

ALLEN & OVERY

GINTING & REKSODIPUTRO

**A change of direction
Nothing ventured, nothing gained.
Step outside your comfort zone.**

IT'S TIME.

A Career in Law – Jakarta
Visit [allenoververy.com/careers](https://www.allenoververy.com/careers)





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Welcome

The Covid-19 pandemic is creating uncertainty for people and businesses around the world. At Ginting & Reksodiputro in association with Allen & Overy, we have adapted our business so we can continue to serve our clients at the highest standard while supporting our people and the communities in which we operate.

Our immediate focus has always been the wellbeing of our people. They are what makes our firm successful. We believe that enabling our people to be innovative is critical for the long-term recovery of economies and society, and, most importantly, critical for giving our people a strong foundation. Not only do we want our people to have an international outlook, but we want creative ways of thinking and problem solving. This is why we are taking steps to update our recruitment and engagement programmes, including a focus on opportunities for budding careers.

We are aware that the pandemic brings great challenges and concerns for students as to what the future will hold for them. While the uncertainty may remain for some time, we will continue to build our future by recruiting and developing the next generation of our people, adapting our approach to facilitate new employees in what has become the new normal.

Allen & Overy has the largest Asia Pacific footprint of all of the global firms in the region and Indonesia has its share specifically in the South East Asia region. Across the network, 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. But what does this mean for you?

Our deep ties to the region mean we are consistently engaged on the most significant deals across all of our practice areas. In joining our firm, you will be working on active cases from day one alongside the best lawyers in the market. Working on cross-border matters with your colleagues is the norm and having an international mind set is not just a useful skill, it is an essential part of our job. Alongside this, we offer a top class-training programme that will provide you with the skills to develop not just as a lawyer, but also as a business person. We are proud to service clients in every jurisdiction here in Asia and across the Globe. We believe this environment will provide you with an outstanding legal and business acumen within a culture that supports your development, values your originality and enables you to excel professionally.

We are committed to providing more innovative ways of delivering quality to our clients, and training and developing our people. I trust that the information in this guide will answer many of the questions you may have and help you to understand who we are and what we do, and make an informed decision as to whether Ginting & Reksodiputro in association with Allen & Overy is the right place for you.

We hope to welcome you to our firm very soon.



Daniel Ginting
Managing Partner, Jakarta





It's time to make your mark

Our role as international commercial lawyers involves more than offering our legal expertise. It is about delivering insight and using the law as a tool to address commercial challenges and drive results for our clients.

While our clients expect excellence, our training provides an outstanding foundation for a career in law. We 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.

Leading the way

We have been active in the Indonesian market since 2010. Our Indonesian offering is a core element of A&O's broader ASEAN coverage which encompasses offices in Singapore, Thailand and Vietnam (which have local law capability) and Myanmar; and major 'desks' servicing Malaysia and the Philippines.

Breaking new ground

In the last year, we worked for 87% of Forbes' top 100 public companies (globally). We are the only firm to have topped the FT Innovative Lawyers Most Innovative Law Firm in Europe five times, and to feature in the top three every year since we were first nominated. Our lawyers are often named as the best lawyers in their respective industries, markets, and sectors.

A photograph of two women sitting at a table in a meeting. The woman on the right is smiling and looking towards the woman on the left. She is wearing a dark floral patterned top and has her hands clasped, holding a pen. The woman on the left is seen in profile, wearing a dark top. The background is a dark wall with a wooden panel. A semi-transparent dark blue box is overlaid on the bottom half of the image, containing white text.

Gender Diversity Project of the Year, Women in Law Awards 2020

IFLR Asia-Pacific Awards 2020

Our office

Ginting & Reksodiputro in association with Allen & Overy plays an important part of Allen & Overy's work in ASEAN and Asia Pacific. We routinely manage complex and cross-border transactions from Jakarta in a way our clients describe as second to none. We have a dedicated Indonesian team comprising partners and associates in Jakarta with experience in advising on Indonesia deals. Our teams regularly receive the highest rankings in many key international publications, such as Chambers, Legal 500 and IFLR 1000.

In 2010, we were the first of the global elite law firms to establish an office in Jakarta as Ginting & Reksodiputro (G&R) in association with Allen & Overy. We have access to the depth and breadth of Allen & Overy's resources. This enables us to provide integrated international and Indonesian law services, combining our international practice with the first-class Indonesian legal advice delivered to global standards. We provide Indonesian law advice across a range of practice areas, such as corporate (including private equity and M&A), debt and equity capital markets, banking and finance, global loans, asset finance, project finance, project development, acquisition finance, general lending and securitisation.

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

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 a career with Ginting & Reksodiputro in association with Allen & Overy 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.

As a successful global firm, we will look for people who have an international outlook. You will have the opportunity to work 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 world-class lawyer is needed, one with a clear understanding of how the requirements of their clients are changing in this increasingly international landscape.



Banking



Corporate



Projects
Finance



ICM

> Learn more about the firm:
grlaw.co.id

5

Partners

40+

Lawyers (including Partners)

6

Offices across ASEAN*

Band 1

More Band 1 rankings across ASEAN than any other international law firm – Chambers 2020

Excellence in an uncertain environment

In Indonesia, the legal framework is uncertain and reliant on proactive lawyering with regulators and deal participants working to make the transaction happen. Our Jakarta office works with international offices as one combined team to bring our clients the best combination of local expertise, international-standard execution and client service in the Indonesian market. As a graduate intern, this will give you unparalleled experience with exposure to both domestic and international cutting-edge work.

GO-JEK

Indonesia's leading "ojek" (motorcycle taxi) ride-hailing business on its Series D, USD555 million fundraising from a number of major private equity and venture funds. Investors included KKR, Warburg Pincus, Farallon, GIC, Capital, Rakuten, Formation and Sequoia Capital.

PT Pelindo III

ANZ, Credit Suisse and Standard Chartered Bank on the issuance by PT Pelabuhan Indonesia III (Persero) (PT Pelindo III) of USD500m senior notes due 2024. This is a landmark project for Indonesia as Pelindo III was the first Indonesian port company to issue USD bonds.

CT Corp

The original lenders on a USD1.275 billion senior secured financing provided to various subsidiaries of Indonesian conglomerate, CT Corp and advising the international banks as arrangers and agents on the USD750m syndicated loan facility to PT Trans Retail, used for the acquisition of 60% of shares in PT Carrefour Indonesia, thus giving PT Trans Retail full ownership of PT Carrefour

COFACE/CESCE

European banks and financial institutions, such as Societe Generale and BNP Paribas, on the COFACE- and CESCE backed transactions entered into with the Government of Indonesia through its Ministry of Finance and Ministry of Defence for the supply of military defence equipment and oceanographic ships.

The World Bank in partnership with the Indonesian Government

Assessing the legal status of the operation of micro-scale revolving loan funds for poor communities under the Indonesian Government's national programme for community empowerment – the PNPM Mandiri programme. Credit Suisse and PT Danareksa Securitas as underwriters, on the IDR1,350bn IPO of PT Electronic City Indonesia Tbk.



Best bank capital bond, Indonesia: Bank Tabungan Negara Basel III-compliant Tier 2 capital securities

The Asset Country Awards 2020



**Best Sovereign Bond,
Indonesia: Republic of
Indonesia SEC-registered
triple-tranche bond**

The Asset Country Awards 2020



**Best new bond, Indonesia:
Hutama Karya government-
guaranteed bond**

The Asset Country Awards 2020



The offtaker, PT PLN (Persero)

On the development of the approximately USD4-to-4.5bn (in aggregate) 1,800MW Sumsel 9 and 10 mine mouth coal-fired independent power projects (IPPs) in South Sumatra, Indonesia, the first mine mouth coal-fired power plant procured under the PPP scheme in Indonesia. TPG Capital Pte Ltd on the USD1.5bn sale of its shares in PT Bank Tabungan Pensiunan Nasional Tbk to Sumitomo Mitsui Banking Corporation.

Garuda Indonesia

The flag carrier of Indonesia, on its USD500m sukuk issuance. This marks the first corporate global sukuk out of Indonesia; the first USD sukuk wakalah from an Asia Pacific corporate; and the first USD sukuk by an Indonesian corporate. Debt and Equity Linked Deal of the Year, IFLR Asia Awards 2016.

PT Gunung Sewu Kencana

On its strategic partnership with Nippon Life Insurance through Nippon Life Insurance's IDR4.9bn (USD423m) direct and indirect investment of a 20% stake in PT Gunung Sewu Kencana's subsidiary, PT Asuransi Jiwa Sequis Life.

SATS Limited

A leading Singapore-headquartered provider of airport gateway services and food solutions on its approximately USD94m acquisition of a 41.65% stake in PT Cardig Aero Services Tbk, a leading provider of airport gateway services and food solutions in Indonesia.



**Best liability management,
Indonesia: Pertamina dual-
tranche senior notes and
any-and-all tender offer**

The Asset Country Awards 2020

Local Indonesia Awards



Ranked Band 1

**Banking & Finance,
Asia Pacific Region**

Chambers Asia Pacific 2021

**Corporate M&A,
Indonesia**

Chambers Asia Pacific 2021

**Projects and Energy,
Indonesia**

Chambers Asia Pacific 2021

**Capital Markets:
Debt, Asia-Pacific**

Chambers Asia Pacific 2021

**Banking & Finance,
Indonesia**

Chambers Asia Pacific 2021

Energy & Resources Firm of the Year

ALB SE Asia Law Awards 2020

International Law Firm of the Year

IFLR Asia-Pacific Awards 2020



Ranked Tier 1

Banking & Finance, Indonesia

Asia Pacific Legal 500, 2020

Corporate M&A, Indonesia

Asia Pacific Legal 500, 2020

Ranked Tier 1 in Projects and Energy, Indonesia

Asia Pacific Legal 500, 2020

Capital Markets, Indonesia

Asia Pacific Legal 500, 2020

Banking & Finance Foreign Firms, Indonesia

Asia Pacific Legal 500, 2020

Corporate M&A Foreign Firms, Indonesia

Asia Pacific Legal 500, 2020

Projects Foreign Firms, Indonesia

Asia Pacific Legal 500, 2020

Capital Markets Foreign Firms, Indonesia

Asia Pacific Legal 500, 2020

Restructuring Team of the Year

IFLR Asia-Pacific Awards 2020

5,500

People

2,300

Lawyers

550

Partners

Our Place in the Market



Allen & Overy are delighted and proud to be a partner for This Can Happen 2020 and 2021. The Awards celebrate excellence in mental health strategies and it is clear that there is an overwhelmingly positive impact that winning one of these Awards has on both individuals and companies alike.

52%

of our lawyers participated in pro bono and community investment in FY19

Pro Bono Team of the Year

IFLR Asia-Pacific Awards 2020

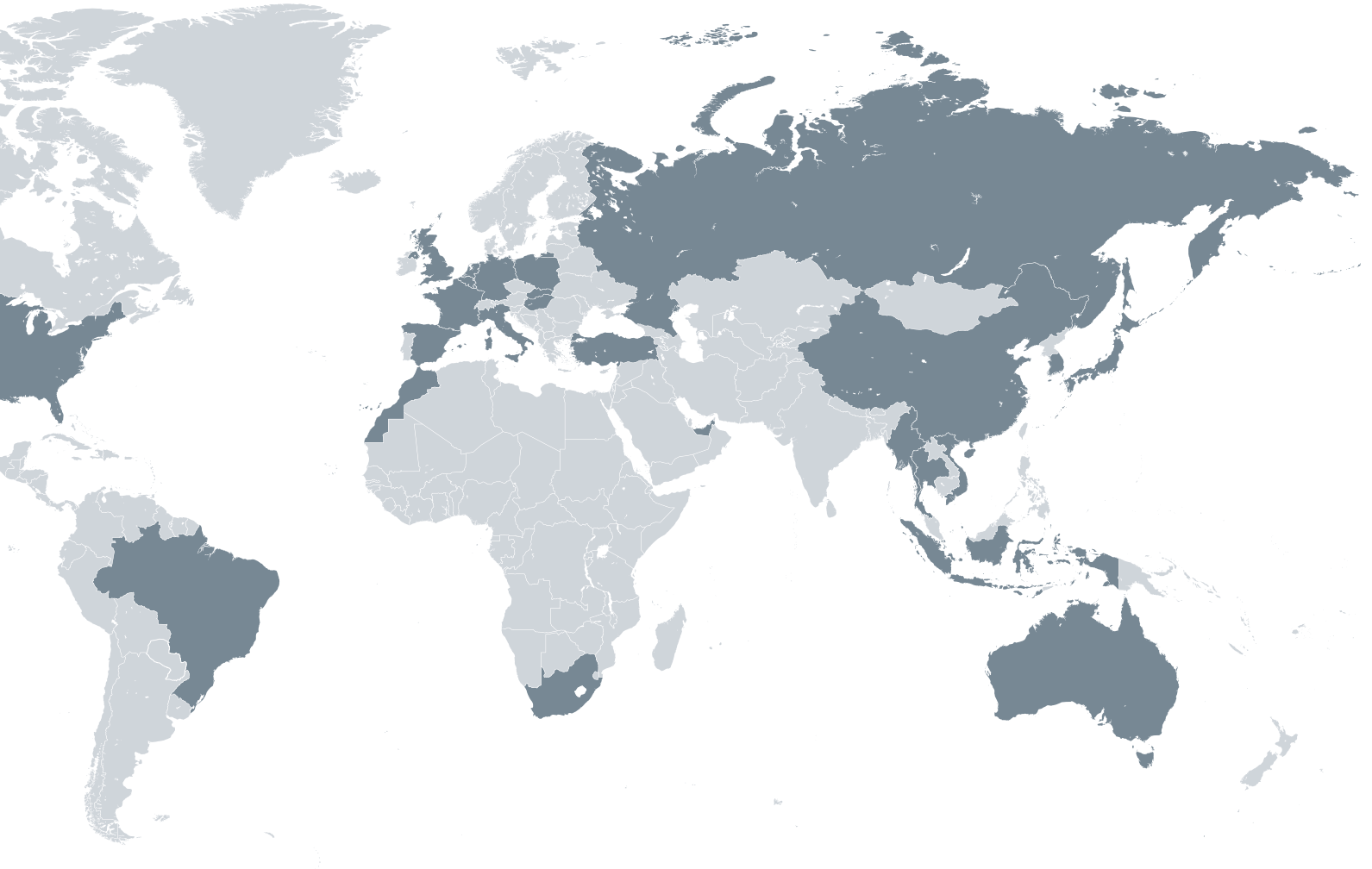
➤ Learn more about our expertise:
allenoverly.com/expertise

42

Offices

31

Countries



Disciplines, separated by number of lawyers (%)



People



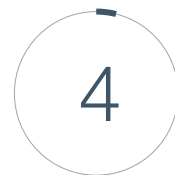
Corporate



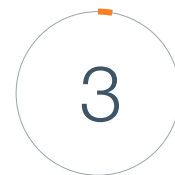
Litigation



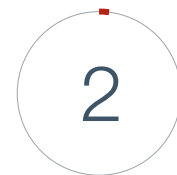
International
Capital Markets



Advanced
Delivery &
Solutions



Tax



Real Estate

50%

Over 50% projects in Indonesia are collaborative team work across offices

➤ Learn more about how we are shaping the future of our legal profession: allenoverly.com/careers





Working as one team

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 give our people the opportunities and support they need to build the right career for them and to lead us in new directions and deliver fresh insights.

We foster a culture in which diversity is valued, and our people are free to be themselves. In every sense, we are 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 G&R different.

Forward thinking

The practice of law is constantly evolving, and we are determined to not just 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 into new jurisdictions, flexible working for partners,

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.

Our clients know that we have the resources and the mind-set to build solutions for the future, whatever it may hold.

Client Solutions

Developing new client services and end-to-end solutions to market challenges.

Practice enablement

Equipping every lawyer with the technology and resourcing tools necessary to transform our everyday work.



Fuse

Our solutions development hub

Fuse is our latest tech innovation space where legal tech companies, clients and our legal technologists will collaborate to create solutions to some of the most intractable challenges faced by companies, financial institutions and law firms today.

Putting client insight at the heart of our technology department

We have created a community in our London office where our clients can co-develop ideas with some of the brightest and most promising entrepreneurs in this area, ensuring the development of practical solutions.

Tackling deal tech

Our ambition is to tackle not just legal tech (legal operations) and regtech (regulatory compliance) but also deal tech – the way in which companies and financial institutions transact and negotiate deals, and an area that is critical to every business.

Wider education

In addition to collaborating with Allen & Overy and our tech industry participants on specific solutions, Fuse serves as a learning lab, where we organise events, seminars, demonstrations and trials, giving our clients the opportunity to stay abreast of market-wide challenges and developments.

➤ [Learn more about our Tech Innovation – Fuse](#)



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. With over 40 offices worldwide, Allen & Overy is adapting to a rapidly changing and more competitive landscape. Globalisation is the overriding theme of business today and allied to that is the arrival and growth of new places in the world economy. Much of what we do as a firm is connecting with the flow of capital around the world. Our strategy is to put ourselves at both the source and the destination capital, as well as in the financial centres through which a transaction passes.

Our view is that, in order 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.

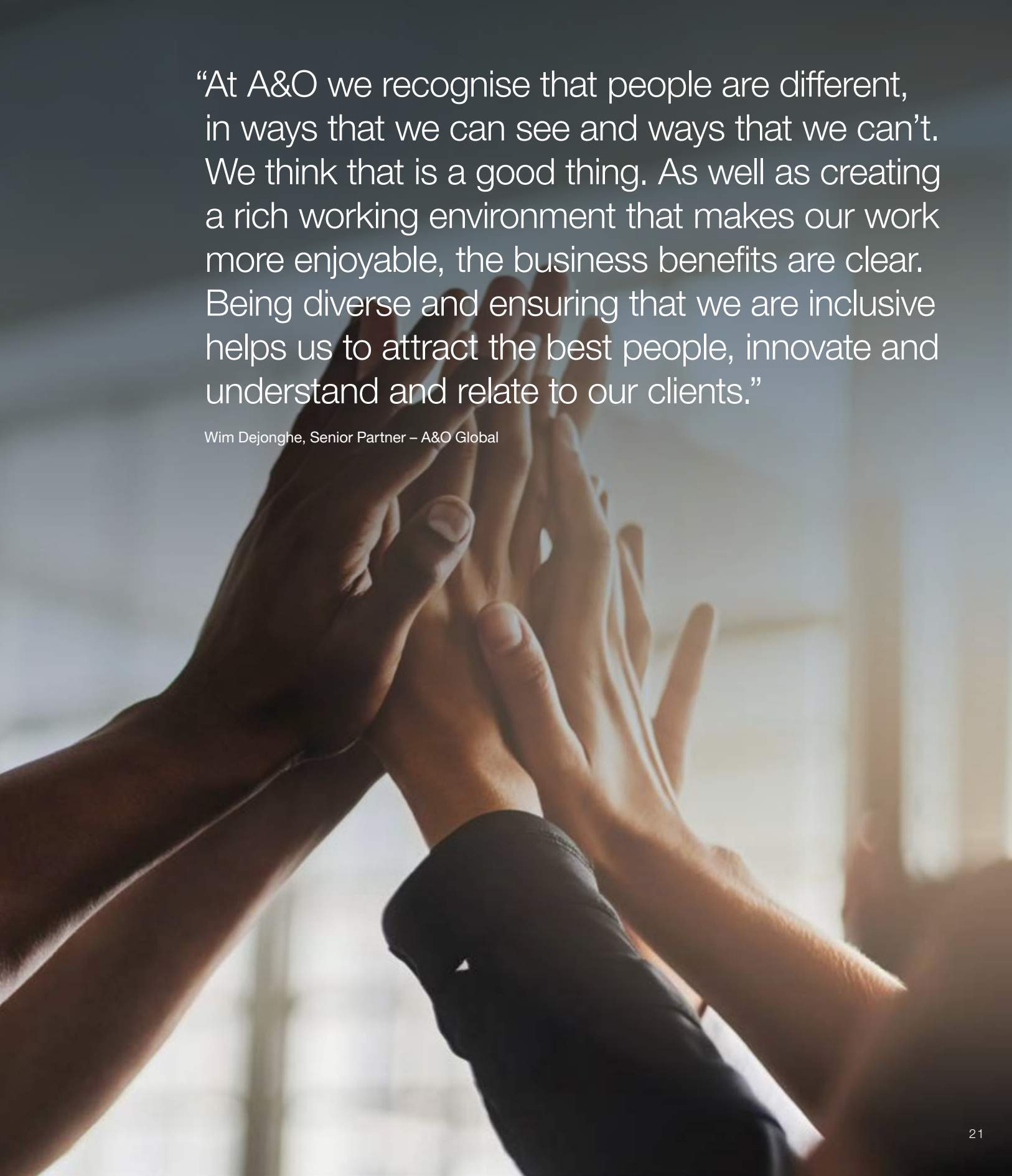
We have earned our reputation for providing innovative and high-quality advice that has stewarded numerous complex deals to successful conclusion for our clients. Our lawyers are based throughout the region, which enables us to keep our clients up to speed with local legislative and regulatory developments as and when they happen 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 Ginting & Reksodiputro in association with Allen & Overy, that means one thing: **Opportunity.**

Life at G&R

There is plenty going on beyond the legal work at G&R and there will be lots of opportunities to get involved in activities that enrich our culture, build our network and foster relationships. When you start a career with us, you will be encourage to participate in various activities, including recruitment of the future graduates and attending career sessions at various campus events across the archipelago.

You will also experience several office-wide programme, namely Jakarta Quarterly Happiness Programme, Jakarta Mental & Physical Wellbeing Programme, and Jakarta Learning & Development Academy. Our annual social events such as Ramadhan break-fasting dinner, Chinese New Year celebration, Christmas and year-end party, Associates' summer drinks and plenty of other virtual social gatherings add to the experience of working at G&R.



“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 – A&O Global

Diversity and Inclusion at Ginting & Reksodiputro in association with Allen & Overy

At Ginting & Reksodiputro in association with Allen & Overy, we are determined to give everyone the chance to progress in their careers and achieve their full potential by giving them the freedom to be themselves. Below are some of the Jakarta's Diversity & Inclusion programme designed to advance your experience at G&R.



GENDER

- Training and leadership development programme designed for women
- Campus Visit Programme on women empowerment in legal career
- Commitment to have 50% female in the recruitment and talent pool



FAMILY

- Top of the class parental & family benefits programme
- On-site nursery room and child carer facility at the premise
- International private health insurance



HEALTH & WELLBEING

- Innovative health & wellbeing programme for the Jakarta office
- Variety of options for the Employee Assistance Programme
- Technology based mindfulness programme for the Jakarta office



FLEXIBILITY

- Attractive allowance to support flexibility in the new normal
- Technology based employee engagement programme
- Attractive connectivity package



CULTURE, ACCESSIBILITY & COMMUNITY

- Equal Employment Opportunity in all stages of employee journey
- Ethnicity Hiring Programme (Reaching Out to The Eastern Part of Archipelago)
- Cultural assimilation and language programme

When you start your career at Ginting & Reksodiputro in association with Allen & Overy, you will be participating in various wellbeing activities to support your growth with us. We are committed to provide a safe, healthy and productive workplace for all our staff. Below is some information and a glimpse of our various wellbeing programmes and initiatives to help you maintain your health and wellbeing.

JAKARTA HEALTH RESOURCES

Online wellbeing counselling

Monthly local online counselling session with our in-house psychologist.

Mindful Business Charter and set of policies

Policies such as Grievance, Dignity at Work, Code of Conduct, Insurance, Alcohol & Drugs policy are in place to ensure that matters pertinent to mental health are dealt with seriously.

Online physical health counselling

24/7 online health counselling with our in-house designated GPs.

Wellness room

A space designated for all employees should they require some time alone and/or to meditate.

Private health insurance

Coverage including mental health care such as psychiatric treatment.

HR Happiness program

Quarterly program fostering Minds Matter. Recent programs include global and local wellbeing apps, Mental Health Allies, and the establishment of Sports & Recreational Committee for physical health.

GLOBAL MENTAL HEALTH RESOURCES

- Recordings of wellbeing talks and workshops all around A&O networks.
- Real life stories and experience from our colleagues across the network of dealing with mental health issues.
- Learning resources focused on wellbeing, including balancing work and life, coping with change and resilience.
- Subscription to leading The UK's magazine dedicated to the mental health, MindSet.

And many more...

“We cannot always control the pressures from our clients or the projects, but we can control our work environment, and ensure our people feel safe and happy in the office.”



Harun Reksodiputro
Partner and Mental Health
Advocate for Jakarta

Reaching out to the Eastern Part of Archipelago

We recognise that some of you are already certain that you want to be a lawyer and are considering which firms to apply to, while others are also looking at alternative career options. Whether virtual or in-person, our insight sessions and career talks are a great way to find out more about working with us and whether we are the right choice for you.

We participate in various law career days hosted by local universities and/or law societies across Indonesia. These sessions not only target students in Jakarta or major cities in Indonesia, but also law students from the eastern part of Indonesia from Bali to West Papua.

G&R Student Ambassador Programme

The G&R Student Ambassador Programme is a one-year programme for selected second to third year university students to act as active liaisons to bridge G&R with their respective region and universities. The selected student ambassador works closely with the Jakarta HR team to plan and host virtual (or in person whenever possible) events such as career workshop and other campus related events.

Connecting with us early and joining one of our annual events are the best way to your curiosity answered. Check our [LinkedIn page](#) and [Instagram account](#) to learn more about G&R Student Ambassador Programme.



Hit the ground running.

Welcome to the career page of Ginting & Reksodiputro in association with Allen & Overy. At G&R we know that our talented people are our most valuable asset. That is why we aim to offer you the best support and training to enable you **hit the ground running**.

We want to nurture your imagination and ambition and give you a safe environment to fulfill your career path. Being part of the Firm means having opportunities to work closely with colleagues all over the world to continue to find new ways to lead the market and deliver innovation for our clients.

If you have talent and tenacity, it's time you got the exciting, challenging career you deserve. There is no such thing as a typical candidate; we are open-minded and are interested in people who share that quality. Naturally, we are looking for individuals who can demonstrate a strong academic performance. Beyond this, we will be looking for evidence of agility, critical thinking, uniqueness and resilience in you.

Throughout each stage of your application we will assess you against the characteristics that make up Allen & Overy competency framework. If you have any questions, please reach out to Indonesia.Recruitment@allenover.com our local HR team will be happy to help.

All the best with your future application, and hope to see you at the Firm.



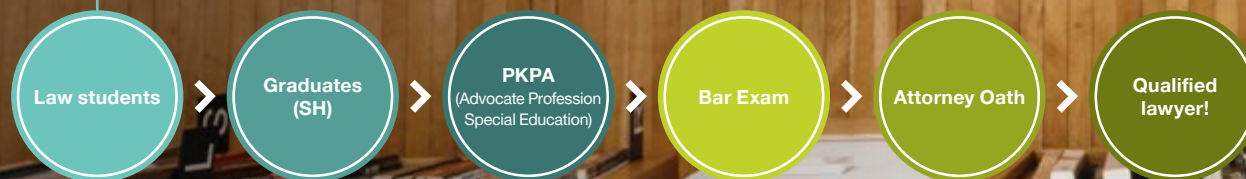
Sani Pradipto
Head of HR, Jakarta

Your path to qualification

When hiring, we are more interested in where you are going than where you have been; what kind of lawyer you can become is more important than your current knowledge of law.

We recruit from a wide variety of campuses and we are interested in law graduates from a broad range of disciplines and interests. This diversity of background and skill is essential for our business, as the role of a lawyer evolves and our clients' needs become ever more sophisticated.

Virtual Visiting Student Programme (VVSP) – a one-week virtual programme designed for first to second year university law students



Graduate Internship Programme (GIP) – a six-months programme for law graduates offering practical and hands on experience to start a career in law

Starting out

Virtual Visiting Student Programme

The Virtual Visiting Student Programme (VVSP) is a one-week work experience programme for first to second year law students. Annually, we run two batches of VVSP every January and September. The programme offers real insights into the firm and provides you with the knowledge, tools and resources to find out more about law and develop the skills required for starting a career in law.

The programme is designed to help you grow both personally and professionally. You will be able to meet and ask questions directly to our partners, associates, trainees and professional support staff. We will invite you to participate in our Jakarta Learning & Knowledge session to better equip you with the knowledge and recent market trends. There will also be soft skills sessions and networking opportunities to help you build your confidence, legal knowledge and employability. Our goal is to help you decide if a career in law is the right choice for you.

During the programme, you will also be paired with an associate, who will be your buddy as well as mentor throughout the duration of the programme and beyond.

➤ [Learn more about our programmes](#)



Graduate Internship Programme

We often hear that students have a difficult time in differentiating firms. Joining our Graduate Internship Programme is a great way to experience our work and our culture first-hand. In Jakarta, we run two Graduate Internship Programmes (GIP) per year – one in February and one in August.

During your internship, you will get practical, hands on experience, working alongside partners, associates and trainees. You will also be paired with a mentor (either mid-level or Senior Associate). You will be integral to the day-to-day operation of the practice groups, working on transactions and cases, taking real responsibility and gaining plenty of client exposure.

Alongside your legal work, you will attend events and training sessions about key elements of our practice and industry trends in order to build on the foundations you have established during your legal education, and enhance your ability to contribute to the team you work with. There will also be plenty of opportunities to socialise with our lawyers, partners, other graduate interns and the G&R family 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, a keenness for teamwork and a global mind-set are skills that are vital to your success as a lawyer.

Graduate internship candidates who have completed the programme may be considered for a one-year Trainee Contract upon passing the performance assessment.

So while you are getting to know us, we will also take the opportunity to assess whether a career with us is right for you. The combined feedback for your performance during the programme will determine whether you receive an offer of a Trainee Contract – we do not conduct additional interviews. We ultimately believe an internship is a two-way process and a chance for you to decide if our firm 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.

“An internship is a two-way process”

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 is important to give you the broadest possible exposure to our business. You will be performing important tasks and taking on meaningful responsibilities from the outset. We think it is important that what you do is real, practical and substantive, and allows as much client time as possible. Our standards and expectations are high but you will be well supported by professionals who recognise that it's people like you who represent the future success of our firm.

Your Trainee Contract will be a one-year contract. You will be supervised closely – usually by a partner or senior associate – and will actively contribute to the day-to-day operation of your 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 Ginting & Reksodiputro in association with Allen & Overy, we offer our full support and commitment to your training.

You will have a full induction within your first few weeks, during which you will learn about the business and the skills required to be a successful lawyer with Ginting & Reksodiputro in association 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, particularly during your Trainee Contract.

As you go through the Trainee 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 encouragement to work independently. Whatever your future holds, your Trainee Contract will give you a platform of skills and experiences on which to build your long-term career.

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

The challenges tomorrow will bring.

Qualifying as a lawyer is an important milestone, and is just the beginning of your professional development at Ginting & Reksodiputro in association with Allen & Overy. 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 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 an associate you will continue to be given challenging opportunities on deals, and will become responsible for increasingly complex elements of the transactions on which you work. We will also give you the opportunity to spend time working in other offices; last year, we placed hundreds of people on both long- and short term international secondments. These short-term placements provide opportunities to increase your technical knowledge while learning more about other cultures and global markets.

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new partners promoted in
2020 around the network



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 firm's culture, and you will be well supported in refining the skills and strategies necessary to help trainees to progress.

Beyond that, there are many career paths you can take. We have a strong tradition of promoting our people to partnership, and in 2020 we promoted 29 partners across our network. We do, however, recognise that for many of our talented associates, partnership is not an aspiration – some may choose the route of counsel, which offers 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; for example, 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's network, which includes access to the best work, clients, experts and know how resources. Peerpoint consultants may take on assignments with A&O or with clients, at their choosing. As another example, aosphere, another of our businesses, provides opportunities for securities-focused lawyers to deliver online subscription-based services in compliance and legal risk.

Whatever your decide is right for you, the training, experiences and skills you acquire during your time here will provide a valuable platform for your future development.

LIFE BEYOND GINTING & REKSODIPUTRO IN ASSOCIATION WITH ALLEN & OVERY

One of the greatest benefits of training with our firm is the foundation we will give you in business and the exposure to decision-making at the highest levels within a wide range of organisations. We will help you become the most skilled, accomplished and business-focused lawyer you can be. Where your career takes you then is up to you!

We want all of our trainees 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 for multinational corporates and banks, senior executives of the business sides of our clients, and key influencers at regulatory bodies. Others have used their experience as a springboard to launch different careers in law, business, charity and 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 you career – even if that means moving away from our firm.

It is important to us that we maintain positive relationships with all of our people and we currently have a community of 8,000 alumni in 70 countries. Through this network, you can share experiences and make new connections that could lead to business and career development opportunities – including the possibility of returning to the firm one day. A few years ago, our London office launched the return to law programme “I'm Back”, which provides a platform for lawyers to re-join the profession following an extended period away, and particularly supports our commitment to increasing the numbers of senior women in law.

Having trained with the firm, you will be someone whose qualities and experience are recognised and valued around the world.



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'.

The Application Process



Apply

The first stage of the process is an online application. This is your first opportunity to stand out, so make the most of it with thorough preparation. As part of this process, you will be asked to submit your academic history, provide details of your experience (if any) and answer several motivation-related questions.

Once you submit the application, you will be prompted to complete an immersive video-based Situational Judgement Test (SJT), which should take about 20 minutes. The SJT is designed to provide a realistic preview of what you may experience as a lawyer at G&R. Further instructions will be provided once you start the SJT.

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 own experiences, and 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 is going on in the world and how it might affect our clients and us.
- Focus on this firm – of course we expect you to apply to other firms, but make sure you tailor your answers to demonstrate why G&R is right for you.
- Be accurate, clear and concise – attention to detail is a fundamental skill of a lawyer.



Selection process and interviews

If your application is successful, the next stage will be an online technical written test and an interview with the HR Team to discuss your application form and assess your skills and knowledge, and your motivation for a legal career at Ginting & Reksodiputro in association with Allen & Overy.

Once you have passed the test, you will be invited to take part in assessments with the Recruitment Team and partners, during which we will be looking to assess your skills, technical knowledge and 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

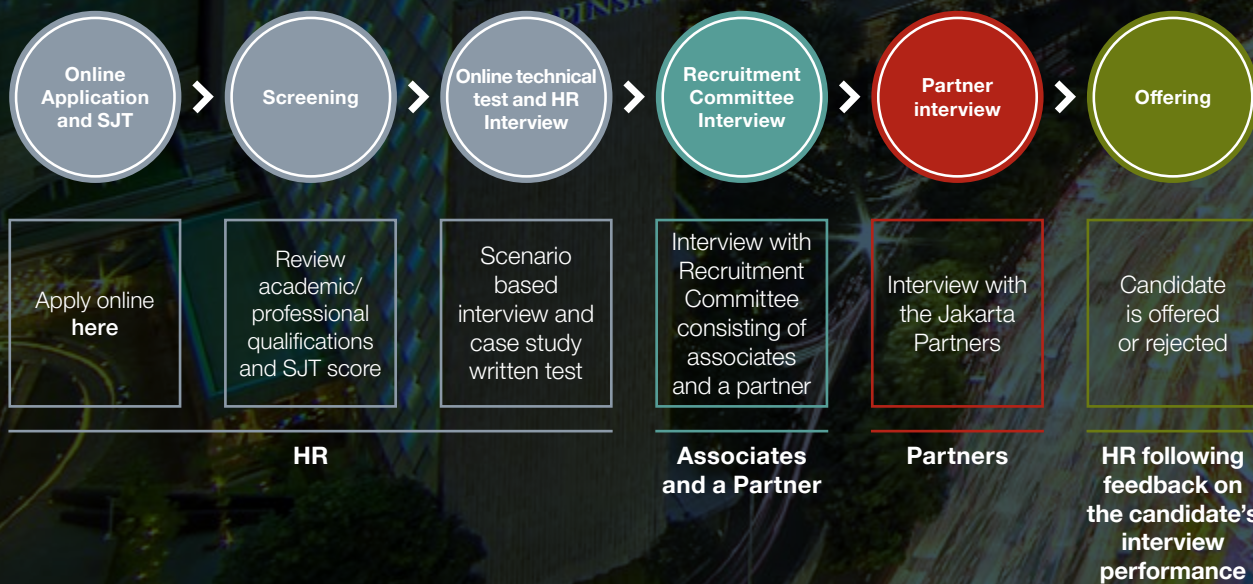
- Use the same approach to the preparation in your application for your interview – use the opportunity to showcase your potential to be a great lawyer.
- Revise and prepare – revisit your application form – we are going to ask you about it!
- Stay-up-to-date – track business and world events, form opinions, be able to demonstrate the impacts they might have on our business and be prepared to discuss them.
- Make the right impression – be on time, confident and enthusiastic.
- Ask us pertinent questions – it is a two-way process, so ask insightful questions that will help you decide if we are the right firm for you.

The recruitment process

The application window for our Graduate Internship Programme will be open twice a year every February and August.

- **February intake** : application will open on 1st of October and will close on the 30th of November
- **August intake** : application will open on the 1st of April and will close on the 31st of May

You must submit your application online via our Careers page on our website. Your resume, academic transcripts, and reference letters (if any) can be attached to your online application. Please be aware that we look at applications and schedule HR interviews on a rolling basis.





What we offer

We are proud to offer one of the most innovative packages. Our packages of rewards and benefits will provide you with a range of financial benefits, facilities and services to help you develop a truly satisfying career, maximize your ability to support your clients, and enjoy a lifestyle that is as balanced as possible.



Access to G&R's in-house gym with state of the art equipment



Healthy breakfast, buffet style lunch and dinner* (only available when we are at the office)



Every intern will be assigned a buddy or mentor to help you navigate your journey with us



Career and Professional counselling services



Access to AO Jakarta's biweekly Knowledge and Learning Session



Competitive package for interns



Competitive employment package for Trainee Associate



Virtual mental wellbeing resources



The Quarterly Happiness Program exclusively designed for Jakarta employees

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.





For more information, please contact:

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🎧 [GRAirtime Podcast](#)

GLOBAL PRESENCE

Allen & Overy is an international legal practice with approximately 5,500 people, including some 550 partners, working in over 40 offices worldwide.

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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.

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.

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