



CAREERS GUIDE

sydney university
law society

the 2019 edition

ACKNOWLEDGEMENTS

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FOREWORD

The legal profession is rapidly changing which means that law students will be entering the profession during an exciting time. Currently, technology plays the largest role in the development of the profession, and so students will need to adapt and understand the ways in which technology will impact and enhance their future in the profession. It is important to provide students with the tools necessary to set them on the right path towards a career and to provide information to students regarding the changes occurring in the legal profession.

It is on this note that we are proud to introduce the 2019 Sydney University Law Society Careers Guide. The Guide is an important tool that helps provide students with the right information to make informed decisions regarding a career path best suited to them.

It is a daunting task to commence the job search after graduation, especially when the legal profession continues to change so rapidly, and so the Guide is here to support students in their endeavours and to provide helpful information for this task.

This year's Careers Guide is one of the comprehensive and inclusive yet and we hope it continues to be a useful resource for law students to explore the range of career options available to them, fine tune their interview and application skills as well as provide insight into how to translate their law school experience into a law career. Hopefully, whilst reading the Guide, certain organisations stand out to you as one that you would want to be a part of!

Once again, we have included a broad cross-section of different departments of the public sector, and different social justice opportunities to ensure that students seeking non-commercial opportunities have information specific to those careers.

This year, we have endeavoured to build on the amazing work of past Careers Guides by providing students with an expanded cover letter and CV section as well as introducing a new "Law School to Careers" section. This section aims to help students in law school navigate the opportunities available to them to help them with a career upon graduation. This year's Guide also extends its application beyond penultimate students to younger students, recognising that exposure to career opportunities may begin at an earlier stage, allowing students to develop a well informed decision by the time they apply for their full time job.

We were fortunate to work with such an incredible editorial team this year: Gordon Choi, Emma Clark, Eric Kong, Gregory Loukaitis, Rachaele Sabu and Muhammad Yaseen. They have all worked so hard to manage their sections and have demonstrated formidable editing skills. They have worked seamlessly and collaboratively to create a wonderful team experience. We would also like to give endless thanks to Christina Zhang for bringing this Guide to life. Her talent and design skills are formidable and never cease to amaze us.

On behalf of the team, we hope this edition of the Careers Guide enables you to explore and discover career opportunities available to you with the utmost confidence in your abilities and successes.

Angela Zhang

Editor-in-Chief

Allana Colonne Robertson

Vice-President (Careers)

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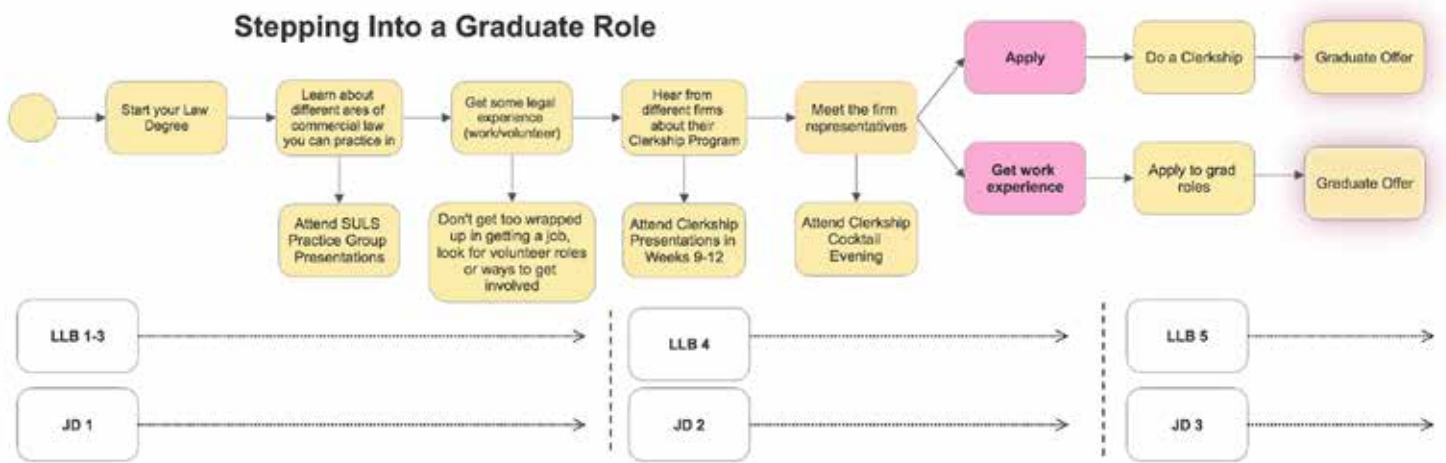
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RESOURCES



JOINING THE LEGAL PROFESSION



Courses to Take For Exposure to Certain Practice Areas

LAWS3413 Banking and Financial Instruments
LAWS3438 International Commercial Transactions
LAWS3483 Secured Transactions in Commercial Law
LAWS6345 Principles of Financial Regulation
LAWS6944 Market Manipulation and Insider Trading



Banking and Finance

LAWS3409 Advanced Taxation Law
LAWS3412 Australian Income Tax
LAWS6171 US International Taxation
LAWS6091 Chinese International Taxation
LAWS6109 UK International Taxation
LAWS6128 Comparative International Taxation
LAWS6177 Tax Treaties
LAWS6984 Economics of Tax Policy



Tax

LAWS1012 Torts
LAWS3446 Labour Law
LAWS6013 Advanced Employment Law
LAWS6095 Work Health and Safety: Law and Policy
LAWS6344 Work, Care and Gender



Employment

LAWS3428 Media Law:
Defamation and Privacy
LAWS3451 Media Law: Contempt
and Open Justice
LAWS6343 International Law and
Technology



Media

LAWS1012 Torts
LAWS3452 Medical Law
LAWS6920 Global Health Law
LAWS6839 Critical Issues in
Public Health Law



**Health &
Medical**

LAWS1021 Public Law
LAWS1023 Public International Law
LAWS2010 Administrative Law
LAWS2011 Federal Constitutional Law
LAWS3401 Advanced Constitutional Law
LAWS3408 Advanced Public International
Law
LAWS3435 Indigenous Peoples and Public
Law
LAWS3496 United States Constitutional
Law
LAWS3515 Citizenship and Nationality
Law



**Public &
Administrative**

LAWS6896 International and Comparative Criminal Justice
LAWS6928 Law, Justice and Development
LAWS6862 Hate Crime
LAWS6350 Criminal Law: History and Theory
LAWS6356 Critical Victimology
LAWS6325 Crime, Responsibility and Policy
LAWS6193 Criminal Justice: Prevention and Control
LAWS3455 Policing, Crime and Society
LAWS3426 Criminology
LAWS3404 Advanced Criminal Law
LAWS1016 Criminal Law



Criminal

LAWS2012 Intro to Property and Commercial Law
LAWS2017 Real Property
LAWS3417 Commercial Land Law
LAWS3422 Contract and Equity in Land Dealings



Property

LAWS6916 International Investment Law
LAWS6932 Law and Investment in Asia
LAWS3437 International Commercial Arbitration
LAWS3419 Competition Law
LAWS2014 Corporations Law
LAWS3403 Advanced Corporate Law
LAWS6352 Mergers and Acquisitions in Asia
LAWS6844 US Corporate Law
LAWS6997 Cross-Border Deals
LAWS3479: IP: Trademarks and Patents
LAWS3480: IP: Copyright and Designs
LAWS3445 Insolvency Law



**Other
Commercial**

PRACTICE AREAS

• banking and finance

Banking and finance law is a diverse amalgam of numerous areas of commercial law relevant to the operation and regulation of banks and financial institutions. Banking and finance lawyers typically advise these clients on a range of specialist areas, the common thread of which involves borrowing and lending transactions. Lawyers will commonly draft and negotiate financing agreements and may provide legal advice during strategic projects such as mergers and acquisitions.

Some of the noted specialist areas include:

- Acquisition finance: a loan made to a corporate borrower or private equity sponsor for the purpose of acquiring another company. This includes leveraged finance, where the borrower uses a very large amount of borrowed money to meet the cost of a significant acquisition without committing a lot of its own capital (this is called a leveraged buyout or LBO).
- Asset finance: this enables the purchase and operation of large assets such as ships, aircraft and machinery. The lender normally takes security over the assets in question.
- Project finance: the financing of long-term infrastructure and public services projects, where the amounts borrowed to complete the project are paid back with the cash flow generated by the project.
- Islamic finance: Muslim borrowers, lenders and investors must abide by Sharia law, which prohibits the collection and payment of interest on a loan. Islamic finance specialists ensure that finance deals are structured in a Sharia-compliant manner.
- Real estate finance: a loan made to enable a borrower to acquire a property or finance the development of land and commonly secured by way of a mortgage on the acquired property/land.
- Financial services regulation: lawyers in this field ensure that their bank clients operate in compliance with the legislation regulating the provision of financial services.

• litigation and dispute resolution

Litigation is often termed a 'back-end' practice area given that litigation lawyers advise clients who have experienced a breakdown in a relationship, commercial or otherwise, which has necessitated bringing, or responding to, legal proceedings. Litigation can touch on any area of substantive law, with litigation lawyers expected to understand those legal principles in addition to the relevant procedural law. Litigation lawyers can expect to be involved in a wide range of tasks from advising clients on their prospects of success, determining a client's strategic direction and appearing before various courts and tribunals.

Additionally, with the availability of a wide range of alternative dispute resolution (ADR) methods such as negotiation, mediation or arbitration, litigation lawyers play a key role in advising clients on the appropriateness of ADR and representing clients to achieve a favourable outcome.

• commercial law

Commercial law, also known as corporate law, is a diverse area of law that encompasses a range of legal rules relating to the regulation of businesses and individuals who engage in commercial activities. Therefore, commercial law is an umbrella term under which sits areas such as corporations law, securities and capital markets law, banking and finance law, tax law and contract law. Commercial lawyers assist their clients to navigate the complex legal regimes governing their commercial activities, advising on diverse areas such as capital raising, mergers and acquisitions, corporate restructuring or liaising with the corporate regulator, the Australian Securities and Investments Commission.

The areas of the law forming part of commercial law tend primarily to involve advisory and transactional-based work, with lawyers at commercial law firms providing both advice to clients on how they might operate their business compliantly with the relevant legal regimes, and assistance in strategic transactions such as acquisitions.

• competition and consumer law

Competition and consumer law are two related areas of the law, with the *Competition and Consumer Act 2010* (Cth) containing a complex and sophisticated statutory regime with respect to competition and consumer law.

Competition law is predicated on the concept of ensuring that markets operate fairly and efficiently, with strong competition conducive to better outcomes for consumers. Competition lawyers advise clients on how to remain compliant with the *Competition and Consumer Act 2010* (Cth) in their commercial operations and dealings, to avoid engaging in prohibited trade practices such as cartel conduct, exclusive dealing, misuse of market power or other forms of anti-competitive conduct. Competition lawyers can also expect to assist clients to liaise with the Australian Competition and Consumer Commission regarding any investigations or reviews that it might initiate in relation to a business, such as when a business seeks to merge with a competitor.

The Australian Consumer Law, or ACL, primarily concerns the broad range of protections offered to consumers under the *Competition and Consumer Act 2010* (Cth). Lawyers in this area advise both consumers on the rights under the ACL and the business with which they interact. The areas in which consumer lawyers advise can include unfair contract terms, consumer guarantees, product safety regulation and the prohibition on misleading and deceptive, and unconscionable, conduct. Consumer law is a dynamic and ever-evolving area of the law, enabling lawyers to represent consumers disadvantaged by poor business practices or assist business in ensuring they deliver strong consumer outcomes.

• criminal law

Criminal law concerns the statutory and common law sources which define and establish a range of criminal offences. With each State and Territory having its own criminal statutes, in addition to certain crimes being regulated at the Federal level, criminal lawyers are expected to have a strong understanding of complex statutory regimes.

Criminal lawyers are conventionally divided into two categories: those who defend people accused of criminal offences, and those who engage in the prosecution of alleged offenders. Defence lawyers liaise with clients from the outset of a criminal charge, providing advice, appearing in court, liaising with the police and prosecutor and briefing a criminal barrister. Defence lawyers may be specialists in particular areas of criminal law, such as homicide, drug or property offences. Prosecution lawyers will often communicate with different parties such as victims, police or other investigating agencies, and defence lawyers, whilst preparing briefs to counsel and assisting in the formulation of prosecutorial strategy.

• employment law

Employment law concerns the laws that govern industrial relations, the relations between workers and employers. It includes a range of legal issues that arise in the course of an employment relationship, such as issues concerning remuneration, working conditions, negotiations with employees and unions, dismissal and discrimination. Employment lawyers can advise a range of clients such as individual employees, employers, unions or government agencies. Additionally, employment lawyers are expected to have a strong grasp of both the common law rules and statutory framework in the *Fair Work Act 2009* (Cth) regulating industrial relations in Australia. The work that employment lawyers can expect to do is varied, potentially ranging from the drafting of employment agreements, to advising employers on the full range of labour issues regarding hiring, training and performance management, and advice to assist in the resolution of workplace disputes.

• environmental and planning law

Environmental and planning law involves a complex and diverse legal regime based on both international and domestic laws governing how individuals and businesses interact with the natural environment. Environmental regulations are critical concerns for clients in the private and public sectors, meaning that environmental lawyers play a key role in advising clients on varied issues such as the acquisition of particular permits and environmental due diligence. Lawyers in this area will engage with the *Environmental Protection Biodiversity Conservation Act 1999* (Cth), applicable State law and international treaties, all of which pose compliance requirements for their clients. Environmental lawyers often grapple with diverse issues such as biodiversity protection, pollution control and waste management, and can also expect to represent organisations intending to construct large building projects, mine natural resources or defend litigation regarding their environmental impact.

• family law

Family law revolves around helping clients navigate a range of family issues such as divorces, property settlement, post-separation parenting arrangements, financial agreements ("pre-nups"), child support disputes and agreements. Family lawyers may also deal with complex issues such as surrogacy and adoption. Family law practitioners assist clients during particularly challenging periods of their lives, requiring strong interpersonal skills. Primarily, practitioners have a general practice approach whereby they advise clients on a range of family law issues, many of which are constantly evolving.

• human rights law

Human rights law is a dynamic area of the law which concerns the protection of fundamental human rights and the enforcement those rights at the domestic and international level. Human rights law has largely been shaped at the international level through international treaties and the oversight of various United Nations bodies and international courts. Human rights lawyers engage closely with these facets of human rights law and may advise clients on an international level, being directly involved in cases involving human rights violations or the development of human rights policy through the United Nations. Additionally, human rights lawyers can be expected to advise clients on human rights issues raised by domestic law areas such as administrative law, migration law, anti-discrimination law and Indigenous rights. Human rights lawyers also play a role in public policy debates, interacting with law reform agencies and contributing submissions in relation to proposed reforms to the law.

• intellectual property law

Intellectual property law is concerned with the protection of intellectual property (IP) rights of people who hold intangible assets, usually associated with creative or inventive works such as music, writings, artistic or visual media, product designs and inventions. IP lawyers play a key role in enabling their clients to protect the ownership and rights to these assets, and therefore can be expected to work across the four main areas of IP law, namely trademark, copyright, patent and design law. Lawyers in this space can expect to work across advisory matters such as trademark registration or IP licensing agreements, as well as litigious matters should a client require advice concerning a potential infringement of their IP rights. IP law is a dynamic and technical area of the law requiring ongoing professional development to remain aware of changes in the law. Moreover, practitioners often pursue postgraduate study such as a Masters in Intellectual Property, to adequately prepare themselves for an intellectually rigorous discipline.

• international law

International law can be divided into two main categories – public and private international law. Public international law is largely enshrined in international sources of law such as treaties and customary law, and is concerned with the regulation of relations between States at the international level. Public international law practitioners can advise a range of clients such as nation states, businesses, individuals and non-government organisations on their obligations under international law. Relevant areas of public international law which practitioners could be exposed to include treaty negotiation and advice to State actors, international humanitarian law, international environmental law and the regulation on the use of force in international relations. Additionally, public international law practitioners may also work with, or for, supranational bodies such as the United Nations, the International Court of Justice and the International Criminal Court.

Private international law on the other hand is a body of rules used to resolve legal disputes between private individuals, where such disputes involve an international element. Private international law is technically part of domestic law, although it involves a range of international treaties and organisations which have contributed to its development. Practitioners can expect to be involved in litigious-oriented work exposing them to the substantive law of multiple jurisdictions, as well as representing clients at commercial arbitrations or in court.

• media law

Media law concerns the legal issues relevant to media activities in the areas of film, television, marketing, publishing and digital media. Media law is a wide-ranging area of the law which touches on numerous areas such as intellectual property law, defamation law, contract and commercial law. Media lawyers can be involved in diverse work for their clients in the media space, such as representing clients commencing or defending defamation or IP disputes, negotiating talent or television production rights agreements, and advising clients on privacy and advertising laws. The *Broadcasting Services Act 1992* (Cth) is the primary statutory regulation of media ownership and content regulation in Australia, with a suite of other legislation and industry standards creating a varied and extensive legal regime for media lawyers to comprehend.

• public and administrative law

Public and administrative law are the laws which govern the relations between individuals and the government, dealing with the powers, rights, and obligations of the government and the governed. Practitioners in this area have the opportunity to engage more deeply than other practitioners with issues of justice and the foundational rules underpinning the legal system. Public and administrative law touches upon many aspects of governmental power and can therefore see lawyers working across areas as diverse as the prison and corrective services sector, public housing department, justice and military services. There are fertile opportunities for practitioners to work within government departments or in the Australian Government Solicitor group within the Attorney-General's Department.

• real estate and property law

Real estate and property lawyers work with their clients to manage their rights and responsibilities in relation to land, whilst also advising clients on transactions which they might seek to pursue regarding their owned land. Property law is primarily regulated at the State level, with the *Real Property Act 1900* (NSW) being the applicable NSW legislation. Commercial property lawyers can be involved in a wide range of matter such as acquisitions and disposals, leasing, development, joint ventures, estate management and funding arrangements, whilst also providing representation should property disputes arise. Residential property lawyers primarily work across conveyancing matters. Property lawyers in both areas are able to work with a plethora of clients including property developers, real estate funds, institutional investors and retailers.

- **taxation law**

Taxation law concerns the laws which govern the tax regimes applicable to the revenue-generating activities of economic participants such as individuals and businesses. Taxation lawyers play an essential role in assisting their clients to navigate a deeply complex area of law, whilst also offering strategic advice for the purpose of identifying and minimising tax risks. Taxation law is enshrined in numerous sources, primarily statutes, and cover areas such as personal income tax, capital gains tax, inheritance tax, and customs duties. Given the specialised nature of their discipline, taxation lawyers can expect to engage significantly with legal research, in addition to drafting tax documentation for clients. Taxation lawyers primarily engage in transactional work involving individuals, corporates or private groups, providing advice in relation to managing the tax implications of transactions such as acquisitions or asset sales. They can also be engaged to represent clients facing tax litigation brought by the Australian Taxation Office.

- **wills and estates**

Lawyers working in this area of law advise clients in relation to the drafting of wills and trusts, appointing guardians or powers of attorney and assisting in the process of managing a deceased person's estate. Lawyers will be involved in the process of drafting or amending clients' wills, working closely with executors in relation to the distribution of clients' assets, providing representation in cases where a person has died intestate and resolving disputes over a will or estate. Wills and estates is an area of the law which overlaps with other disciplines such as taxation, equity, and property law, with highly reputed practitioners developing expertise across these areas whilst understanding the nuanced interaction between them.

OVERVIEW OF ORGANISATIONS

• summer clerkships in law firms

Summer clerkships provide an excellent opportunity to understand how the world of commercial law operates, and can often lead to a graduate position. Clerkship programs are generally offered over the university summer vacation period from late November/early December until early February.

The Summer Clerkship Program is generally open to penultimate year law students only (LLB IV/LLBV and JD II), however final year students with an extra semester left in their degree are also encouraged to apply.

The clerkship process begins with clerkship presentations by law firms throughout Semester One. Some firms also host information sessions at their offices and run skills and interview workshops.

The application process for summer clerkship programs is usually conducted through cvMail or the firm's own websites and are run through the Law Society of New South Wales. This year, applications are open from 11 June 2019 to 14 July 2019. The application process is often time-consuming and competitive, with some firms often receiving up to a thousand applications.

The selection process typically includes first and second round interviews, and events such as information nights, cocktail evenings and group discussions. Ability assessments and behavioural or performance-based testing are also being increasingly used, either as an additional requirement to qualify for interviews, or at a later stage in the interview process.

At the conclusion of the interview and assessment process, some firms hold a pre-offer cocktail evening so you can meet other people from the firm. This year offers are made on 18 September 2019 and successful applicants must accept or decline by 20 September 2019.

• graduate programs in law firms

Many law firms may not participate in an independent graduate program, preferring to recruit graduates through their summer clerkship intake. See individual firm profiles to find out which ones have separate graduate recruitment programs. This especially applies to specialist or boutique firms.

• international law firms

Applications for overseas vacation programs generally close earlier in the year than summer clerkships. Firms also often fill positions on a rolling basis, so try and submit your application well before the deadline. Be prepared for commercially orientated questions in particular. Similarly for graduate recruitment, be aware that applications do not occur at the same time as Australian firms. Some firms recruit up to two years in advance.

• government departments and agencies

Government departments and agencies generally recruit candidates through a graduate intake selection process, and most do not offer summer clerkships (notable exceptions including the Department of Prime Minister and Cabinet, and the NSW Department of Attorney General and Justice).

The application process usually involves formal interviews in a question-answer style, group discussions, and psychometric and aptitude testing.

• social justice

Most social justice organisations do not have formal internship or vacation programs, but take volunteers in their penultimate and final years at university. Many also offer graduate opportunities however application procedures vary significantly between organisations. Some social justice organisations also offer international opportunities – see individual organisation profiles for further information.

• courts and adr

Careers in the Courts and in dispute resolution may be an attractive option for students interested in the process, judgement and resolution of legal disputes. The application processes for Associates and Tipstaves vary – see the Courts section of the Guide for further information.

Alternate Dispute Resolution organisations provide training and workshops for those interested in pursuing ADR. See the individual organisation profiles for information on participating in these.

• corporate advisory

Most corporate organisations request online applications through their respective websites. The application process generally includes interviews, psychometric testing, problem questions and group activities. These are often filled on a rolling basis.

Accounting firms and investment banks usually take winter and summer vacationers in addition to graduate recruits. Management consultancy firms tend to offer graduate positions only, though some have seminars, short programmes, or networking events targeted at undergraduates looking to enter the field.

PRE-PENULTIMATE OPPORTUNITIES

• introduction

There are plenty of work experience opportunities available to law students in their earlier years of university. These opportunities allow you to gain a better understanding about the law in practice and apply the skills that you have learnt in the classroom to a practical setting. These experiences and insights will also enable you to form a more informed career choice when the time comes to make that crucial decision.

Work Experience Opportunities

- Paralegal at a law firm
- Legal Research Assistant for a Barrister
- Legal Clerk at a Chambers
- Volunteer for a Community Legal Centre
- Volunteer at Arts Law Centre of Australia

Finding Jobs

- CareerHub
- SULLS Careers Job Board <https://www.sulls.org.au/jobs-board>

The pre-penultimate year is an important time to think about life beyond the law school. In around 12 months time, you are likely to be applying for Summer Clerkships and having a well-rounded CV with sufficient experience will hold you in a good stead to ensure that you are the applicant the firms are seeking. Engaging in pre-penultimate opportunities is an excellent measure to fine-tune your skills and gather that all important legal experience.

Students embarking on a career in law are provided with opportunities to take a glimpse into the work of a commercial lawyer. Some law firms and professional services firms run programs throughout the year that are open to students in their pre-penultimate years. These are selective and allow a number of students to participate directly in workshops, mentorships and information sessions which provide an insight into the work, operations and cultural dynamic of a firm. Usually, this occurs over the course of a few days spread across a number of months.

These programs allow students to establish a foothold within the legal sector, and may lead to further opportunities with the firm, including exclusive future networking events or even paralegal work. Furthermore, such an opportunity and exploring these possibilities may influence you in your choice of electives for senior study and potentially inspire you to fully investigate these career paths. The programs also assist in developing crucial graduate attributes that employers seek when considering potential future employees. In any case, participating in these programs is an effective way to demonstrate proactiveness and interest in a firm prior to clerkship season.

• gilbert + tobin

Sourced from Gilbert + Tobin website

indigenous cadetship program

Each year, we invite Aboriginal and Torres Strait Islander law students to apply for the Gilbert + Tobin Indigenous Cadetship Program in our Sydney office.

It's a fantastic introduction to life in a law firm, and covers legal administration and research skills, as well as practice area rotations. Cadets work in our Sydney office, usually for one to two days a week during semester and additional days during semester break. There's lots of flexibility built into the program around your availability each semester and during holidays. There's a big focus on your individual career planning, as well as mentoring and professional development.

Some of the highlights of choosing a cadetship with Gilbert + Tobin include:

- Working with us throughout the year means you develop strong networks

and have the opportunity to contribute meaningfully to our business outcomes;

- Lots of flexibility around your availability each semester, with the ability to take leave for exams and family commitments;
- Individual career development support, including intensive assistance with clerkship and exploring graduate employment;
- Regular professional development training in the skills you need to thrive as a paralegal and later as a graduate lawyer;
- Joining a large team of cadets working together in our Sydney office;
- One-on-one mentoring with a range of dynamic lawyers across a range of practice areas throughout your time with us;
- A staged program of work experience that is responsive to your level of experience, including working as a paralegal in our client facing practice groups; Opportunity for select cadets to attend the National Indigenous Lawyers Conference each year;
- The aim of our cadetship program is to address the underrepresentation of Indigenous peoples in the legal profession. A 2014 survey of the legal profession conducted by the NSW Law Society found that Indigenous people make up 0.8% of the legal professional nationally, yet Indigenous peoples comprise 3% of the population. We encourage our cadets to explore careers as practicing lawyers and work closely with cadets to explore graduate employment options in the legal profession.

The Gilbert + Tobin Indigenous Cadetship Program is open to Aboriginal and Torres Strait Islander Australians at any stage of their degrees. The part-time ongoing nature of work experience under the cadetships means that it will be most relevant to students of the University of New South Wales, University of Sydney, University of Technology Sydney, University of Western Sydney and Macquarie University. We also welcome applications from students at the University of Wollongong or University of Newcastle, provided you're up for the commute!

If you are currently in your penultimate year and looking to secure graduate employment you should apply to our seasonal clerkship program. Many of our seasonal clerks progress into graduate roles. Outside of clerkship, we also recruit lateral graduates to our Sydney office on an as-needs basis. For more information about Sydney lateral graduate opportunities, please contact Kristie Barton on (02) 9263 4575.

• allens

Sourced from Allens website

dive in program

Dive In is an introductory program that provides you with some of the skills needed to apply for a clerkship, paralegal position or internship. You'll get a taste of life in commercial law at a top-tier firm. You'll get an insight into the type of work you can expect, details about our business and areas of practice, plus practical tips for preparing for work in a large law firm.

Applications are welcomed from first to third year undergraduate law students or first year Juris Doctor students.

Key Dates: The program is split across 3 days from May - June.

Applications have closed this year.

indigenous internship

Our Indigenous Legal Internship program is designed to give Aboriginal and Torres Strait Islander law students exposure to a commercial legal environment and the opportunity to explore the practice areas we specialise in. You'll work alongside experienced lawyers and gain new insights, learning and development opportunities.

Applications are welcomed from undergraduate law students in their second year or above, who identify as Aboriginal and/or Torres Strait Islander.

Our Indigenous Legal Internship program is run in each Australian office in July.

paralegals

Work at Allens as a Paralegal and you'll gain unique insight and experience in commercial law. You'll support talented lawyers and be exposed to a range of complex matters. A paralegal position gives you a solid grounding to apply for a clerkship or graduate position with Allens. You will network with some of the best in the profession and be immersed in the industry while finishing your law degree.

Applications are welcomed from first to third year undergraduate law students.

We recruit our paralegals throughout the year.

• king & wood mallesons

Contact person

Sofija Jovic, People & Development Advisor (Graduates)

E: sofija.jovic@au.kwm.com P: (02) 9296 3272

What programs or opportunities do the firm offer for pre-penultimate students?

King & Wood Mallesons offers law students who are in their pre-penultimate year of study the opportunity to apply for our Insight Program.

Who can apply?

The Insight program is aimed at law students who are not yet able to apply for a summer clerkship i.e. pre-penultimate, and are keen to gain some further knowledge and experience to assist them in the clerkship recruitment process.

What is the application process?

Applications for the Insight program open at 9am on 17 June 2019 via our careers website kwm.com/careers. Applications will close on 9 July 2019 at 11.59pm. Unlike the clerkship recruitment process, there are no interviews involved in the Insight program.

What does the program involve and what can students gain from being a participant?

As the name suggests, the Insight program will give students an insight and an overview of how King & Wood Mallesons is structured, the areas of law in which we practice and the type of clients we work with. As part of the Insight program, students will attend four sessions tailored specifically with them in mind.

The Global Legal Market – this session will provide an introduction to the ever-changing global market.

Networking at King & Wood Mallesons – Come and meet lawyers from each of our practice groups. This is a networking session in the format of "group speed dating".

Skills Based Session – this session will provide you with practical skills to assist you both now and in the future.

Shadow a Lawyer – what is it really like to work in commercial law? Gain some real insight into the type of work we do by spending time with one of our lawyers.

• ashurst

Contact person

Jo Dean, HR Manager, National Graduate Programs

E: graduate.programs@ashurst.com P: (02) 9258 6159

What programs or opportunities do the firm offer for pre-penultimate students?

Ahead at Ashurst.

Who can apply?

Any pre-penultimate law student.

What is the application process?

Apply online via cvMail, answer one question about why you would like to attend this event. Advertised via USYD LSS.

What does the program involve and what can students gain from being a participant?

An opportunity to participate in a corporate transaction and network with graduates and lawyers. You will also gain an understanding of what is like to be a commercial lawyer.

paralegals

We usually offer paralegal roles to our clerks whilst they complete their final year at University. If we do have vacancies outside of this time we usually ask our current clerks, graduates and paralegals for referrals.

• kpmg

Sourced from KPMG website

foundations program

Our Foundations Program allows you to explore the endless career possibilities offered at KPMG.

Our Foundations Program is a 2-day development session (1-day in some locations) designed to provide an immersive learning experience and equip you with the knowledge to make the right choices. You'll get the chance to find out more about what we do, the different career choices available and application top tips. A career with KPMG can take you further than you ever imagined. And the direction you take is up to you. With so many options available, the KPMG's Foundations Program is a great place to start.

You'll have the opportunity to network with peers and experienced professionals, learn more about KPMG and participate in a number of workshops designed to develop essential skills as you transition from student to professional life. Once you start your penultimate year of study, our Foundationers then have the opportunity to fast track through our Vacation Program selection process.

Eligibility

Foundations is open to students from any degree discipline, and who are in their first year of a 3-year degree, second year of a 4-year degree or third year of a 5-year degree.

This program is only open to Australian and New Zealand citizens and Australian permanent residents.

Selection Process

Applications for the 2019 Foundations program will open mid-2019, and are to be submitted on the KPMG website under the graduate opportunities careers page. Applicants can also email gradrecruiting@kpmg.com.au.

• alexi polden

Current Employment: International arbitration trainee in the Paris office of an international law firm.

Graduation year: Class of 2018

getting to know you: uni years

What years did you attend USyd? 2013-2018

What was your favourite(s) subject at law school?

Equity, migration law, labour law, Vis moot, Law honours... the list goes on.

What were your main interests while at law school?

Trying to balance having a life and study. Honi Soit was a big part of my time at University, particularly the first 2/3 of my degree.

Is there anything you would do differently if you had the chance to go back to law school?

I wish I had had time to do law revue.

What was your first law job?

Paralegal at a national plaintiff law firm.

Did you do a summer clerkship before your final year? If so, give us a brief overview of your experiences.

Yes, I don't think it's the be all and end all, but it was a great way to gain experience in commercial law and meet new people.

getting to know you: current work

Tell us about where you currently work and how you got this position.

I am temporarily working as a trainee in international arbitration before returning to Australia to work as tipstaff and associate for a judge of the New South Wales Court of Appeal.

I was recommended by a professor for my current position.

What is your area of specialisation? What does your job involve?

I work in international arbitration. Day to day my role isn't really that different to being a trainee or paralegal in an Australian litigation team, only the law I deal with is (by its nature) international.

What is something that surprised you about working in the legal system?

The number of tables I have to fill out. Honestly, attention to detail in menial tasks is a lot of what we do.

What do you like most about your job?

Learning about legal systems that I didn't know about in law school. Also, living in a major international city with great food.

• chris walsh

Email: Chris.Walsh@allens.com.au

Current Employment: Lawyer at Allens

Graduation year: Class of 2016

getting to know you: uni years

What years did you attend USyd? 2012-2016

What was your favourite(s) subject at law school?

Public Law, Torts & Contracts II, and Private International Law A.

What were your main interests while at law school?

I was fairly involved in SULS's moot program, including spending a year as Competitions Director. Mooting is a great way to learn how to make legal arguments and to force you to think of all the holes in your case.

Is there anything you would do differently if you had the chance to go back to law school?

I think I would probably tone down the non-study aspects of uni a bit, and make better use of the self-directed time I had. Working full-time makes me realise how much of my time I could have used more effectively. It's amazing how much more productive you can be when lack of time forces you to be efficient.

What was your first law job?

I worked as a paralegal in the Class Actions department at Maurice Blackburn for a year while I was at uni. It was good experience that definitely set me up well for the next part of my career.

Did you do a summer clerkship before your final year? If so, give us a brief overview of your experiences.

I did a clerkship at Allens at the end of my penultimate year of uni. It was an excellent way to get an insight into the firm and the two groups that I rotated through, as well as getting to enjoy all the social activities that happen at that time of year.

getting to know you: current work

Tell us about where you currently work and how you got this position.

I'm a Lawyer at Allens. After completing the summer clerkship I was offered a graduate position, which I commenced in 2017. I have just settled in the Disputes & Investigations team after completing the two-year graduate program.

What is your area of specialisation? What does your job involve?

Disputes & Investigations spans a variety of things – class actions, tax disputes, regulatory investigations, internal investigations and remediation programs, and general commercial litigation. Litigation experience also lends itself well to a lot of the pro bono work we do, most of which has a contentious element. Recently I've been working on a big shareholder class action and some investigations work in the consumer credit space, as well as a contractual dispute about the calculation of mining royalties that is likely to result in a court proceeding being commenced soon.

What is something that surprised you about working in the legal system?

One thing about solicitors' work that seems obvious in hindsight, but which I hadn't quite appreciated while I was at uni, is the importance of being client-centric. The client's context, needs, interests, and overall experience of working with us are things we have to keep at front of mind. It's not good enough these days (if it ever was) to just be good at the technical side of the law - you need that plus more to be a good lawyer.

What do you like most about your job?

It's a cliché, but the colleagues I work with really make the job what it is. Working with people who are smart, supportive and friendly makes work easier, more enjoyable and more rewarding. The people you work with make a big difference to how you feel and how well you manage things.

What are some tips for final year students?

You'll probably be working for at least 40 years. Keeping that in mind gives you a sense of perspective. You're never going to be stuck in one place if you don't want to be, and equally you have time to get to where you want to go.

• **jordyn price**

Email: Jordyn.price@icloud.com

Current Employment: Graduate Lawyer at a commercial law firm

Graduation year: Class of 2018

getting to know you: uni years

What years did you attend USyd?

3 years.

What was your favourite(s) subject at law school?

Advanced Criminal Law/War Law.

What were your main interests while at law school?

My main interest was criminal law but I also enjoyed evidence and subjects relating to litigation.

Is there anything you would do differently if you had the chance to go back to law school?

I would have started working earlier so I could explore what area I enjoyed working in. Studying law and working in law are very different, so it would have been more beneficial for me to experience different areas.

What was your first law job?

I was a paralegal for the Family Law division in a law firm. I also volunteered at a Community Legal Centre during my last year of university.

Did you do a summer clerkship before your final year? If so, give us a brief overview of your experiences.

I didn't do a clerkship because I was mostly interested in criminal law and didn't think there were many clerkships that offered experience in the criminal justice system. However, I should have taken that experience to explore other areas.

Tell us about any other memorable experiences or highlights.

One of the highlights for me was meeting some really good friends of mine through the course and especially having a great support system whilst going through tough times such as exam periods.

getting to know you: current work

Tell us about where you currently work and how you got this position.

I am a law graduate at a small commercial law firm. I applied for this job after I finished my final exams and then went for an interview. The benefit of applying for smaller firms is the interview processes are less grueling!

What is your area of specialisation? What does your job involve?

I am currently specialising in all aspects of commercial law and litigation. On any given day I could be drafting a trust deed, drafting a new lease, issuing a subpoena, meeting with clients or appearing in court.

What is something that surprised you about working in the legal system?

How different it is to studying law. Most of my work involves practical elements of the law that I had to learn on the job. In law school you don't learn about any procedures or drafting of documents which is essential to my role.

What do you like most about your job?

I like how varied my work is. I particularly like litigation as there are many steps within the process that are varied, complex and challenging. I also like that I have had hands on experience from day one. I like that I have responsibility over many matters, but the senior lawyers in my firm are always happy and willing to teach me anything I need to know.

What are some tips for final year students?

Be open minded about what areas of law you would like to work in, and don't box yourself into one area of law at law school. Start working or volunteering in any area of law and start talking to alumni/professors/anyone you know in the legal industry about their work to gain an understanding about what practicing in a particular area is like. Working and studying an area of law is very different, so try and start discovering what kind of area you would like to work in. Or, you might discover that you don't want to work in law, and you may find other work that you're far more interested in.

Also, when applying to jobs, just be yourself. It might not feel like it at the moment, but there is a job out there for everyone, so just be yourself and the right job will come along.

• **penina su**

Current Employment: Tipstaff/Associate at the NSW Supreme Court, Court of Appeal.

Graduation year: Class of 2018

getting to know you: uni years

What years did you attend USyd?

2012-2018. I did a prolonged Arts(Hons)/Law(Hons) degree, where I underloaded from 4th year onwards and extended my degree by a semester. It was totally worth it, because it meant I graduated in mid-2018 and went travelling for 6 months before I started at my current position.

What was your favourite(s) subject at law school?

Close match between Contracts, Corporations Law and Law Honours. The former two because I enjoyed the subject matters; the latter because it was a great opportunity to get immersed in a niche point of law (in my case, the regulatory issues surrounding capital raising methods involving cryptocurrencies).

What were your main interests while at law school?

Academically? Trying to do well at uni while living out of home, working 2-3 jobs and being involved in campus life. Personally? Chilling with friends, going on walks, travelling.

Is there anything you would do differently if you had the chance to go back to law school?

Nothing. The charm with spending 6.5 years at university is that I managed to do all the things I wanted to do! Getting involved in Law Revue, SULS, debating, mooted etc. was all really great.

What was your first law job?

I worked as a Paralegal at a national plaintiff law firm from halfway through my 2nd year. The position description asked for 4th year law students, I applied anyway, interviewed and got the job.

Did you do a summer clerkship before your final year? If so, give us a brief overview of your experiences.

Yes, I really enjoyed it.

getting to know you: current work

Tell us about where you currently work and how you got this position.

I currently work as a Tipstaff/Associate at the Court of Appeal. I got this position by making inquiries to various judge's chambers about a year before I wanted to start, and sending in my application. You need to start early as some judges hire 1-3 years in advance.

What is your area of specialisation? What does your job involve?

As I work for a Judge of Appeal, there is no real 'specialisation'. The judge I work for sits on cases that involve a wide variety of legal questions; in the three months I've been in the position, I've watched cases involving contract, insurance, motor accident compensation law, torts, and so on. Judges of Appeal also sit on the Court of Criminal Appeal, so I have also worked on cases involving criminal law. On a day-to-day basis, my job involves assisting a judge with legal research and administrative tasks, proofreading judgments, preparing for court and assisting the judge in court.

What is something that surprised you about working in the legal system?

In my current job: how important civil and criminal procedure is relative to how long ago I learnt it (in 2013!) and how little importance was seemingly attached to it.

What do you like most about your job?

The huge amount I've learned so far about the law; seeing the process of judicial reasoning up-front; witnessing the highs and lows of advocacy on a constant basis. If you're thinking about one day pursuing a career at the Bar, working as a tipstaff is the perfect job.

• samuel hoare

Email: samuelihoare@gmail.com

Current Employment: Law Graduate at Herbert Smith Freehills

Graduation year: Class of 2017

getting to know you: uni years

What years did you attend USyd?

2014 to 2017, having transferred from ANU at the end of 2013. My other degree was a Bachelor of Arts (majoring in Government/International Relations).

What was your favourite(s) subject at law school?

Advanced Constitutional Law and Equity. I also very much enjoyed IPCL, Public Law and International Commercial Arbitration. Statutory Interpretation was perhaps less enjoyable, but extremely useful. I will be taking a leave of absence from Herbert Smith Freehills from September 2019 to July 2020 to complete my BCL at Oxford, where I intend to read papers on remedies, restitution, conflicts and constitutional law.

What were your main interests while at law school?

I enjoyed studying per se. That being said, I particularly enjoyed learning about equitable remedies and executive power. I also very much appreciated the opportunities offered by SULS and the Law School to compete in various mooted and negotiation competitions.

What was your first law job?

Following graduating from Law School, from January 2018 to February 2019, I was her Honour Justice J Gleeson's Associate at the Federal Court of Australia. A profile discussing my experience as her Honour's Associate is available on page 156 of this Careers Guide. Additionally, in 2018 and 2019, I have worked for Professor Gerangelos as a tutor/examiner in Federal Constitutional Law. During Law School, I variously worked casually as a research assistant and paralegal.

Did you do a summer clerkship before your final year?

Yes, at Herbert Smith Freehills. I rotated through the class actions team in disputes and the acquisition finance team in finance. This experience affirmed my desire to be a litigator.

Tell us about any other memorable experiences or highlights.

I particularly enjoyed the offshore units I completed in Shanghai and Kyoto, on Chinese and Japanese law respectively. I completed these units at the end of third year, and found they gave me an excellent "preview" of the broad areas of law covered in fourth and fifth year (e.g., corporations, conflicts, arbitration, etc) in addition to an introduction to the relevant legal system. They were also just fun!

Competing in the Tokyo moot/negotiation competition, credited towards my degree as the International Moot Unit, was also an excellent experience, particularly as being part of a national team afforded me the chance to meet students from other universities.

getting to know you: current work

Tell us about where you currently work and how you got this position.

I am currently a Law Graduate in the disputes group at Herbert Smith Freehills. This position will translate into being a solicitor following my anticipated admission in August 2019. I obtained this position, as is usual, as a result of completing a clerkship at the firm.

What is your area of specialisation? What does your job involve?

Presently, I am in the international arbitration and construction disputes teams, although I also work for the class actions and employment teams. This position involves contributing to advices, briefs to counsel, legal research, submissions and so forth.

What is something that surprised you about working in the legal system?

I find my job broadly similar to my experience at Law School, albeit with better hours and the added benefit of being paid! Likewise, I found my experience at the Court broadly as I expected it would be – namely, involving assistance with the running of cases and legal research/proving of judgments. This being said, I think this broad similarity reflects the fact that I have sought out positions that are quite “black letter” as legal analysis is the work that I enjoy.

What do you like most about your job?

Legal research and analysis, as already discussed.

What are some tips for final year students?

Even if you've already secured a graduate role, don't stop caring about your marks. They'll be crucial if you want to undertake a masters or Associateship/Tipstave role, or similar. Additionally, final year is when you get to do the subjects you really enjoy, so make the most of it!

SUBMITTING AN APPLICATION

The majority of online graduate applications require written responses to a range of questions. This process enables the firm or organisation to learn more about the candidate, assess their written communication skills, consider individual responses and how the candidate may be suited to the culture of the workplace. The key to answering these questions is to be precise and ensure that you have provided the relevant details and actually answer the question.

It is important that your application is free from any elementary mistakes. Some of the most common ones include stating the incorrect name of the firm or organisation, incorrect name of the person addressed, and grammatical and spelling errors. Be sure to proofread your applications carefully, and ask a second person (a friend or family member) to read over your application before you submit it.

Questions that are asked as part of the online application process generally fall into four categories:

- **questions aimed at finding out more about you, your achievements, and what you can offer the firm or organisation**

These types of questions are designed to encourage candidates to discuss achievements they are particularly proud of or worthy of mention. As part of your response, you should aim to describe specific situations and achievements that have showcased your skills and qualities. This ensures that candidates are not just academically successful, but are also well-rounded and have other talents.

This is a perfect opportunity for you to include any extracurricular activities that you have been involved in, and expand on your most impressive achievements and relevant skills, as well as tie your experiences together to illustrate your ability to draw skills and expertise from different fields.

Examples questions may include:

- Describe how you have applied something significant that you have learnt to make a practical difference.
- What motivates you?
- What do you feel is your greatest achievement, and what challenges did you face in achieving it?
- Please detail your extracurricular activities and positions you have held.
- Please outline your level of involvement in community, sporting and charity organisations.
- What are your interests and what activities do you participate in outside university?
- What are your personal interests?

- **questions aimed at discovering your motivation for joining the legal profession and/or the firm/organisation you are applying for in particular**

One of the primary attributes employers look for in prospective employees is enthusiasm for the job or in a specific area of law. The aim of your response is to convince the firm or organisation of your genuine desire to be a lawyer there, and that you are aware and prepared to commit the time and effort required to successfully execute your given tasks. You must demonstrate willingness for a long-term partnership with the firm or organisation.

It is important that you have familiarised yourself with the background of the firm or organisation, its areas of focus, its vision and elements about the firm or organisation that are different from its competitors. Be honest in your answers. Firms tend to favour genuine interest over false enthusiasm and can tell the difference - they're made up of real people with an interest in their field, and are looking to employ people who share those interests.

If your motivation for applying for a firm is purely financial gain, try and find some other aspect of the firm to discuss: there are many reasons to pursue a career in corporate law beyond financial remuneration!

Examples of questions in this category may include:

- What is your personal motivation for seeking a career in law?
- What has attracted you to this firm or organisation, and why do you want to work here?
- What do you think the core values of this firm or organisation are?
- This firm is a value-based organisation. Describe any of the firm's key values you have recently demonstrated.
- Which of the practice groups in our firm has attracted your interest, and why?
- What areas of law particularly interest you and how have you come to develop that interest?
- Our firm has recently been acknowledged as Australian Law Firm of the Year. What do you think has enabled us to achieve this accolade?
- What do you think are the three most important attributes of a successful lawyer?

- **questions aimed at testing your level of commercial awareness**

Major law firms act in commercial environments and represent corporate clients. They therefore want to know that you understand the realities of businesses, and how financial news affects the industry. For example, in the setting of a commercial law firm, it might be relevant to know of recent tax reforms and levies. This information can often be gleaned from reading *The Australian* or *The Australian Financial Review*.

On the other hand, if you are applying for a social justice organisation or a public sector department, the type of questions will be substantially different, although they will remain focused on the activities of the organisation.

In answering these questions, be sure to remain on topic, provide a brief description of what the issue entails, and ensure that you link your response to the potential impacts on the organisation. These questions are designed to test your ability to process and analyse contemporary developments in the news, your level of interest in the type of work the organisation undertakes, and your commercial acumen.

To distinguish yourself, you will need to demonstrate a deeper understanding of the issue and its implications beyond basic facts. It is also helpful to demonstrate an understanding of how business operates, especially in relation to the impact of current events.

Research for this is essential. Following current events in the news, researching the organisation's recent deals or projects and forming your own opinion of these helps to develop your commercial awareness. Commercial awareness can't be developed overnight - try to keep an eye on the financial news in the two months leading up to your clerkship interviews, develop areas of interest and test out 'commercial speak' with family or friends.

Examples of questions in this category may include:

- Given the current economic and political landscape, what are some of the issues you think our clients might face in the short-term?
- Identify a current commercial issue that has attracted your attention recently. Why do you consider it to be significant? Who are the key stakeholders in this situation and what are the implications for those concerned?

Be wary of merely parroting back the firm's stated stance on contemporary issues, but also avoid openly criticising the firm. Whilst firms are generally looking for people who can offer novel analysis and suggestions to approaching complex issues, they're also unlikely to look favourably on people who disagree entirely with the firm's stance. This is not just a matter of pride on the part of the firm; the firm came to its decisions based on careful consideration, using a particular style of analysis, and are looking to see whether you can fit constructively into that approach.

Beyond the direct questions relating to current affairs, you can highlight commercial awareness through substantiating your statements about work experience with knowledge of the company and their drivers. For instance, you may discuss why the duties you undertook were necessary for the company.

residual section

Many firms provide a section where you can include any additional information relevant to your application. This is your opportunity to address any extenuating circumstances or issues that may be of concern such as gaps in education or employment, and failed subjects.

You may also choose to mention specific skills, achievements, awards, publications, or scholarships you have received which were not addressed elsewhere in your application, cover letter, or CV.

• questions designed to test your numeracy, reasoning, and logic skills (psychometric)

These questions are increasingly common in online testing and even in an interview setting. There is no easy path to success in these questions, but like studying for a closed-book exam, it is possible to practice the kinds of skills and questions which may arise.

Ultimately, the best path to improving your performance in these questions is to practice logical reasoning and pattern recognition in everyday life; whether that be identifying trends and underlying principles in legislation or the common law, or spotting patterns and making predictions in financial analytics, the skills you develop through these activities are what makes you attractive to firms.

psychometric testing

Unlike applications by CV, cover letter, grade average or interview, you have little control over the nature of psychometric testing, as it varies between firms. That doesn't mean you can't prepare for these tests! Psychometric testing is designed to test your capacity for pattern recognition, numeracy, abstract thinking, and problem solving. Whilst these take a wide variety of forms, it is nevertheless possible to prepare and practice in slightly unconventional ways.

Apart from numeracy practice, which is relatively straightforward, logic puzzles, three-dimensional spatial puzzles, and other similar games and quizzes designed to test and promote logical thinking and rational analysis are your best bet to prepare for these styles of tests.

Ultimately firms aren't generally looking for perfect results; they're looking for results which indicate a particular pattern of thinking and approach to complex problems, so don't stress if you don't get a score comparable to your WAM, they are often pitched a much higher level than university exams.

It is also possible to train your brain in these areas. Most firms use similar providers for their online tests, for example CEB- SHL Talent Measurement. The websites of these third party providers often contain practice questions so you get a feel for the questions you will be asked. If you know someone who has completed these kinds of tests before, ask them what type of questions to expect and any strategies that worked for them.

in-person psychometric and analytic questions

An alternative form of performing these psychometric tests is via in-person questions, for instance being asked to estimate "How many bottles of wine are purchased in Australia per year?" These questions tend to be more common in corporate advisory firms. The best way to answer these questions is by reasoning carefully and thoughtfully, and explain your thought process as you go through.

The objective isn't necessarily to come up with a correct answer, but to illustrate your skills in reasoning, logical deduction, careful assumptions and hypotheses, and 'common sense'. As is with online psychometric testing, there is no quick path to success, these skills can only be improved with practice.

personality questionnaires

Increasingly, firms are using online tests to gauge applicants' personality types. These tests will ask the applicant a series of questions about which statement best represents their personality, usually asking the applicant to rank and compare statements e.g. I never miss deadlines, I am a natural leader, I often feel stressed etc.

Importantly, there is no right answer to these questions. The software is designed to test whether applicants are being consistent in answering the questions, so this is definitely a time where honesty is the best policy! Firms are also not looking for a single 'type', but often a clerk cohort that complements one another, so there's really no harm in just answering truthfully.

cvMail is a law student portal run by Thomson Reuters that enables law students to access information regarding the application process and to apply and schedule interviews online. A number of major firms in Australia (as well as some overseas firms) now require applications be made via cvMail. Students usually log in with their cvMail account on the firm's website or through cvMail's own website.

Using cvMail means that you will only need to enter your personal and academic details once. The Application Manager keeps track of the closing dates for each firm and you can even schedule interviews through cvMail. The portal also provides comprehensive tips on compiling the application, what to include in a cover letter and CV examples.

using cvMail online

1. Go to www.cvmail.com.au and register as a 'First Time User.'
2. Insert your name, email address and a password to create an account.
3. Once you have created an account you can log on as a registered user using your email address and password.

• step 1: personal profile

Enter your personal details including name, address, email, and language ability. This information is automatically forwarded to the firm as you apply. All personal and academic profiles can be edited as required prior to applying to the firm.

• step 2: academic profile

Create an education record for each of your relevant academic qualifications, and enter the individual marks.

• step 3: submit your applications

Click on the Seasonal Tab for clerkships or the Graduate Tab, and select the state to which you are applying. This will display a list of the firms using cvMail.

Although each firm will have different application requirements, generally candidates can answer application questions, attach their resume and cover letter, and preview the application before submitting. The level of specificity regarding the application questions varies from one firm to another. It is important to note that answering these questions can take a significant amount of time.

When the application is ready for submission, simply click the 'Apply Here' button, next to the relevant firm.

SELECTION CRITERIA

• what are the selection criteria?

Selection criteria are specific job requirements describing knowledge, skills, qualifications, experience and attributes identified by selectors as important to fulfil requirements of a particular job or for effective performance.

These specific job requirements are used to objectively and consistently assess applications and shortlist suitable candidates for interview. They also assist in choosing the candidate who ultimately gets the job.

Selection criteria common to many graduate jobs include:

- Organisational and planning skills;
- Ability to work as part of a team;
- Excellent written and oral communication skills; and
- Problem-solving and data analysis skills.

• addressing selection criteria

Addressing selection criteria clearly and effectively increases a candidate's chance of getting an interview. The completed application is also useful for interview preparation, as interview questions will be based on the selection criteria for that role. Additionally, having candidates address identical selection criteria assists organisations with recruitment-related Equal Employment Opportunity considerations.

When addressing selection criteria, it pays to be as precise and explicit as possible; asserting you meet all the criteria is not enough, tie your skills and experiences directly to the criteria at hand. The STAR method is useful here (see below).

• private sector roles

Private sector organisations usually require the applicants to address selection criteria in the online application form and/or the cover letter. Your resume should also be tailored to match the skills required.

Selection criteria are usually stated in the job advertisement. However, you may need to read between the lines, e.g. if the advertisement lists 'an energetic ideas person' the selection criteria might include initiative, leadership ability, creativity or all of these.

If the advertisement does not specifically list selection criteria then imagine yourself as an employer describing the ideal candidate for that position, and tailor your letter and resume accordingly. Alternatively, you may wish to refer to the organisation's website for any indication as to the skills and attributes the organisation values in its people.

To address selection criteria, write about the skills and knowledge gained through your degree, work experience, extracurricular activities and other activities you have been involved in, ensuring that you relate these to each criterion, where relevant.

You need to give the employer specific examples that demonstrate each of the selection criteria. It is not sufficient to include general comments stating that you have all the skills being sought.

It is also important that you address all the selection criteria and that you write concisely as employers will be assessing your written communication skills. For more information about what to include in a cover letter, refer to the examples in the following pages.

• graduate recruitment roles

Employers offering graduate programs will usually participate in on-campus activities such as careers fairs and employer presentations. This is your chance to clarify information about their organisation and selection criteria.

You'll also find useful information about selection criteria in the graduate recruitment section of the employer's website and resources available through the Careers Centre.

• public sector and other roles

It is more common for public sector positions and those in health, welfare, professional associations and educational institutions to clearly state selection criteria in the job advertisement.

You can often obtain further information, such as a duty statement or detailed list of selection criteria, on enquiry if this isn't already listed in the advertisement.

• your application is likely to consist of:

- A cover letter;
- A resume; and
- A separate document consisting of a short statement outlining how you meet the role's requirements, or otherwise called 'Statement of Claims against Selection Criteria', or 'Statement of Claims'. If asked to submit a Statement of Claims or similar document, you must do so to have any chance of an interview. If you do not provide a statement for each criterion, the recruiter is not able to assess your suitability for the role.

Selection criteria are classed as either essential/critical or desirable. All essential criteria must be met to reach the interview stage. For highly sought-after positions, desirable criteria are also considered. See the section below about how to write a Statement of Claims.

• making a good first impression

If the advertisement includes a contact name and number (or an e-mail address), contact this person to discuss the vacancy if you have any questions.

Whether or not you believe the contact person is one of the selectors, it's important to make a good first impression:

- Before you call, make sure your question isn't one that can easily be answered by a quick search. Be prepared to talk about how you meet the main criteria, as you may be asked some questions about your experience.
- Indicate your enthusiasm and clarify any areas where you have questions.
- If possible and appropriate, ask if you can visit the organisation and have a look.

• how to write a statement of claims

- Your Statement of Claims should include your name as a header on each page with your contact details on the first page. Use the title the organisation has given this document and include the job title and the reference number, if applicable.
- List criteria as headings in bold print, and address each criterion in a couple of paragraphs or a list of bulleted points (provide more information if requested). For criteria with more than one part e.g. 'Effective Written and Verbal Communication Skills', ensure you address each part.
- Deal with the criteria in the same order as in the advertisement or duty statement.
- If you have been provided with the relative weighting of criteria, provide more details for the more important ones.

- Use clear language with specific and relevant examples from your current or past work (paid or unpaid), university, extra-curricular activities or other experience. If you have experience in tasks mentioned in the advertisement and/ or other documentation, use these as examples.
- Quantify your experience or skills if you can, e.g. 'Three years' experience in creating monthly budgets using Microsoft Excel.'
- Use action-oriented words e.g. 'assessed', 'implemented', 'organised', 'developed', and include the results of these actions.

• **a good way of addressing selection criteria is to use the STAR formula:**

- **SITUATION** - where, when and context of your example
- **TASK** - the task or problem to be solved
- **ACTION** - how you solved the problem, fulfilled the task or handled the situation
- **RESULT** - the outcome achieved as result of your action/s

example

Q: When is a time you have responded to feedback to improve the quality of your performance?

A: During law school, I once received a poor mark in a research assignment for a particular subject. As such, I sought feedback from my lecturers and tutors to see exactly where I had gone wrong, and where I could improve, and then took steps to practice rewriting the assessment and other similar problems taking this advice on board. This meant that by the time of the final exam, I had enough practice that I was able to apply my skills and answer the exam questions to a much higher standard than during the mid-semester assignment

Here you can see the situation (Law School assignment), a task (needing to improve research and problem-question skills), action (speaking to lecturers and tutors, practicing similar questions), and results (improved answer in the final exam), demonstrating that you do respond to feedback, thus meeting the criterion.

further information

You can find further information about selection criteria, see the University of Sydney's Careers Centre.

You can find information about applying for jobs in the Australian Public Service at the Australian Public Service Commission website: www.apsc.gov.au/publications-and-media/current-publications/cracking-the-code.

WRITING A COVER LETTER

The cover letter is the means by which an employer will gain an initial impression of a candidate. It is the key way to ensure your application stands out. The primary purpose of a cover letter is to secure an interview; indeed, a well-written cover letter is just as important as the resume.

• why a well thought out and well written cover letter is important:

- It is the first introduction of the candidate to the organisation;
- It links the skills, abilities, and experience of the candidate to the position applied for;
- It highlights how the candidate can contribute to the organisation;
- It demonstrates effective communication skills, and the ability to write clearly; and
- It emphasises that the candidate has conducted research into the organisation, has knowledge on the nature of the position, and has conducted a thoughtful analysis of their qualities in addressing the selection criteria.

• paragraph 1: introduction

This paragraph serves as your introduction, states the position you are applying for, and where the advertisement was placed. Try to summarise your purpose for applying and why the prospective employer should be considering you. But keep the introduction brief - unlike an essay there's no need to summarise the body of your letter!

• paragraph 2: the organisation

This paragraph should focus on why you are interested in the role and the organisation. Ideally, you should have conducted research into the organisation through their webpage and industry contacts. An awareness of the organisation in news headlines is worth mentioning. Reasons may include values, people you have met, practice group presentations you have attended, and any recent achievements by the company.

• paragraph 3: meeting the criteria

This paragraph outlines your skills and qualifications in terms of meeting the selection criteria. Evidence should be provided by describing your experience, your employment history, extra-curricular activities, and volunteer positions you have held. Be persuasive and positive in your account of your qualities.

• paragraph 4: organisation's values

This paragraph outlines why your values align with those of the organisation you are applying to. These values can usually be found on an organisation's website, and may include values such as being client-centric, community-focussed, social, able to work in a team, innovative etc. You can use your own experiences and qualities to demonstrate how you have these values. Be careful not to come across as overly pretentious - be clear, precise, and honest using the terminology that the firm uses on their website and other promotional material.

• paragraph 5: the result

This paragraph should mention your availability for an interview, and conclude that on the basis of outlined skills and experience you would be pleased to be considered for an interview. Thereafter, thank the person addressed for their time, and state that you look forward to hearing from them.

• tips to consider

- Plan your cover letter well in advance;
- Identify strong points in your personal qualities, skills, work/life experience and academic achievements;
- Tailor your letter to each organisation;
- Be familiar with the organisation and the selection criteria;
- Make reference to the aspects of the firm which you find interesting;
- The style should be clear and simple; colourful adjectives and phrases can detract from conveying a strong message. Firms are looking to see that you can communicate in plain English - a skill required to be a commercial lawyer;
- Be sure not to copy information from the website or brochures of the firm;
- Keep the cover letter to one page: four or five brief paragraphs is sufficient. Remember concision is a skill, widening the margins is not;
- Meticulously check spelling, grammar and punctuation; and
- Emphasise how you can contribute to the organisation, and not what you are expecting to gain from the organisation.

structure

Cover letters should look like a formal letter, with the date, followed by your name, address, contact phone number and email address on the upper right corner. The name of the contact person, their position within the organisation, the name of the organisation, and the address of the organisation should come after.

salutation

Always begin the letter with Dear [name of contact person], as it is best to avoid "Dear Sir/Madam" or "To whom it may concern," as it indicates that the candidate cannot ascertain the name of the relevant person. For the purpose of graduate/internship programs, it is acceptable to use "Dear Head of Graduate Recruitment" where you cannot ascertain the person's identity.

heading

State the name of the position you are applying for, and a reference number (if applicable).

EXAMPLE COVER LETTERS

These example cover letters are intended as a guide only and should not be used in place of your own efforts and experience. It is important that you do not merely copy these, but tailor your cover letters to your own interests and achievements. SALS accepts no responsibility for the quality or success of these examples.

example cover letter #1

[Your name]
[Your address]
[Your contact number and/or email]

[Name of contact person]
[Position]
[Organisation name]
[Address]

[Date]

Dear [Mr/Ms last name of contact person],

RE: Application for [Organisation] Summer Clerkship Program

I write to apply for the Summer Clerkship program at [Organisation Name]. I am currently in my penultimate year of a Bachelor of Arts/Bachelor of Laws degree at the University of Sydney, having just completed my undergraduate major in [Major]. I have a strong distinction average, which I have achieved whilst maintaining heavy extracurricular commitments, including being elected by my peers to the role of 2015 [Position] of [Student Society/Leadership Organisation], and working part-time.

Over my years of study I have developed a particular interest in commercial litigation and [practice group], reflected in my attainment of a High Distinction in Introduction to Property and Commercial Law. In particular, I am interested in [Organisation Name] because of its position as the leading law firm in the Asia Pacific Region, and the first and only global legal practice headquartered in Asia. This is reflected in the numerous awards [organisation] has won in the Asia Pacific region as well as the reputation of its partners.

I am the ideal candidate for [Organisation] because my achievements and experience exemplify the characteristics [Organisation] seeks in its lawyers. My role as a [position] at [Organisation] provided me with legal experience in working in-house for a commercial client, teaching me the importance of client-focused work. My commitment to excellence in client service is reflected in my previous experience in hospitality, which afforded me the ability to work collaboratively under pressure. In my capacity as [Student Leadership Role], I am responsible for overseeing the [role] Subcommittee, facilitating [role responsibilities/activities], and inaugurating the [important initiative/publication]. This role also sees me working collaboratively with the rest of the [leadership board/student society executive] to make important decisions for the society, providing me with strong leadership and teamwork skills.

My personal values and interests suggest I would be an ideal cultural fit for [Organisation]. I actively participate in volunteer work at the [Volunteer Organisation] and would be keen to contribute to [Organisation's] pro bono program. I share the social culture of [Organisation] as reflected through my active participation in various sports, as well as my membership of the 2014 [Role] subcommittees. My drive for success and commitment to excellence is evidenced by having spent the 2015 winter break preparing for, and ultimately winning, the [Moot Competition]. My extensive extra-curricular involvements have afforded me excellent organisational skills, and the ability to meet tight deadlines under pressure.

I believe that my [skills] would be valuable to [Organisation], and I welcome the opportunity to discuss my potential to be a valued member of the [Organisation] team. I may be contacted either via my mobile on [number] or via email at [email].

Yours sincerely,
[Your name]

example cover letter #2

[Your name]
[Your address]
[Your contact number and/or email]

Attention: [Name of Contact Person] [Position] [Organisation]

Dear [Mr/Ms last name of contact person],

I wish to express my interest in applying for a summer clerkship with [Organisation]. I am currently in my penultimate year of a combined Arts/Law degree at the University of Sydney. For me, a position at [Organisation] offers an unrivalled foundation to a rewarding career in commercial law. In turn, I thoroughly believe that I represent a promising candidate as someone who wholeheartedly embodies the values at the core of this firm.

I am an ambitious student who approaches work with rigorous commitment and enthusiasm. As evidence of this, I am a recipient of the [academic scholarship] and was awarded [subject prize]. I am globally-minded, an avid traveller who enjoys the challenge of working in new environments, as was affirmed during my recent exchange to [foreign University] where I held the position of International Student Ambassador for Australia. It is my ambition that impels me to seek work at a world-leading law firm, where I will be exposed to matters that are complex and intellectually stimulating, and advising clients of significant public import – as exemplified by the current [takeover/acquisition] that is making headlines.

Beyond my academic results, my extracurricular pursuits demonstrate that I am an assured and well-rounded individual. As a seasoned debater, I have had extensive experience competing in both national and international tournaments, requiring me to think critically and communicate clearly and articulately under pressure. My involvement with Young UN Women as [position] has also required me to demonstrate strong verbal communication skills through collaboration with NGOs and marketing events. As an English Major and editor of [student journal] and [student magazine], I have had extensive opportunities to refine my written communication skills, culminating this year in the opportunity of being published in the [publication name]. In my spare time I am an enthusiastic reader [insert hobbies]. As such, I am attracted to the diversity that [Organisation] celebrates and would love the opportunity to work amongst its interesting and eclectic group of individuals.

Through my professional experiences I have proved perceptive in applying my analytical skills to the real world. As an intern at the [Organisation] I was fortunate to take part in stakeholder collaborations, a process that taught me the importance of considering wider contexts and varied interests in the creation of inventive solutions. As a Law Clerk at [Law Firm], I received extensive practice drafting formal legal documents, an experience that reinforced the need for clarity and concision when conveying complex ideas.

Like [Organisation], I recognise the fundamentality of human relationships and empathy in the provision of legal services. I pride myself on being down-to-earth and accessible while at the same time maintaining an appropriate level of professionalism. Through my work experiences I have demonstrated maturity in professional relations and a capacity to work collaboratively in a structured team environment, yet as a Juniperina mentor, [Organisation] ambassador and student representative, I have taken those interpersonal skills further, practising leadership through sensitivity to the needs of others. For this reason I believe I would readily embrace the client-centric culture and would thrive in the friendly, meritocratic and open working environment that your firm promotes.

I firmly believe that I would complement the successful culture of [Organisation] and would greatly relish the opportunity to build a meaningful career at such a prestigious firm. Thank you for considering my application.

Yours sincerely,
[Your name]

WRITING A CV

A Curriculum Vitae (CV) or resume is a summary of various aspects of your life to date with emphasis on education, employment history, skills and experience, extracurricular activities, and interests. It can be seen as a marketing tool that should be tailored accordingly to highlight your suitability and experience relevant to the area of employment you are targeting.

The purpose of a CV is to ensure an offer for an interview with the prospective employer, so therefore it is important to consider the format and content. A successfully drafted CV will take considerable time and effort to construct. As it is the first contact you have with a prospective employer, it forms their first impression of you.

• the basics

Some basic points to remember when writing your CV:

- Use relevant and professional language;
- Active verbs highlight your skills and qualifications, such as achieved, delivered, negotiated, organised, and supervised. Key words are important during the 'screening' of CVs as some organisations filter through applications this way;
- Leave a comfortable margin on all sides;
- Keep your CV to two pages;
- Have a family member or friend proofread your CV;
- Don't forget to include your name, address, phone, and email in the main heading;
- No Comic Sans MS;
- There is no single correct format or style to use, however you should be consistent;
- Use 12 point font in a clear style such as Arial, Times New Roman or Garamond to ensure the CV is legible;
- Use headings to divide the CV into appropriate sections such as career objective, education, work experience, hobbies and interests;
- Use short sentences and bullet points rather than dense paragraphs of text.

The essential objective is to clearly and effectively communicate your skills and qualification for the job; ultimately if that can be served by using a different heading structure, or different breakdown of your achievements, then that is preferable. Adhering to conventional CV structure comes second to you promoting your candidacy for the role.

• elements of a successful cv

A CV is typically made up of a number of elements that provide prospective employers a glimpse into your background when reviewing an application. The following is an outline of these elements, although it is important to keep in mind that you should tailor your CV to the job you are applying for.

personal details

This section outlines your full name (including a preferred name if any), home and/or correspondence address, telephone number, and email address.

Tip: ensure your voicemail message is professional and polite.

career objective

This section is a brief paragraph that informs potential employers of your intended career direction and field of interest, and the skills you can offer to the employer. Primarily, this serves to inspire the reader to review and analyse the remainder of your CV, and therefore, it is important to be specific, factual, and use short sentences.

education and academic achievements

For most students, education is the most important element, since their relevant work experience is likely to be minimal. If, however, you do have extensive and relevant work experience, feel free to include that section first.

This section includes your course of study in reverse chronological order, indicating the name of the course, institution, and period of study. Undergraduate students should include details of secondary study as well (including their university entry mark if it was exceptionally good). It is advisable to include any academic achievements, honours, awards or scholarships you have received during your education, and, if you choose, your GPA or WAM.

work experience

This section should discuss your employment history and responsibilities or duties you undertook as part of your job. You should include your job title, start/finish dates of employment, name of employer, location, duties and responsibilities, and any specific accomplishments you may wish to address. Once again, these listings should be in reverse chronological order, and ensure that you extract your skills and achievements from each position using sentences with strong action words. Highlight the manner in which you contributed to previous positions, and quantify your accomplishments where possible. It is important that you do not merely list a point form of your duties.

extracurricular activities

This is the section to address your involvement in extracurricular activities at school, university and in the broader community, and highlight the use and development of certain skills such as leadership and teamwork. Examples may include involvement in university societies, mooting or other competitions, sporting teams and community work.

interests

This section allows you to demonstrate that you are a well-rounded person capable of balancing work and study commitments with your other interests, such as reading, baking, or playing tennis. Often potential employers use these interests as a springboard for discussion in the interview, so make sure they are genuine interests, not just what you think the firm wants to hear!

referees

Your referees are usually at the end of your CV. You can choose to include two to three references or note that 'referees are available upon request'. References should include the name of the contact person, their title or position, company name, and contact number. Any referees you include must be able to comment on your work or skills in a professional environment (thus, close family friends and acquaintances should not be included as a referee).

If you are going to include someone as a referee, make sure you ask them for permission first (out of courtesy), brief them on the position you are applying for, what the position requires, and the skills the employer is looking for. If you have a contact or mentor within the organisation who would be willing to be your referee, that can be a great way to show a personal connection to the firm.

other headings

You have the freedom to develop your own categories that best highlight your background and achievements in your CV. Examples could include Awards, Personal Achievements, Positions of Responsibility, Leadership, Professional Memberships, and Completed Courses such as first aid or computer skills.

EXAMPLE CVS

These example CVs are intended as a guide only and should not be used in place of your own efforts and experience. It is important that you do not merely copy these pro forma, but tailor your CV to your own interests and achievements. SULLS accepts no responsibility for the quality or success of these examples.

example cv #1

[Name]

[Address] - [Phone number] - [Email]

Education	University of Sydney Bachelor of Arts (Hons I in Government and International Relations)/Bachelor of Laws LL.B Weighted Average Mark: Honours: [Scholarship], 2016 [Academic Prize], 2016 [Scholarship], 2016 - 2019	2016 - Present
	[Exchange University] International Exchange Program Grade Point Average: Honours: [Academic Prize], 2017 [Scholarship], 2017	Jan 2017 - Jun 2017
	[High School] Higher School Certificate - ATAR: Honours: [Academic Prize], 2012 Premier's Award for All-Round Excellence, 2015 [Scholarship], 2010 - 2015	2010 - 2015
Work History	Paralegal [Organisation Name] <ul style="list-style-type: none">Assist the [Supervisor Role] in a variety of legal and administrative tasks concerning commercial, property, corporate and aviation law.Review financing and insurance contracts, leases and non-disclosure agreements.Developed new internal policies on anti-corruption, privacy and safety compliance.	Feb 2017 - Present
	Debating, Mock Trial and Mooting Coach [High School] <ul style="list-style-type: none">Mentoring high school students to improve their communication skills, knowledge of current affairs and legal reasoning.Successfully coached two teams to win [competition].	Feb 2016 - Present
	Research Intern [Organisation Name] <ul style="list-style-type: none">Assisted [Supervisor Role] with their research [describe research].Edited and proofread academic publications regarding corporate law.	Jan 2018 - May 2018
	Campus Culture Director University of Sydney Union <ul style="list-style-type: none">Delivered a 26-week entertainment program for the largest student union in Australia.Developed a strategic plan of events while managing an annual \$20,000 budget.Collaborated with external contractors and university staff to ensure successful events.Named the most successful program in a 2017 internal review.	Jan 2017 - Dec 2017
	Paralegal [Organisation Name] <ul style="list-style-type: none">Assisted in three class action litigation matters.Completed extensive document review and prepared briefs to counsel.Drafted the successful settlement claims of twelve group members, which involved client liaison and the compilation of expert evidence.Regularly exceeded billable hours targets and contributed to business development.	Nov 2016 - Nov 2017

Community Service	<p>Volunteer Legal Assistant Aug 2015 - Mar 2016 [Organisation Name]</p> <ul style="list-style-type: none"> • Volunteered at a community legal centre. • Responded to enquiries from the public, clients and other community services and provided referrals for legal advice. <p>Court Watch Volunteer Feb 2014 - May 2014 [Organisation Name]</p> <ul style="list-style-type: none"> • Assisted in a law reform project undertaken by a domestic violence advocacy service. • Attended the Superior Court of the District of Columbia to observe Civil Protection Order proceedings and recorded outcomes for data analysis.
Extracurricular Involvement	<p>Treasurer Dec 2018 - Present Sydney University Law Society</p> <ul style="list-style-type: none"> • Manage and oversee the finances of a law student society with a turnover of \$400,000. • Developed a budget that delivered the first projected surplus in three years. • Negotiated with external organisations to ensure the repayment of outstanding debts from previous officeholders. <p>President; Producer; Treasurer; Stage Manager; Crew Jul 2018 - Present Sydney Law Revue</p> <ul style="list-style-type: none"> • Produced the 2018 Sydney Law Revue, a comedic show written and performed by Sydney Law School students. • Coordinated the logistics of presenting a production, including liaising with the Seymour Centre and establishing an inaugural online ticketing system. • Managed a budget to deliver a \$12,000 surplus, by decreasing expenditure and increasing ticket income by 10% from the previous year. <p>University of Sydney Mooting Oct 2016 - Mar 2018</p> <ul style="list-style-type: none"> • Selected to represent the Sydney Law School in the [mooting competition]. • Achievements: <p>Other Extra-Curricular Involvement 2015 - 2017</p> <ul style="list-style-type: none"> • Convenor, King & Wood Mallesons Women's Mentoring Program, 2015. • Councillor, University of Sydney Student Representative Council, 2016. • Sponsorship Officer, [Society name]. • Internal Events Director, [Society name].
Interests	Reading (particularly longform journalism), travelling, listening to podcasts, finding good food to eat and watching political satire.
Referees	[Referee name #1] [Position] [Organisation] [Phone number] [Email]

[Name] - Curriculum Vitae

[Address]

Phone:

Email:

LinkedIn profile URL:

Education	<p>The University of Sydney Bachelor of Arts (English Literature) (2015 - 2017) Bachelor of Laws (2015 - Present)</p> <p>Achievements:</p> <ul style="list-style-type: none"> • Winner [Moot Competition] 2016 • Winner [Academic Award] 2015 <p>[Your School] (2002 - 2014) Higher School Certificate</p> <p>Achievements:</p> <ul style="list-style-type: none"> • [Award] (2011) • Premier's Award for All-Round Excellence in the New South Wales Higher School Certificate (2014) • School Captain (2014)
Legal Experience	<p>[Organisation Name] (Aug 2013 - Jun 2015) Legal Intern (8 hours per week)</p> <ul style="list-style-type: none"> • Directly assisted the [Supervisor Role] in a variety of research, legal, and administrative tasks • Gained experience in the areas of commercial law, trusts and bequests, intellectual property, marketing, and development and review of internal policy • Developed practical legal skills and the ability to balance multiple tasks in a busy office environment
Other Experience	<p>[School Name] (Jul 2015 - Present) Debating Coach (5 hours per week)</p> <ul style="list-style-type: none"> • Responsible for students in communication and speaking skills, current affairs, and argument preparation • Responsible for adjudicating debates and providing constructive feedback to students <p>[Café Name] (Dec 2012 - Dec 2014) Waitress (10 hours per week)</p> <ul style="list-style-type: none"> • Waitressed tables and served clients in a fast-paced, high pressure environment • Ensured effective communication between team members in the efficient completion of tasks • Gained awareness of the importance of client-focused service and excellence in customer interaction
Extracurricular Involvement	<p>Sydney University Law Society (SULS)</p> <p><i>Convenor, Allens Torts Moot</i> (Mar 2017 - Jun 2017)</p> <ul style="list-style-type: none"> • Facilitated semester-long mooting competition with over 100 participants • Responsible for preparation of draws, organization of student judges, and liaising with competitors, faculty members, barristers and professional judges to ensure effective running of the competition <p><i>2016 Competitions Director</i> (Nov 2015 - Nov 2016)</p> <ul style="list-style-type: none"> • Responsible for organisation of SULS' nine internal and eleven intervarsity mooting and skills competitions; organisation of advocacy forums and social events; preparation of budgets and funding proposals • Created the 2016 Competitions Handbook, a comprehensive resource for mooting and skills competitors at all levels <p>Other Extra-Curricular Involvement (2015 - 2018)</p> <ul style="list-style-type: none"> • SULS Careers Mentoring Program - Mentor: [Mentor Name] • SULS Women's Mentoring Program - Mentor: [Mentor Name] • 2017 [Debating Competition] Adjudicator • Sydney University Law Society Interfaculty Sport Competition 2015-2018 • SULS-Compass Regional Schools Visit 2016 • Faculty of Law Peer and International Student Mentor, 2016

Volunteer Work

[Volunteer Organisation Name]
Volunteer, Café Staff (2 hours per fortnight)

(Feb 2013 – Present)

- Volunteer at charity for the homeless, working as a member of the café team
- Developed skills in engaging with vulnerable patrons and clientele of varying backgrounds
- Gained experience in problem solving and working under pressure

Juniperina Juvenile Justice Centre
Volunteer Mentor (2 hours per fortnight)

(Mar 2014 – Nov 2015)

- Volunteer as a visiting mentor through SULLS' Juvenile Justice Mentoring Scheme
- Responsible for the creation of educational and recreational programs and activities for inmates
- Assisted in establishing positive role models through building trust between inmates and volunteers

Skills

Adaptable: Extensive experience working in various teams of diverse backgrounds and skill sets, with ability to be flexible to change
Attention to detail: Thorough and detailed when conducting legal tasks to ensure consistency and accuracy
Languages: [List languages and proficiency]

Hobbies

Touch Football, Baking, Singing

Referees

[Referee name #1]
[Position]
[Organisation]
[Phone number]
[Email]

ATTENDING THE INTERVIEW

If you are invited for an interview, know that you have been successful in creating an interest in yourself – your background, experience, skills and abilities. Receiving an interview means they think you are capable of doing the job, and now want to ascertain whether you will fit into the workplace. Congratulate yourself on getting this far, and prepare yourself so you can confidently seal the deal.

The interview gives you the opportunity to reinforce the positive impression you have already created. You need to respond to the questions asked, relating them back to the interviewer's needs. You should elaborate on the achievements already stated in your CV and explain how you will contribute to their organisation. It's also an opportunity for you to learn more about the firm and the position. An interview is a two-way process in which both you and the interviewer are selling and evaluating.

Employers now utilise more than just the traditional one-on-one interview. Most law firms rely on a standard structured interview, in addition to the group interview and the informal interview. If you apply for investment banks, prepare for psychometric testing and likewise with management consultancy firms. Be prepared for multiple rounds of interviews intended to expose different aspects of your aptitude for the job.

• prior to the interview

The interview process is designed for you and the organisation to get to know each other better. You should undertake general research to understand the culture of the organisation and what they are looking for in employees.

As a starting point, the organisation will want to see that you demonstrate an interest in their firm and desire to be a part of it. It is vital to research and understand the way the organisation works before the interview. It may also be helpful to do some research on your interviewers prior to your interview, if you know they are. Most organisations list bios and CVs, and LinkedIn is always a good option.

It is tempting to use this information to pre-script answers to questions. Whilst you should have prepared answers for the reasonably expected questions, it is far more valuable to have a structure enabling you to clearly respond to any question using information about the firm and your qualifications. Overly rehearsed answers run the risk of sounding stilted and mechanical, and worse, missing the crux of the question being asked. Make sure you focus on a systemic understanding of the firm, the job, and your qualifications, such that you can answer any question with clarity and confidence.

• areas of research

websites

Websites are a great tool for gathering up-to-date information regarding partner profiles, practice areas, organisational structure, the latest transactions, values and mission statements, and details of the clerkship/graduate programs.

Websites have various sections that can assist you in terms of preparing for interview questions and in answering application questions online, such as "About Us" and "Our People".

media

Media searches can also assist in gathering information about recent and current deals, enterprises or matters an organisation has recently been involved in. They also provide a broader indication of an organisation's place in the business or community landscape. The Australian Financial Review has a "Legal" section, which gives a good overview of current legal issues.

Organisations will also use the interview to test your understanding of commercial awareness. Gaining a solid understanding of current events is therefore an integral aspect of your interview preparation.

personal

A more informal and very effective method of finding information about an organisation is to talk to people who are currently employed, or have worked there. It is also worth talking to some experienced legal professionals so you can better understand what, for example, a plaintiff law firm, corporate law firm,

boutique IP practice, or government organisation looks for in their graduates, as they will all be looking for different attributes.

research yourself

Re-read your resume and familiarise yourself with its contents. You will most likely be asked on specific aspects relating to your resume and application, such as explaining a gap in employment, a fail on your transcript or your answer to a particular question. The interview will work much more in your favour if you already have prepared responses to these questions. It is certainly possible to explain poor marks or employment gaps in context, and doing so might enable you to discuss your other skills and experiences, but this requires preparation as these unforeseen questions may cause anxiety and uncertainty.

• on the day of the interview

Ignore everything anyone has said to you contrary to this: first impressions last.

Some helpful (and hopefully self-evident) tips:

- Ensure your clothes are clean, neat and professional.
- Prepare all relevant documents such as your transcript, references, awards, etc.
- Be prepared to share examples of your achievements, failures or past behaviours and discuss them in some detail.
- Ensure you can describe a situation, the challenges faced, the action you took, and the outcomes of your action.
- Check the format of the interview: duration, how many people are interviewing you.

• arriving at the interview

Make sure you know how to get to your interview and leave enough time to. Punctuality is crucial and you should aim to arrive at the interview ten minutes early. If you are late due to unforeseen circumstances, contact the organisation and apologise for your lateness with a brief explanation, and provide them with an estimated arrival time. This should be obvious but be courteous to everyone, especially the receptionist as you never know who is sitting behind the desk, or how they may influence the interviewer's decision.

• meeting your interviewers

When you are introduced to those who will be conducting the interview, shake hands with a smile. It is vitally important to remember their names, and address them accordingly during the interview. This is also relevant during "small talk" which interviewers often use to break the ice. Just remember to be yourself, relax, and enjoy the experience. Overall you have to look like you want to be there, which shouldn't be difficult considering you want the job.

If you aren't particularly good at small talk, practice. It is an essential skill in ensuring that you make a strong, confident, and articulate first impression.

• body language

Being relaxed and professional, and maintaining eye contact throughout the interview are key points. Eye contact is fundamentally important and will help to convey your interest, confidence and credibility. If there is more than one interviewer, make eye contact with everyone in the room, even if one person seems to be doing all the talking. Occasional eye contact with the other interviewers will establish a connection with them and will involve them in the interview, even if you are not answering their questions.

• listening and talking

The ability to listen is important in any position. Listen carefully to the question being asked, and answer the question directly by providing detailed answers, which demonstrate that you can fully articulate your ideas. If required, don't shy away from beginning your response with a simple 'yes' or 'no', followed by an explanation.

Don't be afraid to follow your interviewer's lead, they will tend to dictate the formality and scope of your interview. If they want to spend the whole of your interview talking about travel or sport, go with it! They're probably trying to see if you're someone they could get along with in the office.

Taking into account that the aim of an interview is to assess your suitability for the role, both in professionalism and your personality, an interviewer will seek to include the following key features:

experience

The organisation will be looking for relevant experience or other life experience that may be appropriate for the role, such as experience in research or dealing with people. What you have achieved in your life that will set you apart from your competition? Draw on areas outside of employment such as extra-curricular activities, voluntary roles, etc.

communication and listening skills

Your ability to express yourself orally in a complete yet succinct way, which follows from your ability to listen to the questions asked, will be keenly observed by the interviewers. Being verbose may mean your written communications will be wordy, so how you communicate orally will be important in many ways. Take some time to think about your response before answering, having a clear structure to your answer is preferable to a long winded, off the cuff response,

people skills and confidence

Your ability to develop a rapport with the interviewers will be important, as this will be seen as a reflection of your ability to deal with colleagues and clients alike. So smile, even if you feel uncomfortable. While it is hard to be confident when you are nervous, it is important to be as relaxed as possible so that you give the impression of being reasonably self-assured. Again, employers are looking for candidates who will be able to interact with their clients and represent the organisation, so confidence is important.

• tips for the nervous

Don't try to rehearse answers to questions - this will be immediately obvious. Practice answering questions off the cuff with someone, or record yourself. This has the advantage of letting you see what the interviewers see, and can help identify unconscious habits, bad posture, particular forms of speech you'd want to avoid, etc.

Don't skate over mistakes or weaknesses that may come up. Acknowledge them and focus on what you have learnt. Similarly, if asked to describe your weaknesses, don't say "working too hard" or "being too good at my job" - be honest, and use the question to demonstrate how you're aware of your shortcomings and have acted to overcome them (which is what the interviewer is looking for anyway).

Take time to find a secluded spot before you enter the firm to check over your appearance and demeanour, and mentally prepare yourself for the interview.

INDIVIDUAL AND GROUP INTERVIEWS

• individual interviews

In a one-on-one interview, a senior person from the organisation such as a Manager or Partner will ask you questions on how and why you would fit within the organisation.

the aim of such an interview is:

- To determine if you have sufficient communication skills by effectively engaging throughout the interview process.
- To analyse whether or not you are a 'good fit' within the organisation.
- To consider your levels of confidence and ability to respond to questions.
- To weigh up areas of development/training you would require from the organisation.

In order for an organisation to come to a conclusion on the above four points, it is most likely you will be confronted with two types of interview questions:

Questions to analyse you and what you have achieved

Examples include 'tell us about your favourite subject at uni and why it interested you,' or 'explain what led you to select your major/s.'

Questions to determine if you are a 'good fit' within the organisation

Examples include 'describe a time where you represented the values of this organisation,' or 'tell us about a time where you displayed courage to lead or to think outside of your comfort zone,' or 'what do you value in a professional relationship?'

During the interviews, it is often possible to understand the culture within the organisation based on the questions asked and the conduct of the interviewer.

• group interviews

This type of interview usually involves working with a small group (about 5 or 6 people) and discussing a particular problem scenario. This method has become increasingly common for Summer Clerkship and Graduate programs, although not too common in the social justice and government sectors.

The problem scenario given to a group is usually generic, and can be concentrated around a number of areas such as ethics, and technical related questions. During this, one or two 'silent interviewers' observe the dynamics of the team, but do not actually provide any input into the deliberations.

A group interview assesses how you would interact with team members, and in this sort of environment, you are likely to notice different types of individuals.

the 'talker'

This type of individual usually enjoys being in control of the situation and may try to dominate the dialogue between group members. At times, they can be overbearing and force their ideas on the group, to the extent of disregarding any other suggestions made.

the 'quiet person'

This type of individual is generally quiet during group discussions and fairly reluctant to volunteer their opinions or suggestions. Rather, they will prefer to go along with whatever decisions are said and done by the other members of the group.

the 'complainer'

This type of individual may continually reflect on the supposed difficulty in the situation and divert conversations from the topic at hand. They usually make comments such as 'The question would be better if...', or 'I really think we have too short a time to discuss such a complicated problem...' and so on.

the 'mediator'

Within a group interview, it is best to establish yourself as the 'mediator' between the different 'factions' as noted above, and try to find the middle ground. For example, when the 'talker' is in the middle of forcing their opinions, try to pause and get input from the 'quiet' person on what they think of the scenario.

• completion of the interview

It will reflect well at the conclusion of your interview if you demonstrate your genuine desire for the position by commenting briefly along the lines of "Thank you for your time, I look forward to hearing from you".

Remember, not all positions you apply for are right for you. The purpose of the interview is to find out whether the 'organisational fit' is right in terms of matching the position and organisation with your personal values. You should ask questions that are important to you to determine whether the position is what you are looking for and whether you will be happy with the firm and its culture. If you suffer several rejections, don't give up. Interviewing is a skill that comes with practice, so treat your interviews as a learning experience.

• pitfalls

- Arriving late - aim to arrive 5-10 minutes before
- Bad manners, slouching, mumbling, no eye contact
- Addressing the interviewer by the wrong name
- Lack of cleanliness and improper dress
- Poor organisation/presentation of CV
- Dishonesty when answering questions
- Inability to listen/not answering questions appropriately
- Talking too much, or not enough
- Having little or no knowledge about the organisation

INTERVIEW QUESTIONS

• typical questions an interviewer may ask

Think of possible answers to these questions before your interview, using your own experiences and skills to create interesting answers that demonstrate you have the qualities they seek. You may even wish to practice answering them out loud, or have a friend or family member act as interviewer in a mock interview.

how would you describe yourself to a stranger?

This is often the first question interviewers ask, and is surprisingly hard to answer! Try to think of characteristics about you as opposed to what you do i.e. being funny, outgoing, hardworking etc as opposed to a law student in their penultimate year who plays rugby.

you have chosen to pursue a career path in criminal law, what aspects of criminal law have captured your interest?

The key to answering any question is to be honest. Be sure you know why you want to go into the field you're applying for.

what do you think sets you apart from other applicants?

This question requires the confidence to assess your own capabilities and provides an opportunity to highlight your best qualities for the role.

how have you demonstrated leadership skills within a group situation?

The ideal way to answer this question is to reference a specific event or challenge. Remember to outline the situation, the task required, the action you took, and the outcome.

where do you see yourself in the next five years?

Answering this type of a question requires care and effort, as in most cases the organisation is looking for your long-term commitment to the role. However, firms may not favour candidates who don't have any ambition, as this could be taken to provide evidence of a lack of motivation. The key is to balance long-term commitment with passion and ambition for the role within the firm.

what do you regard as your strengths and weaknesses?

This is another common question that you must be prepared for. You should be aware of your strengths and weaknesses well enough to give an answer that is self-analytical. When addressing weaknesses, be certain to link it with how you have applied yourself towards improvement. Make sure your weaknesses are genuine, rather than contrived answers such as 'being too good at my job' or 'working too hard'.

why did you fail a unit?

The first thing to remember is that a fail is not the end of the world. Be honest and explain your reasons for the fail, such as illness, family issues or full-time work. This is the perfect opportunity to express what you have learnt from it, and remind them that your marks have been improving continuously since then.

what attracts you to this organisation?

Research the website of the organisation and consider its future direction. Specifically, reference the recent activities of the firm, such as high-profile cases. Again, be honest.

could you describe a time when you were faced with a difficult problem, how did you approach it?

These questions are great to highlight your ability in facing a challenge, addressing the situation, and applying your problem solving skills. You should come to the interview with a specific scenario in mind.

what type of activities do you participate in outside of your studies?

These questions are designed to relax you, allowing you the opportunity to outline your ability to multi-task. For example, if you have been playing a sport or volunteering for your local community while working part time, this shows that you can manage your time effectively.

describe a time when you have had to meet a difficult deadline, and how did you approach it?

This question is asking you about your time management skills and ability to work to a deadline, and offers an opportunity to demonstrate your ability to work under pressure.

what specific skills can you contribute to this position?

This is another opportunity for you to highlight the skills you have gained from your previous employment and why you perceive them to be important for the position. If specific skills were outlined in the job advertisement, address these.

describe a time when you have been part of a team and were confronted with a difficult situation?

Teamwork is universally acknowledged as very important, so it is vital you demonstrate that you can work cohesively with other people.

other examples

- Why do you want to work in commercial law?
- Why do you want to work for this firm/why are you a good fit?
- If you received a number of offers what factors would you take into consideration?
- What areas of law/practice groups are you most interested in?
- Why did you study law/what does the law mean to you?
- What do you like about the law?
- What's your favourite/least favourite subject and why?
- What do you hope to get out of this role?
- Why did you leave your last job?
- Tell me about yourself?
- How can you demonstrate commercial awareness/commercial acumen?
- What are your greatest achievements?
- Tell us about a case you have studied that has particularly interested you.
- When have you made a mistake?
- How do you deal with difficult co-workers?
- When is time you've failed/had to be resilient?
- What's your biggest regret?
- When have you had to convince someone of your point of view?
- What work environment motivates you?
- What is your working style?
- What do you value in colleagues?
- What do you think are the successful attributes of a commercial lawyer?
- When have you demonstrated these attributes?
- What have you learnt from previous jobs?
- How have you dealt with criticism?
- When has your integrity been challenged?
- Tell me about a time you worked in a team
- Tell me about a time you worked under pressure
- Tell me about a time you demonstrated leadership skills
- How do you handle conflict?

QUESTIONS FOR THE INTERVIEWER

Often, at the end of an interview you will be provided with an opportunity to ask any questions you may have. Ask questions you genuinely want to know the answer and couldn't find the answer to online, and keep it within the boundaries of the role and the organisation. Don't ask a question for the sake of asking one.

This is your opportunity to learn things about the organisation which may not have been available from brochures or the website. It's better to ask questions about the firm and the clerkship structure as opposed to questions better addressed to Human Resources, such as 'when will we find out the outcome of our interview' etc.

- **example questions you could ask include:**

- Do you like working here? Best and worst aspects?
- What's the most exciting/interesting part of working here?
- What attracted you to working in your practice group?
- What would an average day as a clerk at here be like?
- What would an average day as a partner or SA be like?
- How is the health and wellbeing of employees encouraged in the organisation?
- How is work/life balance encouraged in the organisation?
- How are long-term career opportunities encouraged in the organisation?
- How is performance management conducted?
- How often is feedback provided?
- How is employee performance rewarded?
- What are the key responsibilities for this position?
- Does the organisation have policies in place for ongoing/further studies?
- What are examples of work that is given to clerks/grads in your team?
- What do you personally value in clerks working for you?
- How often does the firm get together in a social setting/how important is collegiality to the firm?
- What do you consider to be the 'culture' of this firm?
- How did you personally make the decision about which firm to join?
- How many clerks end up taking on a grad role?
- How do you feel when someone more junior has a different perspective from you/how do partners react to juniors challenging them?
- Do you have any advice for someone interested in a career in the law?
- Specific questions about mergers etc.
- Specific questions about the interviewer's practice area

QUALIFYING TO PRACTICE



■ practising in australia

PRACTISING IN AUSTRALIA

• academic and practical legal training requirements

Your pathway towards becoming a lawyer usually begins with a law degree, or by completing a course prescribed by the Legal Profession Admission Board. After graduating, prospective practitioners must then complete a practical legal training program (PLT). These are available through several providers, the College of Law, or from a number of universities, including ANU and UTS. Such programs provide practical instruction in legal tasks often undertaken by solicitors, and offer training in the legal skills needed to carry them out.

At the end of your PLT, you will be issued with a Certificate of Completion, after which you can apply for admission in NSW, Victoria, Queensland, ACT or the Northern Territory. In order to enrol in the Professional Program, you must be a graduate, or be qualified to graduate, in law or another relevant course. Foreign degrees or foreign admitted practitioners may also apply, subject to approval from the admitting body.

• admission to practice

After completing their PLT, a person may be admitted as an Australian Lawyer in the relevant State or Territory's Supreme Court. In NSW, an application must be made to the Legal Practitioners Admission Board. Once admitted, you may practise either as a barrister (by obtaining a practising certificate through the New South Wales Bar Association), or as a solicitor (by obtaining a practising certificate through the Law Society of New South Wales).

practising solicitors in nsw

To practise as a solicitor in NSW, a person must hold a practising certificate issued by the NSW Law Society. After receiving the certificate, you must complete two years of supervised practise. In addition, you must undertake an approved Practice Management Course if you wish to practise on your own account.

The certificate is renewed annually, subject to compliance with the requirements of Mandatory Continuing Legal Education (MCLE). A certain number of hours of legal career development must be undertaken each year (10 MCLE points), which may include attending seminars, publishing journal articles, studying privately, preparing and giving lectures, etc.

practising federal law

Entitlement to practice in a court exercising federal jurisdiction requires both entitlement to practice in the Supreme Court of a State or Territory, and entry in the Register of Practitioners kept in the High Court of Australia.

practising in other jurisdictions

Practitioners may practise in other states and in New Zealand through mutual recognition schemes without need for re-admission. However, solicitors seeking to principally practise in NSW must obtain a practising certificate from the Law Society of NSW.

GOING TO THE BAR

Sourced from the NSW Bar Association

• qualifying for a career at the bar

To apply for a NSW Barrister's practising certificate, you must first be admitted as a lawyer of the Supreme Court of NSW or another Australian state or territory. You must be a competent and fit person in order to practice. The Legal Profession Admission Board oversees the admission of lawyers in NSW.

Applicants must then sit the NSW Bar Examination, an examination that covers advocacy, legal ethics for barristers, aspects of evidence, and practice and procedure for barristers. The exam consists of two 2-hour long papers with examinees requiring 75% to pass. The NSW Bar Exam is offered twice a year, usually in February and June, with an examination fee of \$750.00. The NSW Bar Association also offers exam tutorials in the lead up to the NSW Bar Exams.

reading program

After successfully passing the NSW Bar Exam, applicants are known as 'readers' and are issued with an initial practising certificate with conditions attached. The Reading Program consists of two elements: the Bar Practice Course and reading with a tutor (usually a minimum of 12 months).

bar practice course

The Bar Practice Course consists of a series of lectures, workshops, court practice sessions and informal discussions to teach advocacy, mediation and other skills useful to be a barrister and provides insights into practising at the Bar. The Bar Practice Course usually runs for a month in May and August/September of each year and readers must not practice during the course. The cost of the course is \$3,800.00.

reading with a tutor

During the period of reading, the reader is under the supervision of an experienced barrister, called a tutor. In the first six months, readers must complete 10 days of civil and 10 days of criminal reading by participating in cases as much as possible.

During the 12 months, you are required to read with at least one but not more than two barristers. You are to choose the barristers from a list of potential tutors maintained by the Bar Council.

• indigenous law students

The NSW Bar Association offers mentoring and employment schemes to Indigenous law students across NSW. Their mentoring program pairs students with a barrister where they are able to discuss their career and any other questions. Similarly, the employment scheme aims to provide part-time employment opportunities for Indigenous law students working together with barristers or at Chambers. Employment opportunities include administrative work or research work.

For more information, see <http://www.nswbar.asn.au/coming-to-the-bar/indigenous-barristers-trust>.

For further information, visit the NSW Bar Association's website www.nswbar.asn.au.

ANU SCHOOL OF LEGAL PRACTICE - GDLP

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“ANU is Australia’s leading tertiary provider of Practical Legal Training (PLT). The ANU Graduate Diploma of Legal Practice (GDLP) provides the qualification you need to be admitted as a lawyer in Australia.”

• what does ANU school of legal practice consider the most valuable part of completing your ANU GDLP?

Completing your ANU GDLP will give you a postgraduate qualification from Australia’s leading university provider of Practical Legal Training (PLT). Your ANU GDLP will build on the knowledge you have obtained in your undergraduate studies, providing you with the practical skills that you will need to take the next step in your career.

Tailor your ANU GDLP: You decide When to Start; Where to Complete your 4 day Face-to-Face ‘Becoming a Practitioner’ course; Who Your Individual Mentor will be; Your Electives; and When You Will Graduate.

• is the work experience component of your ANU GDLP placement, arranged by students individually, by ANU school of legal practice or a combination of both? how many hours must students complete?

Legal Practice Experience (LPE) (also referred to as placement) is a requirement of all PLT courses.

Your ANU GDLP gives you the option to choose to complete 20 days, 50 days or 80 days LPE. We have exclusive opportunities available for ANU GDLP students to apply for placements with third parties – and we have relationships with community and private employers where applications from ANU GDLP students are preferred.

• what is the delivery mode for your ANU GDLP? is it onsite, online, or combination of both?

Your ANU GDLP is delivered online, and can be completed from anywhere in the world – with the exception of the 4 day Face-to-Face ‘Becoming a Practitioner’ (BAP) course.

The BAP course is offered at locations across Australia 15 times per year. You can apply at any location that suits you, and then complete the remainder of the ANU GDLP online.

• what is the duration of your ANU GDLP in part-time and full-time study mode?

The duration of the course is up to you! You can complete your ANU GDLP in under 6 months – or you can take more time and complete it at a more steady pace.

Your ANU GDLP is completely flexible, designed to be able to fit in with your existing work and life commitments – you can tailor your course and study load to suit you!

Your ANU GDLP is comprised of 5 elements:

Element 1 – Becoming a Practitioner (BAP): 4 day Face-to-Face in various locations across Australia.

Element 2 – Professional Practice Core (PPC): 12 weeks, online. Includes property law, commercial law, civil litigation practice, ethics and professional responsibility, and professionalism in practice.

Element 3 – Electives: the number of electives you are required to complete depends upon how many days of LPE you choose to complete. The electives you are able to choose from are broad and comprehensive, giving you scope to develop your skills in certain practice areas.

Element 4 – Legal Practice Experience (LPE): You can choose to complete 20 days, 50 days or 80 days LPE.

Element 5 – Ready for Practice (RFP): 3 weeks online. RFP is a capstone experience which enables you to draw together your learning in the GDLP.

You are offered individual mentoring throughout your ANU GDLP, and you are able to choose your mentor from our range of experienced practitioner teachers.

There is some flexibility around the order that you complete the above elements, so that depending on the timing of when you start and when you want to graduate, you can fit your course load and study load into your already busy lifestyle!

• what is the cost of completing your ANU GDLP?

20 days LPE, you will be required to complete 4 electives – cost of \$12,324.

50 days LPE, you will be required to complete 3 electives – cost of \$11,147.

80 days LPE, you will be required to complete 2 electives – cost of \$9,970.

Our fees are FEE-HELP eligible.



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- > Choose your start date, mentor and when you graduate

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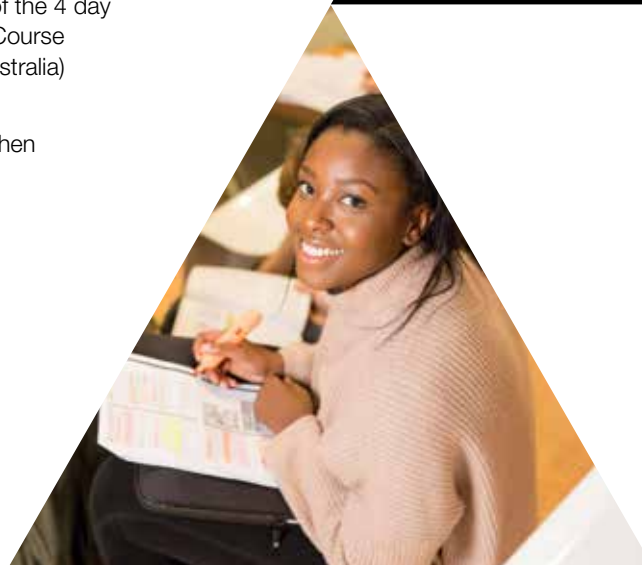
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“Activate your career with the College of Law.”

• activate your career

The College of Law offers the largest range of flexible Practical Legal Training programs, all purpose-driven to put your hard-earned degree seamlessly into practice. With more study freedom, lecturer support and practical task-based, hands-on learning, you'll enter the profession with a profile that is more attractive to employers.

There are three components to the Practical Legal Training program:

1. Coursework
2. Work Experience
3. Continuing Professional Education (CPE)

• practical, task-based learning

The program content is a highly practical and relevant task-based curriculum.

You will learn key areas of competence through everyday scenarios that parallel real-life practice. With no academic essay writing, you will focus on solving problems and completing tasks using resources available.

You can complete your coursework in one of four study modes. Choose the mode that suits your goals, timeframe and lifestyle.

- Online full-time
- Online part-time
- Online part-time evening
- On-campus full-time

If you select one of our online options, more than 90% of your coursework will be delivered online with just 5 days' face-to-face training.

• gain insight into a real legal environment

The work experience component is designed to give you insight into what it's like to work in a legal environment, this is your first opportunity to apply your skills to real-life legal problems.

You can choose from two formats for the work experience of your PLT program.

- Short Format – 25 days of approved work experience + Clinical Experience Module (CEM)
- Standard Format – 75 days of approved work experience

• discover the importance of professional career development

The Continuing Profession Education (CPE) component introduces you to the importance of ongoing professional education and career development.

The CPE is comprised of two series:

1. **Legal Business Skills Series** - a program only offered by The College of Law which focuses on the business of law
2. **Legal Series** - a range of seminars that cover technical legal topics

You can choose units from both series – or you can select units from just one. However, if you choose to complete all 10 units from the Legal Business Skills Series, you will be awarded the **Certificate of Legal Business Skills** in addition to your GDLP.

Activate your career with the College of Law.

Activate your career.

Practical Legal Training programs that better activate your career.

Leading, and in tune with your profession, The College of Law offers the largest range of flexible programs, all purpose-driven to ensure you have the best start to your career.

Maggie Quach

Lawyer, Lander & Rogers Lawyers
Graduate of the Practical Legal Training program

Learn more at collaw.edu.au/PLT
or call **1300 856 111**



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Practical Legal Training



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Hands-on learning

Practical, task-based and hands-on, our program ensures that you will transition into the workforce successfully. You will learn through everyday scenarios that parallel real-life practice such as drafting an affidavit or preparing a statement of claim.



Aligned with the legal industry

Developed in close consultation with employers, our program includes the communication, leadership, time management and client relationship skills that will ensure you have the profile that is more attractive to employers. Nine of Australia's top ten law firms have chosen The College of Law to prepare their graduates to enter the profession.



Lecturer support

Passionate and experienced legal practitioners will support you throughout the program. You will have regular one-on-one contact with your lecturers who will provide advice and feedback via email, phone or via our online learning portal.



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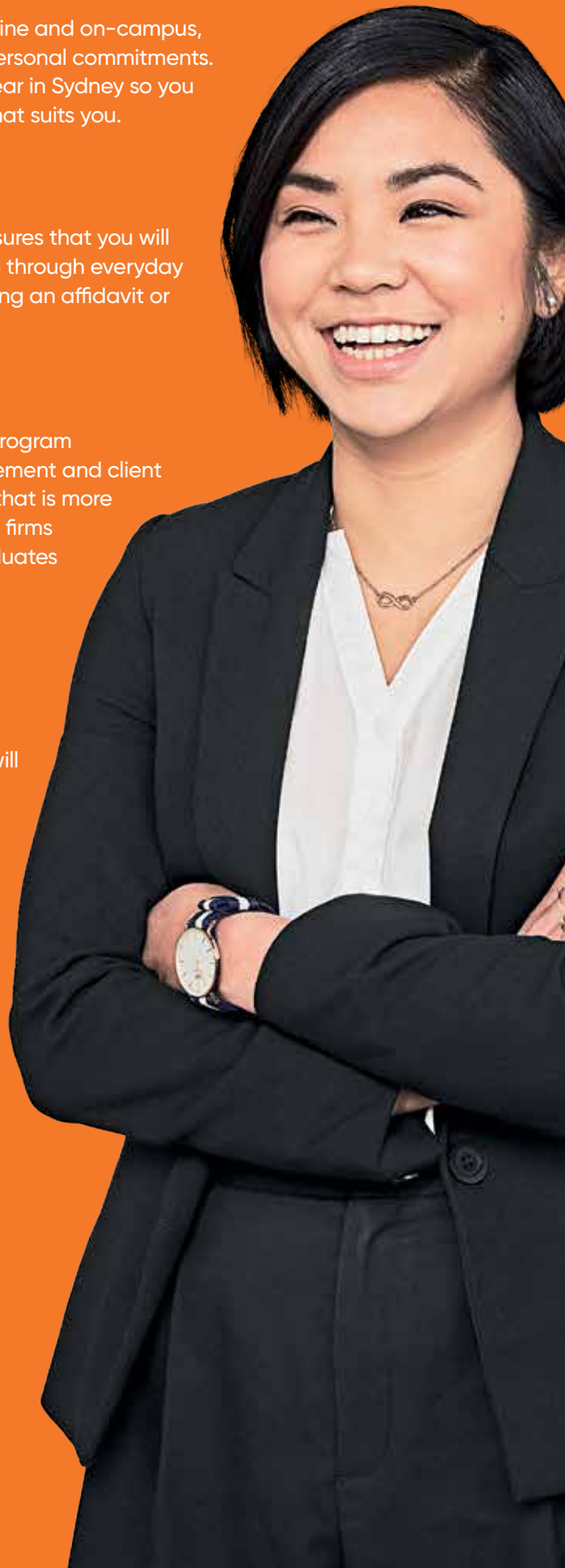
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locations

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contact

ASK UTS
E: law@uts.edu.au P: 1300 ASK UTS (1300 275 887)
W: <https://www.uts.edu.au/future-students/find-a-course/graduate-certificate-professional-legal-practice>

• about the program

What is unique about your PLT Program?

You'll experience university-standard teaching combined with interactive content and practice oriented exercises that bridge the gap between knowledge and professional practice. You'll develop the advanced knowledge and skills required for a legal career, including judgement, adaptability and an ethical mindset. Best of all, you'll be studying at a trailblazing institution: UTS was the first university in Sydney to offer Practical Legal Training.

Our program is taught by experienced practitioners who know what the newly admitted lawyer needs to know. The program is very flexible and students can do subjects on a face-to-face basis or online or a mix of the two modes to best suit their learning style and personal circumstances.

How does your program encourage participants to learn and develop?

No exams, activities and assessments are work based on real world experience and legal scenarios e.g. practice files, will drafting, court appearances, client interviews, file notes.

When can students apply to your program?

Three intakes per year: Autumn, Spring and Summer.

Upcoming Start Dates

2019 Spring session	22 July 2019
2019 Summer session	18 November 2019
2020 Autumn session	9 March 2020
2020 Spring session	22 July 2020

How many program participants do you usually receive?

The program is offered three times per year and on average there are around 60 students per session.

What can participants expect from the program?

The UTS PLT Program consists of four subjects:

1. LEGAL AND PROFESSIONAL SKILLS (6cp)

Addresses the necessary skills and ethical obligations to be an effective lawyer, including client-centred practice and the obligations relating to a solicitor's trust account.

2. TRANSACTIONAL PRACTICE (6cp)

Focuses on the law, practice, procedure and skills to enable graduates to conduct and advise on Property Transactions and Commercial Transactions.

3. LITIGATION AND ESTATE PRACTICE (6cp)

Covers the practice and procedures of Civil Litigation Practice, Wills and Estate Practice and Family Law Practice or Criminal Law Practice.

4. PRACTICAL EXPERIENCE (0cp)

Undertake a minimum 15 weeks of full-time (or equivalent part-time) work experience in a legal office environment.

Once you have completed your academic law study and Practical Legal Training, you may make an application for admission to the Supreme Court of NSW to practise as a lawyer.

Do students have to complete any sessions on campus?

Students have the flexibility to choose a delivery mode that best suits their needs. PLT is offered full-time and part-time by Distance mode, with limited on-campus attendance, or On-campus mode, offered as both day and evening workshops, with recorded lectures and tutorials.

profile: nicholas commins
graduate, juris doctor (hons) - graduate certificate of professional legal practice



WHAT POSITION DO YOU CURRENTLY HOLD AND WHERE?

Advocate for Students at a University.

WHAT DOES YOUR JOB INVOLVE?

I assist students in navigating and understanding the often complex procedures and policies of a University. Other aspects include dispute resolution, guiding them through discipline processes and general support.

HOW DID YOU FIND PRACTICAL LEGAL TRAINING AT UTS?

I studied the course part-time. I had the advantage of taking the Legal Professional Skills unit over summer as a nice way to ease into the program. The on-campus sessions with the workshops were enlightening and enjoyable. Having skilled practitioners for various modules meant we weren't learning from just a book or practice note, we were learning from real practitioners who brought with them a wealth of experience and know-how.

WHAT ARE THE MOST USEFUL OR IMPORTANT THINGS YOU LEARNED FROM YOUR STUDIES?

Studying at UTS has been professional development and career enhancement. I've learnt that while a law degree will teach you about law, it is only half the story until you undertake PLT. The idea that sending a simple but well-crafted letter to resolve an issue is quite potent. As such I am very satisfied UTS has helped me to be prepared for the next stages of my legal career through its programs as well as reputation for producing quality graduates with strong problem solving and initiative skills.

Though most of this guide is focused on Australian firms and organisations, we appreciate that many law students are increasingly interested in the prospect of a global career – whether that be after graduation or later down the track. With many firms also seeing the value in a global career, many have also established representative offices in other countries, especially in the Asia-Pacific.

There are many number of ways this can happen, such as via secondments, lateral hiring, or graduate positions. Working overseas is even a possibility without qualifying in that country's jurisdiction. Each country has its own procedures and processes for qualification as a lawyer.

This section of the guide covers the procedures for several other English-speaking countries, including Canada, England and Wales, and the US, as well as other Asian jurisdictions including Hong Kong, Singapore, China, Japan and South Korea. However, the following is only a brief outline, so if you are serious about practising overseas, we strongly recommend you undertake further research.

UNITED KINGDOM (ENGLAND & WALES)

The UK legal market is extremely diverse and remains a popular destination for Australian law graduates. The UK legal market can be a fun and challenging change of pace for Australian law graduates who want to participate in one of the major hubs of the global stage.

The structure of the legal market in the UK is similar to that in Australia in that it can be separated into different tiers of firms. The 5 leading firms are known collectively as the "Magic Circle": Allen & Overy, Clifford Chance, Freshfields Bruckhaus Deringer, Linklaters, and Slaughter and May.

Next, the 'Silver Circle' firms, record slightly lower turnover but a much greater than average profit. These are generally seen as Herbert Smith Freehills, Ashurst, Berwin Leighton Paisner, Macfarlanes and Travers Smith. Many of the firms in the UK have regional or global alliances or partners, so working in the UK can provide an excellent opportunity to work across many different jurisdictions.

• recruitment process

To work in the UK as a graduate lawyer, your best shot is to secure a training contract. Operating like a graduate program, most will run for two years, over which time you will complete four rotations. Otherwise, Australian lawyers can also practice as a foreign lawyer in England, however you will need to register as a Registered Foreign Lawyer with the Law Society of England and Wales.

Many firms will recruit their 'trainees' from vacation scheme programs. Vacation schemes are short internships (usually about 4 weeks) that run during semester breaks and are similar to clerkships. Vacation schemes in London usually take place during July or November/December, with applications closing up to half a year in advance. After the completion of a vacation scheme, you will interview for a training contract.

Though a training contract does not guarantee you a job at the firm, most trainees stay on afterwards. Deadlines for applications for training contracts starting 2020 range from 31 May 2019 – 1 August 2019, however prospective applicants should seek out specific firm policies.

• resources

The Law Society of England and Wales website:
<http://www.lawsociety.org.uk>

Solicitors Regulation Authority website:
<http://www.sra.org.uk>

The Bar Council website:
<http://www.barcouncil.org.uk>



photo by Arpingstone

Sourced from Wikimedia Commons
https://commons.wikimedia.org/wiki/File:Westminster_Bridge,_River_Thames,_London,_England.jpg

• steps for qualified australian lawyers

solicitors

1. Apply to the SRA using the Apply using the Qualified Lawyers Transfer Scheme Form (QLTS-2), fulfilling the requirements of the Suitability test

Requirements under the Suitability Test:

- Must be a qualified lawyer in recognised jurisdiction;
- Must satisfy English Language requirements or have completed your degree in English; and
- Must be of good character.

2. If you receive a Certificate of Eligibility certifying the above, you then sit the QLTS examinations and complete two tests:

- Multiple Choice Test; and
- Objective Structured Clinical examinations.

barristers

1. Apply to Bar Standards Board to have training assessed by the Qualifications Committee

Requirements:

- Must provide evidence that they are of a good character;
- Must prove you have practised for at least three years, and regularly practised in court;
- Must prove you are in good standing and do not have a criminal record; and
- Must provide proof of professional qualifications and English competency.

2. Depending on qualifications and experience, you may then be assigned to complete further academic or vocational training, or assigned the Bar Transfer Test, which can exempt you from certain stages of training.

• steps for non-qualified australian lawyers

solicitors

1. Satisfy the academic requirements and then apply to the SRA to have your qualifications assessed

2. Follow the domestic route for qualification:

- Apply for 12-month full-time Legal Practice Course (LPC);
- Undertake a 2-year training contract at a law firm; and
- Complete the Professional Skills Course (PSC).

barristers

1. Satisfy the academic requirements and then apply to the BSB to have your qualifications assessed and be granted a 'Certificate of Academic Standing'.

2. Follow the domestic route for qualification:

- Apply for 12-24-month full-time Bar Professional Training Course (BPTC);
- Undertake 1-year pupillage; and
- Obtain tenancy.

Like Australia, the majority of the Canadian provinces implement the UK common law system apart from Québec who derives their legal system from France's civil law system. The legal profession is regulated by individual provinces and as such, applicants need to apply to individual provincial bar associations for practicing certificates.

The National Mobility Agreement provides lawyers with the ability to practise law in different provinces. However, until each law society implements this arrangement, the National Mobility Agreement only gives lawyers temporary mobility between all common law jurisdictions in Canada for a maximum of 100 days per year.

The top tier law firms in Canada are collectively known as the "seven sisters":

- Blake, Cassels & Graydon LLP
- Davies Ward Phillips & Vineberg LLP
- Goodmans LLP
- McCarthy Tetrault LLP
- Osler, Hoskin & Harcourt LLP
- Stikeman Elliott LLP
- Torys LLP

The National Accreditation Committee oversees the accreditation of international degree holders. After their application is assessed, applicants may be assigned subjects to complete in a Canadian law school, and/or required to pass certain exams set by the NCA. Applicants will then need to meet the requirements of the specific province or territory they wish to practice in.

• qualifying in canada

Coming from the University of Sydney, applicants will need to pass 5 Canadian specific subject examinations:

- Canadian Administrative Law
- Canadian Constitutional Law
- Canadian Criminal Law
- Foundations of Canadian Law
- Canadian Professional Responsibility

In addition, candidates must demonstrate competency (55% or higher) in Contracts, Torts, Property and Business Organisations (Corporations law). After completion of the NCA Accreditation process, candidates must complete the province-specific accreditation program.

some helpful links

National Accreditation Committee:

<http://fsc.ca/national-committee-on-accreditation-nca/>

Law Society of British Columbia:

<https://www.lawsociety.bc.ca>

Law Society of Alberta:

<http://www.lawsociety.ab.ca>

british columbia

Complete 12 month Law Society's Admission program, which require you to:

- Complete 9 months of articles in a legal workplace;
- Complete 10 week Professional Legal Training Course (PLTC); and
- Pass 2 qualification examinations.

alberta

- Complete the Canadian Centre for Professional Legal Education Articling Program (CPLD);
- Pass 10 competency assessments

ontario

Complete 'Barrister Examination' and/or 'Solicitor Examination' followed by one of the following:

1. Complete an Articling Program

- Complete a 10 month articling term;
- Complete online Professional Responsibility and Practice Course.

2. Complete the Law Practice Program at Ryerson University (English) or University of Ottawa (French), which includes:

- Four month training program;
- Four month work placement.

UNITED STATES OF AMERICA

Unlike their UK counterparts, US firms have traditionally never recruited out of Australia at the graduate level, although certain US firms, such as White & Case, Sullivan & Cromwell and Sidley Austin, have made their way into the Australian market. However, certain US firms with offices in Hong Kong, for example Skadden, recruit Australian graduates in Hong Kong.

There are currently only three jurisdictions which recognise Australian law degrees: New York, California, and Washington D.C. Other states require certain units of study be undertaken that are only available in the US.

New York has traditionally been the most receptive US legal market to Australian qualified lawyers. This is mainly due to the strong alumni network between US and Australian firms, and the transferability of skills in corporate practice areas such as M&A, Capital Markets, and Banking & Finance.

The legal market in Washington D.C. is more difficult for Australian practitioners to enter, as the work is mainly driven by public sector clients with a significant government focus. If you are interested in practicing in D.C., it is advisable to begin in New York, then apply in D.C. after gaining quality US experience and a US Bar qualification or Masters.

It is crucial to note that there is little to no mutual recognition between different bar associations both within the US and internationally - e.g. admittance to the New York Bar only permits practice in the state of New York though the Uniform Bar Examination (UBE) allows the 'portability' of your UBE score which allows people to seek admission in other jurisdictions that have also adopted the UBE.

• pathways

Those wishing to practice in the US are best served by first practicing at an Australian firm, then moving laterally after a few years of domestic experience. Most US firms will not require Australian lawyers to already be qualified for the bar upon hiring, but will expect completion of the Bar Exam within 12 months.

However, the number of Australian lawyers that successfully make the transition to New York is small compared to the overall outflow of lawyers from Australia to other locations. Given the large overall number of lawyers who take their careers offshore, transition of Australian lawyers to the US totals only around 5% of international recruitment practices.

new york

Steps for qualified Australian lawyers

1. Have a 'qualifying degree' from a law school accredited by the NY Bar Association.
2. Complete online 'Foreign Evaluation Form' via the New York State Board of Law Examiners.
3. Once approved, complete the 'Online Bar Exam Application' and pay \$750 Application Fee.
4. Sit the online New York Law Course and pass the New York Uniform Bar Exam.

For full details on the application process, visit the official website of the New York State Board of Examiners: <http://www.nybarexam.org>.

some helpful links

New York State Bar Association:
<http://www.nysba.org>

New York Board of Examiners:
<http://www.nybarexam.org>

california

Steps for qualified Australian lawyers

1. Comply with Title 4, Division 1 of the Rules of the State Bar of California (Admissions Rules).
2. Have a 'qualifying degree' from a law school accredited by the State Bar of California.
3. Complete online 'Registration as a Foreign Educated General Applicant' and pay \$113 Registration Fee.
4. Have an evaluated law degree equivalency report and 'Foreign Law Study Evaluation Summary Form' to be completed by credential evaluation agency (approved by Committee)
5. Provide certified transcript of all legal studies completed
6. Sit the California Bar Exam

For full details on the application process, visit the official website of the State Bar of California: <http://www.calbar.ca.gov>.

some helpful links

State Bar of California:
<http://www.calbar.ca.gov>

As a former British colony, Hong Kong's Common Law legal system resembles the legal system of England in many ways. Like Australia, the profession is split into barristers and solicitors. Additionally, registered foreign lawyers can practice in Hong Kong advising on the law of their home jurisdiction.

The Big Five firms in Hong Kong are:

- Mayer Brown JSM
- Deacons
- Baker McKenzie
- Linklaters
- Clifford Chance

Outside the big 5, there are also a number of other prominent firms:

- King & Wood Mallesons
- Herbert Smith Freehills
- Allen & Overy
- Reed Smith Richards Butler
- Woo Kwan Lee & Lo
- Hogan Lovells

• recruitment process

The recruitment process is slightly different from that of Australia, with firms offering clerkships, vacation schemes, training contracts and pupillages. The process is not as standardised as in Australia and each firm has a slightly different process.

vacation programs/clerkships

Vacation schemes/clerkship programs are similar to clerkship programs in Australia, in that they expose students to the legal industry and are usually the main pathway to securing a training contract. Successful applicants have the opportunity to gain an understanding of the skills required to become an effective solicitor in commercial law. Firms usually run a Summer and Winter program with applications closing January/February of the relevant year (i.e. 2021 summer programs will close January/February 2020 and 2020 winter programs will close August/September 2019).

recruitment process

Applications must generally complete an application form detailing relevant information and submit a resume, cover letter and academic transcript online or by email. Generally, selected applicants then proceed to a telephone interview with HR and then a second interview with senior partners of the firm. Applications are usually assessed on a rolling basis and thus, it is recommended that students apply early.

training contracts (graduate roles)

Completion of the training program will lead to admission as a practicing solicitor. The process will differ from firm to firm, however the standard application must be completed approximately 2 years before your first day at work.

recruitment process

The application process is similar to that for the clerkship – generally consisting of a detailed application form, resume, cover letter and potential interviews. Those who have completed a vacation scheme with the firm will usually interview for a training contract at the end of the vacation scheme, however all applicants will be considered. Applicants may only accept an offer if they have passed the PCLL examination.

pupillages

Those who wish to become barristers should apply for pupillage programs, run by a large number of chambers in Hong Kong. Pupillages aim to provide comprehensive and in-depth training. Throughout the program, pupils will be exposed to a wide range of commercial, company and general civil work as well as have the opportunity to learn from leading practitioners at the Hong Kong Bar.

recruitment process

Applicants generally submit a full resume and detailed cover letter along with academic references by email or post. Selected applicants will be invited to attend potential interviews with the relevant recruiters. Applications should be made 1 to 2 years in advance.

• qualifying and practising in hong kong

trainee solicitor pathways

To qualify as a solicitor in Hong Kong after graduation, you must:

- Complete an LLB or JD in a common law jurisdiction.
- Complete the Post-graduate Certificate in Laws (PCLL).
- Work in a Hong Kong law firm for two years under a training contract.

The PCLL requires applicants to demonstrate competency in 11 core subjects:

- Contract
- Tort
- Constitutional Law
- Criminal Law
- Land Law
- Equity
- Civil Procedure
- Criminal Procedure
- Evidence
- Business Associations
- Commercial Law

For applicants with a common law degree from outside of Hong Kong, competence may be demonstrated if the core subjects were completed as part of their degree; exemptions may be granted by the PCLL Conversion Board. If these exemptions are not granted, students will have to sit the Hong Kong Conversion Examination for PCLL Admission.

barrister pathways

To work as a barrister in Hong Kong, you must:

1. Meet one of the following requirements:

- Hold a Postgraduate Certificate in Law (PCLL);
- Be a solicitor in Hong Kong; or
- Be an overseas lawyer.

2. Undertake a one year pupillage at chambers (unpaid).

3. Apply to the Bar Council for admission.

qualifying australian lawyers

Qualifying in Hong Kong:

1. Have at least two years of post-admission experience in law; and
2. Pass all Heads of the Overseas Lawyers Qualification Examinations (though applicants may apply for exemptions):
 - Conveyancing
 - Civil and Criminal Procedure
 - Commercial and Company Law
 - Accounts and Professional Conduct
 - Principles of the Common Law

practising as an admitted australian lawyer in hong kong

Foreign lawyers can practise on a fly-in/fly-out basis if their presence in Hong Kong is limited to three continuous months or 90 days in total (over a 12-month period). Any longer stays require registration as a foreign legal consultant. Foreign lawyers are not permitted to advise on Hong Kong law unless they are admitted as a solicitor in Hong Kong.



photo by Tietew

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PEOPLE'S REPUBLIC OF CHINA

The legal system in the PRC is primarily based on the civil law system. With China's continued rapid economic growth and increased outbound activities, many global law firms have entered China's legal market, establishing alliances with domestic firms. Foreign law firms are subject to various restrictions; they are not allowed to practice PRC law, including providing any legal advice, and any PRC lawyers they hire must suspend their licenses. Foreign law firms can only provide legal advice on the law of their home jurisdiction or international law) and represent clients in transnational cases.

Practising in China with a University of Sydney degree is complicated by the fact that foreign nationals cannot be admitted to practise in mainland China. Foreigners are not allowed to practice as an authorised lawyer in mainland China but can be employed by Chinese firms or foreign firms with representative offices in China. Foreign lawyers can only work as legal counsel, that is, to provide legal advice regarding certain issues) for a representative office of a foreign law firm established in mainland China.

There are no universal pathways to practice in China as a foreign national; it comes down to the individual firm. Some global firms with offices in China may offer secondments (e.g. King & Wood Mallesons and Baker McKenzie), and some firms also offer internships to overseas students.

Large law firms/ offices in Mainland China include:

- Yingke Law Firm
- Dacheng Law Office
- King & Wood Mallesons
- DeHeng Law Offices
- Grandall Law Firm

• chinese citizens or residents of hong kong, macau or taiwan

1. Obtain approval for eligibility of the degree at the Chinese Service Center for Scholarly Exchange (CSCSE).
2. Pass the National Judicial Examination (NJE), administered by the Ministry of Justice.
3. Complete a one-year internship at a law firm.
4. Take an exam after at the end of this training program - and then apply to be admitted as a practising lawyer.



photo by Dawvon

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<https://commons.wikimedia.org/wiki/File:Shanghaiviewpic1.jpg>

SINGAPORE

Singapore is widely regarded as one of the leading commercial legal centres of Southeast Asia and the larger region. The increasing dominance of Asia in driving the world economy is cementing Singapore's position as a global legal hub, with many global firms expanding into the region. Singapore's international reputation as the leading centre for arbitration in the Asian region has placed it the world map as the arbitration and international dispute resolution place of choice.

• recruitment process

Many firms will offer Summer and Winter internship programs that run during July and December respectively. Applications will typically close around 6 months before the start date.

Applications for practice training contracts are generally open in September with the intention to start two years down the track e.g. September 2019 for a 2021 start date.

singapore citizens or permanent residents

1. Obtain at least a 70% average from an approved overseas university as a full-time candidate;
2. Pass Part A of the Singapore Bar Exam
3. Attain at least six months of recognised legal experience
4. Pass Part B of the Singapore Bar Exam - a compulsory 5-month practical law course on Singaporean law and examination for both local and overseas graduates
5. Fulfil the Practice Training Period requirement e.g. a six-month Training Contract with a Singapore law practice.

other graduates

Foreign law graduates may also practise law in Singapore by undergoing the Foreign Practitioners Examination (FPE), which allows experienced foreign lawyers to practise Singaporean law within permitted areas of legal practice. The permitted areas include banking and finance, mergers and acquisitions and intellectual property.

Foreign practitioners are required to have gained admission to a Bar overseas with at least three years of practical experience, and have obtained an offer to work in Singapore.



photo by William Cho

Sourced from Wikimedia Commons
https://commons.wikimedia.org/wiki/File:Aerial_view_of_the_Civic_District_Singapore_-_20110224.jpg

SOUTH KOREA

In recent years, the gradual deregulation of the South Korean legal market has seen a growing number of international firms open representative offices to advise Korean and international clients. As the home of family-owned multinational companies like Samsung, Hyundai and LG, foreign law firms remain committed to South Korea. Foreign-trained lawyers may either practice as a Foreign Legal Consultant (FLC), who are prohibited from practicing Korean law but able to advise on the jurisdiction in which they are qualified, or pass the Korean Bar exam and be qualified to practice in Korean law as an attorney.

- **practising in south korea as a foreign legal consultant**

To become an FLC, candidates must have practised in their respective jurisdiction for at least three years. FLCs must then register with the Korean Bar Association as FLCs to advise on the law of their respective jurisdiction. FLCs may then operate representative offices, or be hired by law firms whose head offices' countries have signed and ratified a relevant Free Trade Agreement with the Republic of Korea. Relevant registration criteria include a license to practice law in a country that is a party to an FTA with Korea, a minimum of three years' experience in that country, and residence in the Republic of Korea for at least 180 days per year. There are also restrictions on the area of legal services that FLCs may participate in.

- **practising in south korea as a locally admitted attorney**

Alternatively, there are two requirements for a foreign practitioner to be admitted locally. Candidates must first complete a graduate level law school program at an approved Korean university and then pass the Korean Bar Examination. After qualifying, the applicant must register with the KBA.

NEW ZEALAND

Though not a particularly large legal market, New Zealand still provides a great legal market for people looking to gain experience. Under the *Trans-Tasman Mutual Recognition Act 1997*, to practice in New Zealand, Australian lawyers with a practising certificate must first be admitted as a barrister and solicitor in the High Court (by filing forms), after which, the New Zealand Law Society issues you a practising certificate.

LAW FIRMS

For many law students, working in a law firm is a clear career pathway by which they can utilise their law degree. Today's law students can find before them a diverse legal profession, with a range of firms across numerous areas of the law. Whilst commercial law firms can be an attractive and rewarding career for law students, there are a range of firms operating across other areas of the law such as criminal law, tort and personal injury law, employment law, family law or a combination of numerous areas of the law, that present equally rewarding career pathways. Working in a law firm is an excellent means by which law students can apply the critical thinking, legal analysis and strong communication skills developed over the course of their degree. Additionally, the rate of disruption in the legal profession occasioned by technological change, intense competition and evolving regulatory regimes creates a fertile opportunity for law students to play a role as strategic advisers to clients. Drawing on innovative thinking and technological competencies is increasingly becoming a staple skillset for the contemporary lawyer.

The Careers Guide profiles a range of law firms operating across diverse areas of the law. These firms have a strong reputation in the Australian market, many of which have worked on market-leading matters for a plethora of clients. These firms are always looking for passionate, diligent and intellectually curious students to fill clerk and graduate roles, so be sure to keep an eye out for these roles when they arise.

The Careers Guide also profiles a range of international law firms having a presence in Australia. These firms are often full-service commercial law firms and are connected to a network of offices all around the world. They service a range of sophisticated clients in relation to often complex matters, with these firms being ideal for those who wish to work on legal matters with an international dimension. Additionally, international law firms present excellent opportunities for lawyers of all levels to work overseas, whether by means of secondment or longer-term placement in a foreign office.

CLERKSHIPS

• the basics

Summer clerkships are paid work experience programs in major commercial law firms over the summer break. Other states like Queensland and Melbourne also offer a winter intake in addition to a summer intake, however these usually run for three weeks. Some overseas firms also offer variations of the program.

The 2019 NSW Graduate Employment and Summer Clerkship Programs are coordinated by the Law Society of NSW.

The Summer Clerkship Program is generally open to penultimate year law students only (LLB IV and JD).

common terms and distinctions

"Big Six" = Allens, Ashurst, Clayton Utz, Herbert Smith Freehills, King & Wood Mallesons, Minter Ellison. Otherwise known as the "top tier" firms.

"Magic Circle" and "Silver Circle" = UK-headquartered law firms regarded as the first and second-ranked groups of law firms respectively.

"White Shoe" = the US-version of the top tier.

• don't feel pressured

Don't do a clerkship just because everyone else is doing one. A clerkship is not something you have to do, or need to do, but it can be a great thing to do if you're interested in a pursuing a career in commercial law.

• why apply?

A clerkship is the best way to try out a law firm and find out if a career in commercial law is right for you. You get to experience different areas of practice and do your best Harvey Spector impersonation for ten weeks in an environment that supports and looks after you. Law firms don't expect you to know everything - you just need to be eager to learn.

Clerkships can give you great training. The firms want to show you that they are invested in your future and are interested in your learning and development. At most firms, you will be given introductions to every practice group in the firm as well as their leading partners, and can get a feel for which practice group you might be interested in.

Certain practice groups can draw upon the knowledge you've picked up only recently in law school, which is an interesting opportunity to see your skills applied in real life, and might make all those late nights you've spent in the library seem a little more worthwhile. Most firms recruit their graduates through the clerkship intake. The amount of clerks taken in any one year is often dependent on graduate business needs. There's definitely a feeling of security knowing you can graduate, travel for a year if you want to or if the firm allows, and come back to a job, an income and, hopefully, a firm you love!

• areas of law you can be exposed to

Firms practice across a range of industries, including construction, energy and resources, technology media and communications, competition and regulation and banking and infrastructure to name a few. Learning about these groups becomes easier with the help of a buddy and mentor, which is usually organised by the firm.

Within industry areas, you'll have the opportunity to choose rotations in different groups like corporate, property, taxation, private equity, insolvency and M&A. Most firms offer two or three rotations over the summer.

The size of different practice groups can vary dramatically. Small groups can be closer to 15 lawyers (for example tax and IP) whereas larger groups can require around 60 lawyers (for example corporate and litigation).

It is not uncommon to be placed in a group outside of your comfort zone, but that can often lead to rewarding and interesting experiences. Keep an open mind and choose rotations that you think you might be interested in but don't know much about.

Groups can be either transactional, litigious, advisory, or a mix of the three. Transactional groups deal with 'front end' work - negotiating with clients and developing and drawing up contracts and other document packages. For example, a front-end Construction group could deal with lots of negotiating over which party would bear the most risk in the contract in the event of defaults or delay. Litigious groups deal with 'back end' work and basically everything after the contract is signed. Examples of back end groups include dispute resolution, litigation and insolvency.

• what you "need" to get a clerkship

Despite the heading, there is no checklist you "need" to tick in order to get a clerkship. The most important thing is that you are interested in commercial law, get involved in as many different activities as you can, try and improve your marks (not that you should ever stop trying) and accept that if you do not get one, corporate law may not be for you, or you're just not ready yet. You are the sum of your parts.

Marks are obviously important. Some firms may only look at applications of students with an average over a certain number. You could ask as many people as you possibly can, but no one truly knows what the "cut-off" mark is. A distinction average helps a lot - but there's more to it than that. Have your marks improved throughout university? Have you been consistent? What are your strongest subjects? What does that say about you? The answers to these questions can be selling points, and can help to make a rogue bad mark unimportant.

You don't need to have worked in a law firm or barristers' chambers - don't let anyone tell you otherwise. General work experience is important because it shows you can balance study and work - time management is a crucial skill in a commercial environment. Think about what skills your job requires and how you can apply those in a commercial firm setting. For example, law firms are at their core focused on customer service, so maybe your job in retail where you assist grumpy shoppers has allowed you to develop the kind of client focus a law firm thrives on.

There are varied qualities firms look for in their clerks. People who are eager to learn and get their hands dirty. People who get along well with others and are team players. People who can think and communicate clearly - communication is the job of a lawyer and language is your tool. People with a sense of commercial awareness of the legal industry. People who have attention to detail. People who have interests and lives outside of law. People who are well-rounded individuals. Firms seek diversity because different individuals offer varied and complementary skills and perspectives, which ensures firms are able to attain the best possible outcome for their clients. Don't try and mimic the personality type that you think the firm wants, rather find what is valuable within your personality and use that to highlight your skills and utility to the firm.

Firms want to know what kind of person you are beyond your WAM. Show them what you have been involved in and what it means to you (e.g. clubs, student leadership, hobbies, sports, jobs, interests). Ultimately firms want to hire people whom they would like to work with, and being well-rounded generally helps.

Most importantly - firms aren't just after people who want to work in a commercial law firm - they want people who want to work in their particular commercial law firm, so tailor your application to each individual firm.

• finding the right fit

Finding the right fit for you is hard and in most cases, you won't know until you have experienced it yourself. It could just be luck finding out what firm resonates the most with you. There may be differences in the competitiveness of a firm, how down to earth they are, or how strong they are in certain industries; but law firms are fundamentally similar. Distinctions worth keeping in mind: top tier v mid tier v boutique; big firm v small firm; global v national; big clerk group v small clerk group.

In saying this, try and speak to as many people you know in the industry, look into firms' websites and social media channels and make the most of cocktail nights, presentations, interviews and 'buddy' systems. This is often the best way to get a feel of each firm's culture and you'll soon be able to discern the subtle differences and discover which is the right fit for you.

Ask yourself: "What qualities are important to me in a workplace?", "What kind of culture would I feel best in?", "What will make me happy at work?". It's as much about firms finding the right people for them as it is about you finding the firm that's right for you. Try to visualise where you want your career to be in 5 years, then 10 years. What firm will be best to get you there? Don't be wooed by higher starting salaries.

Do your research on the firms - they all have great website, Facebook, Twitter and LinkedIn pages that feature articles and videos that are a good snapshot into the way the firm works.

• the application process

key dates for 2019

For firms participating in the Law Society of NSW's Summer Clerkship Program, the key dates are listed below. For other firms, you will need to check their websites.

DATE	ACTIVITY
Tuesday 11 June	Applications for summer clerkships open
Sunday 14 July	Applications for summer clerkships close at 11.59pm
Wednesday 18 September	Offers for summer clerkships are made
Friday 20 September	Offers for summer clerkships must be accepted or declined by 5.00pm

The application process is time-sensitive, so make sure you are organised throughout. Don't be that person that submits their application at 11.59pm on the closing date.

• documentation

For information on putting together your CV and cover letters, please refer to earlier parts of the Careers Guide.

Firms will generally ask you to submit your official academic transcript. After your Semester 1 marks come out, send them in too. Transcripts take some time to order, so be prepared and have them organised early. Each firm will require you to submit a certified copy of your transcript via cvMail. As such, you only need to purchase one from Uni. If you have an interview, then you will need to bring a certified copy with you to the interview.

• interviews

Please see the previous section of the Careers Guide for further information about interviews.

• cocktail evenings

Cocktail evenings are designed to see how you are in a social setting. It is a good opportunity for the firm to get to know you in a more relaxed environment outside of the interview setting, and for you to talk to as many different people as you want to give you an idea of the firm culture.

Tips:

- Wear a suit/corporate dress (cocktail dresses are not suitable).
- Be on your best behaviour. Don't be "that person" - there's always one.
- Be sure to be pro-active and mingle: don't limit your social interactions to your friends. People will notice if you only stand with other interviewees.
- Be polite to other interviewees - remember: these people may be your future colleagues and it's not a competition.
- If you have to go to two in one night, email the firm that you are going to second and inform them that you will be late.
- Try to rotate around the party, speaking to lawyers of different levels in different groups. This is the only way you'll get a feel for the whole firm, and an insight into which team or which area you might like to work in.
- Remember: be yourself. They chose you to be a part of this late stage of the recruitment process for a reason.

• offers

Firms make offers on the same day to give people the best choice, and to ensure you can decide between multiple offers fairly.

There are a number of things that can inform this decision. (i) Call HR/buddies/partners for advice; (ii) Consider the size of the firm you can ultimately see yourself working at; (iii) Consider the "specialty" of the firms; (iv) Consider the structural benefits to working at a certain firm e.g. some firms offer Paralegal opportunities in your final year of study.

Sometimes it can come down to which firm gave you the best feeling. Go with your gut and where you think you'll be happiest.

If you do not get a clerkship offer but you're determined to work in commercial law, there are other pathways. Try to secure a paralegal position so you can best qualify yourself for a graduate role. Plenty of other firms also offer graduate positions, including the larger ones or the smaller, boutique firms. Or, consider delaying your degree by taking three subjects a semester, and applying again the following year. This sounds like an extreme choice, but is not uncommon in the law school community.

• the clerkship experience

rotations

It is important to be open-minded and to attempt new areas you're not sure about. You could be surprised at what you end up liking. The people in your team can sometimes be more important to the enjoyment of your work than what specific area of law you are practicing.

The work done is usually a mixture of interesting and mundane tasks. As clerks are still very much in the process of learning, the work will rarely be too challenging. Depending on the business of your group or the culture of the firm, clerks are usually able to work reasonable hours.

the fun

There are lots of sporting opportunities to take advantage of for summer clerks: (i) Monday night sport; (ii) Firm lunchtime sports; (iii) Clerk-solicitor cricket matches; (iv) Beach volleyball competitions. Some of these are internal competitions and others are against other firms.

The Inter-Firm Cruise is an annual tradition and a fun way to meet clerks at other firms. Firm-wide and practice group Christmas parties are also another great way to mingle with your future colleagues.

address

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locations

Sydney, Perth, with 44 offices across Europe, Asia-Pacific, the Middle East, North Africa, South Africa, the USA and Brazil

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Banking & Finance; Corporate; Litigation; International and Debt Capital Markets; Mergers & Acquisitions; Private Equity; Projects; Structured Products; Funds; Competition; Tax; Energy & Resources and International Arbitration.

• about us

Allen & Overy has the largest Asia Pacific footprint of all the global firms in the region. Across the network over half of our transactions involve three or more jurisdictions, and nearly three-quarters of the work we do draws on the resources of two or more of our offices. But what does this mean for you?

While we are relatively new in the Australian market, we have continued to be a global leader for over 80 years and by joining a firm with such deep international ties, you will be engaged on the most significant deals across all of our practice areas.

As a graduate you will be working on active cases from day one alongside the best award-winning lawyers in the market. Working on cross-border matters with your colleagues is the norm and we actively encourage you to experience Allen & Overy across multiple offices through our secondment programs.

Having an international mindset is not just a useful quality but has become an essential part of our job. Alongside this we offer a top class training programme that provides you with the skills to develop not just as a lawyer, but also as a business professional.

• graduate program

Our Summer clerk program is a standout pathway for someone beginning their legal career. You will have the opportunity to work alongside like-minded lawyers from day 1. By experiencing our work and culture first-hand, you will find us to be supportive, inclusive, friendly and professional; which ultimately provides you with the best opportunity to start your career.

During your clerkship program at Allen & Overy, you will participate in real transactions from beginning to end as well as specifically designed exercises and training sessions that provide a valuable insight into the role of an Allen & Overy lawyer.

The Summer Clerkship Program features numerous opportunities to meet and socialise with other Allen & Overy people to help you broaden your knowledge and extend your contacts around the firm.

ALLEN & OVERY

**It's finding your direction.
Pushing beyond what's possible.
Building the future you want.
IT'S TIME.**



Visit allenovery.com/careers/gradsaustralia

It's time...

As an Allen & Overy Summer Clerk, you will be a part of a team which prides itself in working on top tier Australian and international deals and cases.

What we can offer you

During your ten week placement at Allen & Overy, you will participate in real transactions from beginning to end as well as specifically designed exercises that provide a valuable insight into the role of an Allen & Overy lawyer. Bespoke training is provided by some of our leading lawyers in Australia including access to international training sessions too.

In addition to gaining experience in two of our practice areas in the Sydney office, our previous summer clerks have been able to spend time in one of our Asia Pacific offices during the program. This experience will give you a greater understanding of our global network and a taste of future opportunities at Allen & Overy.

As your career progresses with Allen & Overy, you will be given a range of choices to develop your experiences, such as taking up the opportunity to spend time working in another office, whether that's a rotation as a junior lawyer, a longer term secondment or a permanent transfer.

Top tier Australian and international work

From the moment you join the firm, you'll be involved in helping our clients to protect and grow their assets. You will get involved in cross-border deals including inbound investment by international clients and outbound investment by Australian clients; international disputes and

regulatory reviews; project financing for projects both in Australia and around the world; and international bond programs. Clients increasingly expect global service providers and Allen & Overy is currently one of the only firms in Australia able to provide a fully integrated domestic, regional and global offering. Our four core practice groups provide a full suite of corporate, finance (debt and equity), international capital markets and litigation services. Within these Groups, the practice areas are diverse, including Mergers & Acquisitions, Private Equity, Projects, Structured Products, International and Capital Markets, Funds, Asset Finance, Competition, Tax, Litigation and International Arbitration.

What we are looking for

Our shared culture and the values inspire the way we work and behave: instinctively thoughtful, collectively ambitious, insightfully inventive and refreshingly open. There is no typical Allen & Overy lawyer. We realise each person has their unique skills and qualities. In addition to excellent academic results, we seek penultimate year students who are team players, show resilience, are good communicators, have strength in planning and organisation, are adept at problem solving and have general commercial awareness with an overall ambition to build a career at Allen & Overy.



Be part of something exciting

Join an elite group of Summer Clerks at Allen & Overy in 2019/20. Applications for the Sydney program open on Tuesday 11 June 2019 and close at 5pm on Sunday 14 July 2019. We accept applications from overseas students, however applicants must demonstrate a commitment to starting their legal career in Australia and have the right to live and work in Australia. We invest in hand-selecting our Summer Clerks each year and were pleased to offer graduate positions to all our Sydney Summer Clerks from our initial program in 2010/11 to our 2018/19 intake.

To apply for our Summer Clerkship program in 2019/20, please visit our website: allenoverly.com/careers/gradsaustralia
The website also contains details of our Clerkship program in Perth.

ALLEN & OVERY

Summer Clerks 2018/2019

We experienced more than any of us could have anticipated during our ten-week clerkship at A&O. As a small cohort of just twelve, we were constantly kept busy and engaged. In addition to rotating through two different practice areas, we travelled to one of A&O's Asia-Pacific offices for a week.

In each practice group rotation we had the opportunity to be involved on a wide variety of deals. From traditional disputes and white collar crime in Litigation, solar and wind farm projects in Banking and ACCC inquiries and IPOs in Corporate, just to name a few.

In addition to client related work, we had the opportunity to spend time with senior lawyers learning about the bigger picture of a matter, sitting in on conference calls and preparing for the many activities A&O organised for us. We participated in a friendly mock trial, pitched a legal tech start-up to a panel of judges and even tried our hand at forming a consortium for a major infrastructure project!

We experienced A&O's global reach firsthand from day one: working on cross-border transactions and disputes, communicating with lawyers from across the vast A&O network and of course, undertaking a week in one of A&O Asia-Pacific offices (including Bangkok, Beijing, Hong Kong, Ho Chi Minh City, Jakarta, Shanghai and Singapore). For many of us, this opportunity to travel overseas was one of the many reasons that we chose to clerk at A&O. In addition to working in a completely new environment, this experience gave us the chance to explore a new city. Those of us stationed in Shanghai and Hong Kong embarked on a foodie tour of each city's dumpling and bubble tea scene, whilst the group stationed in Singapore had the chance to explore some of the city's iconic hawker stalls and nightlife. All in all, we each got a valuable taste of just how 'global' A&O truly is.

It became clear early on that A&O values pro bono work and community engagement and we were lucky to get involved in this at several points during our clerkship. Together we also organised 'A&O's Cutest Pet' – a fundraising event that involved a voting competition and an afternoon tea. By stoking some friendly competition between proud pet-owners we wound up raising a record amount for A&O's Global Charity Partner, Hope and Homes for Children. Some clerks were also given the opportunity to spend the day at the Wayside Chapel, preparing and serving a meal to around 70 visitors.

Along with the important commercial skills we picked up through our work at A&O, our clerkship was also incredibly social. Some of our clerk rituals included morning coffee runs, loitering around the kitchen for 'Tim Tam o'clock' every day and spending many happy hours at nearby venues. Our group chat is already abuzz with excitement over returning as Graduates in 2020. Overall, a great place to start a career in commercial law!

A career in Law

Find out more at: allenoverly.com/careers/gradsaustralia

Follow the conversation:

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Allen & Overy means Allen & Overy LLP and/or its affiliated undertakings. 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.

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locations

Brisbane, Melbourne, Sydney, Hanoi, Perth, Ho Chi Minh City, Port Moresby. Allens' Integrated alliance with Linklaters allows them access to a global network of 39 offices across 28 countries, including emerging markets in Africa, Asia and South America.

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Arbitration; Banking & Finance; Capital Markets; Class Actions; Climate Change; Company Secretariat; Competition Law; Construction & Major Projects; Energy; Environment & Planning; Financial Services Regulation; Funds Management; Head Office & Governance; Insurance & Reinsurance; Intellectual Property; International Business Obligations; Litigation & Dispute Resolution; Mergers & Acquisitions; Patents & Trademarks; Personal Property Securities; Privacy & Data Protection; Private Equity; Project Finance, Resources; Restructuring & Insolvency; Superannuation; Tax; Technology & Outsourcing; Water; Workplace Relations.

“If you want to make the most of your career in law, our global network is the perfect place to start. Our worldwide capabilities give us access to the most interesting markets, the most exciting clients and the most significant and complex transactions.”

• about us

Allens specialises in handling complex and difficult transactions that require exceptional legal, negotiation and project management skills.

Allens has some of the world's longest ongoing client relationships, stretching back almost 200 years. We work with many of the world's leading organisations - including 55 of the world's top 100 companies and more than 75 of Australia's top 100 companies.

We bring lawyers from different teams together to provide a wide range of expertise and experience across seven practice groups. We are also business partners as well as lawyers. This means we're committed to understanding sector-specific commercial challenges as well as legal requirements. Our alliance with Linklaters gives our people enormous opportunities to accelerate their careers within a global network.

For our clients, the alliance means access to strong teams in 39 offices across 28 countries. Our global teams act as one, sharing their knowledge, best-practice approaches and talents to help solve our clients' most complex problems, seamlessly.

- Ranked #1 law firm of the year by Grad Australia, second year running for 2018 and 2019.
- Top 75 graduate employers by Australian Association of Graduate Employers.
- Top 40 intern / clerk employers by Australian Association of Graduate Employers.

• clerkship program

The clerkship programs are designed to give you insights into the workings of a large corporate law firm and help you make an informed decision on where you want to start your career. During the program, you will get involved in market leading work with some of the most experienced and talented lawyers. Our clerkship program is a stepping stone to bigger things. Many clerks go on to become graduates with us. Applications are welcomed from penultimate year law students. For Sydney, we run one summer clerkship program over a 10-week period, where you will complete two rotations in different practice groups. To allow students the flexibility they need, we also offer five week programs or bespoke programs for those with other commitments i.e. Mooting. During this time, you'll gain unique insight into the kind of work we do and the range of clients we work for.

To read more, please visit our website www.allens.com.au/yourcareer.

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Are you ready?

At Allens, we're focused on equipping our people with the skills and experience they need to be the lawyers of the future. We're ready to define tomorrow. Are you?



With us, **you'll be more than a lawyer**. Our people are technical experts, but they're also trusted business advisers who think bigger, more broadly and more strategically. Together, we solve complex legal challenges, and collaborate across practice areas and disciplines to guide our clients.



We **work across borders** too, thanks to our alliance with Linklaters. This provides opportunities for our firm and our people, including annual rotations in Linklaters London, Hong Kong and Singapore being available to our graduate lawyers.



An early legal career at Allens includes highly **tailored training** through the Allens Academy. Developed in partnership with the Australian National University, our Graduate Diploma in Legal Practice will help you transition from law graduate to legal expert and trusted business adviser.



In a rapidly changing world, we seek opportunities to innovate, **embracing creative thinking**, new approaches and emerging technology. We don't just seek opportunities to benefit ourselves and our clients, we believe strongly in driving positive change to do right by our community too, as demonstrated through our strong pro bono practices.



Our teams are **open, inclusive and encouraging**, giving you the opportunity to learn and grow while feeling supported. You'll have the flexibility to drive your own career, and we'll recognise your achievements and hard work as you progress through the firm. Are you ready to begin?



Clerkship program

A clerkship at Allens is the first step in a rewarding legal career, and will give you invaluable insights into our work and culture. With support from a buddy and development supervisor, you'll work on real matters for real clients and be involved in a variety of projects. The programs:

- > run from three to 10 weeks;
- > are available at our Brisbane, Melbourne, Perth and Sydney offices;
- > feature ongoing support, including a buddy system; and
- > include exposure to one or two practice groups.



Graduate program

In each rotation, you'll gain a depth of experience that comes from seeing matters through to the end, and get exposure to stimulating legal challenges. At Allens, we don't work in silos, meaning you won't be limited to working with only one partner or by your practice areas. You'll work alongside a range of partners and lawyers, giving you exposure to a wide variety of tasks. Working with different teams and leading organisations, you'll grow a solid skills base and develop the agility needed to thrive in our ever-changing world. The programs include:

- > two 12-month rotations in your areas of interest;
- > secondment options in London or Asia, via our alliance with Linklaters;
- > ongoing supervision, coaching and mentoring;
- > completing a Graduate Diploma in Legal Practice (via Allens Academy); and
- > a 12-month weekly legal seminar series (Cornerstone Program).

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Elaine Dong – Summer Clerk 2018/19



1. What kind of work were you involved in during your clerkship at Allens?

One of the best things about clerking at Allens is the breadth and depth of work you're assigned, even as a Clerk. This is a fantastic opportunity to figure out what you do and don't enjoy about commercial law, and what area of legal practice you want to explore further.

In my first rotation, in the Technology, Media & Telecommunications (TMT) team, I was fortunate enough to be heavily involved in research and advisory work relating to privacy, surveillance, telecommunications and contract law. This required me to not only research, process and understand those areas of law but also to apply them to the client's unique set of circumstances, make an assessment as to the best legal solution (where often there is no clear-cut answer!), and have a first pass at drafting the advice in a tailored, comprehensive and succinct manner. For me, the best part of this type of work was attending client calls and participating in discussions with Partners and lawyers to understand how the legal issues at hand impacted the client's business. Allens advises some of the best and brightest company executives and in-house legal teams, which makes for really interesting work and fantastic learning experiences. Over my five weeks in TMT, I worked with a whole range of market-leading clients, including high-growth start-ups like Humanitix and Canva, technology giants such as Google and Uber, and more traditional blue-chip clients like Westpac and News Corp. In TMT, I was also involved in researching and drafting a number of Allens publications on developing areas of law such as global privacy legislation, open banking and the Consumer Data Right, and cybersecurity law, which was a great way to get across critical developments in the law and generate thought leadership.

My second rotation, in Mergers & Acquisitions and Capital Markets (MAC), produced very different work from TMT, which allowed me to develop a completely different set of skills. While I still conducted legal research and drafted advices (particularly in areas of corporate governance and corporations law), my experience in MAC involved more technical work, such as drafting and reviewing sections of key

documents in M&A deals, carrying out due diligence and drafting board meeting minutes. As my supervising Partner had expertise in equity capital markets (ECM), I was also involved in a very interesting (and unusual!) capital raising, which primarily involved conducting market research, drafting ASX disclosures and timelines, and extracting precedents. Being privy to this matter over the entire course of my second rotation was fantastic, as I was exposed to not only the key legal and commercial issues arising at each stage of an equity raising but also to the complex, multi-stakeholder strategies in transactions of this scale.

2. What did you enjoy most about working at Allens?

It's a really hard pick! There are so many things that make working at Allens worthwhile and rewarding. What I perhaps enjoyed most was building relationships with my Clerk peers and other lawyers. Allens has a very flat and non-siloed structure, meaning that, as a Clerk, I was able to work with lawyers of all experience levels across both teams, which not only gave me greater exposure to a diverse range of work but was great socially! What I also really enjoyed about Allens is its deep involvement in the community, and how Clerks are really encouraged to participate and help out with the various initiatives that are going on each week. During my clerkship, I visited the Homeless Persons Legal Service and worked on an ongoing pro bono matter; helped organise a fundraiser night for the Australian Literacy and Numeracy Foundation, as part of the Clerk charity committee; and assisted with events for ALLin, the LGBTQI Committee at Allens. Getting involved was a great way to support important community initiatives and broaden my own world view, while getting to know others at the firm.

3. What are the social opportunities like at Allens?

The great thing about Allens is that social events are always in abundance, very inclusive and totally optional, meaning you can opt in as little or as much as you like. For the Clerks, there was some form of social gathering on most weeknights –

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there were Monday night inter-firm clerk sports, Friday night drinks, and self-arranged events in between. It's good fun and a great opportunity to bond with your Clerk cohort. Apart from the usual dinners, drinks and the inter-firm clerk cruise, our social committee arranged a trivia night, bowling (both the indoor and outdoor type!), a cork and canvas session, and bouldering, to name just a few activities. We also had a very wholesome open-invite tradition of grabbing lunch in the Botanical Gardens on sunny days, and coffee catch-ups took up a lot of space in my calendar. Outside of the Clerk cohort, Allens holds monthly firm drinks, and other social and networking events where you can get to know the lawyers and other staff in a more casual setting. As the clerkship coincides with Christmas and the holiday season, you can also expect to be taken out a lot by your team!

4. What surprised you about working at Allens?

What I perhaps didn't realise enough until starting at Allens was that the clerkship is all about you and figuring out what you want to do. From day one, people at the firm are invested in your growth both as a lawyer and as a person – they genuinely want you to get the most out of your 10-week experience. One of the things that really struck me was that lawyers would regularly ask me what kind of work I wanted to get involved in, and would tailor the work they assigned to those interests, rather than blindly delegating. In this sense, feedback was constantly moving both ways; I felt comfortable enough to seek advice and be frank about my personal and career goals, the things I was and wasn't enjoying, and the challenges I was facing. What I also really appreciated was that people were always happy to sit down and spend time answering my questions, explaining concepts and providing feedback. It really speaks to the culture of collective growth at Allens, and how the clerkship experience is less about proving yourself to the firm than it is about assessing whether Allens, or commercial law generally, is right for you.

5. What would be your advice to students wishing to apply to Allens?

It's really important to be yourself throughout the whole clerkship recruitment process. There is no mould for the

perfect Clerk candidate, so don't be afraid to let your personality and interests shine. If anything, this demonstrates that you are genuine, curious, and can offer diversity of thought, which is extremely valuable to the firm. Allens is a complete mixed bag of personalities, which is a wonderful thing, because you can find your own niche and be exposed to different perspectives. Don't be surprised if a big chunk of your interview is about your interests outside of the law!

When it comes to preparing your application, find out as much about Allens as you can – do your online research, attend the clerkship presentation and any careers fairs, and have a chat with anyone you might know or have met from Allens (I'm also happy to catch up on campus!). It will give you a good feel for what Allens is about, and how you might craft your application to align with the firm's values and priorities. SALS also usually organises a cover letter and CV writing skills session, which I personally found really helpful.

6. What was the biggest limitation of your clerkship?

There are so many things to try out in so little time!

7. What's the most exciting thing you worked on?

I was lucky enough to have been pulled in with two other TMT clerks on a really exciting business development project on space law. Over 10 weeks, we conducted research on new space technologies and growth opportunities for the Australian space industry, identified potential legal and commercial issues associated with space technology supply chains, and recommended how Allens might play a role shaping the legal landscape in this rapidly developing field. This culminated in a draft business plan, which we presented to key Partners and business development staff at the firm. Apart from the fascinating subject matter, the most exciting aspect of this task was the level of responsibility and amount of flexibility the three of us were given in owning the project – it was a fantastic opportunity to exercise our creative juices, collaborate with other practice groups, and try something really different.

Ready for great change?

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ABL Private; Banking & Finance; Capital Markets; Competition; Corporate and M&A; Dispute Resolution & Litigation; Intellectual Property; Native Title & Public Interest Law; Property & Development; Reconstruction & Insolvency; Taxation; Technology, Media & Telecomms; Workplace Advisory.

“With a reputation built on a long history of success, our lawyers are often at the centre of law reform and regularly advise on landmark matters.”

• about us

Arnold Bloch Leibler is the commercial law firm clients turn to for advice and support on their most complex legal matters, high stakes transactions, litigation and commercial decisions. With a reputation built on a long history of success, our lawyers are often at the centre of law reform and regularly advise on landmark matters.

Our firm advises entrepreneurial family-owned businesses, ASX listed companies, private clients and international corporations. We enjoy long-standing relationships with a select group of other professional advisors – including accountants, hedge funds, insolvency practitioners, private bankers and equity firms and overseas-based specialist law firms.

We pride ourselves on our ability to deliver innovative strategic guidance and solutions to complex problems related to our clients' commercial interests, legal position and reputation.

• clerkship and graduate opportunities

For clerkship and graduate opportunities in our Sydney office, please visit our careers page on our website, www.abl.com.au. Expressions of interests are available year round as we hire on an ad hoc basis.

For further information about our clerkship and graduate programs please visit www.abl.grad.careers.

• what distinguishes ABL from other firms?

At Arnold Bloch Leibler we relish our exposure to a wide range of interesting and challenging matters that enable our lawyers to draw on their expertise and intellectual potential.

We encourage them to bring their whole selves to work each day, recognising that diversity of thought, background and life experience all contribute to our distinctive culture and the solutions we deliver for each of our clients.

Our internal structure is also a little different to our competitors. Our lawyers are trained to be 'generalist specialists' - able to straddle a range of different legal matters, as opposed to only being super specialised in a narrow field. Working in a broad based practice group this way, you'll work across the full range of matters that the group deals with.

For example, you might choose to be a finance lawyer and work across corporate finance, property & development finance, restructuring and insolvency. In addition to core finance work, you'll also be exposed to broader commercial transactions like shareholders and joint venture agreements, equity transactions, fund management and financial services - instead of specialising in just one of these areas.

This allows our lawyers to maintain a client-centric focus which is at the core of what we do. What's the downside? Hard work and the ability to think differently. You have to cover more ground and be attuned to a larger range of issues. The feedback from our lawyers is that, while it's more challenging, the satisfaction that comes from achieving excellent outcomes for our clients is unique. In fact, they say it's pretty incredible.



Arnold Bloch Leibler

Lawyers and Advisers

Great minds think differently

From your very first day, you will work alongside thought leaders in the profession on important and complex cases that will provide opportunities to flex your thinking, offer direct input and gain in-depth knowledge.

Does this resonate with you?

For information about our seasonal clerkship and graduate recruitment programmes, visit our careers page www.abl.grad.careers



address

Level 11
5 Martin Place
Sydney NSW 2000

locations

Sydney, Melbourne, Perth, Brisbane, Canberra, Abu Dhabi, Beijing, Brussels, Dubai, Frankfurt, Glasgow, Hong Kong, Jakarta, Jeddah, London, Luxembourg, Madrid, Milan, Munich, New York, Paris, Port Moresby, Riyadh, Shanghai, Singapore, Tokyo, Washington DC

Banking & Finance, Capital Markets, Competition and Anti-Trust, Corporate and M&A, Digital Economy, Dispute Resolution, Employment, Financial Regulation, Infrastructure, Intellectual Property, Environment & Planning, Investment Funds, Projects, Real Estate, Restructuring, Insolvency & Special Situations, Tax.

“At Ashurst you have the opportunity to start developing your career from day one. You’ll work alongside industry experts from leading international clients, solving problems, using your creativity and diligence.”

• about us

As a firm, we are dynamic, self-reflective and agile. Internationalism is part of the fabric of our organisation. What will this mean to you? More access to intellectually demanding, multi-jurisdictional work. Greater international mobility and secondment opportunities. And the opportunity to collaborate on a daily basis with creative, open-minded and approachable experts around the world.

We are committed to being a sustainable global law firm, having positive impacts for our clients, employees, the profession, the environment and the communities in which we are based.

• clerkship program

Every year, we offers clerkships to give you an intensive experience of our culture and the kind of work we do. You'll spend time in two departments, where you'll work with a supervising partner, a lawyer and a buddy who'll get you involved in real work. You'll also attend workshops and department training, as well as get a chance to take part in team social events.

The work undertaken by clerks is varied and depends on the team you are in. Tasks include case law research, drafting legal expertise updates, note-taking during meetings and contract review. You could also be involved in attending court, drafting advice to clients. You can also attend a one week client secondment or accompany a lawyer to a pro bono clinic.

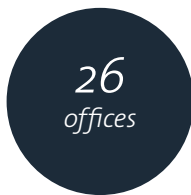
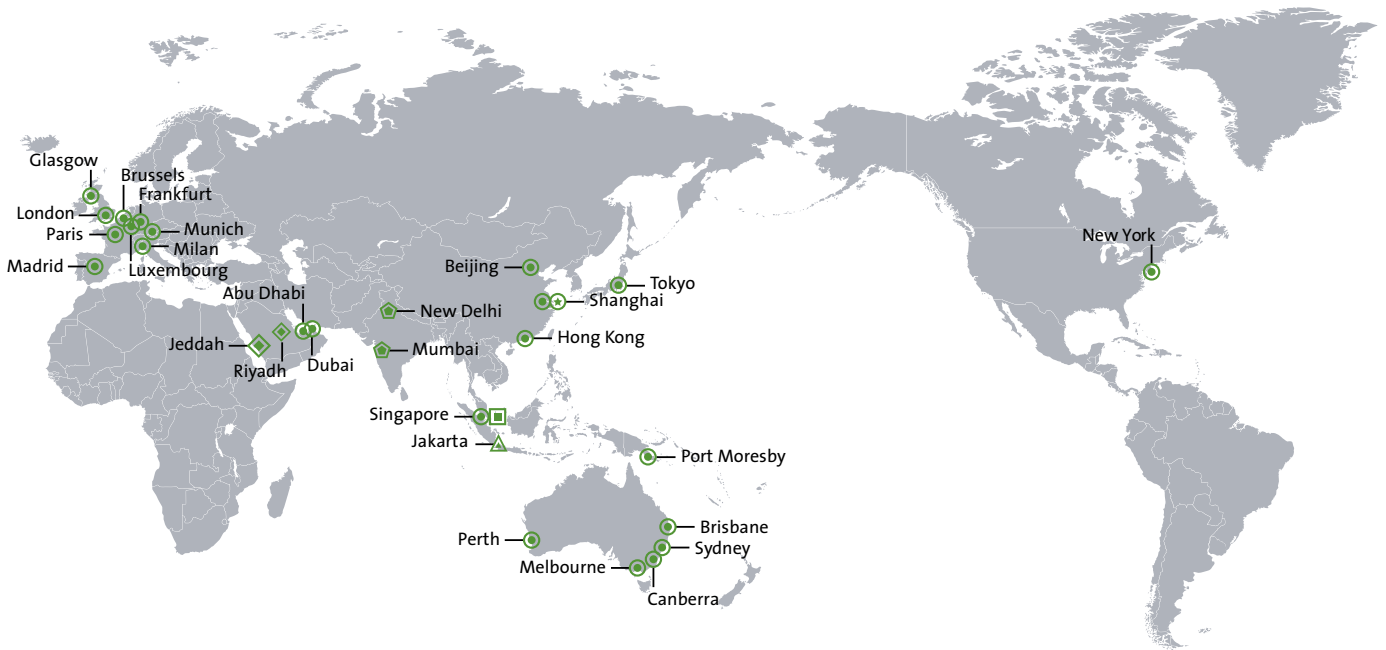
For more details please visit ashurst.com/students.

Make the difference at Ashurst

As a global law firm with a rich history spanning almost 200 years, we've established ourselves as a leading adviser to corporates, financial institutions and governments, on all areas of the law including finance, M&A, disputes and competition. We're renowned for helping our clients navigate through a complex and constantly evolving global landscape. With 26 offices across the world's leading financial and resource centres, we offer the reach and insight of a global network combined with deep local market knowledge.

Our people are our greatest asset. We bring together lawyers of the highest calibre with the expertise, industry experience and regional know-how to provide the incisive advice our clients need. As a global team we have a reputation for successfully managing large and complex multi-jurisdictional transactions, disputes and projects.

Ashurst around the globe



Begin now at
ashurst.com/careers

Connect with us on



My Clerkship Experience

Veronica, Seasonal Clerk



Studied: Bachelor of Arts (History) / Bachelor of Laws, University of Sydney

Rotations: Real Estate (Hotels); Digital Economy Transactions

1. WHY ASHURST

Ashurst's exceptional reputation in the international market was a key point of differentiation for me when deciding between firms. In my opinion, the calibre of the work, the clients, and the lawyers speaks for itself. Yet, when it came down to it, I ultimately based my decision on the kind and interesting people I met throughout the process, as well as the firm's commitment to innovation and progression.

2. YOUR WORK AS A CLERK

The work varies across the fifteen different practice groups in the Sydney office, but you can usually expect to be involved in research, reviewing documents, and sitting in on meetings. I found that the lawyers would always take the time to explain the context of the work to me, regardless of how small the task. Ashurst is also the only firm to offer week-long client secondments to clerks. I really enjoyed being able to observe the workings of an in-house legal team, and experience a different office environment.

3. SOCIAL ASPECTS OF THE CLERKSHIP

I was genuinely surprised by how social the clerkship was. You had the opportunity to attend clerk sport every Monday evening, an inter-firm clerk cruise, Christmas parties, Friday night drinks, lunches and coffees catch-ups. Our cohort even organised a weekend away to the Hunter Valley. I found that the social aspects really enriched the overall experience for me, and helped to build strong relationships amongst the clerks.

4. CAREER DEVELOPMENT AT ASHURST

It was clear from the start that the clerkship was more than just an opportunity for the clerks to gain experience in commercial law; the firm was committed to investing in our future legal careers. The Learning & Development program included several training sessions each week, covering everything from how to draft a research memorandum to a 'Design Thinking Challenge'. Outside of training, there were plenty of opportunities to receive formal and informal mentoring, and to grow a support network within the firm. A particular highlight for me was the connection I made with each of the lawyers assigned to be my "buddy" in my rotations.

5. ASHURST IN THE COMMUNITY

Ashurst takes great pride in its commitment to pro bono and corporate social responsibility. I loved the fact that all of the clerks had the opportunity to participate in some kind of community engagement. Two highlights for me were: serving lunch to members of the community at Exodus Foundation; and volunteering as a mentor to a group of high school students who visited the office to participate in a 'Future Thinkers' workshop.

6. APPLICATION TIPS

It is important to know that you don't need to fit a certain mould to be successful in receiving an offer from Ashurst. Of course the firm is looking for people who are talented, but they also want to see that you're genuine, well-rounded, and have interests outside of the law. My experience was that the application was looked at holistically, and the interview questions were personalised. I would encourage anyone applying to make sure that what you put on paper translates to who you really are, and not to discount any non-legal experiences that you've had, whether that's work or even just personal interests.

7. WHO SHOULD APPLY

I would recommend a clerkship at Ashurst to anyone who wants to work on industry and society-shaping deals, who enjoys a challenge, and who wants to work alongside talented and genuinely kind people.

Tips for clerkship success

Be self-aware and remember that first impressions count

- In locations with multi-clerkship opportunities, a 3.5 to 4 week clerkship is essentially a long interview for a graduate position
- Consider your personal brand and how you want to be perceived and remembered in terms of your strengths and fit with firm
- A great attitude, enthusiasm for any sort of task and the ability to quickly build rapport with others goes a long way

Show initiative and seek opportunities

- What do you want to get out of your clerkship? What do you want to learn about the firm and what work do you want to get involved in?
- Take the initiative to get to know your team as well as other practices across the firm, meet as many people as possible and try to get involved in different types of work, projects and activities

Keep your supervisor updated on workload and schedule

- Communication is key in a law firm. Take on a variety of work for different people across the team, but don't forget the importance of managing your priorities and keeping your work providers up to date
- Clerkships involve a number of training sessions and other activities so it's important to keep people informed as to where you will be if you are away from your desk for a long period of time

Remember to request feedback after completing tasks

- A clerkship is a great opportunity for you to learn and develop your legal knowledge and skills
- Take the time to follow up your work providers and get their thoughts on the work you have completed - however be aware of their workload and the timing of asking for feedback
- Acting on this feedback is a great way to demonstrate your ability to learn quickly – a key skill for junior lawyers

Develop your networks – speak to as many people as possible

- As well firms looking at your abilities and fit to the firm, it's also your opportunity to find out if this is the place you want to start and establish your career
- Take every opportunity to meet people from across the firm to learn about the practice groups and if they are people you would like to work with in the future
- Lastly, take the time to get to know your fellow clerks – you may be colleagues one day

BAKER MCKENZIE

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locations

Bangkok, Beijing, Brisbane, Hanoi, Ho Chi Minh City, Hong Kong, Jakarta, Kuala Lumpur, Manila, Melbourne, Seoul, Shanghai, Singapore, Sydney, Taipei, Tokyo, Yangon, Abu Dhabi, Almaty, Amsterdam, Antwerp, Bahrain, Baku, Barcelona, Berlin, Brussels, Budapest, Cairo, Casablanca, Doha, Dubai, Dusseldorf, Frankfurt / Main, Geneva, Istanbul, Jeddah, Johannesburg, Kyiv, London, Luxembourg, Madrid, Milan, Moscow, Munich, Paris, Prague, Riyadh, Rome, St. Petersburg, Stockholm, Vienna, Warsaw, Zurich, Bogota, Brasilia, Buenos Aires, Caracas, Chicago, Dallas, Guadalajara, Houston, Juarez, Lima, Mexico City, Miami, Monterrey, New York, Palo Alto, Porto Alegre, Rio de Janeiro, San Francisco, Santiago, Sao Paulo, Tijuana, Toronto, Valencia, Washington DC

contact

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Banking & Finance; Corporate (including Mergers & Acquisitions, Private Equity and Capital Markets); Commercial Real Estate; Construction; Dispute Resolution & Litigation; Employment & Industrial Relations; Energy, Resources, Infrastructure & Corporate; Environmental Markets; Intellectual Property; Media; Tax; and Technology, Communications & Commercial.

“Become a world-class lawyer. Join the firm that was born global.”

• about us

At Baker McKenzie we are different in the way we think, work and behave. Like no other law firm we were born global. Thinking and working globally is embedded in our culture. We have followed clients into new markets, each time establishing offices driven by local lawyers and talent. Our growth has been organic, giving us a strong, common culture that runs through our firm. We understand the challenges of the global economy. Our commitment to excellence underpins our path to success.

The Firm has continued to expand and currently employs over 4,000 lawyers in 78 offices in 47 countries worldwide. Baker McKenzie offers our people access to market-leading, cross-border, local, and industry-focused matters for leading multinational and domestic clients. We understand our clients' businesses, industries, and strategic objectives. Armed with this knowledge, we work with our clients to overcome the challenges of competing in the global economy. We have an inclusive culture of learning, coaching, and opportunity where you will work in small teams on matters that often cross borders. We value people who think ahead and get noticed. We are The New Lawyers for the New World. Let us show you that world, firsthand.

• summer clerkship program

We understand that the transition from university to legal practice can be challenging. We provide our Summer Clerks with a comprehensive induction program to help make this transition as smooth as possible. Our training program is designed to help you get the most out of your Summer Clerkship and set you up for success. Summer Clerks in our Sydney office also complete a one week client secondment.

As a Summer Clerk we want you to see what life is like as a Graduate and junior lawyer at Baker McKenzie. Right from the start, our clerks get involved in real work. You will be exposed to local and cross-border work for market-leading Australian and international clients through client meetings, shadowing, research, and other everyday tasks within your assigned practice group. Should you accept a Graduate position with us, you will also be eligible to apply for our unique International Clerkship program and the opportunity to work for four weeks in one of our overseas offices.

• our culture

Baker McKenzie's difference is in our unique values: our passion for being global, our culture of friendship, our commercial pragmatism, our support for entrepreneurship, our commitment to development, our focus on contributing to the community, and our genuine focus on maintaining a diverse and inclusive environment for all of our people. Baker McKenzie is committed to diversity, inclusion, workplace flexibility, and equal opportunity. As the first truly global law firm, Baker McKenzie's origins are rooted in the respect for and appreciation of difference. Our award winning diversity strategy, initiatives and programs are focused in five main areas, in which all of our people can participate:

- **BakerWomen** - gender equality and supporting the progression of women;
- **BakerDNA** - ethnic, indigenous, and cultural diversity;
- **BakerLGBTI & Allies** - lesbian, gay, bisexual, transgender and intersex diversity;
- **BakerIndigenousEngagement** - commitment to engagement with our Indigenous community achieving better social, economic and cultural outcomes for Aboriginal and Torres Strait Islander people and to make a real difference in the lives of our nation's First Peoples; and
- **BakerBalance** - supporting carers and parents, mental health and wellbeing, and workplace flexibility.

Baker McKenzie.

Your journey begins
with a world-class
summer clerkship



Real client work. Invaluable coaching. A tailored development program. A genuine insight into working with our Firm – while building great friendships. Plus, we offer the unique opportunity to build your global knowledge and network – through an International Clerkship.

Become a world-class lawyer.
Join the firm that was born global.

www.bakermckenzie.com/australia#careers

**Ready to explore
our world?**

Angelique Wanner +61 2 8922 5596
angelique.wanner@bakermckenzie.com



Find us at
[@BakersAUS](https://twitter.com/BakersAUS)



Find us on
Facebook

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contact

Sairah Hamid, Graduate Resourcing Consultant
E: shamid@claytonutz.com P: 02 9353 5123
W: www.claytonutz.com/graduates

15 National Practice Groups: Banking & Financial Services; Commercial Litigation; Competition; Corporate, M&A and Capital Markets; Environment and Planning; Insurance; IP & Technology; Major Projects & Construction; Public Sector; Real Estate; Restructuring & Insolvency; Pro Bono; Tax; Workplace Relations, Employment & Safety; Forensics & Technology Services.

• about us

What is unique about this firm?

People. It always starts with people. At Clayton Utz, we've built a team of down-to-earth, collaborative lawyers who know that at the heart of exceptional client service is knowing what your client needs. We offer the sharpest legal minds. The clearest advice that cuts through the complexity, so our clients can concentrate on the things that really matter. And an unshakeable sense of what's possible.

This offers our graduates the opportunities to work on cutting-edge, complex transactions and litigation with lawyers who are recognised as leaders in their fields. We also provide first-class training and development to support our lawyers to be the best they can be. As one of the world's top 10 pro bono firms*, graduates will also have the chance to contribute to our pro bono practice and help make a difference to the individuals and organisations it supports.

* Clayton Utz was named among the ten leading pro bono firms in the world in the inaugural Who's Who Legal Global Pro Bono Survey. The survey recognises firms that are leading the way in their pro bono contributions, levels of participation and efforts to institutionalise pro bono work.

What does the firm look for in a potential employee?

Clayton Utz employs people with a wide range of backgrounds, skills, interests and competencies. We look for people who can contribute new ideas and who take a creative approach to solving problems.

We look for people who are:

- Focused on results and can drive a task or project through to completion;
- Flexible, and can stay effective while adjusting to a changing work environment;
- Excited by learning, and actively seek new ideas and different perspectives; and
- Adept at building relationships with clients and peers to achieve goals.

What advice would you offer to someone applying to the firm?

- Invest some time in preparing your application and doing some research on Clayton Utz: our business, our position in the market, our clients, our community involvement, and our people.
- Talk to Clayton Utz summer clerks and employees to find out about the firm first-hand.
- If you're offered an interview, think about what you've learnt, and what you would like to learn from us in the interview, and prepare some questions.
- Practise answering standard and behavioural interview questions with family and friends. Always provide supporting examples of previous situations and explain the outcomes.

How does the firm encourage employees to learn and develop?

Clayton Utz has a strong focus on professional development for all employees so we all can keep our specialist knowledge and skills up to date. This is offered through continuing legal education, professional development training programs, coaching and on-the-job training.

Our national training program offers a range of professional and personal development opportunities to support our people in reaching their full potential.

We encourage our employees to learn and develop through:

- Intensive orientation programs at the beginning of the clerkship period and graduate program;
- On-the-job guidance and support from peers and senior lawyers;
- Regular Continuing Legal Education sessions led by specialists sharing their knowledge and experience;
- Tuition assistance for further study; and
- External courses and seminars relevant to your professional and personal development.

Does the firm engage in pro bono, volunteer or other community activities?

Clayton Utz is a leader of Australian law firms in pro bono practice and social responsibility programs.

Since we established our Pro Bono practice in 1997, our lawyers have completed over half a million hours of pro bono legal work.

The Clayton Utz Foundation provides financial support to charities where our partners and employees are already giving pro bono or volunteering support through a Clayton Utz program or in their own time. Since its establishment, the Foundation has made over \$7.3 million in grants.

Outside of work, what does the firm offer its employees?

Clayton Utz offers a vibrant and supportive work environment. We recognise the need for our people to stay true to themselves by maintaining balance in their lives. That's why we have a range of flexible work options and health and wellbeing initiatives, as well as social and sporting activities and community volunteering opportunities.

• about clerkships

How do students apply for clerkships to this firm this year?

Via the Clayton Utz Graduate website: www.claytonutz.com/graduates.

What does the firm look for in a clerk?

The most important ingredient in our success is our people. We're looking for clerks who are personable, practical, commercially-savvy, as well as flexible. Our lawyers undertake complex and innovative legal work, so it's important that they are intelligent and motivated individuals who aren't afraid of a challenge. We'll look at whether they've had a broad range of experiences, such as part-time employment, voluntary work, legal experience (voluntary or otherwise), or sporting, cultural or community pursuits. They need to show they have behavioural skills such as time management, initiative, goal-setting and achievement, teamwork, an understanding of client service and self-motivation.

Most importantly, we are looking for clerks who we'd enjoy working alongside. We want clerks who embody the firm's values, every day, in all that they do.

What work does the firm offer a clerk?

Over the course of the program, you'll join legal teams and work on actual matters for our clients across a wide range of legal areas, under the supervision of a Partner, and with the support of the team. You'll have an opportunity to discover the office environment and culture at Clayton Utz first-hand, and to extend yourself and expand your knowledge.

Clayton Utz prides itself on exceptional training, and our seasonal clerks receive extensive research training and practical work experience. And because of our proud tradition of pro bono work and community involvement, seasonal clerks will have every opportunity to get involved in Pro Bono work and Community Connect initiatives.

Does this firm intend to offer clerkships to students outside their penultimate year?

We prefer applicants to be in their penultimate year (LLB IV or JD II), but we may consider students in their final year.

• about graduate program

Graduate Program

It's not just about wearing a suit.

No matter how good your law degree, there's always a gap between theory and practice, and finishing university can be daunting. How do you make the jump to working in a commercial law firm?

That's where we come in.

Once you've completed your studies, our national Graduate Program gives you the perfect foundation for your legal career. Our 2.5 week orientation program is designed to ensure that you'll hit the ground running. It consists of PLT+, local training and a national orientation week in Sydney.

Our rotation program means you'll discover different areas and find the right fit. From day one you'll be working on complex and sophisticated legal issues, and with our innovative approach to learning & development, you'll get the support you need to become the best you can be.

With our Graduate Program you'll get...

- Three rotations of six months in our national practice groups;
- Mentoring from some of the best lawyers in the country;
- A buddy who'll give you the inside information;
- Meaningful performance feedback so you know you're on the right track;
- Continuing legal education programs and professional development support so you can become the lawyer you want to be;
- The chance to participate in our Community Connect and Pro Bono programs and really give back; and
- Social and sporting activities, because we know it's not all work and no play.

We hire most of our Graduates from our Clerkship Programs. Occasionally, additional opportunities may arise.

STAY TRUE.

As a junior lawyer, your enthusiasm is in overdrive. Everything is interesting. You have a million questions for everyone. You want to be the best. And for me, I wanted to be the best lawyer and leader I could be.

Right now I'm a corporate and tax lawyer, buying and selling companies, structuring investments and having the occasional battle with the ATO.

So, a little while after I started at Clayton Utz, I joined the social committee. A powerful assembly fuelled by lunchtime pizza-wielding lawyers making important decisions like choosing the Christmas party theme. They knew I liked pizza, but had no idea I was gay. You see, I wasn't out at work yet and this became a genuine source of anxiety for a good two years.

But In May 2015 this all changed...

To listen to Luke's full story, go to:

claytonutz.com/graduates

Academic brilliance certainly counts, but graduates who thrive here have something extra – a natural passion for connecting with people and a strong sense of self. That's what staying true is all about. If you have these qualities, Clayton Utz is for you.



CLERKSHIP PROGRAM

If you're a law student in your penultimate year, our Clerkship Programs will expose you to the fast pace of a full-service commercial law firm and show you the law in action. You'll be working under the guidance of some of the sharpest legal minds in Australia, on challenging, complex and high-profile transactions and matters. You'll be mentored by partners and lawyers who are leaders in their fields, in a firm where individuality is embraced and innovation actively encouraged.

GRADUATE PROGRAM

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CORRS CHAMBERS WESTGARTH

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Nationally, we have 17 practice groups. In the Sydney office, we specialise in the following areas of law: Arbitration; Banking & Finance; Class Actions; Commercial Litigation; Competition; Corporate; Employment & Labour; Environment & Planning; Financial Sponsors Group; Intellectual Property; Projects; Property & Real Estate; Restructuring, Insolvency & Special Situations (RISS); Tax; Technology, Media & Telecommunications (TMT).

“Your journey from outstanding graduate to exceptional lawyer begins at Corrs.”

• about us

Corrs Chambers Westgarth is Australia's leading independent law firm. For almost two centuries we have been advising our clients on their most complex challenges. With a talented and diverse team of over 1000 people, we pride ourselves on our client-focused approach and commitment to excellence. Our fundamental ambition is the success of our clients, and this is reflected in everything we do.

We act for a wide range of clients including large corporations, governments, banks and financial sponsors, advising on major transactions, significant disputes and challenging legal issues. Our clients include more than half the top fifty ASX listed companies, some of the largest privately owned companies in Australia and a number of global Fortune five hundred companies like Johnson & Johnson, General Electric, Wesfarmers, Microsoft, and Pfizer.

We are the firm of choice for many of the world's most significant organisations, with our people consistently recognised for providing outstanding client service and delivering exceptional results.

• clerkship program

Corrs' Clerkship Program is a great opportunity for you to experience the people, clients, work and culture that differentiates Corrs from other law firms.

During the nine week program, Clerks will rotate through three different practice groups. During the clerkship program, clerks will have the opportunity to draft advice, conduct research and review and present documents.

Clerks are also encouraged to 'shadow' partners and lawyers on activities such as meetings with clients, barristers or witnesses; client phone calls; and mediations, settlements and court appearances. The clerkship program promotes a more hands-on approach to developing your knowledge and skills.

As a clerk you will also undertake a pro bono project for the duration of the summer which you will present to one of our pro-bono clients as a cohort.

• applying for the clerkship program

All applications must be submitted online, via the firm's website www.corrs.com.au/graduates.

Students will be required to submit a resume and academic transcript, and complete an online application form. Successful applicants will also be invited to complete online assessments during the recruitment process.

• what are the prospects of obtaining a graduate role?

At Corrs, the majority of our graduates are recruited through our Clerkship Program.



Be exceptional.



Applications open – 11 June 2019
Applications close – 14 July 2019
Offers made – 18 September 2019

**CORRS
CHAMBERS
WESTGARTH**
lawyers

What qualities do we look for in a Clerk?

We appreciate diversity in our clerks and are not looking for identical or 'cookie-cutter' candidates. We look for well-rounded individuals who can demonstrate exceptional academic performance, evidence of work experience (law or non-law related), as well as experience in leadership positions, volunteering or community service, and other extra-curricular activities. We want people who are looking for a broad experience with exposure to different practice areas and clients where they will have the opportunity to experience hands-on and intensive learning.

The Clerkship Program

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Clerks are also encouraged to 'shadow' partners and lawyers on activities such as meetings with clients, barristers or witnesses; client phone calls; and mediations, settlements and court appearances. The clerkship program promotes a more hands-on approach to developing your knowledge and skills.

As a clerk you will also undertake a pro bono project for the duration of the summer which you will present to one of our pro-bono clients as a cohort.

Graduate Development Program

The majority of our graduates are recruited through our Clerkship program and our commitment to developing exceptional lawyers starts at day one. Our Graduate Development Program lays this foundation by providing rich, on-the-job training with a greater opportunity to work directly with partners and senior lawyers, and includes structured learning, mentoring and regular feedback.

Supervised by partners and mentors, you will complete three different rotations across transactional and dispute-focussed practice groups before settling in your final practice group at the end of the 16-month program.

International opportunities

Secondments

We offer international secondment opportunities to financial hubs including New York, London, Paris, Frankfurt, Hong Kong, Singapore and Tokyo.

Our lawyers strengthen our global network and their own careers by participating in the firm's leading secondment and scholarship programs. We invest in unique international experiences to help our lawyers grow their skills, cultural understanding and relationships worldwide.

The Corrs global network includes over 45 firms in 20 countries.

Scholarships

Corrs offers paid scholarships to study at leading international universities including Oxford, Cambridge and Harvard.

How does Corrs encourage work/life balance?

It's not all about work! At Corrs we encourage staff to be socially active and participate in yoga, pilates meditation, touch football, cricket, netball, firm social events including family days, trivia nights, Chinese New Year, End of Financial Year party and Christmas Party. Corrs also provides flexible work arrangements, paid study leave, purchased leave, salary sacrificing and opportunities to give back to the community. Most recently in July 2018 Corrs provided staff with an additional week of bonus leave and dropped the daily billable hours targets.

What are we working on?

We are excited to work with some of the biggest organisations in the world on their most important matters, advising on major transactions, significant disputes and challenging legal issues.

Our clients include more than half the top fifty ASX listed companies, some of the largest privately owned companies in Australia and a number of global Fortune five hundred companies like Johnson & Johnson, General Electric, Wesfarmers, Microsoft, and Pfizer.

We work with well-known organisations like Vodafone Hutchison, ANZ, AMCOR, BG Group, Mirvac, Woolworths and Carlton United Breweries, mining giants like BP, Woodside and Fortescue Metal Group and leaders in finance like NAB, and CBA. But we also work with governments, Federal and State, on significant matters.

Corrs' culture

Ours is an energetic, exciting and high performance culture in which our people are motivated and challenged to do their best. An open culture, where people feel free to ask questions or talk through an issue. We seek out the best people to work for us, so we can provide the best results for our clients. And we support and train them to do just that. We consider our learning and development to be the most innovative, progressive and supportive people development program in the industry.

Our culture is defined by collaboration, opportunity and excellence. A supportive workplace through teamwork, mentoring and flexible resourcing. Opportunity for professional and personal growth and innovative opportunities. Collaboration and opportunity extend well beyond the daily legal work. They extend into Corrs' pro bono and community efforts and social events as well. Corrs people work together, but it's not all work!

At Corrs, we also celebrate our diversity, and continue to foster and support an inclusive workplace. A workplace where all people can be themselves, know they are valued members of the team and can confidently contribute to our success. Our LGBTI network aims to support the inclusion of our LGBTI people and enhance our broader engagement with the LGBTI community. In 2014, Corrs also launched its Reconciliation Action Plan (RAP). Our RAP aims to develop and deepen mutual respect, form meaningful relationships and create opportunities with and for the Aboriginal and Torres Strait Islander (ATSI) peoples.

Corrs has been consistently named as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency (WGEA) and was awarded Diversity Firm of the Year at the 2015 Lawyers Weekly Women in Law Awards (Corrs was a finalist in 2016, 2017 and 2018).

Corrs is a member of the Diversity Council of Australia and Pride in Diversity, and achieved Bronze Employer status in Pride in Diversity's 2017 and 2018 Australian Workplace Equality Index.

How we value Corporate Responsibility

Helping others is a key aspect of the culture at Corrs and can be seen every day in every office at Corrs. It happens in three ways – through pro bono legal work, volunteering and philanthropy.

Corrs provides pro bono legal services for disadvantaged individuals who might not otherwise have access to legal representation through nine legal clinics and referred public interest matters. Pro Bono is one of the graduate program rotation options and as a clerk you will also undertake a pro bono project for the duration of the summer which you will present to the client as a cohort.

In February 2019 we appointed seasoned human rights expert Dr Phoebe Wynn-Pope to the newly created role of Head of Business and Human Rights. The role is an expansion of Corrs' existing board advisory offering, with Phoebe advising clients on the broader business and human rights impacts of their businesses and how to mitigate risk in this area.

Nationally, we are the principal legal partner for the United Nations Refugee Agency in Australia (UNHCR), and do commercial legal work for other charitable and not-for-profit organisations including the Aboriginal Legal Service (NSW/ACT), Australian Children's Trust, Consumer Action Law Centre, UNSW's Diplomacy Training Program, Inspire Foundation, Melbourne Open House, Oxfam, PainAustralia, Sony Foundation, SecondBite and the RSPCA, among others.

Kimberly Howe

People & Performance Consultant

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**CORRS
CHAMBERS
WESTGARTH**
lawyers

GADENS

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contact

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P: 03 9612 8429

Banking & Finance; Disputes; Corporate Advisory; Tax; Intellectual Property & Technology; Employment Advisory; Private Clients; Property, Construction & Planning.

• about us

How does the firm encourage employees to learn and develop?

We provide a collaborative, open and welcoming team environment where you can achieve the best in your personal and professional development. In addition to the on-the-job training and mentoring we provide, Gadens provides all levels of staff with access to numerous business and technical skill training sessions through our Learning and Development curriculum. Gadens offers work-life balance and accessibility to senior lawyers and partners.

Does the firm engage in pro bono, volunteer or other community activities?

We strive to create a culture where the principles of sustainability and sound corporate responsibility are embraced and lived by our people every day. We are a signatory to the Australian Pro Bono Centre's National Pro Bono Target, which encourages lawyers to subscribe to a voluntary target of 35 hours of pro bono work per lawyer per annum. Accordingly, we encourage our people across all areas and levels of the firm to proactively undertake pro bono work and participate in community assistance initiatives. Through our pro bono program, we partner with a number of groups including Many Rivers Microfinance, Australian Men's Shed Association and Asylum Seeker Resource Centre.

Outside of work, what does the firm offer its employees?

Our Social Committee organise regular events and functions to allow relaxed interaction with your colleagues whilst providing a valuable opportunity to enhance those ever-important networks and business relationships. Our Health and Wellbeing Committee organise initiatives such as fitness sessions, group sporting events, mindfulness and yoga. We also value diversity and invest in a number of initiatives, training and policies to support diversity and inclusiveness.

• graduate program

Does the firm take graduates directly?

Yes! We like to do things a little differently at Gadens. We offer a 12 month program for newly admitted lawyers. We call it Grads@Gadens!

Full details can be found on our website at www.gadens.com/grads@gadens.

If so, what is the application method?

Grads@Gadens is open to candidates who are PLT-qualified and will be admitted before commencing with us in March annually.

What does the firm offer its graduates?

We offer two, six-month rotations through different practice areas. This ensures that our graduates immediately receive interesting and varied work from day one. Through our practical on-the-job training, you get exposed to 'real work and real clients'.

Throughout the program we will invest in you and provide comprehensive support to ensure each rotation is a success. You will team-up with a dedicated mentor who will work closely with you to develop your technical skills, allocate work and provide ongoing feedback.

You will attend multiple workshops each month led by partners and senior members of staff so that you are continually learning and developing. These sessions focus on business skills and technical development, and ensure that you are given the support you need to excel in a commercially driven environment.

profile: siobhan mcgee (2018)

Areas of rotation: Private Clients; Corporate Advisory & Tax

The graduate program at Gadens provided me with the perfect balance of mentoring, training and autonomy. From the beginning of the program, I was running my own files and appearing in Court, while receiving guidance from industry leaders and attending regular CPD sessions. Gadens also supported my involvement in volunteering for the Women's Legal Service and Victorian Women Lawyers, and provided me with opportunities to attend external networking events and seminars, for example the Tax Institute Annual Tax Forum.

GROW YOUR CAREER

Find out where your legal career can take you with our Graduate Program.



Gadens is a leading, independent top 10 Australian law firm, with over 90 partners and 700 staff across offices in Adelaide, Brisbane, Melbourne and Sydney. Our core values are our foundation and reflect our essence and character – they define how we interact with one another and our clients.

Our Graduate Program - **Grads@Gadens** - ensures you develop a broad set of skills which you'll carry with you throughout your career. **Grads@Gadens** is open to candidates who are PLT-qualified and will be admitted before commencing with us annually in March.

Visit www.gadens.com/grads@gadens to find out more.

gadens

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contact

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*Banking + Infrastructure; Competition + Regulation; Corporate Advisory;
Disputes + Investigations; Energy + Resources; Intellectual Property; Legal
Service Innovation; Pro Bono; Real Estate + Projects; Tax; Technology + Digital.*

“By far the most important criteria when comparing firms is the people.”

“If you want to work in a cutting edge environment where you will make a meaningful contribution alongside some very intelligent, interesting and friendly people, then G+T is an excellent place to start your legal journey.”

• about us

Gilbert + Tobin is a leading Australian law firm, advising clients on their most significant corporate transactions, regulatory matters and disputes. We provide commercial and innovative legal solutions for ASX 100 leading companies, major infrastructure and services providers as well as government and public authorities across Australia and around the world.

An international leader in M&A, private equity, capital markets, competition and regulation and technology and digital, we work on complex issues that define and direct the market.

Established in 1988, Gilbert + Tobin employs more than 700 people. We have one of the highest proportions of female partners of any major Australian law firm and are acknowledged as a pioneer in providing pro bono services.

• clerkship program

Each year we invite law students to complete a 9 week summer clerk placement from late November to early February, consisting of two rotations. Penultimate and final year students are eligible to apply.

From your first day, you'll be given the opportunity to test your skills and interest – you can expect to be involved in some challenging matters, and your work will be presented to clients. Often, you'll work directly with a partner on a matter, or as part of a bigger team on larger transactions. While every experience varies, you might be asked to draft documents and memos, carry out research, attend client meetings and court, and assist with preparing for hearings or negotiations.

While your most valuable learning will be the experience of working on real matters during your practice group rotations, you'll also receive structured training – including sessions on the different practice areas, technology, how to create your personal brand, and business development. It's a practical blend of on-the-job, workshop and online learning that covers a broad range of technical, interpersonal and leadership skills.

You'll also have access to G+T's regular practice group training with other lawyers, as well as online resources to help you keep up to date with the latest legal developments.

If you're up for the challenge of working with Australia's most innovative corporate law firm, find out more at www.gtlaw.com.au/theresmore.



THERE'S MORE+

Not all corporate law firms are the same. A clerkship with Gilbert + Tobin is your chance to see if you'll thrive here. To test yourself with meaningful work from day one. To learn skills and concepts beyond the legal scope. To be integral to an organisation that's challenging the very way legal services are delivered.

If you want to be part of something different then G+T is the place for you.



gtlaw.com.au/theresmore

THERE'S MORE +



Gilbert + Tobin is a leading transactions, regulatory and disputes law firm, committed to outstanding citizenship. We guide our clients through defining moments in their business, and are renowned for our ability to get things done.

We employ a diverse mix of talented and ambitious people who are attracted to the firm because of its entrepreneurial spirit, creative approach and capacity for change. These are the reasons we enjoy a reputation as the most successful corporate law firm to emerge in Australia in many years.

We advise many of Australia's and the world's leading organisations and focus on the most dynamic sectors. Our clients and projects span Australia, Asia and emerging African markets.

Located in the heart of the CBD, the partners and lawyers in our Sydney office include some of Australia's leading practitioners in:

- + Banking + Infrastructure
- + Competition + Regulation
- + Corporate Advisory
- + Disputes + Investigations
- + Energy + Resources
- + Intellectual Property
- + Pro Bono
- + Real Estate + Projects
- + Tax
- + Technology + Digital.

“

We deliver on our promise to provide real opportunities to advance your career. We provide the chance to be deeply involved in interesting, challenging work much earlier in your career, accelerating your opportunities and experience.”

DANNY GILBERT, Managing Partner

If you want to challenge your thinking and stretch your abilities, this is the firm for you. There has never been a better time to be a part of our story and enjoy the stimulating challenge of working with Australia's most innovative corporate law firm.

Find out more at
gtlaw.com.au/theresmore



THERE'S MORE+



Not all corporate law firms are the same. The only way to understand the work and culture is to experience it for yourself.

A Gilbert + Tobin clerkship is both positive and challenging. You'll work directly with partners and lawyers who will assist with your professional development and challenge you intellectually. While your main focus will be corporate work, everyone at G+T has the opportunity to assist on pro bono matters and participate in firm-wide activities. As you progress through your rotations you will develop invaluable skills and knowledge and gain first-hand experience of our various practice groups.

Our Sydney program runs for 9 weeks, consisting of two four-week rotations across the firm's practice areas. During both rotations each clerk is assigned a supervising partner, mentor and buddy to assist with on-the-job training. Participating in our customised in-house training will build your confidence and help you understand the mechanics of legal practice. You'll have the chance to jump right in and immerse yourself in a leading corporate law practice. And we'll encourage you to contribute ideas and your own fresh perspective.

The G+T clerkship experience is open to students in their penultimate and final year of study. We're not a prescriptive firm when it comes to our people; we invite individuality and diversity. We also hold ambition, creativity and entrepreneurial spirit in high regard. Our people are collaborative, passionate and dedicated – but most of all they enjoy what they do and never forget to have fun. We seek clerks and graduates who will complement our practice groups and don't feel the need to take themselves too seriously.

Ready for more?

Applications for 2019-20 summer clerkships in our Sydney office are open from 11 June to 14 July 2019.

For more information about applying for a clerkship or for program dates please visit gtlaw.com.au/theresmore, or contact Kristie Barton on 02 9263 4575 or at gtcareers@gtlaw.com.au.



gtlaw.com.au/theresmore



THERE'S MORE +

Clerking at Gilbert + Tobin has been one of the most rewarding experiences I've had so far. The collegiality of the firm, the intellectual rigour of the work and the opportunity to work with so many bright and passionate people was invaluable, and something I am very grateful for.

I hadn't worked in a commercial law firm before, so I didn't quite know what to expect. However, once arriving at G+T I felt welcomed and excited. The first week gave clerks the opportunity to get to know each other, learn about the firm, and even spend an afternoon tenpin bowling. Once we were well-briefed on the firm and had completed a rigorous induction program, we joined our practice groups.

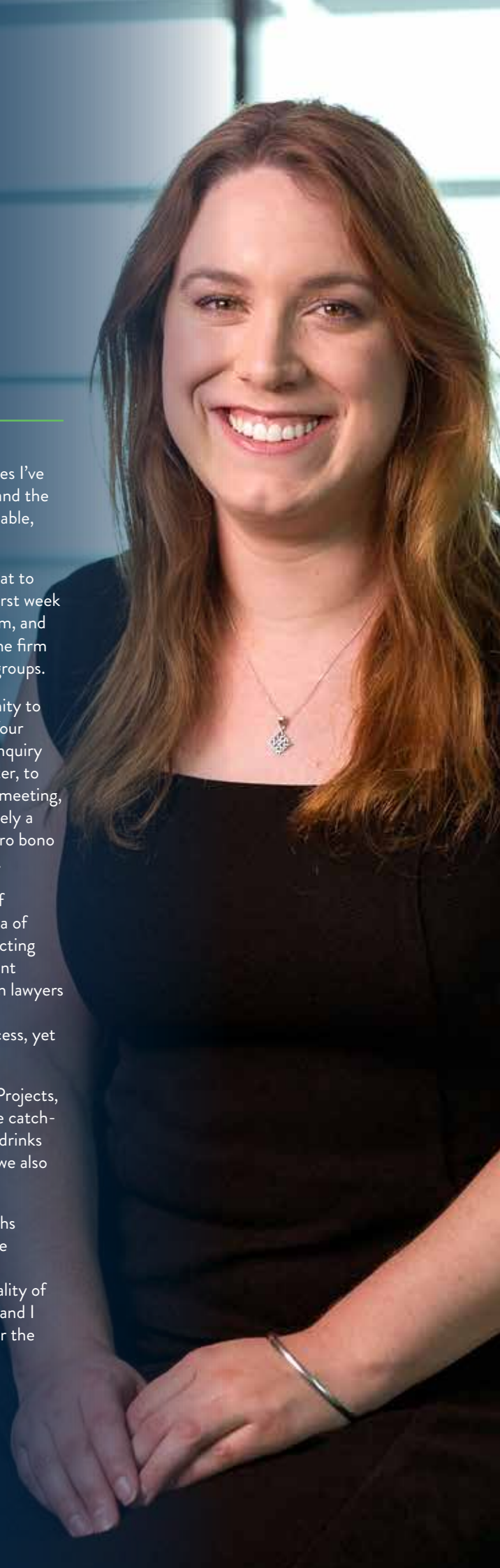
Pro Bono was my first rotation, and I thoroughly enjoyed it. The opportunity to get involved in unique and challenging matters was so worthwhile. In the four weeks I was there I helped with a number of refugee matters, an AHRC inquiry submission, a coronial inquest and G+T's Telephone Outreach Advice roster, to name just a few. I also had the opportunity to attend an AAT conciliation meeting, the Australian Human Rights Awards and a Wills Clinic, which was definitely a highlight of the rotation. Throughout my first month, the lawyers in the pro bono team were incredibly friendly, approachable and generous with their time.

My second rotation, Competition + Regulation, was a complete change of pace, yet equally enjoyable. I was exposed to the engaging and diverse area of competition and consumer law – attending client conference calls, conducting market research and assisting a wide range of clients in completely different industries. Working alongside some of the most accomplished competition lawyers in Australia was very exciting, as was seeing “commerciality” in action – a phrase often thrown around throughout the clerkship application process, yet not something I fully understood until arriving at a corporate law firm.

Alongside the work were G+T's Summer Clerk Pro Bono and Innovation Projects, the inter-firm sports competition, plenty of firm Christmas events, coffee catch-ups, expertly-catered training sessions, the Clerk Cruise, and many clerk drinks and dinners (to name a few!). Whilst I was kept busy, the firm made sure we also had lots of time to get to know G+T and have some down-time.

Overall, my clerkship experience at G+T has been an incredible two months of new experiences and people. I have met so many truly wonderful people throughout the process, willing to impart their knowledge and advice as I navigated my way through my first time in a commercial law firm. The quality of the work and the warmth and intellect of the people is truly unparalleled, and I am so grateful for the lawyers, mentors and clerk group I worked with over the summer and will continue to work with this year.

EMMA FREDERIKSON, 2018 Summer Clerk, University of Sydney



HERBERT SMITH FREEHILLS

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locations

Bangkok, Beijing, Belfast, Berlin, Brisbane, Brussels, Dubai, Dusseldorf, Frankfurt, Hong Kong, Jakarta, Johannesburg, Kuala Lumpur, London, Madrid, Milan, Moscow, New York, Paris, Perth, Riyadh, Seoul, Shanghai, Singapore, Sydney, Tokyo.

contact

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Alternative Legal Services (ALT); Competition; Regulation & Trade; Corporate; Finance; Real Estate & Projects Dispute Resolution Employment; Pensions & Incentives.

“360° thinking, so what’s your angle?”

• about us

As a Herbert Smith Freehills Graduate, you'll be a part of everything. With over 20 offices spanning Asia, Europe, Australasia and the Middle East, we can show you exactly what a world class law firm has to offer, giving you the chance to work as part of an international team, on high-profile matters, for some of the most significant organisations in the market.

Our focus is on the future: the future needs of existing and new clients, the future of the legal profession and investing in our future lawyers. That's why we aim to attract the best talent from a broad range of backgrounds, ensuring we are optimising our position as a progressive, forward thinking professional services firm putting our clients at the heart of our business.

At Herbert Smith Freehills, you'll be part of a culture of client focused innovation and engagement which is continuously evolving for our own and our clients' benefit.

We'll encourage you to think and work differently and you'll be given the opportunity to develop the skills you need to work with our clients to solve their most complex challenges in thoughtful and innovative ways.

• clerkship program

There's nothing more important than finding a role and an organisation that's right for you and there's no better way to really get to know our profession than gaining practical, hands-on experience. Our vacation clerkships will immerse you in our business, networks and the international world of law. We encourage students to participate in our vacation clerkship program and we fill the majority of our graduate positions through this program.

As a vacation clerk, you will be given extensive training on all aspects of the firm, drafting and research skills. Current lawyers and partners will speak to you about what they do and the nature of work in each of the legal sections of the firm. You'll attend workshops and presentations that will give you an insight into the depth and breadth of our practice areas and international reach.

You'll be invited to a range of events giving you the opportunity to network with partners, associates and graduates, as well as with your fellow vacation clerks.

profile: jennifer xue (2016/17 summer clerk)



My name is Jennifer Xue and I'm a solicitor at Herbert Smith Freehills. I studied Commerce / Law at the University of Sydney and graduated in 2018. I applied for clerkships in my penultimate year of law school, and my experiences throughout the clerkship process drew me towards Herbert Smith Freehills. I started as a vacation clerk at HSF over the summer of 2016-2017, worked as a paralegal throughout 2017, and began my graduate role in 2018. I have since completed graduate rotations in Commercial Litigation and Corporate – Mergers & Acquisitions.

Applying for the Job:

I found the interview process for clerkships to be demanding at times. It was a challenge trying to juggle university studies, work, and interviews at a number of law firms. At the same time, I found the process to be incredibly rewarding. It was a wonderful feeling to be chasing down a passion, and to meet partners, solicitors and other clerk candidates who all shared the same passion.

I found the questions that I was asked during interviews to be more conversational than anything else – about me, my experiences and my goals. Particularly at Herbert Smith Freehills, my interviews felt more like a chat than a formal interview – this allowed me to build a more personal connection with those at the firm and ultimately made the firm feel like the right fit for me.

Life at the Firm:

One of my favourite things about working at HSF is the diverse set of skills that you develop – both through formal training and simply by virtue of learning from those around you. My communication and project management skills, problem solving ability and analysis / comprehension skills have consistently improved since starting at the firm. These skills are transferrable across a number of careers – and many HSF alumni have gone on to move in house, work at a regulator, or take up IB or management consulting roles to name a few! The possibilities are endless, and it is definitely no longer the case that partnership is the only path.

Advice for University Students:

Be honest with yourself: Something that will serve you well throughout your career is having the ability to be honest with yourself about what you want and where you want to go. Ask yourself questions like: 'Do I really want to work in corporate law?', 'What drives me?', 'What kind of work-life balance do I envision having?'. It's okay if the answers aren't clear - the important part is having that conversation with yourself in the first place. It's never too late to change your path if you are not happy with the path you are on.

Be proactive: If there's something you want to achieve, be proactive about achieving it - whether that means putting yourself out there and applying for jobs, talking to more experienced students about their journey, or partaking in a new co-curricular activity. Be proactive in preparing yourself, so that, when the opportunity arises, you are ready for it.

Be kind: Especially to yourself. Applying for a graduate role (and navigating through university generally!) is daunting, and there can often be failures and rejection along the way. Forgive yourself for making mistakes, allow yourself to have a break, and make an effort to celebrate the successes - whatever success may mean to you.



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WHAT WE'RE LOOKING FOR

There's no single path to becoming an exceptional commercial lawyer. We look beyond your academic record and your technical aptitude. We're focussed on finding people who have the curiosity to explore all the angles and the empathy to place themselves in their client's shoes.

We also look for an international mind-set and a desire to work within our global network, not just one office. We are also interested to see applications from students with language ability, particularly fluent/native Mandarin (written and oral) skills. We have prepared some more detailed information on our website:

careers.herbertsmithfreehills.com/au/grads/join-us

Contacts



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Graduate Recruitment Manager
T +61 2 9322 4313
james.keane@hsf.com

HOW TO APPLY



Requirements

- a brief cover letter outlining your interests and suitability for a position at the firm
- a current CV outlining work experience, extracurricular activities, academic and non-academic achievements, and
- a recent copy of your academic transcript.

As part of the online application, we'll also ask you to answer a few short questions about your interest in Herbert Smith Freehills and commercial law generally.



The interview process Online assessment

If you are invited to a first round interview, we will also ask you to complete our online psychometric assessment before the interview. There are no right or wrong answers to these questions; your responses simply provide insight into where your likely strengths lie. It is best to answer as quickly and honestly as you can. It is important that you choose the answer which matches how you usually like to work.



Attend an interview

While we try to make the interview as relaxed as possible, it is a chance to show us your professional side, so pay attention to all those tips you've read about being punctual and presenting in a professional manner. Beyond that, be yourself and try to let us see you at your best.

The interview is intended to be a two-way process and provides an opportunity for you to see what it would be like to work with us, as well as for us to get to know you. Remember, we want to give you a chance to tell us all about yourself and why you think Herbert Smith Freehills is the right place for you.



360° thinking

We're looking for those who see things differently, the kind of people who bring new ideas and create innovative opportunities for our clients.

EVERYTHING ABOUT US

With over 20 offices spanning Asia, Europe, Australasia, and the Middle east, we can show you exactly what a world class law firm has to offer, giving you the chance to work as part of an international team, on high-profile matters, for some of the most significant organisations in the market.

Our focus is on the future: the future needs of existing and new clients, the future of the legal profession and investing in our future lawyers. That's why we aim to attract the best talent from a broad range of backgrounds, ensuring we are optimising our position as a progressive, forward thinking professional services business. At Herbert Smith Freehills, you'll be given the opportunity to develop the skills you need to help solve our clients' most complex challenges in thoughtful and innovative ways.

WHAT WE LOOK FOR

Great lawyers are both curious and creative. We encourage you to challenge assumptions and open yourself up to new ideas. It's this growth mindset that creates opportunities for you and your clients. So, what exactly are we looking for?

There's no single path to becoming an exceptional commercial lawyer. We look beyond your academic record and your technical aptitude. We're focussed on finding people who have the curiosity to explore all the angles and the empathy to place themselves in their client's shoes. Building great relationships takes a certain understanding and as our global village gets ever smaller, we look for graduates who think of themselves as citizens of the world.

HERBERTSMITHFREEHILLS.COM

CLERKSHIP PROGRAM

There's nothing more important than finding a role and an organisation that's right for you and there's no better way to really get to know our profession than gaining practical, hands-on experience. Our vacation clerkships will immerse you in our business, networks and the international world of law. We encourage students to participate in our vacation clerkship program and we fill the majority of our graduate positions through this program.

As a vacation clerk you'll truly discover what it's like to work at Herbert Smith Freehills, working alongside lawyers and partners. We'll support you throughout your time with us with extensive training, touching on all aspects of the firm. We'll also invite you to an exciting range of workshops and events, giving you the opportunity to network with people across the firm and the diverse groups we engage with. This is your unique opportunity to show us who you are.

With us, you'll be a part of everything. From the very start, you'll be client-facing, gathering insights across diverse matters. You'll be working in highly-specialised teams, equipped with the resources you'd expect from a market leader.

JOINING US

We offer a range of summer and winter clerkships across our Australian offices. If you have queries about graduate or vacation clerk positions, please visit our website: careers.herbertsmithfreehills.com/au/grads/vacation-clerkships or contact one of our graduate recruitment team.

KEY DATES/DEADLINES

SYDNEY	
Approximate number of positions	30-40
Clerkship programs	Summer 2019/20
Applications for all 2019/20 programs open	11 June 2019
Applications for all 2019/20 programs close	14 July 2019
Offers made	18 September 2019

Please note: An application should only be submitted to the office where you intend to start your career as a graduate. Multiple applications will not be considered.

Our global practice groups

- Alternative Legal Services (ALT)
- Competition, Regulation and Trade
- Corporate
- Dispute Resolution
- Employment, Industrial Relations and Safety
- Finance
- Projects and Infrastructure
- Real Estate

Contacts



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360° thinking

So what's your angle?

We're looking for those who see things differently.

The kind of people who bring new ideas and create innovative opportunities for our clients.

Share your unique perspective by applying to careers.herbetsmithfreehills.com/au/grads

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Antitrust & Competition Law; Banking, Finance & Securities; Business Restructuring & Reorganization; Capital Markets; Energy; Global Disputes; Intellectual Property; Labor & Employment; Mergers & Acquisitions; New Lawyers Group; Private Equity; Pro Bono; Environment; Tax

• about us

What is unique about your firm?

Jones Day's key differentiator is that we are One Firm Worldwide. This means shared values, shared methodologies and a shared commitment to superior client service.

Teamwork, respect for and from colleagues, and shared credit are essential and form the Firm's core values. Every facet of the Firm is structured to promote an environment that's client-focused and team-oriented.

What attributes does your firm look for in a potential employee?

Jones Day seeks employees who see and seize opportunities. We look for well-rounded, motivated individuals with the potential to develop into exceptional lawyers and leaders in the profession, and who will embrace the Firm's principles and values.

• graduate program

Does the firm take graduates directly? Yes.

If so, what is the application method? <https://www.jonesdaycareers.com/australia>

What does the firm offer its graduates?

As a graduate joining Jones Day, you will become a member of the New Lawyers Group. We understand that many law students leave university not knowing which practice area they want to enter. We believe a more well-rounded lawyer is a better lawyer, so we encourage our graduates to gain exposure to a wide variety of legal areas, lawyering styles and training opportunities.

Graduates interested in a particular area can hit the ground running working with that practice. For those who seek exposure to a variety of practices or want to explore a new area, the New Lawyers Group program also provides the flexibility and support to satisfy your curiosity by working with senior lawyers in different teams, offices, and countries around the world.

• clerkship

How do students apply for clerkships to your firm this year?

<https://www.jonesdaycareers.com/australia>

What does your firm look for in a clerk?

We look for a record of academic excellence, superior written and analytical abilities, strong interpersonal skills, and interest in our Firm.

What kind of work can a clerk expect to do?

As a Jones Day Summer Clerk, you will work closely with graduates, associates and partners, who are widely recognised as some of the leading lawyers in the country. Our size and structure means you will quickly become a key member of the team.

You will engage in a wide variety of tasks including attending court, drafting transactional documentation, conducting research, writing advices and learning about the mechanics of closing a deal.

profile: tim atkins (joined as a paralegal in 2016 and commenced the graduate program in 2018)

I started at Jones Day nearly three years ago. I worked as a paralegal in the Perth office during my second last year of University, and have now finished my first year as a graduate in the Sydney office. Jones Day makes an effort to work as seamlessly as possible between offices around Australia, which gives graduates like myself great opportunities to work in, or with colleagues from, other offices.

I have spent some time in litigation, where I had the chance to assist with discovery, preparing affidavits and legal research. I have also worked in the competition and regulatory space, where I assisted with merger clearance applications with the Australian, New Zealand and Singapore competition regulators. I also enjoyed attending our regular New Lawyers Group training sessions.

As a core component of the graduate program, Jones Day sends all graduates to Washington, D.C. for the New Lawyers Academy to support us in our development and encourage us in building relationships with international colleagues, which was a fantastic experience.



ONE FIRM WORLDWIDESM

Working at Jones Day...

One Firm WorldwideSM

Jones Day is a global law firm with more than 2,500 lawyers in 43 offices across five continents. The Firm is distinguished by: a singular tradition of client service; the mutual commitment to, and the seamless collaboration of, a true partnership; formidable legal talent across multiple disciplines and jurisdictions; and shared professional values that focus on client needs.

The Firm's 125 years of sustained growth—in experience, reputation and successful client interaction—have been built by its dedication to a 'One Firm Worldwide' philosophy, which fosters the creation of interoffice and cross-practice teams, assembled to ensure that clients receive the best possible guidance and representation, without regard to barriers conventionally imposed by geography, borders, time zones or language.

Australia

Jones Day's presence in Australia has grown significantly. The Firm has added new offices in Melbourne, Perth and Brisbane over the last five years in addition to our office in Sydney, reflecting our commitment to expanding our service to the Australian market.

Our lawyers work in a dynamic and stimulating multidisciplinary environment by collaborating with colleagues from different practices and different offices worldwide.

We continue to attract many of the legal industry's most highly regarded and sought-after lawyers while maintaining our focus on promoting internal talent through the ranks.

The New Lawyers Group

Jones Day recognizes that many law students leave law school not knowing which practice they want to enter. We also believe that a more well-rounded lawyer is a better lawyer and that a wide range of experience is valuable to a new lawyer. Accordingly, many years ago Jones Day created the New Lawyers Group, which allows new associates to gain exposure to different practice areas and lawyering styles at the Firm before making a commitment to a specific-practice.



We provide extensive training through the New Lawyers program. Each November, we bring together new associates from across the Firm at the "New Lawyers Academy" in Washington for three days of hands-on training and meetings with Firm leaders. In addition to helping them understand Jones Day's culture, organization and operation, the Academy gives our new lawyers the opportunity to meet their peers in the Firm's other offices.

Graduate and Summer Clerkship Program

We run a summer clerkship program at Jones Day across our offices in Australia that offers selected positions to talented students who are at their penultimate year at university. We give our summer clerks real work for real clients, to provide them an opportunity to learn what the practice of law at a large firm is all about. Providing challenging assignments also allows us to assess summer clerks' potential to deliver first-rate legal services and to flourish in Jones Day's culture. We aim for summer clerks to become future graduates of the Firm.

A Culture of Client Service and Collaboration

Jones Day's commitment to client service means our lawyers work together in a collaborative atmosphere where teamwork is essential, respect for and from colleagues is the norm, and credit is shared for a job well done.

In fact, every facet of the Firm is structured to promote an environment that's client-focused, but also professionally fulfilling for lawyers at any career stage. We expect our lawyers to focus completely on a client's needs, with the full support and encouragement of their peers. We recognize that partners and associates alike contribute to the Firm in a variety of ways, and we reward lawyers for their overall contributions to the Firm and for promoting the Firm's values.

Applications must be made online. Please visit us at www.jonesdaycareers.com/australia.

JOHNSON WINTER & SLATTERY

address

Level 25
20 Bond Street
Sydney NSW 2000

locations

Adelaide, Sydney, Melbourne, Perth & Brisbane.

contact

Wilma Lewis, Professional Development Advisor
E: wilma.lewis@jws.com.au P: 02 8247 9630

Transactional & Advisory; Dispute Resolution; and Energy Resources & Infrastructure.

**“Shape your career, thrive with no boundaries,
embrace your ambition.”**

• about us

Johnson Winter & Slattery is a national law firm where young lawyers play a meaningful role in strategic and complex transactions and disputes, and build relationships with executives from Australia's most successful companies through close client contact.

At JWS you become a valued part of a talented team taking on some of the most challenging and rewarding legal work in Australia. We have an established reputation for providing practical commercial solutions and outstanding client service. Our environment fosters collaboration with few internal administrative boundaries and is free from financial targets. Johnson Winter & Slattery's hands on and proactive approach creates an environment in which ambitious lawyers become directly involved in significant opportunities from an early stage.

Lawyers get the opportunity to work directly alongside partners and clients, providing unique development opportunities and the chance to develop strong client relationships.

Our flat internal structure with no fixed work groups, ensures the best people and the right resources are pulled together on each assignment, regardless of their primary area of practice or location. Graduates and lawyers are not confined to practice areas, providing variety of work and broad experience gained from working across all practice areas with lawyers from each office.

With the absence of billable targets, all our lawyers can focus on producing excellent work, developing their skills and working together without undue pressure of the burden of budgets.

• clerkship

Their clerkship and internship programs are a realistic snapshot of your future as a lawyer at Johnson Winter & Slattery. You will be given the opportunity to work on matters impacting major Australian and international corporations, and on some of the most challenging transactions throughout Australia and surrounding regions. In addition to 'on the job' training you will also have the opportunity to learn from their specially designed training program for junior lawyers. Learning, development and mentoring are key features on both of their programs and you will be well supported by a network of colleagues.



JOHNSON
WINTER &
SLATTERY

Your career.
Your choice.

Join our internship program and experience a snapshot of your future with us.

www.jws.com.au/careers



SHAPE YOUR CAREER

Develop strong technical and client service skills, and benefit from professional development programs and mentoring from Australia's best lawyers.



THRIVE WITH NO BOUNDARIES

Collaborate with diverse teams of specialists across the country, and work side by side with experienced partners. Dip your toe in various practice areas, free of financial targets.



EMBRACE YOUR AMBITION

Build relationships with Australia's most successful company executives. Contribute to our reputation for practical commercial solutions and outstanding client service, and play a meaningful role in complex transactions and disputes.

PRACTICE AREAS

Have the opportunity to work alongside our outstanding lawyers. With us, you'll gain a diverse range of experiences and develop the legal and commercial skills to provide high quality advice to sophisticated commercial clients.

- Competition/antitrust
- Dispute resolution
- Funds management
- Projects and construction
- Corporate
- Employment
- Intellectual property and IT
- Regulatory
- Corporate governance
- Energy and resources
- Media
- Restructuring and insolvency
- Debt finance
- Foreign investment
- Private equity
- Tax

APPLICATIONS

Please apply through our website:

www.jws.com/careers

A UNIQUE FIRM

Johnson Winter & Slattery is a national law firm where young lawyers play a meaningful role in strategic and complex transactions and disputes, while building relationships with executives from Australia's most successful companies through close client contact.

A DAY IN THE LIFE

At Johnson Winter & Slattery you'll find a wide variety of work experiences including:

- Researching technical information for current matters
- Drafting correspondence to clients and other parties
- Preparing briefs to counsel and experts for court hearings and mediations
- Providing general legal assistance to our practitioners
- Analysing legal documents for accuracy
- Liaising with the courts, counsel and third party suppliers

CONTACT

Wilma Lewis

Professional Development Advisor

wilma.lewis@jwm.com.au

02 8247 9630

Find out more at

www.jws.com.au/careers

address

Level 31
1 O'Connell Street
Sydney NSW 2000

locations

Brisbane, Melbourne, Sydney, Perth, and other offices located on five continents.

contact

Gemma Oldman, HR Business Partner
E: gemma.oldman@klgates.com

P: 02 9513 2330

Corporate & Transactional; Energy; Infrastructure & Resources; Finance; Financial Services; Intellectual Property; Labour; Employment & Workplace Safety; Litigation & Dispute Resolution; Policy & Regulatory; Real Estate.

“The culture is very positive, motivating and team oriented.”

• about us

K&L Gates is one of the largest law firms in the world with offices located across five continents sharing one clear vision. We are a fully integrated network of lawyers and legal professionals who believe that clients need more than technical legal skills; they need insightful and practical advice on the diverse issues that affect their businesses, delivered with unparalleled client service. Our combination of practice strength, global platform, and unsurpassed client service is a true differentiator in the legal services marketplace.

Our client-first approach extends beyond our firm's internal structure and examines the broader legal, industry, and regulatory trends. Our lawyers are exceptionally skilled at identifying issues in advance based on deep industry knowledge, but we are even better at helping clients solve them.

With a strong presence in key capital cities and world commercial and financial centers, we represent a broad array of Global 500, Fortune 100, and FTSE 100 corporations in nearly every major industry, including technology, manufacturing, energy, transportation, telecommunications, financial services, health care, life sciences, sustainable development, and infrastructure, among others.

We are leading legal advisors relating to industries critical to the economies of both the developed and developing worlds – technology, manufacturing, energy, transportation, telecommunications, financial services, and life sciences, among others.

• clerkship program

The 10 week clerkship program at K&L Gates is the ideal opportunity for you to explore a career in law, meet the people, sample the culture and determine if K&L Gates is the right firm for you.

In each of your 2 rotations you will get involved in real legal work, including participating in client meetings and court visits, research, drafting advice and providing general support to one or more of their practice areas. You'll receive daily on the job feedback and guidance in addition to structured performance feedback at the conclusion of the clerkship. The clerkship program is also the primary source of future graduate intakes.

As our aim is to provide you with a real taste of life at K&L Gates, you will have the opportunity to also be involved in our firm committees and many social activities. K&L Gates' clerks participate in the inter-firm sports and are encouraged to attend firm wide celebrations such as Christmas parties and staff drinks!

K&L GATES

LEVEL

UP

/'lev.(ə)l/ /ʌp/

verb

1. to make a move in your life or career for the better.

Global legal counsel across five continents.
Empowering you to imagine, innovate and inspire.

To learn more about joining our collaborative team of passionate professionals, visit klgates.com/careers/.

KING & WOOD MALLESONS

address

Level 61, Governor Phillip Tower
1 Farrer Place
Sydney NSW 2000

locations

The King & Wood Mallesons network extends across the following regions: Asia Pacific (Australia, Mainland China including Hong Kong, Japan, Singapore), Europe, Middle East, North America

contact

Sofija Jovic, People & Development Advisor (Graduates)
E: sofija.jovic@au.kwm.com P: 02 9296 3272

Banking and Finance; Competition; Trade and Regulatory; Corporate; Private Equity; M&A and Commercial; Dispute Resolution & Litigation; Intellectual Property; International Funds; Projects; Energy and Resources; Real Estate; Securities; Tax.

• about us

As a leading international law firm headquartered in Asia, we combine an unrivalled depth of expertise and breadth of relationships in our core markets to connect Asia to the world, and the world to Asia. We have 2000 lawyers in 27 locations around the world working with clients to help them understand local challenges, navigate through regional complexity, and to find commercial solutions that deliver a competitive advantage for our clients.

Recognised as one of the world's most innovative law firms, King & Wood Mallesons offers a different perspective to commercial thinking and the client experience. Always pushing the boundaries of what can be achieved, we are reshaping the legal market and challenging our clients to think differently about what a law firm can be.

• clerkship program

Clerkships give you a clearer picture of what it's like to be a lawyer at King & Wood Mallesons. You'll get to know our people, the way we like to work, our culture, practice areas, clients and much more. For many, the clerkship experience is the first career step in their future career in law.

The Clerks will complete two rotations with two different practice groups as a part of the clerkship program.

You'll be allocated a supervisor in each of your practice groups, and you'll work closely with the partners, senior associates and solicitors in that team. It's a hands-on role, so you'll not just be watching from the sidelines. During your time in the team, you'll be involved in telephone conversations, meetings, client visits and the deals or matters the team is working on.

Every clerk at King & Wood Mallesons receives feedback. Informal feedback is also provided on the job from partners, senior associates or solicitors talking you through the work you do.

Our clerks also have the opportunity to get involved in the many social and sporting activities that go on in the firm as well as the broader community in which we live.

King & Wood Mallesons is a platform to achieve amazing things.

think differently/thinkKWM

At KWM we believe in a culture of collaboration.
Grow as an individual, succeed as a team.
That's The Power of Together.



think differently/thinkKWM

What's life really like working at one of the world's leading corporate law firms?

King & Wood Mallesons and InsideSherpa are giving you a genuine insight into the role of a corporate lawyer through our virtual experience program. Gain experience, whilst honing your skills and responding to real-life legal scenarios.

In this free open-access program, you will receive instructions from our lawyers and complete thought-provoking tasks that mirror the work our graduate lawyers do each day. We have two programs you can try out – all whilst enjoying the flexibility and convenience of completing the tasks whenever and wherever you like.



Introduction to Law Program – specifically designed for early stage law students especially those who are just starting their law degree or for those still deciding if they want to study law!



Commercial Law Program – targeted towards students mid-way through their law career, looking to build further skills and gain insight into life as a KWM Graduate.



InsideSherpa virtual experience program

www.insidesherpa.com/king&woodmallesons



Free to sign up



Complete in your own
time at your own pace



Practical legal experience

As an elite international law firm headquartered in Asia, we are reshaping the legal market by challenging our people and our clients to think differently about what a law firm can be today, tomorrow and beyond.

We thrive on exceeding the expectations of our clients, and as such the world's leading organisations turn to us to unlock their biggest opportunities and deliver solutions to their most vexing challenges.

With ambitious thinking and innovation in our DNA, we partner with our clients to bring to life pioneering solutions which will help them to adapt, reinvent and grow. We believe innovation comes from giving our people room to grow, and as such actively encourage input and ideas from all levels of the firm.

Our people are encouraged to think differently and shape their own career path, supported at every step of the way, with world-class training, coaching and hands-on experience. There is no 'one size fits all' career model, and we offer multiple opportunities for our lawyers to gain experience and thrive.

At King & Wood Mallesons we provide you with the opportunities to reimagine a career in law to become what you want to be. Are you ready?

KEY STATISTICS:

- Most Popular Overall Law Employer in the 2018 AFR Top 100 Graduate Employers Rankings
- One of the Top 100 Graduate Employers in GradAustralia's 2018 Student Survey
- Top 15 global brand*
- 27 international offices;
- One of the largest international legal networks in the Asia region with 500+ partners and more than 2000 lawyers;
- Our clients range from a mix of global financial and corporate powerhouses through to new industry-makers and all levels of government
- With an unmatched ability to practise Chinese, Hong Kong, Australian, English, US and a significant range of European laws under one integrated legal brand, we are connecting Asia to the world, and the world to Asia.

*Source: 2018 Acritas Global Elite Law Firm Brand Index

REGIONAL PRESENCE

The King & Wood Mallesons network extends across the following regions:

- Asia Pacific (Australia, Mainland China including Hong Kong, Japan, Singapore)
- Europe
- Middle East
- North America

OUR PROGRAMS

Seasonal Clerkship Program

Applications open: 11 June 2019
Applications close: 14 July 2019

How to apply: Via our online application system kwm.com/careers

Our clerkships give you a clear picture of what it's like to be a lawyer at King & Wood Mallesons. You'll get to know our people, the way we like to work, our culture, practice areas, clients and more.

During your clerkship, you'll learn:

- **The day-to-day skills to get you started** – taking instructions, meeting with clients, drafting memos/documents, managing your practice and professional relationships.
- **Our core practice teams** – who they are, what they do, how they're structured, the clients they work for, and of course, your role within them.
- **Our culture** – you'll be exposed to (and encouraged) to get actively involved in the many activities and events that define KWM.
- **Our people** – you'll find that people from every part of the business will help you by sharing their knowledge and ensuring you have everything you need to succeed.

Your role

Clerks usually work in one or two different practice groups, depending on the length of the clerkship.

You'll be allocated a supervisor in each of your practice groups and you'll work closely with the partners, senior associates and solicitors in that team. It's a hands-on role, so you won't just be watching from the sidelines.

Our people are encouraged to get involved in the many social and sporting activities that go on in the firm as well as the broader community.

Graduate Program

We offer a unique training experience with multiple rotations and a bespoke comprehensive learning and development program for our graduates. We invest heavily in development to support graduates in fulfilling their potential.

What you'll learn

The program provides a practical business foundation for junior lawyers. You'll receive:

- Meaningful work covering a wide range of practice areas
- Client contact and an in-depth understanding of how they operate in a commercial and regulatory environment
- The opportunity to work as part of a team with a range of partners, senior associates and solicitors in different practice groups
- A practical understanding of areas of our legal practice
- A comprehensive knowledge of the firm, our technology, our resources, our processes and, of course, the people you'll work with.

As part of the Graduate Program, we also offer a Practical Legal Training (PLT) course with the College of Law to our Australian Law graduates, ensuring that you meet the requirements for admission to legal practice.

The program also promotes and supports the mobility of our staff across our offices by giving you the opportunity to apply to go on exchange in one of our interstate or overseas offices. Through this, you are able to access a greater choice and variety of destinations and on-the-job experience.



SOFIJA JOVIC

People & Development Advisor (Graduates)
T +61 2 9296 3272
sofiya.jovic@au.kwm.com

Clerkship Profile



careers.kwm.com/en/graduates-australia



Jamee Bender

Summer Clerk
King & Wood Mallesons

SUMMER CLERK INTAKE: 2018/19

AREAS OF ROTATION: Mergers & Acquisitions (Intellectual Property) and Banking & Finance (Project Finance)

UNIVERSITY: University of Sydney

DEGREE: JD in Law

THE APPLICATION AND INTERVIEW PROCESS:

The interview process was focused on the firm getting to know me, and it offered a great opportunity to learn about what makes KWM stand apart from other firms. My interviewers were friendly, and they based a lot of their questions on the information I provided in my application. There were no “trick” questions, and I felt like the firm went to great lengths to make the process as enjoyable as possible.

THE WORK:

The quality of work at KWM is outstanding, and no two days were the same. Some of the tasks that I was asked to help with included legal research and drafting, analysing contracts, writing case notes and verifying that documents had been properly executed. I accompanied senior lawyers to client meetings and calls and attended my practice groups’ weekly team briefings.

THE CULTURE:

The KWM culture is friendly and supportive, and I appreciated how the firm fosters a genuine environment of inclusivity. Each practice group that I rotated through made me feel like part of their team from day one.

THE SUPPORT:

I was assigned a buddy (graduate lawyer), development coach (senior associate) and supervising partner during each rotation, and this provided a fantastic support system for me. The other lawyers were also great about involving me on their matters and offering feedback. Additionally, the firm has amazing support staff who are there to help with a range of different things such as general health and wellness, legal research, training and technology.

PRO BONO AND COMMUNITY:

Pro Bono is a valued area of practice at KWM, and as clerks we were encouraged to get involved in a variety of pro bono-related matters. For example, I helped with some legal research for an Aboriginal arts group and spent a day volunteering at the Salvation Army. Our clerk cohort was given a special “Change Challenge,” which involved pitching our ideas to a panel of KWM lawyers about how to grow and expand one of the firm’s existing pro bono programs.

THE SOCIAL LIFE:

The social life at KWM is vibrant and fun, and there were several events held specially for the clerks, such as Monday night sports and a kayaking trip with the M&A team. Many of the practice groups organised team-specific social events, which included a themed ping pong challenge, team lunches and Friday drinks.

WHY I CHOSE KING & WOOD MALLESONS:

KWM stood out not only for its high quality work and excellent training, but also for its people. Going through the recruitment process allows you to get a feel for each firm’s culture and values, and I was impressed by how approachable and passionate the lawyers at KWM were.

MY CLERKSHIP VS. MY EXPECTATIONS:

The clerkship exceeded my expectations on all levels. I appreciated KWM’s commitment to ensuring the clerks were well supported and integrated into the life of the firm. I was inspired by the lawyers that I worked for, and the experience affirmed my interest in commercial law.

WHO WOULD I RECOMMEND A KWM CLERKSHIP TO:

I would recommend a KWM clerkship to all students who are interested in commercial law and looking to learn from some of the top lawyers in the industry. It’s not at all necessary to know exactly what area of practice you’re most interested in, and having an open mind can be really helpful for figuring this out.

think
differently/think**KWM**

MADDOCKS

address

Level 27, Angel Place
123 Pitt Street
Sydney NSW 2000

locations

Sydney, Melbourne, Canberra

contact

Samuel Jurd, People and Culture Advisor
E: Samuel.jurd@maddocks.com.au P: 02 9291 6286

Specialist Areas: Commercial; Construction & Development; Dispute Resolution & Litigation; Governance; Employment; Safety & People; Planning and Property.

• about us

Maddocks is a proudly independent Australian commercial law firm.

We are based in Canberra, Melbourne and Sydney with 81 partners and more than 600 staff nationally. We work with corporations, businesses and governments to empower them to achieve their strategic and operational goals.

Our particular areas of focus are in the built environment, education, government, healthcare and technology sectors. We also offer specialist legal expertise in the areas of Commercial, Construction & Development, Dispute Resolution & Litigation, Governance, Employment, Safety & People, Planning and Property.

Clients include medium to large private organisations, high net worth individuals and families, ASX200 companies, Commonwealth, state and local governments, leading tech companies, education institutions, not-for-profit organisations and high profile property developers.

We are guided by our core values of integrity, stewardship, collaboration and working together in promoting the interests of the firm, commitment to doing things better through excellence, change and innovation and respect for the value of the individual and of diversity.

• from day one

From Day One you will experience what it's like to work at Maddocks.

This means you will have challenging, meaningful work, gain exposure to clients, be given a good level of responsibility, work in a supportive and collaborative team and have regular access to our partners.

The training you receive throughout your clerkship will ensure you are thoroughly prepared and ready to get involved in and contribute to client work straight away.

The program begins with a comprehensive orientation which includes training and development activities and the chance to meet the people you will be working with.

During the program you will have the opportunity to rotate through two practice groups of your preference, with support in each rotation from a buddy and coordinator. You will receive regular feedback from the partners and others you work with, plus a feedback review at the end of each rotation.

Of course it's important to have some fun too and you will have plenty of opportunities to experience life at Maddocks through a range of social and sporting activities.

• beyond day one

You will have access to quality work and work closely with our clients. This will enable you to develop both your technical legal skills and business acumen on a diverse range of complex and interesting projects.

You will be supervised, mentored and supported by recognised experts in their respective legal fields at every stage of your career progression. In addition, the firm offers a significant range of outstanding training and development programs tailored to a wide variety of needs and interests.

Maddocks is very proud of and committed to its pro bono program which engages lawyers who wish to contribute to the community in other meaningful ways. Or perhaps your interests and passions will lead you to involvement in one of our Diversity, Inclusion and Innovation projects. For those lawyers with leadership aspirations, our 'Accelerate - Career and Leadership' program, provides a guided and supported career progression path way.

• key dates and contact

Here are the important dates for each of our offices for the 2019/20 clerkship program.

Applications open: 11 June **Applications close:** 14 July
Offers made: 18 September **Offers must be accepted:** 20 September

For more information on career opportunities at Maddocks please contact:

Samuel Jurd (People and Culture Advisor)
61 (2) 9291 6286
Samuel.jurd@maddocks.com.au

We recruit our graduates from our Summer and Seasonal Clerk programs. Discover more about life at Maddocks at graduates.maddocks.com.au.

DAY ONE



**From Day One you'll
experience what it's like
to work at Maddocks**

You will have challenging, meaningful work, gain exposure to clients, work in a supportive and collaborative environment and have access to partners.

Join our clerkship program and access real client work for high calibre clients, outstanding training and development and become part of a firm where you're involved from Day One.

Find out more at graduates.maddocks.com.au



Maddocks

MINTER ELLISON

address

Level 40, Governor Macquarie Tower
1 Farrer Place
Sydney NSW 2000

locations

Adelaide, Brisbane, Canberra, Darwin, Gold Coast, Melbourne, Perth, Sydney, Beijing, Hong Kong, Shanghai, Ulaanbaatar, Auckland, Wellington, London.

contact

Kevin Duong, Graduate Resourcing Consultant
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Dispute Resolution; Financial Institutions Group; Human Resources & Industrial Relations; Insurance & Corporate Risk; Mergers & Acquisitions; Projects; Infrastructure & Constructions; Real Estate; Environment & Planning; Regulatory; Tax; Government; Health; Infrastructure; Resources; Agriculture & Energy; Telecoms; Media & Technology.

“The game has changed. Be part of it.”

• about us

Join us as we embrace new technologies and innovations making us truly 'our clients' best partner'.

MinterEllison is an international law firm, headquartered in Australia, and regarded as one of the Asia-Pacific's premier firms. We are a borderless firm – meaning our multi-disciplinary and industry-facing lawyers collaborate across our offices in Australia, New Zealand, Asia and the UK delivering truly seamless and innovative solutions to our clients. At the same time, our independence makes us agile to change with client and market demands.

The firm has a clear strategic direction and a strong plan for growth as we advance our peoples' careers with record numbers of promotions. Last year, the firm won the award for 'Best Learning & Development Program' at the Australian HR Awards. The win highlights our commitment to our people and to providing second-to-none development programs and initiatives.

Giving our people the opportunity to explore their interests and fast-track their career - that's what we believe in at MinterEllison and what we pursue through our agile graduate program.

The MinterEllison clerk and graduate programs are comprehensive learning programs designed to give you the skills to be more than just a technically excellent lawyer. You will become a trusted adviser to our clients and develop a thorough understanding of the commercial landscape we operate in.

• clerkship launch program

If you choose to start your career at MinterEllison, your experience in the first few years will be full of challenging and exciting work, support and mentorship and professional and personal growth.

Our clerkship launch program gives you the opportunity to test out what life is like at MinterEllison and provides you with a taste of graduate life. Our program starts with a comprehensive orientation program where you will be given all the practical tools to set yourself up for success. You will also be allocated a supervisor for daily support who will help you manage your workload, and a 'buddy' for extra insight and advice.



The game has changed. Be part of it.

We are global leaders

MinterEllison is a prestigious, international law firm, headquartered in Australia. As one of Asia-Pacific's leading firms, we're borderless. We have the best people, working on the best matters, regardless of location. Our multidisciplinary and industry-facing lawyers collaborate closely across our offices in Australia, New Zealand, Asia and the UK. Our independence means we can adapt in parallel with our clients and market demand. In fact, we often lead the way.

With MinterEllison, you can be a global leader too. You'll have the opportunity to work with renowned lawyers and experts from around the world. And to build remarkable solutions that go beyond one region's laws and grasp the global picture. Essentially, you can be as agile, innovative and creative as we are.

We support you to succeed

Our award-winning Clerk and Graduate Programs ensure a supportive and highly engaging experience to provide you with the best career start. Be assured that you will become a well-rounded lawyer; developing excellent technical and business skills; and collaborating with a highly reputable legal network.

Our graduates accelerate their legal and business acumen through exposure to our partners, lawyers and professionals in our collaborative and innovative work environment. You will have the opportunity to rotate across different practice areas, and be exposed to inspiring and challenging transactional, advisory and litigation work.

The world is being disrupted and market demands are changing. The next generation of graduates will transform the future of legal services – we can give you the skills you need to do it well.

Your success is our success

Which is why we celebrate and invest in our people. We consistently have a record number of promotions, and last year, won the award for 'Best Learning & Development Program' at the Australian HR Awards. We're committed to helping our people achieve their best. And our development programs and initiatives are second to none.

We're always working to open more doors for you. Recently, we restructured our organisation to make it even easier to collaborate across all our offices and access an international network of brilliant legal thinkers. Our structure also offers new career paths, allowing you to seamlessly work across multiple practice areas.

Contact

Anna Jackson
Talent Consultant
anna.jackson@minterellison.com
[graduates.minterellison.com](https://www.graduate.minterellison.com)

Clerkship positions

Number of positions available:
35-40

Opening date:
Tuesday 11 June, 9am

Closing date:
Sunday 7 July 2019, 11.59pm

Method of application:
[graduates.minterellison.com](https://www.graduate.minterellison.com)

MinterEllison Virtual Internship

Want to experience a true-to-life day of a MinterEllison lawyer? Our interactive virtual internship offers you an insight into the commercial work we undertake here at MinterEllison. Curious?





“

I learn from market leading partners, and have exposure to industry leading clients. My professional skills are continually growing because of the ongoing training, mentoring and resources MinterEllison provides.”

Alex Doust
Graduate

The world is full of relentless disruption. Now is the time to reimagine the future as we know it.

The next generation of graduates will mark a change in closing the gap between who we are today and where we are headed to better meet market demands. More than ever, we need creative thinkers, innovators and agents of change.

The game has changed.
Be part of it.



“

MinterEllison achieves the right balance between celebrating individualism and teamwork, which has created an environment where diversity, inclusion and personal growth are highly valued.”

Tyrone Kelly
Vacation Clerk

The world is full of relentless disruption. Now is the time to reimagine the future as we know it.

The next generation of graduates will mark a change in closing the gap between who we are today and where we are headed to better meet market demands. More than ever, we need creative thinkers, innovators and agents of change.

The game has changed.
Be part of it.

NORTON ROSE FULBRIGHT

address

225 George Street
Sydney NSW 2000

44 Martin Place
Sydney NSW 2000

locations

We have 58 offices worldwide. In Australia we have offices in Brisbane, Canberra, Melbourne, Perth & Sydney.

contact

Jimmy Taylor
E: jimmy.taylor@nortonrosefulbright.com P: 02 9330 8239

Banking; Financial Restructuring & Insolvency; Real Estate; Corporate M&A; Financial Services; Tax; Technology; Litigation; Intellectual Property; Insurance; Construction; Environment & Planning; Employment & Labour.

• about us

What is unique about the firm?

We pride ourselves on being industry experts, prioritising diversity & inclusion and ongoing learning and development for all staff.

Knowing how our clients business works and understanding what drives their industries is fundamental to us. Our lawyers share industry knowledge and sector expertise across borders, enabling us to support our client's anywhere in the world.

We have a strong commitment to diversity and inclusion. We aim to be an employer of choice worldwide by valuing difference, promoting a culture of respect for each individual, and encouraging workforce diversity in all aspects and at all levels.

We offer education assistance support to all staff and design and deliver development programmes addressing our employees specific needs. Our award winning International Academies are delivered to Associates, Senior Associates and Special Counsel at the relevant stages of their career.

Does the firm engage in pro bono, volunteer or other community activities?

We focus our CSR efforts in support of human rights, Indigenous rights, rights of the LGBTI community, rights of women and children, rights of homeless people and rights of those in the community who are otherwise less fortunate. We do this through pro bono legal support, charitable giving and fundraising, volunteering, our environmental sustainability initiatives and through the actions and initiatives identified in our Reconciliation Action Plan (RAP). Our Graduates can participate in a 6 month pro bono rotation.

• clerkship program

Do you only take students in their penultimate year?

Ideally yes, as we would like our clerks to start together as a graduate cohort.

How do students apply for clerkships to the firm this year?

Through our website or via cvmail.

What is the anticipated clerkship intake this year? 15 - 20

What kind of work can a clerk expect to do?

Our summer clerkship programme offers a real taste of life as a Graduate, including: attending clients meetings and teleconferences, visits to court, research, preparation of court documents, drafting deeds/contracts, discovery and much more!

There will also be additional activities for you to take advantage of including:

- Key skills training with our Learning and Development team
- Q&A sessions with our leaders
- Presentations about practice areas and deals
- Networking and social events

**Norton Rose Fulbright
balances freedom for personal
development with regular and
consistent guidance.**

Sydney Summer clerkship

Our summer clerkship offers you a real taste of life as a Graduate. The clerkship involves doing many of the things our Graduates do, including attending clients meetings and visits to court. You will also enjoy exposure to our deals, culture and practice areas. There will also be lots of additional activities for you to take advantage of including:

- key skills training
- talks about practice areas and deals
- networking and social events

What are we looking for?

- Commercial awareness
- Global outlook
- Open mindedness
- Curiosity
- Strength beyond academia
- Long term motivation

Relevant dates

17 June 2019 - Applications open

14 July 2019 - Applications close

5 August 2019 - Interviews commence

18 September 2019 - Offers made

If you are successful in securing an interview, you will also be invited to an information evening to learn more about our firm.

.....
To see how you could define your own path within our global legal practice, visit:

nortonrosefulbrightgraduates.com/australia

Progress with purpose

STREETON LAWYERS

address

Suite 3.01
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Sydney NSW 2000

locations

Sydney

contact

Janelle Tarabay, Office Manager
E: info@streetonlawyers.com.au P: 02 9025 9888
W: www.streetoncriminallawyers.com.au

Criminal Law; White Collar Crime; Traffic Law.

• about us

What is unique about the firm?

Founded in 2011 by two former federal prosecutors, Streeton Lawyers has grown into one of the most established and well-respected criminal law firms. In 2017 and 2018, Streeton Lawyers was ranked by the Doyle's Guide as one of only four first-tier criminal firms in New South Wales.

All our lawyers, including graduate-level lawyers, appear in court on a daily basis. We appear in all state and federal criminal courts on a wide range of matters and charges.

Most importantly, at Streeton, we pride ourselves on a culture that encourages co-operation, teamwork and work-life balance. Because we are a boutique firm, we spend a lot of time working together. We collaborate on our cases and enjoy spending time together to celebrate our wins, take a break or do something active.

Are there any significant matters your firm has worked on recently?

- Murder trial of a Sydney GP accused of murdering his wife with an overdose of insulin.
- Acting for a Sydney-based wheel manufacturer in a prosecution arising out of Australia's anti-dumping trade laws, regulating importations of products from China.
- Representing a man accused of organising one of Australia's largest importations of cocaine.
- Defending charges of fraud and blackmail in a very high-profile case of defrauding the Commonwealth.

What advice would you offer to someone applying to your firm?

We receive a large volume of applicants and expressions of interest throughout the year. If you are interested in applying, it helps to distinguish yourself from the other applicants.

Here are some key points to keep in mind:

1. Don't send a generic application. Research the firm and tailor your application to the firm and the role.
2. Be professional. Draft an email and include a cover letter and CV.
3. Details are important! Address your application to the right person and double check for spelling and grammatical errors.

Does your firm engage in pro bono, volunteer or other community activities?

At Streeton, we believe in the importance of giving back to the community. All our lawyers are passionate about helping others and volunteering their time to engage in pro-bono work.

This year, Streeton has partnered with Weave Youth & Community Services, an organisation that provides resources and support for vulnerable and disadvantaged groups, including children and youth, women, the homeless and people who have recently been released from custody. Our goal is provide support to Weave as they empower people to change their lives.

Additionally, we like to partner with community legal centres to take on pro-bono cases and provide advice to those who cannot afford representation. In the last year, Streeton has been involved with both Kingsford Legal Centre and the Inner City Legal Centre.

• graduate program

Do you only take students in their penultimate year?

Yes. Unlike the large commercial firms, we do not offer a clerkship or graduate program. However, we are always looking for passionate law students to join our team, whether as a paralegal or graduate lawyer.

If so, what is the application method?

If you are interested in working with us, send us an email at info@streetonlawyers.com.au.



The
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STREETON
- LAWYERS -

THOMSON GEER

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locations

Sydney, Melbourne, Brisbane, Adelaide

contact

Ciara McLoughlin, People and Development Manager
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W: www.tglaw.com.au

Advertising & Marketing; Agribusiness; Banking & Finance; Biotechnology & Pharmaceutical; Capital Markets; Competition & Regulation; Construction & Projects; Corporate & Advisory; Education; Employment, Workplace Relations & Safety; Energy & Resources; Environment & Planning; Franchising; Funds Management & Financial Services; Gaming & Leisure; Government; Health, Aged Care & Retirement Villages; Insurance; Intellectual Property; Litigation & Dispute Resolution; Media, Broadcasting & Entertainment; Mergers & Acquisitions; Property; Restructuring & Insolvency; Sports Law; Superannuation & Wealth Management; Tax; Technology; Telecommunications.

• about us

We are a large Australian Corporate law firm. We have around 550 people, including 106 Partners operating out of our offices in Sydney, Melbourne, Brisbane and Adelaide. By size we are one of the 10 largest law firms in Australia, and the 5th largest independent Australian law firm. Our industry coverage and client work is diverse.

• what it's like to work with us

We know you're not just a student on work experience. We want to give you a realistic, stretching introduction to the legal profession.

How does this happen? From day one, you'll be an active member of the team, working directly with experienced practitioners.

The law is an incredibly rewarding profession, but we recognise it can be demanding. For this reason we create an environment that is flexible, friendly, personable, collegiate & professionally stimulating.

We work hard to enhance this culture through transparent, authentic communication, and by ensuring we are respectful and accountable to each other every day to provide an environment where our staff can grow personally & professionally.

Our clients are at the centre of everything we do; so it is not only the openness we demonstrate in our dealings with each other, but also the well-established and trusting relationships we have with our clients, which make Thomson Geer a great place to work.

Our wellbeing@work program supports employees to maintain a healthy, balanced lifestyle. Our employees love to get involved in triathlons, mixed sporting teams and yoga, and they enjoy massages and healthy breakfasts.

We also have an active social committee, providing lots of opportunities to develop close relationships with your colleagues.

• our clerkship program

We offer an eight week Summer Clerkship program to students in their penultimate year running for 4 weeks in November/December and 4 weeks in January/February with a chance to experience two different practice areas.

In our structured program, Clerks learn through a combination of hands-on experience, training, coaching and observation.

During your clerkship with Thomson Geer you will:

- participate in a structured induction program spread out over the course of your clerkship;
- undertake meaningful work for real clients, including opportunities to attend client meetings, observe court proceedings, conduct legal research, draft correspondence and court documents and develop technical skills in areas such as drafting, due diligence and disclosure;
- have the assistance and support of a supervising partner as well as a junior lawyer who remembers what it was like to be a new clerk and can act as a buddy and mentor;
- have weekly catch ups with your mentor and with People & Development;
- have secretarial support and access to fantastic technology and research resources;
- participate in a formal performance review process with your supervising partner and mentor to reflect on your development and capture feedback from your colleagues.

• graduate program

Students who complete a clerkship with the firm will be eligible to be considered for a position in the firm's next graduate program, commencing in 2021. This program runs for 12 months and includes rotation among different practice areas to help determine the area of law which best suits you.

• applications

Applications open **11 June 2019** via cvMail or the Thomson Geer website.

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ARRIVE... AT A LARGE AUSTRALIAN CORPORATE LAW FIRM

 Sydney
Melbourne
Brisbane
Adelaide

WHY CHOOSE US?

We know you're not just a student on work experience. We want to give you a realistic, stretching introduction to the legal profession.

How does this happen? From day one, you'll be an active member of the team, working directly with experienced practitioners. We also want you to enjoy your time with us – there are lots of social events you can join, and what better way for you to get to know your colleagues?

DEVELOPING YOU

We will dedicate time to your development as an up-and-coming lawyer in our team: an investment in you is an investment in our future, and the future of our valued clients.

You will find that our partners and staff are approachable and happy to share their knowledge and experience with you. We encourage our clerks, graduates and trainees to get as much exposure to different practice areas and ways of working as they can – this is a reflection of how we work as a wider organisation; a fully integrated, cohesive, national team.

OUR CLERKSHIP APPLICATION PROCESS

Our recruitment process is efficient, informative and streamlined, acknowledging the often stressful nature of this period.

In the first stage, your application will be submitted through our website using cvMail. You will be asked to respond to questions about your experience, interests and academic achievements and submit

your current CV and most recent academic transcript.

The first round of our interview process is a video interview. This provides you with an opportunity to perform at your best, by giving you time to consider the questions, conduct some research and present your responses.

Those selected to progress beyond this stage will be invited to a Firm Information & Networking Evening. You will have an opportunity to engage directly with our Partners on their current and recent work, learn more about the firm and gain an understanding of the contribution you may be able to make.

WHO ARE WE LOOKING FOR?

We are looking for hard-working and motivated law students who have excelled academically, are customer focused, commercially minded, work well in a team environment and are enthusiastic about starting their career with a dynamic law firm.

We are especially keen to talk to students who have an additional technical degree!

All our clerks are viewed as potential graduates, and our graduates as potential leaders. We look for the same qualities in our clerks and graduates that our lawyers need to possess.

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ARRIVE... AT THOMSON GEER

Applications for our Clerkship program open
11 June 2019 via cvMail or our website.

WHITE & CASE LLP

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Level 50, Governor Phillip Tower
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Sydney NSW 2000

locations

Sydney, Melbourne, and over 40 offices in 30 different countries

contact

Lauren Evans, Recruitment Manager, Asia Pacific
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W: <https://www.whitecase.com/careers>

Our key areas of work across our Melbourne and Sydney offices include: Project Delivery & Project Finance; Corporate M&A; Environment and Planning; Commercial Litigation.

• about us

What is unique about White & Case?

Working across borders

Over the past 100 years, we have built an unrivalled network of 44 offices in 30 countries. That investment is the foundation for White & Case's client work in 160 countries today.

Many White & Case clients are multinational organisations with complex needs that require the involvement of multiple Firm offices. You will work in a fast-paced, collaborative environment with colleagues across the global network on multijurisdictional matters, and experience the operational realities of cross-border law. We believe global exposure is an integral part of becoming a great lawyer, and our graduates are encouraged to take up international secondment opportunities, either as a part of their program, or early in their career.

Opening our doors to the Melbourne and Sydney offices in 2017, the White & Case presence in Australia is new and exciting. Rather than growing to become a full service firm like some of our competitors, we maintain a deliberate focus on the booming Energy, Infrastructure and Project Finance opportunities in the Asia-Pacific region. As such, we are uniquely placed to draw upon our global network of expertise, whilst simultaneously maintaining a nimble team structure to provide proficient training of our junior associates.

• clerkship

What does your firm look for in a clerk?

We're looking for high achievers who want to be part of a dynamic, growing global business. There is no such thing as a typical White & Case associate - we do not have a template. We're proud that our people are from a wide variety of diverse backgrounds. We attract people with a global mindset, who prioritise learning about different cultures, experiences, languages and viewpoints.

It goes without saying that we expect intelligence and academic excellence. But the way you think is crucial. You need to be able to analyse how the law works and be creative, yet pragmatic, in your interpretation of it.

We value collaboration and a team-oriented mindset. Clients and colleagues will depend on you to perform tasks accurately, efficiently, and to work in teams to complete work and meet deadlines.

What kind of work can a clerk expect to do?

Our Vacation Clerkship program offers law students a practical insight into life as a White & Case junior associate. You'll be welcomed into a team where you'll undertake meaningful tasks (including drafting contracts and memoranda, researching and interpreting legislation and case law, preparing client alerts, and engaging in document review and due diligence work). You'll also have the opportunity to attend client meetings, work on pro bono matters, and broaden your understanding of the life-cycle of the deals that your team is working on.

Above all, the clerkship is as much a process about our Firm finding out who you are, as it is about you finding out who we are. As such, clerks are encouraged to ask questions and get involved in the range of formal training sessions and social activities on offer.

Who may apply for the Vacation Clerkship?

We consider penultimate and final year law students for vacation clerkship positions.

International students are welcome to apply to White & Case.

How do students apply for clerkships to your firm this year?

Please submit your application via our website.

profile: kevin chen (2018 graduate, sydney)

Areas of rotation: Project Finance (Sydney); Project Finance (Tokyo); Project Delivery (Melbourne)

With the incredible exposure afforded by a nimble team structure, and the exceptional mentoring of my Support Team, I am constantly learning and developing my skills as a commercial lawyer."

Together we make a mark

Kevin's White & Case Story

Was the prospect of overseas opportunities an important factor for you when applying to White & Case?

The prospect of overseas opportunities offered at White & Case, including during its graduate program, was an exciting proposition that played an important factor in my decision to apply for the Firm. The opportunity to go overseas is rarely offered to graduates and junior lawyers, and the Firm's commitment to invest in their development through opportunities like these had, in my view, distinctly set the Firm apart from its competitors. To highlight this, most of my 2018 graduate cohort at White & Case have, or are currently undertaking, an overseas rotation as a part of our graduate program. I was fortunate enough to have spent my second rotation in our Tokyo office as a part of the Project Finance team.

What was most exciting about your work when overseas? How was it different from what you had previously worked on?

The profile, scale and complexity of the international financing transactions that I worked on in Tokyo were particularly exciting, and often involved working with parties, legal counsel and Firm colleagues spanning several jurisdictions. I found that most of the work I was involved with in Tokyo were outbound transactions where we would advise Japanese clients on their investments or financings into companies or projects based outside of Japan. This

provided a unique opportunity to learn more about the different market practices across regions and industries.

What was unexpected about the office, work culture or projects in your overseas office?

I found that as English was widely spoken within the Tokyo office, it was instead adapting to the Japanese business culture and etiquette that was most challenging. I quickly found myself learning to follow a certain protocol for the exchange of business cards (meishi), learning how to bow in a business context, and learning to appropriately introduce or address Japanese names in communications.

Tell us the top-three highlights of your overseas experience, both professional and personal.

My top-three highlights would be coordinating a Firm craft beer event, hiking in the Nagano prefecture and skiing in Japan.



Kevin Chen
Associate, Sydney

Apart from work, what did you most enjoy about living abroad?

Outside of work, I quite enjoyed exploring Tokyo as well as travelling around the country, including driving to the Fuji Five Lakes and catching the famous bullet trains to cities such as Kyoto and Osaka. Living abroad in Tokyo also gave me the opportunity to learn more about the Japanese culture and history, as well as to learn and practice a new language.

How do you think that the overseas seat will benefit your career?

Working overseas provided me with the opportunity to expand my network, as I met clients and colleagues within our Tokyo office with whom I hope to work in the future. It also provided me with a valuable perspective into Japanese culture, attitudes and way of conducting business which will be useful to keep in mind when liaising with Japanese clients in the future.



Together we
make a mark

The future of law is global. If you are a team player with a global mindset, the determination to succeed and willingness to take charge of your career, we'd like to hear from you.

whitecase.com/careers

WHITE & CASE

• about us

What is unique about the firm?

We are a medium sized law firm operating on the East Coast of Australia and a small office in Perth, Western Australia, focussed on personal service law. We are unique in that we operate in practice areas that are typically serviced by small boutique law firms that typically only operate in one location. We engage with full fee paying private clients only.

Being a medium sized firm gives us a scale within each division that allows access to a vast amount of experience for both clients and staff for development and mentoring purposes. For example we have over 40 solicitors nationally.

When clients come to us they get a solicitor that specialises in that area of law. For example, if someone has a family law matter, their solicitor only practices family law, if it's a contested estate matter, they will only deal with a solicitor that specialises in Contested Estates.

We have five values that we believe are relevant to our people at all levels.

The values help us set the benchmark in terms of expected behaviours of our staff. They help us build on working relationships, increase productivity and create a positive firm culture. Most of all the values assist us to attract and retain quality employees to the firm, helping us to achieve connecting with and supporting our clients.

Our values are:

- **Open:** We are honest, open, up-front and forthcoming
- **Ethical:** We do the right thing
- **Supportive:** We are supportive, helpful, understanding, reassuring, accommodating and available.
- **Respectful:** we are respectful of people and of our responsibilities
- **Genuine:** We are down-to-earth, friendly and genuine

What advice would you offer to someone applying to the firm?

We are in the service industry and we appreciate that clients come to us at a low point in their lives.

Clients are the heart of our success and growth. We look for staff that recognise the need to be client focussed and a strong ability to connect and communicate with clients.

How does the firm encourage employees to learn and develop?

Our firm provides in-house training and offers a weekly mentoring and collaboration opportunity within each of our practice areas with solicitors across all offices. So junior staff have the opportunity to be sharpened with real case scenarios each week with a range of solicitors including Partners, Special Counsels, Senior Associates and Associates. There are over 15 solicitors in each of Crime and Family divisions and close to 10 in the Contested Estates division.

• about graduate positions

While we don't offer clerkships or graduate programs we support the recruitment of law students and graduates. We have a total staff of over 70 nationwide, with more than half of those in Sydney. In the last 12 months alone we have employed five law students and/or graduates into full time Legal Assistant positions across all areas of our practice. This gives these new employees the opportunity to gain a solid grounding within their practice area prior to moving into solicitor roles within or even outside of the firm.

We have had multiple graduates complete their PLT with us as part of their Legal Assistant role. These roles are a great opportunity to get practical experience and grounding in a graduate's chosen practice area. All we ask of a graduate or law student in return is an 18-24 month commitment in these roles.

CHALK & BEHRENDT, LAWYERS & CONSULTANTS

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Government & Administrative Law; Native Title, Land Rights & Heritage; Commercial, Corporate & Governance; Property, Planning & Environment; Dispute Resolution and Litigation; Community and Economic Development.

• about us

What is unique about the firm?

Chalk & Behrendt is a majority Aboriginal owned and controlled, Supply Nation certified legal and consulting practice. The firm (including its predecessor firms) has been operating in Sydney for over 20 years, and was established for the specific purpose of providing high quality legal and consultancy services, in the areas of corporate and commercial law, native title and land rights, property, planning and environment law. Its client base includes Indigenous communities and organisations from the Kimberley, Pilbara, Cape York and the Torres Strait, Northern Territory, Gulf, South Australia, Victoria and throughout New South Wales.

Chalk & Behrendt has also been involved in establishing some of the most nationally significant community-based economic initiatives achieved by Aboriginal people. This has largely been through mining and resources opportunities, as well as a direct consequence of land ownership through statutory claims processes. At the same time, the firm has worked on simple and practical ground level measures, often on a voluntary basis, in highly disadvantaged communities.

The firm's standing in native title and administrative law has been acknowledged over many years in peer refereed guides such as Chambers, Legal Profiles, Doyle's Guide and Who's Who Legal.

Does your firm engage in pro bono, volunteer or other community activities?

Chalk & Behrendt is a signatory to the Australian Pro Bono Centre's National Pro Bono Target, and engages in a significant amount of pro bono work each year.

We tend to concentrate our pro bono work on matters where the case has importance to more than a single individual, focusing on assisting individuals and organisations where the firm believes that it will have a wide-ranging or substantial benefit for the community, and especially on matters which have beneficial outcomes for Indigenous Australian communities.

• graduate program

Does your firm take graduates directly?

Due to the nature of the firm's work and the size of the firm, graduate positions are very limited however select graduates are chosen on the basis of excellent academic records, relevant work experience and values which align with the ingrained culture of service within the firm.

Chalk & Behrendt provides opportunities to gain legal experience through flexible internship and paralegal positions which can accommodate university and other commitments.

We are also willing to give career advice to those keen on working with Aboriginal community organisations.

profile: victoria cook

I completed an Aurora internship with Chalk & Behrendt in February 2018 and was lucky enough to return as a full-time paralegal in June 2018.

During my internship, I gained exposure to a range of areas. I assisted with matters in environment and planning, trusts, ethics, corporate governance, property and native title. There was a healthy mix of transactional and litigious work. The types of tasks I worked on included conducting legal research, drafting memorandums of advice and letters, preparing court briefs and shadowing attendances at court. It was incredible to meet and work with recognised specialists in their respective fields, especially in the area of native title which is both technically complex and culturally significant.

The aspect of the work I did that stood out to me the most was the clients. I was able to work with several Indigenous organisations in a diverse range of matters, which is a unique element of the firm. In addition to the general legal skills and knowledge I developed, I gained a far deeper understanding of, and appreciation for, Indigenous issues.

I found people at the firm to be welcoming, passionate and humble. There was a strong sense of purpose to the work which I really enjoyed. I have also created lasting friendships. My time at Chalk & Behrendt was a truly rewarding and enjoyable experience and I would thoroughly recommend anyone interested in the firm's areas of practice to express their interest!

HARMERS WORKPLACE LAWYERS

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Industrial Relations; Employment Law; Work Health and Safety; Human Rights and Equal Opportunity; Change Management; Legal Risk Management; Investigations; and Training.

• about us

What is unique about the firm?

Harmers Workplace Lawyers was formed in 1996 and is one of Australia's largest employment and industrial law practices with offices in Sydney, Melbourne and Brisbane. The firm focuses on innovative, high quality problem solving and a preventive approach to law across all areas of employment and industrial law.

We are perhaps unique in Australian employment practices in that, while having an emphasis on corporate Australia and its senior executives, the firm seeks to implement workplace fairness for all, and will represent employers, employees and their representative organisations as needed. Harmers has represented many of Australia's largest corporations, CEOs and senior executives across a broad range of industries, and has run some of Australia's landmark cases in employment and discrimination.

Harmers operates to a simple business plan of the Four Worthwhiles:-

1. **Worthwhile Work** - quality service to employers and workers promoting fairness and efficiency in the Australian and international economies;
2. **In a Worthwhile Environment** - the firm has been recognised as a leading employer in the country, receiving awards for its diversity and excellence in people treatment;
3. **Leading to Worthwhile Returns** - the firm has received a management award for its innovative remuneration and profit-sharing system; and
4. **Worthwhile Reinvestment** - in excess of 25% of the firm's profits over its 22-year history has been invested in promoting human rights and justice via the support of schools, hospitals and organisations in Australia and overseas.

Harmers has won the Australasian Law Awards "Employment Law Specialist Firm of the Year" ten times since 2006, the Lawyers Weekly Australian Law Awards "Workplace Relations & Employment Team of the Year" in 2017 and has received HRD magazine's HR Service Provider Awards in both 2017 & 2018. HRD Magazine commended Harmers as a "pioneer" in the workplace relations space, winning "multiple accolades for exceptional service to clients since its establishment".

Are there any significant matters your firm has worked on recently?

The firm led many of Australia's most high-profile harassment/discrimination cases in 2018 and managed a considerable corporate advisory practice. Significant matters include:

- Conducting legally complex #Metoo and White Ribbon test cases promoting female rights in Australia.
- Devising an innovative strategy to counter a "Harvey Weinstein" style global sexual predator, involving both Australian and international causes of action.
- Challenged an ASIC public interest immunity claim for an ASX listed company in a complex cross-jurisdiction employment proceeding.
- Securing a decision for an industry protecting its modern award from employer group attempts to invade its coverage.

As the Australian L&E Global member firm, Harmers also joins 1500+ lawyers across 6 continents as a single legal powerhouse for businesses working on complex cross-border labour projects. An example of multijurisdictional work undertaken by Harmers through L&E Global is advising a diversified retail-wholesale/cash and carry group on all international employment law matters (impacting 244,000 employees in 30+ countries worldwide).

Ranked by Chambers Global 2019 in the highest "Elite" band of Global Law Firm Networks, commentators say that "[L&E Global] members feature strong regional footprints paired with an international outlook" and acknowledge the group's "meteoric rise" in the industry. L&E Global provides Harmers' multinational clients with monthly legal updates, regional webinars and high-quality global employment law publications across 30+ country jurisdictions.

HWL EBSWORTH LAWYERS

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W: <http://www.hwlebsworth.com.au/>

We maintain our reputation as one of Australia's leading commercial law firms across key areas of practice including: Banking & Finance; Commercial; Construction & Infrastructure; Health; Insurance; Litigation; Planning, Environment & Government; Property; Transport; Workplace Relations & Safety.

• about us

What is unique about the firm?

We are proud to offer our staff unrivalled career development opportunities and provide them with a chance to work with Australia's most highly regarded commercial organisations, as well as Commonwealth Government and State Government Departments and Agencies.

Our differentiators include the following factors.

- A lower ratio of solicitors to partners than any other major Australian law firm ensures that our team members interact with clients much earlier in their legal careers. Our solicitors also benefit from having greater access to partners, which accelerates their professional development.
- Our transparent career development framework ensures that all team members know the benchmarks required at each level, and have a clear road map for what is required to advance to the next career stage.
- We pride ourselves on promoting and rewarding talent based solely on merit, which allows all team members to reach their potential and not be restricted by time based restrictions on progression.

We are committed to providing an environment that supports and encourages all team members to progress. We are not your typical law firm.

What attributes does your firm look for in a potential employee?

You will be commercially minded and like to roll up your sleeves to get things done. You will be thirsty for exposure to a broad range of matters to help you navigate to your chosen career specialisation. You will be seeking hands on experience with an array of duties from drafting, court attendances, client meetings to legal research. You will have strong organisational skills and exceptional communication skills - both written and verbal. You will be good at developing networks and won't shy away from direct client interactions. You will be business minded and want to truly understand the drivers of your clients and the environments in which they operate.

• clerkship

How do students apply for clerkships to your firm this year?

HWL Ebsworth recruits both Summer Clerk and Graduate recruitment programs in line with the NSW Law Society Guidelines.

To apply for either Summer Clerk or Graduate position please visit our website www.hwlebsworth.com.au under 'Join Us'.

The Clerkship Program is open to Law Students in their penultimate year. Those wishing to apply for a Graduate role must be in their final year of study and not have already completed or be enrolled in PLT.

• clerkship

Does your firm take graduates directly?

Yes, HWL Ebsworth runs a separate recruitment drive for graduates in line with the NSW Law Society Guidelines.

To be eligible for the HWLE Graduate Program applicants must be in their final year of study and not have already completed or be enrolled in PLT.

What is the anticipated graduate intake this year?

In February 2019 we announced our plans to dramatically increase our intake of law graduates to achieve a ratio of one graduate for every two partners by 2020. This is aimed at linking the size of the graduate intake to the firm's rapidly growing footprint. Excitingly, this decision will make us one of Australia's largest employers of young lawyers.

Our target is to employ approximately 130 graduates nationally in 2020 and we are excited about what this means for the evolution of our firm.

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Corporate; commercial; dispute resolution; workplace relations; competition and consumer; regulatory/administrative; intellectual property.

• about us

What is unique about the firm?

No timesheets, no financial targets, no utilisation reports, no referring to you as a timekeeper or a resource or human capital. We'll just use your name and you can be the same person here as you are when you're not here, and we can both spend our time being actual lawyers and colleagues rather than case studies for the mental health consequences of a dysfunctional workplace culture. Sounds simple but, weirdly, is unique.

Are there any significant matters your firm has worked on recently?

Recent cases include a monster cross-border dispute involving bank note manufacturing contracts; an injunction case on the eve of the NSW election for the Greens; a bunch of cases to bring refugees here from Nauru for urgent medical treatment; and the celebrated "Baby Uighur" case which we'll happily tell you about with photos of the baby (he's really cute).

What attributes does your firm look for in a potential employee?

The same values as we have; everything else, preferably, different from what we have. Diversity is the glue. Other than that, it's just the spark in your eye.

What advice would you offer to someone applying to your firm?

Don't pretend, our bullshit detector is faultless. Show us who you are and trust in the universe. So yeah, the opposite of the usual advice.

How does your firm encourage employees to learn and develop?

The fundamental starting point is recognition of the uniqueness of your journey. Our conversation with you about your career is continuous and endless. There are no limits to what we'll support, other than your imagination.

How is the firm making an impact through technology and innovation?

We have literally redesigned legal practice, that's not a hyperbolic boast. Our lawyers experience practice in a way which isn't available anywhere else.

Does your firm engage in pro bono, volunteer or other community activities?

We do an absolute ton of pro bono and social justice work, focused on human rights and in particular in pursuit of causes including refugee rights, the #metoo movement, marriage equality and gender discrimination, #changethedate. What is unique about us is that this work is fully integrated in our business; it is not an optional extra or a "giving back". It's intrinsic to our purpose.

Outside of work, what does your firm offer its employees?

A whole heap of socialising, sport, group activities, inhouse yoga, endless free food and drink, and control of the office music selection. Last year we took the whole firm to Uluru for three days to celebrate our 10th birthday. Stuff like that.

• clerkship

Do you only take students in their penultimate year? No.

How do students apply for clerkships to your firm this year?

Applications by podcast this year, check the website. Closing date was 30 April, that's probably gone already sorry. Never mind, next year!

What is your anticipated clerkship intake this year? 2

What does your firm look for in a clerk?

Admittedly, entertainment value. And amazingness.

What kind of work can a clerk expect to do?

Our clerks work for the whole firm and get a huge variety of tasks. It's all proper legal work, not pretend. Much the same as what the grads get.

• graduate program

Does your firm take graduates directly? Yes.

If so, what is the application method?

We hire grads fairly often through the year, as needed. Following us on Twitter is the safest way to find out, but you can apply any time if you like.

What does your firm offer its graduates?

So much love. Seriously, our grads are smothered in it.

What is the anticipated graduate intake this year?

Probably about 5-6.

Does the firm assist graduates to complete their Practical Legal Training (PLT)? If so, how?

We will definitely feel sorry for you. We're very flexible around study leave etc and will ensure you get across the line. No we don't pay for it.

SLATER AND GORDON

address

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locations

We are located in 40 offices across Queensland, New South Wales, ACT, Victoria and Western Australia

contact

Sian Taylor
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W: <https://www.slatergordon.com.au/>

Personal Injury Law; Class Actions; Superannuation & Insurance; Commercial Litigation; Employment Law.

• about us

What is unique about the firm?

Slater and Gordon has built a powerful reputation as a law firm that fights to achieve the best outcomes for our clients. Our ongoing commitment to our clients and our demand for the highest professional standards have helped make us Australia's largest and most respected consumer law firm. Slater and Gordon exists to make it easier for all Australians to have access to justice

Slater and Gordon was founded in Australia in 1935 and has grown from quite humble beginnings servicing the needs of unions and working people.

We have built a powerful reputation throughout our history as a law firm that fights to achieve the best outcomes for our clients, while reducing the stress they go through to obtain their compensation.

Slater and Gordon is a law firm built on social justice values, so it's no surprise that giving back to the community is an integral part of our business. We have a long history of successes in class actions, and are leaders in asbestos, and personal injury law.

We have more offices than any other law company in Australia, and one of the defining features of our company is our relationship with the local communities in which we operate.

We are the only law firm in Australia with a free national social work service to support our clients to manage the health, social and financial flow-on effects that can come as they move through the process of making a legal claim.

Slater and Gordon genuinely values equality, diversity and inclusion – making the culture of our firm like none other. The collegiality is a stand out, with those around you always showing respect for one another and willing to go the extra mile to see you succeed.

Are there any significant matters your firm has worked on recently?

2019

March – Historic Western Australian bushfire win

Slater and Gordon win historic case for Western Australians affected by the 2014 bushfires in Parkerville, Stoneville and Mount Helena. The Supreme Court of Western Australia ruled in favour of 189 residents to receive compensation for damages caused by the bushfires, which destroyed 57 homes and severely damaged many more.

2018

October – First 'Get Your Super Back' class action filed

Slater and Gordon files the first class action of its 'Get Your Super Back' campaign: a claim against the Commonwealth Bank and Colonial First State that could exceed \$100 million. The action alleges Colonial First state invested the retirement savings of its members with its parent bank, CBA, where it received uncompetitive bank interest rates.

October – Court approves Provident class action settlement

Slater and Gordon wins class action against the trustees of Provident Capital Limited on behalf of approximately 1,900 Australians who suffered financial losses after investing in the collapsed debenture issuer.

September – Slater and Gordon to take on the banks in 'Get Your Super Back' campaign

Slater and Gordon announces the 'Get Your Super Back' campaign in the wake of the Financial Services Royal Commission. Slater and Gordon announces it will take on the big banks on behalf of millions of Australians whose super funds may have been gouged by bank-owned superannuation funds, through a series of class actions.

August – Slater and Gordon to pursue class action against Bayer over unsafe contraceptive device

Slater and Gordon announces it will pursue a class action against Bayer, after hundreds of women across Australia suffered severe complications after using the Essure contraceptive device.

What attributes does your firm look for in a potential employee?

We look for employee's whose values align with ours: Do it right, Work well with others and Take the lead.

Graduate Lawyers who have community involvement throughout their studies are also appealing to us. We also look for people who have a genuine interest in social justice.

What advice would you offer to someone applying to your firm?

Please call us if you have not heard after your application has been submitted. We like to network and identify the work force of the future so please speak to us! The Recruitment Consultant's number should be on the advertisement.

How does your firm encourage employees to learn and develop?

We have multiple training opportunities including training days for lawyers where various teams are encouraged to get to know each other and provide informal support.

We have various career paths depending on the avenues employees wish to take.

How is the firm making an impact through technology and innovation?

Slater and Gordon have always been at the forefront of technology and change. WE have recently started using Salesforce for Client Intake and have various bespoke systems that assist our practice groups. Some of these systems have been designed and developed by our own lawyers.

Does your firm engage in pro bono, volunteer or other community activities?

Yes. We have a firm wide focus on social justice. We are encouraged to be involved in local community groups and to volunteer in areas that we are personally passionate about.

Outside of work, what does your firm offer its employees?

Each permanent employee is rewarded with an additional week of leave during Christmas/End of year. We also have Blood Donor Leave, a Comprehensive Employee Assistance Program and Compassionate and Bereavement Leave.

• clerkship

Do you only take students in their penultimate year?

When we run a Clerkship campaign we will take on penultimate and final year students. However, we do take on Law Students in their early years of study as Paralegals or Junior Legal Assistants.

How do students apply for clerkships to your firm this year?

This is yet to be determined.

What is your anticipated clerkship intake this year?

This is yet to be determined.

What does your firm look for in a clerk?

We look for employee's whose values align with ours: Do it right, work well with others and Take the lead.

Students who have community involvement throughout their studies are also appealing to us. We also look for people who have a genuine interest in social justice.

What kind of work can a clerk expect to do?

A Law Clerk will shadow the lawyers, they will attend client meetings and conferences. They may also be involved in Research and Discovery.

• graduate programs

Does your firm take graduates directly? Yes

If so, what is the application method?

Via our website. We also advertise on LinkedIn, Seek, Indeed and Adzuna.

What does your firm offer its graduates?

A career opportunity to work closely with a Senior Lawyer, usually a Practice Group Leader. Our Graduates are highly supported throughout their first, second and third years as a lawyer.

What is the anticipated graduate intake this year?

Under the terms of our Enterprise Agreement we will hire 30+ Graduates nationally by the end of 2020 (Over a period of three years). We tend to hire Graduates internally. Long term opportunities may start with applying for a Paralegal position.

Does the firm assist graduates to complete their Practical Legal Training (PLT)? If so, how?

Yes, we assist our Graduates through the College of Law.

profile: ebony birchall (2010/2011 summer clerkship, 2012 graduate)

Areas of rotation: Medical law, asbestos litigation, class actions

I started at Slater and Gordon in 2010 as a summer clerk, in my penultimate year of my undergraduate degrees. I am deeply appreciative of the opportunities that Slater and Gordon has provided me over the past 9 years. The firm has repeatedly supported my varied interests. I have had the chance to work closely with, and be mentored by, numerous outstanding senior lawyers in the early years of my career.

At the start of the summer clerkship, I worked in personal injury areas of the firm. I had an interest in class actions, so I asked if I could spend some of the clerkship period working in that area, too. Slaters said yes, and on my first day in class actions, the senior lawyer gave me a factual scenario and told me to find the legal solution for him. I remember reading and researching all night to try and impress this very cool lawyer, who sat in his office listening to heavy metal music all day. I love the legal creativity of class action law.

I worked part-time for Slater and Gordon as a paralegal in my final year of my undergraduate degree. When I wanted to study at Oxford University for a few months in my final year, to complete a program in human rights law, the firm allowed me to take some time off.

Eventually, I finished my undergraduate degrees and I was offered a graduate role. I started my career in medical law and asbestos litigation. The firm supported my desire to continue my studies and offered me paid study leave to start a Master of Laws.

A few years later I was offered a role as a casual teacher at a University and again the firm supported my desire to try something new. As part of my postgraduate studies, and teaching outside of my lawyer role, I began publishing research on health care in immigration detention centres. At the same time, Slater and Gordon commenced the Manus Island Class Action. I told the firm that I wanted to work on that case as I am deeply passionate about human rights. Again, the firm supported me, and I transferred into the class action team. The Manus Island case became the largest human rights claim in Australia's history.

The firm also supported me when I was offered a scholarship to complete a Ph.D. in human rights law. I have worked part-time while I completed my thesis. I am very excited to report I have just finished writing it: 200-pages!

Not only has Slater and Gordon supported me pursuing my various human rights and academic passions, from the first day at the firm I have truly been able to do work that I love: helping people. I have worked on important and challenging litigation and work closely with a range of non-profit human rights organisations. My boss and I are currently working on a conference presentation on ways to develop public litigation in Australia.

I am so proud of Slater and Gordon, and the work all of us here do, every day. From a very young age, I wanted to be a lawyer that helped people, and Slater and Gordon has made this dream a reality.

BIRD & BIRD

Locations

Level 11
68 Pitt Street
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Locations

29 offices across; Australia, Belgium, China, Czech Republic, Slovakia, Denmark, Finland, France, Germany, Hungary, Italy, Luxembourg, Netherlands, Poland, Singapore, Spain, Sweden, UK, United Arab Emirates, United States.

contact

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In Australia, we have the following practice groups: Commercial; Competition; Corporate; Dispute Resolution; Employment; Finance; Intellectual Property; Projects & Infrastructure; and Real Estate. Our lawyers are also specialised across the following sectors: Media & Entertainment & Sport; Tech & Comms; Automotive, Retail & Consumer; Life Sciences & Healthcare; Financial Services; Energy & Utilities; and Aviation and Defence.

• about us

What is unique about the firm?

We are one of the first law firms to operate in a sector driven manner. We pride ourselves on an in-depth understanding of our industry sector; most of our lawyers have strong industry experience and expertise.

What attributes does your firm look for in a potential employee?

We value people who are; Inquisitive, Engaging, Collegiate, Independent, Strategic, and Creative.

How does your firm encourage employees to learn and develop?

We hold regular in-house CPD seminars that will allow you to meet your CPD targets, our intranet page is filled with useful training material, and we regularly host specialist presenters to broaden our knowledge in line with our training plans. We encourage employees to connect to with teams globally, which ultimately enhances their professional network.

How is the firm making an impact through technology and innovation?

We have created twoBirds Client Solutions that crafts solutions to improve legal efficiency and service delivery based on a comprehensive understanding of client needs, backed up by a commercial approach and a desire to unlock the power of technology.

The twoBirds Clients Solutions and twoBirds Pattern, our patent valuation tool, received a 'highly commended' and a 'standout' ranking respectively in the Financial Times Innovative Lawyers Europe Awards 2018.

Does your firm engage in pro bono, volunteer or other community activities?

Our pro bono clients include Jarrah House, The Australian Literacy and Numeracy Foundation, Mission Australia, Disability Sports Australia, Learning Links, and Suicide Prevention Australia. We will soon be partnering with Vollie: a virtual resource pro bono and volunteering platform that will ensure all staff are able to contribute towards our CSR goals.

Outside of work, what does your firm offer its employees?

We have a confidential Employee Assistance Programme, we offer in-house flu vaccinations every winter and there are opportunities to join firm sports; Netball, Touch Football, Swimming, Running, and onsite yoga. We provide on-going financial assistance; paid study leave, payment for professional association memberships and a discretionary bonus and referral bonus.

• clerkship

Do you only take students in their penultimate year?

Bird & Bird adheres to guidelines set by the Law Society of NSW, which states that it is desirable for students in their penultimate year to apply for a clerkship; however it is not a requirement.

How do students apply for clerkships to your firm this year?

Students are able to apply for a clerkship by sending their detailed cover letter, CV, and academic transcripts to sydsommerclerks@twobirds.com.

Applications open Tuesday 11th of June 2019, and close Sunday 14th of July.

What does your firm look for in a clerk?

Our summer clerks typically stay on as our graduates, and then become Associates.. They are mentored and coached throughout their career, with partnership being the main goal. When reviewing applications, we look at the level of effort put into each application, personality, passion and interests, and genuine interest in working at Bird & Bird. We do not rely on culling programs, but instead personally review each application numerous times until we are confident with our selection pool before the interview round.

• graduate program

Does your firm take graduates directly?

No, our graduates come through our clerkship program.

Does the firm assist graduates to complete their Practical Legal Training (PLT)? If so, how?

Yes, we pay a significant contribution towards PLT and provide paid study leave. We also pay for admission costs, and provide a day of paid leave for admission and graduation day.

profile: joel diqual (2019)

Areas of rotation: Summer Clerk - Corporate and DR; Paralegal - Commercial (current)

Throughout my two rotations I was able to undertake meaningful and enjoyable work for important clients (including some pro-bono clients). Lawyers at all levels of seniority frequently took time out of their busy schedules to explain things to me in detail and teach me new skills, even when that was not strictly necessary for the task at hand.

Although the firm is quite large, it still has a collegiate feel, and there is a large amount of co-operation between teams. Weekly morning teas were a great way to interact with people from around the firm in a relaxed environment.

The most memorable experience from my clerkship was when Shane, the Managing Partner of Bird & Bird's Sydney Office, spent an hour with the clerks, giving us a personalised seminar on legal drafting. This was an immensely useful experience and it highlighted to me Bird & Bird's investment in the development of its clerks.

DAVIS POLK & WARDWELL

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locations

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Equity Capital Market; Debt Capital Market; Mergers & Acquisition; Private Equity; Arbitration; Enforcement & Litigation; Antitrust and Competition; Anti-Corruption and FCPA; Compliance and Advisory and Dispute Resolution.

• about us

What is unique about the firm?

We work with the leading companies in the world, frequently on matters and cases that are unprecedented in size, scope and complexity. Our balance and depth have allowed Davis Polk to remain at the epicentre of business and legal matters through good times and bad, as our clients navigate the ups and downs of the economic cycle.

Are there any significant matters the firm has worked on recently?

- Largest IPO in 2015-2017
- 2 of 3 largest U.S. IPO in 2018
- Numerous debt offerings by major Chinese and Asian issuers
- Largest ever Chinese outbound M&A
- The "princelings" investigations

Does the firm engage in pro bono, volunteer or other community activities?

Pro bono work is a core responsibility of the firm and our lawyers. We are committed to serving the public good and dedicate considerable resources to our program.

Every year, our lawyers devote tens of thousands of hours to pro bono matters, assisting people and communities in need. Associates and summer associates are encouraged to get involved in causes and cases that are important to them.

The Law Society of Hong Kong presented the Pro Bono Service Award to Davis Polk and to ten lawyers in our firm including Martin Rogers for thanking their contributions in pro bono services.

Outside of work, what does the firm offer its employees?

We arrange social activities such as firm lunches, BBQs, retreats and monthly drinks so that associates can get together outside of work. Recognising the importance of keeping our employees fit and healthy, the firm offers a wide-range of mental, physical and financial wellness classes.

• international opportunities for students

Which offices currently recruit Australian students for clerkships (vacation schemes) or graduate programs?

Our Hong Kong Office

What international opportunities does the firm offer?

Trainees will have the opportunity to go on a six-month secondment to the New York office in the second year of their training contract, along with the opportunity to sit for the New York bar exam.

• clerkships and graduate programs

How do students apply for clerkships/vacation scheme?

Students interested in our vacation scheme should apply online with a covering letter, CV and transcripts. Please visit www.davispolk.com/careers/hong-kong for more information.

What does the firm look for in a clerk?

We are interested in students who are hardworking and driven. They should have strong academics, Chinese language abilities and cultural sensitivity.

What kind of work can a clerk expect to do?

Vacation clerks will have the opportunity to work on international and cross border transactions for a variety of firm clients by being staffed on live deals. They will also attend training programs designed to teach skills required to become an effective solicitor as well as information sessions focused on the work of our Asia practice.

FRESHFIELDS BRUCKHAUS DERINGER LLP

address

65 Fleet Street
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locations

28 offices worldwide

contact

Graduate Recruitment Team
E: Ukgraduates@freshfields.com
W: www.freshfields.com

Antitrust, competition and trade (ACT); Climate change; Construction and engineering; Corporate Disputes, litigation and arbitration; Financing and capital markets; Global investigations; Intellectual property, data and commercial; Investment fund services; People and reward; Real estate; Regulatory; Restructuring and insolvency; Tax.

• about us

What is unique about the firm?

Few firms have Freshfields' global reach: in the last four years, we have worked in 184 of the world's 196 countries.

Our flexible training contract means you'll experience up to eight three-month seats over two years, including all of our core practices – corporate, dispute resolution and finance. You can also choose to spend three months in: ACT; people and reward; real estate; and tax. You can visit core practice groups more than once.

Are there any significant matters the firm has worked on recently?

In April 2019 Freshfields advised a consortium on €4.6bn acquisition of Amer Sports Corporation. We also recently advised Total SA on the acquisition of Chevron Denmark Inc.

What attributes does the firm look for in a potential employee?

To succeed at Freshfields you'll need to be creative to see the solutions that others miss. You'll be open-minded and intellectually curious enough to consider new ways of doing things. You'll also be pragmatic and commercially minded.

Given the high-profile work we do, you'll be committed and organised, with a close attention to detail. The legal industry is constantly evolving, so you will need to be adaptable and forward-thinking to stay ahead of the times. We want people who can use new technologies to maximise efficiency and find the best ways to help our clients.

Most importantly, you'll be a team player, willing to pitch in and work seamlessly with colleagues across the globe.

How is the firm making an impact through technology and innovation?

We work with clients to develop new models for delivering our services using a combination of new technology, alternative resourcing, flexible pricing and process improvement. We use AI and legal technology to drive efficiency, increase price predictability and reduce risk.

Does the firm engage in pro bono, volunteer or other community activities?

Last year we gave nearly 50,000 hours of pro bono advice to more than 250 clients. We work with charities including Save the Children and OneSky and run a Reforestation in East Africa Programme.

• international opportunities for students

What international opportunities does the firm offer?

As a Freshfields trainee, you can apply for a secondment in our global network of 28 offices or with a client, including pro bono clients.

If you're native in an Asian language you could apply for our London-Asia training contract and spend your first year in London and your second in an Asian office.

We complement our lawyers' comprehensive international experience with local advice from our StrongerTogether network. We have arrangements with more than 300 firms across the world, giving us the flexibility to build a team around every client's specific needs.

• clerkships and graduate programs

How do students apply for clerkships/vacation scheme?

We offer two three-week summer vacation schemes in our London office. For more information about application eligibility, please visit our website, www.freshfields.com/ukgraduates.

Does the firm take graduates directly?

Graduates can apply for a training contract with us. Applicants studying outside of the UK are able to apply during the winter training contract window which opens in October and closes in January. You can apply on our website, www.freshfield.com/ukgraduates. This year, we're offering up to 80 training contracts for intakes to our London office in February and August 2021.

CORPORATE ADVISORY

If the notion of a traditional career pathway in law doesn't appeal to you, then you may wish to explore alternate career opportunities in the corporate advisory sector. Many of Australia's leading corporates recognise the valuable skills acquired throughout a law degree, including legal expertise, communication skills, critical thinking and problem-solving skills in providing solutions to complex issues, which make law students an ideal candidate in the eyes of prospective employers.

Under the big umbrella of corporate organisations, the coverage is range from engaging in commodities and financial markets, specialising in personal, corporate and investment banking, capital market and merger & acquisitions, to providing advisory services and business solutions. It is clear that there is a wealth of opportunity for those interested in working at corporate advisory firms such as management consultancy, investment banks, independent financial advisors as well as insolvency firms.

The SALS Careers Guide, company websites, Graduate Careers Australia's graduate-related publications and networking events will allow you to gain a more in-depth understanding of a career in corporate advisory and will inform you of the many internship, scholarship and graduate opportunities on offer.

address

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locations

Sydney, Melbourne and Perth

contact

Jasmine Chhabra, Senior Coordinator, Recruiting
E: australia.recruiting@bain.com
W: www.bain.com/careers

Management consulting

• about us

What is unique about the firm?

Bain & Company is one of the world's leading global business consulting firms, serving clients across six continents on issues of strategy, operations, technology, organisation and mergers and acquisitions.

Our "product" is our ideas, we help the world's top leaders solve their toughest challenges. Our work fuels the growth of many industries; it creates change for some of the most influential organisations and notable brands around the world – and when those organisations are truly doing things right, they are positively impacting people's lives.

In 2019 Bain was ranked #1 on Glassdoor's Best Places to Work list for the fourth time – the only company to do so since the ranking launched in 2009. Bain has maintained its spot in the top four on Glassdoor's list for the last 11 years.

What attributes does the firm look for in a potential employee?

- **Problem-solving:** Management consulting is all about helping clients overcome their most complex business challenges. We look for candidates with the ability to analyse a situation and formulate an effective solution. Team experience and academic achievement may also indicate strong problem-solving skills.
- **Leadership skills:** Do you have proven leadership experience? Whether through work, university or extracurricular activities, being a leader frames your application in a favourable light.
- **Passion:** We look for candidates who show an enthusiasm for solving problems and delivering meaningful results. Strong applicants are focused on succeeding both as individuals and as part of a team.

How does your firm encourage employees to learn and develop?

The training and support our Associate Consultants receive is second to none, and they embark on a global career path that will help maximise their potential with skills that are applicable to all career trajectories in any industry. During their time at Bain, we match every consultant with both a Buddy and a formal Mentor, and we also offer them the opportunity to undertake an MBA or an externship (similar to an internship), where a Bain employee works at another company or organisation for 6 months.

Outside of work, what does your firm offer its employees?

Bain provides a number of standard employee benefits including our Bain Active group, social events organised by the 'Ministry of Fun', an annual offsite for the entire Australian practice, comprehensive health insurance and an employee assistance program (EAP), among others.

We also offer a number of initiatives and affinity groups to help our employees feel welcome and supported, from Women@Bain to our BGLAD network for LGBTIQ community members and allies.

• graduate program

Does your firm take graduates directly?

Bain & Company hires for our Associate Consultant (graduate) roles every year in February/March, and successful candidates commence at Bain the following year.

We also offer a True North Scholarship for female penultimate year candidates. The recipient of this scholarship receives AUD\$15,000, a Bain mentor and an Associate Consultant job offer.

Applications can be lodged online via our website for either graduate or Scholarship opportunities.

profile: james penn (joined as a graduate in 2018)



What kind of work have you been involved in at Bain & Company?

So far, I have been involved in projects relating to the future of retail, the mining industry, and private equity. In general, I spend my days with my case team and our clients trying to understand the challenges they face and generate solutions.

Sometimes this involves team brainstorms and client or customer interviews; sometimes it's analysing complex data sets and building models; and sometimes I'm building presentations to communicate the team's message.

What did you enjoy most about working at Bain & Company?

The autonomy to own your work and the trust to carry out that work in the way the suits you; Bain is a company that treats you like an adult from day one, which sounds simple but is surprisingly rare.

Because you are working in a high-performing culture with high-achieving individuals, there is an implicit trust between colleagues that means you have a lot of flexibility in your day-to-day work and a lot of creative control over how you deliver the best possible results for the client. This makes the work more fulfilling, but also provides the greatest opportunity for learning and development.

What was the most challenging part of working at Bain & Company?

Because our clients and the work we do for them is usually highly confidential, it is harder to share the successes we have on a daily basis with our family and friends outside the company. This can also mean that, on a broader level, people sometimes struggle to understand the work that we do and the value we provide, as we are unable to promote our success stories as much as we might like.

What are the social opportunities like at Bain & Company?

Bain invests heavily in making sure that there is a vibrant social culture at the company. This ranges from an annual company 'offsite' in an interstate location, generous funding for sporting activities on the weekend to regular out-of-office case team activities such as attending sports events like the Australian Open, go-karting, virtual reality experiences, and art & wine, among many others!

This culture is supported by our 'Extra 10' policy where each employee is empowered to commit 10% of their time to internal or external work to support the office culture and the firm's impact in the community. These 'Extra 10s' can include pro-bono case work for charities, sitting on the office 'Fun Committee', or partaking in the Bain Band, among others.

What makes Bain & Company different from law practices?

For me, working in consulting offered an opportunity to do strategic work that can positively impact a company for many years to come or even an entire industry, in some cases. As well, the breadth of companies you work with and tasks you are required to perform provide an opportunity to develop skills that provide a springboard for a plethora of different careers in the future, as well as an opportunity for quick progression internally, depending on your preference.

What has surprised you about working at Bain & Company?

I have been surprised at how much a culture impacts the work you do on a day-to-day basis. Compared to firms I have worked at in the past, I manage to achieve so much more in any given day because I am working in a culture that is results-oriented, while also always conscious of maximising the return on our normal working hours so that we can continue to thrive outside of work too.

What would be your advice be to students wishing to apply to Bain & Company?

Be yourself, from the written application to the case interview to your first day of work. Bain loves unique people who have a strong sense of identity and can demonstrate a passion for the things they are good at and interested in. As such, lean into your eclectic interests and life experiences that set you apart from the pack – because if you embrace them, Bain will too.

THE BOSTON CONSULTING GROUP

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locations

Canberra, Melbourne, Perth, Sydney and over 90 offices in more than 50 countries.

contact

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The Boston Consulting Group (BCG) is a global management consulting firm and the world's leading advisor on business strategy. BCG partners with clients in all sectors and regions, with particular strength locally in Technology, Media & Telecom, Health Care, Industrial Goods, Consumer, Energy, Financial Institutions, Insurance and Public Sector.

“At BCG, we form partnerships with our clients to solve their biggest challenges and shape the future together. The work our consultants do leads to a lasting impact on companies, industries, and society.”

• about us

BCG addresses clients' issues with a customised approach, combining deep insight into the dynamics of companies and markets, with close collaboration at all levels of the client organisation. This ensures clients achieve a sustainable competitive advantage, build more capable organisations and secure lasting results. With their global footprint, numerous awards and honours, partnerships, impact, and commitment to diversity, BCG is the place to work for those who want to discover their passions and impact influential organisations and communities.

• graduate program

BCG usually holds a graduate recruiting program in March however welcomes applications at any time from those interested in joining BCG in their final year of study. BCG employs graduates from all disciplines, including law, arts, science, commerce and engineering, with most in the top 5-10% of their graduating class. BCG generally looks for people with a high level of motivation, intellectual curiosity, integrity, teamwork and leadership capabilities, credible communication skills and excellent academics.

BCG offer a Scholarship program, with applications typically opening in April each year. The Scholarships are a prestigious award that has been in place for over 15 years. Each year, two (\$20,000) scholarships are available – one for a female applicant, in line with our commitment to supporting women to build successful careers, and another which is open to everyone. The scholarships are designed to assist the recipients as they plan for their respective final year of study. It also comes with a full time offer to join BCG Australia at the end of their studies.



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australia

Sydney, Melbourne, Perth, Brisbane, Canberra.

locations

Sydney, Melbourne, Brisbane, Perth, Canberra, Auckland and Wellington

new zealand

Wellington, Auckland.

contact

E: gradtalent@accenture.com

W: www.accenture.com/grads

Strategy; Consulting; Digital; Technology; Operations and Security.

• about us

What is unique about the company?

At Accenture, we think big. We're passionate about improving the way the world lives and works, and our six groups (Security, Strategy, Operations, Digital, Technology and Consulting) cover more than 40 industries globally. Locally we work with some Australia's most iconic brands. The experience you'll gain here adds up to more than just an amazing career direction – it's your opportunity to make your mark on the world.

Transforming companies and governments is exciting. At Accenture, our insights can spark change on all levels – from fine detail to large-scale improvements.

Want examples? Imagine being a part of driving 350% growth for Uniqlo, creating world-leading diagnostic processes for Roche, or providing cutting-edge content and fan engagement for Australian Rugby Union. No two days are the same!

Here, you can build a specialised skillset and become a true expert in your field. Use your deep industry knowledge to design and execute business solutions. Collaborate across our entire organisation, with world-leading experts who also happen to be your colleagues.

Our projects are all about finding solutions to challenges. You could be helping to design, develop and deliver new software, applications and technology solutions, or you could take your career to the next level with roles in management or client relationships.

We work alongside global leaders like SAP, Oracle, Microsoft, Salesforce.com, HP and Cisco. We've created mobile apps for financial institutions, helped an international water company to monitor supplies, and designed retail spaces that use technology to immerse customers in the digital world.

With such a diverse range of projects and clients across all industries, the sky's the limit when it comes to opportunities.

We are also committed that you can come here and be yourself. We know that we can get the best from people when they are supported and encouraged to be their best self.

What attributes does the firm look for in a potential employee?

It might surprise you to know that we need minds from all fields of study. Including, Science, Technology, Engineering, Arts and Maths. We require a broad range of thinkers and doers, because we work across a diverse range of industries. The one thing that we ask for is that you are passionate about innovation and technology to make a genuine difference to the world around us.

What advice would you offer someone applying to the firm?

Accenture and most good employers value diversity of thinking and backgrounds. Therefore, it's important to craft a compelling personal statement to help you stand out from the crowd. Accenture has a large and diverse workforce made up of unique individuals. You could be a gaming nerd or a poet at heart and that's just fine. When you work with us we will support you to find balance and continue to do what makes you feel more. It's those differences that makes it possible for us to solve complex problems and break new ground.

Many grads have similar academic backgrounds so you need to think about what differentiates you from the rest of the pack. One way to do this is to get 5 friends, colleagues or mentors to describe what they value most in you as a colleague or friend. These are the characteristics you should highlight in your "personal brand" statement and don't be afraid to highlight them.

How does the firm encourage employees to learn and develop?

We support all our people to be themselves and make a difference, because there's nothing better than bringing your whole self to work and being encouraged others to go for it. It's an incredible culture, and quite unlike anything you'll find anywhere.

We have lots of different learning opportunities available. Including world-class sessions, global expert insights and hands-on tech experiences. To lift skills and hone industry-specific ability.

Does the firm engage in pro bono, volunteer or other community activities?

In 2009 Accenture launched a global 'Skills to Succeed' program. This aims to equip three million people with the skills to get a job or create a business by 2020. In Australia, Accenture partners with non-profits and charities that align with the Skills to Succeed initiative, such as Dress for Success, Mission Australia and The Smith Family. Accenture has also assisted, most commonly through providing digital technology solutions, the Australian Rugby Union, Australian Brandenburg Orchestra, Australian Youth Orchestra and Cricket Australia.

• graduate program

Does the company take graduates directly?

Yes. To make life easier, we've simplified our Graduate recruiting process down to 10 weeks. So now you'll experience a shorter wait time from when you apply, to when you hear if you're in. We'll also now be running our Graduate Program at 3 different times throughout the year, rather than just one. Check out our website Accenture.com/grads for more information.

What does the company offer its graduates?

Launch a career that will see you working across areas that bring the new. Within a Graduate program that sets you up and takes you far – you're supported with mentoring, on-line and off-line training and plenty of fun events. Starting with us you'll get to roll your sleeves up, and take real responsibility. On live projects in real-world situations – because the best way to learn, is to do.

CREDIT SUISSE

address

Level 31, Gateway
1 Macquarie Place
Sydney NSW 2000

locations

Melbourne, Sydney

contact

E: campus.recruitment-ap@credit-suisse.com
W: <https://www.credit-suisse.com/careers>

Investment Banking and Capital Markets; Equities; Private Banking.

• about us

What is unique about the company?

Working at Credit Suisse will give you access to networks and resources, while enabling you to benefit from the stability of one of the most admired firms in the Industry.

We are renowned for our strong, supportive culture and collegial, team-oriented atmosphere. We work hard to develop well-rounded team members with strong execution skills and in-depth product knowledge.

Our entrepreneurial culture offers a broad range of opportunities. You will be supported and coached from the day you join and throughout the course of your career. We offer opportunities for cross-business and international mobility, and you will have the opportunity to work with some of the most diverse and talented people in the industry.

What attributes does the firm look for in a potential employee?

We look for people with a wide range of experiences, interests and degrees who will add fresh perspectives to our business. A career with us means that you can help shape our future.

Whatever your background, you will need to be:

- A leader who assumes responsibility and mobilises others
- A critical thinker with excellent problem-solving skills
- A self-starter who achieves significant results
- An adaptable team member who can build and support strong relationships
- An excellent communicator who is articulate and has strong listening skills
- A principled contributor who is committed to the highest standards of ethical behaviour

• about internships

How do students apply for internships?

Please visit our website at [credit-suisse.com/careers](https://www.credit-suisse.com/careers) to learn more and apply for our internship programs.

Australia Summer Internship Deadlines

Melbourne Office: July 16, 2019 at 12pm AEST
Sydney Office: July 30, 2019 at 12pm AEST

Singapore IBCM Off-Cycle Internship Deadline: July 16, 2019 at 12pm AEST

Do students need to be in their penultimate year to apply?

Yes. Our goal is to fill our full-time positions with the intern class, thus priority will be given to the penultimate year students; however, it is never too early to attend recruiting events and prepare for future applications.

What type of work can an intern expect to do?

Please refer to the detailed job description on our website ([credit-suisse.com/careers](https://www.credit-suisse.com/careers)) for the respective roles.

address

Level 17
383 Kent Street
Sydney NSW 2000

locations

Sydney, Melbourne, Brisbane, Perth, Adelaide and Cairns

contact

Kate Medlen, Graduate Recruitment Senior Consultant
E: GTTalentScouts@au.gt.com P: 03 8663 6436
W: <https://www.grantthornton.com.au/>

Tax; Consulting; Financial Advisory (Corporate Finance, Restructuring Advisory and Forensic Consulting); Audit & Assurance and Private Advisory.

• about us

What is unique about the company?

There is a buzz at Grant Thornton because we are excited about our future. Our team members have a real eagerness to get involved, make a difference, and drive growth at our firm and among our clients.

We're consistently challenging our people and asking them to challenge themselves. Across our network, there's always a new industry to investigate, a new client group to work with, or even a new service area to learn about. Thanks to our global network, we offer a variety of international postings that can supercharge your career and give you unique experiences.

By joining our firm, you can be certain that we'll recognise your unique skills and talents, and give you the right opportunities to stand out from the crowd.

What attributes does the firm look for in a potential employee?

Aside from your qualifications, we're looking for people that value the things we value.

- We empower our people to make a difference and encourage genuine diversity - of views, perspectives and people - to ensure the best outcomes for our clients and each other.
- Our clients' success and growth comes first in everything we do. An essential part of our work is to deeply understand their business and discover what's important to them in order to support them on their growth journey.
- We care deeply about our people. Our workplace is one where you're supported to fully embrace and achieve the things that are important to you - both professionally and personally.
- We collaborate. Our people comment on our genuinely collaborative culture. Together we are committed to delivering successful outcomes for our clients, and growing Grant Thornton as a distinctive firm of connected, innovative and dynamic advisers.

• vacation experience program

How do students apply for vacation programs?

At Grant Thornton, we give undergraduates the opportunity to get their career off to a flying start with our Vacation Experience Program. The program runs for four to six weeks and offers opportunities across all of our service lines.

Applications for our Vacation Experience Program open between February-March each year. Applications for 2019/2020 vacationer positions are now closed, however any additional positions made available will be advertised on our website at <https://www.grantthornton.com.au/>.

Do students need to be in their penultimate year to apply?

For our Vacation Experience Program, we welcome applications from students who are in at least their second year through to their penultimate year of their degree(s).

Final year students are encouraged to apply directly for New Associate (Graduate) positions.

• about graduate programs

At Grant Thornton, we offer more than just your 'traditional' graduate program; instead we kick start your career as an Associate and support you to turn theory into practice - moving from knowing to growing.

As a new Associate at Grant Thornton, you'll be supported and empowered from the beginning. We will help you build the foundation to become a respected and trusted advisor to Australia's mid-sized businesses. We'll give you the tools and skills you need to develop unique insights and deliver future-focused, commercial advice. And we'll give you the support you need to achieve your CA and other professional Qualifications.

Most importantly, we'll encourage you to be yourself.

Does the company take graduates directly?

Yes. Direct applications for New Associate (Graduate) positions open between February-March each year.

Applications for 2020 New Associate positions are now closed, however any additional positions made available will be advertised on our website at <https://www.grantthornton.com.au/>.

MORGAN STANLEY

address

Level 39, Chifley Tower
2 Chifley Square
Sydney NSW 2000

Level 53
101 Collins Street
Melbourne VIC 3000

locations

Sydney, Melbourne and over 42 offices around the world

contact

E: asia.recruit@morganstanley.com

W: morganstanley.com/campus

Investment Banking Division; Global Capital Markets; Research; Fixed Income Division; Institutional Equity Division; Investment Management; Wealth Management; Finance; Internal Audit; Legal & Compliance; Operations; Firm Risk Management; Technology; Corporate Services; Corporate Communications; Corporate Security; Business Continuity Management; Human Resources.

• about us

What is unique about the company?

Morgan Stanley has earned a worldwide reputation for the excellence of its advice and execution in financial markets.

With offices in more than 42 countries, the Firm is truly global - and a market leader in the U.S., Europe and Asia as well as in emerging markets.

Morgan Stanley's success rests on the talents and passion of our people, who share a common set of values and bring excellence and integrity to everything they do. We seek to grow long-term relationships by virtue of our consistently rigorous thinking and the unsurpassed access to financial markets that Morgan Stanley can bring.

This means providing leadership in specific areas such as investment banking, debt and equity underwriting, research, and sales and trading. We also focus increasingly on creating custom-tailored solutions that cut across functions to help our clients realize new opportunities and solve complex problems.

• about internships

Morgan Stanley is actively recruiting students from different backgrounds and fields of study. Each year we offer 10-week Summer Analyst internship programs suited for students in their penultimate year of study.

Our Summer Analysts receive training throughout the program period, including structured learning sessions run by senior executives. The internship offers many opportunities to integrate with peers and senior staff through a series of networking, social, charity and mentoring events.

If you're interested in being a part of our firm, find out more and apply online at morganstanley.com/campus.

IN HOUSE COUNSEL

In-house counsel roles are an excellent alternative to the traditional law firm career pathway for aspiring lawyers. Counsels vary in presence from companies to government agencies with a focus on providing highly specialised, legal services for the business. In a corporate environment, where companies have limited resources for external legal spend, having an in-house legal is the most time and cost efficient avenue. The role of the in-house has evolved over the years and is one of the fastest growing segment of the legal profession.

The valuable difference between working in law firms and in-house is the sense of autonomy that there is in relation to both the work and personal career pathway. You will have likely to be a commercially driven, legal adviser who will also have a role in the decision-making of the company. The tasks performed by counsel include managing the legal risk and reputation of the company, conducting transactions and contractual work on behalf of the company, providing legal advice and ensuring compliance with regulations. Their work therefore involves ensuring both that legal issues are resolved, and that legal issues are avoided at the outset.

As opposed to the general practice, the in-house career pathway provides a different career experience, which may be favourable to some people. In-house lawyers are usually not burdened by billable hours but that does not necessarily ease the workload. Though there may be flexibility, the work varies in scope and nature and you have the potential to be exposed to the wider business challenges that may not be limited to just legal analysis. They would need to help achieve commercial and strategic outcomes as efficiently as possible, which means judgements will need to be ascertained around issues that the in-house lawyer may not have been involved in. Being a part of the in-house counsel is an enriching experience as you become an expert in the field through sheer immersion and working alongside an integrated team. Furthermore, the counsels have a much stronger relationship with the company than any lawyer would have with each of their law firm clients.

The in-house pathway suits those who wish to have more varied work, and a stronger relationship with those to whom they are providing their services. We hope the entailing section will provide an opportunity to delve into the particulars of in-house through experiences of those working in the industry.

ARCADIS

name

Joanne Perdriau

position

Arcadis Australia Pacific, a multinational design and consultancy firm.

Regional Legal Counsel, 2IC to the General Counsel and Company Secretary of the Australia Pacific region.

• what are your main responsibilities

My main responsibilities include the negotiation of tenders and contracts for major projects in the building and construction industry, assisting with the resolution of disputes, corporate governance and company secretarial duties as well as the general supervision and mentoring of members of the legal team based in Sydney.

• what was your career pathway to in-house?

I worked in private practice for 13 years predominantly as a construction disputes lawyer and litigator. During my time in private practice, I was fortunate enough to be offered a secondment role with an in-house legal team at one of Arcadis' competitors. Once I had experienced life as an in-house lawyer, I just knew that it was the right fit for me and the natural next step in my career progression. After my secondment was concluded, I accepted a role at Arcadis.

• why did you choose to go in-house?

I loved being a lawyer in private practice and acting for many valued clients. However, I really wanted to see what it would be like to be actively and directly involved in a project itself and in a more commercial setting. Now that I am in-house, I literally work alongside the project managers and other technical personnel as part of an integrated team where we are all working towards the same goal of winning a tender or negotiating the best outcome for a project and the business. Being directly involved in the decision making as a trusted advisor to the business really fills me with a sense of purpose and is very rewarding.

• do you have any tips or advice for law students who wish to work in-house?

Based on my own experience, I would highly recommend starting out in private practice to enable you to learn the ropes, experience different practice areas and act for a variety of clients before ultimately deciding to go work for the one client. I would also recommend that you seek opportunities in private practice for a secondment role to obtain some in-house experience so that you can see for yourself if it's the right fit.

• what are the key differences between working in-house and working in a law firm?

Working in a law firm affords you the opportunity to work for different clients who approach you when they decide to engage a lawyer or seek legal advice. If you work in-house, the key difference is that you act for the one client, being the company or organisation that has hired you to be their in-house lawyer.

name

David Field

position

Chief Legal Counsel for Canon Australia.

• what are your main responsibilities

Managing risk and reputation for the company, including leading the legal team, leading the Quality, Safety and Environment team, running the compliance function, acting as company secretary, and sitting on the Risk & Audit Committee. The role covers the gamut from day-to-day transactional issues, to major strategic transactions, strategic business structuring issues and overarching compliance and cultural issues. A large part of my responsibilities is managing people.

• what was your career pathway to in-house?

I started my legal career working for an Australian law firm in Taiwan as a paralegal. I then moved back to Sydney to work for the same law firm as a solicitor. While at the law firm, Telstra was one of my main clients, and I went on secondment to Telstra a couple of times before moving there permanently. I had 7-8 different legal roles at Telstra over 19 years before moving to my current role at Canon about two-and-a-half years ago.

• why did you choose to go in-house?

In the lead-up to leaving private practice I was working fairly unsustainably. While by no means a regular occurrence, it wasn't that unusual for me to bill a 100-hour week. I'd had the experience of living in the same house as my wife without seeing her awake for a whole week, and decided that I would wind-up dead or divorced, and possibly even both, if I didn't change the way I was working. I thought in-house was a lifestyle decision. When I first moved in-house, the work-pressure was initially much better than private practice, but within a few months, I actually found myself right back where I started, working around the clock. That was a major learning experience for me – I'd changed roles and employers to try to get my life in order, and I was right back where I started. The common element between the two situations was me – if I was going to work sustainably I had to make changes to how I worked, what I did, and what I left undone – I had to set my boundaries.

• do you have any tips or advice for law students who wish to work in-house?

I'd seriously recommend collecting some solid private-practice experience before you make the move in-house. In-house lawyering is a great place to learn business and management skills, but it's generally not as good a place to learn legal disciplines and black-letter legal skills. I'd be lying if I said I'd loved every second of my law firm experience, but it definitely made me a much better lawyer. Law firms are generally much better set-up for training and supervision. The autonomy you generally find in-house is fantastic, but it can make it much harder to keep learning technical legal skills.

• what are the key differences between working in-house and working in a law firm?

I think the billable-hour structure in most law firms drives a distorted incentive around how law firm lawyers behave. In a law firm, time spent analysing an issue or performing a legal task can all help to drive billings and hit budgets, and so is generally good. Yes, there's a need to generate value for clients and be accountable to clients, but there is an undeniable risk that law firm lawyers will perceive an incentive to over-serve clients. In-house, in a complex business, there will always be more legal work that can be done. We could have lawyers in every meeting, tailoring every contract and checking every decision – but that would be desperately inefficient. In-house lawyers need to help achieve commercial outcomes as efficiently and quickly as possible, which means they need to make judgments around the issues that don't require their involvement. A critical role for in-house lawyers involves driving the right culture of compliance within an organisation. You need to get involved in fundamental cultural drivers – how the company sets incentives, how the senior managers speak and behave, how rules and procedures are communicated and enforced. It's a much more holistic role than you generally play in private practice.

MACQUARIE

name

Vanessa Warburton

position

Lawyer, Macquarie Group Limited

• what are your main responsibilities

I advise Macquarie's Wealth Management team, including Macquarie Private Bank. This means reviewing potential investment transactions to be offered to our clients, assisting with the preparation of advice related documentation, advising on capital markets deals and helping our managed accounts team take their product to market.

• what was your career pathway to in-house?

I was a private practice lawyer for 6.5 years before heading in-house. Being a private practice lawyer was exciting and took me overseas for a short stint working in both Hong Kong and New York.

A secondment to Macquarie Group in 2015 gave me a taste of what it's like to be an in-house lawyer. I loved being closer to the commercial action and having a seat at the project table. So when a permanent position opened at Macquarie, the decision to throw my hat in the ring was an easy one.

• why did you choose to go in-house?

For me, it was about being immersed in your clients' world. Working in-house means that you and your clients are aligned in the strategic objectives you are trying to achieve. You can get a deep understanding of what drives your clients and what challenges they face, and this understanding means you are well-positioned to provide insightful and relevant legal advice.

• do you have any tips or advice for law students who wish to work in-house?

I recommend cutting your teeth in private practice before pursuing a career in-house. The time I spent in private practice was incredibly valuable in terms of building strong fundamental legal and client services skills. Generally speaking, private practice firms can sometimes have access to more specialised resources and training programs than in-house roles may have. These tools are particularly important when starting out your career as a junior lawyer.

name

Thomas Zhong

position

Senior Corporate Lawyer (Wagering & Media)

• what are your main responsibilities

I provide advice on Tabcorp's projects, manage litigation matters and ensure that the organisation can provide excitement with integrity. Over the course of a day I might attend court, review marketing campaigns, advise on the proposed structure of a new retail model for the TAB brand, negotiate a talent agreement for a sports star, negotiate a racing media rights deal or outline the legal risks involved in the integration of a sports analytics tool into the TAB app.

Our team of lawyers in the Wagering & Media division service every department that facilitates the TAB wagering brand and the Sky Racing media business. This means that we are trusted advisors to various business units, including the traders, technology, risk, marketing, government relations, industry development and finance teams.

• what was your career pathway to in-house?

During university, I was a law clerk at V8 Supercars Australia, working with a small team to manage the fast-paced logistical and legal issues that arise from organising one of Australia's most well attended and watched sports.

I commenced as a graduate with DLA Piper, where I worked for just under 3 years. I undertook rotations in the Litigation & Regulatory team, the Real Estate team and settled in the Finance & Projects team. During this time, I was fortunate enough to be exposed to a diverse range of matters, ranging from special leave applications to the High Court of Australia through to the development of Brisbane's Queen's Wharf integrated resort and casino.

• why did you choose to go in-house?

This role closely aligned with my interests in sports, media and entertainment law. Having previously worked in-house, I knew I would enjoy the variety of legal work and the opportunity to become a subject matter expert in a particular industry.

• do you have any tips or advice for law students who wish to work in-house?

Firstly, before you dive into an in-house role, be confident in your technical legal ability. Otherwise, ensure that you will be capably supported and mentored by other lawyers who are interested in your development as a lawyer.

Secondly, be passionate about the industry you are entering. Your job will be easier if you understand the mechanics and driving forces behind your industry.

• what are the key differences between working in-house and working in a law firm?

The Tabcorp & Tatts merger was fascinating from a legal perspective because of the scale and complexity of the work. It was a great experience to assist with the financing of the transaction, the application to the Australian Competition Tribunal and to continually grapple with the challenges of integrating two iconic Australian companies.

Separately, meeting NBA All-Star Chris Bosh was just reward for my legal work in negotiating various contracts and reviewing the marketing briefs for the TAB advertisements he starred in.

name

Murray Taylor

position

Lawyer, Consumer Finance

• what are your main responsibilities

I'm the main legal advisor for a big, ongoing project relating to credit cards. It's a heavily regulated area, so there are always all sorts of challenges requiring a lot of in-depth legal analysis and advice.

I get approached by people from all over the business (my 'internal clients') asking for advice, I go to project meetings to spot issues in the bank's plans and strategies, and I generally guide the project as legal advisor. It's challenging work and a lot of responsibility!

• what was your career pathway to in-house?

In my 4 years (and counting) as a lawyer, I have gone from in-house, to firms, and now I'm back in-house on secondment – not the typical trajectory. I didn't really make a specific decision to work in-house this time, but I'm really enjoying it!

• why did you choose to go in-house?

While I'm actually employed by a law firm, I jumped at the opportunity to be embedded in a client organisation. As a corporate lawyer, 'step one' of providing great service is fully understanding who your clients are and what they do, especially if they have a complex business model or tricky internal structures – that can be hard work. Being in-house, you really become expert at that through sheer immersion. It means you and your client are really speaking the same language, and unquestionably it improves the quality of your product.

• do you have any tips or advice for law students who wish to work in-house?

My advice would be the same for any legal job: be curious, nurture your professional relationships, under-promise and over-deliver, see things through, keep things in perspective, and be kind to yourself.

Also, we all know lawyers are notorious perfectionists, but you need to develop a healthy attitude toward mistakes. You will make them, but don't blame-shift or self-flagellate – instead, own them and focus on figuring out how to do better.

• what are the key differences between working in-house and working in a law firm?

There's sometimes a perception among my peers that working in a big law firm is really tough, and working in-house is easy. I don't think that distinction is as real as it's made out to be. Having experienced both, I think working in-house is great but it's no picnic, and there are challenges with that sort of work that there aren't at the big firms. For one, you're less likely to have huge cases that follow you around, but more likely to deal with a very high volume of smaller matters. That can make task and inbox management pretty tough. Also, if you're working in a large corporate, be prepared for a lot of meetings – I generally have up to 5 hours of them a day, which can be a significant time management challenge.

But for a junior lawyer, I think the really valuable difference between firms and in-house is autonomy. In this sort of in-house environment, lawyers of all levels of seniority are running their own show. It can be stressful for sure, but it's always rewarding to feel like you're in control of your work and making the serious decisions. It gives you the confidence to back yourself, to have difficult conversations, and to hold your own in meetings. For me, that's the kind of stuff that drives home the gravity and privilege that goes along with being a member of this profession.

I'd love to hear about your goals and what you want to get out of being a lawyer. Add me on LinkedIn if you want to chat!

PUBLIC SECTOR

The public sector provides various opportunities for law students who feel commercial firms or private practice may not be the right fit for them. Working for the Commonwealth, the State or other organisations provides students with an opportunity to apply their knowledge and develop new skills while promoting national and state interests and contributing to community welfare.

Law students are highly valued for their critical thinking, research and analytical skills, research and drafting abilities and legal expertise. For students with a background in social science and the humanities, the public sector is a great place to put these studies into practice. Many of these organisations look for graduates that share their values, including transparency, accountability, integrity and collaboration. While some focus on improving access to justice and its administration, others work to develop and implement innovative solutions to legal issues or the delivery of government services. Many conduct in-depth research and partner with government, private and community stakeholders.

Public sector organisations offer flexible and supportive workplace cultures, with an emphasis on work/life balance, professional development and improving the employee experience. There are also opportunities for career advancement and mobility, whether you choose to move between departments or utilise what you have learned in the private sector.

You will be working in a field that values and encourages diversity and equality. Work in the public sector encompasses myriad areas of law, including: law reform, contribution to public policy and the drafting of legislation, legal aid, the protection of human rights, tax law, criminal prosecutions, and other forms of direct involvement in the justice system. If you want to be a part of vital, challenging work that is guided by a social conscience, one of the following organisations may be a fitting place for you to start your legal career.

AUSTRALIAN COMPETITION AND CONSUMER COMMISSION

address

Various office locations

locations

Brisbane, Canberra, Melbourne, Sydney, Adelaide, Darwin, Hobart, Perth and Townsville

contact

Jocelyn Lindbeck; Candice Field

E: HRrecruitment@acc.gov.au

P: 02 6243 1013

W: <https://www.grantthornton.com.au/>

Enforcement Division; Specialised Enforcement and Advocacy Division; Merger & Authorisation Review Division; Infrastructure Regulation Division; Consumer, Small Business & Product Safety Division (including the ACCC's Infocentre) Australian Energy Regulator; Legal and Economic Division; Executive Office; Corporate & People Services Division.

• about

What is the purpose of the organisation?

The Australian Competition and Consumer Commission (ACCC) is an independent Commonwealth statutory authority whose role is to enforce the Competition and Consumer Act 2010.

The ACCC is responsible for promoting competition, fair trading and regulating national infrastructure for the benefit of all Australians.

What attributes does the organisation look for in a potential employee?

Graduates must have completed a three year degree by the time the graduate program commences. Graduate areas of study could include, but are not limited to:

- Law;
- Public policy;
- Financial modelling, industrial economics, econometrics.

Our program focuses on providing graduates with a coherent combination of on-the-job learning and formal training. It is a major recruitment and training program that provides for individual needs and interests. Staff at all levels across the ACCC and in other agencies began their careers as ACCC graduates.

How does the organisation encourage employees to learn and develop?

Ongoing learning and development opportunities to assist you with integrating into the ACCC/AER culture and honing specialist skills that are relevant to your work. Our highly experienced employees also share their knowledge through providing mentoring and specialised training. We are committed to providing an inclusive working environment that supports staff to reach their full potential.

Why work in the public sector?

We offer attractive rewards and benefits to eligible employees, including:

- highly competitive rates of pay and 15.4% superannuation;
- four weeks annual leave each year with the option to purchase additional annual leave;
- personal leave and paid maternity leave;
- office shutdown between the Christmas and New Year period;
- flexible working arrangements such as part-time work, flexible hours of work, and working from home;
- ongoing career development, including chances to work in different ACCC/AER offices;
- access to salary sacrificing;
- opportunities for advancement and mobility within the organisation;
- formal and on-the job training programs;
- possibilities to participate in secondments with other APS agencies.

• getting involved

How are the skills and interests of law students relevant to the organisation?

Here at the ACCC/AER, we have high expectations of our graduates. We create a challenging environment for our graduates to succeed in.

To be considered for the ACCC/AER 2020 Graduate Program, you will:

- have an interest in industry regulation, competition policy and consumer protection;
- have excellent interpersonal skills and the ability to work with all people;
- be able to acquire new skills and an understanding of complex concepts quickly, and apply these to different situations;
- have excellent analytical, critical thinking and problem solving skills;
- possess a minimum of a Bachelor degree.

Successful candidates for the ACCC/AER 2020 Graduate Program will:

- understand the ACCC and AER's purpose, functions and strategies;
- have excellent analytical, critical thinking and problem solving skills, and the ability to work well with others
- be able to acquire new skills and understand complex concepts quickly, and apply these to different situations; and
- be conscientious, self-assured and resilient.

How do students apply?

Current vacancies: <https://acc.bigredsky.com/page.php?pageID=106>

Graduate opportunities:

<https://www.accc.gov.au/about-us/careers/graduate-opportunities>

Intern opportunities:

<https://www.accc.gov.au/about-us/careers/intern-opportunities>

What type of work is usually involved?

Duties will vary, as the work completed in each of our Branches is very different.

However, as an ACCC/AER graduate you will be expected to:

- perform a broad range of tasks across different work areas, such as: analysing information, assisting with investigations, responding to correspondence, undertaking research, contributing to meetings and staff papers/recommendations, and presenting to committees;
- build professional relationships and work cohesively with others; and
- participate in all formal training as required, including orientation, investigation skills, regulation skills, presentation skills, writing skills and other professional development training.

- **about graduate programs**

What is the anticipated graduate intake for this year?

Approx. 50 for 2020

What is the application method?

Stage 1 - Online application form & ACCC/AER work sample assessment

Stage 2 - Abstract Reasoning and Graduate Profiler testing

Stage 3 - Assessment Centres (Physical attendance)

What does the organisation offer its graduates?

Commencing Salary of \$59,695 (GAPS A) per annum

Advancing to GAPS B after successful completion of rotation 1

Upon successful completion of the Graduate Program advancement to APS 4 classification

profiles: our past graduates

<https://www.accc.gov.au/about-us/careers/graduate-opportunities/our-past-graduates>

AUSTRALIAN GOVERNMENT DEPARTMENT OF HUMAN SERVICES

address

Doris Blackburn Building
18 Canberra Avenue
Forrest, ACT 2603

locations

The Department employs legal graduates primarily in Canberra, but has offices throughout Australia

contact

Callum Herbert; Acting Senior Government Lawyer
E: legal.services.graduates@humanservices.gov.au P: 02 6223 4822
W: humanservices.gov.au/graduates

Administrative law; employment and industrial relations law; statutory interpretation; legislative development; information law; privacy law; litigation; commercial law.

• about

What is the purpose of the organisation?

The Department of Human Services delivers payments and associated services on behalf of various Australian Government agencies and provides advice to government on social welfare, health and child support service delivery policy. Services the Department delivers include Centrelink payments, Medicare benefits, the Pharmaceutical Benefits Scheme and Child Support.

What is unique about the organisation?

The Department offers a generalist graduate pathway as well as a number of professional graduate pathways for suitably qualified candidates, including a legal pathway. Graduates selected for the legal pathway will work in the Department's large in-house legal practise, which provides graduate lawyers with a range of experience across areas of law including:

- employment and industrial relations law;
- administrative law and statutory interpretation;
- litigation, including before the Administrative Appeals Tribunal;
- privacy and information law; and
- commercial law.

Legal pathway graduates will require a Bachelor of Laws or equivalent degree, and be willing and able to gain admission to practise law during the course of the legal graduate program. The generalist pathway is open to graduates with a Bachelor degree.

How does the organisation encourage employees to learn and develop?

Legal pathway graduates with the Department rotate through four six-month placements in the Legal Services Division, giving the graduate an opportunity to develop experience in a range of areas early on in their legal career. The Department also conducts a continuing legal education program across a range of topics throughout the year, and provides a professional skills training program early on in the legal professional graduate program.

Junior lawyers generally work to more experienced lawyers, who review work and provide ongoing feedback.

• about graduate programs

What is the anticipated graduate intake for this year?

The Department usually has an intake of approximately 85-100 graduates, with 5-10 of those being legal pathway graduates.

What is the application method?

Information about applying for the Department's 2021 graduate program will be available on the Department's website.

What does the organisation offer its graduates?

The National Graduate Program offers graduates a range of development opportunities including:

- A Senior Executive Service mentor and graduate buddy;
- Our unique Indigenous and Multicultural Placement. Graduates are given the opportunity to experience and understand the challenges encountered in remote service areas and service centres with a large multicultural base;
- Attend Australian Public Service Commission events and Senate Estimates;
- Undertake formal training including the Diploma of Government.

Upon successful completion of the ten-month program, graduates permanently advance to the APS 5 classification level.

The legal professional pathway in particular provides the rare opportunity for graduates to experience a range of practise areas within government, with rotations continuing after graduates formally complete the National Graduate Program.

profile: madeleine harkin (2017)

DHS's graduate program has allowed me to fast track my development as a young government lawyer well beyond my expectations. It actually surprises me how much I've learnt! Because DHS is one of the largest government departments in Australia, working in the Legal Division offers a uniquely varied experience. In my first two years I have worked across the Employment Law, Litigation, Programme Advice and Freedom of Information Teams. I've consistently had carriage of my own matters, honed my advice writing and statutory interpretation skills, developed strong relationships with clients and advocated on behalf of the department in AAT hearings. Not only that, but I've also had the opportunity of a three-month Indigenous placement, where I travelled to remote Indigenous communities in WA to provide Centrelink services.

If you are looking for a role that will transition you from law student to well-rounded and experienced government lawyer, I can't recommend this program enough.

DEPARTMENT OF JOBS AND SMALL BUSINESS

address

12 Mort Street
Canberra City ACT 2601

locations

Australia Wide

contact

Graduate Team
E: graduates@jobs.gov.au P: 02 6240 8855
W: www.jobs.gov.au/graduate

Government and administrative law; corporate and commercial law; insolvency law; intellectual property; legislation development (including drafting of legislative instruments); social security; information law; litigation; workers' compensation; industrial relations; work health and safety law.

• about

What is the purpose of the organisation?

We are a department that is forward looking and strives to be innovative in everything we do. We identify risks, emerging trends and opportunities. We look for creative solutions to challenges and we are on the front foot providing current advice to Government.

Employment is central to the Australian way of life. Having a job provides financial security throughout life, enabling choice of investment in housing, education and health. As well as providing financial security, having a job can enhance self-esteem, social skills and self-confidence.

We want every Australian to have the opportunity to get ahead and build a better life for themselves and their families; and for employers to have confidence to grow their businesses and hire new employees.

This vision is built on the Government's plans for stronger economic growth. By providing good advice on policies that will create jobs, helping job seekers into work and encouraging great workplaces, we build Australia's participation and productivity.

The department works on initiatives such as jobactive, PaTH, Transition to Work, Empowering YOUth Initiatives, ParentsNext and the Seasonal Worker Programme.

What attributes does the organisation look for in a potential employee?

Our graduates are passionate about supporting national policies and programs that help Australians find and keep employment, and work in safe, fair and productive workplaces.

They embrace diversity, valuing the contributions, experiences and perspectives of others.

We are looking for people who have strong communication skills, are curious about the world around them and keep an open-mind to new ideas and thinking outside the box.

To see what past graduates have experienced, visit our website - www.jobs.gov.au/graduate.

How does the organisation encourage employees to learn and develop?

The department offers a comprehensive, structured learning and development program through formal face-to-face learning, online learning and on-the-job learning.

• getting involved

How are the skills and interests of law students relevant to the organisation?

Graduate lawyers are involved in the full range of work undertaken by our legal teams, including in the areas of government and administrative law, corporate and commercial law, insolvency law, intellectual property, legislation development (including drafting of legislative instruments), social security, information law, litigation, workers' compensation, industrial relations, and work health and safety law.

Our lawyers provide legal advice and services (including in relation to the development of legislation and the conduct of litigation) across the range of the department's responsibilities. Our teams are client-oriented and focused on providing innovative, robust and timely legal solutions. We work in dedicated and cooperative team environments, with a commitment to skill development, knowledge sharing and productive learning.

How do students apply?

Visit www.jobs.gov.au/graduate to apply.

• about graduate programs

What is the anticipated graduate intake for this year? 30 graduates total.

What is the application method?

Apply online at www.jobs.gov.au/graduate

What does the organisation offer its graduates?

- Placements in a range of work areas, providing opportunities to work on a variety of programs and policies, developed and implemented by the department.
- Professional development, including self-paced and structured learning and development activities tailored to your needs.
- Opportunities to be involved in a wide range of networks, social and fundraising events.
- An attractive remuneration and conditions package.
- Advancement to the APS 4 classification level upon successful completion of the program.

NSW LAW REFORM COMMISSION AND SENTENCING COUNCIL SECRETARIAT

address

Level 3, Henry Deane Building
20 Lee Street
Sydney NSW 2001

locations

Sydney

contact

Erin Gough, Policy Manager
E: Erin.Gough@justice.nsw.gov.au P: 02 8346 1263
W: <http://www.lawreform.justice.nsw.gov.au/>
<http://www.sentencingcouncil.justice.nsw.gov.au/>

• about

What is the purpose of the organisation?

The NSW Law Reform Commission and Sentencing Council Secretariat provides legal policy advice to Government on issues that are referred to us by the Attorney General (called "references"). We prepare reports which comprehensively analyse the issues identified in the reference, and make recommendations for legislative reform. Once our report is tabled in Parliament, the NSW Government decides whether to implement the recommendations through legislation or administrative action.

When reviewing areas of the law, our purpose is to improve the operation of the law and enhance access to justice. We seek to simplify and consolidate the law, bring the law into line with current conditions and needs, remove defects in the law and repealing unnecessary or obsolete laws.

Are there any interesting projects the organisation is currently working on?

The NSW Law Reform Commission is currently conducting a review into the law of consent in relation to sexual offences. We are looking at whether and how the law could be changed in this area, including how law reform could improve the experiences of sexual assault survivors in the criminal justice system. This is a topical issue given the widespread impact of the #metoo movement and our review has attracted considerable attention, both in and outside of the legal profession. In conducting this review we are consulting with a wide range of organisations and are also looking closely at the law in other jurisdictions.

We have also recently started a new review into access to court and tribunal information. In this review we will be considering topics such as suppression orders, non-publication orders, access to court information, and the use of digital technologies in courts and tribunals.

Why work in the public sector?

Working in the NSW public sector is more than just a job – it is about serving the people of NSW. At the Law Reform Commission and Sentencing Council Secretariat, we help bring about changes to the law, which can improve the lives of this generation and generations to come. Knowing that your work could help to change the lives of others is both inspiring and rewarding. Employees in the public sector also benefit from diversity and flexibility. A diverse workforce enables us to learn from and draw upon a variety of backgrounds, perspectives and experiences. Moreover, most departments and agencies have flexible work arrangements, which help us to maintain a work/life balance and stay engaged and productive at work.

• getting involved

How are the skills and interests of law students relevant to the organisation?

Legal research skills are vital to the work of the Secretariat. To identify key issues with the law and areas for reform, we conduct intensive research such as academic literature reviews, empirical research and cross-jurisdictional analyses. Along with the views and experiences of stakeholders, our research findings will inform our recommendations for legislative reform.

As law reform is a collaborative process, communications skills are also essential. In every review, we engage with stakeholders, and legal and industry experts through consultations, and discuss ideas for reform in consultation papers or question papers, which are available to stakeholders and the public to comment on through our website.

To best engage with people affected by law, we must adapt our communication methods to suit different people and situations. Our Winter Internship program would therefore appeal to students with strong research and communication skills and a keen interest in law reform and policy development.

• about graduate programs

What is the anticipated graduate intake for this year?

The Secretariat does not have a graduate program. However, we run a Winter Internship program and this year we are looking to engage 1-2 interns.

What does the organisation offer its graduates?

The Winter Internship program provides current law students with an opportunity to work closely with Law Reform Commissioners, Sentencing Council members and Secretariat staff and contribute directly to the development of proposals for law reform. Depending on the reference, this could mean undertaking research, contributing to drafting consultation documents, assisting with consultation processes or helping draft reports. We also credit the contribution of interns in our published papers.

NSW PUBLIC DEFENDERS OFFICE

address

Level 23
1 Oxford Street
Darlinghurst NSW 2010

locations

Head office as above.
Other chambers located at Lismore, Newcastle, Parramatta, Port Macquarie, Orange, Tamworth, Wagga Wagga and Wollongong.

contact

Ruth Heazlewood, Chambers Manager
E: Ruth.Heazlewood@justice.nsw.gov.au P: 02 9268 3111
W: www.publicdefenders.nsw.gov.au

Criminal law.

• about

What is the purpose of the organisation?

Public Defenders are salaried barristers appointed under *The Public Defenders Act 1995* to provide legal representation to legally aided people charged with serious criminal offences. There are currently 29 Public Defenders, with some located in regional locations.

What is unique about the organisation?

We look for a strong interest in social justice and a passion for criminal law. A capacity to work independently, high level research skills, an interest in advocacy and good communication and interpersonal skills are also valued.

How does the organisation encourage employees to learn and develop?

Public Defenders provided students with a wide range of experiences in the preparation and observation of criminal cases. Students are given real cases to work on and many are able to attend court to follow trial, sentence and appeal cases.

They may be given complex research tasks and all are encouraged to take an active role in the office and work independently but with supervision and support.

Are there any interesting projects the organisation is currently working on?

Public Defenders are working on a joint project with academics, researchers and practitioners called the "Bugmy Bar Book" project. Selected students are able to assist with this project.

Why work in the public sector?

Many good legal jobs, especially in criminal practice, are located in the public sector. The focus in these jobs is on providing a much needed service and not on making money. Employees are usually well supported with training, leave and other entitlements. It is sometimes easier to achieve a better work/life balance.

• getting involved

How are the skills and interests of law students relevant to the organisation?

We value the energy and enthusiasm of our students and the additional help they provide in a very busy practice.

How do students apply?

All applications are made to the Chambers Manager and should include a brief letter with CV and recent academic transcript.

What type of work is usually involved?

Tasks are generally focused on supporting a Public Defender and the instructing solicitor in trial, sentence or appeal preparation. This can include photocopying and assembling a brief, preparing witness summaries, chronologies or evidence tables, legal research, document preparation, attending court to observe and assist as needed.

• about graduate programs

What is the anticipated graduate intake for this year?

We do not have a general graduate program and all student placements are unpaid except for those falling under the Aboriginal Law Graduates program. Intake for this program is limited to two graduates per year to assist eligible students complete their practical legal training prior to admission.

What is the application method?

All applications are made to the Chambers Manager and should include a brief letter with CV and recent academic transcript.

Applications for an Aboriginal Law Graduate position requires the written support of the Dean of their law school or be nominated by the NSW Bar Association's First Nations Committee.

What does the organisation offer its graduates?

We offer paid temporary employment for Aboriginal law graduates for up to six months, which may be extended in certain circumstances.

We provide networking opportunities where applicable and career advice and mentoring for exceptional students.

profile: jaimée simonsen (2018)

Working at the Public Defenders has been a privilege. The barristers who supervise our work are dedicated and incredibly generous with their time. The work varies from research tasks, both for academic projects like the Bugmy Project, but also for appellate matters, or assisting in preparing briefs including working on chronologies and other trial preparation.

During my time at the Public Defenders I have had the opportunity to work across a variety of matters, including Supreme Court trials, sentencing hearings, contested extended supervision orders, appeals against sentence and Special Leave Applications to the High Court of Australia. I have had the chance to observe advocates on their feet in all these proceedings.

With each new task I am given my experience as a graduate, and now admitted practitioner, grows. I am supported in my learning and encouraged to meet challenges. If your interest is in criminal law, there is no better place to gain experience.

NSW DEPARTMENT OF JUSTICE

address

160 Marsden Street
Parramatta NSW 2150

locations

Sydney, Sydney Metro, Regional NSW

Advising the government on law, justice and legal reforms; Administering courts, tribunals and community justice centres; Implementing effective intervention and diversionary programs to reduce re-offending risks, prevent crime, support and rehabilitate young and adult offenders; Providing support services for victims of crime including counselling, compensation and court support; Delivering offence-specific programs relating to violence and sexual offending; Supervising and monitoring adult offenders; Providing secure, safe and humane management of juvenile and adult inmates; Supervising young people in custody, on bail, or sentenced to community based orders; Providing legal, professional and regulatory services; Recording life events; Providing responsive services to vulnerable members of the community requiring life management and decision-making support.

contact

Nadia Tadros, HR Advisor, Leadership Development, Strategic HR
E: nadia.tadros@justice.nsw.gov.au P: 02 8688 6641
W: www.justice.nsw.gov.au

• about

What is the purpose of the organisation?

The purpose of the Department of Justice is to create a safe and just NSW. We deliver legal, justice, law enforcement and emergency services in addition to playing a lead role in commemorating and preserving the heritage of service men and women.

What is unique about the organisation?

The Department of Justice is a large and diverse department. Outstanding career opportunities are available across the Justice Cluster, including Courts and Tribunal Services; Juvenile Justice; Corrective Services; Justice Strategy and Policy; Justice Services, the Office of the Secretary and Corporate Services.

The Department holds a unique focus on client service, social justice, contemporary issues and public safety initiatives. We work towards a truly integrated justice system that is responsive to current issues in the justice sector and is well placed to understand and address the needs of individuals.

What attributes does the organisation look for in a potential employee?

Potential employees will demonstrate a high level of technical skill in their area of expertise. Core capabilities that we seek include excellent written and verbal communication skills, integrity, ethical practice and a motivation to serve the people of NSW. Applicants will have an understanding of trends and issues in the justice sector, as well as broader public sector initiatives.

How does the organisation encourage employees to learn and develop?

The Department holds a commitment to recognising talent and providing opportunities to build your capabilities across the sector through strong networks and increased mobility. The Leadership Development unit commits to learning and growth, mobility and succession planning, throughout employees' career in the Department.

Are there any interesting projects the organisation is currently working on?

The Department is currently working on cutting edge projects including the Prison Bed Capacity Program which is a 4 year major expansion project for Corrective Services NSW incorporating expansions of current correctional centres, and 2 new rapid build correctional centres to generate additional inmate accommodation across NSW.

Why work in the public sector?

Value: relating to the way in which work contributes and brings value to the public, coupled with pride in serving the people of NSW.

Choice: which conveys the opportunities available to develop capabilities and careers through the scope and scale of the variety of roles and diversity of people.

• getting involved

How are the skills and interests of law students relevant to the organisation?

The Department delivers a diverse range of essential services and supports to the community of NSW at the point in their lives where they come into contact with either the criminal or civil justice system.

How do students apply? Through www.iworkfor.nsw.gov.au.

What type of work is usually involved?

As a policy/project graduate you will have the opportunity to experience a variety of roles in policy, project and other program initiatives which will involve:

- Researching and analysing policy and service delivery issues;
- Participating in project work;
- Assisting the implementation of strategies and process improvements;
- Working collaboratively within and across different agencies / departments;
- Preparing reports, correspondence and advice.

• about graduate programs

What is the anticipated graduate intake for this year? 18

What is the application method?

Applications open July 2019 at www.iworkfor.nsw.gov.au.

During the selection process, an assessment panel will use a range of assessments to determine who has the capabilities, experience and knowledge best suited to the requirements of the policy graduate role.

Additional information is available at: <https://www.psc.nsw.gov.au/workforce-management/recruitment/nsw-government-graduate-program>.

What does the organisation offer its graduates?

The NSW Government Graduate program offers 18 months' experience across different NSW government agencies. From day one graduates will be playing an integral role in a variety of exciting and important projects, allowing graduates to build a strong foundation of skills for their career.

To help guide graduates through their journey, they will have the support of a personal mentor and the wider network of fellow graduates. On successful completion of the program graduates will be offered an ongoing role within NSW Government.

NSW PARLIAMENTARY COUNSEL'S OFFICE

address

Level 1
60-70 Elizabeth Street
Sydney NSW 2000

locations

Sydney

contact

Michelle Butler
E: michelle.butler@pco.nsw.gov.au P: 02 9321 3381
W: www.pco.nsw.gov.au

Legislative drafting.

• about

What is the purpose of the organisation?

The Parliamentary Counsel's Office (PCO) drafts legislation for the NSW Government and for non-government Members of Parliament. PCO also provides access to the current and historical laws of NSW through the Legislation Website (www.legislation.nsw.gov.au).

What is unique about the organisation?

As a government agency, the PCO is not limited to work within one portfolio. This requires the staff to have the ability to acquire knowledge about a diverse range of laws in a fairly short period of time. Drafters at PCO are constantly contributing to the on-going development of the Statute Book of NSW. PCO staff provide cutting edge legal responses to contemporary issues.

What attributes does the organisation look for in a potential employee?

Candidates for entry-level legal positions at PCO should have the following qualities:

- A sound general knowledge of the law, including constitutional law;
- Strong attention to detail;
- Effective writing skills;
- Strong analytical and problem-solving skills;
- Sound interpersonal skills.

How does the organisation encourage employees to learn and develop?

In-house training programs are provided, including a Continuing Professional Development program that meets CPD requirements for legal practice.

• getting involved

How are the skills and interests of law students relevant to the organisation?

PCO works across almost all areas of law in NSW. The diverse interests of law students are relevant to the office's understanding and contextualisation of legislative proposals.

What type of work is usually involved?

PCO staff work closely with colleagues and senior officers to prepare comprehensive legislative instruments to an exceptional standard of accuracy and quality. Drafters research existing legislative frameworks and solutions from other jurisdictions while drafting legislation and statutory instruments. Staff work in a collegiate manner with government agencies and key stakeholders.

• about graduate programs

What is the anticipated graduate intake for this year?

PCO currently has one legal graduate position through the NSW Graduate Program. However, junior drafting positions may also be advertised throughout the year as vacancies arise.

What is the application method?

The graduate program and other vacancies at PCO are advertised and applied for via www.iworkfor.nsw.gov.au.

profile: belinda ramsey (2019)



The Parliamentary Counsel's Office is the only agency of its type in NSW. PCO provides law graduates with a unique legal experience, giving you the opportunity to directly apply diverse legal knowledge you've gained throughout your studies and be at the forefront of innovative legislative developments. While there is no 'typical' day in the office, the role of a legislative drafter primarily involves preparing drafts of Bills, subordinate legislation and other legal instruments, collaborating with editorial and publishing staff, and communicating with external legal and policy instructors. There is a strong collegial culture within the team and everyone is incredibly generous with sharing the wealth of legal knowledge they have developed throughout their careers. Overall, my experience as a graduate has sharpened my critical understanding of statutory interpretation, improved my attention to detail, and increased my appreciation of a well-placed punctuation mark. If these are the areas of the law that appeal to you, then I would highly encourage you to apply for a role with the PCO.

COURTS

Law students and graduates have a unique opportunity to be a member of the judiciary, by working as a Judge's Associate or Tipstaff. This is a useful avenue for those seeking to pursue a career at the Bar or on the Bench as it provides valuable exposure to the work of barristers and judges in Court.

The duties of Associates and Tipstaves vary according to the jurisdiction and the Court in which they operate. Through a direct relationship with a judge, such a role generally involves performing legal research, proofing draft judgments, liaising with Counsel and assisting with administrative work.

The 2017 Australian Law Students Association (ALSA) Judges' Associateships Guide provides useful insights into the role of associates. For specific information on applying, refer to the relevant Court's website which provides information on the application process for prospective applications. The High Court and the Federal Court for instance do not explicitly advertise these positions. Instead, the applicant should write directly to the Judge to whom they wish to be assigned.

Applicants generally should aim to have a strong understanding of the law, an excellent academic record, and advanced legal research skills. Varied interests and a well-rounded personality are also desired, as Judges often seek people with whom they can form a strong working relationship. Applying to be an Associate before the High Court for example generally requires students to have graduated with First Class Honours.

The following profiles of former and current Associates and Tipstaves to the Court aim to provide you with further insights into these positions and the application process.

FEDERAL COURT OF AUSTRALIA

name

Samuel Hoare

position

Associate to Justice J Gleeson in 2018

• what is a typical day like for you?

The main areas in which I provided assistance to my judge were as follows (in no particular order):

- Assisting with the running of hearings. This involves setting up court, knocking in my judge, receiving and keeping track of evidence handed up by the parties, handing documents up to the bench, often acting as the court officer, and recording and processing the orders that eventuate from the hearings. It also provides an invaluable opportunity to watch advocacy day-in-day-out.
- Proofing draft judgments. This is a far more involved task than merely proofing for spelling and grammar, as every statement of fact or law needs to be verified.
- Completing legal research.
- Corresponding with parties. Unlike a NSWSC/NWCA/NWCCA tipstave, a Federal Court associate is their judge's mouthpiece. All correspondence with the court runs through the associate.
- Managing her Honour's case docket.
- Various administrative tasks. Preparing for court; recording the outcome of a hearing; managing the case files.

A typical day involved a combination of all these tasks. Generally, there will be a few case management hearings at the start of the day, followed by a final or interlocutory hearing (either a continuation of a larger case, or a one off). Afterwards (and during the hearings themselves), I completed various administrative tasks, work on a proof, and respond to all emails that have been flooding in.

• what have been the key highlights of your experience?

As any associate or tipstave would say, the highlight of a job like this is the experience of working closely with a judge and learning from their practice and guidance. You will form a close relationship with your judge that will likely continue for the rest of your lives (if you look at a judge's swearing-in speech, you will often see a shout-out to the judge they themselves were an associate or tipstave to back in the day!).

Beyond that, sitting in court day-in-day-out and observing a wide variety of cases is fascinating and an opportunity you are unlikely to get anywhere else (especially not at an early stage in your career). In my view, this is particularly true of the FCA because, unlike the NSWSC/NWCA/NWCCA, its judges are not divided into trial and appeal or common law and equity divisions (although, conversely, if you have a particular interest in a certain area (especially criminal law), the Supreme Court might be a better fit).

• what does the application process involve?

Like any role at the courts, the best first step is to get in contact with a judge's chambers and ask. Every judge seems to do things differently, although a cover letter, CV, academic transcript, and referees' details are probably safe bets to include in your application letter/email. Try to tailor your cover letter and referees to the judge in question. Note that many judges appoint a few years in advance.

• who can apply for a tipstaff/associate position? are there any eligibility requirements?

You must have finished their law degree by the time you will commence your role as a FCA associate. Note that some FCA judges have preferences for people a few years out of university, who already have some professional experience and/or a masters-level degree.

As a person engaged under the *Public Service Act 1999* (Cth), my understanding is that you must also be an Australian citizen (unless this requirement is waived at the discretion of the Court).

• what attributes do judges typically look for in a tipstaff/associate?

As the judge will be spending a year in close quarters with you, your personality needs to fit with theirs to some degree. As a result, interviews are likely to focus primarily on you as a person, rather than self-promotion (unlike in many law firm interviews). Beyond that, attention to detail, legal aptitude, tact and discretion, and organisational skills are desirable.

NSW SUPREME COURT

name

Bradley Smith

position

Tipstaff to Justice Darke, Equity Division in 2017

• what is your role?

It is important to note is that the role is different in every Chambers. However, in my experience, the role was approximately 50% research, 25% proofing and 25% administrative tasks.

The research consisted of researching legal issues that were going to arise in upcoming hearings and preparing research notes to assist the Judge on those issues. Sometimes it also involved looking into particular factual issues by locating and summarising the key evidence on those points.

Proofing judgments is an important part of the role. You are looking for basic things such as typos and grammatical problems, as well as more substantive things like how persuasive the reasoning is.

A key part of the administrative work is setting up the Court for the Judge and acting as a Court assistant during hearings. In addition, because my judge was a list judge, we had a large number of files cycling through Chambers each week. There was plenty of administrative work in transporting, ordering and checking these files.

• what is a typical day like for you?

If the Judge was in Court, a typical day involved preparing for Court by assembling everything that the Judge needed. You sit in Court with the Judge whenever he or she is in Court, so I would spend the day observing the hearing and assisting by handing documents up to the Judge from the bar table. Once we were out of Court, I would often have to order files or go to the Registry to collect documents and check the mail. I would then carry on with the research or proofing work that I had.

• why did you apply for the position?

I applied for the position because of my intellectual interest in law, and the interest in the court process I developed during my time at uni (through things like mooting). A career at the bar was an option I wanted to consider and there is no better preparation for that than being a Tipstaff where you see barristers in action essentially every day for a year.

• what have been the key highlights of your experience?

The first was the working relationship I developed with the Judge. The work environment is very small, as it is just you, the Judge and the Associate, so it is quite different from a law firm.

The second was the intellectual stimulation of the legal issues I was exposed to. Difficult legal issues arise constantly. Sometimes the Judge has to decide an issue on which there is little or no authority, or conflicting authority, and I gained a great deal intellectually from seeing that process.

The third was the amount of time I spent in Court. Being a Tipstaff is a great way to find out whether you enjoy the Court environment, and whether you want to become a barrister. I learnt a great deal about advocacy from seeing all manner of advocates, ranging from the very senior to the very junior.

• what does the application process involve?

You need to inquire with each Judge's Chambers as to whether and when they are taking applications, and what you need to include with your application. You should do this by emailing the Judge's Chambers, the details for which are available on the Court website.

If you were going to apply for positions in 2021, you should make these inquiries of Chambers in late 2019 or early 2020.

• who can apply for a tipstaff/associate position? are there any eligibility requirements?

Anyone who will have finished their law degree by the time they start the role can apply. Some Judges hire people who will be in their first year out of university, whereas others prefer people who have had some experience practising as a solicitor. You do not need to be admitted.

• what attributes do judges typically look for in a tipstaff/associate?

Judges generally look for intelligent people who have a genuine interest in the law and are keen to learn.

• what key differences did you find between interviewing for a tipstaff/associate position and a position at a law firm?

The interview is more like a friendly conversation than a formal structured interview. There probably won't be any behavioural questions (such as "what is your biggest weakness?"). Be as relaxed and authentic as you can because the Judge will want to hire someone they get along with, as it is a very close working relationship.

• what advice do you have for interested applicants?

The main advice would be to research the Judges you are applying to when writing your cover letters. You should read the swearing in speech, which is usually available on the Court website, so that you know a bit about their career before they became a Judge. You should also do a search of that Judge in case law databases to get an idea of the kinds of cases they usually hear.

name

Alyssa Glass

position

Equity Researcher to Justice Ward in the Court of Appeal and Equity Division

• why did you apply for the position?

The opportunity to witness the operation of the courts first-hand, to learn from judges about how to approach the practice of law, to hone my legal writing and research skills, and to work closely with an extremely experienced judge.

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The opportunity to witness the operation of the courts first-hand, to learn from judges about how to approach the practice of law, to hone my legal writing and research skills, and to work closely with an extremely experienced judge.

• what have been the key highlights of your experience?

Working on really interesting matters where the state of the law was uncertain or in development, learning from Justice Ward, working with a variety of judges, and fabulous colleagues.

• what does the application process involve?

Application to the relevant Judge, usually via their Associate, which is typically followed by provision of relevant documents (normally, a CV, cover letter, and academic transcript) and then an interview with the Judge.

• who can apply for a tipstaff/associate position? are there any eligibility requirements?

There are no strict eligibility requirements.

• what advice do you have for interested applicants?

Think carefully about which particular judge you want to work for and why, and have some well-developed reasons for wanting to work for that particular person.

name

Tom Gardner

position

Tipstaff to Justice Black, Equity Division (Corporations List)

• what is a typical day like for you?

The role differs significantly depending on which judge the tipstaff or associate works for and the Judge's practice. Common tasks including providing general assistance in court, assisting in judgment preparation and checking judgments, research, and administrative duties.

• why did you apply for the position?

I had an interest in litigation and I thought that the role would be a good way to get practical litigation experience.

• what have been the key highlights of your experience?

The best part of the job was learning a lot about litigation processes and corporations law from the court and from the Judge's expertise. Another highlight was how engaging, intelligent and diverse the tipstaff cohort was.

• what does the application process involve?

It depends on the Judge. Email the Judge's associate to ask how to apply. Typically you will need to email a cover letter, CV and transcript, and perhaps other material, to the associate, and may then be asked to an interview with the Judge in chambers.

• who can apply for a tipstaff/associate position? are there any eligibility requirements?

Applicants usually need have a law degree by the time they start the position, but they can apply before they graduate.

• what attributes do judges typically look for in a tipstaff/associate?

The Judge and their staff will work closely together, so a key attribute is cultural fit with the Judge's chambers. Written communication skills are also crucial. Other relevant attributes would be organisational skills and academic ability.

• what key differences did you find between interviewing for a tipstaff/associate position and a position at a law firm?

Tipstaff and associate interviews vary depending on the Judge. Interviews at firms – and particularly interviews for clerkship or graduate positions – are more consistent and predictable. They are often driven by human resources interviewers and try to gauge your all-round profile and ability to work in the organisation, rather than work for a single person or in a single team. Firms tend to value qualities (communication, organisational, teamwork, academic and other skills) to a relatively similar extent to one another, whereas Judges vary a lot in terms of which skills they prioritise.

• what advice do you have for interested applicants?

Try to do research about the Judge or Judges you apply to and, if possible, ask former tipstaves and associates for their advice and for information. Start thinking about applications at the beginning of the year before you want to start the role, at the latest; but many Judges will appoint two years in advance.

NSW COURT OF APPEAL

name

Patrick Hall

position

Tipstaff

• what is a typical day like for you?

Unsurprisingly, it depends on whether you are in Court or not! If we are in Court I'll be sitting behind the Judge assisting him with anything he may need. If we're back in Chambers, there's a whole host of tasks I could be completing, whether it be legal research, collecting and reading authorities for Court, or anything else that may arise.

• why did you apply for the position?

I wanted to see first-hand what happens on the other side of the Courtroom door. I thought it would help my understanding of the law in a very real and practical way by seeing it being argued by some of the State's top practitioners, and by being exposed to the day-to-day workings of the Judiciary.

• what have been the key highlights of your experience?

I've had a terrific time in the Court and would encourage it to anyone who holds a passion for the law. The work is academically exhilarating and requires preparation on many broad areas of law in a relatively short period of time (a great skill to acquire). Moreover, being surrounded by your fellow tipstaves is certainly a highlight, they're a diverse and brilliant group.

• what does the application process involve?

The application process depends on the judge to whom you are applying. Usually you would be expected to send through a cover letter, academic transcript, and (depending on the judge) academic/employment references. From there you'll be asked for an interview. It's as simple as that, and quite different from the more labyrinthine clerkship process.

The key differences I found between the process in the Court and at law firms is the focus is slightly different. Each interview in the Court will differ but it's likely you might be expected to demonstrate your passion for law (in a greater academic sense) than the commercial awareness you might be expected to demonstrate in a law firm.

• who can apply for a tipstaff/associate position? are there any eligibility requirements?

Tipstaff/Associate positions are usually open to those who have finished at university. There are no eligibility requirements per se other than being available to work full-time for the year. Of course, each judge may have his/her own eligibility requirements.

• what attributes do judges typically look for in a tipstaff/associate?

Whilst it's hard to speculate, judges usually look for candidates who have a strong academic background and a genuine interest in the law. A passion for the law, evidenced through your time and experiences at university may be impressive. It's a close-knit working environment between the judge, the associate, and the tipstaff so they're probably looking for someone who will be pleasant in Chambers as well!

• what advice do you have for interested applicants?

It's integral to apply early to give yourself the best opportunity to obtain a position. Also, think seriously about what division in the Court you wish to work as your experience in each will be different.

LAND AND ENVIRONMENT COURT

name

Brigitte Rheinberger

position

Tipstaff to Justice Pain in 2018

• what is a typical day like for you?

My work as a tipstaff was incredibly varied. A day could be spent in Court for a hearing, list or judgment. When in Court, I was responsible for setting up the Courtroom, taking detailed notes of arguments presented and organising any evidence that was tendered. A typical day might also involve researching case law or legislation for a judgment, or doing research for a paper or speech.

• why did you apply for the position?

I applied to be a tipstaff at the Land and Environment Court because I was interested in the breadth of its jurisdiction to look at environmental, administrative and criminal law. I was also interested to learn about the process of researching and writing judgments.

• what have been the key highlights of your experience?

The aspects of being a tipstaff I enjoyed most were getting to observe different styles of advocacy, as well as working on really interesting cases which sometimes involved questions of law not yet judicially considered. Attending site views was also a highlight.

• what does the application process involve?

When applying for tipstaff/associate positions it is important to email the Associate as early as possible in the year. Before preparing an application, check that the Judge you are applying to is accepting applications for that particular year. Applications typically involve submitting a cover letter, CV and transcript. Some Judges may also want to see an example of your written work.

• what attributes do judges typically look for in a tipstaff/associate?

One of the most important skills in being a tipstaff is attention to detail and relatedly, having thorough editing skills. It is also important to have fine-tuned research skills and be able to quickly find cases and legislation, both current and historical.

THE BAR

After being admitted as a solicitor in NSW, a young lawyer has the option of becoming a barrister by passing the Bar Examination and applying to the NSW Bar Association. The work of a barrister is distinct from that of a solicitor working in a law firm. Barristers are specialist lawyers who practice as fierce advocates by appearing and representing their clients in open Court. They have expert knowledge and training in dispute resolution and advocacy. A strong, quick-thinking and persuasive barrister is often the deciding factor in a highly contentious case. Generally, it is advised that a lawyer first practise as a solicitor to gain practical experience before joining the Bar.

Barristers operate as sole practitioners from their 'chambers', which is administered by a Clerk. They are usually briefed by solicitors on behalf of their client, and in doing so often develop a niche in particular areas of law. Although barristers are equipped with litigation tactics and are valued for their persuasive rhetoric to win cases, they have an overriding duty to the Court.

As an indication of seniority and eminence, a limited number of barristers take 'silk' after several years, and become appointed as Senior Counsel (post-nominal SC). This appointment is made on the barrister's degree of experience, skill, integrity and diligence amongst other things. Prior to 1993, the title was denoted Queen's Counsel (post-nominal QC).

COURTNEY ENSOR, NEW CHAMBERS

• what is the process for becoming a barrister?

The NSW Bar Association website details the requirements: <https://www.nswbar.asn.au/coming-to-the-bar>.

In summary, to obtain a practicing certificate as a barrister you need to be admitted as a solicitor, sit and pass the bar exam, and complete the bar practice course. The integrated exam addresses evidence, practice and procedure, and ethics, while the course teaches and assesses practical advocacy skills. For the first year of practice you are a 'reader' and during that time you need to complete a program of civil and criminal reading under the supervision of your 'tutors' (2 more senior barristers) in order to obtain an unrestricted practicing certificate.

• what does the application process for chambers involved?

Each chambers has its own application process with applications frequently needing to be made 18 months in advance. The application process for any specific set of chambers is generally outlined on the chambers' website or can be obtained from the clerk of chambers. A covering letter, CV and transcripts will usually be required along with an interview with barristers from the floor.

When applying to chambers it is important to consider the areas which you intend to practice in, and whether they align with the practice areas of the chambers. One of your tutors will generally be a barrister from your chambers and this will be of more utility if they practice in an area of interest to you.

Other factors to consider when applying to chambers include whether the particular chambers offers free accommodation or reduced disbursements during your readership year, and whether the floor has licensing positions which may enable you to remain in chambers after readership.

• what is a typical day like for you?

When in chambers, the day is generally spent reading briefs, conducting legal research, drafting Court documents, or preparing for upcoming hearings. A day out of Court may also involve conferences with instructing solicitors, clients, or lay or expert witnesses.

When in hearing, the day starts early – often at 5am. Conferences with your instructing solicitor and client generally precede and succeed Court hours, which are frequently 10am to 4pm. The day in Court varies depending on the stage of the hearing and may involve examining or cross-examining witnesses, or making oral submissions. Evenings are spent researching particular legal points which have arisen during the day of hearing, and preparing speaking notes for the next.

• what attributes are barristers typically expected to have?

Obviously, barristers need to be excellent orators. But more importantly, an effective barrister is an active listener, who is perceptive, persuasive and agile during hearing. Attention to detail, and an acute ability of recall, are also key. A barrister needs to be a strategic problem solver able to make tactical decisions, often under significant time constraints. Much of a barrister's work can be quite solitary, so one also needs to be self-motivated and an independent worker.

In addition to legal aptitude, barristers need to be consciously aware of the various ethical duties they owe, paramount of which is their duty to the administration of justice. By virtue of the more distanced relationship from a client, barristers are often retained late in the dispute resolution process, after time and money has already been spent on attempts to resolve the dispute. Accordingly, by the time a barrister is retained there can often be a firm view from one's solicitor and client that the matter needs to be litigated, and that it has prospects of success. A barrister needs to be strong enough to exercise their own independent, forensic judgment about the prospects of any contemplated litigation and advise accordingly, even when that advice may not be well received.

• what advice do you have for interested applicants?

Life at the bar is exceptionally rewarding, but it has its challenges. Try to gain as much insight into life at the bar as possible before commencing the process – go to Court and watch hearings, speak with any barristers you know, consider working as a legal researcher for a barrister or working as a solicitor in a litigation role where you will have the capacity to work with barristers on hearings.

DAVID SCULLY, OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS (NSW)

areas of practice Criminal Law

• what was your career pathway to being a barrister?

After completing my undergraduate law degree at the University of Western Australia, I worked at the Western Australian DPP for 4 years. I took a year off to complete the BCL (Masters of Law) at Oxford University. I then practiced at a large commercial firm in Sydney and London in Commercial Litigation for 6 years before coming to the NSW Bar in 2011. In 2015 I was appointed as a Crown Prosecutor in NSW and in 2018 I was appointed as a Deputy Senior Crown Prosecutor.

• why did you choose to go to the bar?

I like being an advocate. Every day is full of surprises and challenges. It is a lot of hard work. But it is never boring. Being a barrister means that you get to be an advocate on a full time basis.

• do you have any tips or advice for law students who wish to go to the bar?

Academic Excellence is a big help when forging a career at the Bar – so do study hard.

But personality and being well rounded is very important as well. So make time to enjoy all the experiences life has to offer before going to the bar. Read, travel, learn a language – whatever interests you. Do what interests you, rather than what you think ticks the boxes for being a barrister. Barristers are a very diverse bunch who bring to bear a whole range of life experiences. It is this diversity that makes the being at the Bar interesting.

Take whatever opportunities you can to do public speaking – debating, mooting and anything else. Not only so you can practice your public speaking, but also to see if you like doing it. Do not be concerned if you are not a star advocate the first few times (or even the first hundred times). Do not be concerned if you have one or two bad experiences. They will only make you better.

You will want to gain experience in litigation before you go to the Bar. After law school, practice as a solicitor for at least a few years. Solicitors instruct barristers in court cases. Make sure you go to a firm that regularly briefs barristers in litigation so you can have regular exposure to barristers. If you have any interest in criminal law, the NSW DPP employs graduates as part of its Legal Development Program.

• what do you wish you had known about being a barrister before you decided to go to the bar?

That it is a complete leap of faith. That you never know where work will come from or what you will end up doing. So try not to worry so much and just enjoy the ride.

• what has been the most interesting case that you have worked on?

I cannot comment on any particular case.

But the most interesting cases that I appear in are murder trials.

The stakes are very high for all those involved – for the accused who faces potentially a very significant period of gaol time if convicted, for the family and friends of the deceased and for the community generally.

Particularly fascinating are murder trials involving a circumstantial case – that is, a case based on the jury drawing an inference from a number of proven facts.

Preparing for a murder trial requires a Crown to digest a very large volume of material, in order to decide which evidence should be presented to the jury. It is not unlike gathering together all the pieces of a jigsaw puzzle and then presenting them to the jury in the most intelligible way possible.

GEOFFREY WATSON SC, NEW CHAMBERS

I am lucky to have a reasonably general practice.

areas of practice

The principal area of my work might be described as product liability. I have done many cases involving allegations that products were defective – eg motor cars, pharmaceuticals, etc. A large part of my work is in areas where certain products are said to have been dangerous – asbestos and tobacco.

Apart from that I have also worked on large tort cases – class actions following bushfires and the like.

For several years I was deeply involved in anti-corruption work, especially with ICAC and the Police Integrity Commission. More recently I have been involved in many cases on behalf of refugees on Nauru and Manus Island (and this has been the most rewarding work of my career).

• what was your career pathway to being a barrister?

Most unusual. After leaving Sydney University Law School I worked for one year as a solicitor, but did not enjoy it. I went overseas and when I returned, I thought I would try my hand as a barrister. I did not know whether it would work out or not and I tried to leave my options open.

Because of this I was unusually young when I started at the Bar, and unusually inexperienced. It took some time to get going, but eventually I built a practice and things have worked out reasonably well.

I might say that, if you wish to come to the Bar, then it is better to do so when you are young – you need to learn a lot and you need to learn it quickly, and one of the best ways of doing so is by exposure to difficult judges and clever opponents.

• why did you choose to go to the bar?

When I was 14 or 15 I read *To Kill a Mockingbird* and, from the time I finished that book – I dreamt of becoming a lawyer.

As I became more aware of the different roles played by solicitors and barristers, I quickly found myself attracted to the Bar. Perhaps it was because it left you freer (no timesheets!); perhaps it was because it seemed to be more focused. I think it suits my personality.

• do you have any tips or advice for law students who wish to go to the bar?

Go to the Bar while young – while you are still free of financial and family pressures.

If it is your plan, then try and get a position as a Tipstaff or Associate on one of the Courts.

It would always be sensible to have some experience in legal practice before becoming a barrister, but you should keep this to only two to five years.

And when things get tough (and they will) then knuckle down and double your efforts.

• what do you wish you had known about being a barrister before you decided to go to the bar?

How to organise my finances better!

• what has been the most interesting case that you have worked on?

I have been lucky and have had many interesting cases, several of which have found their way to the High Court.

If there was one single thing in which I was involved which I have to pick, I would say the anti-corruption work with ICAC. It was intense, poorly paid, and stressful – but, by golly, it was rewarding!

IAN ROBERTS SC, GREENWAY CHAMBERS

areas of practice Construction, commercial, equity, professional indemnity, transport and maritime.

- **what was your career pathway to being a barrister?**

I was an articled clerk in a Brisbane firm called Bowdens. In Queensland in the late 1980s two years of articles was still the most common pathway to admission as a solicitor. The college of law course, although only half the duration, had still not ever been fully subscribed. I was admitted as a solicitor in 1990 and worked in the same firm for a few years. In 1992 I moved to Sydney to work at Minter Ellison. I remained at Minters for four years before coming to the Bar.

- **why did you choose to go to the bar?**

I have always enjoyed public speaking and advocacy and wanted to work for myself. I had reached a point where I had to choose between developing a practice that would lead me to partnership or going the Bar. I had intended to go to the Bar even when I was in Brisbane so I preferred that course.

- **do you have any tips or advice for law students who wish to go to the bar?**

In the period before you begin at the Bar try and get to court as much as possible to watch good advocates in action. You accumulate a lot of different skills from different people throughout a career at the Bar and the earlier you see what works and what does not the better advocate you will be. As a solicitor I was fortunate enough to be able to appear in court in many short matters such as directions and notices of motion, many of which were contested. The more you do that the more comfortable you will become dealing with Courts and Judges. It also allows you to develop strategies and techniques for dealing quickly with issues that arise while on your feet. I would recommend to any aspiring barrister that he or she appear as often as possible in matters in all courts. Once you are practicing, I recommend you find at least one non-law related obsession. That was the advice I used to give to my readers. It is an essential survival plan.

- **what has been the most interesting case that you have worked on?**

I have had many long cases, about large commercial transactions and many that involved a lot of money. However, the one that was really interesting had none of that and lasted only one day. It was a question concerning the meaning of the Convention on the Limitation of Liability for Maritime Claims. A vessel owned by the Newcastle Port Corporation collided with a fishing boat in Newcastle Harbour killing one occupant and injuring others. The injured sued the Port Corporation. The question was whether the legal costs of that action were included in, or excluded from, the limitation fund created under the Convention. If included, the costs would have consumed most, if not all, of the fund. The question had never been dealt with anywhere in the world where the Convention applied. Although we did not know at the time, an English Judge was dealing with the same issue in another case. Despite neither Judge knowing about the other, they came to the same conclusion for largely the same reasons, at the same time [*Newcastle Port Corporation v Pevitt* (2003) 58 NSWLR 548].

NATASHA HAMMOND, MARTIN PLACE CHAMBERS

areas of practice Environment, planning, climate, property, environmental compliance and crime, building and construction.

• what was your career pathway to being a barrister?

Worked in London as a lawyer at the London Borough of Harrow Council for a year, then in private practice with a mid-tier Sydney firm for two years, then the Environmental Defenders Office NSW, a community law centre specialising in environmental law, for 4 years. There I worked closely with barristers, doing legal research and preparing a first draft of the written submissions and getting involved in litigation strategy. I enjoyed that work and I then considered going to the Bar. I then spent 1 year at the Office of Environment and Heritage prosecuting environmental offences, before being called to the Bar in 2014.

• why did you choose to go to the bar?

The challenge and the constant variety of the work, being able to run a case and advise on evidence and strategy, the independence of running my own business and working where and when I choose.

• do you have any tips or advice for law students who wish to go to the bar?

I recommend that students practice as a solicitor for a few years to obtain experience in managing files, advising clients and in litigation. It is a good idea to try a few areas of law to see what area you enjoy and are suited to before specialising, as barristers inevitably do. You also need to establish networks and become known to solicitors, who will be briefing you when you go to the Bar.

• what do you wish you had known about being a barrister before you decided to go to the bar?

I did a lot of research and had cups of coffee with lots of different people before coming to the Bar, so I was well prepared and knew what to expect. I was advised to say 'yes' to every new brief and that was great advice, as I have gained experience in many different areas of practice and have met a lot of solicitors and barristers. People should expect to work hard and not earn a lot in the first year, which is very much a learning year when you are a 'reader'.

• what has been the most interesting case that you have worked on?

I am involved in at least one pro bono environmental law case at any given time. The most recent related to the killing of sharks in the Great Barrier Reef as part of a shark control programme to protect swimmers at beaches from interactions with sharks. I was instructed by the Environmental Defenders Office NSW, and acted for Humane Society International. The matter was determined by the Administrative Appeals Tribunal in Brisbane and I had the opportunity to work with a fantastic Queensland silk. The expert evidence in the case established that the killing of sharks makes no difference at all to the risk of a shark bite, and confirmed that human-shark encounters are completely random and extremely rare. My client won the case and the Tribunal ordered that the conditions of the shark control programme were to be amended to prohibit the killing of sharks.

ROBERT DICK SC, BANCO CHAMBERS

areas of practice Appeals, Commercial and Corporate Law, Competition Law, Trials and Arbitrations.

- **what was your career pathway to being a barrister?**

Summer clerk (Allen Allen and Hemsley - now Allens Linklaters), Federal Court Associate (Hill J), Solicitor (Freehill, Hollingdale & Page - now Herbert Smith Freehills), Barrister.

- **why did you choose to go to the bar?**

To focus on advocacy.

- **do you have any tips or advice for law students who wish to go to the bar?**

Get as much exposure to advocacy as possible (e.g. mooting). Focus on your written work and analysis because written submissions and advices are an extremely important part of a barrister's role. Proficiency with written work aids clarity of thought and hence oral argument and presentation as well. Work as a solicitor first to make contacts and gain relevant litigation experience.

- **what do you wish you had known about being a barrister before you decided to go to the bar?**

The way in which barristers organise themselves professionally in chambers etc and their financial affairs as self-employed sole traders. Aspiring barristers should sit down with practising barristers well ahead of coming to the Bar to understand these matters.

- **what has been the most interesting case that you have worked on?**

Probably two cases stand out.

Roxborough v Rothmans of Pall Mall (2001). After losing at first instance and on appeal in the Federal Court, the High Court upheld tobacco retailers' claims for restitution of licence fees. The subject matter, litigation experience and working with Stephen Gageler (now Gageler J) at trial and on appeal made this case very memorable; and

Firebird Global Master Fund v Republic of Nauru (2015). Another case that made its way to the High Court via the Supreme Court/Court of Appeal. This case raised novel and fascinating issues around foreign state immunity and international law.

VANESSA THOMAS, 12 WENTWORTH SELBORNE CHAMBERS

areas of practice Medical negligence, common law, general commercial disputes.

- **what was your career pathway to being a barrister?**

Twenty years as a solicitor, including 10 years working overseas.

- **why did you choose to go to the bar?**

This is something I had wanted to do for many years. If you enjoy thinking deeply about legal issues in a case and developing the arguments, which I did, the bar is where you should be.

- **do you have any tips or advice for law students who wish to go to the bar?**

While I would recommend spending some time as a solicitor before going to the bar, don't leave it as long as I did.

- **what do you wish you had known about being a barrister before you decided to go to the bar?**

I delayed going to the bar for a number of years, as I had young children and elderly parents, who needed care. I was concerned about how demanding it would be and about the loss of control over my working hours. I wish that I had known that, while it is demanding, it is fabulously flexible and that I would have much more control over my professional life than I ever did as a solicitor.

- **what has been the most interesting case that you have worked on?**

Probably Waller v James (2015) 90 NSWLR 634 (Court of Appeal) and also at first instance. Everything was difficult – the lay evidence, the medicine and especially the legal debate concerning causation.

ALTERNATIVE DISPUTE RESOLUTION

Alternative Dispute Resolution (ADR) is often regarded as one of the less transparent and lightly touched upon topics throughout one's legal education. In short, the processes are exclusively distinct from the Court or tribunals, and are intended to avoid the complex litigation system. Within the Australian legal landscape, ADR is becoming increasingly important for the fast and cheap resolution of disputes between parties. It is a more flexible and participatory way of resolving such disputes, whilst also attempting to preserve business or personal relationships.

Though the role of an ADR practitioner will largely depend on the specific nature of the client's dispute, such skills etc will generally range from advising the client before the ADR process, to representing the client during the process and undertaking all communications on behalf of the client.

The concept of ADR is not simply an Australian phenomena either, with significant opportunities abroad through international arbitration centres, which are often the means of resolving complex cross-border financial disputes.

Different types of ADR exist, namely mediation, arbitration and conciliation:

Mediation – the most widely applied form of ADR. This involves a neutral third-party mediator who assists the parties to identify issues involved in their dispute, and facilitate a negotiated agreement between the parties.

Arbitration – an ADR process in which a dispute is submitted to a third-party arbitrator who provides a binding determinative ruling in the form of an award, after considering evidence submitted by both parties to the dispute.

Conciliation – an ADR process in which a conciliator helps parties identify the issues in a dispute, discuss options and try to reach an agreement. A conciliator is often legally qualified or has some technical qualification in the subject matter they are dealing with.

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Mona Vale / Balgowlah

contact

Dr Sue Armstrong
E: sue@armstrongmediation.com.au
W: <https://armstrongmediation.com.au>

• about

What services does the organisation provide?

Mediation for families, coaching, collaborative practice.

What pathways do people take to become involved in ADR?

To work as a family mediator appointed by the Commonwealth Attorney General to provide family dispute resolution, you need to have completed the Graduate Diploma in Family Dispute Resolution. A number of organisations offer this qualification. The tertiary qualifications for entry to the FGDDR include law, conflict resolution and some social sciences or mental health disciplines like psychology. You may also work as a mediator in other fields if you complete mediator training recognized by the National Mediator Standards. Dispute resolvers are often self employed and find work across a range of domains, or maybe employed by government instrumentalities such as Ombudsman, the Human Rights Commission or Fair Work Commission to help people resolve disputes without court.

Why should students consider a career in ADR?

Working as a mediator requires the application of conflict resolution skills, awareness of human behavior and facilitation capacity to empower people work out constructive solutions to their interpersonal disputes. There is also a big demand for mediators and conflict resolvers in the commercial arena, and in some government and community organisations such as Neighbourhood Justice Centres. Mediation and negotiation skills are always useful for lawyers to assist clients to resolve their disputes without court.

• getting involved

I am interested in pursuing a career in ADR. What should I do?

Do some research to find out what organisations offer dispute resolution services. Do the five day mediation training course to see if it is for you.

AUSTRALIAN CENTRE FOR INTERNATIONAL COMMERCIAL ARBITRATION (ACICA)

address

Level 16
1 Castlereagh Street
Sydney NSW 2000

locations

All internships are undertaken at the Sydney Head Office

contact

ACICA Secretariat
E: secretariat@acica.org.au P: 02 9223 1099
W: www.acica.org.au

International & domestic arbitration and mediation.

• about

What services does the organisation provide?

ACICA provides a full range of services to assist international arbitrations and mediations conducted in Australia and in the region. ACICA acts as the administering institution for arbitrations and mediations under the ACICA Arbitration Rules and ACICA Mediation Rules or, if agreed by the parties, under an ad hoc process. Further information in relation to ACICA's services may be found on the website.

What pathways do people take to become involved in ADR?

For students or early career practitioners, alternative dispute resolution training will start in the classroom, whether at university or through College of Law. Many universities offer alternative dispute resolution courses either general or specific in nature, for example stand-alone courses on international commercial arbitration. Recently, ACICA has introduced courses in international arbitration advocacy and for the training of arbitral Tribunal Secretaries which may be of interest. Students may also consider training and accreditation courses through ACICA's partner organisations, the Chartered Institute of Arbitrators (arbitration) or the Australian Disputes Centre (ADC) (mediation). Students can also attend seminars run by various organisations, including ACICA and ADC, universities and NSW Young Lawyers, some of which are free of charge. Many students wishing to pursue a career in dispute resolution seeks experience in dispute resolution or litigation teams at a firm or other organisations.

Why should students consider a career in ADR?

Alternative dispute resolution is an important element of the dispute resolution landscape in Australia. It is especially relevant in relation to transnational commercial disputes which are resolved globally, primarily through international arbitration. Developing skills in alternative dispute resolution has a variety of important applications throughout a lawyer's career. A focus on international dispute resolution offers diverse opportunities for lawyers to engage with laws and legal systems different to their own and has the potential to enable lawyers to move around and work in different countries.

• getting involved

What training opportunities does the organisation provide?

An intern at ACICA and ADC may be exposed to a variety of tasks including case management, legal research and publications, events participation and management, and front-of-house rotations. The aim of the internship program is to provide students not only technical legal skills, but also a multitude of non-legal, soft skills transferable across many professions.

Interns will receive direct supervision from the Secretary General at ACICA and the CEO at ADC. Direct interactions provide interns direct and valuable feedback conducive to future careers.

What kind of accreditation schemes does the organisation offer?

ACICA runs various seminars and workshops throughout the year. Recently, ACICA ran an accredited tribunal secretary course to fulfil the demand for secretaries to assist the conduct of proceedings. ACICA has also introduced a series of advocacy training workshops.

The ADC runs accredited mediation courses consistently throughout the year. The course is recognised under the National Mediator Accreditation Standards, and provides participants a solid understanding of the mediation processes and skills required to become a mediator.

How can law students and graduates get involved with your organisation?

The best avenues to be involved in ACICA are through the internship program to get a taste of what it is like to be involved in an arbitral institution, or via membership (see below). An internship with ACICA and ADC can provide a better understanding of the practicalities involved in arbitrations and mediations.

How do you become a member of the organisation? What are the benefits? ACICA has various categories of membership, details of which may be found on the ACICA website under Membership.

SOCIAL JUSTICE

Social Justice is often an abstract, amorphous term due to the varied scope and nature of the work it encompasses but the golden thread which the sector is bound by is the desire and aspiration to redress inequalities. Through serving the community by ensuring all individuals and groups are entitled to fair and impartial treatment, the notions that were long embedded in the law such as right to fair trial in *Dietrich v The Queen* [1992] HCA 57 are upheld. The following section demonstrates the progressive and varied work undertaken by the social justice sector which generally focus on diverse areas of law including human rights, domestic violence, indigenous rights, civil liberties, refugee rights, animal rights, environmental law and access to justice.

If you seek a demanding, varied and fulfilling career beyond the traditional pathways of law, the work in the Social Justice sector is immensely rewarding as it is challenging. Though the competition of clerkship season and the allure of fancy law firms and corporate boardrooms seem to be synonymous in law school, it is important to emphasise that lawyers in the social justice sector possess extraordinary capabilities, and have the unique proposition of pursuing both their passion and skills.

The sector hosts some of the most amazing opportunities for law students which are worth exploring. Volunteer opportunities, internships and PLT placements are available at many organisations. As the majority of organisations tend to be relatively small, students can work closely with senior lawyers and gain more hands-on experience, take on further responsibilities and attain insight into a wide variety of legal matters. Students can benefit from interacting with the law at this meaningful grassroots level and play significant role in driving institutional change at the policy level.

Both domestic and international opportunities exist in the sector. With work as varied as the encompassing casework, referrals and advocacy, to running test cases, drafting submissions on policy and law reform and driving new groundbreaking legal positions like the various community legal centres involved in the late 2017 decision on Gender Dysphoria in the Family Court of Australia in *Re: Kelvin* [2017] FamCAFC 258.

For those whose ambition is to create a career in Social Justice, this section will shed some light on the interesting opportunities available and enlighten your desires of the worldly justice notions. However, for those who have not considered such a career, hopefully this will be an opportunity to explore your option and engage with the excellent opportunity to utilise your legal skills in a fulfilling way to broaden your horizons and engage with the diverse career paths that Social Justice has to offer. We hope that this section of the Guide will inspire law students to re-discover their passion for social well-being and the ethical concerns which perhaps inspired them to study law.

THE AURORA INTERNSHIP PROGRAM

address

100 Botany Road
Alexandria NSW 2015

locations

Sydney; Internships arranged at a range of locations around Australia, including regional and remote

contact

Kim Barlin, Placements Manager
E: Kim.Barlin@auroraproject.com.au

P: 02 9310 8413

Indigenous; Social Justice; Native Title; Land rights; Policy Development; Research; Health Policy.

• about

What is the focus of the organisation?

The Program continues to place students and graduates with backgrounds in law (including some business), anthropology, some social sciences (including archaeology, community development, cultural heritage, environmental management, education, history, human geography, Indigenous studies, media/communications and sociology) as well as health science and social welfare (including social work and psychology) and at Indigenous sector organisations involved in native title, land rights, justice, policy and community development, health, social welfare and research, Australia wide.

We continue to focus on supporting Aboriginal and Torres Strait Islander students and graduates via funded internships as pathways to jobs in Indigenous organisations and other organisations working in the Indigenous sector. The Commonwealth will provide financial support via scholarships for Indigenous interns under the Program. To date the Program has had only small numbers of Indigenous candidates due to us being unable to offer financial support.

What is unique about the organisation? It is an opportunity to experience hand-on, on the ground work in the Indigenous sector.

What type of work is usually involved? Interns will assist on discrete projects depending on their academic background as well as support their supervisors on various tasks.

What attributes do you think define your employees? They are part of an under-resourced and over-worked sector.

What significant work has the organisation recently undertaken?

We have recently been funded by the Commonwealth to provide scholarships to Aboriginal and Torres Strait Islander interns undertaking an Aurora internship – see details at <http://auroraproject.com.au/indigenous-applicants>.

As a snapshot of the Program:

- 2,549 alumni have undertaken internships at over 180 Indigenous sector Host organisations;
- 634 (27%) internship alumni have been employed in the sector, including 32 Aboriginal and Torres Strait Islander alumni;
- 98% Hosts value the contribution and impact of the Aurora interns; 95% interns value the experience as impactful and pivotal to their future career;
- The Program has provided over 540,000 hours of additional capacity to the broader Indigenous sector = over \$13 million of cost savings and productivity gains.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

The Aurora Internship Program offers unpaid internships which may lead to paid opportunities. Interns are placed with a range of organisations Australia-wide

including Native Title Representative Bodies, Prescribed Bodies Corporate, Indigenous corporations, Government bodies, Not-for-profit organisations, Aboriginal Legal Services and Community Legal Centres. There are two intakes for interns annually, during the summer and winter university breaks, for four to six weeks, with some flexibility outside of those timeframes for graduates.

What is the application process?

Applications open in March and August of each year. Further details can be found on the website at <http://auroraproject.com.au/about-internship-program>.

What does the organisation look for in an applicant?

Applicants must:

- have a solid academic record;
- have an interest in the broader Indigenous sector;
- have a strong sense of cultural awareness and sensitivity;
- have good interpersonal and communication skills.

What type of work can students expect to do?

Legal interns can be placed in either the native title or non-native sector, supporting the legal staff of their Host. Interns should expect to be given a balance of challenging and interesting tasks along with a fair amount of administrative tasks.

Most native title focused legal internships involve native title and land rights-related work, but the work may also cover anything from constitutional law to local government regulations.

Internships at organisations in the broader sector could encompass a wider range of issues relating to social justice, policy development and Indigenous affairs more generally.

What are the benefits of interning/volunteering with the organisation?

- A legitimate career/study-based learning experience in a vocational placement that enhances learning and will inform and inspire your future study and work life;
- Internships are a benefit to you as a student, near-graduate and/or graduate transitioning from education to the workforce or considering a career change;
- An opportunity to gain hands on experience and insight into working in the Indigenous sector in Australia;
- Create professional relationships in a new network of experienced practitioners and mentors;
- Develop valuable practical legal, research and cross cultural skills;
- An insightful and humbling experience which can be transformative and can often lead to paid work.

profiles

For some insights into what past Aurora interns say about their internship experience – please see <https://auroraproject.com.au/reflections/stream/legal> and <https://auroraproject.com.au/quotes>

CENTRAL COAST COMMUNITY LEGAL CENTRE

address

31 Alison Road
Wyong NSW 2259

locations

Wyong and outreach clinics on the Central Coast

contact

Deborah Macmillan, CEO
E: contact@centralcoastclc.org.au P: 02 4353 0111

Areas including, but not limited to: most aspects of family law; care & protection; domestic violence; debt; fines; driving & traffic law; discrimination and complaints.

• about

What is the focus of the organisation?

Our purpose is to promote social justice for the people of the NSW Central Coast. We have a vision for a fairer society based on access to justice.

What is unique about the organisation?

We are the only Community Legal Centre on the Central Coast, serving a population equivalent to that of the Northern Territory and the only source of legal advice for many disadvantaged and vulnerable people. Our solicitors help keep people in their homes, keep families together, keep people in their jobs. We work with numerous community partners and in addition to our legal services for clients, host a Childrens Court Assistance Scheme worker, the regional coordinator for the Co-operative Legal Service Delivery project, and an Aboriginal Access Worker.

What type of work is usually involved?

Telephone information and advice, duty lawyer services and outreach legal advice clinics

What attributes do you think define your employees?

Last year we provided advice to over 1100 people, information to a further 1900 people, and assist nearly 2500 young people facing court. We provide outreach clinics to the homeless, facilitate Wills days for the Coast's large Aboriginal and Torres Strait Islander population, and give advice to people who have had AVOS taken out against them, who find it very difficult to get the legal advice they have a right to receive. Our advocacy has contributed to a reconsideration of the relocation of Childrens' Court lists on the coast, and the unreasonable closure of the Tribunal hearing tenancy matters.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

This is a training practice. We recruit recent graduates to complete their Practical Legal Training with us, and also offer limited places for senior undergraduates. We offer a significant and targeted training program for our PLTs.

What is the application process?

To apply, email contact@centralcoastclc.org.au with a copy of your academic transcript and CV. We will also require a Police Check, issued within the previous 12 months.

What does the organisation look for in an applicant?

We look for candidates who have empathy and an understanding of the difficulties faced by many people in their lives. Our values guide us in selecting PLTs –

1. **Inclusivity-** We strive to create an inclusive and non-judgemental service where everyone can feel welcome.
2. **Care-** We have a strong service mentality and are focused on client and community wellbeing.
3. **Excellence-** We are tenacious and resourceful and do our best to deliver a high quality service regardless of our clients' ability to pay.
4. **Integrity-** We are honest, ethical, trustworthy and responsible. We are transparent and hold ourselves accountable to clients, funders and other stakeholders.
5. **Independence-** We are independent of government and operate without political / any other influence. We are courageous, and speak up for fairness and justice without fear or favour.

What type of work can students expect to do?

PLTs and undergraduates handle incoming client calls, and after training and under the guidance of a duty solicitor, may provide information or referrals to clients. PLTs also assist with paralegal research and may accompany solicitors to outreach clinics and court.

What are the benefits of interning/volunteering with the organisation?

This is the type of practice where recent graduates who have a fierce determination to make a significant difference in the lives of ordinary people can flourish. Our clients often present with complex problems, requiring the holistic service of not only legal advice, but financial and social counselling, advocacy, and mental health assistance. The work here is not easy. But it is very rewarding.

Furthermore, we are very conscious of the importance of continuous training. We offer monthly Talking Law Community Legal Education seminars, which are aimed at improving the legal understanding of our staff and our community partners. We also have in-house training on a regular basis and support staff in attending the NSW CLCs quarterly training weeks. We have a program of staff development which includes visits to community partners, work-related seminars, continuous Cultural Awareness training, and social activities.

We enjoy mentoring our volunteers as they develop their abilities to deal with clients, understand complex situations and grow into their roles as solicitors.

ENVIRONMENTAL DEFENDERS OFFICE NSW

address

Level 5
263 Clarence Street
Sydney NSW 2000

locations

New South Wales

contact

Belinda Rayment
E: www.edonsw.org.au

Generally New South Wales, however we have assisted in matters interstate and internally.

• about

What is the focus of the organisation?

EDO NSW is a community legal centre specialising in public interest environment and planning law.

What is unique about the organisation?

EDO NSW is the only community legal centre in NSW with a focus on environmental law.

What type of work is usually involved?

We have a team of environmental lawyers who provide free initial legal advice on environment and planning law problems via our advice line. We represent clients in public interest environmental litigation. We have dedicated outreach lawyers who provide plain English legal information to the community, conduct legal education workshops throughout NSW and deliver a professional development program, including university lectures. We have law reform and policy lawyers who contribute expert legal analysis and advice to law reform processes we have an in-house scientist who supports the legal team and coordinates experts.

What attributes do you think define your employees?

Dedicated talented people with a passion for environmental protection are the heart of EDO NSW.

What significant work has the organisation recently undertaken?

A win for Reef sharks and marine life- Our legal challenge on behalf of HSI Australia to a permit for 173 lethal drumlines in the Great Barrier Reef Marine Park has been successful, with the Court ordering the lethal take of sharks within the marine park to cease.

Defeat of Pacific bauxite mine- In a historic decision following the first-ever merits appeal hearing under the Environment Act in Solomon Islands, a development consent for a huge bauxite mine on Wagina island has been revoked by an environmental tribunal.

Rocky Hill- We acted for Groundswell Gloucester in the landmark Rocky Hill litigation. The NSW Land and Environment Court refused development consent for a new coal mine proposed to be built just outside of the town of Gloucester in the NSW Upper Hunter Valley. This is the first time an Australian court has refused consent for a coal mine on the basis of its climate change impacts.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

The EDO NSW offers Practical Legal Training (PLT) and legal volunteer placements.

What is the application process?

Applications are made via our website by completing an application to volunteer and providing a cover letter, CV and academic transcript. Applicants must have completed or be completing an Australian law degree and must have studied planning and/or environment law, preferably with a focus in NSW.

The successful candidates will then commence a short 5-day trial period after an induction. We do not interview.

We accept applications throughout the year, there is no defined intake period.

What does the organisation look for in an applicant?

Good results in either Environmental or Planning Law, and an involvement in community activities. The process is competitive, our volunteers are of a high calibre, and are expected to have a good grade point average.

What type of work can students expect to do?

Our volunteer program is vital in helping EDO NSW practice environmental law in the public interest. Our legal volunteers undertake legal research, draft advice, collate briefs and attend court.

PLT and law student's tasks include but are not limited to:

- Legal research on matters concerning biodiversity, climate change, pollution, planning, mining and water law;
- Assisting in the preparation of court documents and drafting letters and legal advice;
- Assisting solicitors in case work and litigation in the Land and Environment Court;
- Assisting with submissions and participating in law reform work; and
- Assisting solicitors in the preparation of educational materials for the community;
- Fielding calls to our advice line.*

**Only PLT students undertake training in order to do intakes on the advice line.*

What are the benefits of interning/volunteering with the organisation?

EDO NSW is highly regarded and respected for its integrity and effective use of the law to protect the environment. Experience gained at EDO as a volunteer serves the volunteer well for their future career.

profiles:



christine

Christine Ai grew up in Smiths Lake, a small seaside town in the Mid-North Coast. She thinks it may have been the stark differences between country and city life that sparked her interest in environmental protection.

"I really enjoy being a vullie at EDO NSW. I've been lucky enough to work on some amazing projects, such as the *People for the Plains Inc. v Santos CSG* case. I find that every day I get to take on challenging tasks. It's also great to be around such a passionate group of people and committed mentors."



peter

Peter Clarke undertook a range of tasks while volunteering at EDO. He helped produce our weekly eBulletin and create website content. He also helped various solicitors with their caseloads.

"I like being able to lighten the load for the solicitors who are juggling so many complex matters at once. I believe it's our responsibility to be good stewards of the Earth, and to leave this planet for our kids in the same or better condition than we inherited it from our parents. We can enjoy an ecologically sustainable society if we're all prepared to work towards it."



manon

Manon Lapierre worked on EDO NSW communications, researching our audiences and developing strategies for how we can better communicate what we do to engage with our supporters and raise awareness of EDO NSW with others passionate about the environment. Manon comes from France, where she worked in communications for agencies – including France's Ministry for Ecology – on air quality and ecological transition in Paris.

"I have decided to dedicate my career to making the world a better place. By volunteering at EDO NSW, I feel I'm contributing to the protection of the environment. I deeply admire the passion and skill of the people who work at EDO NSW. I'm delighted to give some of my free time to help these heroes expand their mission to defend the environment."

INNER CITY LEGAL CENTRE

address

50-52 Darlinghurst Road
Potts Point NSW 1335

locations

Potts Point

contact

Reception
E: iclc@iclc.org.au P: 02 0332 1966
W: iclc.org.au

Family; Criminal; Employment; Civil; LGBTIQ+ specialist law.

• about

What is the focus of the organisation?

Facilitating access to justice for disadvantaged members of the community, particularly LGBTIQ+ people, Aboriginal and Torres Strait Islander individuals, sex workers, and clients from cultural and linguistic minority backgrounds.

What is unique about the organisation?

The ICLC has a focus on LGBTIQ+ issues, and offer a number of services tailored to the needs of sexuality and gender-diverse individuals, including specialist family law appointments and a Trans and Gender Diverse Legal Service in partnership with Dentons.

What type of work is usually involved?

The ICLC is focused on casework during the day and holds two weekly advice nights during which volunteer solicitors provide specialised advice in numerous areas of law.

What attributes do you think define your employees?

Our employees are empathetic, caring and non-judgmental, with a strong commitment to social justice.

What significant work has the organisation recently undertaken?

The ICLC was instrumental in changing the law to remove the requirement that transgender children obtain court approval before being allowed to access hormone treatment.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

Law students can volunteer at the Centre on a weekly basis.

ICLC also accepts applications from students or graduates who have completed their law degree and wish to complete their Practical Legal Training. The Centre is able to offer an unpaid placement for at least three days per week.

What is the application process?

Applicants should fill out the online form in the 'Volunteers' section on our website or, alternatively, download and complete the application form and return it to the ICLC by email to iclc@iclc.org.au.

What does the organisation look for in an applicant?

Volunteers should have a commitment to social justice and facilitating access to justice. They should have a sense of identification with and understanding of the community sector. Other important attributes include:

- A commitment to professionalism and the principles and obligations of volunteering;
- A desire to learn and an ability to work as part of a team;
- An ability to be non-judgmental and courteous with clients;
- Tolerance and patience in different or difficult situations;
- The ability to make a commitment to the ICLC;
- An understanding of and willingness to empathise with clients who have comprehension difficulties such as communication disabilities, mental health or substance abuse issues, language or literacy deficiency.

Desirable basic skills include:

- Some understanding or experience of, or a willingness to learn, the legal areas in which the ICLC provides legal advice and assistance to the community;
- Basic computer literacy, some understanding of government funded legal programs and not-for-profit legal and community organisations.

What type of work can students expect to do?

Student volunteers can expect to undertake a range of duties including administration, reception and research activities.

Students on placement will have the opportunity to interact with clients, work on files and undertake research

What are the benefits of interning/volunteering with the organisation?

- Accelerated professional development and broadened career paths;
- Development of invaluable skills because of the independent, client-focused and practical nature of work at the ICLC;
- The ability to apply theoretical knowledge to real-life situations;
- Opportunities to work in different areas of law and to challenge yourself;
- Genuine satisfaction from helping people solve their problems, from working in a team and from the knowledge that your volunteer contribution is part of the development of a fair and accessible legal system;
- Meeting like-minded individuals, broadening both personal friendships and professional networks.

JUSTICE ACTION

address

Trades Hall Level 2, Suite 204
4 Goulburn Street
Sydney NSW 2000

locations

As above.

contact

Brett Collins

E: brett@justiceaction.org.au

W: www.justiceaction.org.au

P: 0438 705 003

• about

What is the focus of the organisation?

Justice Action is an organisation that aims to promote human rights in the hardest places. We represent individuals who are marginalized, excluded or unable to defend their own rights, providing them with a platform and a voice.

What is unique about the organisation?

What makes Justice Action unique is the people who work here. We are academics, victims of crime, ex-prisoners, lawyers, students and members of the wider community. Despite the diversity, each of us are working towards a common goal which is to progress towards justice and eliminate gaps of unequal access to resources between social groups.

What significant work has the organisation recently undertaken?

The Justice Action Team is constantly working on a range of projects. Just Us is our newspaper publication that was created to connect people in prisons and locked hospitals to the wider community. Another recent achievement was seen at the Pre-Election Forum 2019 which provided the opportunity for political parties to present new policy and examine existing criminal justice policy. Our team was able to work closely with the Community Justice Coalition to bring awareness to key justice issues and work towards positive reform. We also have recently been involved in reporting on the Coronial Inquiry into Aboriginal Deaths in Custody featuring the David Dungay case. David Dungay was an aboriginal man who experienced first hand the failing of correctional services in implementing correct policy and procedure.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

Justice Action's Internship Program is an unpaid voluntary opportunity, which is highly flexible and can be tailored to suit the commitments of our student interns.

What is the application process?

To apply, please email your CV and a cover letter to the Justice Action Assistant Coordinator at asst.coordinator@justiceaction.org.au. If applicants are successful they will be invited to our offices for a trial day to experience the working environment at Justice Action.

What does the organisation look for in an applicant?

Justice Action is looking for interns who have a genuine passion for criminal justice, mental health and human rights issues. Interns must be skilled in research, writing, critical thinking, communication and attention to detail. Our Interns should preferably have studied/are currently studying law, social science, criminology, social work, arts, and psychology.

What type of work can students expect to do?

Our internship program requires interns to use skills in research, editing, policy analysis, filing, reporting, project management and planning, communication, preparing tribunal court cases, writing correspondence for lobbying purposes and contributing to media releases. Students are also expected to liaise with political parties, non-government organisations, government departments and the media.

What are the benefits of interning/volunteering with the organisation?

Interns will receive first hand experience dealing with real social justice issues and real people who experience disadvantage and inequality on a daily basis. Students are also able to practice and reinforce skills in administration, filing, telephone communication, correspondence, teamwork and professionalism.

profile: *sacha singh (assistant coordinator intern)*

I am currently a second-year student studying a Bachelor of Laws and Criminal and Community Justice at Western Sydney University. I have been interning as an Assistant Coordinator for the past five months. I originally applied for the internship program with the intention of gaining experience that was relevant to my field of study. My first impression of Justice Action was that it is an incredibly supportive and hands on environment created by individuals who share similar passions for social and criminal justice. Throughout my time here I have been given numerous opportunities to apply the skills I have learnt at university to real life situations involving real people and clients. I feel that I have been able to grow both professionally and academically, whilst building connections with some amazing like-minded individuals who share similar passions and interests.

address

GPO Box 436
Darlinghurst NSW 1300

locations

Sydney, Melbourne

contact

Emma Dunphy, Office Manager (NSW)
E: plt.recruitment@justiceconnect.org.au P: 02 8599 2100
W: <https://justiceconnect.org.au/>

Public Interest Law; Not-for-profit Law; Court programs; Homeless Law & Seniors Law.

• about

What is the focus of the organisation?

We've spent 25 years connecting those who need help with lawyers who help them. We open up the legal system for those locked out of it, and shine a light for those lost inside.

We're building a world where the law works. Where communities are fairer and stronger, laws are better, community groups thrive, and everyone has a fair chance at a better life.

Justice Connect works to improve access to justice for the most vulnerable people in our community, including people experiencing homelessness, asylum seekers and seniors. We also provide legal help to not-for-profit organisations so that they can focus on their important work in the community.

What is unique about the organisation?

After 25 years of helping people access justice, Justice Connect is working to scale its impact through digital innovation. We're excited about our digital future. We're excited about the extra people and organisations we'll reach, the time we'll free up for our staff, and the extra hours of pro bono that we'll unlock to increase the number of people we can help. This way, we'll ensure we'll have the capacity to provide intensive, one-on-one support to people when they're most vulnerable.

What type of work is usually involved?

Justice Connect works towards three goals: providing legal services and referrals to people experiencing disadvantage; promoting pro bono culture; and policy reform.

What attributes do you think define your employees?

Justice Connect's staff are among the most talented and committed lawyers in the country, have a deep passion for social justice and an awareness of the importance of pro bono legal help.

What significant work has the organisation recently undertaken?

Our digital projects range from building systems that help our lawyers work faster and smarter, to building systems that deliver assistance directly to vulnerable people online, or help people navigate a complex legal system.

With seed funding from Google in 2017, we started co-designing an end-to-end solution that will help to triage unmet legal need, and then match people with appropriate services or lawyers in our pro bono network.

We've now launched our online intake platform, and are imminently launching our pro bono portal.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

Justice Connect offers unpaid Practical Legal Training (PLT) positions for law graduates across all of our programs. Occasionally we also have volunteer positions which are popular with law students.

What is the application process?

For information on how to apply and what to expect, please go to www.justiceconnect.org.au/get-involved/practical-legal-training/. Applications consist of a cover letter and CV as a single Word or PDF file sent to plt.recruitment@justiceconnect.org.au.

What does the organisation look for in an applicant?

Applications will be assessed on a demonstrated interest in social justice and fairness, and commitment to nurturing Australia's pro bono culture as a means of providing much needed support to people facing disadvantage.

What type of work can students expect to do?

Practical Legal Training (PLT) students engage in a variety of tasks that assist with our goals, such as taking client enquiries, drafting letters, undertaking legal research and working on policy documents. PLT students receive on the job legal training and supervision.

What are the benefits of interning/volunteering with the organisation?

With Justice Connect, you can do your training and make a real difference in people's lives. Sharpen your skills while working to help people facing disadvantage and contribute to a cause you're passionate about – access to justice.

It's also a great way to meet new people, gain practical experiences and develop career-related professional skills and networks with a respected and established legal charity.

profile: richelle thompson (self representation service plt, may 2018)

"The culture was unbeatable. I felt welcomed and comfortable, not just in my team but within the whole organisation."

MARRICKVILLE LEGAL CENTRE

address

338 Illawarra Road
Marrickville NSW 2204

locations

As above.

contact

Maeve Redmond, Fundraising & Communications Officer
E: mredmond@mlc.org.au P: Mon-Tue 02 9157 0313
W: mlc.org.au Wed-Thu 02 9098 9383

Employment; Criminal; Civil; Tenancy; Family; Youth; Strata; Domestic & Family Violence.

• about

What is the focus of the organisation?

Marrickville Legal Centre is a not-for-profit community legal centre based in Marrickville and working across NSW. We provide holistic support to people at disadvantage in our legal system through free legal and related services – while advocating for equal access to justice and the protection of human rights.

What is unique about the organisation?

Our vision is that all Australians have access to a fair and equitable justice system, a primary value which stems from its grass roots. Started by a number of Sydney University law students in 1979, the organisation has been proudly community run for 40 years out of Sydney's inner west, helping people across NSW. Over the years we've had thousands of volunteers, many recurrent, who continue to devote their time and effort because they love to make a difference for people in the community.

What significant work has the organisation recently undertaken?

Marrickville Legal Centre offers free advice on many types of legal problems. Our key services are the General Legal Service, Youth Legal Service, Strata, Tenancy, Family Law & Domestic Violence. We work closely with many local and community organisations so if we are unable to assist, we refer people forward to someone who can.

What attributes do you think define your employees?

Staff and volunteers demonstrate a high level of commitment to social justice.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

Marrickville Legal Centre relies on volunteers to staff the front of office and respond to requests made by members of the public, other workers and clients. We accept students undertaking their PLT, these students are supervised by solicitors and develop important skills prior to admission. PLT students assist with client intake, give legal information and referral, assist with casework, and perform other administrative tasks in a community legal setting.

What is the application process?

PLT application form: <https://community.mlc.org.au/plt>
Front desk volunteer application form: <https://community.mlc.org.au/frontdeskvolunteer>

What does the organisation look for in an applicant?

MLC looks for people who share an understanding of, and a commitment to, social justice, including access to legal services for people from socially and economically disadvantaged backgrounds. PLT applicants should also have capacity to complete at least 60 days of PLT placement with Marrickville Legal Centre, attending at least 2 days per week.

What type of work can students expect to do?

Students can expect to broaden their worldview and work with people from all walks of life. No day is the same at MLC, and volunteering at our Centre allows students to gain skills across multiple different areas of law.

What are the benefits of interning/volunteering with the organisation?

Volunteering with MLC offers students the opportunity to provide a valuable contribution to the community, and become a part of one.

profile: nicholas taradilis (plt)



I have been volunteering at Marrickville Legal Centre since August 2018, starting on the Front Desk. After finishing my Juris Doctor I started as a PLT in the strata team, simultaneously helping on the Monday evening youth advice clinic. MLC is a great place to discover and work on a range of matters in a really practical way, because there are so many different areas of law covered by the Centre. I find it incredibly rewarding to challenge myself in different ways. Volunteering at MLC has allowed me to exponentially grow my range of skills and also apply them through meetings with clients. The solicitors and staff are very knowledgeable, friendly and supportive, which creates a dynamic culture within the Centre. I would definitely recommend MLC as a place to volunteer or complete an internship because of the lifelong skills you'll learn from shadowing and working beside an amazing group of hardworking people.

NORTH AND NORTH WEST COMMUNITY LEGAL SERVICE

address

215 Beardy Street
Armidale NSW 2350

locations

Armidale

contact

Terri King, Principal Solicitor

E: nnwcls@gmail.com

P: 02 6772 8100

W: www.nnwcls.org.au

New England and North West New South Wales; Family, civil and criminal law

• about

What is the focus of the organisation?

To create a fairer more just society by providing free and confidential legal advice and support.

What is unique about the organisation?

We are free for all members of our community, and passionate about delivery first class legal services in regional areas. Our committed staff travel thousands of kilometers every year to deliver face to face legal advice and assistance to clients in rural areas throughout our catchment.

What type of work is usually involved?

We provide free advice sessions and ongoing casework for clients, face to face and by telephone. We provide advice and on occasion representation at Court in Armidale and Tenterfield for first time users and those who's matters fall outside of the duty solicitor guidelines and cannot afford a private solicitor. We also deliver community legal education sessions.

What attributes do you think define your employees?

Employees must be passionate their work. Often being enthusiastic, kind, empathetic, relatable and having a good sense of humour.

What significant work has the organisation recently undertaken?

Working with the newly arrived Yazidi refugees. Developing an education seminar for early childhood workers to increase their effectiveness in working with families experiencing or affected by domestic and family violence. Regular radio program on Armidale's Community Radio, providing legal information to listeners.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

We offer volunteer positions of 3 hours per week, for current students. Dependent on resources, volunteer PLT placement may be available, throughout the year.

What is the application process?

Applicants should contact our offices to request a volunteer application form. Successful applicants will be asked to participate in an interview process and later an induction.

What does the organisation look for in an applicant?

We are looking for volunteers with an interest in working in the not for profit sector. Applicants should be passionate about assisting clients, driven, punctual, willing to take direction and show initiative on completing tasks.

What type of work can students expect to do?

Students can expect to assist Solicitor's researching for matters, drafting correspondence, drafting legal documents such as consent orders, wills, power of attorney and enduring guardianship, statement of claim etc.

Administrative support, engaging with clients in person and by phone, making file notes.

What are the benefits of interning/volunteering with the organisation?

Volunteering with our Service allows a student to gain some insight into the inner workings and practice of a regional Community Legal Centre. It is an excellent opportunity for those wanting to prepare themselves for practice, with an improved understanding of our client base, matter types and workplace pressures. Also we have cake on birthdays!

NEW SOUTH WALES COUNCIL FOR CIVIL LIBERTIES

address

Level 5
175 Liverpool Street
Sydney NSW 2000

locations

Sydney CBD

contact

The Secretary
E: office@nswccl.org.au P: 02 8090 2952
W: nswccl.org.au

Civil liberties; human rights; police powers; asylum seekers and refugees; free speech; privacy; counter-terrorism laws; bill of rights; access to justice; right to protest; whistleblower protection.

• about

What is the focus of the organisation?

The organisation aims to protect the rights and liberties of persons in Australia, particularly New South Wales. We monitor and fight against infringement of these rights and liberties and the abuse of power by government, its agencies and others. We advocate for strengthening democratic rights and liberties. Our aim is to secure the equal rights of everyone (as long as they do not infringe on the rights and freedoms of others) and oppose any abuse or excessive exercise of powers of the State against individuals.

What is unique about the organisation?

The organisation was established over 50 years ago and has focused on advocating for civil liberties during many changes in society and government. We focus on civil liberties, which is broader than but does encompass human rights, and we welcome members and supporters from all backgrounds, not just lawyers.

What type of work is usually involved?

We write submissions to Government inquiries on proposed legislation or policy issues, we are active in the media on issues of the day, we run campaigns on issues of civil liberties interest, we participate in conferences and forums, we assist individuals with complaints about the infringement of civil liberties, we produce publications. Our Committee meets every month to discuss our activities.

What attributes do you think define your employees?

We are a volunteer-run organisation; at the moment we have only one paid staff member. The bulk of our work is undertaken by our Committee members on a voluntary basis. Our Committee is comprised of people who are still at university, those with several years of work experience and some who are retired. Our Committee members are academics, lawyers, students and concerned citizens. People who are part of our organisation are proactive, with a strong interest in civil liberties issues. We are looking for people with demonstrated research skills, good communication skills and the ability to work independently and creatively.

What significant work has the organisation recently undertaken?

We have made submissions on counter-terrorism bills, the espionage and foreign influence bills, privacy issues, reproductive health rights, amendments to the Migration Act including those relating to citizenship. We collaborate with other like-minded organisations on various campaigns. We are active in the media on privacy, the right to protest, police powers, asylum seeker and refugee policy and counter terrorism issues.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

Since we are a volunteer run organisation, we do not have the capacity to supervise work experience students. We are able to supervise a small number of interns on a part time basis. We welcome volunteers, particularly those who are able to assist with writing detailed submissions on civil liberties related issues.

What is the application process?

Please send an email with CV and covering letter addressed to the Secretary, at office@nswccl.org.au.

What does the organisation look for in an applicant?

We look for a questioning mind and an ability to undertake research independently, but produce written work with some direction and supervision. Good research and communication skills are essential. Students of law, politics and social sciences would find our work of most interest.

What type of work can students expect to do?

The bulk of the work would be research and writing submissions or reports, then assisting us in promoting this work through publication on our website and through social media. There may be some possibility of being involved with events and collaborating with other organisations.

What are the benefits of interning/volunteering with the organisation?

We can give exposure to a wide range of civil liberties issues. If substantial written work is produced, we can publish it on our website and promote through social media.

AUSTRALIAN RED CROSS

address

23-47 Villiers Street
North Melbourne VIC 3051

locations

Multiple

contact

Fauve Kurnadi, Legal Adviser; Academic and Private Sector Engagement;
International Humanitarian Law
E: fkurnadi@redcross.org.au P: 07 3367 7290
W: <https://www.redcross.org.au/>

International Humanitarian Law (IHL).

• about

What is the focus of the organisation?

Australian Red Cross is an organisation dedicated to supporting and empowering people and communities in times of vulnerability. Our purpose is to reduce suffering across Australia, and internationally, through mobilising the power of humanity. At Australian Red Cross, we save lives and support people before and after disasters strike; we work to alleviate suffering during wars and conflict and promote the laws of war; and we work to assist our most vulnerable community members – no matter their circumstances.

What is unique about the organisation?

Australian Red Cross is a member of the world's largest humanitarian network, the International Red Cross Red Crescent Movement (the Movement). This is a movement born out of conflict – specifically, alleviating suffering during conflict – and its shared history and involvement with the establishment of the Geneva Conventions has resulted in the Movement occupying a unique position under international law. As a National Society, Australian Red Cross acts as auxiliary to the public authorities in the humanitarian field, and is afforded a unique position in the humanitarian sector which includes a specific mandate in times of war, but which also extends to many other humanitarian activities such as disasters and emergencies. In everything we do, we are guided by the seven Fundamental Principles: Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity and Universality. Adherence to these principles serves to ensure our ability to gain access and deliver assistance in times of need without discrimination.

What type of work is usually involved?

Australian Red Cross has one of the longest-running IHL programs within the Movement, consisting of ten staff members and more than 100 volunteers across the country. Our work aims to ensure that Australians involved in wars and conflicts understand and respect the laws that govern them, that IHL and humanitarian principles are accurately reflected in Australian law and policy, and that the program contributes to the Movement's global efforts and IHL mandate. To achieve this, we engage with a wide range of stakeholders, including the Australian Government, the Australian Defence Force, humanitarian organisations, universities and academics, the Australian private sector and the general public.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

Australian Red Cross frequently has volunteering opportunities available across a range of programs. Within the IHL program, we have three volunteer networks for which we regularly recruit volunteers: (i) state and territory IHL Advisory Committees, comprising experts in IHL and influential leaders in their fields; (ii) an IHL Community Engagement Network (CEN) and (iii) an IHL Community Speakers Network (CSN). Both of the latter networks have been designed to provide assistance to Australian Red Cross in fulfilling its IHL dissemination mandate.

What is the application process?

All volunteer opportunities are advertised on the Australian Red Cross volunteering page here: <https://www.redcross.org.au/get-involved/connect/volunteer>. This page is updated regularly and contains the most current list of available positions.

What does the organisation look for in an applicant?

When recruiting IHL volunteers, Australian Red Cross looks for candidates who have knowledge of and a strong interest in IHL and the work of the Movement, and who are passionate about disseminating IHL throughout the wider community. Australian Red Cross looks for applicants who will, at all times, act in accordance with the seven Fundamental Principles.

What are the benefits of interning/volunteering with the organisation?

Volunteering expands your skills and experience, increases your employability and is a way to stay active and engaged with the community. Volunteers in the IHL program have the unique opportunity to assist Australian Red Cross in furthering the work of the largest humanitarian network in the world. By working with us to disseminate IHL in times of peace you can help to ensure that the laws of war are understood, and hopefully respected, when they are most needed.

REFUGEE ADVICE AND CASEWORK SERVICE (RACS)

address

30 Botany Street
Randwick NSW 2031

locations

Sydney

contact

Emma Davies
E: emma.davies@racs.org.au P: 02 8317 6500
W: <https://www.racs.org.au/>

Randwick; Auburn; Parramatta.

• about

What is the focus of the organisation?

Refugee Advice and Casework Service is one of Australia's leading refugee legal centres providing free, dedicated legal assistance to people seeking asylum and refugees for over 30 years. Our vision is for a fair and just decision-making process for people seeking asylum in Australia, including access to legal services.

What is unique about the organisation?

RACS is the only dedicated organization in NSW providing legal support at no cost to people seeking asylum.

What type of work is usually involved?

RACS offers quality legal advice, case management and representation for financially disadvantaged and vulnerable people seeking asylum and advocate for systematic reform. We also provide outreach services, telephone hot line to those in detention and community education on changes to Refugee Law.

What attributes do you think define your employees?

RACS employees are passionate, respectful, highly skilled professionals who act with the utmost integrity and compassion.

What significant work has the organisation recently undertaken?

In the 2017/2018 financial year, RACS took more than 2200 written statements from people seeking asylum, ensured more than 2200 applications were accurately lodged with the Department and over 150 young people who arrived as unaccompanied minors were assisted in this process.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

RACS offers Legal Student Volunteer positions for students in their second year

and higher. Practical Legal Placements (PLT) are offered for students who have enrolled in, or about to enroll in the Graduate Diploma in Legal Practice at College of Law or the equivalent at a participating university. It would be preferable if you are available to work a minimum of 3 or 4 days per week, with a required minimum of 60 working days.

What is the application process?

RACS accepts applications for quarterly intakes of the RACS Volunteer Program. Practical Legal Placement opportunities are available all year round. All details for applying can be found at www.racs.org.au/volunteer.

What does the organisation look for in an applicant?

You will be able to demonstrate a commitment to human rights and social justice, an understanding of the issues that affect asylum seekers, and a capacity to problem-solve. You will have administrative and organisational experience and have the ability to communicate with a wide range of stakeholders.

What type of work can students expect to do?

Student Volunteers will receive training and supervision. Responsibilities include research, form-filling, assisting with client enquiries, scheduling client appointments and various other administrative and legal tasks.

PLTs will receive on-the-job training and supervision. Responsibilities include research, drafting statements, observing and assisting with client appointments, accompanying lawyers to client meetings and DOHA interviews and various other administrative and legal tasks.

What are the benefits of interning/volunteering with the organisation?

RACS is a small team that offers a collegial and supportive working environment in a busy office and you will have direct hands-on experience dealing with client legal issues. We provide a detailed and intensive induction program, and you will be exposed to a wide range of legal issues affecting refugees in applying for protection in Australia.

profile: *diana halder (practical legal trainee and former volunteer)*

I have been a volunteer at RACS for the last two years and earlier this year I began my PLT. I have learnt so much whilst at RACS, largely due to the friendly and supportive nature of the team of lawyers, coordinators, PLTs and volunteers.

With RACS being such a specialised legal centre, the service is essential for people seeking asylum and refugees. As volunteer/PLTs, you will get a unique insight into Australia's migration laws, regulations and policies and their impact on asylum seekers and refugees.

You will gain many transferable skills including interpersonal skills, cross-cultural communication, problem-solving, teamwork and multitasking. And you will also be provided the opportunity to develop practical skills in drafting submissions, legal research, form filling and using numerous online tools.

THE SHOPFRONT YOUTH LEGAL CENTRE

address

356 Victoria Street
Darlinghurst NSW 2010

locations

As above.

contact

Jane Sanders, Principal Solicitor
E: shopfront@theshopfront.org
W: www.theshopfront.org

• about

What is the focus of the organisation?

Legal advice, representation and education for homeless young people aged 25 and under.

Main focus is on criminal law (including assisting victims of crime as well and defendants) but we assist with a range of legal issues.

What is unique about the organisation?

Joint project between private law firm and two NGOs. None of our core funding comes from government. Our clients are some of the most marginalised people in the community.

What attributes do you think define your employees?

Client-centred approach, respect for the rights of young people, advocacy skills, understanding of law in its social context

What type of work is usually involved?

We do significant work every day, representing our clients in court; we also do a lot of policy and law reform work.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

Volunteering, internship and PLT placements are all available from time to time, depending on how many volunteers we currently have.

Volunteers or interns need to commit to at least one day per week for a sustained period (eg a semester) or a full-time block over a shorter period. We give preference to those who can work two days per week or more.

What is the application process? Email expression of interest and availability.

What does the organisation look for in an applicant?

Initiative, attention to detail, interest in advancing the rights of disadvantaged young people, preferably an interest in criminal law.

What type of work can students expect to do?

Client intake, attending court with solicitors, answering phones, office admin, drafting correspondence and court documents, helping take instructions from clients, analysing evidence, legal research, updating our manuals and training materials.

What are the benefits of interning/volunteering with the organisation?

Excellent hands-on experience; exposure to courts and criminal justice system; learning about practice and procedure that you don't always learn in law school; the opportunity to make a difference to the lives of young people.

SALVOS LEGAL

address

151 Castlereagh Street
Sydney NSW 2000

locations

Sydney, Melbourne and Brisbane

contact

Mary Anne Ireland
E: maryanne.ireland@salvoslegal.com.au P: 02 8202 1555
W: mlc.org.au

Property, Commercial & Pro Bono.

• about

What is the focus of the organisation?

Salvos Legal is an award-winning social enterprise law firm that is wholly owned by The Salvation Army. The fee based services of Salvos Legal provide the funds for Salvos Legal Humanitarian. It is hard to imagine more important social impacts than helping people to stay alive, recover their dignity and be free from violence, addiction, homelessness and joblessness. These are the outcomes Salvos Legal Humanitarian helps achieve by not only providing legal advice and representation, but also connecting clients with the right services within The Salvation Army. During 2018, the number of cases involving asylum seekers and displaced people grew exponentially and, in the face of strong political opposition their cases are prolonged and problematic. Our humanitarian assistance is given without judgment to people that many agencies refuse and this reflects inclusion in its purest sense.

What is unique about the organisation?

The purpose of our commercial activities is to fund our Humanitarian programs opposed to the profits being shared amongst the Partners. During the 2018 calendar year we provided the community with approximately 43,000 hours of pro bono services handling 3,000 humanitarian cases representing people in dire situations. Additionally, we also responded to 450 calls to our free telephone advice line for people in rural and regional locations.

What type of work is usually involved?

Salvos Legal Limited focuses on Commercial and Property areas of law with Salvos Legal Humanitarian focuses on providing support to those in the community who are in need.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

We are always looking out for good people to join as an intern or on a volunteer basis in our Humanitarian activities.

What is the application process?

All that is required is to send an email to volunteercoordinator@salvoslegal.com.au with a brief description about themselves and the type of work they would be interested in along with a resume.

What does the organisation look for in an applicant?

We prefer our people to embrace our cause and have a strong social conscience with a high ethical and moral compass.

What type of work can students expect to do?

The activities students really is quite diverse but they can be expected to be involved in range from manning phones where people ring up seeking assistance, research, preparation of submissions and other legal documents.

What are the benefits of interning/volunteering with the organisation?

Interning/volunteering with Salvos Legal affords the opportunity to work with diverse range of clients.

In the humanitarian team, you increase your cultural awareness, build your knowledge base to identify legal issues all the while being thoughtful of a persons' individual circumstances.

In the commercial teams, you learn practical legal skills from drafting to legal research relevant to the practice areas and make a difference, contributing to the social enterprise model of the firm.

profile: nava nirmaleswaran (intern, commercial immigration team)

Having volunteered at the Asylum Seekers Centre for some time, I realised an interest in the area of immigration law. When I saw the job advertisement for an intern in the commercial immigration team at Salvos Legal, I knew it was a great opportunity for me to explore my interest further.

If you are someone who cares about the impact your work as a lawyer will have on the broader community, working at Salvos Legal will give you the personal satisfaction that a job at a private law practice is unlikely to. You are given the chance to use the knowledge you have gained during the long years of study as a law student, build on your legal knowledge and skill set, and at the same time, leave the office knowing that you are a small part of an organisation that aims to be of service to those in need.

TEACH FOR AUSTRALIA

address

Level 1
103 Flinders Lane
Melbourne VIC 3000

locations

Melbourne (HQ); location for placement VIC, NT, WA TAS for the Leadership Development Program

contact

Carolina Modesto, NSW-ACT Recruitment Manager
E: carolina.modesto@teachforaustralia.org P: 03 8640 4534
W: <https://www.teachforaustralia.org/>

VIC, NT, WA, TAS for the Leadership Development Program.

• about

What is the focus of the organisation?

Teach For Australia is an innovative non-profit organisation and part of a global movement dedicated to developing leadership in classrooms and communities to ensure all children achieve their potential. We contribute to a broader network of organisations and individuals that deeply values educational outcomes and equity. Together, we are working tirelessly to elevate the amazing potential of all children and the vision of what could be possible to realise an Australia that truly provides equality of opportunity for all children.

Teach For Australia is proud to be a member of the Teach For All global network of over 46 independent, locally led and funded partner organisations with a shared vision for expanded educational opportunity in their countries. We were the only non-profit in GradAustralia's 2019 Top 100 Graduate Employers, ahead of major consultancy firms, financial institutions and government departments at number #42.

What type of work is usually involved?

Few other careers offer the opportunity for genuine responsibility, autonomy and impact from day one.

Over two years, Associates:

- teach at a school serving a low socioeconomic community, with full salary and benefits;
- earn a Master of Teaching (Secondary) (Professional Practice) on an assisted scholarship;
- participate in targeted professional development that is tailored to experience and context; and receive one-on-one coaching and mentoring to accelerate personal, professional and academic growth.

• opportunities

Applications for the cohort 2020 are open! If you are a final year student or a graduate, you can start your application today and get in touch with your recruitment manager.

What internship, work experience or volunteering opportunities are available to law students?

Leadership Development Program

Associates develop the skills and experience to enable them to lead effectively, with the opportunity to make a tangible positive impact on students, schools and communities—every single day.

What is the application process?

After registering interest at http://bit.ly/TFA_Associate_Job_Ad_2019. Candidates will be assessed using a three-stage process:

- An Online Assessment to demonstrate your past experience and why you want to participate in the program.
- Those successful will commence to a phone interview, where it is an opportunity to better understand your motivations and experiences.
- The last stage is the selection day where you will be invited to a day of assessment activities including one-on-one interviews, group activity, and a sample teaching lesson.

What does the organisation look for in an applicant?

During the selection process we assess 8 different competencies. Our eight competencies fit into four core categories and as we assess these candidates we look for evidence that they have an **Achievement Orientation, Drive, the Skill sets and Mindsets** to make the transformational change.

What type of work can students expect to do?

Over two years, Associates will have the opportunity to teach at secondary schools in subject areas directly related to previous studies in accordance with the subject requirements of placement schools.

profile: liz cullen (alumni (2012) of leadership development program)

Bachelor of Law (Honours)/Arts, from the University of Queensland

Teaching areas: History, Legal Studies, Humanities/SOSE

After the privilege of development through tertiary education, I had a drive to take the first step into the world of employment in a role where I could keep growing. While other graduate programs seemed to offer all the right opportunities and were snapping up my most accomplished peers, I chanced upon the Teach For Australia Leadership Development Program. I immediately connected with the organisation's vision and model for impact.

Seeking challenge in service of others is a unifying identifier of TFA Associates. When I was an Associate, many of my students, struggled with a lack of self-worth and harboured an early resignation to the falsehood that achievement wasn't for them. How I could combat this? By modelling it for them!

As a group, our Alumni together pull (from vastly different positions) in the direction of educational equity for all.

WOMEN'S LEGAL SERVICE NSW (WLS NSW)

address

PO Box 206
Lidcombe NSW 1825

locations

Lidcombe

contact

Helen Campbell
E: helen.campbell@wlsnsw.org.au P: 02 8745 6947
W: <http://www.wlsnsw.org.au/>

Women's Legal Services NSW (WLS NSW) provides free confidential legal advice and referrals to women in NSW, with a focus on family law, parenting issues, domestic violence, sexual assault and discrimination.

• about

What is the focus of the organisation?

To be a pioneer for new ways of helping all women access the law. This is done by fostering legal and social change to address the inequalities that women experience through legal advice and casework, community legal education and law and policy reform.

What is unique about the organisation?

The non-profit independence of WLS alongside the strong feminist ethos of the organisation is unique.

The capacity to provide community legal education and outreach advice in rural areas of NSW is also unique to a suburban based organisation.

What type of work is usually involved?

Legal advice and casework, community legal education and law/policy reform mainly in the areas of family law, parenting issues, domestic violence, sexual assault and discrimination.

What attributes do you think define your employees?

WLS solicitors possess a zest for providing access to justice through a feminist lens with an awareness of the cross-cultural issues, particularly Aboriginal and Torres Strait Islander women, face in regard to domestic violence, sexual assault, family law and discrimination.

What significant work has the organisation recently undertaken?

WLS NSW worked in collaboration with Women's Legal Services Australia under the campaign 'Safety in Family Law' to address the failures of the family law system for victims of domestic violence. As of 10 December 2018, the tireless work came to fruition with the introduction of the *Family Law Amendment (Family Violence and Cross-examination of Parties) Act 2018* (Cth) which imposes a legislative ban on personal cross-examination in family law proceedings involving allegations of family violence in specific circumstances. These changes to the Act are pivotal in ensuring that the court process does not embolden perpetrators of family violence to abuse their victims through cross-examination.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

WLS offers volunteer opportunities for both students and lawyers. Volunteer women lawyers can provide their expertise via telephone from a city-based location on WLS evening telephone advice nights to ease the high demand on WLS day time services.

Students are welcomed in volunteering at WLS if they are undertaking their practical legal training, have completed at least two years of law or other relevant qualification or be undertaking a 'practicing in the public interest' placement.

What is the application process?

For students the application process requires responding to the selection criteria on <https://www.wlsnsw.org.au/about-us/volunteer-with-wls-nsw/> forwarding a copy of resume to Executive Officer, Women's Legal Service NSW, by email at reception@wlsnsw.org.au.

What does the organisation look for in an applicant?

For both lawyers and students WLS looks for candidates with high level skills, at the respective stage of each candidate, and importantly requires such candidates to understand social justice and cross culture issues facing women, particularly Aboriginal and Torres Strait Island women and those experiencing economic, social and cultural disadvantage.

On the whole WLS are looking for candidates with a desire to provide or aid exceptional legal advice in the relevant areas with an understanding of the complex legal issues facing women in NSW.

What type of work can students expect to do?

Student volunteers can be expected to do a range of work from research to support community legal education policy/law reform efforts as well as aiding solicitors in their casework and advice.

What are the benefits of interning/volunteering with the organisation?

Being surrounded by exceptional feminist lawyers who actively work to alleviate the ongoing injustices facing women is an uplifting and empowering experience. Volunteers can expect to benefit from a greater understanding of the legal needs of disadvantaged women.

YOUTH LAW AUSTRALIA

address

Law Building
First Floor
University of New South Wales 2052

locations

As above

contact

Ahram Choi
E: admin@yla.org.au P: 03 8640 4534
W: yla.org.au

We are a generalist legal service that provides legal advice and information to children, young people and their advocates on all areas of law and advocates for the protection of child rights in Australia.

• about

What is the focus of the organisation?

We are a Community Legal Centre dedicated to advocating for children and young people in Australia through legal change – we are the only community legal centre to operate an entirely technology-enabled legal practice.

What is unique about the organisation?

We provide quality information, referral, advice and assistance to children and young people aged under 25 and their supporters. Our service delivery is primarily through the use of technology. Our main conduits are our website, which provides legal information on a range of topics relevant to young people, and our free email advice service, available at lawmail.org.au. We also provide educational resources to anyone working with secondary school students to educate them on their legal rights at teachlaw.org.au.

What type of work is usually involved?

We work in three key areas – the provision of legal information and advice to young people, rights monitoring and advocacy, and influential leadership through research, law reform, and productive partnerships. Volunteers are involved in all aspects of the Centre and can expect to prepare legal advices, legal information documents and be involved in legal research.

• opportunities

What internship, work experience or volunteering opportunities are available to law students?

Volunteering opportunities are available to penultimate and final year law students.

What is the application process?

Applicants are asked to send a cover letter, resume and academic transcript to admin@yla.org.au. Once reviewed, applicants are invited to complete a written legal advice writing exercise, and attend an interview.

What type of work can students expect to do?

On-site volunteers are involved in a variety of tasks. These tasks include:

- legal research for casework, projects, submissions, and legal advice;
- drafting legal correspondence to clients;
- administrative tasks;
- submission writing; and
- general reception work.

What are the benefits of interning/volunteering with the organisation?

Volunteers with the Centre get the unique opportunity to provide legal assistance on a national scale to children and young people across Australia. The Centre also provides all volunteers with ongoing training to assist with their role and provide them with foundational legal skills that can be used in their practice of law into the future.

profile: kate richardson (volunteer, 2018 - present)

I started volunteering at Youth Law Australia in the final year of my JD. I've learnt so much through the Youth Law Australia (YLA) volunteer program, not only about legal issues that children and young people are facing but also about how community legal centres operate. No matter how big or small the issue is that a child or young person is seeking legal advice about, it's a rewarding experience to see young people actively seek out their rights and help navigate the young person through complex legal issues.

As a volunteer at YLA, I've been given opportunities to research and draft legal advice on a variety of matters affecting young people, learn how to use the centre's database, summarise law reforms, and participate in centre meetings which provided a unique insight into how community legal centres operate. The team at Youth Law actively seek out which areas of law each volunteer is interested in to ensure they gain valuable experience in those areas.

The small team behind YLA and all the volunteers I've worked with are fun, passionate, easy-going and supportive. The program has not only helped to develop my legal research and drafting skills, but has also provided valuable practical experience and clarity on which areas of law to pursue in my future career. I would highly recommend the YLA volunteer program for law students.

TECHNOLOGY

We live in an era of unprecedented technological innovation. Rapidly shifting trends in information technology, artificial intelligence and digitisation continue to disrupt and transform the practice of law. These developments appear to have no upper limit as the boundaries of computation are pushed further than ever.

Ours is a time of perpetual change. Lawyers may no longer seek consolation in a traditional paradigm where regulation, considerations of public policy and the need to uphold the independence of the judiciary, limit the reach of technologies in facilitating legal processes. In fact, the disruptive influence of many technologies is raising novel issues of regulatory compliance and challenging convention on a range of legislative fronts. But to compete with the status quo, technology must be designed in a holistic manner and in a way that embodies the ideals of justice and due process.

Technology has become indispensable across many dimensions of legacy advisory and advocacy. Client service applications, including eDiscovery platforms for document review, smart contracts and blockchain are becoming standard tools for corporate transactions and litigation. Additionally, many in-house legal teams are utilising bespoke legal apps to support a plethora of legal work, including contract negotiation, mergers and acquisitions, eBilling and digital signatures.

At the intersection of law and the financial services industry, the FinTech revolution has given rise to cryptocurrencies, digital cash, roboadvisers and open banking. RegTech, an offshoot of FinTech, is enabling corporations to streamline their regulatory compliance strategies in a cost-effective manner. Simultaneously, artificial intelligence capabilities in the form of machine learning are accelerating the pace of discovery automation and the development of tools to measure risk and performance metrics.

Most of these developments are being facilitated by the exponential growth of low-cost computation, mobile capabilities and cloud computing. Amid speculation that the growth in legal technologies threatens to jeopardise the career prospects of prospective law graduates, the legal market has signalled increased demand for STEM skills, programming competence and software literacy across a range of platforms.

With the increased digitisation of the law comes a host of ethical dilemmas. How should we understand notions of transparency and accountability when legal services are performed on an electronic platform?

Another challenge pertains to the irreducible ambiguity and uncertainty that is so characteristic of the law. How does one digitize discretion? Can we replicate the 'instinctive synthesis' using a formalistic rule-based system? These are difficult questions and there is no indication that an unequivocal answer is forthcoming.

However, there are strong indications that technology will continue to revolutionise modern legal practice. And much of this ongoing revolution is a product of innovative firms that are driven to realise the synergy between law and technology. To that end, we hope that law students and graduates find the following section captivating and informative in their pursuit for a more efficient, dynamic and relevant career pathway.

ALLENS HUB FOR TECHNOLOGY, LAW AND INNOVATION

address

Building F8, Faculty of Law
UNSW Sydney
Sydney NSW 2052

locations

Level 1 Centres Precinct

contact

Lyria Bennett Moses
W: <http://www.allenshub.unsw.edu.au>

Law and Technology; Legal Innovation.

• about

What is the popular of the organisation?

The Allens Hub for Technology, Law and Innovation, publicly launched on 14 March 2018, is an independent community of scholars based at UNSW Sydney. As a partnership between Allens and UNSW Law, the hub adds breadth and depth to research on the diverse interactions among technological change, law, and legal practice. The partnership enriches academic and policy debates and drives considered reform of law and practice through engagement with the legal profession, the judiciary, industry, government and the broader community.

We are currently engaged in research on:

- data justice,
- FinTech,
- data as a source of market power,
- technology for migrant worker protection and access to justice
- data protection and surveillance
- platform co-operativism
- hybrid life and legal personhood
- reinventing intellectual property
- technology and the rule of law

More information and updates can be found on our website <http://www.allenshub.unsw.edu.au>.

The Hub is also the home of FLIP Stream, a joint initiative of UNSW Law and the Law Society of New South Wales.

What contributions has the organisation made to law and technology?

We have publish books and articles, engage with media, make submissions, run workshops and events, engage in various streams of research and link with cross-disciplinary colleagues.

Why work in the legal technology industry?

Because having lawyers involved in the design process will help ensure that technologies deployed are appropriate to the context of their use.

• getting involved

How are the skills and interests of law students relevant to the organisation?

Good research skills and passion about a question you want to spend 3-4 years answering.

• about graduate programs

Which graduate roles are available? PhD

What is the anticipated graduate intake for this year?

Each researcher can supervise a maximum of 6 students (full time equivalent). Availability of particular supervisors will vary.

What is the application method?

General information about UNSW Law's research and research degree programs can be found at <https://www.law.unsw.edu.au/study/research-degrees>. Specific opportunities, such as PhD scholarships unique to the Hub, can be found on our website.

What does the organisation offer its graduates?

The Allens Hub is an ideal base for postgraduate study for students interested in exploring the role that law plays in promoting, governing, regulating and channelling technology and innovation, the impact of law on technology and innovation, and the impact of technology on legal practice. This can include research relating to specific topics (including the research streams listed above) or research that takes a more general, theoretical approach to these questions. The Hub provides access to a rich intellectual community and an opportunity for cross-disciplinary collaboration inside one of Australia's leading law schools.

LAWPATH

address

Level 2
397 Riley Street
Surry Hills NSW 2010

locations

As above

contact

Jacqueline Olling
W: <https://lawpath.com.au/>

Legal services

• about

What is the purpose of the organisation?

In just five years, LegalVision has grown from a two-person startup to 'Innovator of the Year' at the Australian Law Awards. LegalVision has assisted more than 110,000 SMEs, startups and corporates by disrupting the traditional law firm model. Our innovative business model and custom-built technology allow our lawyers to provide a faster, better quality and more cost-effective client experience.

Which technologies or technological trends are an important part of the organisation's operations?

Technology is at the core of our business. We have a team of in-house developers who are working on new and improved products every day. Our lawyers use this technology - such as a custom-built legal project management tool - to deliver a consistently high-quality experience for clients. Technology also frees up our lawyers to focus on more interesting and valuable work. It's a win-win situation!

What contributions has the organisation made to law and technology?

LawPath has helped over 75,000 clients save more than \$50 million in legal fees. We also have 1.5 million visitors to our website each year seeking legal help. We utilise technology to make legal services more efficient, accessible and affordable for our clients.

Are there any notable projects relating to technology and innovation that your organisation has been involved in, which you would like to share?

LawPath has recently launched an updated company registration platform. This platform integrates with the Australian government to make company registration an efficient and technology-powered process which can be done in minutes.

Why work in the legal technology industry?

The legal technology industry is growing at a rapid pace and this reflects a larger paradigm shift in how legal services can be better for clients. By working in this industry, you will gain many invaluable skills and experiences to kickstart your career. You will be at the forefront of the disruption that has transformed the legal industry, paving the way for future innovation and broader changes in the legal industry.

How does the organisation develop the skills of employees?

LawPath develops the skills of its employees by providing training around the technology that we use, as well as providing real experiences from the get-go. As a fast-paced company that is always moving forward, most skill development occurs by learning with other employees. Each employee has the opportunity to develop skills across the various sectors of the company - providing a well-rounded and challenging work experience.

• getting involved

How are the skills and interests of law students relevant to the organisation?

As a growing company, the law students who join LawPath are an integral part of our success. We look for individuals who are passionate about the law, can think 'outside of the box', and also have a desire to see real change in the legal industry. Law students are expected to bring their academic knowledge and the personal skills that they have developed over time. Being interested in the technology side of things is also crucial for students, as we are primarily a technology company that provides online legal services.

How do students apply?

Students can apply on our careers page: <https://lawpath.com.au/careers> or by sending their expression of interest to jackie@lawpath.com.au.

Does the organisation offer any pre-penultimate programs?

Yes - PLT and internship program.

What type of work is usually involved?

For the PLT Program and LawPath Internship the work revolves primarily around content creation. This involves researching various legal topics and communicating the learned principles in a way that is understood by customers from all backgrounds. As a growing legal technology company, we also have tech focused projects. Past projects have included document automation, UX review, building Australia's largest lawyer directory, and AI bot creation.

• about graduate programs

Which graduate roles are available?

We do not offer a run-of-the-mill graduate program; however we are willing to look at applications from all students.

What is the anticipated graduate intake for this year?

We don't have a definitive number that we take on each year, it's all about finding the right person.

What is the application method?

Students who are interested in pursuing a career at LawPath can check our LinkedIn account, careers page or send us an email at careers@lawpath.com.au.

What does the organisation offer its graduates?

We offer our employees a positive and collaborative work culture, opportunities for professional development, and fulfilling work in a fast-paced environment that aims to change the way legal services are delivered in Australia.

LAW OF THE JUNGLE

address

Level 7
21 Mary Street
Surry Hills NSW 2010

locations

As above

contact

Greg San Miguel
W: www.lotj.com

RegTech solutions for enterprises in marketing compliance and compliance learning.

• about

What is the purpose of the organisation?

To be a global leader in RegTech for line of business, particularly marketing

Which technologies or technological trends are an important part of the organisation's operations?

AI, Machine learning, detection, research bots etc.

What contributions has the organisation made to law and technology?

We are at the cutting edge of RegTech and won a global award last year at the best RegTech solution in the world (general compliance category). We are addressing challenges at the edge of human knowledge, particularly in terms of embedding legal know-how in line of business process and the use of AI in a legal context.

Are there any notable projects relating to technology and innovation that your organisation has been involved in, which you would like to share?

We are applying for an accelerating commercialisation grant in conjunction with Data61 who are project sponsors. This is to automate product compliance in financial services and food sectors. There are many other projects.

Why work in the legal technology industry?

Because it breaks down the barriers to legal knowledge, democratising law, legal rights and legal protections.

How does the organisation develop the skills of employees?

We go to a lot of trouble to develop a career plan when employees start. We expose employees to cross functional collaborative teams. We provide enormous benefits in developing soft skills – dealing with corporates at a senior level. We encourage personal ownership of the challenges.

• getting involved

How are the skills and interests of law students relevant to the organisation?

We need bright students who have the cognitive horsepower to work things out. We love it when students recognise the value of the opportunity. Those who get excited and involved have an opportunity to go pretty much anyway.

How do students apply?

We have been advertising on faculty boards – we'd like to improve this.

Does the organisation offer any pre-penultimate programs?

Our offer is not limited to penultimate year students.

What type of work is usually involved?

Broad range of legal research, client support, content authoring and training.

• about graduate programs

Which graduate roles are available?

We don't have a grad program as such but often hire full time grads.

What is the anticipated graduate intake for this year?

Uncertain – 1-2.

What does the organisation offer its graduates?

Career in legal technology with us! Can give more detail separately.

LEGALVISION

address

100 Harris Street
Pyrmont NSW 2009

locations

Sydney, Melbourne, Remote

contact

Georgina Gordon, People Operations Manager
W: www.legalvision.com.au

Commercial Law

• about

What is the purpose of the organisation?

In just five years, LegalVision has grown from a two-person startup to 'Innovator of the Year' at the Australian Law Awards. LegalVision has assisted more than 110,000 SMEs, startups and corporates by disrupting the traditional law firm model. Our innovative business model and custom-built technology allow our lawyers to provide a faster, better quality and more cost-effective client experience.

Which technologies or technological trends are an important part of the organisation's operations?

Technology is at the core of our business. We have a team of in-house developers who are working on new and improved products every day. Our lawyers use this technology - such as a custom-built legal project management tool - to deliver a consistently high-quality experience for clients. Technology also frees up our lawyers to focus on more interesting and valuable work. It's a win-win situation!

Why work in the legal technology industry?

To say legal technology is the future would be an understatement. Legal technology is already with us and it's here to stay. Starting your career in a firm that is at the forefront of legal technology will give you the skills and knowledge to have a long and successful career as a new age legal professional.

How does the organisation develop the skills of employees?

We offer substantial formal and on the job training and quality coaching internally. To supplement this, we are proud to offer employees an annual budget and paid leave to undertake external learning and development opportunities.

• getting involved

How are the skills and interests of law students relevant to the organisation?

We have law graduates in almost every team in our business, from Client Care and Legal (of course!) to Marketing and Finance. The key qualities we look for in law students joining LegalVision are a solid understanding of and genuine interest in Commercial Law, excellent verbal and written communication skills, a commitment to amazing client service, and the desire to continuously learn and grow.

How do students apply?

All our career opportunities are advertised on our careers page (www.legalvision.com.au/careers). Simply follow the instructions to apply.

What type of work is usually involved?

As a LegalVision graduate, you will draw on your legal knowledge all day, every day to engage in quality conversations with clients to understand their current and future legal needs. The work is client facing, fast paced, intellectually challenging and highly rewarding.

• about graduate programs

Which graduate roles are available?

We have a formal graduate program for our Client Care team, and also welcome applications from graduates for Marketing and Legal Transformation roles for specific roles as they are advertised.

What is the anticipated graduate intake for this year?

If you would like to express your interest in joining LegalVision as a graduate, please email your resume and a cover letter to jobs@legalvision.com.au and we will keep you updated with application dates.

What does the organisation offer its graduates?

First and foremost, the opportunity to kickstart your career in a firm that's not only committed to, but also is disrupting the legal industry and improving the way legal services are delivered. The icing on the cake is that you'll have direct client contact from week one, gain exposure to all areas of our practice, receive on the job coaching and formal training, and enjoy startup vibes in Australia's fastest growing law firm. Oh, and you'll get free lunch and can bring your dog to work!

address

411 Collins Street
Melbourne VIC 3000

locations

Sydney, Melbourne, London

contact

Rochelle Holroyd
W: plxs.com.au

Legal technology

• about

What is the purpose of the organisation?

Plexus exists to transform the value of legal services for the benefit of our clients, our people and the industry through legal technology and compelling legal career alternatives. Technology empowers people to live better lives and Plexus has pioneered the application of this philosophy to lawyers to enable them to have happier, more balanced and interesting careers.

What contributions has the organisation made to law and technology?

Plexus has created the world's first integrated in-house legal platform: Plexus Gateway. It links sophisticated automation, custom workflows, and end-to-end contract lifecycle management all on one platform to scale legal expertise across entire enterprises. This technology enables in-house legal teams to manage risk at speed, reduce costs, improve productivity and serve clients better, all while having more time to work on high value and interesting matters. Plexus also pioneered the agile legal resourcing model in Australia. Plexus Engage is a service which deploys lawyers to Australia's leading organisations as an extension of their in-house legal teams to manage projects and support during spikes in demand.

Why work in the legal technology industry?

The legal industry is yet to fully maximise the power of technology. Starting their careers in an ever-expanding area has empowered our lawyers to stay relevant, expand their skill sets, and become domain experts in emerging fields. Our mission is to stay at the forefront of this change, which means you will too.

How does the organisation develop the skills of employees?

We encourage our lawyers to break boundaries daily and to support this we provide learning and career advancement through one-on-one coaching and continuous "Plexus Uni" sessions for peer-to-peer learning on a broad range of topics, from Product Management, LEAN methodologies, to current breakthrough cases. Our business and hiring is values-based and we are committed to delivering world-class skill development programs.

• getting involved

Which roles do Plexus consider graduates for?

We are rapidly growing and always looking for top talent. Opportunities vary from legal administration, account management and business development to legal innovation, technology and consulting.

How do students apply?

Keep an eye on our Careers Page at <https://www.plxs.com.au/work-with-us-plexus/> and LinkedIn profile for suitable roles and instructions on how to apply.

What type of work is involved?

At the Plexus head office, legal roles involve building legal apps for our Legal Gateway platform, legal review of agreements produced by our apps and a range of general commercial legal work. Plexus Engage is our people-focused arm which parachutes our in-house lawyers to clients. This enables them to assist leading Australian and multi-national companies with special projects and provide legal and technical support.

What's it like to work at Plexus?

Our culture is high-performing yet relaxed. You will be encouraged to think creatively, live passionately and work purposefully. We are always looking for better ways of doing things, in virtue of our strong learning and development focus. We celebrate each other's success as well as our shared goals on our mission to transform the value of the legal function. We work with top clients including L'Oréal, Optus, Bendigo Bank and Australia Post and have an increasingly global client base. We have been profiled by the ABC, The Age, The Australian, and HBR – amongst other publications. At Plexus, you have the opportunity to be at the forefront of the greatest transformation the legal industry has ever seen. You can learn more about Plexus and Gateway on our website.

ACADEMIA

The work of a law professor offers opportunities to engage and inspire the next generation of legal practitioners while providing a platform to inform and shape public policy with a high degree of autonomy. It also facilitates international forms of intellectual community, fostering cross-collaboration and cross-fertilisation between seemingly disparate realms of thought. Far from occupying the archetypal ivory tower, the work of legal academics contributes to the development of the law and advances our understanding of many contentious contemporary issues.

The law comes to life through academia, uncovering new intellectual frontiers. Academics work extensively to gain their qualifications, but as the following pages reflect, it is the passion for inquiry and the willingness to engage in lifelong learning that necessitates and also facilitates a successful legal academic.

Inquisitive students who have a passion for research, advocacy and for uncovering nuances should consider a future in academia. It is never too early for prospective academics to start preparing for their future careers, and the Sydney Law School provides numerous ways to immerse oneself in research. Students have the opportunity to publish journal articles, participate in academic conferences and work as research assistants.

We hope that the profiles below inspire current students, and encourage you all to have a greater think about the careers of your lecturers and tutors and their day-to-day lives, whether it is for your own sake or simply so we're able to appreciate them more! Interacting with professors and lecturers gets us thinking beyond our unit outlines, and is a great way to get a greater sense of your own research interests on a range of topical legal issues.

institution

The University of Sydney Law School

email

Belinda.reeve@sydney.edu.au

previous academic posts

Law Fellow, O'Neill Institute for National and Global Health Law, Georgetown University Law Centre, Washington, DC	(2013-2014)
Lecturer, University of Sydney Law School	(2015-2017)
Senior Lecturer, University of Sydney Law School	(2018-Present)

publications

Please find a list of my publications on the Law School's website:
<https://sydney.edu.au/law/about/people/profiles/belinda.reeve.php>

areas of specialisation

Health Law; Public Health Law; Torts.

• about you

Where did you study?

I'm a New Zealander originally, so I completed my undergraduate degrees (BA, LLB) at the University of Auckland. I did an honors year at the Australian National University (BA(hons)), before undertaking a PhD at Sydney Law School.

Why did you decide to pursue academia?

I can't say that there was a particular lightning bolt moment. I've always loved research, I pursued opportunities in that area, and over time it became clear to me that an academic career would be a good fit for my skills and interests.

How did you come to be an academic?

My career is slightly unusual in that I have a purely academic background. Most of the Law School's lecturers are, or have been, solicitors, barristers, and judges, or have worked outside of academia in some other capacity. As an undergraduate, I undertook a summer scholarship with the then Child Accident Prevention Foundation of New Zealand. The subsequent year I did a summer scholarship at the National Centre for Epidemiology and Population Health at the Australian National University, followed by an honours year at the same centre. I moved to Sydney and was fortunate to obtain a full-time position as a research assistant for our former Dean, Emeritus Professor Ron McCallum. I started my PhD at the same time, and once finished, moved to Washington, DC to work as a Law Fellow at the O'Neill Institute for National and Global Health Law. In 2015 I returned to Sydney and was appointed a lecturer at the Law School.

What does your job involve?

Some of my undergraduate students may not realise this, but lecturers do a lot more than teach! All permanent academics are required to spend 40% of their time on teaching, 40% of their time on research, and 20% on university governance or community service. The latter would include, for example, an appointment on a Law School or university committee, or pro bono work. On any one day I might be writing an article for publication, reading cases, preparing or giving lectures, or meeting with a committee that's organizing a conference.

What are your main research interests?

I specialise in public health law, which focuses on the role of law in protecting the health of populations. In particular, I'm interested in how law and regulation can facilitate healthy eating and prevent non-communicable diseases like diabetes. My PhD research examined regulation of unhealthy food marketing to children, and I'm currently looking at how Australian local governments can help to create a healthier food environment, through the use of their planning and regulatory functions, for example.

What do you love most about your job?

Particularly as a more junior academic, I feel very lucky to be working with colleagues who are supportive and generous with their time, as well as being experts in their fields. While I've always had a passion for research, I can genuinely say that I love teaching, and one of the most rewarding parts of my job is seeing my students do well in their studies and go off and have successful careers.

What do you think are the greatest misconceptions about academic careers?

There seems to be this perception that academics inhabit an "ivory tower" (or perhaps a glass tower in the case of the Law School), completely removed from the "real world." This simply doesn't reflect the reality of the modern tertiary sector. As mentioned above, legal academics often practice as well as teach, serve on community boards or work for not-for-profit organisations, lead government-commissioned law reviews, or engage with businesses and the community in other ways. For example, I'm currently working with PwC and with other academics and healthcare professionals to develop a plan for generating further action on obesity in Australia.

• entering academia

What type of law student should consider an academic career?

My father once said to me, "If you get the opportunity to do a PhD, you should do it. You don't have to be a genius to do one, you just need to be able to keep plodding away at it." At the time, I was pretty offended because I thought he was saying that I wasn't that smart. But now I understand what he means. If you're intelligent enough to get into Law School, you're smart enough to be an academic. The additional qualities you'll need are self-motivation and the ability to work on a (sometimes tedious) project day in and day out without anyone cracking the whip. You'll also need to enjoy researching and writing articles, which are different skills to answering problem questions or giving legal advice.

Are there any prerequisites to being a legal academic?

One obvious prerequisite is an undergraduate law degree, preferably with honors. It's also increasingly necessary to have a PhD. This used not to be the case, but it's now the reality in most law faculties. To be admitted into the PhD program you'll need either a first-class honors degree or significant research experience. By the time you're looking for a permanent academic appointment, you'll also need a publication record and other evidence of research experience and expertise.

What are some of the current challenges facing legal academics?

Australian law schools are growing rapidly, and it's becoming increasingly difficult to balance large student numbers with our commitment to research and to service. I'd like to get to know more of my students on an individual basis, but it's becoming harder as student numbers increase.

How do students prepare for a future in academia?

Start looking for opportunities to undertake research as an undergraduate, so that you know if it's something you'd like to pursue in the future. This could include research assistant work for an academic or undertaking a summer scholarship, for example. Think about publishing your writing as soon as possible. One of my undergraduate essays was published in an environmental law bulletin, and this was a great entrée into the world of academic writing. I tell students that it's a good idea to take up opportunities for legal practice even if they think it might not be their final career choice. Otherwise you might end up in the slightly embarrassing position of never having left university, like me. I would also recommend going and having a chat to an academic for other advice about how to kick start your career.

How is the academic legal market changing?

Obtaining an academic position is always very competitive, although the market for legal academics appears to be strong at the moment compared to other academic fields. However, it's difficult to predict how trends in tertiary education and the economy might affect the ability to obtain a position in the future.

What skills are becoming increasingly important in academia?

As with almost every other sector of the economy, research and teaching in law is being transformed by digital technologies. Academics need to be competent in the use of online databases, e-learning, and other digital tools. However, basic skills in reading and interpreting cases and statutes will always form the foundation of our discipline.

institution

The University of Sydney Law School

email

carolyn.mckay@sydney.edu.au

publications

Please find a list of my publications on the Law School's website:
<https://sydney.edu.au/law/about/people/profiles/carolyn.mckay.php>

I'm particularly pleased to have published a research monograph in 2018: McKay, C., *The Pixelated Prisoner: Prison video links, court 'appearance' and the justice matrix*, Routledge.

areas of specialisation

Criminal Law and Procedure

• about you

Where did you study?

BCom LLB at UNSW; two Masters degrees and PhD at the University of Sydney.

Why did you decide to pursue academia?

Completing postgraduate degrees generated a love for interdisciplinary research, critical thinking and writing.

How did you come to be an academic?

I started with finding sessional work as a research assistant and tutor/lecturer while undertaking two Masters degrees and then PhD.

What does your job involve?

Academic roles are typically split between 40% teaching (designing, updating and presenting learning materials, and research supervision) and 40% research (independent and collaborative projects and writing). I'm also required to contribute 20% of my time to 'governance, leadership and engagement' that involves service to the Law School, university and broader community. For instance, I've been very involved in the Sydney Institute of Criminology, various Law School and university committees and external professional committees.

What are your main research interests?

My focus is on technologies in justice, specifically, the use of audio-visual links that connect prisoners with remote courtrooms and lawyers. I've spent time in correctional facilities interviewing prisoners about their lived experiences of 'appearing' virtually in court from a prison video studio, instead of physically going to court (published in *The Pixelated Prisoner* 2018). I've also researched collaboratively with academics from architecture and design. I've been involved in some 'non traditional research outputs' including curating an award-winning contemporary visual art exhibition 'justice|Njustice', The Lock-Up, 2018.

What do you love most about your job?

The diverse and energizing intellectual environment provided by the university, students and my colleagues, and the ability to have real world impact through research and education. I also love the international connections and opportunities.

What do you think are the greatest misconceptions about academic careers?

People are surprised when I tell them that teaching represents only 40% of my job.

• entering academia

What type of law student should consider an academic career?

Students who are curious about their world; students who enjoy researching, analysing and critiquing the law, institutions and policy; students who can think critically, synthesise diverse concepts and innovate in emergent areas of social importance.

What are some of the current challenges facing legal academics? How should they be addressed in the future?

Contemporary legal academics need to be responsive to the significant technological transformations that are occurring in society as well as in legal practice, courtroom procedure and access to justice. These changes fundamentally affect how and what we teach and research.

What skills are becoming increasingly important in academia?

Technological skills are increasingly important in how we research, teach and engage with the legal profession, industry and community.

DAVID KINLEY

institution

The University of Sydney Law School

email

david.kinley@sydney.edu.au

previous academic posts

Cambridge University; ANU; University of New South Wales; Washington College of Law; American University; and Paris 1 (La Sorbonne)

honours/awards

Senior Fulbright Scholar in 2004 (Washington DC);
Herbert Smith Visiting Fellow at the Faculty of Law, University of Cambridge in 2008

• about you

Where did you study?

Universities of Sheffield and Cambridge.

Why did you decide to pursue academia?

There was little planning. I enjoyed the challenge of a PhD so thought I might try to do more of same for while. That was 30 years ago.

How did you come to be an academic?

I had several offers from UK universities (the academic job market was much less competitive in the late 80/early 90s) and, following a suggestion from a visiting Australian academic at Cambridge, one from ANU - which I accepted. My colleagues during my 5 years there were exceptional, both personally and professionally, and I was hooked.

What does your job involve?

Research, writing, preparing classes, teaching, speaking engagements, research supervision, discussions/advice (with/to students, governments, international bodies, media, NGOs, colleagues, businesses), travel, administration - in roughly that order.

What are your main research interests?

Investigating connections where there appear to be none, or few, or are poorly understood. For example, connections between business and human rights (for the past 20 years), or talking human rights with pariah states (for 20 years also), or (currently) between freedom and its responsibilities.

What do you love most about your job?

Freedom to pursue what interests me (I cannot stress how important that is in terms of career satisfaction). Brilliant, committed, inspiring students (ditto). Colleagues who are clever, interesting and genial, and if not, can be avoided. Travel to strange (and familiar) places.

What do you think are the greatest misconceptions about academic careers?

That teaching is all we do. That we have holidays. That we don't need or expect a 'thank-you' after we grant extensions or write references or otherwise provide help. I am (still) astonished when students 'forget' to respond with these two words!

• entering academia

What type of law student should consider an academic career?

Curious; voracious reader; self-driven; believes in the power of words and argument; has a touch of thespian about them; stamina.

Are there any prerequisites to being a legal academic?

These days, a doctorate. Also, probably, a law degree (though I don't have one).

How do students prepare for a future in academia?

Read, write, do a PhD, teach where and whenever you can (I started out as a doctoral student doing occasional LLB tutes at Cambridge when dons were too sick, too absent or too lovestruck (really)). Also, do stuff in the real world, whether in legal practice or on a prawn trawler, the perspective is invaluable.

What are some of the current challenges facing legal academics? How should they be addressed in the future?

Defining and explaining the law beyond its black letter, including making their work as relevant as possible to a wide variety of audiences - students, profession, governments, community, media, economic affairs, international relations, philosophy, the meaning of life, and much more.

The over-weening demands of increasingly expanding universities' central administrations; jobs that justify their own existence.

Dealing with school-leaver first year law students who should not be there - despite ATARs, they are manifestly ill-suited to the reading, writing, expressive, and civic awareness demands of a law degree.

How is the academic legal market changing?

Increasingly competitive. Increasing casualization. Tendency to hire only or principally to fill specific teaching needs. In consequence we have more specialists, fewer generalists. Increasing gender parity and academic enrichment thereby.

What skills are becoming increasingly important in academia?

Writing for wider audiences rather than for other academics. Grant writing. Media presentation. Non-academic work experience. Form-filling!

institution

The University of Sydney Law School

email

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honours/awards

- National recognition by South Africa's National Research Foundation as an 'Established Researcher' for the years 2013-2018.
- IUCN AEL Visiting Professor at the Faculty of Law, University of Ottawa, January 2015.

previous academic posts

Lecturer/Senior Lecturer/Associate Professor at the School of Law, University of KwaZulu-Natal (formerly the University of Natal), South Africa.

publications

Please find a list of my publications on the Law School's website:
<https://sydney.edu.au/law/about/people/profiles/ed.couzens.php>

areas of specialisation

International Environmental Law

• about you

Where did you study?

In South Africa, I studied at the University of the Witwatersrand in Johannesburg (BA Hons (English) LLB); then the University of Natal in Pietermaritzburg for an LLM Environmental Law, this being a joint degree with the University of Nottingham in England; then the University of KwaZulu-Natal for my Doctorate (which I completed part-time while working as an academic).

Why did you decide to pursue academia?

Curiously, it was never a decision ... I simply fell into it – see the answer below!

How did you come to be an academic?

By chance. I left legal practice and became a safari guide, broke my foot while doing that and went back to university to study a Masters while recovering; came to the end of that, and the School asked me to stay on and lecture for six months as they were short-staffed. That was in 2001 and I am still an academic.

What does your job involve?

A great deal of marking and lecture preparation ... and a bit of research when I can find the time!

What are your main research interests?

International and national law relevant to wildlife conservation and management, both marine and terrestrial; protection of biological diversity; protection and management of migratory species; management of alien invasive species.

What do you love most about your job?

That I get to criticize everyone in sight – governments; lawmakers; politicians; judges; diplomats; business; industry; agriculture; mining companies; NGOs; civil society; people in general ...!

What do you think are the greatest misconceptions about academic careers?

That it is not pressured – it is. The pressure might not be the same as for a lawyer fighting to help a parent win custody of a child, or to avoid financial ruin, or to stay out of gaol ... but it is real nonetheless.

• entering academia

What type of law student should consider an academic career?

I don't think that there is any such thing as a typical academic ... diversity of views and approaches is what makes it a fascinating field.

Are there any prerequisites to being a legal academic?

Somewhat sadly, in the last 10-15 years holding a Doctorate has become almost compulsory at entry-level. The reason I think this is sad is that I think people produce better Doctorates after gaining life experience and putting that into the thesis.

How do students prepare for a future in academia?

Begin writing. It is a shock when you first discover the difference between writing a student essay and writing an article for a peer-reviewed journal; and the sooner you get over that and begin writing regularly, the better.

How is the academic legal market changing?

The world over, universities are being run more and more like commercial companies – and to get into academia you need to balance a fine line between 'ticking the boxes' that Human Resource departments expect, and embracing the eccentricity that will lead to ground-breaking research!

What skills are becoming increasingly important in academia?

On the administrative side, increasingly, there is technology we need to understand; on the human side, the world is becoming ever more globalized and multicultural and academics need to embrace this.

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previous academic posts

University of Queensland; University of Melbourne

publications

Recent highlights include my co-authored book on reimagining copyright; my big data article looking at whether/how 100K book titles are available for lending in 5 countries; my article on how trade mark law can better incorporate insights from psychology. See my profile online.

areas of specialisation

Intellectual property; law & technology.

• about you

Where did you study?

Sydney Law School (undergrad); Oxford University (BCL) and Yale University (LLM).

Why did you decide to pursue academia?

I fell into academia: a teaching stint was a scholarship condition. I loved it; I stayed.

How did you come to be an academic?

I started with finding sessional work as a research assistant and tutor/lecturer while undertaking two Masters degrees and then PhD.

What does your job involve?

(1) Curiosity-driven research inquiry; (2) public speaking in class and at conferences; (3) policy contributions to law reform and advisory committees (4) teaching; supervising student research projects; talking to students; (5) management and leadership.

What are your main research interests?

The intersection of law and technology: IP (copyright; trade mark), and the regulation of digital technology. Much of my work is interdisciplinary: with economists, and data and social scientists. Current projects include (1) IP treaties' impact on enforcement; (2) the availability/cost of ebooks for public libraries; (3) the governance of artificial intelligence, and how we ensure respect for human rights in a digital and automated world.

What do you love most about your job?

(1) I choose what research questions are most important and interesting; (2) I work with numerous intelligent and committed academics and students; (3) I have significant opportunities to contribute to policymaking.

What do you think are the greatest misconceptions about academic careers?

(1) The ivory tower – that we work alone, divorced from the real world. My colleagues are collaborative and highly engaged with policy; industry; the profession; and government; (2) that we get lots of holidays (that's when we research!); (3) that academia is only for geniuses: there are careers too for smart people with good ideas and commitment.

• entering academia

What type of law student should consider an academic career?

The curiosity-driven: people who learn something in class, think "that's interesting" and then go find out more. Also, people who love writing essays, since that's what you'll be doing for your entire career if you're an academic in law.

Are there any prerequisites to being a legal academic?

A PhD is essential. It need not be from overseas: you can explore opportunities at great Australian universities to pursue PhD research with amazing supervisors.

How do students prepare for a future in academia?

Always choose the essay; do Honours and publish your thesis; find a research assistant job to build relationships with potential future PhD supervisors. And become curious – go to research events at the University (seminars; Sydney Ideas; The Policy Lab). And start networking with academics, finding out about their research projects, and getting involved.

What are some of the current challenges facing legal academics? How should they be addressed in the future?

To answer the big questions affecting society, the future is collaborative, within and outside academia. This will also help us prepare students for a challenging job market and varied career. But we mustn't sacrifice what is unique about universities – curiosity-driven inquiry and a willingness to ask the big questions. Another challenge is how to incorporate technology into teaching without losing one of the benefits of university study – meeting and engaging with your future professional peers and smart and engaged academics.

How is the academic legal market changing?

Entry has become more competitive; there are more different ways to be a legal academic, and more call for interdisciplinary expertise.

What skills are becoming increasingly important in academia?

(1) Empirical research skills: quantitative (data analytics); and/or qualitative (interview; survey). There is still a hugely important role for scholars focused on understanding and analyzing legislation and doctrine, but empirical legal research is now mainstream; (2) a willingness to collaborate and to interact with non-academics (community; profession; industry; government). Also marketing – there's a lot of self-promotion involved.

institution

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areas of specialisation

Corporate law.

• about you

Where did you study?

BA at UQ, LLB at QUT, PHD at University of Melbourne.

Why did you decide to pursue academia?

Interesting question...I am not sure I've completely decided to do so. Rather I see academia as part of a portfolio career.

How did you come to be an academic?

I intended to go to the Bar following completion of my LLB. A 30 second conversation on the stairwell with one of my professors saw me choosing to do a PhD. While studying I worked sessionally as an academic and fell in love with teaching. Going for a full-time role stemmed from that.

What does your job involve?

There are three aspects to the role: teaching, research and service. Teaching involves preparation of materials and delivery. Delivery can vary from a lecture to a seminar to a tutorial, as well as using on-line discussion forums. Research involves deciding what to research, how to do it, and how to communicate the findings. Service for me involves being a member of one of the University's Human Research Ethics Committees.

What are your main research interests?

I continue my keen interest in executive remuneration and corporate law. However, right now, I'm involved in a project with David Kinley devising a financial services human rights benchmark. This has aspects of law but also governance and finance. I'm also looking at investor values which includes shareholder activism and is broader than the law.

What do you love most about your job?

There are three aspects to this. In terms of students, it's seeing students engaged in their studies and master the skills they need to go further. In terms of research, it's working on the projects themselves. In terms of service, it's again about learning from others, but it's also about contributing to something bigger.

What do you think are the greatest misconceptions about academic careers?

That it's the soft option! Yes, we do have more flexibility than you might have in a law firm role where your clients dictate the deadlines. But that doesn't mean academics completely avoid the long hours you see in practice.

• entering academia

What type of law student should consider an academic career?

Academic life is very much an individual journey and path: if you look at the academic profiles in this guide you will quickly see they are all different.

In terms of personal characteristics, you need to be self-motivated, open to learning, open to making mistakes and moving on from them, and to be resilient.

Are there any prerequisites to being a legal academic?

PhD now is probably essential. I recommend people give careful consideration to where they will do the PhD. I went with the institution with the leading academic for the field I wanted to research.

How do students prepare for a future in academia?

You might want to work for a while in the profession or in another area before committing to the PhD. It would also be worthwhile trying your hand at sessional teaching, to see if you like it or not. If you don't like teaching that doesn't rule out a research-only academic career. However, those roles depend upon research funding, so in the law research field are not as common as in, say, the medical research field.

What are some of the current challenges facing legal academics? How should they be addressed in the future?

Staying up to date when your interests aren't just in one narrow area and not just in your local jurisdiction and also include resources beyond statute and case law. This takes time and tools.

How is the academic legal market changing?

Junior legal academic roles starting at the Associate Lecturer level, even with a PhD. That means moving up the career totem pole is starting from one or two positions lower than in the not-too-distant past.

What skills are becoming increasingly important in academia?

There is a movement towards non-traditional research outputs and to working with social and traditional media to communicate the findings of research and to contribute to larger social debates.

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previous academic posts

UTS; Macquarie

publications

Please find a list of my publications on the Law School's website:
<https://sydney.edu.au/law/about/people/profiles/nicole.graham.php>

areas of specialisation

Property law, property theory, histories of property; Interaction of property with environment; Legal geography.

honours/awards

Please find a list of my honours/awards on the Law School's website:
<https://sydney.edu.au/law/about/people/profiles/nicole.graham.php>

• about you

Where did you study?

Macquarie and Sydney.

Why did you decide to pursue academia?

Apart from good health, there are few things more important in life than education. Education can transform the lives of individuals, communities and nations. I chose an academic career to spend my working life teaching adults, learning (through research), and communicating about things that are fundamental to our future.

How did you come to be an academic?

I made conscious decisions to pursue a pathway to a career in higher education. I did Honours in both my degrees (one of which required the suspension of my combined Arts/Law degree for a whole year to complete the Honours program in Arts). While a PhD candidate I took on casual teaching and casual marking work, on its completion I applied successfully for an entry-level academic position and it progressed from there.

What does your job involve?

Theoretically, many academics work a 40:40:20 split between teaching, research and service within a 35 hour week. The reality is that there are often non-negotiable deadlines in academic work that require flexibility with managing the line between personal and professional hours in a week. Exam marking has to be done in short periods of time. Writing a journal article or book chapter sometimes involves deadlines that clash with commitments to writing and giving lectures, or marking. So some weeks consist of very long hours including weekends and other weeks are more standard working weeks. In terms of skills, the job involves good time management, the ability to communicate clearly, directly and sensitively in person and in writing across a range of educational and cultural backgrounds and expectations. In terms of personal qualities, good academics are team-players, reliable, honest, fair, considerate and curious/passionate about their field of expertise.

What do you think are the greatest misconceptions about academic careers?

Students often wish me a happy holiday in October or June because they think that when classes end, academics are on long holidays. In fact, it is very difficult to conduct new research or to write a sustained original argument of 12,000 words while also teaching and marking and so the best times for academics to research are non-teaching periods. So once classes are over, and weeks of marking and marking comparison and administration are over, academics hit the books and get on with their research. In fact, the progression of academic careers often depends largely on the quantum and quality of research that academics publish. So the race is on, as soon as classes stop, to get cracking with research projects.

• entering academia

What type of law student should consider an academic career?

Someone who believes in the importance and power of education. Someone who has the curiosity/passion as well as the skills to begin and sustain a major investigation into a specific topic. Someone who likes listening, talking to and thinking about the interests of other people. Someone who is capable of working and thinking independently.

Are there any prerequisites to being a legal academic?

Entry level academic positions involve a very competitive process. Ideally applicants would have a PhD and publication(s) based on that project in double-blind peer-reviewed journals. Experience teaching is helpful! It is a long road to become an academic, but the career itself can be wonderful and well worth the effort, time and sacrifice along the way.

What are some of the current challenges facing legal academics?

Pressure on Universities to grow their own income has involved a major transformation in the way higher education operates. Although, of course, still very much educational institutions, they are also increasingly and necessarily viable businesses. Sometimes there are tensions between business imperatives and pedagogical principles. But most academics are whole-heartedly committed to uncompromising standards in their work, and thus far the challenges are not insurmountable.

How do students prepare for a future in academia?

Remember that every subject counts. Grades matter. If life throws you a curved ball that is inconsistent with achieving a result that shows your interest and ability in a subject, consider pressing the pause button until a better time in your life. Preparing for academia involves: demonstrated consistent performance at a high level in academic study (through grades); demonstrated research capacity (an Honours project or extended essay or a sole-authored publication of some kind); and, doing some tutoring of some kind to see if you like teaching. Academics do a lot of teaching, if you don't like finding different ways to explain things, if you don't like listening to and understanding students' perspectives, misunderstandings and insights, you won't much like academia. Research is important, so you also need to like reading a lot of material in a short period of time, thinking your own thoughts, asking new questions, asking questions that the readings prohibit and starting conversations about difficult or new topics.

How is the academic legal market changing?

Legal academics are required to be both scholars and educators. In previous decades legal academics could be either and/or practitioners. These days the distinction between legal academics and legal practitioners is greater because Universities require all academics to conduct scholarly research.

What skills are becoming increasingly important in academia?

Scholarly research and contribution to policy development and law reform are regarded as important contributions for professional academics to make. The ability to think beyond accepted wisdom, and to question legal doctrines and practices is very important. Finally, having an educated and reflective position on the role of law in society, the economy and the environment is the basis of good legal academics. It is hard to research a particular field or topic for years and decades without first having a view on whether or why it even matters.

PETER GERANGELOS

institution

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honours/awards

Fellow of the Australian Academy of Law, Vice Chancellor's Prize for Outstanding Teaching in the University of Sydney, Commonwealth Attorney-General's Scholar for 1996, teaching awards from the Sydney University Law Society.

publications

Inter alia, *Australian Federal Constitutional Law* (Thomsons, from 2nd to 4th edn 2017), *The Constitution of the Commonwealth of Australia: History Principle and Interpretation* (Cambridge 2015) plus other books, book chapters and journal articles.

areas of specialisation

Constitutional Law

• about you

Where did you study?

The University of Sydney.

Why did you decide to pursue academia?

My field, constitutional law, enables me to combine my interest in law with my deep interests in history, jurisprudence and philosophy. This outweighed my continuing desire to remain in full time practice, where, having undertaken some very complex litigation in the superior courts for the Commonwealth, I was getting a slight sense of "been there, done that". The opportunity simply to be involved on the academic side of the law, especially in my field, became too tempting.

How did you come to be an academic?

The Attorney-General's Scholarship enabled me to undertake a PhD, which took me away from practice for a time, and thence deciding to accept an offer to join the faculty at Sydney Law School.

What does your job involve?

Apart from lecturing and scholarship, providing students with tutorial assistance, delivering papers at conferences, and the ability to travel to other universities and engage with other experts in my field.

What are your main research interests? Constitutional law and jurisprudence.

What do you love most about your job?

"Love"? Probably the teaching side, engaging with colleagues and students, plus, when other pressures subside, simply to sit in my office, to be left alone, to read, to think, and to gain insight: "... Silent, upon a peak in Darien".

What do you think are the greatest misconceptions about academic careers?

That it is somehow not as intense as practice; and that is also the case that "those that can't teach, do" and not always (or often) the case that "those who can't do, teach": Being able to engage a lecture theatre full of very bright students with legal principles in a rigorous way is a far more difficult achievement than is often supposed. Moreover, an academic career is not as secure a career as it once was (but was is anymore?).

• entering academia

What type of law student should consider an academic career?

Those with a scholarly bent generally, and a keen intellectual interest in law. I do, however, recommend that they practice law for a time. Even that most eminent of legal philosophers and Professor of Jurisprudence at Oxford, H L A Hart, turned to academic life having achieved first a successful practice at the Chancery Bar in London. Some of Australia's most eminent constitutional law scholars (eg Professors Zines and Lindell) first spent many years in practice as Attorney-General's lawyers.

Are there any prerequisites to being a legal academic?

Not always formally, but a PhD, or at least a Masters by research degree, would be essential; also having an intellectual appreciation of the law.

What are some of the current challenges facing legal academics?

The pressure to publish, obtain grant funding, while juggling heavy teaching loads; and a creeping "managerialism" which is not always as sensitive as it might be to the academic mission.

How is the academic legal market changing?

"Market"? I never quite saw it in that way. Anyway, it seems that increasingly there appears to be a divergence between those who practice law and those who teach it; ie increasingly people have to make a choice too early whether to pursue a career in practice or in academic law because of the demand now for a doctorate. To the extent this is occurring, I think that the importance of the experience of legal practice is being underestimated in terms of the value it adds for those who may teach and undertake scholarly work in law.

What skills are becoming increasingly important in academia?

If you mean increasingly important in terms of the criteria for promotion and so on, then it has to be publishing and obtaining external grants. The pressure is perhaps at times too much. This can be to the detriment of deeper scholarship (because this takes a great deal of time). Also, it hinders younger academics from spending the time they need to prepare an outstanding set of lectures to present to their students.

institution

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previous academic posts

Associate Professor in Law, International Islamic University, Kuala Lumpur Malaysia	(2004 - 2008)
Lecturer B in Law, Manchester University, School of Law	(2001 - 2004)
Lecturer/Senior Lecturer in Law, Coventry University	(1999 - 2001)
Graduate Teaching Assistant, Warwick University	(1996 - 1999)
Lecturer in Law, International Islamic University Malaysia	(1994 - 1996)

publications

- "Accommodating Muslims Under Common Law: A Comparative Analysis", with Dr Ghena Krayem (2017, Routledge);
- "Reliability and Reform of Expert Evidence in Malaysia's Developmental State: Putting the Cart before the Horse?" with Mohd Munzil Mohamad, in Paul Roberts and Michael Stockdale (Eds, 2018, forthcoming), *Forensic Science Evidence and Expert Witness Testimony: Reliability Through Reform?* Edward Elgar, Cheltenham, chapter 11;
- "Public International Law and the Organisation of Islamic Cooperation: Forever on the Periphery?" *Chinese Journal of International Law*, Vol 13, Issue 4, Dec 2014, 787-817;
- "Accommodating Islamic Banking and Finance in Australia" (2011), *UNSW Law Journal* Vol. 34(1), Forum, 413-442;
- "Crime and Criminal Justice in Malaysia" in Susyan Jou and Bill Heberton (Editors), *Handbook of Asian Criminology* (2013) Springer, New York, 231-246;
- "Degrading Searches and Illegally Obtained Evidence in Malaysia" in Paul Roberts and Jill Hunter (Editors), *Criminal Evidence and Human Rights: Common Law Perspectives* (2012), Hart Publishing, 103-118;
- "Islamic Jurisprudence and the Role of the Accused" (2003), *Legal Studies*, Vol 23, No 4, 587-604;
- "Myths and Legends: An Examination of the Historical Role of the Accused in Traditional Legal Scholarship; a Look at the Nineteenth Century," (2001) *Oxford Journal of Legal Studies*, Vol 21, No 2, 331-353.

areas of specialisation

Islamic Law (including banking and finance); Comparative Law; Muslim Minorities and the Law; Malaysian Law; Law and Development; Comparative Criminal Justice (including evidence law); International Human Rights.

honours/awards

British Academy Scholar (1997 - 1999)

• about you

Where did you study?

King's College London (LLB and LLM) and Warwick University (PhD).

Why did you decide to pursue academia?

Loved teaching and research; also wanted to make a 'contribution', be my own boss (to a degree) and work overseas.

How did you come to be an academic?

During my LLM, a Malaysian friend suggested I apply for an academic job in Malaysia. I was successful and decided to drop an unfunded pupillage at the English Bar.

What does your job involve?

Teaching, research, administration and community engagement.

What are your main research interests? See my areas of specialisation.

What do you love most about your job?

Teaching and writing on matters of great importance, with the potential of influencing current and future generations.

What do you think are the greatest misconceptions about academic careers?

That we do not engage with the community and only work 2/3 of the year.

• entering academia

What type of law student should consider an academic career?

If you have excelled academically and feel the universe of ideas and values are more important than money J.

Are there any prerequisites to being a legal academic?

A law degree, whether LLB or LLM, and these days a PhD and publication while a student is increasingly a requirement.

What are some of the current challenges facing legal academics?

Assumptions from fellow academics that we 'don't do policy' – which could not be farther from the case.

How to balance our multiple responsibilities, how we relate to and engage with other disciplines, the perniciousness of the market.

How do students prepare for a future in academia?

Work hard, be disciplined, publish while a student and engage with the community.

How is the academic legal market changing?

It has become more competitive but also, perhaps, more accessible to locals than before. There are fewer vacancies in the legal profession, pushing more to look at academia.

What skills are becoming increasingly important in academia?

Team working skills, revenue-raising, international networking and ability to juggle multiple responsibilities.

SIMON RICE

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honours/awards

Medal of the Order of Australia (OAM)

publications

<https://sydney.edu.au/law/about/people/profiles/simon.rice.php#publications-by-type>

<http://sydney.academia.edu/SimonRice>

https://www.researchgate.net/profile/Simon_Rice2

https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=816134

areas of specialisation

Equality law; Human rights; Access to justice; Social justice lawyering.

previous academic posts

ANU; Macquarie; UNSW

• about you

Where did you study?

UNSW – BA, LLB, MEd.

Why did you decide to pursue academia?

(1) to better understand the things I'd been doing in practice (2) to teach (3) to write.

How did you come to be an academic?

I co-wrote a human rights book while in practice, and that, combined with my law reform submissions, was enough to meet the 'proven ability to conduct research' requirement when I applied to be an academic. Along with my MEd and prior experience running the UNSW law clinic.

What does your job involve?

The usual research, teaching and community service, with a greater emphasis on the last than some academics have.

What are your main research interests?

Equality law, human rights, access to justice, social justice lawyering.

What do you love most about your job?

Talking to really smart people; finding out about things; working with students who care about social justice.

What do you think are the greatest misconceptions about academic careers?

That it's dry and unengaged.

• entering academia

What type of law student should consider an academic career?

Intellectually curious; theoretically minded; enjoy writing; enjoy teaching; more concerned with making a contribution than making money.

Are there any prerequisites to being a legal academic?

Not so much pre-requisites as desirable: intellectual curiosity; theoretically minded, able to write; patience; an inclination to contribute; modest material expectations.

How do students prepare for a future in academia?

Learn to research, reason and write. Learn to teach.

What are some of the current challenges facing legal academics? How should they be addressed in the future?

Challenges: pressure to publish at the expense of other forms of constructive social engagement such as research collaborations, policy work, and innovative teaching. The fix: resist.

How is the academic legal market changing?

The default threshold of having or doing a PhD significantly limits the range of experience and skills coming in to the academy.

What skills are becoming increasingly important in academia?

Collaboration, interdisciplinary knowledge, diverse research methods.

institution

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publications

- Burnett, R and Bath, V, *The Law of International Business in Australasia* (Federation Press, 2009)
- Bath, "Australia and the Asia-Pacific: the regulation of investment flows into Australia and the role of free trade agreements," and "The South and Alternative Models of Trade and Investment Regulation – Chinese outbound investment and approaches to international investment agreements" in Morosini and Rattton Sanchez Badin (eds), *Recalibrating International Investment Law: Global South Initiatives*, Cambridge University Press 2018.
- Bath, V, "Overlapping Jurisdiction and the Resolution of Disputes before Chinese and Foreign Courts," (2015-2016) 17 Yearbook of International Private Law 111-150.

honours/awards

Member, Australian Academy of Law

areas of specialisation

Equality law; Human rights; Access to justice; Social justice lawyering.

• about you

Where did you study?

BA (Asian Studies)(hons); LLB (hons) Australian National University; LLM (Harvard Law School).

Why did you decide to pursue academia?

I have an interest in research and teaching.

How did you come to be an academic?

After 20 years in international practice, an opportunity came up at Sydney Law School to become involved in the Centre for Asian and Pacific Law and teach in the areas of international business law and Chinese law.

What does your job involve?

Research (projects with colleagues in Brazil, Denmark and Australia on Chinese law and investment); teaching in the LLB, JD and LLM courses; working with the China Studies Centre (of which I am the Director of Research); working with colleagues in the Centre for Asian and Pacific Law; conferences and presentations in Australia and overseas; related administration.

What are your main research interests?

Chinese law and investment; investment policy in Australia and internationally; private international law.

What do you love most about your job?

Research; teaching fascinating areas of law; working with colleagues inside and outside the university.

What do you think are the greatest misconceptions about academic careers?

That teaching is all academics do; that preparing to teach takes very little time; that marking happens all by itself; that academics have unlimited time when not actually teaching.

• entering academia

What type of law student should consider an academic career?

A student who finds all areas of law interesting, who likes legal research, enjoys sharing his/her interest in law with up and coming students and is prepared to work hard.

Are there any prerequisites to being a legal academic?

Practically speaking, a PhD is required.

What are some of the current challenges facing legal academics?

Large classes; limited administrative support; pressure to apply for grants and to have "impact."

How do students prepare for a future in academia?

Get a PhD at a good institution. A PhD in a commercial area or an area in the compulsory curriculum is useful. Get some practical legal experience first.

How is the academic legal market changing?

Much harder to get a permanent job, although the jobs are there. More of a tendency for students to do PhDs and, increasingly, fill post-doctoral positions before being hired.

What skills are becoming increasingly important in academia?

Research skills and high quality publications are vital for a long-term career. However, high quality teaching skills administrative skills (convening large courses, filling administrative positions in the Law School), the ability to engage in and support online teaching and active engagement with industry, the profession and the community are also very important, particularly for promotion.

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honours/awards

University of Sydney – 1st class honours and medal in economics and in law, Legal Studies Award for Research (Bocconi), Innovation in Teaching awards by the PhD School and by the Law School (Bocconi), Max Weber Research Fellowship (EUI).

previous academic posts

Bocconi University (Milan, Italy); European University Institute (Florence, Italy); Brooklyn Law School (New York, USA).

areas of specialisation

Market regulation; Contract and private law; Competition law

• about you

Where did you study?

University of Sydney B.Ec and LL.B

Why did you decide to pursue academia?

After an exchange semester at Cornell Law School during my law degree, I wanted to go and do further study overseas principally driven by curiosity for new knowledge and experiences. I was not sure that this would necessarily lead to an academic career as I have also always had a problem-solving orientation.

How did you come to be an academic?

While writing my doctoral dissertation at Columbia, I also practiced for the New York law firm of Cravath, Swaine and Moore. Both in that job and in my experience as an associate to a High Court of Australia judge, I realised that having a problem-solving orientation is not inconsistent with the more theoretical and schematic approach of academic work.

What does your job involve?

Typically most academic jobs involve research (including writing, presenting at conferences and participating in research projects), teaching and institutional service to the faculty.

What are your main research interests?

My principal research interest is in market regulation from both a private and regulatory law perspective. I particularly focus on innovations in regulatory technique and transnational cooperation between regulators.

What do you love most about your job?

Exchanging ideas and fostering the growth of other young academics.

What do you think are the greatest misconceptions about academic careers?

Many students decide to pursue a doctoral degree as a way of avoiding legal practice or making a decision of what else to do in life. Then by inertia they look to stay in academia, though there are many other opportunities where the rigorous research skills from pursuing a doctoral degree can be useful.

• entering academia

What type of law student should consider an academic career?

Students who are interested in concepts, who ask many "why" questions throughout law school, who can see patterns, but are not necessarily satisfied by existing explanations of the world they observe.

Are there any prerequisites to being a legal academic?

The most important one is being able to motivate yourself to perform academic research, which is a largely self-driven task. It may be that you are very organised or that you are intrinsically interested in what you are researching: either or both will help. Having empathy for students and enjoying imparting knowledge is also very important.

What are some of the current challenges facing legal academics?

Understanding how the practice and use of law in society as well as the role of lawyers are changing and the implications of such transformations for the kind of skills we should teach to law students.

How do students prepare for a future in academia?

Writing a research paper or particularly an honours thesis gives you a good idea of what academic research is like.

How is the academic legal market changing?

For the past couple of decades the academic market had become increasingly transnational and interdisciplinary, for which my own career trajectory is good evidence. Whether this trend towards cross-pollination and mutual learning continues in this period of global retrenchment is not at all clear.

What skills are becoming increasingly important in academia?

Being able to collaborate with others (often across borders), being able to communicate your ideas to a global audience where many are competing for people's limited attention, making a difference to practical problem-solving through your work.

NOTES

