

**ALLEN & OVERY**

**Face up to the challenge.  
Put the competition behind you.  
Make it to the top together.**

**It's time**



A career in Law – Australia  
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# Contents.

03 WELCOME

04 SUMMER CLERK AND ASSOCIATE PROFILES

07 IT'S TIME TO MAKE YOUR MARK

08 OUR OFFICE

11 GETTING TO THE TOP TOGETHER

13 PUTTING THE COMPETITION FAR BEHIND YOU

15 GLOBAL REACH, LOCAL DEPTH

16 SAME PATH, DIFFERENT JOURNEYS

18 WHAT WE LOOK FOR

20 ADVANCED DELIVERY & SOLUTIONS

22 DIVERSITY & INCLUSION AT A&O

26 A FRESH PERSPECTIVE CHANGES EVERYTHING

28 BENEFITS AT A&O

30 IT'S ALWAYS WONDERING WHAT'S NEXT

32 THE CHALLENGES TOMORROW WILL BRING

34 GRADUATION, ELATION

# Welcome.

Global coverage in today's market does not simply mean having offices in important cities around the world. For us, it means combining our international resources and sector expertise to work on cross-border transactions and disputes directly in the markets and regions important to our clients.

Our people are what makes Allen & Overy successful. Not only do we want you to have an international mind set, but we want different ways of thinking and problem solving. This is what makes us able to innovate and relate to clients.

For you it means wherever your ambitions lie, we can provide you with the opportunity and the scope to have a career more fulfilling than you can imagine. Alongside this, we offer a world class training program that provides you with the skills to develop not just as a lawyer, but also as a business professional.

Drawing on Allen & Overy's rich history as a global leader for 90 years with offices in 31 countries and part of the Magic Circle, our Australian team, located in Sydney and Perth, marks its 12th year in the Australian market in 2022.

We're one firm structured as seven global practices; over half of our transactions involve three or more jurisdictions, and nearly three-quarters of the work we do draws on the resources of two or more of our offices. By joining a firm with such deep international ties, you will be engaged on the most significant deals across all of our practice areas.

As a graduate you will be working on active matters from day one alongside the best award-winning lawyers in the market. Working on cross-border matters with your colleagues is the norm and we actively encourage you to experience Allen & Overy across multiple offices through our secondment programs.

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



**Minesh Patel**  
Graduate Recruitment Partner  
Sydney



**Meredith Campion**  
Graduate Recruitment Partner  
Perth



**David Jenaway**  
Graduate Recruitment Partner  
Perth

# Associate Profiles



**Julia Burvill**  
Lawyer, Perth

I started my legal career with Allen & Overy as a summer clerk in 2015 and commenced as a graduate in 2017, having completed a Bachelor of Laws and Bachelor of Economics from the University of Western Australia in 2016. At the time of commencing my graduate training program at Allen & Overy, I did not know that I wanted to be a banking lawyer. My commercial background from my economics degree gave me a great foundation to enjoy my graduate rotations and summer clerkship placement in all of the key practice groups within Allen & Overy's Perth office, being corporate, litigation and of course, banking and finance. Ultimately, I settled as a banking lawyer because I developed a keen interest in the work involved. I would encourage any law student to make the same consideration when deciding on a legal career. The following points expand further on why banking law is the life for me.

## 1. Banking law incorporates a broad range of legal subjects

Banking law is 'front-end' work (as opposed to 'back-end' which relates to disputes), so typically involves contractual drafting. Senior lawyers negotiate and draft the key loan agreement(s), while junior lawyers are responsible for drafting the abundance of other agreements, approvals, letters, certificates, opinions etc that come with financing large companies and projects. I enjoy this variety of work and regularly draw upon my knowledge from contracts, corporations, trusts and property law. I also liaise with numerous public and governmental bodies in my line of work, such as Landgate and the Personal Property Securities Register, which requires an understanding of land and personal property law. I strongly recommend any law student considering banking law to study these two subjects, as they have been immensely helpful to me from a banking law perspective.

## 2. Banking law is transaction-based

The clients I work for at Allen & Overy require loans for many reasons, such as funding a project, purchasing certain assets or acquiring another company. As the loans are tied to business needs or transactions, banking deals often operate on tight timelines. While this can seem daunting at first, Allen & Overy has provided me with an abundance of support, training and guidance throughout my experience as a junior banking lawyer. Some benefits of transactional work are that I experience a great sense of satisfaction when a matter is completed and regularly see through a deal from start to finish in a short timeframe. Sometimes I see completed projects or acquisitions that Allen & Overy has advised on reported in the news, which is a nice bonus.

## 3. Banking law allows for repeat interaction with clients

Allen & Overy's clients are mostly established companies, with some listed on the Australian Securities Exchange and particularly in Perth, based in the mining, energy & resources sector. This often results in the need for financing on a regular basis for some of the transactions I listed earlier. I enjoy the repeat interactions banking law offers with clients as this fosters an ongoing relationship and rapport with lawyers (and non-lawyers) across the network. In 2022, I have been lucky enough to undertake a client secondment to an ASX-listed energy & resources company as a result of a long-standing client relationship.

## 4. Banking law is international

Banking law differs little across jurisdictions when compared with other specialities, which enables banking lawyers to work all over the world. In fact, A&O advised on 12% more deals than any other law firm globally in 2020, working in over 40 offices in 31 countries. This provides for many international opportunities within the firm to live and work. In 2019, I was seconded to our Singapore office for a three-month placement in the banking team, followed by a six-month client secondment in Singapore to a private equity firm. I very much enjoyed this experience and have grown as a lawyer as a result.

So if you are a law student who is interested in the above, has a keen attention to detail and a can-do attitude, I would recommend considering a future in banking law. It is a rewarding career filled with opportunity. Explore your options and find work that you truly enjoy in a team of people that you want to work with and learn from – as I have done at Allen & Overy.

### Broadening my impact at A&O

In addition to the above, in 2020 I was appointed as Pro Bono Coordinator for the Perth Office. This role allows me to dedicate 10% of my billable hours to sourcing and allocating pro bono work for Perth fee earners, with the aim to increase Allen & Overy's participation in pro bono legal work. Our pro bono work is obtained from a variety of sources, such as Allen & Overy's global pro bono office (for multi-jurisdictional research projects), Law Access (Western Australia's not-for-profit coordinator of applications for pro bono assistance), Allen & Overy's local charity partners and internal referrals from staff. I work closely with David Jenaway, Perth's Pro Bono Partner and Lachlan Shelley, Sydney's Pro Bono Coordinator.



**William Khun**  
Lawyer, Sydney

I joined Allen & Overy as a summer clerk in 2017, commenced as a graduate in 2019 and settled in the Banking & Finance team at the start of 2020 – and how time has flown! I remember being nervous starting at A&O. However soon I was hooked and I haven't looked back.

### I chose A&O for three reasons.

First, the people. The A&O team is diverse, reflecting varied backgrounds, characters, and interests, but we are united by common values. On a deal, it is frequently just you, a senior associate, and partner. Rather than being terrifying, the authentic, down-to-earth attitude and strong camaraderie born of the firm's tight-knit interdependent teams gives you an unparalleled opportunity to build experience, learn new skills, and create lasting relationships with your peers and colleagues. This holds true across offices – I've had the opportunity to work with colleagues across APAC, London and New York, and it's been no different from picking up the phone from someone upstairs.

Second, the work. Globally the firm has a sterling reputation (especially in the context of complex, time-sensitive cross-border transactions and disputes). I'm pleased to report that this is born out in practice. The calibre of work is cutting-edge and every day throws up a new puzzle or challenge, and the firm actively works to focus on matters and areas where we as a firm can add value and thrive. As a junior lawyer, I've had the opportunity to do work I thought wouldn't have thought I'd see until much later in my career.

It's worth flagging that life is not all work. Outside of the strong sense of camaraderie amongst lawyers (borne out through our social events!) you have the opportunity to get involved in truly unique pro bono matters. For example, I helped with a family's claim for judicial review in the UK which required a comparative analysis of how the Vienna Convention on Diplomatic Relations (1961) was applied in England and Australia. I was pleasantly surprised to revisit my university public international law days, and even more pleased to be able to apply that knowledge to the benefit of others.

Third, the opportunities. The firm is highly international, with consistent movement across the network and cooperation between offices. Each office is a rich mixture of diverse experience as a result – even during COVID-19, I have had the opportunity to spend 6 months working remotely with our Singapore office, joining the ranks of colleagues who've been seconded across APAC. You are also given unparalleled access to clients. The tightness of teams means you are frequently at the coal face of deals and liaising with the clients directly. The skills you learn through these experiences are critical to being a successful lawyer of any stripe and it's never too early to start developing them.

I chose to settle in Banking & Finance for more subjective reasons, and it is important that you find the niche in the firm with the balance of work that is right for you. A&O is supportive through this process – not only are the graduate rotations flexible and adaptable, but everyone is very happy to offer their perspective. We were all once where you are now.

Joining A&O has been a life-changing experience. It's certainly not easy – no commercial law firm or high-intensity career path ever is. However it's been proportionately rewarding, and I've quickly found my conquering obstacles I previously viewed as insurmountable. If you have an interest in commercial law and want to challenge yourself to become the best lawyer that you can be, then A&O is the firm for you.

➤ [Learn more about our team: allenoverly.com/careers](https://allenoverly.com/careers)



# Band 1

Dispute Resolution, Global  
Chambers Global, 2020



# It's time to make your mark.

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.

## 1st

large international firm  
to open offices in Australia.

## 95%

of the Australian Partners are  
ranked in Best Lawyers directory.

➤ Learn more about how we operate: [allenoverly.com/careers](https://allenoverly.com/careers)

# Our office.

Allen & Overy 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 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; 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 Allen & Overy 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 Allen & Overy 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.

➤ Learn more about our culture: [allenover.com/careers](https://allenover.com/careers)





# Tier #1

Ranked Tier 1 Project Finance  
IFLR1000 Asia Pacific, 2021



# Band 1

Capital Markets, Securitisation  
The Legal 500 Australia, 2021



# Getting to the top together.

We welcome people who are brave, entrepreneurial and agile. People who aren't afraid to go beyond their comfort zone, and want to work at the forefront of their profession.

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 Allen & Overy different.



Learn more about how we are shaping the future of the legal profession: [allenover.com/careers](https://allenover.com/careers)



# Band 2

Arbitration, International, Asia Pacific  
Chambers Global, 2021



# Put the competition far behind you.



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 is second to none. From our expansion in to new jurisdictions, flexible working and 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.

We also launched Fuse in our London office, a tech innovation space where legal tech companies, clients and our legal technologists collaborate to create solutions to some of the most intractable challenges faced by companies, financial institutions and law firms today.

## International Law Firm of the Year

IFLR Asia-Pacific Awards 2020



“Australian arm of a renowned international disputes practice, focused on superior court litigation, arbitration and contentious regulatory issues, regularly instructed by blue-chip players in the energy and resources and financial services industries.”

Chambers Asia Pacific 2020, Dispute Resolution, Australia



# Global reach, local depth.

The firm's global footprint is perhaps the most obvious external expression of our commitment to taking bold action and following our own path.

Many of our graduates have had the opportunity to expand their horizons by working on a temporary or permanent basis in A&O offices throughout our global network.

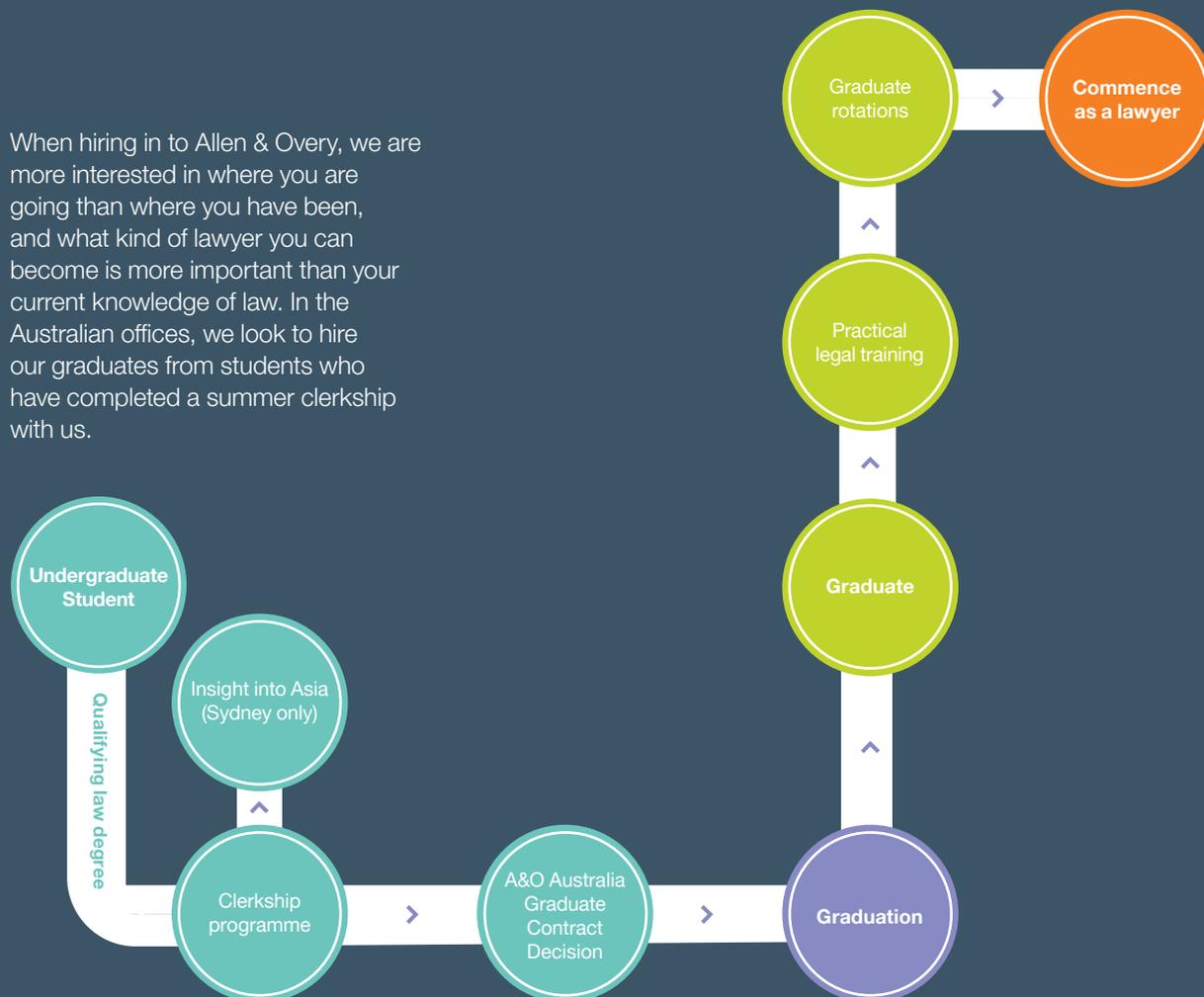
With over 40 offices around the world, Allen & Overy is adapting to a rapidly altering and more competitive landscape.

## Legal Adviser of the Year

Cross-border M&A Legal Adviser of the Year – Mergermarket Australia M&A Awards 2020

# Same path, different journeys.

When hiring in to Allen & Overy, 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 career



Cutting edge  
legal training



Compass  
check-ins



Legal  
technology  
training



Legal Training

- Global Practice Area University



Making  
Your Mark

77%

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



A&O Women

Making Their Mark

Junior  
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

Female Talent Programme

Mid level  
Associate



Legal Training

- Advanced Practice  
Area legal training



Emerging Leaders'  
Advanced Skills  
ELAS



Emerging  
Female  
Leaders'  
Workshop



Emerging Leaders'  
Development  
Workshop  
ELDW



MBA Highlights



Mastering  
Your Markets

Senior  
Associate

# What we look for.



## 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'.

# 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 Allen & Overy 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 Allen & Overy.

➤ Explore the options available to you: [allenoverly.com/careers](https://www.allenoverly.com/careers)

# Advanced Delivery & Solutions

Allen & Overy 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

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### Consulting

A&O 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

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

## Advanced delivery

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### 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.

### Legal Services Centre - Belfast & Advanced Delivery Legal – Perth

Providing A&O-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 advisors, to deliver on time and on budget.





“At A&O we recognise that people are different, in ways that we can see and ways that we can’t. We think that is a good thing. As well as creating a rich working environment that makes our work more enjoyable, the business benefits are clear. Being diverse and ensuring that we are inclusive helps us to attract the best people, innovate and understand and relate to our clients.”

Wim Dejonghe, Senior Partner

# Diversity, Equity and Inclusion\*

Our aim is for A&O to be an inclusive place to work where everyone feels supported and differences create opportunities not barriers. DE&I is one of our strategic business priorities. To identify and address local thoughts around DE&I, we hosted a series of DE&I listening sessions in each of our APAC offices. We asked for thoughts, views and ideas on the key diversity elements – gender, LGBT+ inclusion, race and ethnicity, flexibility and family. The results of the discussions shaped the direction of DE&I across the APAC region and the Australian offices.

## LGBTIQ

- For the past three years the firm has been awarded as one of the top thirteen LGBTIQ global employers by Stonewall (the leading UK LGBTIQ Charity)
- The Australian office features in Stonewalls Global briefings as an example of best practice
- Active member of Pride and Diversity – Australia’s leading LGBTIQ organisation
- Awarded Bronze in the Workplace Equality Index (through Pride in Diversity)
- An active A&Out network – LGBTIQ, Allies and Trans awareness training
- Regional LGBTIQ Awareness and training
- Allies wall displayed
- Member of Interfirm and collaboration with various LGBTIQ networks from corporates and law firms
- Participation in “Welcome here project”
- Celebration of key days of LGBTIQ significance – Mardi Gras, Wear it Purple, World Aids Day, and IDAHOBIT

## Culture, race and ethnicity

- Participation in the quarterly DE&I Managing Partners forum
- Career Trackers – We offer an internship to a law student of Indigenous background. We have supported this program for over five years
- Australian Asian Lawyers Association (AALA) member – providing support and networking opportunities for Australian Asian lawyers and those interested in Asia
- Established a Reconciliation Action Plan working party to prepare and launch a reflect Reconciliation Action Plan (RAP)
- Diversity Council of Australia membership – provides us with most up to date legislation and guidance

## Gender

- We are working hard to increase the number of females in our partnership year on year, with the ultimate goal of 50% females. To achieve this a third of recruitment candidates ideally should be female and growing the proportion of female lawyers in all levels to 50%
- Providing additional specific development and training for females at each stage of their career
- Career health checks – for all staff
- Providing support for working parents and carers: gender neutral parental leave 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 Charter for Advancement of Women in the Legal Profession
- An active female network
- 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 gender networks
- Engaging more men in the gender balance conversation
- Regional support for MObember – focusing on men’s mental health and well being
- Signatory to the Law Council of Australian Equitable Barrister Briefing Policy

## Access

- AccessAbility APAC – our network supporting colleagues with disability or carer 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\*

- **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 six years and will continue to do so.
- Awarded for Excellence in **Member Company Engagement**.
- Our Sydney office staff contributed 230 volunteer hours to various mentoring programs (including reading to Primary school students, mentoring to year 9 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.
- Participation in the **Red Shield Appeal** breakfast, an annual fundraising breakfast organised by the Salvation Army and attended by corporate sponsors.
- **Harding Miller** – The Harding Miller Education Foundation is an Australian charity that supports high potential but socio-economically disadvantaged girls across Australia through a scholarship over 4 years of high school. Our Sydney office helps by offering workplace insights at A&O 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.
- Our new charity partner for 2021 and beyond, is **Edmund Rice Camps for Kids WA Inc (ERCKWA)** and we look forward to a long standing relationship with the organisation. This partnership provides A&O 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.
- **Kulbardi Aboriginal Centre, Murdoch University** – The A&O 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’s developing support, A&O 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 A&O 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.
- **The Vault Spin Charity Challenge** – The A&O Perth office each year creates Team ‘A&gO’ to participate in our office building’s charitable spin cycle challenge. In 2021, A&O’s efforts supported The Steve Waugh Foundation, The Kai Eardley 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 by **the Public Interest Advocacy Centre (PIAC)**, which engages in strategic litigation, and who A&O has partnered with and continues to support through the provision of pro bono legal services and funding.
  - **Refugee and Advice Casework Service (RACS)** – RACS is a strong, independent public voice for the rights of refugees and asylum seekers in Australia that provides free legal advice, assistance and representation to financially disadvantaged and vulnerable people seeking asylum in Australia. RACS has existed for 30 years with a mission to support people through the process of seeking protection in Australia.
  - A&O has been assisting **RACS** with in connection with its Legal Help Refugee Clinic, which is a specific program established to provide legal representation and advocacy services to a specific group of asylum seekers that arrived to Australia by boat after August 2012 and who only have access to temporary protection visas they must reapply for every 3-5 years.

- A&O has also recently assisted **RACS** with developing a legal toolkit for representing LGBTIQ+ people seeking protection on grounds of sexual orientation and gender identity. The toolkit addresses, amongst other matters, key procedural and substantive legal issues when representing LGTBIQA+ asylum seekers.
- **NSW Council of Civil Liberties (NSWCCL)** – Founded in 1963, the NSW CCL is one of Australia’s leading human rights and civil liberties organisations, which seeks to influence public debate and secure amendments to laws or changes to policy to stave off infringements of individuals’ rights and liberties, as well as the abuse of power by government and its agencies. A&O has recently assisted the NSWCCL in preparing submissions on freedom of information laws and reforms to the Privacy Act.
- Provide legal assistance to a community legal centre who take on strategic litigation and create positive changes to people who are disadvantaged and marginalised in Australia, for example homeless people, asylum seekers and Indigenous people.
- An international agency for refugee rights – in coordinating the multijurisdictional review of certain countries within the APAC region in relation to child protection and refugees. In 2021, A&O compiled a comparative legal research report on the treatment of child refugees within these jurisdictions to assist the agency with its advocacy initiatives.
- A rural Australian environmental NGO dedicated to looking after the health of the land and waters of the region. A&O provided corporate governance and structuring advice to assist with the expansion of the organisations activities.





# A fresh perspective changes everything.

We often hear students have a difficult time in differentiating firms. Joining our paid clerkship program is a great way to experience first-hand our work and culture. In Perth we run a three week clerkship program 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 program 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.

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.

Students who complete a clerkship with us will be considered for a graduate role at the end of the program. 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 Allen & Overy 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.

“A clerkship is a two-way process”

# Benefits at A&O



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



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



*Communitas*: Opportunity to undertake pro bono and community initiatives



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



Employee referral bonus scheme



Further education support including study leave. Industry memberships



Global training and secondment opportunities



Life and total permanent disability insurance



Paid parental leave (over and above the government scheme). Maternity coaching and parents support



Personal accident insurance & salary continuance insurance



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



Flexible working arrangements



Subsidised sporting activities including participation in corporate challenges



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

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.



# It's always wondering what's next.

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 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 Allen & Overy. 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 graduate contract.

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

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

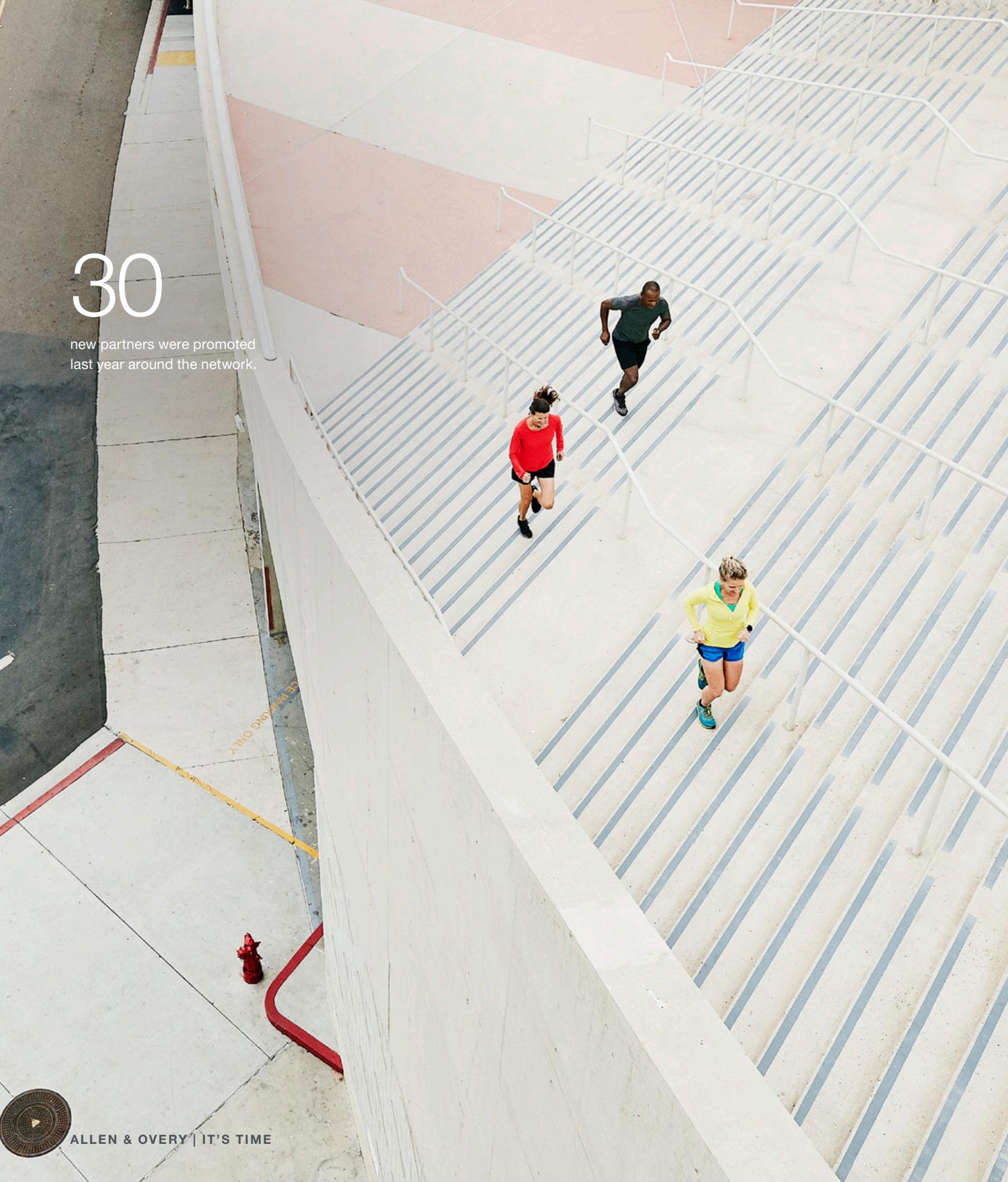


# Renewable Energy Deal of the Year

Waste-to-Energy: East Rockingham Resource Recovery Facility AUD511 million project financing –  
The Asset Triple A Asia Infrastructure Awards 2020

# 30

new partners were promoted  
last year around the network.



# The challenges tomorrow will bring.

Being admitted as a lawyer is an important milestone, and is just the beginning of your professional development at Allen & Overy.

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 long and short terms international secondments. These 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 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.

Beyond that, there are many career paths you can take. We have a strong tradition of promoting our people in to partnership, and last year we promoted 30 new partners across the firm.

## **Life beyond A&O**

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 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.

# Graduation, relation.

## 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 Allen & Overy 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 Allen & Overy 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

- Use the same approach to the preparation in your application for your interview – use the opportunity to showcase your potential.
- 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 what will help you decide if we are the right firm for you.



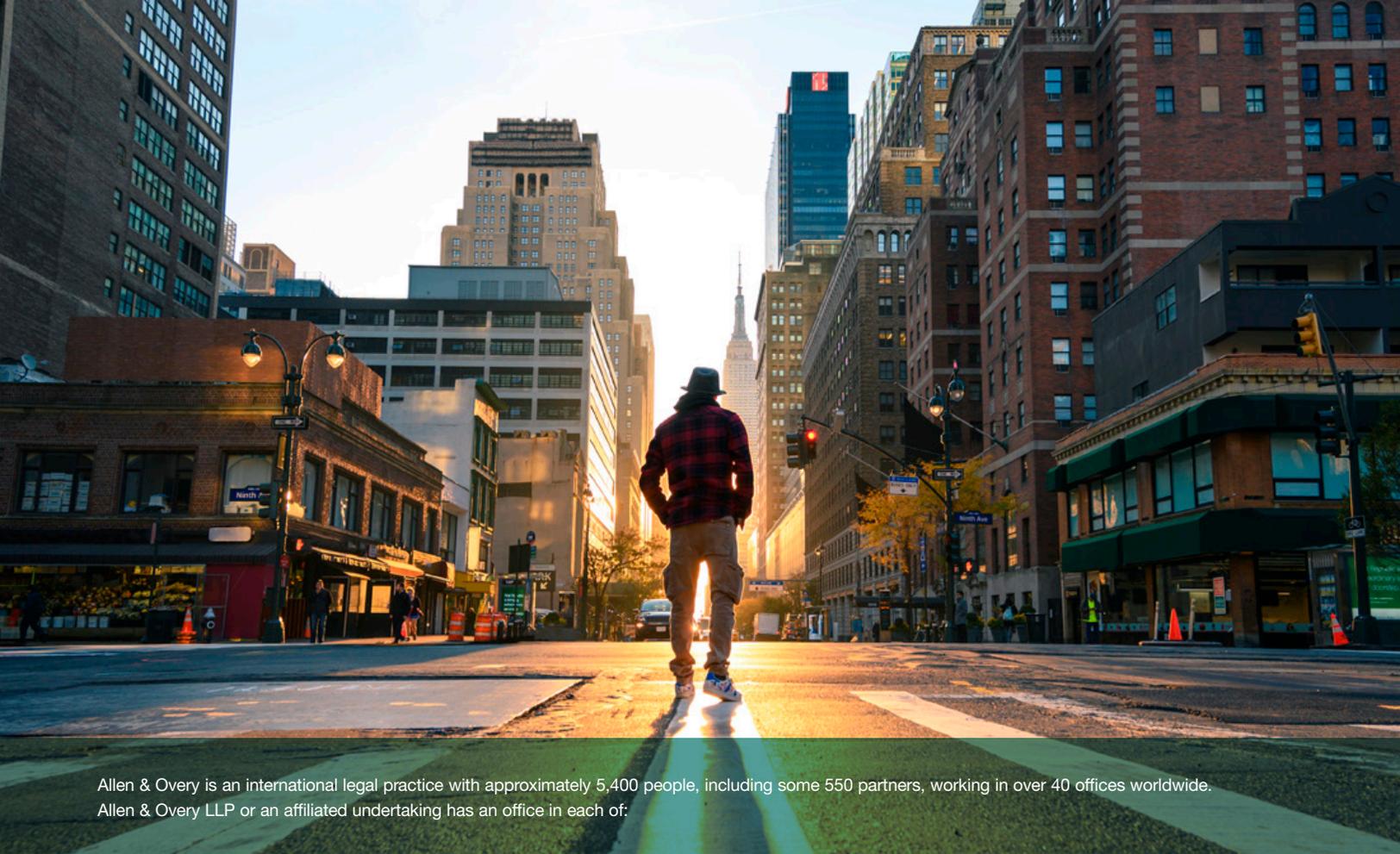
## Clerkship Offer

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.

“The ability of A&O to mobilise its teams in Australia and beyond is phenomenal. The support we received from the bid phase all the way through to completion was second to none. Each team member was motivated by our success, rather than their own. That was quite refreshing.”

M&A IFLR 2020



Allen & Overy is an international legal practice with approximately 5,400 people, including some 550 partners, working in over 40 offices worldwide. Allen & Overy LLP or an affiliated undertaking has an office in each of:

## Global presence

Allen & Overy is an international legal practice with approximately 5,600 people, including some 580 partners, working in more than 40 offices worldwide. A current list of Allen & Overy offices is available at [www.allenoverly.com/global\\_coverage](http://www.allenoverly.com/global_coverage).

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The term partner is used to refer to a member of Allen & Overy LLP or an employee or consultant with equivalent standing and qualifications or an individual with equivalent status in one of Allen & Overy LLP's affiliated undertakings. A list of the members of Allen & Overy LLP and of the non-members who are designated as partners is open to inspection at our registered office at One Bishops Square, London E1 6AD.