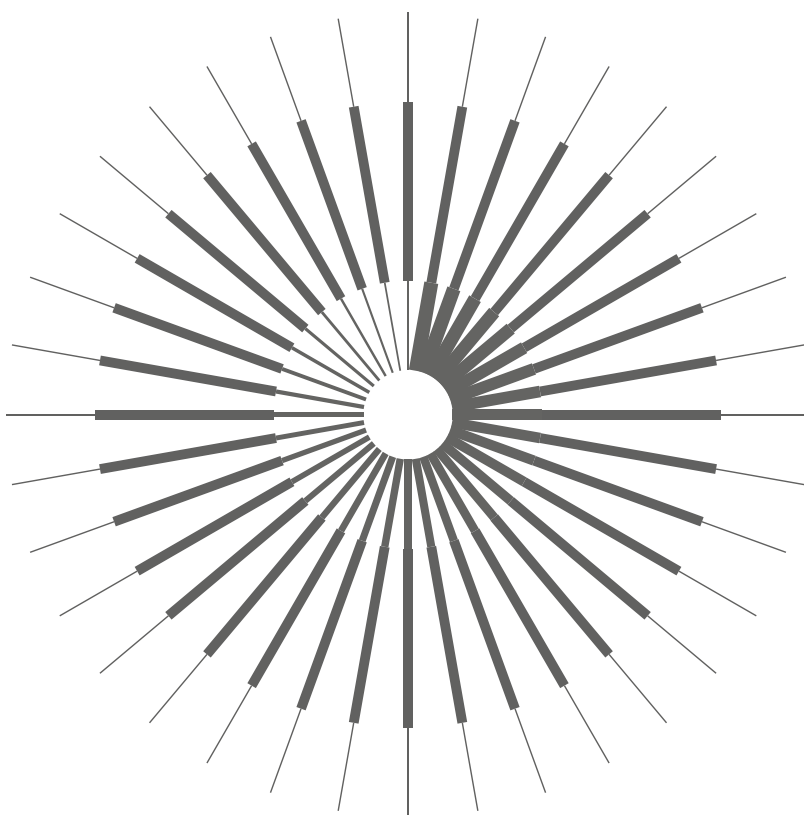


# Make your move.

Building a portfolio legal career with  
Peerpoint in the United States.



**Peerpoint.**

by ALLEN & OVERY

# There is a different way to progress your career.



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Peerpoint is meeting the needs of a new breed of attorney 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-honored paths to progress.

Consulting is a great option if you are seeking a self-directed legal career. However, not all consultancies are the same. With Peerpoint, you have Allen & Overy (A&O) supporting 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 lawyers with world-leading organizations on an interim basis. With all the support, guidance and resources of A&O 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 leading clients;
- optimal earning potential;
- resources from an elite international law firm; and
- objective and individualized career advice.

Peerpoint operates out of New York in the US, with international operations in Australia, Hong Kong, Singapore, the UAE and the UK.

350+

Lawyers on the global panel

80%

Lawyers with 8+ years' experience

● 75% of lawyers have in-house experience



● 55% of lawyers work full time (30 hours or more)



# The Peerpoint difference.



If we had to summarize what we offer, and what sets Peerpoint apart for our lawyers, the four words above cover it.

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



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# Working with Peerpoint.

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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?



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## A world of opportunities

Now more evolved and established than ever before, a portfolio legal career has never been more exciting. At Peerpoint, we're ahead of the game. Not only have we helped lead the transformation of the flexible resourcing market, we've developed one of the most supportive offerings around. By understanding your current skillset and ensuring you can acquire any other skills you need to continue to develop or change career direction, we can 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 work with you, one to one, 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 right direction for you.

## Be among the best

As a Peerpoint lawyer, you are in some of the very best company of your career. Our lawyers 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' experience.

## Like-minded peers

While you enjoy greater independence as a Peerpoint lawyer, you are never on your own. You are part of a 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.

## Engaging with us

We operate a number of engagement models for lawyers wanting to join Peerpoint. The models available to you will vary depending on the country you are located in as well as other factors. Our recruitment team will discuss the options and requirements with you in more detail.

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# Always supported.

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At Peerpoint we don't believe that being a consultant lawyer 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 talent management team and, throughout the period of your assignments, you'll also have access to a suite of A&O resources.

## Partner support

While 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 has a leading global team of Professional Support Lawyers (PSLs). As a Peerpoint lawyer, you will have access to the PSLs when working on Peerpoint placements.

## Research & Library

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

## Client publications and A&O materials

Any Peerpoint lawyer 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 lawyers 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', 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 lawyers, 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.

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# The Peerpoint Experience.

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We want to ensure your experience with us helps you to enjoy and get the most out of being a Peerpoint lawyer. 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 lawyers. Everything from social gatherings and drinks – which are a great way to meet other Peerpoint lawyers – to training seminars on specialized topics. You will always be notified in advance of any events coming up.

## Specialized resume support

Peerpoint has a new approach to resumes and we will work with you to create your own unique skills-based version. We will help you create a resume 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 experience with us is absolutely central to how we work as a team. It is something that we believe very passionately about. We will 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.



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# Client assignments.

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As a Peerpoint lawyer, 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 A&O or a six-month placement with a client, we give you variety and control.

We offer you access to a wide range of top-tier clients and 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. Placements can span anything from two to six months, or more, 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 may also have the option of extending assignments if clients still need you, and you want to stay. Being a Peerpoint lawyer allows you the ability to flex as circumstances require.

You also have the opportunity to work within A&O. 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.

## A&O is with you all the way

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

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







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# Peerpoint is for a new breed of lawyer.

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More variety. More challenge. More balance. As a Peerpoint lawyer, 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 fulfill a bucket list of experiences.

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## 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.

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# Peerpoint lawyers.

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## 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 interim 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.”



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## Tim Coldman

“Consultancy has given me the freedom for downtime between assignments to pursue personal interests.”

“With a background in capital markets and cash equities law, I joined Peerpoint while in Hong Kong, and shortly after began my first assignment working in-house for an international financial institution, based in Sydney. I accumulated experience in the UK, Singapore, Japan, Hong Kong and with Peerpoint, Australia. Consulting through Peerpoint enabled me to continue my passion for living and working in new countries. At a senior level in my career, I felt it important to realign my work-life balance and consulting gave me the freedom to take downtime between assignments to pursue personal interests, be that family, sport, travel or business ventures.

There is great value in gaining experience across a range of firms, taking up different opportunities, having exposure to a variety of people and work environments, and developing new skills. Having the A&O brand behind me is a major plus and being an A&O alumnus made Peerpoint a natural fit, yet its support – the induction training, access to the A&O research library and having the support of the A&O Partners to call upon – is what made Peerpoint stand out for me.

During my time as a consultant, I was described as ‘living the dream’. I was part of a magic circle law firm with access to top-rate assignments. I had the opportunity to travel, an A&O email address and a great social calendar. Yet crucially I retained control over my career, giving me the time and space for other opportunities alongside my career in law. And that’s quite a gratifying place to be.

My last Peerpoint assignment was in an area in which I had no direct experience, but Stephanie at Peerpoint convinced both me and the employer that I would be a good fit and was up to the challenge of handling a new product. Rather unexpectedly, therefore, I found that consulting introduced me to a new specialism which now interests me and so, to my great surprise, I agreed to take the role on a permanent basis at the end of the assignment. Importantly also, the role provides a good work-life balance and so whilst I am challenged at work, I also have time to pursue my other interests. Therefore, consulting gave me the opportunity to try another specialism and work environment which ensured that my aspirations were met before I committed to a permanent role.

I have kept in touch with Peerpoint since taking on the permanent role and have spoken of my experience as a panelist at one of their events. Whilst I am fortunate that Peerpoint secured permanent employment for me in a new and rewarding career, I am also mindful that I might at some point wish to return to consulting.”





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## Rebecca Chiu

“As a Peerpoint lawyer, I can advance my career and take control of my time.”

“I practised as a banking lawyer for around seven years before deciding to step away from law to start my own business. I commenced an F&B chain of outlets and then founded a tech start-up that connects businesses to on-demand workers, but when my father became ill, things really started to change for me. I became his main caregiver and it was at this point that I stumbled across Peerpoint. For me, Peerpoint was the perfect balance: a way to restart my career in law and still be there to care for my dad.

At present, I work a three-day week from my home in Singapore, but I've also been able to spend time developing my skills and making new connections overseas – specifically in New York, Shanghai, and Tokyo. No matter where I am in the world, I'm being exposed to top-tier work. For example, in my current role, I'm managing and implementing a large-scale document digitisation project for the A&O Hong Kong office. By using software to

automate legal documents for different deals, we're reducing the risk of human error and the amount of time it takes to get a deal done. I'm right in the middle of complex and exciting developments, as well as at the forefront of the legal tech space employing cutting-edge technology. But I've got the freedom to make sure my work fits around my schedule, which makes a huge difference.

As someone who has always advocated for the gig economy, it's great knowing I'm helping to shape the future of law. Through Peerpoint, I'm seeing the change happen, and better still I'm playing my part in it. If you're the type of person who's comfortable with flexibility and fluidity, it allows you to balance advancing your career and taking control of your time.”



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## Tiffany Lee

Tiffany specializes in litigation and financial regulation, and trained and worked in private practice in Hong Kong for nine years, before moving in-house to work for an investment bank. She eventually sought more variety over the type of work she did and wanted more control over her working hours.

“My first consultancy assignment was within the Allen & Overy Hong Kong office, working on contentious financial regulatory investigations. It was a great experience working as part of the team alongside A&O associates. Peerpoint works with high-calibre, international clients, which gives me access to challenging, top-tier work. It also presents opportunities for me to work outside of litigation and investigations.”

Peerpoint also gave Tiffany access to A&O resources, such as in-house seminars, know-how and events, as well as opportunities to network.

“For me, consulting with Peerpoint has given me a greater work-life balance, and has enabled me to pursue my Japanese language studies. With a more flexible working structure, I have also had more time to travel and explore Japanese culture, which has provided me with a really valuable opportunity, that most likely would not have been possible within a permanent role.”



## Amrik Tumber

Specializing in M&A, capital markets and debt financing law by day, Amrik is also at the beginning of an acting career, which places him in a rather unique position. It was this, in fact, that prompted him to join Peerpoint in April 2017.

“Peerpoint has a sophisticated set-up and provided a viable way for me not only to take periods of time off between assignments to focus on my acting, but also to pursue both careers simultaneously. Peerpoint is solutions-focused, facilitating the needs of the client assignment, while encouraging the professional and personal ambitions of the lawyer. There has been total transparency around my commitments, and I’ve found Peerpoint and the clients to be both receptive of, and interested in, my acting work.

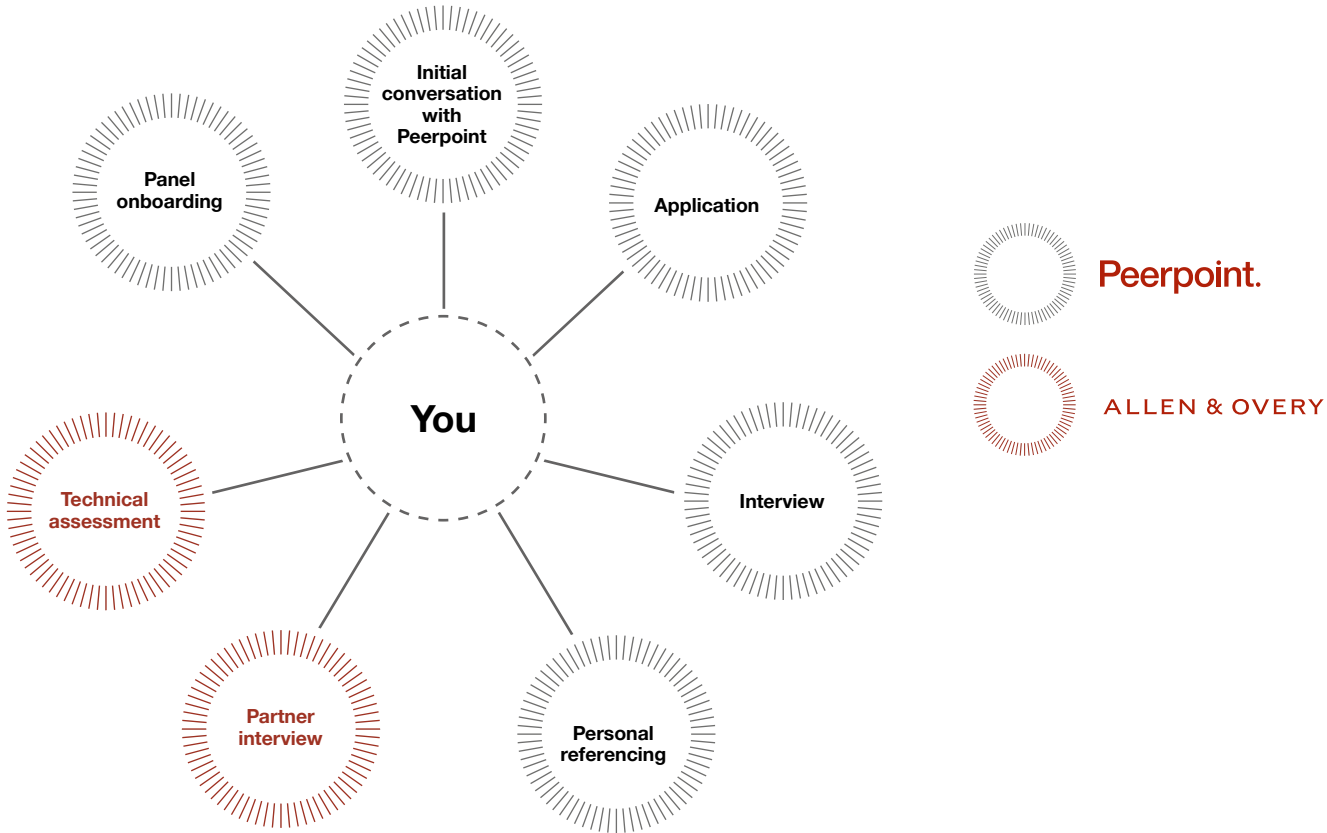
As lawyers we tend to be risk-averse, yet taking the step into consultancy can provide so much freedom and opportunity. It’s exciting working for different clients and learning about their organisations in a way you may not be able to within a permanent role. It provides an opportunity to not only expand your business and legal network but also to leverage from Allen & Overy’s contacts and relationships. Allen & Overy also has an impressive international network, meaning they are well placed to support foreign lawyers in their relocation plans, or in gaining international exposure.

As a British/Australian citizen, I have the right to work in both the UK and Australia and recently had the opportunity to take an assignment in London. It was only because of Peerpoint’s support and backing that I felt secure enough to make this move. The truly international reach of Peerpoint allowed me to easily relocate and transition to working with the team in London.

Peerpoint engenders a huge amount of respect for what lawyers are trying to achieve in their personal and professional lives, and that’s really refreshing to see.”

“Peerpoint engenders a huge amount of respect for what lawyers are trying to achieve in their personal and professional lives.”

# Your individual journey to us.



Our rigorous recruitment process is your first experience of how we support you. 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 achieving your goals.





# Make your move.

Taking a different path is not always an easy or instant decision, so we recommend getting in touch to talk to us first. We can discuss whether Peerpoint is the right choice for you

now or in the future, talk you through the process of becoming a Peerpoint lawyer, and how you can apply (in confidence, of course).

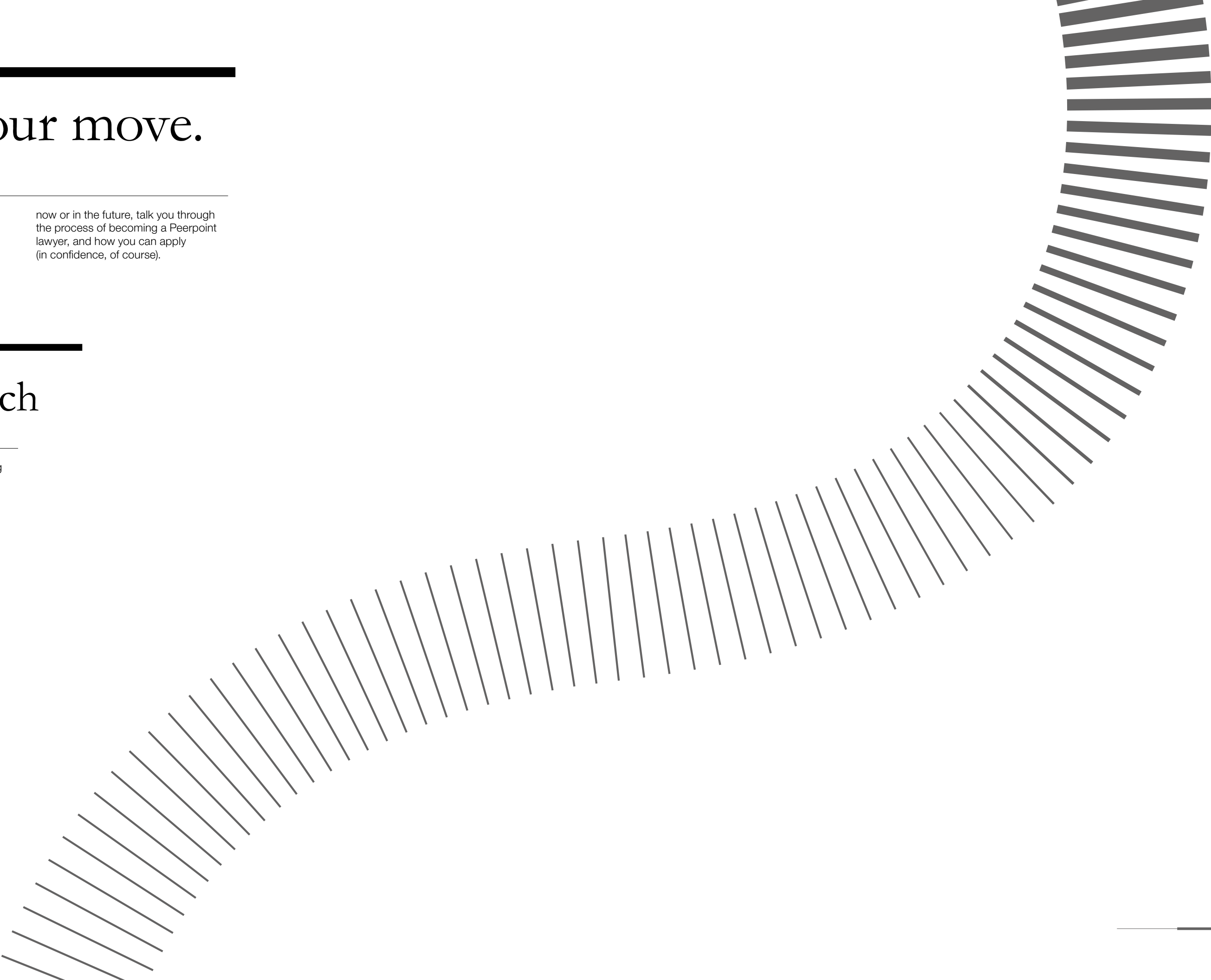


# Get in touch

For further information about working with Peerpoint, please contact:



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## 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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