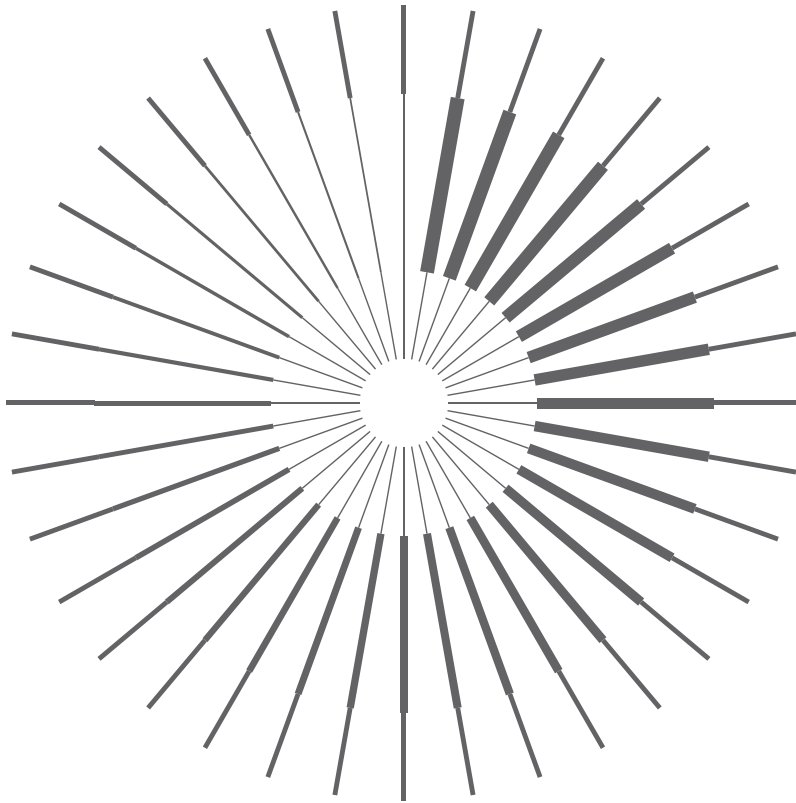


Make your move.

Legal consulting with Peerpoint
in the United Kingdom



Peerpoint.

by **ALLEN & OVERY**

There is a different way to progress your career



Peerpoint is meeting the needs of a new breed of lawyer who wants more career control and choice.

You might want more variety in your work to deepen your expertise and, with an expanded skillset, gain a competitive edge. You might want more control over your time, to be able to balance professional and personal ambitions. Whatever your individual choices or needs, you demand the opportunity to set your own course and maintain the trajectory of your career as you move ahead.

In law, as well as other professions, many now define success as achieving greater diversity or agility rather than following the time-honoured paths to progress.

Consulting is a solution if you are seeking a self-directed legal career. However, not all consultancies are the same. With Peerpoint, you have Allen & Overy behind you. With this comes access to the highest-level work, clients, resources and support such as objective careers advice and coaching.

Yes, you are making a career leap – but not into the unknown, and certainly not alone.

Carolyn Aldous
Managing Director

About Peerpoint.



Peerpoint is a global flexible resourcing platform. We connect the best consultant lawyers with world-leading organisations. With all the support, guidance and resources of Allen & Overy behind us, we're giving top-tier talent and our clients more choice, more control and greater flexibility than ever before.

With Peerpoint, you access:

- high-level work with top-tier clients;
- optimal earning potential;
- resources from an international magic circle firm; and
- objective and individualised career advice.

Peerpoint operates out of Amsterdam, Hong Kong, London, Singapore and Sydney and is enabling consultants to self-direct their careers.

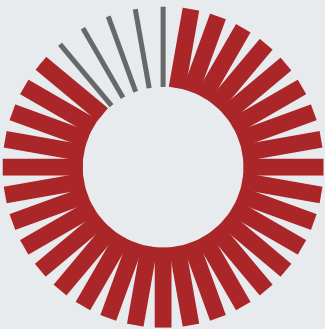
350+

Consultants on the global panel

75%

of consultants work full-time

● 80% of consultants have in-house experience



● 60% of consultants are not Allen & Overy alumni

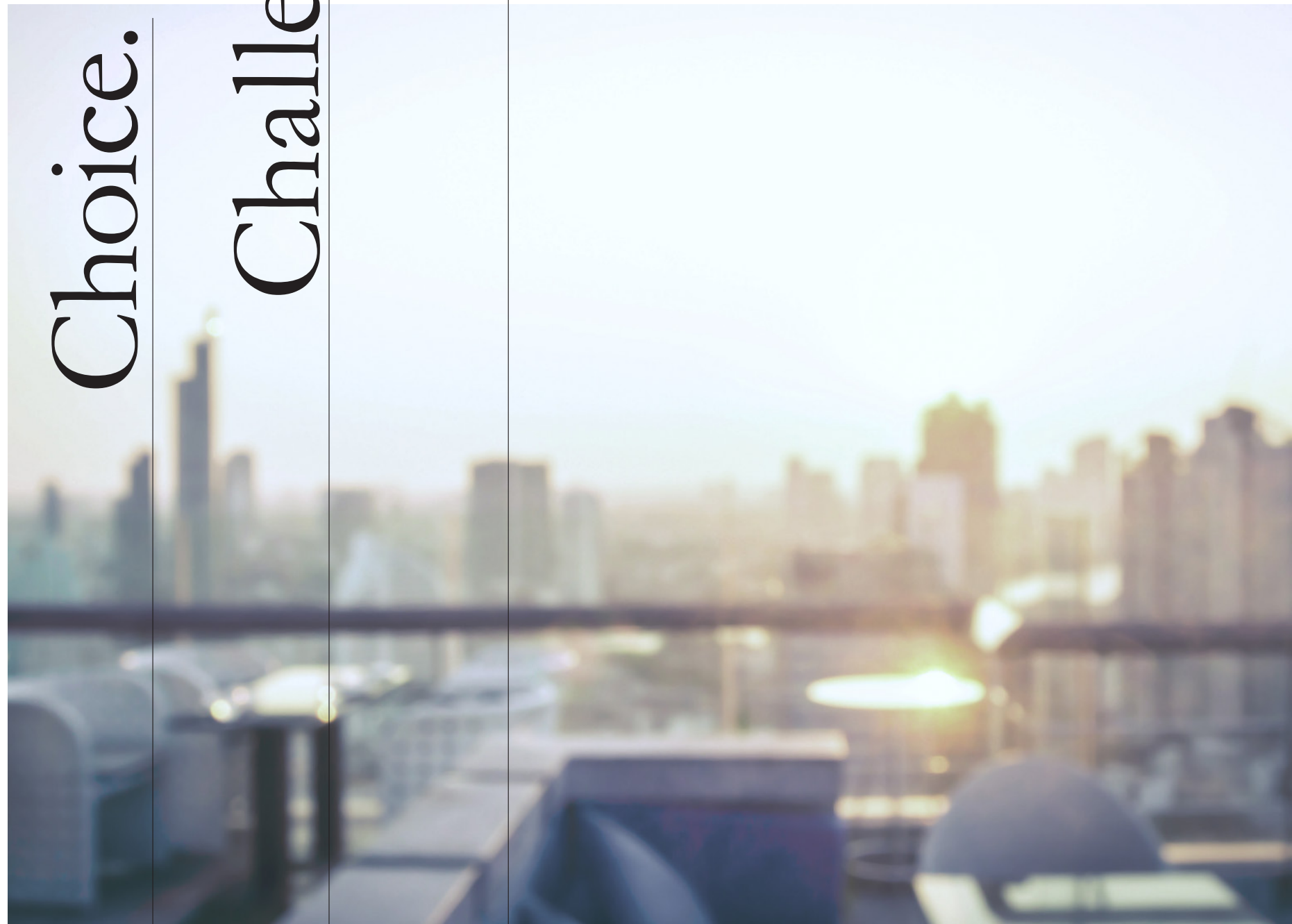


Control.

Choice.

Challenge.

Calibre.



The Peerpoint difference.

Control. Choice.
Challenge. Calibre.

If we had to sum up what we offer, and what sets Peerpoint apart, these four words cover it.

Whatever you want to achieve from your career, we actively support you. Your ambition, is our ambition.

Working with Peerpoint.



What if your career
gave you greater control
and more autonomy?
How far and how
fast could you progress?
How would your
professional and
personal life change
for the better?

A world of opportunities

More evolved and established than ever before, legal consulting has never looked more exciting. At Peerpoint, we're ahead of the game. Not only have we helped lead the transformation of legal consulting; we've developed one of the most supportive offerings around. By understanding your current skillset and ensuring you can acquire the skills you need to always develop or change career direction, we help you become the best lawyer you can be. We don't just match you with a business that's right for you, we support and guide you through every stage of your career with us.

Bespoke support

The key to your continued progress is matching you to the right opportunities. We offer objective career advice and coaching in-person as well as remotely, and work with you to understand your skillset, experience and personality. We push boundaries, thinking creatively on how to partner you with a variety of clients and assignments. By challenging clients to think differently about what they need, we open up new ways for you to extend and enrich your experience. Throughout, we support your choices and mentor you, to keep you heading in the direction you want to pursue.


Be among the best

As a Peerpoint consultant, you are in some of the very best company of your career. Our consultants are self-directed lawyers who want to develop their careers outside the traditional partner or general counsel route. They seek challenges and variety, without compromising the quality of their work or ambitions.

They are also highly skilled, with top-tier careers, often with in-house or secondment backgrounds, and typically have at least four years' post-qualification experience.

Like-minded peers

While you enjoy greater independence as a Peerpoint consultant, you are never on your own. You are part of the Peerpoint community of like-minded lawyers who have all chosen the self-directed route, and are keen to share their experiences and learn from each other.



Carving out your
own career path
doesn't mean
going it alone.

Always supported.

At Peerpoint we don't believe that being an independent consultant means you're going it alone. It is important to us that during your career you have the right level of support and resources to make the most of your time on assignments. When you join our panel, you'll receive the full support of our dedicated consultant management team and throughout the period of your assignments, you'll also have access to a suite of A&O resources.

Partner support

Whilst on a client assignment, you will have access to an A&O partner; an invaluable source of support should you need it.

Professional Support Lawyers

A&O have a leading global team of Professional Support Lawyers (PSLs). As a Peerpoint consultant, you have access to the PSLs when working on Peerpoint placements.

Research & Library

A&O have an extensive global central resource for research and library management. You have access to much of this as a Peerpoint consultant.

Client publications and A&O materials

Any consultant can ask to have access to AOhub. This is the global A&O e-library where a large number of publications, resources and materials can be found.

Further training

Legal training

Peerpoint consultants are invited to attend some of A&O's high quality training. If you are working in the practice then you will receive these through internal channels. If you are on client placement or 'on the bench' then you will be notified by Peerpoint.

IT training

If you would like to polish up your IT skills, you will have access to training courses through A&O.

Networks and communities

Alumni Network

The Alumni Network welcomes Peerpoint consultants, whether or not you are an alumnus of the firm. Each year the Global Alumni Reunion takes place, consisting of events across a range of markets.

A&O Mentoring Programme

The programme invites members to participate as a mentor or a mentee – or both.

Xexec

A global initiative that offers a range of discounts from electronics to travel.

Pro Bono

A&O have an excellent Pro Bono offering and you're welcome to find out what opportunities there are to get involved.

Allen & Overy groups

A&O has a number of internal groups and networks which you are welcome to join including A&Out, Families@A&O and BAME.

The Peerpoint Experience.

We want to ensure your experience with us helps you enjoy and get the most out of being a consultant. When you are part of Peerpoint you are part of a community of like-minded lawyers, supported by a dedicated Peerpoint team.

Peerpoint events

We hold regular events exclusively for Peerpoint consultants. Everything from social gatherings and drinks – which are a great way to meet other consultants – to training seminars on specialised topics. You will always be notified in advance of any events coming up.

The Listening Panel

It is really important to us that we provide consultants with an offering that's relevant, useful and informed. To that end we run a 'Listening Panel' to provide an opportunity for consultants to help shape their Peerpoint experience. We run sessions, ask for input and test new ideas with the panel.

Specialised CV support

Peerpoint has a new approach to consultant CVs and we will work with you to create your own unique skills-based version. We will help you create a CV that is a living document that evolves over time, requires minimum effort to maintain and has maximum impact for clients while also providing you with an opportunity to learn more about your skills and strengths.

Career coaching and placement advice

Providing one to one support at all points during your consultant experience with us is absolutely central to how we work as a team. It is something we believe very passionately in. We work closely with you to understand and help shape your wider career plan and goals which will in turn help us find the right opportunities for you. When on assignment you will always have access to someone to talk through any issues you might have, both big and small. Our team works closely together in order to ensure you have a consistent and joined-up experience at all times.

Client assignments.

As a Peerpoint consultant, you are in the driving seat when it comes to deciding how, when and where you work. Whether you are looking for a short-term assignment with Allen & Overy or a six-month placement with a client, we give you variety and control.

There is a wide diversity of top-tier clients and work available to you. Our client team works closely with you to understand your goals and ambitions, and what you want to achieve with each role.

Variety you control

Client assignments can range from stepping into a team to support a project to taking on a senior management role, working on major transactions or regulatory change projects or implementation. Spanning anything from two months to more than six months in duration.

Most client assignments will require you to work at least four days a week. However, in some cases there may be the opportunity to secure some control over the number of days and location. You also may have the option of extending assignments if clients still need you, and you want to stay. Between assignments, it is up to you how much time you take off.

You also have the opportunity to work within Allen & Overy. This could be on an ad-hoc basis, supporting teams when needed or joining the practice groups for fixed periods to work on a deal.

Allen & Overy is with you all the way

As well as Peerpoint collaboration, you benefit from Allen & Overy support. Before an assignment interview, you can prepare for and discuss the role with an Allen & Overy relationship partner; and we ensure you have everything you need to be up and running on day one of a role. We schedule regular check-ins with you and the client to ensure everything runs smoothly.

You always have a direct line to an Allen & Overy sponsoring and technical partner and the Peerpoint client team for help or advice.





Peerpoint consultants: a new breed of lawyer.

More variety. More stimulation. More challenge.
More balance. As a Peerpoint consultant, you are empowered to have more autonomy and control over your future with the flexibility to determine your own path: one that aligns with your career ambitions and lifestyle aspirations. Whether that's pursuing a passion, a side-hustle or an enterprising project. Or even taking longer breaks between assignments to travel the world and fulfil a bucket list of experiences.

Do you want to:

- build on past experience and develop your skills in a new role or environment?
 - try something new and challenge yourself?
 - take a less predictable linear route to the top?
 - continue to work for top clients and maintain the quality of your work?
 - build and develop your career, but also bring balance into your life?
 - take control of how and when you work?
 - create more time for your family but still maintain a fulfilling career?
 - ignite your love of law while trying new things, with new people?
- If you answered yes to any of these questions, it sounds like you're one of the new breed.
- Whatever your motivation for joining Peerpoint, you can define your success your way.

Our consultants



Anup Mehta

“I have a rule when it comes to my career: every six months I reassess my top priorities, write them down and commit to them.”

I have a rule when it comes to my career: every six months I reassess my top priorities, write them down and commit to them. At the start of my career, the focus was on salary and becoming a partner. Five years after qualifying, I began to look at my work-life balance – it's no secret that the hours are long and hard in private practice.

That's where Peerpoint came in. I read about someone on the panel who is an artist and uses Peerpoint to supplement his artistic work. It really struck a chord with me, so I joined. Now I have more time in the evenings, which has enabled me to re-visit my childhood dreams: boxing and stage acting. On top of that, I've co-founded a startup, turning an idea with friends into a business.

Peerpoint hasn't just given me a better work-life balance, it's given me job satisfaction too. The team works very hard to find assignments that match my own criteria to the point where, when I first joined, I received three offers. That's what surprised me the most: many of their clients are actively looking for lawyers at an earlier stage in their career, like me.

Florence McDonald

The traditional legal career path isn't as attractive as it once was. The industry is evolving as more and more people are turning to alternative models in search of more choice and control over their careers.

In my case, I'm a debt finance lawyer and left my role at a US law firm to enrol on a fine art foundation year. Art has always been an interest of mine but I wanted to carve out some time to fully immerse myself, although I wasn't planning a whole career change. After graduating, I decided to return to law but this time determined to keep space for my personal interests and maintain a work-life balance that worked for me. Peerpoint was a great option for me; they know the market and have been expanding to meet an increasing demand for consultant lawyers of different levels.

I now set my professional boundaries and can take control over the type of work I want to do, which has meant I have been able to gain experience across areas that previously I would not have had the chance to. This has allowed me to diversify my skills and network so much faster, whilst still dedicating the time I want to my interests outside work. It's liberating and empowering.

“I now set my professional boundaries and can take control over the type of work I want to do, which has meant I have been able to gain experience across areas I previously would not have.”





Tina Andrews

Progression of my career through challenging and varied work was critical and Peerpoint was attractive because of the relationship with Allen & Overy. Being run by lawyers, Peerpoint understand what lawyers need.

Having spent many years in private practice and then in-house I was looking for a way to gain more control and variety. I am now on my fifth assignment with Peerpoint, working with a US bank. I always have the backing of Peerpoint and Allen & Overy there to provide me with the resources I need. They're very helpful in the way they support their consultants; they apply the usual A&O standard of excellence to everything they do.

The way legal services are provided is changing. I want more control and more choice so that if I want to take time out and do something else, I can. I'm a keen mountain biker and we have set up a tourism-related business in Scotland.

“Peerpoint is absolutely determined to help all its consultants progress their careers.”



Maria Vieira Mackenzie

I've built a successful career as a banking lawyer advising financial institutions and senior managers on complex cross border financing and regulatory matters. After five years with Allen & Overy in London, I moved in-house and spent eight years leading teams and delivering key strategic projects.

As Head of Legal, I wanted to accelerate my career and capitalise on my experience and that's why I joined Peerpoint. As a Peerpoint consultant, I am now at the forefront of advanced delivery solutions that will help shape the future of the legal market. It's exciting to respond to the changing needs of our clients and the rapidly evolving legal profession. With Peerpoint, I can capitalise on my experience to deliver innovative solutions and work on market-leading projects.

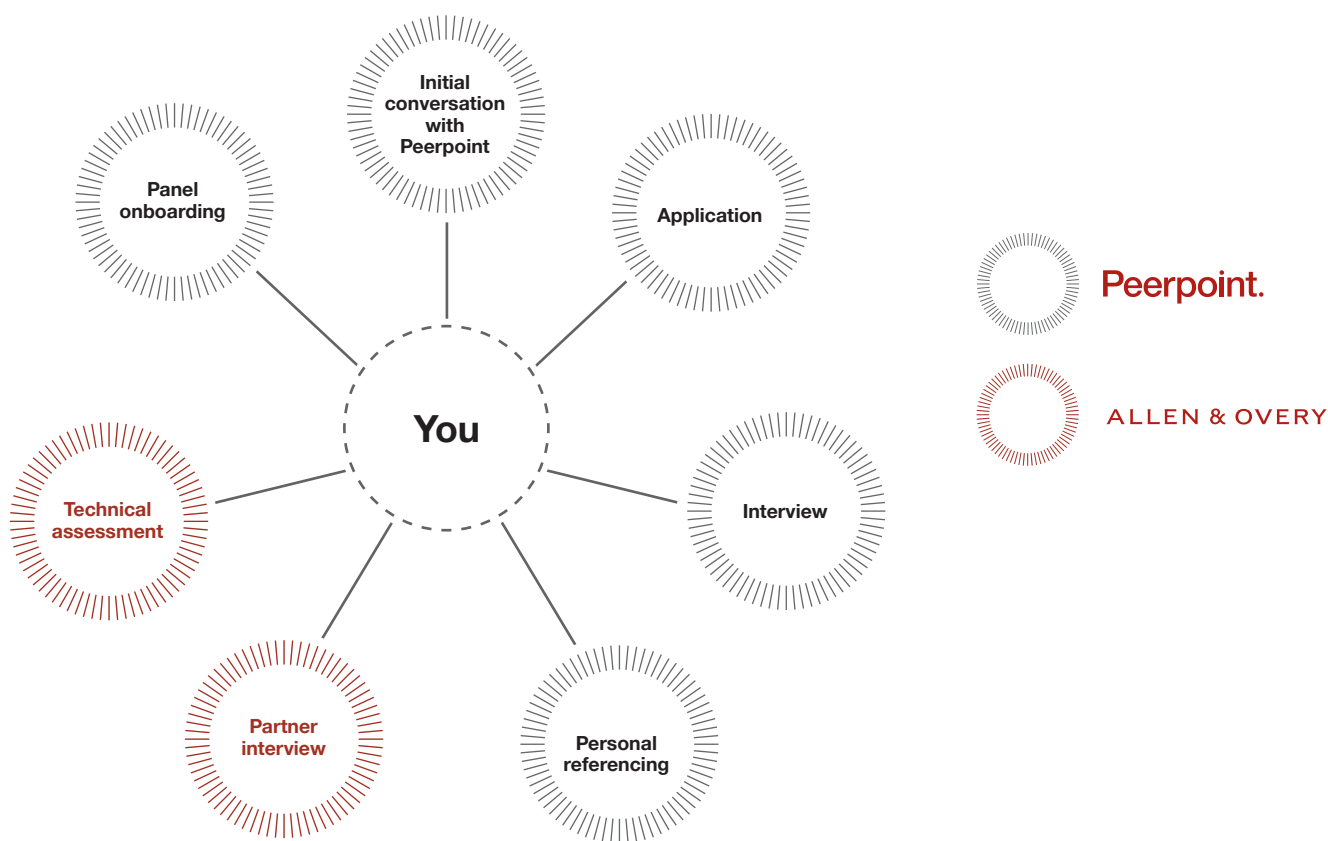
The team are very careful to take the time to understand your experience, career aspirations, and skill-set so that any prospective assignment is neatly aligned to your ambitions. Today, through Peerpoint, I'm advising a large financial institution on a number of strategies and supporting senior managers through changes in the wider industry landscape.

I've also been able to pursue other development opportunities and have enjoyed greater balance and time with my family. With the support of Peerpoint, I also recently completed my qualification as a Chartered Company Secretary with ICSA at the same time as advising clients on top-tier transactions.

As an A&O Alumni, I knew first-hand that Allen & Overy invested in its lawyers with a culture and values aligned with my own. The same is true of Peerpoint. From day one, I've been given a wealth of resources, training, and opportunities to broaden my network, both locally and internationally. My experience has been second to none.

“As a Peerpoint consultant, I am at the forefront of advanced delivery solutions that will help shape the future of the legal market.”

Your individual journey to us.



The right people with the right skills and mindset.

Our rigorous recruitment process is your first experience of how we support you as a consultant. It is a vital part of understanding your ambitions and skills, so that we can find you the right client and assignment fit. It also enables you to decide if we are the right fit for you.

We only invite you to join us when we see a demand for your particular expertise. We also want to make sure there is a good chance we can provide you with consistent work. Of course, you may also wish to find other ways to secure work, which is fine as you do not have to work exclusively with us.

While we cannot guarantee work, we are fully invested in supporting you to achieve your goals.

Engaging with Peerpoint

In light of the changes to IR35 legislation, Peerpoint will continue to run a personal services company ('PSC') model for roles determined to be 'inside' or 'outside' IR35 and our consultants will be required to set up a PSC for the purposes of such assignments.

Where our clients have confirmed that they will not engage consultants or contractors through PSCs in the future, in these circumstances only, we will be offering an employed model.

We have provided below some key areas for you to consider when looking to engage with Peerpoint.

Appoint an accountant

While you can set up and manage a PSC yourself, we recommend appointing an accountant to help establish and run it.

Consider insurance

When you work on an assignment with Peerpoint, you are covered by Allen & Overy's professional indemnity insurance, subject to the scheme's terms and conditions. You are only covered for work you undertake on behalf of Peerpoint or Allen & Overy, and not for any work outside this. So consider taking out your own insurance for other work.

Seek independent advice on IR35

It is important that you take appropriate professional advice on the tax and financial implications of IR35.

Peerpoint life.



Graham Martin

Consulting with Peerpoint allows our lawyers to pursue their passions outside the law in ways often not possible within a more traditional employment setting.

When Graham joined the Peerpoint panel in 2017, for him it was a way to continue developing his legal career while also pursuing a passion for painting, having studied at art school prior to his move into law. In addition to completing four Peerpoint assignments, Graham was also selected for the John Moores Painting Prize in 2018 – the UK's longest-established painting prize, whose past winners include David Hockney.

“Joining the Peerpoint panel meant I didn't need to choose between a legal career and a future in art, but rather I could pursue both passions alongside each other. Being a consultant allows me to take time off between contracts to focus on my art practice, which is centred on the aging estates and urban developments that occupy forgotten spaces on the fringes of the city. Consultancy is great because it gives such variety, and each new contract provides a unique insight into how different clients and teams operate.”

Make your move.

Taking a different path is not always an easy or instant decision, we know that. We are happy to talk to you to and discuss whether Peerpoint might be the right choice for you now or in the future.

For further information or to have a confidential discussion, contact our recruitment team:

uk.recruitment@peerpoint.com
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