

Peerpoint

BY A&O SHEARMAN

A career built around you

SHAPING YOUR FUTURE WITH PEERPOINT



*There is a different way
to progress your career.*



Peerpoint is here for you as you carve out your own unique path.
We'll connect you with the best interim opportunities and help you
grow both personally and professionally.

Whether you're looking to progress in a new direction, develop new skills, make time for your other interests
or simply take back control over the work that you do, we are here to fully support you on your journey.

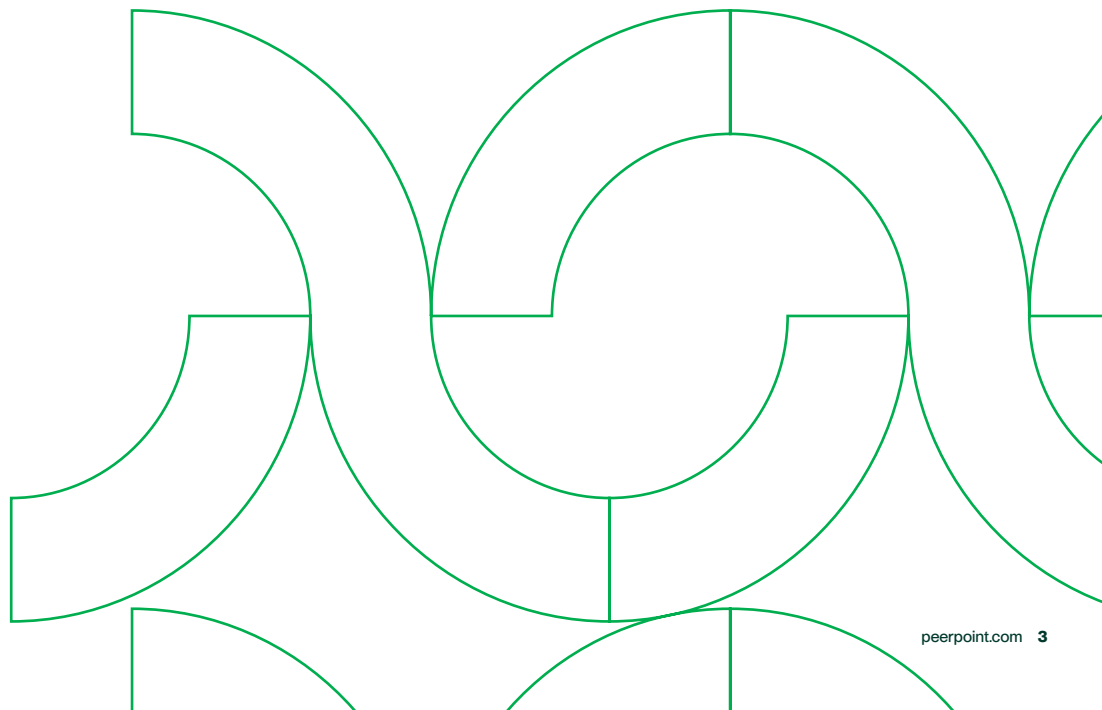
Since launching in 2013, we've developed a deep understanding of how the definitions of success vary
from one individual to another. We take pride in working with you to define and achieve your career goals—
whatever they may be. We also understand that what matters to you can evolve over time and our highly
experienced team will be with you every step of the way.

With Peerpoint, you have A&O Shearman behind you. That means access to top-quality work, clients,
resources and support. Our team will also always offer you guidance to help you grow your experience
and fulfil your career potential.

What would you do if you had greater control over your career? How would your personal and
professional life change for the better? Come and realise your ambitions with us.

Carolyn Aldous

Chief Executive Officer





Your global *career partner*

Peerpoint is A&O Shearman's global flexible resourcing business. With offices in Australia, Hong Kong SAR, Singapore, the UAE and the UK, we find bespoke talent solutions that drive meaningful impact—for both lawyers' careers and our clients.

By connecting you with outstanding interim opportunities and forward-looking businesses—including A&O Shearman—we'll help you grow your legal consultancy career. Understanding your needs and supporting you at every step, we can make sure you set your aspirations for tomorrow in motion today.



400+

Peerpoint consultants
on our global panel

We have placed consultants in over

10 jurisdictions

in the last 12 months

Our panel includes lawyers from

3 to 20+

PQE



Working in *partnership*

CARVING OUT YOUR OWN CAREER PATH DOESN'T MEAN GOING IT ALONE.

A legal consultancy career with Peerpoint is unmatched in the market. Over the last decade, we've helped lead the transformation of legal consulting as a truly credible career path alongside private practice and in-house legal careers. We also have one of the most supportive offerings around, all with the full backing of A&O Shearman.

Read on to find out what makes consulting with Peerpoint different.

EMPOWERING YOUR DEVELOPMENT

Legal consulting with Peerpoint means being part of A&O Shearman. You'll be fully supported on your journey by our highly experienced team. Your professional growth is our priority and we embrace your ambition to drive your legal career forward. And with access to A&O Shearman's training, development and networking events, including opportunities to grow your skillset with our Advanced Delivery and Solutions businesses, there's a myriad of ways to hone your skills and develop your career.

WORKING WITH THE BEST

With access to an extensive client base, we have the world's leading businesses and most progressive roles at our fingertips. As a Peerpoint consultant, you can be confident that we'll find you an outstanding role that's the perfect fit—whether that's with A&O Shearman or an external client. While you're on assignment, you'll have access to a partner contact as well as professional support lawyers and extensive knowledge resources.

FINDING YOUR BALANCE

What does balance mean to you? It could be having the flexibility to pursue a passion, spend more time with family or take breaks between assignments to travel the world. As a legal consultant, you can continue progressing and developing as a top-tier lawyer without putting the rest of your life on hold.

GROWING YOUR GLOBAL EXPERTISE

Work with legal teams from across the world. Consulting on international assignments gives you global exposure without the need to relocate. If you have a right to work in one of the countries in which Peerpoint operates, we can also help you get your consulting journey started in that region. Our established global network means you'll always have access to A&O Shearman partners, law firm resources and unique international opportunities to enrich your career.

“It’s pretty much the whole package in terms of support, good roles and know how.”

Peerpoint consultant, Australia

STAYING IN CONTROL

Steer your legal career in whichever direction you choose. Whether you’re looking for more control, choice or variety, as a Peerpoint consultant you’ll have the pick of the best challenges from across a range of sectors. With an expanded skillset, you’ll boost the ways you can reach your goals—whether that’s by continuing to build your ideal career as a legal consultant or landing your dream permanent role.

BEING WHO YOU ARE

We are inclusive and progressive, encouraging new outlooks and thinking across the legal sector. At our heart is community and a culture of empowering others to succeed. As a Peerpoint consultant, we value you for who you are. We are committed to inclusivity and are determined to play our part in building a legal consultancy platform where progress is made by harnessing our differences and offering all our legal consultants the chance to excel.



Working with *clients*

With access to an extensive client base, we have some of the world's leading businesses and most progressive and interesting roles at our fingertips. We'll make sure you find a role that's the perfect fit—whether that's with A&O Shearman or with an external client. And when you've finished an assignment, it's completely up to you how much time you take off.

VARIETY YOU CONTROL

As a Peerpoint consultant, you are in the driving seat when it comes to deciding how and when you work, whether you are looking for a short-term assignment with A&O Shearman or a six-month placement with a client. Client assignments can range from stepping into a team to work on major transactions to one-off legal projects or assisting with “business as usual” during peak periods of busyness.

Most assignments will require you to work at least four days a week. However, in some cases, there may be the opportunity to determine the number of days and location, and you may have the option of extending assignments if clients still need you and you want to stay.

There is also the opportunity to work within A&O Shearman. This could be on an ad hoc basis, supporting teams when needed or joining the practice groups for fixed periods to work on deals.

FUTURE-PROOFING YOUR CAREER

Our client and engagement teams work closely with you to understand your goals and ambitions, and to ensure you are achieving them with each role you undertake. Legal consulting can be a great way to “future-proof” your career by expanding your skillset and ensuring you stay valuable in a fast-moving market. We offer, and actively encourage you to try, different opportunities that stretch your previous experience and help you build new areas of expertise.

A&O SHEARMAN BY YOUR SIDE

You will always benefit from our support. Before an assignment interview, you can prepare for and discuss the role with an A&O Shearman relationship partner. The Peerpoint team will also ensure you are ready by providing you with support and coaching that will help you conduct a successful interview. When on assignment, we'll schedule regular check-ins with you and the client to ensure everything is running smoothly, and you will always have a direct line to an A&O Shearman sponsoring and technical partner and the Peerpoint client team for help or advice.



World-class *support*

At Peerpoint you're never alone. It is important to us that, throughout 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 backing of our dedicated consultant management team and throughout the period of your assignments you'll also have access to a suite of A&O Shearman resources. Each region has an additional range of resources and benefits available to consultants in those markets.

SPECIALIZED CV SUPPORT

We will work with you to create your own unique skills-based CV that can evolve 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

Providing one-to-one support at all points during your consulting experience with us is absolutely central to how we work as a team. We believe passionately in providing objective coaching support so that you can achieve your professional ambitions, whatever they look like. We work closely with you to understand and help shape your wider career plans and goals, and that, in turn, helps us find the right opportunities for you.

PLACEMENT ADVICE

When on assignment you will always have access to someone to talk through any issues you might have, both big and small. Our teams work closely together to ensure you have a consistent and joined-up experience at all times.

PARTNER SUPPORT

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

KNOWLEDGE LAWYERS

A&O Shearman has a leading global team of knowledge lawyers. As a Peerpoint consultant, you have access to these knowledge lawyers when working on Peerpoint placements.

RESEARCH AND LIBRARY

A&O Shearman has 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 SHEARMAN MATERIALS

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

FURTHER TRAINING

Peerpoint consultants are invited to attend some of A&O Shearman's high-quality training courses. If you are working in the practice then you will receive those invites through internal channels. If you are on a client placement or not working via Peerpoint at the time, we will make sure you are notified. If you would like to polish up your IT skills, you will have access to training courses through A&O Shearman.



*“The support is the best
I’ve had in my legal career.”*

Peerpoint consultant, Asia

Part of *our community*

When you join our panel, you will be welcomed into a community of like-minded lawyers. Not only do we offer tailored Peerpoint activities, but depending on what region you are in, you will also have access to a selection of A&O Shearman's active networks and programs.

PEERPOINT EVENTS

We regularly hold exclusive events for Peerpoint consultants: everything from social gatherings and drinks—which are a great way to meet other consultants and expand your professional network—to training seminars on specialized topics. You will always be notified of any events coming up.

A&O SHEARMAN ALUMNI NETWORK

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



*“Consultancy has been
a great experience and
I’m undoubtedly a better
lawyer because of it.”*

Peerpoint consultant, UK

Joining *our panel*

Our recruitment process is your first experience of how we support you as a consultant. It is a vital step in building our understanding of your ambitions and skills, so that we can find you the right clients and assignments. It also enables you to decide if we are the right fit for you.

We will work with you to understand your timeframes and progress your application as swiftly as possible. We only invite you to join us when your expertise and career ambitions align with the demand we see from our clients—we want to be able to provide you with opportunities that suit your experience, strengths and objectives. While we cannot guarantee work on the panel, we are fully invested in supporting you to achieve your goals. Of course, you may also wish to pursue additional ways to secure work—we don't ask that you work exclusively with us.

OUR RECRUITMENT PROCESS

◆ Peerpoint

◆ A&O SHEARMAN



*Technical assessment is not required for all specialisms.

ENGAGING WITH PEERPOINT

We operate a number of engagement models. What's available to you will vary depending on the region you are located in. Our recruitment team will discuss the options with you in more detail.

Our consultants



Claudie Tirefort, London

I'm a mid-level private equity lawyer. I made the jump to consulting in 2021, after four years in private practice at the London and New York offices of a leading U.S. law firm. I'd gained valuable experience advising on mergers and acquisitions, large reorganizations, big commercial contracts and more but I started to feel I needed more variety.

I think it's important to embrace different kinds of legal experience as you progress up the career ladder. That way, you can broaden your capabilities and stay employable. Through legal consulting with Peerpoint, I'm discovering all that is very achievable.

My current placement, for example, is with a global venture capital firm. This is a field I've long wanted to explore. The legal team is quite small, so I knew I'd be tasked with quite substantial, senior-level responsibilities that would stretch me—exactly what I was looking for. So far, I've worked on some really big projects that involve the firm's U.S. offices, so there's also the added attraction of a multinational environment.

It's been a big boost to my confidence as a lawyer realising that I can step into a new field, as I have done with this engagement, and make a success of it. Being proactive, adaptable and a quick study definitely helps. What's also been great is knowing Peerpoint has my back. The team has been super supportive. I know if I have any issues they will be there for me.

So far, I've chosen to engage with Peerpoint through my own legal practice. This way, I feel I can test the waters and experiment with consultancy work patterns while retaining a few other clients at the same time.

Most of all, I'm enjoying the fact that I'm not locked permanently into any one environment and have more control of my working life. This enables me to balance my dedication to clients with other

interests. I'm a passionate amateur boxer and marathon runner and keeping fit is a huge part of my life. Working this way means I can accommodate my training routine.

I'm just delighted at how well consulting has worked out so far and look forward to continuing my partnership with Peerpoint.

“Consulting has brought me challenging, diverse work while also allowing me to operate more flexibly.”



Derek Leung, Hong Kong

In 2020, I moved back to Hong Kong after a spell abroad and a short career break. Previously, I'd been working in-house in Abu Dhabi as a corporate and commercial lawyer, so I was a little removed from what was going on in the Hong Kong market. Peerpoint offered a great opportunity to transition back.

I was also drawn by the flexibility of the Peerpoint approach. Typically, a lawyer might spend months interviewing for a position before being offered the role and then find out that it's not a good match. But with Peerpoint, you can go on a placement and get a taste to see if it suits—on both sides—without needing to make any full-time commitment.

Peerpoint has been very interested in me as a person and in helping me find clients and projects that match the kind of work I want to do. The team is consistently helpful and supportive, and having

the backing of a quality firm like A&O Shearman is also a good confidence booster as I start any new placement. I have a high degree of autonomy and responsibility, but there's guidance from the partners whenever I need it.

The assignments I've worked on so far have been top-notch. Currently, I'm with a prestigious financial institution, working with great people I can learn from and who also value my advice.

I'd encourage other lawyers to consider consulting. I know our profession makes us risk-averse, but it's worth being open-minded and taking a leap of faith. For me, it's been a terrific opportunity to gain a wider breadth of skills, experience and commercial insights, along with exposure to new sectors. I also have more flexibility without sacrificing quality work. It's proved a great fit for me as I progress in my career.

“Joining Peerpoint has brought flexibility as well as the opportunity to gain new experience in a range of sectors and firms.”



Simona Spazzini, Dubai

As a U.S. and UK qualified solicitor specializing in cross border M&A and capital markets, I have worked in private practice and in-house in London, Singapore and now Dubai. Wanting to spend more time with my two children, I took a career break and studied international human rights in London. After five years away from law in the not-for-profit sector, I decided to go back to legal work, while retaining the flexibility to spend more time with my family—so I turned to legal consultancy.

I was very pleasantly surprised to find myself at the heart of very interesting deals as a legal consultant. With Peerpoint I benefit from high-profile, technically challenging and varied work, with sophisticated clients. I very much enjoyed my recent roles here in Dubai, working directly with GCs advising on a capital markets and M&A issues and corporate restructuring projects.

Living in Dubai means lots of opportunities to work for multinational businesses, and I'm grateful for the variety that consultancy offers me. There is a very positive, forward-looking energy in the market here. I also enjoy the melting pot of cultures in Dubai and working in teams with people from all over the world.

Peerpoint is the perfect partner, ensuring I can work on assignments that not only match my expertise, but also support how and where I choose to work.

“Peerpoint is the perfect partner.”

Get in touch

Taking a different path is not always an easy or instant decision—we know that. We are happy to talk with you to 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 one of our recruitment teams:

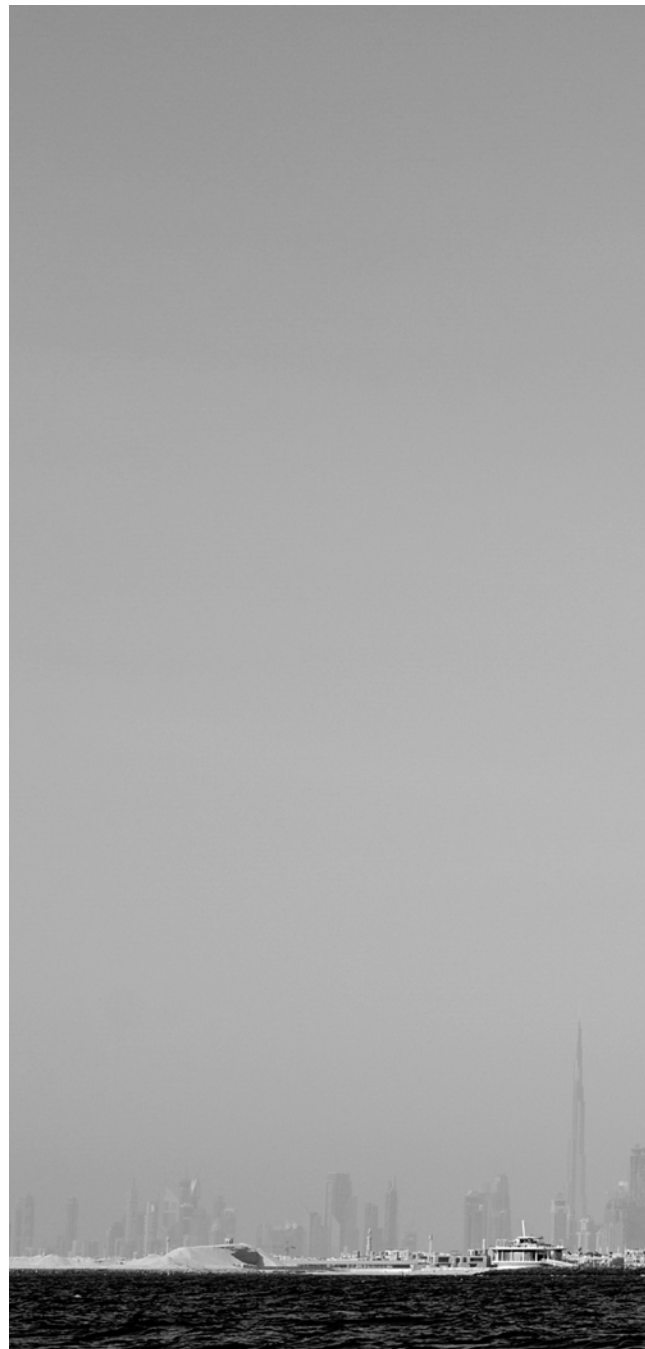
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apply to join our panel: peerpoint.com





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 [peerpoint.com](https://www.peerpoint.com)

Global presence

Allen Overy Shearman Sterling LLP

Peerpoint is the name of Allen Overy Shearman Sterling LLP's legal resourcing business.

A&O Shearman is an international legal practice with nearly 4,000 lawyers, including some 750 partners, working in 29 countries worldwide. A current list of A&O Shearman offices is available at aoshearman.com/en/global-coverage.

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A&O Shearman was formed on 1 May 2024 by the combination of Shearman & Sterling LLP and Allen & Overy LLP and their respective affiliates (the legacy firms). This content may include material generated and matters undertaken by one or more of the legacy firms rather than A&O Shearman.

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