qualifying law degree, you must also first study the Post Graduate Diploma in Law (PGDL) or pass the BPP SQE Starter Course and Assessment before taking the SQE.

We have selected BPP as our law school partner for both qualifications to ensure that you arrive here with the best possible foundation in legal knowledge and skills, and are ready to start working with our clients.

SOLICITORS QUALIFYING EXAMINATION (SQE)

Those joining A&O Shearman in September 2024 (and beyond) will study our new SQE programme which will prepare you for the SQE and the start of your journey with A&O Shearman. This is an 12 month preparation course which commences in September and March each year.

POST GRADUATE DIPLOMA IN LAW

The PGDL is a compulsory qualification for all UK graduates who have studied degrees other than law or international students who have studied law but do not have a recognised qualifying law degree. It provides a comprehensive grounding in all the relevant technical aspects of commercial and criminal law so that by the time you begin your SQE (alongside graduates who have studied law in the UK) you are not at a disadvantage. You can take the BPP PGDL, which has been tailored to meet the needs of A&O Shearman at any one of seven city locations around England.

Alternatively, individuals can opt to take the BPP SQE Starter Course and Assessment. This course can be used to prepare for the BPP admissions test on the foundational areas of legal knowledge set by BPP. A mark of 50% or more can be used as entry onto the SQE preparation courses, without the need to complete the PGDL.

If you are offered a Training Contract with us, we will work closely with you to determine the right pathway for you.

FINANCIAL SUPPORT

For candidates studying for the PGDL, we will provide an annual maintenance grant of GBP12,500 in London. We will also pay your course fees and provide a competitive maintenance grant for the SQE preparation course of GBP20,000. You can also apply for an interest-free loan of up to GBP2,500 to be repaid by the end of your period of training. This can be used as additional financial support while you are undertaking your studies or for something that will contribute to your development, such as a language study course or to undertake a pro-bono or community initiative.



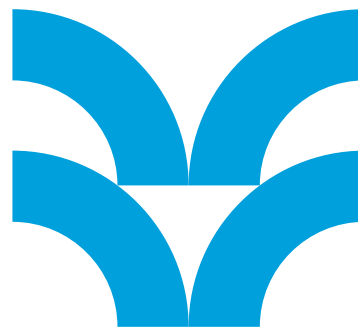
It's always wondering *what's next*

When you join us, 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 as much meaningful responsibility as possible. 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 A&O Shearman Training Contract will be based on four six-month rotations—known in the legal profession as "seats". You will sit with a supervisor—usually a partner or senior associate—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 spend a minimum of 12 months of your A&O Shearman Training Contract in at least two of our three main transactional areas: Corporate, Finance and ENRI, and you can express your preference for your first seat. In your third or final seat you will experience an international secondment to our London office.

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 ensuring mentoring from your supervisors and providing department-specific courses. People in every part of the firm will help you; there is a good balance between support, supervision, and being encouraged to work independently.





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

Apply

1. Online application

You will be required to submit an online application which details your work and education history. You will then be prompted to complete an interactive assessment which includes 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.

You will need to complete your application and interactive assessment ahead of deadline.

You can read our preparation tips to [Situational Judgement Tests](#) or take a [practice test](#).

TOP TIPS FOR YOUR APPLICATION

- Understand our requirements—prepare some examples to show that you have the skills we're looking for.
- Make the most of your experience—highlight what you've gained from your experiences.
- Be commercial—show an interest in the legal industry, and what's going on in the business world and how it might affect us and our clients.
- Be innovative—show an interest in how technology is shaping the future of the legal profession, and an ability to harness this to drive solutions.
- Be accurate—attention to detail is a fundamental skill for any lawyer.

2. Interview

If your application is successful, the next stage will be an assessment day comprised of two interviews. The first is based on a commercial case study and you'll be given time to prepare a short presentation to deliver to your interviewer. In the second interview, you will be asked a series of questions based on scenarios you may encounter as a trainee at A&O Shearman. In addition to this, your skills, knowledge and motivations for a legal career will be assessed.

TOP TIPS FOR YOUR INTERVIEW

- Revise and prepare—re-read your application form; we're going to ask you about it.
- Stay up-to-date—track business and world events, form opinions and be prepared to discuss them.
- Make the right impression—be confident, self-assured and enthusiastic.
- Ask us pertinent questions—it's a two-way process, so ask insightful questions that will help you to decide if we're the right firm for you.

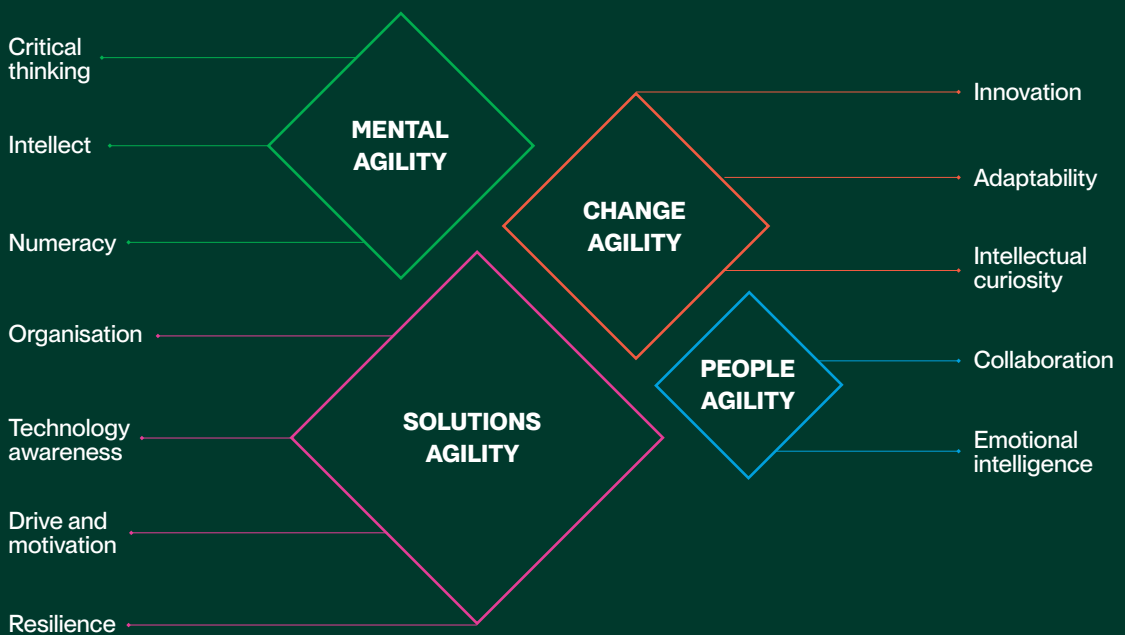
3. Offer

After your interview, your application will be discussed in detail by partners in the firm. We will share our decision with you as quickly as possible. Regardless of the outcome, we are committed to providing constructive feedback on your performance in the interview. This will help you to understand our decision and also help you to refine your interview technique in preparation for any future applications. Of course, if it's good news, the Graduate Recruitment team will be on hand to support you in your decision-making and with the next steps.

What we *look for*

We look for individuals with potential: open-mindedness, innovation, collaboration and critical thinking. These are the skills that will set your application apart and set you up for success.

There isn't one "type" of person we're looking for: we welcome applications from all graduates who are passionate about commercial law and innovation, regardless of the university they attended and the degree they earned.



MENTAL AGILITY

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

CHANGE AGILITY

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

PEOPLE AGILITY

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

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".

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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