

The A&O Mentoring Advisory Service

If you are looking for careers advice, but don't require the relationship commitment of a mentor, our advisory service offers you the opportunity to have a one-off call or meeting with one of our panellists.

Please view our panellist profiles and email your preferred panellist to set up a mutually convenient time to talk.

If you have any questions about this service, please contact thealumniteam@allenovery.com



Tim Beech

Joint Managing Partner – Singapore
tim.beech@allenoverly.com

Current job title/organisation

Joint Managing Partner – Singapore

Career history

- Joined A&O London as a paralegal in 2002
- Became a trainee in 2005
- Qualified into the London corporate trust team in ICM in 2006
- Joined the Singapore office as Counsel and head of the APAC corporate trust team in 2017
- Became a partner in 2018
- Appointed Joint Managing Partner of the Singapore office in 2021

Key experiences/career highlights

Almost since my first day with A&O, my practice has been focused on advising trustees and agents in the context of DCM and loan transactions. This has meant that I have had a great deal of diversity in the new transactions I have dealt with, looking at everything from simple corporate debt issuance through to complex structured finance. I also, however, advise on post-issuance matters, including defaults, modifications, restructurings and disputes. In Asia I have focused in particular on Chinese bonds and have contributed to a NAFMII/ICMA paper prepared in connection with the development of the onshore bond market and advised on several groundbreaking defaults and restructurings of large issuers of Chinese offshore bonds. It has been a unique opportunity, and fascinating at every stage, to be directly involved in a small way with the opening up of an economy such as China.

As Joint Managing Partner of the Singapore office, I am now enjoying the opportunity to combine a broader view across the Singapore office, our APAC practice groups and the firm as a whole with the detail of my day-to-day practice.



Jeffrey Golden

Former Partner – London
(Founding Partner of U.S. Law Practice)
jeffreygolden@3harecourt.com

Current job title/organisation

Chairman, P.R.I.M.E. Finance Foundation; Governor and Honorary Fellow, London School of Economics and Political Science; Member, 3 Hare Court Chambers

A&O career

I retired from A&O in 2010. I joined as a partner in 1994 after 15 years with the leading Wall Street practice of Cravath, Swaine & Moore. I was the founding partner of A&O's U.S. law practice and for a time senior partner in the firm's global derivatives practice, and while at the firm had extensive experience of a wide range of capital markets matters, including swaps and derivatives, international equity and debt offerings, U.S. private placements and listings and mergers, acquisitions and joint ventures.

Career history

- Cravath, Swaine & Moore, New York and London, 1978-1994
- Allen & Overy, London, 1994-2010
- London School of Economics, 2010 – present (currently Governor and Honorary Fellow; previously Visiting Professor, Law Department)
- P.R.I.M.E. Finance Foundation, 2011 – present (Chairman, Management Board; member, Panel of Recognised International Market Experts)
- 3 Hare Court, 2014 – present (member of Chambers)

Key experiences/career highlights

- First non-English law qualified partner at A&O
- I acted for the International Swaps and Derivatives Association, was a principal author of ISDA's master agreements and have acted as an arbitrator and appeared as an expert witness in several high profile derivatives cases. With Richard Tredgett, John Berry and others at A&O, developed a number of innovative market solutions, including the ISDA Protocol.
- First non-barrister full member of Chambers following the rule change that allowed for this.
- Elected as the Honorary Master of the Bench at Middle Temple.



Matthew Hartley

Peerpoint consultant – London
hartleymct@aol.com

Current job title/organisation

Peerpoint Consultant, Allen & Overy LLP

A&O career

I joined A&O as a trainee in March 1991 and qualified into the ICM group in London in March 1993. I worked in the Singapore office from January 1998 to April 1999, before returning as a senior associate to London and becoming a partner in May 2001. Since then I have built a diverse practice advising banks, corporates and sovereigns on all aspects of bond issues, from raising funds to restructuring and liability management.

Career history

From dealing with documentation and process in approaching the market, my career has broadened out over the years to more strategic advice to clients as to the optimal funding mix for them, which involves an understanding of their requirements and businesses as well as a deep understanding of the markets and the products in which I specialise.

Key experiences/career highlights

As mentioned above, the key focus in my practice has been enabling corporates and governments to access the capital markets. This has involved assisting on a number of corporate reorganisations, particularly in the mutual sector, including the merger of the Halifax and Leeds Permanent Building Societies in the mid 90s and the subsequent demutualisation of Halifax in 1997, the merger of the Britannia Building Society and the Co-operative Bank in 2008, the capital restructuring of Lloyds Bank and HBOS in 2008 and the capital restructuring of the Co-operative Bank in 2013. I also advised WPP on its re-domiciliation to Jersey in 2009 and its re-domiciliation back to the UK in 2013, and GE on its corporate restructuring in 2015, including the largest ever corporate exchange offer of USD100bn. I was also one of the lead partners on the largest ever sovereign exchange offer, the EUR207bn exchange offer for Greece in 2012.



Matthew Hebburn

Former Partner, London
matt.hebburn@gmail.com

Current job title/organisation

Partner, Simmons & Simmons

A&O career

I joined A&O London as a trainee in 1998, having already experienced a couple of months with the firm on a summer vacation scheme in the Tokyo office. I spent nearly 20 years, ten as a Partner, with the firm and left in 2017 in order to relocate back to the UK with my family and pursue new opportunities. During those 20 years, in addition to working in London, I worked in Tokyo (twice), New York, Hong Kong and Singapore. So I was fortunate enough to be able to broaden my horizons and see the firm grow in many different jurisdictions and cultures.

Career history

After leaving A&O, I took some time off to relax (taking the long road back to the UK) and readjust my family (and myself!) back into life in the UK. Taking some time out allowed me to reflect on strengths and weaknesses and what I might want to do going forwards. I had no particular pre conceived ideas of my next step when I arrived back, but ended up taking a relatively similar role as a partner in the derivatives group at Simmons & Simmons. I am still interested in branching out and discovering different areas for growth, whilst at the same time retaining a good family balance, so who knows where the future will lead. I probably did not expect to spend quite so much time with my kids as I have in lockdown though!

Key experiences/career highlights

During my time at A&O I have seen the A&O world change significantly – partly as a result of changing world economics and politics and partly just as a result of expansion and evolution. When I started in the Tokyo office, for example, it was a small space above a bookshop out of the main business district and when I started in New York, we were primarily seen as an English law firm – certainly not competitors with the big U.S. firms on their own turf as A&O is now. While in Hong Kong, the A&O Asia map changed significantly – including the addition of two offices in Australia. It has been a privilege and an education being involved in this expansion into new territories and markets.

**John Lee**

Registered Foreign Lawyer, E&W — Hong Kong SAR
john.lee@allenoverly.com

Current job title/organisation

Partner, Allen & Overy, Hong Kong – 2013-Present

A&O career

I joined our capital markets department in Hong Kong as an associate in 2000 and, as a junior associate, I was seconded to our Tokyo office in 2002. I became a Partner in 2013.

Career history

- Partner, Allen & Overy, Hong Kong – 2013-Present
- Member of People and Performance Board – 2018-2021
- D&I Champion for Allen & Overy, Hong Kong – 2019-Present
- Consultant, Allen & Overy, Hong Kong – 2008-2013
- Associate, Allen & Overy, Hong Kong – 2002-2008
- Associate, Allen & Overy, Tokyo – 2002
- Associate, Allen & Overy, Hong Kong – 2000-2002

Key experiences/career highlights

Over the past 21 years, I have advised on debt, equity-linked, equity and regulatory capital instrument deals across APAC, including Korea, Japan, Greater China, the Philippines, Thailand, Singapore, Australia, New Zealand and Mongolia, among others. During this time, I have experienced the evolution of A&O in APAC, including the significant growth of our practices in the Greater China and ASEAN regions, as well as the emergence of a pool of new clients. In addition, in my role as a member of the People and Performance Board and as the D&I champion for our Hong Kong office, I have gained better insight into the challenges and drivers of people in various jurisdictions, backgrounds and cultures.



Magali Maillot

HR Director – Luxembourg
magali.maillot@allenoverly.com

Current job title/organisation

Human Resources Director at Allen & Overy Luxembourg

A&O career

I joined Allen & Overy over eight years ago, in 2012. Since then, I have developed a very strong relationship with Partners and Senior Management to deliver the HR strategy in line with our global strategy and culture. My priorities in the last few years have been focused on Diversity and Inclusion and wellbeing, more specifically Mental Health, as well as Covid-19 crisis management over the last year.

Career history

I was born and educated in France and hold a Master Degree in Economics and a Post-Graduate diploma in Human Resources from the University of Toulouse. I am a certified Coach with the International Coaching Institute and a board member of POG (Personnel Officers Group). Prior to joining Allen & Overy, I worked for eight years for Lombard International Assurance, a large insurance group, where I was the HR Director the last two and a half years. Before that I worked for Motorola, where I managed recruitment for six out of seven of the company's French sites. In 2001, I moved to Luxembourg, where I gained further experience in Human Resources and managed various HR consulting projects.

In June 2017, I co-founded LILLA (the Ladies in Law Luxembourg Association) with three other women from Allen & Overy.

LILLA's mission is to 'inspire all women in the legal profession to rise'. As such, LILLA is dedicated to bringing women in the legal sector together to promote and champion gender equality within the legal industry and to positively influence the narrative of women in the Luxembourg legal sector.

Key experiences/career highlights

Professional Senior Manager with progressive, proven leadership experience in Human Resources, directing both workforce development projects and HR initiatives. Additionally, I possess expertise in implementing HR strategies and have an aptitude for optimising performance and motivating colleagues.

I am passionate about my job and do not hesitate to train myself in tools to help lawyers and staff manage their careers. Recently, I was trained in the Emotional and Social Competency Inventory tool to help the firm's Emerging Leaders to better understand the impact of emotional intelligence on their leadership style. I also have a particular sensitivity to all things relating to diversity.



Anna Masser

Partner – Frankfurt

anna.masser@allenovery.com

Current job title/organisation

Partner, Allen & Overy LLP

A&O career

I head the international arbitration practice in Germany, focusing on international commercial arbitration and advising on all stages of dispute resolution.

I act as lead counsel in international commercial arbitrations, in particular in the energy sector. I also advise on disputes under long-term contracts in general. I have experience of conducting arbitrations under a wide range of rules including those of the ICC, SCAI, DIS, LCIA, SCC, as well as in ad hoc arbitrations also under UNCITRAL rules. I was qualified in Switzerland until 2016 and advise on German and Swiss law issues. I deal with issues relating to the recognition and enforcement of arbitral awards and judgments and I am regularly appointed as arbitrator.

Career history

- Partner, Allen & Overy LLP, 2020
- Partner, Jones Day, 2019-2020
- Of Counsel, Jones Day, 2016-2019
- Senior Associate, LALIVE SA, 2014-2016
- Associate, Walder Wyss Ltd., 2009-2013
- Associate, Freshfields Bruckhaus Deringer LLP, 2008-2009

Key experiences/career highlights

I have been recognised by Who's Who Legal as a Future Leader from 2017 to 2020, as "one of Europe's top names", and as an "efficient and pragmatic lawyer who is great to work with". I serve as a member of the ICC Commission on Arbitration and ADR. I am a member of DIS, ASA and VIAC, an immediate past Global Advisory Board Member of ICDR Y&I and have led the German DIS 40 group for three years.

A&O got me to join because we really cherish collaborative working. I like doing the cross-office, cross-jurisdiction and cross-practice work. And with various people in various languages. This is also the main reason why I find arbitration so fascinating.



Nomita Nair

Former Counsel – London
nomitanair@gmail.com

Current job title/organisation

Director of Career Development and Coaching,
Caxton & Co

A&O career

I trained with A&O London in 2002 and spent 10 years working in the New York, Dubai and London offices, focusing on international project financing and development work. I also went on two long-term secondments to front-line commercial teams at HSBC and Standard Chartered Bank in London. After a period away, I re-joined A&O in London in 2018-2019 as Counsel in the Projects team in London.

Career history

Aside from my exciting time at A&O, I had the opportunity to join another law firm in Singapore as a Partner in the projects practice and spent six years between 2012-2018 growing a Southeast Asian projects practice. As a leader developing a practice in energy and real assets/ infrastructure, I was recognised in Chambers, Legal 500 and nominated for various Euromoney Business Law Awards. The wonderful thing about the Projects and development finance world is how connected it is and I kept coming across A&O and many other professional peers from Europe and the Middle East on many of my deals in Asia! After 17 years travelling the world doing deals, I embarked on a second profession as a career coach, with a special focus on international legal careers.

Key experiences/career highlights

As a Singaporean living and working across the globe and having qualified as a lawyer in three jurisdictions (England, New York and Singapore), I have had the pleasure of interacting with a diverse and dynamic body of colleagues and clients, many of whom have become more than just professional contacts- they are also friends. Through these various professional and personal experiences of adapting to new circumstances and challenges, I understand what it means to be an international commercial practitioner. However, I would not have had the opportunities throughout my own career without the support of terrific advisers, mentors and strong role models. As a career coach, I further appreciate how careers have become less linear and that everyone needs a little help to be agile, to navigate some of the obstacles and spot the fantastic opportunities that come along the way.



Genevieve Tennant

Former Global HR Director
genevieve10ant@btinternet.com

Current job title/organisation

Director, Coldframe Consulting Limited

A&O career

I joined A&O in 2003 as the Head of HR for Global Banking and in 2005 was promoted to Global HR Director. During my 11 years in that role, I was a member of the A&O Board and ExCo and worked closely with the senior global leadership team on a broad range of projects. For example, I was involved in the 2009 global restructuring, the transition of support services to Belfast, the opening of various offices across the network and the review and implementation of changes to associate career paths.

During this time, I led the global HR function, which totalled over 100 people worldwide, and worked with the team to implement improvements to a variety of business critical people processes eg performance management, recruitment, leadership development and remuneration.

The primary goal was to raise the importance of the people agenda within the partnership and work to effect improvements and enhance leadership skills across the firm. To this effect, I introduced coaching to the firm and, in conjunction with Meyler Campbell, in 2010 pioneered the first in-house coaching programme for senior managers, Directors and Partners which continues today.

Career history

I have over 30 years' HR experience across a range of professional services firms including EY, Schrodgers and Arthur D. Little, as well as my 13 years with A&O.

HR is a broad discipline – encompassing a wide range of specialist areas which all need to work together to deliver value to the business. Over the past 30 years, I have seen the role of the HR function evolve significantly. To be relevant today, it needs to be connected to the people and able to help leaders make good, informed decisions about the likely impact and success of different strategies, policies and procedures. It needs to be trusted by the leadership team and people alike and be prepared to challenge the business when necessary.

Having thoroughly enjoyed my wide ranging career in HR, and particularly the time spent as HRD at A&O, I decided it was time for me to specialise and to focus on that which I have derived the most satisfaction from – namely coaching. So in 2016 I left A&O and set up Coldframe Consulting Ltd., providing coaching support to emerging and experienced leaders as they take on new challenges and responsibilities.

Key experiences/career highlights

During my 30 years I have accumulated a vast number of amazing experiences. I have had the privilege to travel the world with my job, to get to know a great many people from a variety of different backgrounds, experience new cultures and face new challenges. I have worked with amazing teams as we've tackled some really difficult situations. I've helped to shape strategies and then see them through to implementation. I've also had some lows – but fortunately have survived them and emerged stronger as a result. Indeed I have arguably learnt more about myself as a leader in the bad times than in the good!

My first introduction to coaching was back in 1995. I then completed my training with The School of Coaching in 2005 and am today a member of Meyler Campbell's training faculty – helping others to acquire the skills to coach. Coaching has therefore been a constant in my life for a great many years now. I see the benefits which can be derived from it and am loving the chance to be able to focus on it, learning new skills and meeting new people. I would be delighted to share my experiences and help others to realise their goals – whatever they might be.

Allen & Overy means Allen & Overy LLP and/or its affiliated undertakings. Allen & Overy LLP is a limited liability partnership registered in England and Wales with registered number OC306763. Allen & Overy (Holdings) Limited is a limited company registered in England and Wales with registered number 07462870. Allen & Overy LLP and Allen & Overy (Holdings) Limited are authorised and regulated by the Solicitors Regulation Authority of England and Wales. The term **partner** is used to refer to a member of Allen & Overy LLP or a director of Allen & Overy (Holdings) Limited or, in either case, 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, and a list of the directors of Allen & Overy (Holdings) Limited, is open to inspection at our registered office at One Bishops Square, London E1 6AD.

© Allen & Overy LLP 2021. This document is for general guidance only and does not constitute advice.



Boyan Wells

Former Partner – London
boyan.wells@allenoverly.com

Current job title/organisation

Co-Chairman, A&O Alumni Network, Allen & Overy LLP

Career history

- Joined A&O as a trainee in 1979
- Qualified into ICM in 1981
- Became partner in 1987
- Head of ICM, 1998-2006
- Member of Board, 2006-2014
- Retired in 2014

Worked in ICM throughout my career concentrating on debt, security and derivatives

Key experiences/career highlights

Having worked in A&O for over 35 years and having been in management (either as the head of ICM or as a board member) for 16 years, I feel I have a deep knowledge of A&O and of people. My past experiences may be of benefit to those younger people meeting new challenges.



Laksh Vir Singh Yadav

Former Senior Associate – London
lakshyadav@hsbc.com

Current job title/organisation

Regional Head of Global Banking Legal and Transaction Management, HSBC

A&O Career

March 2007 to July 2013 – hired as Associate, PQE 1 from JSA, New Delhi and went on to become Senior Associate. Was also part of the Emerging Leaders Group prior to resigning and moving onto HSBC. Was also part of the India Practice Group, as well as the Citibank and Standard Chartered relationship teams. Seconded to Citigroup HQ Canary Wharf in 2008-09.

Career history

HSBC – joined September 2013 as Senior Legal Counsel, GCB 4, promoted to Associate General Counsel and Regional Head of Global Banking Legal and Transaction Management, GCB 3, in September 2018 and title subsequently changed to Managing Associate General Counsel and Regional Head of Global Banking Legal and Transaction Management in Q1 2022. Looks after the regional global banking (capital financing and investment banking coverage, wholesale credit and lending and regional coverage) businesses for HSBC, from HSBC Legal. Products and business desks stakeholders include but are not limited to, LAF (leverage and acquisition finance), SEF (strategic equity finance), ISV (issuer services), ECM, DCM, CRS (credit risk solutions), advisory (global M&A, FIG (financial institutions group), RAG (real assets group) amongst others), RASF (real assets finance and structured finance), wholesale credit and lending and regional coverage (corporates and multinationals, financial institutions and public sector enterprises including governments and sovereign wealth funds), MENAT.

Qualifications and professional bodies

India and Solicitor, England and Wales

Key experiences/career highlights

I feel I have a relatively deep knowledge of law firms and corporate and financial institutions and markets, as well as those businesses' and market participants' respective client segments and client-centric requirements and challenges and, last but not least, people. My experiences may therefore be of benefit to those operating and navigating challenges in, environments similar to mine and, potentially, further beyond. In addition to mentoring several trainees and junior associates whilst at A&O, I continue to mentor, formally and informally, several junior legal as well as other business and functional colleagues, within HSBC.

My own life and career would not have been possible without the invaluable support and guidance of a sterling group of mentors and role models whose pivotal role in my development helped me to, amongst several other things for each of which I shall remain forever grateful, develop sensitivity towards and a better understanding of, the myriad challenges people in similar roles and life and career situations face on a day to day basis, as part and parcel of navigating their own lives and careers. Mentoring enables me to share back, tangibly and with a mixture of humility and gratitude, all the learning and positives that can possibly be extracted from my own continuing life and career experiences.

Allen & Overy means Allen & Overy LLP and/or its affiliated undertakings. Allen & Overy LLP is a limited liability partnership registered in England and Wales with registered number OC306763. Allen & Overy (Holdings) Limited is a limited company registered in England and Wales with registered number 07462870. Allen & Overy LLP and Allen & Overy (Holdings) Limited are authorised and regulated by the Solicitors Regulation Authority of England and Wales. The term **partner** is used to refer to a member of Allen & Overy LLP or a director of Allen & Overy (Holdings) Limited or, in either case, 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, and a list of the directors of Allen & Overy (Holdings) Limited, is open to inspection at our registered office at One Bishops Square, London E1 6AD.

© Allen & Overy LLP 2021. This document is for general guidance only and does not constitute advice.