

ALLEN & OVERY

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## One of The Times Top 50 Employers for Women 2022

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



## Most Innovative Law Firm in Europe

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

# Welcome

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

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

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

Good luck!

**Arkadiusz Pędzich**

Partner



## Setting precedents

Our role as international commercial lawyers involves more than offering legal expertise; it is about delivering insight and using the law as a tool to address commercial challenges and drive results for our clients. Our clients expect excellence, but we also encourage and give our people licence to be pioneers, to set precedents rather than follow them.

This is a culture that recognises and rewards people who innovate, who bring fresh approaches to familiar problems and who embrace every challenge as an opportunity.

## Breaking new ground

We are the first law firm to use generative AI that's based on OpenAI's GPT models. Harvey, the innovative artificial intelligence platform empowers more than 3,500 of A&O's lawyers across 43 offices operating in multiple languages with the ability to generate and access legal content with unmatched efficiency, quality and intelligence.





5,820  
People

2,490  
Lawyers

590  
Partners



44  
Offices

31  
Countries





# Working as one team

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

55%\*

of our work involves three or more jurisdictions

73%

of our work involves two or more A&O offices

*\*Sources: Thomson Reuters & Dealogic*

# 15

Partners



# 30+

Years in CEE



Largest International Law Firm in Slovakia  
Largest Law Firm in Slovakia – The Slovak  
Spectator 2020-2022

## Our expertise in CEE:

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



Learn how our firm is leading the way in law: [allenoverly.com](https://allenoverly.com)







# Forward thinking

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

## 20

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

## 350+

organisations use  
aosphere globally

# Global snapshot – 2022

## Global leader



One of only six firms to act on more than USD1.3 trillion worth of deals globally in 2021\*

\* Data sources: Refinitiv and Dealogic. Based on data from the live database on 1 February 2022 therefore figures could differ from published press releases.



40+

Over 40 offices around the world

## Disciplinary split by total number of lawyers (%)



## Interest in legal technology and information remains high



130

applications across 25 countries to join Fuse, our tech innovation space

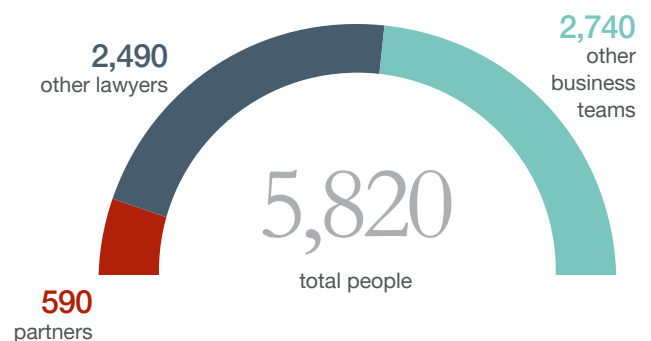
**Fuse**  
by ALLEN & OVERY

16

cohort companies – our biggest group ever



## Employees





# Life at A&O



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

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

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

## **Life at Allen & Overy is about much more than just work:**

- a fitness centre or multisport card
  - private medical care
  - life, accident and personal health insurance
  - sports events
  - social events
  - English lessons
  - opportunities to participate in pro bono and community events and projects
  - know-how
  - training programmes
  - trainee rotation every six months
- ...and many opportunities to enjoy parties, drinks and time together outside of the office.

# Associate roadmap

## Associate Development

Throughout your  
A&O career



Legal updates  
& conferences



Performance  
reviews



Information  
technology  
training



### Legal Training

– National Practice Area University  
– Global Practice Area University



### A&O Women Making Their Mark

77%

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



### Making Your Mark

**Junior  
Associate**

**Mid level  
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



### Legal Training

– Advanced Practice  
Area legal training



### Emerging Leaders' Advanced Skills ELAS

invitation only



### Emerging Female Leaders' Workshop

invitation only



### Emerging Leaders' Development Workshop ELDW

invitation only



### MBA Highlights

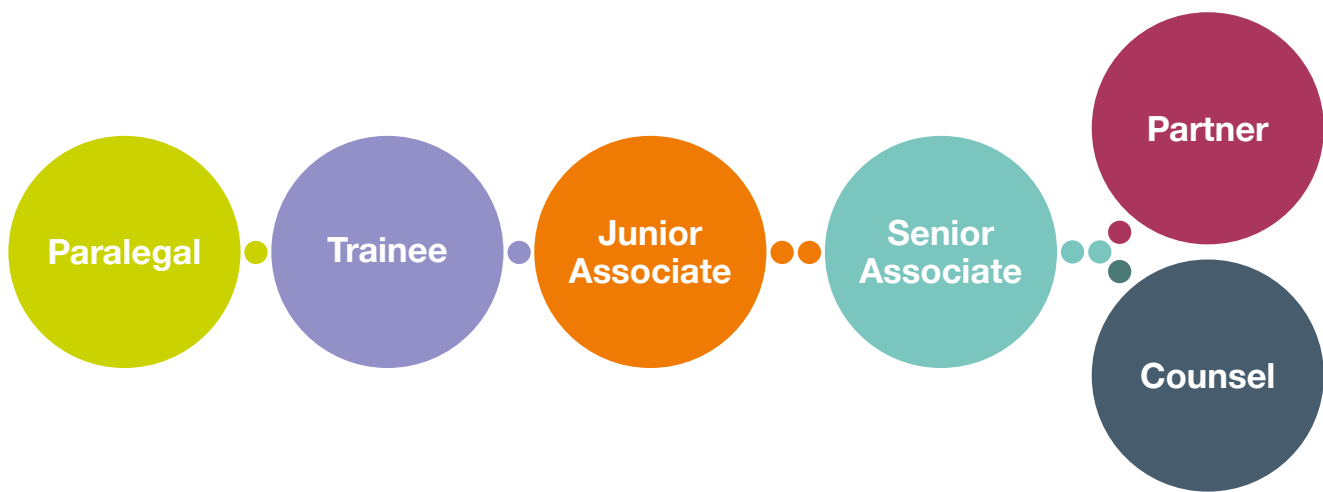
invitation only



### Mastering Your Markets

**Senior  
Associate**

# Draw your career path



## What we look for

There's no such thing as a typical Allen & Overy candidate. We are open-minded and are interested in people who share that quality.

Beyond this, we want to see evidence of teamwork, motivation and drive, communication skills, planning and organisation, critical thinking, commercial awareness and commitment, both to a career in law and to a career with Allen & Overy.

## Working as one team

We give our people the opportunities and support they need to build a career that is right for them – so they can lead us in new directions and deliver new insights.

We have developed a culture in which difference is positively valued, and our people are free to be themselves. We are in every sense one global team; supportive and collaborative, but also ambitious and driven.

Our capacity to combine these qualities and provide a setting in which all of our people can thrive is what makes Allen & Overy different.



# Work globally

## Global mobility

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

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

Nearly 80% of our work involves at least two countries, and our ability to operate across borders in this way is vital to our offering. It is a crucial part of our strategy to become the most successful of the world's elite, global law firms. So it's important that our people can work on the global stage and transfer from one office to another quickly and efficiently.



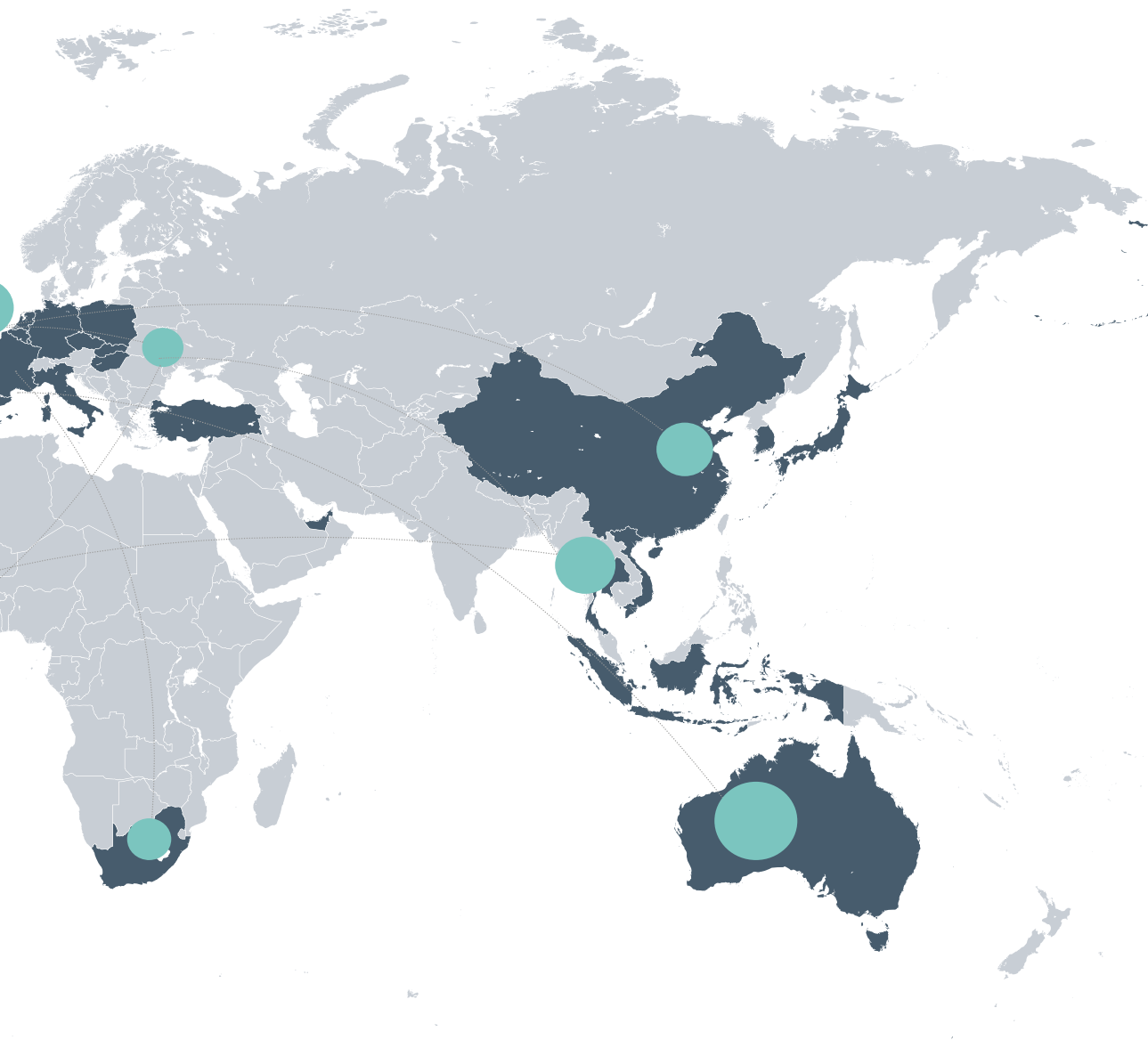
# 55%

of our transactions involved three or more jurisdictions



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

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



# What we look for

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

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





# Beyond qualification

Qualifying as a lawyer is an important milestone, and is just the beginning of your professional development at 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 an associate, you will have access to a suite of associate development programmes that have been designed to build the core non-technical skills that you will need to progress your career and meet the demands of your new role. These include client skills, people management, and managing deals with maximum effectiveness.

As an associate, you will continue to be given challenging experience on deals, and will become responsible for increasingly complex elements of the transactions on which you work. We expect our people to be open to working in other offices; last year we placed a number of colleagues on international and client secondments. These short-term placements provide opportunities to increase your technical knowledge while learning more about other cultures and global markets.

As you progress within the firm as an associate, you will take on significant new responsibilities, including the supervision of trainees. Knowledge-sharing and developing others are fundamental to our culture, and you will be well supported in refining the skills and behaviours necessary to help your trainees to progress.

Beyond that, there are many career paths you can take. We have a strong tradition of promoting our people into partnership, and last year we promoted 24 new partners across our firm. However, we do recognise that for many of our talented associates, partnership is not an aspiration. Some may choose the route of counsel, which offers you another way to operate in the firm at a senior level and specialise in a technical aspect of law.

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

## Top tips for your application

- **Understand our requirements** – prepare some examples to show that you have the skills we are looking for.
- **Make the most of your experience** – highlight what you have gained from your experiences, try to show your appetite for responsibility and capacity to influence events and outcomes.
- **Be accurate** – attention to detail is a fundamental skill of a lawyer.
- **Be commercial** – show an interest in the legal industry and what is going on in the world and how it might affect us and our clients.
- **Focus on this firm** – of course we expect you to apply to other firms, but make sure you tailor your answers to demonstrate why Allen & Overy is right for you.

For more information, please contact:

### **Bratislava**

Allen & Overy Bratislava, s.r.o.  
Eurovea Central 1  
Pribinova 4  
811 09 Bratislava  
Slovak Republic  
Tel +421 2 5920 2400  
Fax +421 2 5920 2424  
bratislava@allenoverly.com

### **Budapest**

Allen & Overy Kádár Ügyvédi Iroda  
Alkotás u. 55-61  
1023 Budapest  
Hungary  
Tel +36 1 483 2200  
Fax +36 1 268 1515  
budapest@allenoverly.com

### **Prague**

Allen & Overy (Czech Republic) LLP  
organizační složka  
Karolinská 707/7  
186 00 Praha - Karlín  
Czech Republic  
Tel +420 222 107 111  
Fax +420 222 107 107  
prague@allenoverly.com

### **Warsaw**

Allen & Overy, A. Pędzich sp. k.  
Grzybowska 56  
00-844 Warsaw  
Poland  
Tel +48 22 820 6100  
Fax +48 22 820 6199  
warsaw@allenoverly.com



Learn more  
**[allenoverly.com/careers](https://allenoverly.com/careers)**

## **Global presence**

Allen & Overy is an international legal practice with approximately 5,800 people, including some 590 partners, working in more than 40 offices worldwide. A current list of Allen & Overy offices is available at [www.allenoverly.com/global\\_coverage](https://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.