

careers guide



**SYDNEY UNIVERSITY
LAW SOCIETY**

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suls executive

Rebecca Elder (Vice President - Careers)
Christina Zhang (Design Director)
Aleks Pasternacki (Publications Director)
Olivia Grivas (Sponsorship Director)

careers guide team

Aashray Narula
Alan Zheng
Andrew Serb
Angela Zhang
Anh-Tuan Nguyen (Editor-in-Chief)
Ben Holmes
Gracie Adam
Hasan Mohammad
Natiq Islam

design

Christina Zhang

suls subcommittees

Design Subcommittee

photography

Anh-Tuan Nguyen
Christina Zhang
Jonathan Gu

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FOREWORD

A law degree is only the beginning to a career of boundless potential and ability to effect social change in our community. It draws minds that are dynamic, driven and innately curious about the world around them. As the profession begins to embrace forces of change and responds by conceiving new ways of providing legal services, the skills and expectations of graduates are transforming.

We have all heard discussion around the oversaturated graduate market, and the opinions on the usefulness and purpose of a law degree. Law students are articulate problem solvers with a propensity for hard work. We are also now to be innovators, entrepreneurs, creatives and client service experts. For many law students, a traditional path is no longer the norm and there is, in fact, no career beyond our reach.

We hope this edition of the Careers Guide will continue to be an invaluable resource for students to consult so as to better understand the range of opportunities available to them. Whilst the prospect of finding a job is a concern amongst law students, this guide is designed to support you through this process. This year, we have provided further insight into developments in the space of online clerkships and internships and have added sections on technology and academia.

We were fortunate to work with such an incredible editorial team this year: Alan Zheng, Hasan Mohammad, Andrew Serb, Ben Holmes, Gracie Adam, Angela Zhang, Aashray Narula and Natiq Islam. They have pulled together a thorough guide with their excellent editing skills and dedication to the creation of this resource for their peers.

Special thanks also goes to Christina Zhang, whose design prowess and cheery support has brought this year's guide to life.

Embarking on this journey may seem overwhelming, but do so knowing that you are equipped with the skills to build a successful career. As Henry David Thoreau once wrote, 'You must not only aim aright, but draw the bow with all your might.' We hope this guide will point you in the right direction and assist you in pursuing your career path with determination and confidence.

Best of luck in your applications, interviews and the start of your career!

ANH-TUAN NGUYEN

Editor-in-Chief

REBECCA ELDER

SULS Vice-President (Careers)



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OVERVIEW OF ORGANISATIONS

law firms

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 Weeks 9-12 of 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 website and are run through the Law Society of New South Wales. This year, applications are open from 18 June 2018 to 15 July 2018. 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 can be on 4 October 2017 and successful applicants must accept or decline by 6 October 2017.

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.

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:

1. 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?

2. 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?

3. 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.

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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.

4. questions aimed at finding out more about you, your achievements, and what you can offer the firm or organisation (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

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

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

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

step one: 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 two: academic profile

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

step three: 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 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.

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.

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).

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.

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. SULS 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 extra-curricular commitments, including being elected by my peers to the role of 2015 [Position] of [Student Society/Leadership Organisation], and working part-time.

I am applying to [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 [Organisation's] success in consistently winning the [award], and in winning the [award]. [Organisation's] position as a market leader in Banking and Finance is reflected in its consistent Chambers Asia Pacific Band 1 ranking, and in its role in advising on the financing of the [deal/matter/project]. Further, [Organisation's] status as a leading global Banking and Finance practice is evident in its receipt of the [award]. [Organisation's] role in [litigation/deal/matter], and [litigation/deal/matter], affirms its Chambers Band 1 ranking in Litigation and Dispute Resolution, and the recognition of partners such as [relevant partner name] and [relevant partner name] as leading Australian commercial litigators reflects the excellence of [Organisation's] commercial litigation practice. My interest in commercial litigation is reflected in my success in winning both the 2015 and 2014 [Moot Competition]. However, I would welcome the opportunity to experience any of [Organisation's] practice groups.

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 attainment of a High Distinction in Introduction to Property and Commercial Law reflects my interest in commercial law. 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. My role as a Debating Coach at [School] has afforded me excellent communication and analytical skills. 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 extensive extra-curricular involvements have afforded me excellent organisational skills, and the ability to meet tight deadlines under pressure.

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 with the [Other Volunteer Organisation], and would be keen to contribute to [Organisation's] pro bono program. My involvement in various sports, as well as my membership of the 2014 [Role] subcommittees, reflects the social culture of [Organisation]. 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].

I believe that my academic and personal achievements would make me an asset 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]
[Address]
[Phone] [E-Mail]

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 extra-curricular 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.

Sincerely,
[Your name]

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.

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

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, mootings 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 guides 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], 2015 [Academic Prize], 2015 [Scholarship], 2012 - 2017	2012 - Present
	[Exchange University] International Exchange Program Grade Point Average: Honours: [Academic Prize], 2014 [Scholarship], 2014	Jan 2014 - Jun 2014
	[High School] Higher School Certificate - ATAR: Honours: [Academic Prize], 2012 Premier's Award for All-Round Excellence, 2011 [Scholarship], 2006 - 2011	2006 - 2011
Work History	Paralegal [Organisation Name] • 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 2016 - Present
	Debating, Mock Trial and Mooting Coach [High School] • Mentoring high school students to improve their communication skills, knowledge of current affairs and legal reasoning. • Successfully coached two teams to win [competition].	Feb 2012 - Present
	Paralegal [Organisation Name] • 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 2014 - Nov 2015
	Research Intern [Organisation Name] • Assisted [Supervisor Role] with their research [describe research]. • Edited and proofread academic publications regarding corporate law.	Jan 2015 - May 2015

Campus Culture Director University of Sydney Union	Jan 2013 - Dec 2013
<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 2013 internal review. 	

Community Service	Volunteer Legal Assistant [Organisation Name] • Volunteered at a community legal centre. • Responded to enquiries from the public, clients and other community services and provided referrals for legal advice.	Aug 2014 - Mar 2015
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Court Watch Volunteer [Organisation Name] • 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.	Feb 2014 - May 2014
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Extracurricular Involvement	Treasurer Sydney University Law Society • 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.	Dec 2015 - Present
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President; Producer; Treasurer; Stage Manager; Crew Sydney Law Revue • Produced the 2015 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.	Jul 2012 - Present
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University of Sydney Mooting • Selected to represent the Sydney Law School in the [mooting competition]. • Achievements:	Oct 2015 - Mar 2016
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University of Sydney Union Debating • Selected to represent the University of Sydney Union in the [name of competitions]. • Achievements: Quarterfinalist, [name of competition]	Mar 2013 - Nov 2015
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Other Extra-Curricular Involvement 2013 - 2015 • Convenor, King & Wood Mallesons Women's Mentoring Program, 2015. • Councillor, University of Sydney Student Representative Council, 2013. • Sponsorship Officer, [Society name]. • Internal Events Director, [Society name].	
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Interests	Reading (particularly longform journalism), travelling, listening to podcasts, finding good food to eat and watching political satire.
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Referees

example CV #2

[Your Name] – Curriculum Vitae
[Your address]
Phone:
Email:
LinkedIn profile URL

Education	Bachelor of Arts (English Literature)/Bachelor of Laws, The University of Sydney Achievements: <ul style="list-style-type: none">• Winner [Moot Competition] 2015• Winner [Moot Competition] 2014• Winner [Academic Award] 2014 Higher School Certificate, [Your School] Achievements: <ul style="list-style-type: none">• [Award] (2011)• Premier's Award for All-Round Excellence in the New South Wales Higher School Certificate (2011)• School Captain (2011)	2012 – Present 1998 – 2011
Legal Experience	[Organisation Name] Legal Intern (8 hours per week) <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	August 2013 – June 2015
Other Experience	[School Name] Debating Coach (5 hours per week) <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 [Café Name] Waitress (10 hours per week) <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	July 2011 – Present December 2011 – December 2012
Extracurricular Involvement	Sydney University Law Society (SULS) 2014 Competitions Director <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 inaugural 2014 Competitions Handbook, a comprehensive resource for mooting and skills competitors at all levels Convenor, Allens Torts Moot <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 Other Extra-Curricular Involvement <ul style="list-style-type: none">• SULS Careers Mentoring Program – Mentor: [Mentor Name]• SULS Women's Mentoring Program – Mentor: [Mentor Name]• 2014 [Debating Competition] Adjudicator• Sydney University Law Society Interfaculty Sport Competition 2012–2015• SULS-Compass Regional Schools Visit 2013• Faculty of Law Peer and International Student Mentor, 2013	November 2013 – November 2014 March 2013 – June 2013 2011 – 2014

Volunteer Work	[Volunteer Organisation Name] Volunteer, Café Staff (2 hours per fortnight) <ul style="list-style-type: none">• 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 <ul style="list-style-type: none">• Volunteer Mentor (2 hours per fortnight)• Volunteer as a visiting mentor through SULS' 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	February 2010 – Present March 2013 – November 2014
Hobbies	<ul style="list-style-type: none">• Touch Football• Baking• Singing	
Referees	[Referee Name] [Position] [Organisation] [Phone Number] [Email] [Referee Name] [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.

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

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.

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.

Q. 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.

Q. 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.

Q. 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.

Q. 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.

Q. 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.

Q. 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'.

Q. 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.

Q. 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.

Q. 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.

Q. 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.

Q. 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.

Q. 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.

Q. 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 of interview questions

- 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

PRACTICING 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).

practicing 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.

practicing 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.

practicing 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.



photo by Corey Leopold

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practicing in australia

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 maintains 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.

profile: courtney ensor
barrister, 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 involve?

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.

profile: david scully
criminal law – crown prosecutor, new south wales

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. I have been a Crown Prosecutor ever since.

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.

ANU SCHOOL OF LEGAL PRACTICE - GDLP

address

Building 5, Fellows Road, ANU, Acton ACT 0200

locations

Sydney, Wollongong, Canberra, Brisbane, Melbourne, Adelaide, Perth

contact

Tracey Mylecharane
Lecturer, FHEA, Professional Engagement Coordinator
E: lwsa.law@anu.edu.au

“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?

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

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

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

Our fees are FEE-HELP eligible.



GDLP / Straight to the Top

Complete your Practical Legal Training

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ANU Graduate Diploma of Legal Practice

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

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EMAIL
slp.studentadmin@anu.edu.au

PHONE
+61 2 6125 3483

WEB
legalpractice.anu.edu.au/gdlp

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facebook.com/ANUGDLP



* QS World University Rankings 2018

THE COLLEGE OF LAW

address

2 Chandos Street, St Leonards NSW 2065

locations

Sydney, Melbourne, Canberra, Brisbane, regional Queensland, Perth, Adelaide, Darwin

contact

Student Services Team
E: enrolment@collaw.edu.au
P: 1300 856 111

“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:

- Legal Business Skills Series - a program only offered by The College of Law which focuses on the business of law
- 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



Practical Legal Training



Study freedom

With delivery modes including full-time, part-time, online and on-campus, you can select a program that will fit your work and personal commitments. You can also choose from more than 10 programs a year in Sydney so you can complete your practical legal training at a time that suits you.



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.



Leading provider

The College of Law has been at the forefront of practical legal education since 1974 and over 60,000 of our graduates now work across all facets of our industries. Innovative and forward thinking, The College of Law has proven to be one of the most trusted names in legal training.

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



practicing internationally



photo by Christina Zhang

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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 any 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 2019 range from 31 May 2018 – 1 August 2018, 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.

CANADA

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://flsc.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 (CPLED);
- Pass 10 competency assessments

ontario

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

- Complete an Articling Program
 - Complete a 10 month articling term
 - Complete online Professional Responsibility and Practice Course
- 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

National Accreditation Committee:
<http://flsc.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>

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>

HONG KONG

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. 2020 summer programs will close January/February 2019 and 2019 winter programs will close August/September 2018).

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 practicing in hong kong

trainee solicitor pathways

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

1. Complete an LLB or JD in a common law jurisdiction.
2. Complete the Post-graduate Certificate in Laws (PCLL).
3. 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

Sourced from Wikimedia Commons
https://commons.wikimedia.org/wiki/Commons:Photowikimeetup_in_Hong_Kong_during_Wikimania_2013

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

Sourced from Wikimedia Commons
<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 2018 for a 2020 start date.

singapore citizens or singapore 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

Working in a law firm is considered one of the more conventional career pathways into the legal profession. A career in a law firm, whether it be in Sydney or overseas, is a clear and well-recognised progression from graduation. A career in a law firm is highly regarded because it provides constant opportunities for intellectual and organisational growth within the legal profession.

However, legal training after graduation does not limit you to a career specifically within the legal profession. Working in a law firm is often an opportune gateway into politics, finance and the public service. Furthermore, it is impossible to homogenise law firms, as the experience each firm offers depends upon its practice areas and the clients it has. Law firms with a background in banking and finance differ vastly from law firms that specialises in family and criminal law, and these differentiators must be forefront considerations.

With the advent of the technology-age, more firms seem to be migrating towards cultivating a strong online presence, with some firms now operate wholly online. The guide therefore shows some of the key players in the domestic online law industry, so that you - as the reader - are given the chance to expand your knowledge on these firms of the future. As well as this, the guide will showcase some major international firms that are leaders in the global legal market, these firms are great sources of workplace diversity and are an excellent place to learn and broaden your legal skills beyond what the Australian market offers. A quick glimpse at the technology and the law section of this Guide also will show some of the thought-leaders in the profession whom have deeply embedded themselves in the digital generation.

The experience offered by a global firm will differ immensely from a domestic firm, and it is important to geographically differentiate firms that you may be interested in. Australia's legal market has also been rapidly evolving, so keeping updated on Australian ties with the Asia-Pacific region is integral to being aware of quickly developing domestic and international legal opportunities.

This guide merely provides a glance into what a company offers and what they are looking for. For more in-depth information on the company and whether they are a good fit for you, further research is recommended. This will help to gauge whether their vision and values align with yours, whether you are interested in their practice areas, and how you can best achieve your career goals.

However, there are still a multitude of other outstanding firms that have not been profiled. As with anything, there is no one-size fits all and in the end, it is often a question of culture and a working environment that provides the greatest fulfilment to the legal professional.

photo by Christina Zhang
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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 2018 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).

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 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 Specter 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!

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.

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 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.

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.

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.

key dates

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.

Monday 18 June	Applications for summer clerkships open
Sunday 15 July	Applications for summer clerkships close at 11.59pm
Wednesday 26 September	Offers for summer clerkships are made
Friday 28 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.

the application process

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.

ALLEN & OVERY

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Level 25, 85 Castlereagh Street, Sydney NSW 2000

locations

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contact

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“Be part of something exciting.”

about us

Allen & Overy offers the expertise and resources of a global elite law practice coupled with a leading group of senior domestic practitioners. Since their arrival, Allen & Overy has quickly established a track record of executing both complex, unique and strategic cross-border and domestic transactions.

As a global elite practice, Allen & Overy is at the cutting edge of international legal and commercial insights. Their teams are often advising on market developments and 'firsts' around the world. In addition to this first-hand experience, they have established a 'Global Intelligence Unit' to track trends and emerging legal and commercial issues and analyse what they mean for their clients.

clerkship 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.

IT'S TIME | SYDNEY

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 three core practice groups provide a full suite of corporate, finance (debt and equity) 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're 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.

Visit www.allenoverly.com/careers/gradsaustralia



Be part of something exciting

ALLEN & OVERY

Summer Clerks 2018/2019

The Summer Clerkship at Allen & Overy was an amazing experience. During the 10 weeks we spent at the firm, we were fortunate enough to complete two rotations, host a competitive drawing fundraiser, and travel to Bangkok, Singapore and Beijing, all whilst successfully winning the wooden spoon in the clerk sports competition (which was no small feat!).

One of the reasons many of us chose A&O was our desire to travel and work with people from all over the world. From our very first week, we were working on matters alongside colleagues from across the vast A&O network, including from the London, Hong Kong and Tokyo offices, for a diverse range of multinational clients. Every clerk also spent a week in one of A&O's APAC offices, getting a taste of working overseas. The clerks who went to Bangkok drafted a piece on the renewables sector in Thailand, which involved looking major projects in wind, solar and hydro-electricity, and those in Singapore worked on cross-border transactions across Indonesia and Malaysia. In addition to working, the Asia experience was also a chance to explore a new city. Those of us stationed in Shanghai and Beijing took a considerable amount of time to sample a wide range of dumplings and noodles, while the group in Singapore conducted a thorough investigation of the city's hidden cocktail bars.

A&O's relatively small team in Australia meant that we never felt like just a cog in the machine. Every person was a valuable part of their team, and the senior lawyers took the time and effort to get to know us. Often we found that it'd just be a clerk, an associate and a partner on a task. This level of exposure to real work was daunting at the start, but the on-the-job training was a fantastic way to develop our skills as commercial lawyers. The responsibility came quickly but when the going did get tough, everyone (from fellow clerks through to the partners) would pitch in to make sure the job got done.

As with any job, not every moment of our clerkship was glamorous and fun. However, each time we were faced with less exciting work, the team patiently explained our role in the context of the wider matter, allowing us to gain a better understanding of how a complex transaction or piece of litigation runs from start to finish.

In addition to this, we had the opportunity to engage in pro bono legal work, such as research for a matter in Kenya run out of the London office. Some of us also had the opportunity to volunteer for a day at the Wayside Chapel, where we worked with A&O lawyers to cook a delicious meal for people experiencing homelessness.

The highlight of our clerkship was undoubtedly getting to know our fellow clerks. On any given morning, you could find us chain-eating raisin toast in the kitchen and by the end of the ten weeks, we were embarrassingly inseparable, snuggling up under a blanket with wine in hand at the Moonlight Cinema.

All together, we had an unforgettable summer, learnt invaluable new skills, and made some exceptional friends, and we are so excited to start as grads together in 2019.

Join an elite group of Summer Clerks at Allen & Overy in 2018/19. Applications for the Sydney program open on Monday 18 June 2018 and close at 5pm on Sunday 15 July 2018. 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 2018/19, please visit our website: www.allenoverly.com/careers/gradsaustralia
The website also contains details of our Clerkship program in Perth.

A career in Law

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

Follow the conversation:



ARNOLD BLOCH LEIBLER

address

Level 24, Chifley Tower
2 Chifley Square Sydney NSW 2000

Level 21, 333 Collins Street, Melbourne VIC 3000

locations

Sydney, Melbourne.

contact

Hayley Brown
Human Resources Consultant
E: hbrown@abl.com.au
P: 03 9229 9802

Areas - 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.

diversity

Our approach and longstanding deep commitment to diversity and inclusion has been, and will always be, a clear and significant aspect of the firm's culture and a key contributor to our enduring success. Our ongoing diversity initiatives are far-reaching, and include support for working parents, gender pay equity, policy information and education on a wide variety of topics, cross-cultural awareness training, our internal Reconciliation Action Plan committee, among many more.

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

“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.”

people

At Arnold Bloch Leibler, people are central to the firm's success. We recognise that it is only with motivated people that the firm can provide personal service and practical, commercial and cost-effective solutions to client problems.

We hire the best and the brightest, and recognise and reward our people with professional development and mentoring opportunities, competitive remuneration, community involvement opportunities and a deep and true interest in accelerating individuals' careers. We want every ABL person to be well-rounded and accomplished, and to bring their whole selves to work.

clients & solutions

From a client perspective, our aim is not to service our clients for all of their legal needs – rather, we position ourselves as the lawyers to go to when everything is on the line, where strategic imperatives are invoked, and when commercial thinking that's out of the box is required. We aim to develop long-term relationships with our clients, and to gain a solid understanding of their businesses and needs. This enables us to formulate unique solutions to their problems with a broader context.

At ABL, we give our clients value by finding simple, practical, commercially intelligent and cost-effective solutions to what often seem to be complicated and confusing problems.

excellence & success

Our firm has an unwavering dedication to professionalism in everything we do and to putting the client first. We aspire to the highest standard of integrity, honesty and fair treatment.

ABL is a meritocracy - we reward success and excellence. This reflects our prime business focus of partnering with clients in their success by helping them achieve their business imperatives through innovative and commercially intelligent solutions.

community

Giving back to the community has always been one of our core values. Pro bono work is an inherent part of the firm's DNA and we do it because it is the right thing to do. The firm is deeply committed to indigenous constitutional recognition and reconciliation.

At ABL, we proudly have a stand-alone pro bono practice group, led by partner, Peter Seidel. All lawyers at the firm are given the opportunity to get involved with pro bono work. The firm engages with many not-for-profit and charitable organisations that are active in communal, social, health, research, religious and environmental sectors. At ABL, we feel that we punch above our weight, and pro bono work is no exception.



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



Arnold Bloch Leibler

Lawyers and Advisers

A reputation for excellence & innovation

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.

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.

Kelly Seo | Lawyer | 2016 Graduate
Banking & Finance and Commercial



"ABL's graduate model allowed me to fast track my development well beyond what I expected. I surprised myself with how much I learnt in my first year. I am continually encouraged to think outside the square and contribute my ideas."

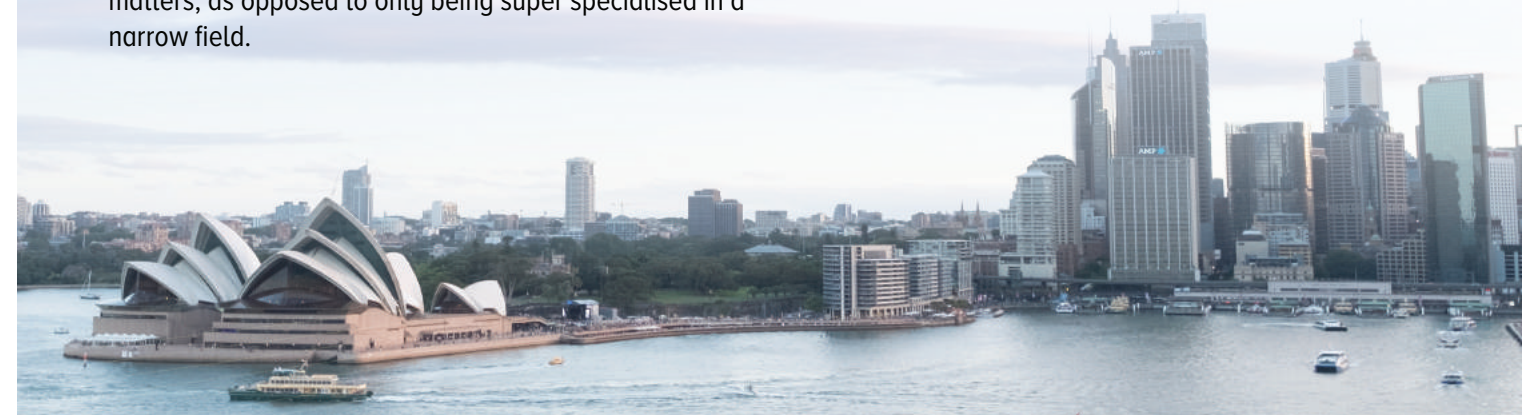
Working in a broad based practice group this way, you'll work across the full range of matters that the group deals with.

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.

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 program, please visit www.abl.grad.careers.



address

Level 28, Deutsche Bank Place
126 Phillip Street, Sydney NSW 2000

locations

Brisbane, Melbourne, Sydney, Hanoi, Perth, Ho Chi Minh City, Port Moresby, Singapore. 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.

contact

Lauren Kay
Graduate Resourcing Consultant
E: Student.Careers@allens.com.au

Areas - 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 more than 150 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.
- Only law firm to make Top 75 graduate employers by Australian Association of Graduate Employers (#22 overall).
- Only law firm to make Top 40 intern / clerk employers by Australian Association of Graduate Employers (#18 overall).

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. 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

Great change is here.

Allens > < Linklaters

Are you ready?

At Allens, we're focused on advancing our industry through 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 strategic partnership opens up worlds of opportunity for our business and our people, including rotations in Linklaters London, Hong Kong and Singapore for our graduate lawyers.

In a rapidly changing world, we seek opportunities to innovate, embracing creative thinking, new approaches and emerging technology. And we don't just use them to benefit ourselves and our clients. We believe strongly in driving positive change to do right by our community too. Our teams are open, inclusive and encouraging, giving you the chance to learn and grow, but your development will be down to you. You'll have the flexibility to drive your 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 with Allens is the first step in a rewarding legal career. The program will give you invaluable insight 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 projects.

Graduate program

Comprising two 12-month placements in different practices, our graduate program offers exposure to stimulating legal challenges. In each rotation, you'll gain a depth of experience that comes from seeing matters through. However, at Allens we don't work in silos so you won't be limited to working with one partner or by your practice areas. 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.

Early careers at Allens provide 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.



Will you make great change happen?

Clerkship

- > Programs run from three to ten weeks
- > Available at our Brisbane, Melbourne, Perth and Sydney offices
- > Ongoing support and buddy system
- > Exposure to one or two practice groups

Graduate program

- > 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
- > Graduate Diploma in Legal Practice (via Allens Academy)
- > A 12-month legal seminar series (Cornerstone Program)

Find out more at allens.com.au/yourcareer

Great change is here.

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Are you ready?



Find out more at allens.com.au/yourcareer

Eric Shi, 2018 graduate

I commenced my studies at the University of Sydney in 2011 and completed my Arts/Law double degree in the first semester of 2017. During this time, I had worked in a few paralegal and legal researcher roles before my clerkship at Allens in the Restructuring and Insolvency team over the summer of 2016/2017. Since then, I have been a paralegal in both the Environment and Planning team and the Paralegal Pool at Allens and I started as a graduate at the firm in February 2018.

Why I was attracted to Allens

I knew quite a few people who had worked at the firm either as a paralegal or a clerk and I heard nothing but incredibly positive reports. As a student with a background in moot, Allens' impressive record and depth of experience in litigation and dispute resolution was also particularly attractive and after meeting and speaking with representatives of the firm at a couple of university events, I knew that Allens was a place where I could thrive.

I am particularly looking forward to the first-rate training, being involved with cutting-edge matters, and building a strong foundation for my legal career under the guidance of leading practitioners. I am also excited by the prospect of being given responsibility from an early stage and learning valuable matter management skills, especially in relation to the range of pro bono opportunities that are available.

The culture at Allens is welcoming, diverse, and encourages everyone to strive for excellence. One of the biggest benefits of working alongside so many intelligent, hard-working, and passionate individuals is that their drive and achievements are a constant source of inspiration for me to perform better. The established support structures at the firm also ensure that I am able to receive timely and varied feedback, which is especially important at this early stage of my professional development. This support also manifested in terms of flexibility and understanding of individual circumstances, for example being able to complete a summer clerkship at the same time as competing in the 2016/17 Jessup moot.

Allens also places a strong emphasis on collaboration and fostering an inclusive team dynamic is evidenced by the fact that, during my time as a clerk and paralegal, everyone has always been willing to take the time to answer my questions or explain novel legal concepts and the broader context of the tasks I am completing.

The benefits of the strategic alliance with Linklaters

The strategic alliance with Linklaters enhances Allens' global presence and significantly widens the pool of expertise from which the firm can draw to meet emerging legal challenges. More importantly, both firms provide different perspectives on how to innovate, value-add, and grow in an increasingly competitive legal market. The alliance offers many global opportunities, including a second-year graduate rotation in a Linklaters office to London, Singapore or Hong Kong.

The opportunities at Allens

I think it is currently a very exciting time to work at Allens because the firm is in a position where it is looking to build on strong recent successes and to adapt and grow as its 200th anniversary draws closer.

Having been named Australian Law Firm of the Year for 2017 by Chambers and won awards – both domestic and international – in the area of innovation, the strategic direction of the firm is aiming to capitalise on this momentum by continuing to perform to its strengths as well as discerning areas which can be further refined. Allens' increasingly active integration of legal technology into everyday practice will be a significant aspect of the firm's growth over the next few years and people who join Allens now will be able to be part of that journey.

I have also been selected to be one of the Allens participants in the 2018 Neota LawTech Challenge in which I will be working with a group of talented UTS students and members of the Allens Applied Legal Technology team to create an app for a social justice organisation.

Ready for great change?

Find out how to apply via allens.com.au/yourcareer

Allens is an independent partnership operating in alliance with Linklaters LLP.

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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, Madrid, Milan, Munich, New York, Paris, Port Moresby, Shanghai, Singapore, Tokyo, Washington DC.

contact

Jo Dean
HR Manager - National Graduate Programs
E: graduate_programs@ashurst.com

Areas - Banking & Finance; Capital Markets; Competition and Anti-Trust; Corporate and M&A; Digital Economy; Dispute Resolution; Employment; Financial Regulation; Insurance & Reinsurance; Intellectual Property; Investigations; Investment Funds; Projects; Real Estate; Restructuring; Insolvency & Special Situations; Tax.

“Join us and we’ll help you enrich and expand your worldview, grow your skills and influence new ways of thinking. In other words, we’ll help you move minds. Let’s start by moving yours.”

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.

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.

A DAY IN THE LIFE OF...

Shakira, Seasonal Clerk

Studied: Bachelor of Arts (Government and International Relations) / Bachelor of Laws (LLB), University of Sydney



As a Seasonal Clerk at Ashurst, no two days are the same. You will feel valued and supported as you get involved in a range of matters and complete real work. There are also plenty of learning and development opportunities and social activities. Below is an example of what you may expect as a Clerk at Ashurst:

- | | |
|--|--|
| <p>08:30 I get to my desk and check my emails to see if there are any urgent tasks or queries. I check my calendar for the week and read through some news alerts to stay on top of developments in my practice area.</p> <p>9:00 I head to a practice group overview presented by a Partner and Lawyer in the Resources team. They discuss what it's like to work in their team and walk us through a recent case.</p> <p>10:00 After the session I head downstairs with a few other Clerks to grab a coffee. I've just returned from a week-long secondment and they're eager to hear about it. We also discuss logistics for an upcoming weekend trip our Clerk group has planned.</p> <p>10:15 Back at my desk, I revisit some Pro-Bono work that I have been assisting my Supervising Lawyer with. I was asked to conduct some research on testamentary capacity and to draft an advice for a Pro-Bono Client. My Supervising Lawyer gave me some valuable feedback and talked me through some of the alterations she made. I save copies of the cases I have referenced to the file's Research subfolder, in case they're needed later on.</p> <p>10:45 My Supervising Lawyer asks me to come by her desk to discuss a new task. It's a confidential matter so I can't be given many details, but I am to create a landholdings table based on some information the client has given us. I check how it should be presented and sent before going back to my desk.</p> <p>11:00 I receive an email from the Pro-Bono team asking if I can help with something today. I also receive a calendar invitation to Friday Night Drinks on the Terrace to celebrate the start of February. I get started on the landholdings table.</p> | <p>12:00 I head down to the lobby to meet a few Clerks for lunch at the food court next door.</p> <p>13:00 After lunch I finish the landholdings table and send it to the Lawyer for review. She asks me to print copies of the original document and table for her records.</p> <p>14:00 My buddy asks me to conduct title searches for a matter and save them to the online document management system. Each title search costs \$15, and I complete about 150, so I take care to get the Folio Identifier right!</p> <p>15:00 With title searches complete, I head down to meet the Pro-Bono Manager and receive instructions. She would like me to edit some submissions in accordance with her handwritten notes. Ashurst is working on the submissions for a community organisation that provides tailored programs to address the needs of at-risk youth. The submissions address the adequacy of youth diversionary programs in NSW. Time spent on Pro-Bono work is counted as billable hours, so I can take the time to draft the submissions carefully.</p> <p>15:15 A Lawyer in my team urgently needs me to deliver a Certificate of Title to an office around the corner.</p> <p>17:15 I finish updating the submissions and email them to the Pro-Bono Manager. I record my time for the day and check with my team to see if there is anything else they need. We have inter-firm Clerk sport tonight – volleyball – so I get changed and meet the other Clerks in the lobby.</p> |
|--|--|

ashurst

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Graduates in Law



Aim beyond pure legal knowledge. Beyond commercial advice.

Be known for something more: a clarity of thought and an instinct for problem solving that can influence governments and leading businesses the world over. Join us and we'll help you enrich and expand your worldview, grow your skills and influence new ways of thinking. In other words, we'll help you move minds.

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contact

Angelique Wanner
Talent Management Consultant, Graduate Recruitment & Diversity

E: angelique.wanner@bakermckenzie.com

P: 02 8922 5596

Areas - 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; Technology; Communications & Commercial; Intellectual Property; Media and Tax.

**“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. The story of Baker McKenzie is one of imagination, determination and hard work. Like no other law firm we were born global. Thinking and working globally is embedded in our culture. For more than 60 years, our people have helped nurture our unique global organization. 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 77 offices in 47 countries worldwide. We have had a presence in Australia since 1964 and employ approximately 185 lawyers and 80 partners across Sydney, Melbourne, and Brisbane. Baker McKenzie is the largest law firm operating in the Asia-Pacific region, Continental Europe and Latin America.

Baker McKenzie, Australia 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 unrivalled ability to provide training and secondment opportunities across our global network. 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, first hand.

clerkship program

At Baker McKenzie, 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 yourself up for success. We consult with our Summer Clerks before they commence to understand the areas of practice in which they are interested in gaining experience. Summer Clerks in our Sydney office also complete a one week client secondment. Most importantly, 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. You will develop practical and legal skills through our national learning and development programs. You will be guided by a Supervising Partner and enjoy the extra support of an experienced Associate "Buddy". 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.

Your journey
to a world-class
career begins here

Baker McKenzie is Australia's first global law firm. We've been developing global lawyers in Australia for more than 50 years – each started out as a law student, just like you.

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



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Find us on
Facebook

A DAY IN THE LIFE

Julian McMahon
Junior Associate, Sydney
International Clerk, Tokyo



Joining the truly global firm

It is difficult for law students, with minimal-to-no first-hand experience of working in a big corporate law firm, to gain an accurate sense of what working in a law firm is really like. During the run-up to the clerkship application period, buzzwords are common across the promos - the word 'global' being chief among them. With so many firms, it is often unclear if or how clerks and graduates can have international experiences. Baker McKenzie stood out as a firm with genuine, immediate global connectedness for juniors: the offer of undertaking an international clerkship was a clear demonstration of real overseas opportunities.

My plane touched down at Haneda Airport on a frosty early February morning. I was met at the arrival gate by a fastidiously uniformed driver who could have passed for an airline pilot: epaulettes, cap, white gloves. He chauffeured me to a comfortable, conveniently-located, Tokyo-sized apartment close to the office. Baker McKenzie's Tokyo office is located in Roppongi, a bustling central business district, home to the Japanese headquarters of many major international companies, and to numerous embassies and luxury hotels. The office is situated next to world-class cultural institutions, renowned bars and restaurants, and places of significant historical importance. This proximity made it easy to explore some of the city's major highlights and points of attraction.

Parallels between Sydney & Tokyo

The similarity in feeling between the Sydney and Tokyo office was striking. I was welcomed as warmly by the Japanese office as I had been by the Sydney office at the commencement of the summer clerkship. The working environment was far removed from the stereotype of Japanese law firms: warrens of overworked drones. My supervising partner in Tokyo was very generous with his time from the beginning, and ensured that I met everyone in the practice group and many others within the office. On my first day I spent time with the managing partner - also an Australian - who shared some wisdom gleaned from his time living and working in Japan.

I spent my international clerkship assisting the taxation team, which I had nominated as my preferred practice group. It was fascinating to see Japanese-based lawyers dealing with complex, international legal issues within the context of a different jurisdiction. The team in the Tokyo office actively involved me in their matters and were responsive in providing guidance and feedback, which was very helpful when engaging with new and sometimes unfamiliar concepts. I assisted colleagues in providing advice about recent amendments to Japanese consumption tax laws. These amendments closely resembled the then-incoming changes to Australian GST laws, and provided me with an insight into how Australians would soon be complying to similar changes. Other interesting experiences included: accompanying a senior tax advisor to a matter being heard before the Tokyo High Court; assisting a team member with a presentation for an upcoming conference; and conducting research into ongoing changes to international taxation arrangements.

Forging regional relationships

It is thanks to Baker McKenzie that I was able to have such an extraordinary experience at an early stage of my legal career, doing meaningful work on the other side of the planet in another jurisdiction. A chance to meet new people and to develop real professional connections at an international level.

address

Level 15, 1 Bligh Street Sydney NSW 2000

locations

Sydney, Brisbane, Canberra, Darwin, Melbourne, Perth.

website

www.claytonutz.com/graduates

contact

Sarah Pinczewski
Graduate Resourcing Consultant
E: spinczewski@claytonutz.com
P: +61 2 9353 5477

Areas - 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 is the anticipated clerkship intake this year? 35 - 40

How many clerks did the firm take last year? 42

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 the 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**It's not just about wearing a suit.**

There's always a gap between theory and practice, and post-university prospects can be daunting. How do you make the leap to working in the industry?

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 rotations will help you 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 learning and development approach, you'll get the support to become the best you can be.

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
- the chance to participate in our Community Connect and Pro Bono programs and really give back
- 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. These opportunities will be listed on our website.

address

Level 16, No. 1 O'Connell Street, Sydney, NSW 2000
Level 7, No. 190 St George's Terrace, Perth, WA 6000

locations

32 offices in 22 countries.

website

www.cliffordchance.com/careers

contact

Kelly Meaney
E: Grads.Sydney@cliffordchance.com
E: Grads.Perth@cliffordchance.com

Areas - Antitrust; Banking and Finance; Corporate; Private Equity; Litigation and Dispute Resolution.

about us**What is unique about your firm?**

Clifford Chance is one of the world's leading law firms with more Chambers tier-one rankings than any other firm and an extensive team of legal professionals recognised as being among the very best in the world.

Are there any significant matters your firm has worked on recently?

In Australia, some of our most recent transactions include:

- Advising global asset manager The Carlyle Group on its acquisition of 100% of The Accolade Wines Group for total purchase consideration of AU\$1 billion.
- Advising Royal Dutch Shell plc (Shell) on the sale of 111.8 million shares in Australian Oil and Gas company Woodside for approximately AU\$3.5 billion

What attributes does your firm look for in a potential employee?

Our graduates must have a global perspective and be ready to work across borders and jurisdictions on complex and challenging matters.

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

Pro bono work is an expectation of all lawyers, and graduates have assisted with numerous initiatives, assisting Justice Connect, the Refugee Advice and Casework Service and many other organisations. The firm also has a number of internal networks which take on significant issues; the Arcus network advocates for equal rights and fair treatment of LGBT+ individuals both at Clifford Chance and in the wider community..

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

To look after our people, we have various policies in place and support staff with regular social events, lunches, sporting teams and flexible working arrangements. As part of a small team, you won't be lost in the crowd and we are committed to ensuring the physical and mental well-being of all our staff.

clerkship program**Do you only take students in their penultimate year?**

No, we also take final year students.

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

Online at www.cliffordchance.com/careers.

What is your anticipated clerkship intake this year?

4 - 6 in both Sydney (July 18) and Perth (December 18 & July 19)

What does your firm look for in a clerk?

Ambitious people capable of working with significant responsibility from day one, who are committed to an international legal career with a dedicated team of domestic and international practitioners.

graduate program**Does your firm take graduates directly?** Yes**If so, what is the application method?**

Apply on our website.

What is the anticipated graduate intake this year?

March 2020 start date – positions in both Sydney and Perth.

Does the firm assist graduates to complete their Practical Legal Training (PLT)? If so, how?

Yes, we pay all course fees and allow time off for study.

profile: **katherine dickson**
2016
areas of rotation: L&DR, corporate and finance

What's the coolest thing about your job?

One of the most enjoyable parts of my job is the opportunity to travel. As a Graduate lawyer I travelled to Singapore twice to attend both corporate and finance training sessions with other trainees from Singapore, London and Perth. In 2016 I attended the Australia wide retreat in Perth and this year I will attend the Asia Pacific Capital Markets and Finance retreat being held in Singapore. I also spent six months on secondment to our London office. All of our graduates get to go on an overseas rotation. These are great opportunities to learn from experienced lawyers, see other Clifford Chance offices and get to know lawyers at the same level.

3 pieces of advice for yourself when you were a student...

1. Take advantage of Uni breaks and travel as much as possible.
2. Try to relax and enjoy the clerkship application process, it is a great opportunity to learn about different law firms.
3. Choose a career that interests you.

CORRS CHAMBERS WESTGARTH

address

Level 17, 8 Chifley, 8-12 Chifley Square, Sydney NSW 2000

locations

Sydney, Melbourne, Brisbane, Perth.

contact

Rhea Shyamkant
E: rhea.shyamkant@corrs.com.au
P: 02 9210 6135

Areas - Corporate; Finance & Tax (Energy & Resources, Corporate Advisory, Banking & Finance and Taxation); Property & Development (Property & Infrastructure, Environment & Planning and Construction); Litigation and Workplace Relations (Litigation, Workplace Relations, Intellectual Property, Technology & Competition).

“We are the most globally connected law firm based in Australia. Our pioneering partnering networks in Asia-Pacific and globally, ensure we support our clients everywhere.”

about us

Corrs Chambers Westgarth is Australia's leading independent law firm, recognised for their innovation, quality advice and client-driven approach. Their 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, BP and Pfizer.

clerkship program

The Sydney Seasonal Clerkship Program runs over the summer and involves a unique rotation system which will give you exposure to each of the firm's divisions. You will be closely supervised by Clerk Coordinators, who are senior lawyers. You will also have a mentor, a more junior lawyer who will answer any questions you may have about the firm, settle you in and provide you with an informal level of support and guidance during your time at Corrs.

Along with ongoing feedback, the structured learning opportunities include a comprehensive orientation program, presentations on relevant legal, business and workplace issues and partner connect sessions. Your clerk cohort will undertake a pro bono project for the duration of the summer.

The Graduate Development Program provides on the job training with a greater opportunity to work directly with partners and senior lawyers; structured learning; mentoring; and regular feedback throughout each of the three rotations.



DISCOVER YOUR INDEPENDENT SPIRIT

WWW.CORRS.COM.AU/GRADUATES

Applications open - 18 June 2018
Applications close - 15 July 2018
Offers Made - 26 September 2018

WHO ARE WE AND WHAT SETS US APART FROM OTHER FIRMS?

Corrs Chambers Westgarth is a premium independent law firm. We emphasise the independent part because it's important to who we are and how we work. Independence isn't just a description of our position in the market, it describes how we think, our innovative style and bold decision-making.

Our vision as a world class law firm is to drive Australia's competitiveness and economic engagement with Asia. We are based in Australia and operate internationally, wherever our clients need our services.

With 1000 employees, 550 lawyers and 125 partners, we have the scale that allows us to take on the largest and most challenging matters for major organisations internationally, as well as be the right size for a culture of inclusion.

Corrs is a firm that thinks strategically, not just in its legal work, but also for the firm's future and the success of its people. Corrs is known for its clear vision and ability to develop and implement strategy, as well as its lawyers' ability to help clients achieve their business goals.

The combination of these factors creates a firm that celebrates its independence, is open to new ideas, has the courage to think and act differently from the rest of the market, and thrives on new challenges and opportunities.

Rhea Shyamkant
(02) 9210 6135
rhea.shyamkant@corrs.com.au

**CORRS
CHAMBERS
WESTGARTH**
lawyers

AREAS OF PRACTICE

The firm works through three main operating divisions:

- **Corporate, Finance & Tax** (Energy & Resources, Corporate Advisory, Banking & Finance and Taxation)
- **Property & Development** (Property & Infrastructure, Environment & Planning and Construction)
- **Litigation and Workplace Relations** (Litigation, Workplace Relations, Intellectual Property, Technology & Competition)

Our clients compete globally and Corrs provides the legal services they need to do that effectively, no matter where they are. Our lawyers work across practice areas and geographic boundaries to drive commercial outcomes and transactions in multiple jurisdictions.

We have a global network of the world's best independent firms who work with us to provide the most relevant specialist expertise where and when it's needed. Our independence means we're not locked into one legal service provider. We connect with the best lawyers internationally to meet our clients' needs.

WHAT ARE WE WORKING ON?

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, BP 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. We also work with governments, Federal and State.

We were Australian counsel for US talent agency William Morris, which represents stars like Lady Gaga and Oprah Winfrey, when it acquired 49 percent of industry-leading global creative agency, Droga5.

HOW DOES THE FIRM ENCOURAGE WORK-LIFE BALANCE?

It's not all about work! At Corrs we encourage staff to be active and participate in social and sporting events as well as learning & development activities.

Some of our activities include yoga, touch football, cricket day, Friday night drinks, family days, trivia nights and Christmas Parties.

Corrs also provides flexible work arrangements, paid study leave, salary sacrificing and opportunities to give back to the community.

PRO BONO, VOLUNTEER & COMMUNITY ACTIVITIES

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 rotations and graduates are involved early in their time at Corrs.

WHAT WE ARE LOOKING FOR IN AN EMPLOYEE?

Corrs is a place that celebrates individuals. We're looking for spirited, determined graduates who think big and like doing things a little differently. In exchange for your energy and commitment we'll provide extraordinary learning and work opportunities here and on an international stage.

Because this is a high performance organisation, Corrs people are good at what they do. They are able to work in a team and bring out the best in the people around them. They want to achieve the best results for the client as well as the firm and they take pride in their work and achievements. Corrs people like to find new ways of doing things and aren't afraid to be independent and bold in their actions.

CLERKSHIP & GRADUATE PROGRAM

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

The Sydney Seasonal Clerkship Program runs over the course of the summer and involves a unique rotation system, through which you will participate in three rotations, giving you the opportunity to work across each division of the firm.

Like everyone at Corrs in Sydney, you will be sitting in open plan pods with partners and lawyers, giving you great exposure to learning and knowledge sharing as a result of our new workspace, 8 Chifley. You will be supported by Coordinators, who are senior lawyers and will also have a mentor, a junior lawyer who will answer any questions, settle you in and provide you with informal support and guidance.

Along with ongoing feedback, our structured learning opportunities include a comprehensive orientation program, presentations on relevant legal, business and workplace issues and partner connect sessions. Your clerk cohort will undertake a pro bono project for the duration of the summer and you will also be provided with a number of opportunities to shadow lawyers who are undertaking community legal centre secondments such as with the Inner City Legal Centre, Redfern Legal Centre and the Homeless Persons' Legal Service.

Our commitment to developing world class 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; structured learning; mentoring; and regular feedback throughout each of the three six month rotations.

address

Level 22, No. 1 Martin Place, Sydney NSW 2000

locations

Sydney, Melbourne, Brisbane, Perth and offices in over 40 countries globally.

contact

Wendy Yap
Graduate Recruitment & Development Manager
E: graduate@dlapiper.com

Areas - Employment; Litigation; Real Estate; Corporate; Tax; Finance, Projects + Restructuring; Intellectual Property & Technology.

about us

DLA Piper is a global law firm with lawyers located in more than 40 countries throughout the Americas, Europe, the Middle East, Africa and Asia Pacific, positioning us to help clients with their legal needs around the world.

We strive to be the leading global business law firm by delivering quality and value to our clients.

We achieve this through practical and innovative legal solutions that help our clients succeed. We deliver consistent services across our platform of practices and sectors in all matters we undertake.

Our clients range from multinational, Global 1000, and Fortune 500 enterprises to emerging companies developing industry-leading technologies. They include more than half of the Fortune 250 and nearly half of the FTSE 350 or their subsidiaries. We also advise governments and public sector bodies.

clerkship program

The best way to secure a place on our graduate program is to do a clerkship first. Not only will this give you a feel for commercial law in practice, it will give you an insight into what makes DLA Piper unique. Our clerks do two four week rotations in different practice groups.

During the clerkship, you'll do more than just shadow our lawyers. You'll be given real responsibilities. Whether you're attending a court hearing, contributing to a client meeting or assisting a large corporate transaction, you'll have plenty of opportunities to reach your potential.

At the same time, you'll start building your networks. As well as meeting with partners and other senior lawyers, you'll have regular contact with the other clerks through social activities. Information sessions about our practice areas will further enhance your knowledge and understanding.

Summer clerkships are offered in all our offices. While your clerkship experience will be similar between offices, the length and structure of the individual programs may vary. Visit our website for more information.

address

Level 40, Gateway
1 Macquarie Place, Sydney NSW 2000

locations

Adelaide, Brisbane, Melbourne and Sydney.

website

www.gadens.com/grads@gadens

contact

Tara Luketic
Human Resources Advisor
P: (03) 9252 2555
E: tara.luketic@gadens.com

Areas - banking and finance; corporate advisory; tax; dispute resolution; intellectual property and technology; private clients; property and construction; planning and environment; recovery and insolvency; and employment advisory.

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 Aspirational 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: **karena leung** 2017

areas of rotation: **intellectual property & technology; property, planning and construction**

Apart from providing regular legal training on various areas of law throughout the graduate program, Gadens also recognise that being a successful commercial lawyer requires more than excelling at a particular legal specialty or practice area. Therefore, as a graduate I was given the opportunity to participate in networking events, such as the Footy Lunch and Future Directions Lawn Bowls Tournament organised by the Property Council of Australia, to broaden my network and meet people with similar interests in the property sector.

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

address

Level 35, Tower Two, International Towers Sydney
200 Barangaroo Avenue, Barangaroo, NSW 2000

locations

Sydney, Melbourne, Perth.

contact

Kristie Barton
People Team
E: kbarton@gtlaw.com.au
P: 02 9263 4575

Areas - Banking + Infrastructure; Competition + Regulation; Corporate Advisory; Energy + Resources; Intellectual Property; Litigation; Pro Bono; Real Estate + Projects; Technology + Digital; Media + Telecommunications.

“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 an independent Australian corporate law firm, providing innovative, relevant and commercial solutions to major corporate and government clients throughout Australia and internationally.

G+T are renowned for their progressive approach, entrepreneurial culture and determination to succeed. From their Sydney, Melbourne and Perth offices, they work on transactions and cases that define and direct the market, with a focus on dynamic and evolving sectors. Founded as a disruptive start-up in 1988, G+T have built a firm which is consistently recognised for the expertise of its lawyers and excellence in client service.

clerkship program

Each year the firm invites law students to complete a 9 week summer clerk placement from late November to early February, consisting of two rotations. Preference is given to penultimate year students, however those in their final year who did not undertake a clerkship due to exceptional circumstances will also be considered.

You will be introduced to all areas of firm life and get a taste of what it's like to work in corporate law through your mentors, interaction with partners, lawyers and other graduates, and exposure to real legal work.

G+T also offers two clerks the opportunity to work as an intern with the Aurora project during the winter university break. The internship is fully funded by the firm and provides you with work experience in native title law.

BE MORE

BE PART OF LAW'S FUTURE



If you share our ambition to be the best, Gilbert + Tobin will place you on that trajectory.

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
- + Energy + Resources
- + Intellectual Property
- + Litigation
- + Pro Bono
- + Real Estate + Projects
- + 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 work for a first-tier corporate law firm, and you want to be the best you can be, we would be delighted to hear from you.



Find out more at
GTLAW.COM.AU



BE PART OF OUR STORY

Clerking over the summer provided a fantastic insight into Gilbert + Tobin and confirmed my interest in what the firm has to offer. This was not only what G+T had to offer as a place of employment, but also as a player in the wider legal market and community.

Career wise, the clerkship clarified the diversity of legal work available to young lawyers. As I was particularly interested in the Technology + Digital group going into the clerkship, I was pleased my experience there exposed me to the various roles the group plays within the firm. For example, T+D works closely with groups such as Corporate Advisory and Competition + Regulation in supporting certain technological and contracting components of matters. In addition, there was advisory work particular to the group which reflected the areas of expertise that clients expect from G+T lawyers, such as blockchain projects, initial coin offerings and data privacy. It became clear there were matters on the bleeding edge of industrial change being referred to G+T exclusively for the insight of team members who are deemed industry experts.

Culturally, the warmth of the firm was quite comforting. I knew G+T was known to do things differently but I wasn't sure how this would translate on a day-to-day level. I found everyone I worked or interacted with to have an approachability to them that made work more enjoyable and the adjustment period far shorter than usual.

It's very clear when you start working at G+T they also walk the talk when it comes to inclusion and diversity. The firm has always been a proud advocate for LGBTI+ rights in the community and the firm's support of this is also palpable. During the clerkship marriage equality was finally passed into law and it was amazing to see most of the firm huddled around various TV screens watching the event unfold. All together it meant a lot. Difference is our norm and is celebrated loudly and unapologetically.

Finally, I appreciated there is very much a sense of trust and choice imparted on members of the team. It's across the board, from lateral leadership structures to even something as minor as the dress-code. The fact we aren't obliged to wear full suits and ties when we aren't seeing clients reflects a real authenticity about the place that adds up with other things to mean a world of difference to employees every day (especially in the summer heat!).

*Bryce Craig,
2017/18 Sydney Summer Clerk*



Find out more at
GTLAW.COM.AU



BE MORE



BE PART OF THE MOMENTUM

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.

Preference is given to students in their penultimate 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.

Applications for 2018-19 summer clerkships in our Sydney office are open from Monday 18 June to Sunday 15 July 2018.

For more information about applying for a clerkship or for program dates please visit gtlaw.com.au, or contact Kristie Barton on 02 9263 4575 or at clerkships@gtlaw.com.au



Find out more at
GTLAW.COM.AU



BE MORE

BE PART OF LAW'S FUTURE



HERBERT SMITH FREEHILLS



HERBERT
SMITH
FREEHILLS

address

Level 34, ANZ Tower
161 Castlereagh Street, Sydney NSW 2000

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

James Keane
Graduate Recruitment Consultant
E: james.keane@hsf.com
P: 02 9322 4313

Areas - Alternative Legal Services (ALT); Competition; Regulation & Trade; Corporate; Finance; Real Estate & Projects Dispute Resolution Employment; Pensions & Incentives.

“See our world through our eyes. Be a part of everything.”

about us

With 27 offices around the world, 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.



SEE OUR WORLD
THROUGH OUR EYES
BE A PART OF EVERYTHING

GRADUATE CAREERS IN LAW

Join our outstanding graduate program with a law degree and potential to succeed, and experience real responsibility, a flexible career path and an innovative, collaborative environment to help you thrive.

Join us as a Herbert Smith Freehills graduate with your degree behind you, but a world of opportunity in front of you.

Don't just experience it, be a part of everything.

SEARCH **HSF GRADUATES AUSTRALIA** FOR MORE



27 

OFFICES
GLOBALLY



MOST INNOVATIVE
INTERNATIONAL
LAW FIRM 

FT ASIA-PACIFIC
INNOVATIVE LAWYERS
AWARDS 2016

My vacation clerkship



JULIAN VERTOUDAKIS
VACATION CLERK 2016/2017

Herbert Smith Freehills really values the training and development of young talent.

Herbert Smith Freehills occupies a high position in the directories and the collective student imagination, but those weren't the only reasons I decided to join the firm. I was also looking for a place which genuinely values developing its people and has a sense of humour – friends of mine who had been clerks highly recommended the experience, so needless to say I was keen on joining Herbert Smith Freehills from the outset.

The final selling point was actually having the opportunity to meet people from the firm at various stages of the process. The firm has a uniquely relaxed approach to its interviews, which are conversational and conducted one-on-one rather than behavioural or by panel. All the people made me feel welcome and the firm really seemed like a place where people took their professional work seriously, but were personable and always willing to have a laugh.

Social life

When you arrive as a fresh-faced clerk in December, the festive season is well and truly underway at Herbert Smith Freehills. You'll have plenty of opportunities to have fun with your new colleagues and bond with your fellow clerks. Highlights include the firm-wide and practice group Christmas functions, the clerk cruise, inter-firm sport, and fun BYO dinners at questionable CBD dumping houses.

One thing I never expected was how seriously lawyers take their costumes. Don't be intimidated by the array of weird and wonderful characters you'll encounter at themed events – you and your clerk buddies will have your own awesome gear to show off.

Practice groups

If you have absolutely no idea what area of law you want to work in, the clerkship is perfect for you. I was placed into Employment, Pensions and Incentives during my first rotation and Environment, Planning and Communities during my second. Despite having no prior knowledge or experience in these areas, I soon developed a working understanding of them and thoroughly enjoyed the learning process. Both groups work with highly specialised legislative frameworks, and so they undertake a mix of transactional, advisory and litigious work. As a clerk, this meant that I was given lots of different tasks, including legal research, helping to draft advice, correspondence, witness statements and court documents, as well as assisting with relevant aspects of due diligence.

Highlights of my time in both groups include being a part of meetings with a pro bono client about to appear in the Fair Work Commission, presenting on updates to planning law, attending judgment for a regulatory prosecution in the Land and Environment Court, and taking a trip to Newcastle with my team to meet with environmental regulators for a client. These were fantastic learning opportunities that gave me an exciting insight into what commercial lawyers do on a daily basis.

Training and development

Herbert Smith Freehills really values the training and development of young talent. Opportunities you'll have to learn and develop your skills include:

- Attendance at graduate training videoconferences. I was able to attend training on exciting topics such as Workplace Health and Safety (an introduction to the model legislation) and Cross-border Employment Law (a primer on employment law in the Asia-Pacific region and common issues that arise when employers operate in multiple jurisdictions);
- Frequent presentations about the firm's different practice groups and various matters of commercial relevance. These are really useful for getting a sense of where you might want to rotate in the future and the firm's view on technological developments (which for me included blockchain and cybersecurity);
- Participation in the 'developmental exercise' early in the clerkship. This entails being given a fictional scenario and three hours to fire off a memo to a partner who you'll later present to with another clerk. While it's challenging, you'll have experienced giving advice under pressure and received some great feedback. Don't stress – the exercise isn't there to judge whether you make the cut to receive a graduate position, but to give you an opportunity to identify both your strengths and some areas in which you can improve; and
- Allocation of a coach (an experienced lawyer) and a buddy (a graduate). These are the people who are there to help when you don't even know where to begin on a task. Everyone is genuinely interested in your learning and development, and in my experience always took the time to explain the factual and legal context of a matter even if it wasn't needed to perform the task at hand.



BE A PART
OF EVERYTHING

Join us as a Herbert Smith Freehills Vacation Clerk and you'll do more than just experience life at a leading law firm, you'll be a part of everything we have to offer.

Everything about us

With 27 offices around the world, 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

We recruit people with the desire and ability to be exceptional, commercial lawyers. This means that we look for more than just a great academic record and strong technical aptitude. We seek people who are curious, empathetic and understand the importance of building relationships with clients and colleagues. We also look for an international mind-set and a desire to work within our global network, not just one office.

Complex cross-border deals. A market-leading Disputes division. Worldwide reach. If you're ready to be a part of it all, we're looking forward to hearing from you.

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 part 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.

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 and deadlines

SYDNEY	
Approximate number of positions	25-30
Clerkship programs	summer
Applications for all 2018/19 programs open	18 June 2018
Applications for all 2018/19 programs close	15 July 2018
Offers made	26 September 2018

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



James Keane
Graduate Recruitment Consultant
T +61 2 9322 4313
james.keane@hsf.com

JOHNSON WINTER & SLATTERY

address

Level 25, 20 Bond Street, Sydney, NSW 2000

locations

Adelaide, Sydney, Melbourne, Perth & Brisbane.

contact

Connie Herbert
Professional Development Advisor
E: connie.herbert@jws.com.au
P: 02 8247 9655

Areas - 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 program

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.



**YOUR CAREER,
YOUR CHOICE**

JOHNSON
WINTER &
SLATTERY

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, all free of financial targets.

EMBRACE YOUR AMBITION

Build relationships with executives from Australia's most successful companies. Contribute to our reputation for practical commercial solutions and outstanding client service, and play a meaningful role in complex transactions and disputes.

Join our
clerkship
program and
experience a
snapshot of your
future with us.

www.jws.com.au/en/graduate-lawyer-careers

K&L GATES

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

Areas - Corporate & Transactional; Energy; Infrastructure & Resources; Finance; Financial Services; Intellectual Property; Labour; Employment & Workplace Safety; Litigation & Dispute Resolution; Policy & Regulatory; Real Estate.

about us

K&L Gates is a progressive and innovative law firm that continues to grow every year. With nearly 2,000 lawyers working across five continents, K&L Gates is a robust full service commercial law firm. K&L Gates practices law on an integrated basis, with the largest integrated network of offices of any global law firm. K&L Gates is focused on providing innovative, value-driven solutions to clients.

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 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

GROW YOUR CAREER

Looking for a law firm that is defined by its universal experience and unsurpassed commitment to client service?

With approximately 2000 lawyers across 5 continents, you will be joining a team of passionate professionals who work across:

- Corporate & Transactional
- Labour, Employment and Workplace Safety
- Energy, Infrastructure and Resources
- Litigation & Dispute Resolution
- Finance
- Policy & Regulatory
- Financial Services
- Real Estate
- Intellectual Property

Join us and grow your career.

SYDNEY

Clerkship applications open:

18 June 2018

Clerkship applications close:

15 July 2018



Check out our Facebook page.
[/klgatesgraduaterecruitingau](https://www.facebook.com/klgatesgraduaterecruitingau)
[/klgateslaw](https://www.facebook.com/klgateslaw)



Watch our brand video.
[/klgateslaw](https://www.youtube.com/klgateslaw)

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

Kellie Mildred
People & Development Advisor (Graduates)
E: kellie.mildred@au.kwm.com
P: 02 9296 3592

Areas - 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.

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'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. THINK KWM.

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.

Exceeding the expectations of our clients is a key priority, 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 at 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 the 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: 2017 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: 18 June 2018

Applications close: 15 July 2018

How to apply: Via our online application system at 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 along, sharing their knowledge, and ensuring you have everything you need to succeed.

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, you won't just be watching from the sidelines.

Our people have the opportunity to get involved in the many social and sporting activities that go on in the firm, as well as pro bono and volunteer work to give back to the broader community in which we work and live.

Graduate Program

We offer a unique training experience with multiple rotations and a comprehensive learning and development program for our graduates. We invest heavily in development to support graduates in fulfilling their potential.

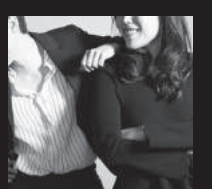
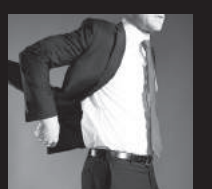
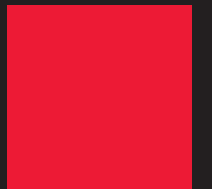
What you'll learn

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 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.





B E C O M E



THINK DIFFERENTLY. THINK KWM.

We are redefining what a law firm can be. Working for some of the world's most innovative organisations, our people go beyond the law. They are inventors, designers and pioneers – translating smart ideas into ground-breaking solutions.

KWM is a launchpad for endless opportunities. We want to help you think differently about yourself and the possibilities of where a career in the law might take you.

WE OFFER:

- Culture of innovation, collaboration and high performance
- Multiple career pathways where you can shape your future
- World-class training and coaching to unleash your full potential
- High impact work for the world's leading organisations
- Relationships that last a lifetime

Download the KWM Become app today!
Available from the App Store or Google play now.



Interested in building skills in commercial law and getting insight into life at a leading international law firm? KWM have partnered with InsideSherpa to launch an innovative online Virtual Experience Platform.

Check it out here! www.insidesherpa.com/king&woodmallesons

Asia Pacific | Europe | North America | Middle East
www.kwm.com



King & Wood Mallesons refers to the network of firms which are members of the King & Wood Mallesons network. Visit kwm.com for more information.



SAMANTHA MCDONALD
Summer Clerk
King & Wood Mallesons
SUMMER CLERK INTAKE: 2017/18
AREAS OF ROTATION: Mergers & Acquisitions and Banking & Finance
UNIVERSITY: University of Sydney
DEGREE: Juris Doctor

A clerkship is a great way to develop your professional support network and advance your practical legal knowledge.

THE APPLICATION AND INTERVIEW PROCESS:

The entire process at KWM is centred around getting to know you. The application questions, conversational interviews and engaging events provide plenty of opportunities to interact with a wide range of employees. Through this process you will obtain a thorough understanding of the work you will complete during your clerkship and a better insight into the firm and its culture.

THE WORK:

KWM's clients are key players providing access to some of the most exciting and relevant work in the market. As a clerk you will be actively involved in major matters and will work closely with several teams in the firm. Guidance and feedback are consistently provided ensuring the development of your legal skills. Your team will tailor your work to ensure you have exposure to areas of interest, making the most of your time as a summer clerk.

THE CULTURE:

KWM is a very welcoming and supportive environment, making starting at the firm or commencing in a new team comfortable and effortless. There is always a friendly face to have coffee with or to ask all your questions to. This inclusive environment enables practice groups to work together seamlessly to produce the best result for the client.

THE SUPPORT:

A KWM clerkship comes with an extensive support network including a buddy, a development coach, a supervising partner and a dedicated People and Development team. Your support team and the rest of the firm are all extremely approachable and more than happy to answer any questions. They will consistently go the extra mile to ensure you completely understand your tasks. The continuous training provided will equip you with the necessary skills required during your clerkship.

PRO BONO AND COMMUNITY:

KWM is actively involved in the community and strongly encourages clerk participation. Some of the opportunities available include volunteering at soup kitchens, developing ideas to help resolve social inequality and conducting research for pro bono matters.

THE SOCIAL LIFE:

There is never a dull moment in the KWM clerkship, starting with an Amazing Race on the first day. The fun continues with weekly drinks, picnics and other social events organised by your dedicated social co-ordinators, providing plenty of opportunities to get to know your fellow clerks.

WHY I CHOSE KING & WOOD MALLESONS:

Having completed the Insight Program, it was evident that KWM's best asset is its people. Not only does a clerkship give you the opportunity to work with some of the brightest in the field, the friendly culture will make you immediately feel like an integral part of the team.

MY CLERKSHIP VS. MY EXPECTATIONS:

My clerkship experience far exceeded my expectations. From my very first day I attended client meetings, completed meaningful tasks and worked closely with a wide range of lawyers. Settling into my teams was quick and effortless, reflecting the inclusive culture of the firm.

WHO WOULD I RECOMMEND A KWM CLERKSHIP TO:

If you strive to achieve your professional best and wish to work in a dynamic environment with experienced and talented lawyers, then a KWM clerkship is perfect for you.

Visit our Facebook page facebook.com/KingWoodMallesons



THINK DIFFERENTLY.
THINK KWM.

MADDOCKS



address

Level 27 Angel Place
123 Pitt Street, Sydney NSW 2000

locations

Sydney, Melbourne, Canberra.

contact

Ekmini Das
People and Culture Advisor
E: ekmini.das@maddocks.com.au
P: 02 9291 6286

Areas - Education; Government; Health; Infrastructure; Technology.

about us

Established in 1885, Maddocks sprouted from the boom years of late 19th century Australia. Over a century on, our 76 partners now work with more than 550 people across our Canberra, Melbourne and Sydney locations to deliver outstanding results for our clients.

Maddocks is the ideal place to start your legal career. We are a rapidly growing firm with a prestigious client base and an enviable record of success. Our people are our greatest asset and we invest heavily in attracting and retaining the best.

We value collaboration, knowledge sharing and high standards of professionalism. We encourage diversity and foster open communication where individuality and personal expression are valued. In this environment, and with the depth of resources we provide, your career is nurtured and developed at every stage.

clerkship program

The clerkship program is a great way to explore a career at Maddocks and experience working in a corporate law firm. Using a blind application process to review candidates, Maddocks looks for students with strengths and qualities compatible with their core values. The clerkship program aims to provide you with an understanding of the firm and the kind of work they do, as well as what it would be like to be a graduate. You will work closely not only with lawyers but with senior associates and partners, and you'll have exposure to complex matters and client contact through hands-on, practical work.

THINK DIFFERENTLY.
THINK KWM.

Asia Pacific | Europe | North America | Middle East
kwm.com

KWM Become App is available from the App Store or Google play now.



King & Wood Mallesons refers to the network of firms which are members of the King & Wood Mallesons network. Visit kwm.com for more information.



Maddocks



**MADDOCKS.
MAKE A
DIFFERENCE.**

At Maddocks, we are looking for people who want to make a difference.

Since 1885, we have assisted our clients in matters of importance to them, engaged with the communities in which we operate by supporting organisations and individuals who need assistance, and to invest in our people as they pursue their career goals.

Our approach has led to a sustained period of growth and expansion.

Find out how you can join Maddocks and make a difference at graduates.maddocks.com.au



maddockslawyers



company/maddocks



maddockslawyers



maddockslaw



user/maddockslawyers

MINTERELLISON

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

Anna Jackson
Graduate Resourcing Adviser
E: anna.jackson@minterellison.com
P: 02 9921 4880

Areas - 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.

“At MinterEllison we want you to bring your whole self to work and find peoples individual strengths and diversity are what build our teams up to be the successes they are.”

about us

MinterEllison prides themselves on being their clients' best partner. They do this by thinking beyond the law and applying a commercial approach and creative thinking to transactions, projects and disputes. MinterEllison challenges people to think outside the box to craft cutting-edge, innovative solutions for clients by drawing on their network of integrated offices and relationships with other leading firms around the world.

MinterEllison also holds diversity and inclusivity at the core of their values, believing people should be able to bring their whole self to work. Diversity creates a high-performance culture that values individual contribution, teamwork, innovation and productivity regardless of background, ethnicity, disability, gender, faith, sexual orientation or family structures.

clerkship launch program

The clerkship program at MinterEllison offers you real life, meaningful work experience through an extensive training program and learning on the job. After a comprehensive orientation week you spend 9 weeks rotating through three different practice groups, working closely with partners and lawyers on real-life matters. The rotations clerks are given as preferences include all practice groups in the firm as well as the option to go on a client secondment.

MinterEllison invests heavily in the development of talent through the clerkship and graduate program. Graduates starting their career at MinterEllison have the opportunity to join the firms Practical Legal Training. This in-house program compliments additional legal and soft skill training that is made available to all, each session builds on previous skill development as lawyers progress through their professional career.

MinterEllison

THE GAME HAS CHANGED. BE PART OF IT.

#mintersgamechanger

Graduates who join MinterEllison have the opportunity to change the game when it comes to their future and career.

 graduates.minterellison.com

 MinterEllison

 minterellisongraduates

 minterellison

MinterEllison

Describe a successful MinterEllison candidate

At MinterEllison we are not looking for people to fit a mould. Academics are just one piece of the puzzle, and we recognise the strength that diversity can bring to a team. Work experience, extra-curricular activities, sporting participation, music and travel are all important qualities to us. At MinterEllison we want you to bring your whole self to work, individual strengths and diversity is what builds our teams up to be the successes they are.

For MinterEllison, an outstanding applicant will know their application inside and out and be confident in their responses. They need to have considered what business acumen means for them and be able to provide real life examples to the questions with which they are presented. A strong applicant has a desire to get to know, not just the business, but also the people at the firm, why they are there, and what they enjoy about MinterEllison.

What can a successful candidate expect at MinterEllison?

Be more than just a technically excellent lawyer

MinterEllison is committed to providing you with the tools to become a top-tier lawyer. You will be empowered to become a technical thinker and truly commercial advisor, enabling you to utilise your business acumen every time you interact with clients.

Achieve early success through fast tracked career opportunities

At MinterEllison we understand that our people are our greatest asset. We have invested heavily in understanding how best to capitalise on the unique and diverse range of expertise that our people bring to the firm and have designed a range of development programs to help you accelerate your career.

Become your clients' best partner

By empowering you to work outside the office, you will have genuine opportunities to work hand in glove with clients, and build enduring relationships both locally and internationally.

Create innovative solutions for clients

With our solution focus, we understand that all of our clients have a unique business and to solve their problems in real time we need to be innovative in everything that we do. You will be challenged to think outside the box by a firm that embraces new ideas.

Gain broad exposure through a flexible graduate program

We are committed to ensuring that you have the all the information you need to make the right decision about where to focus your career. Our program is designed to give you the critical experiences necessary to become a well-rounded lawyer.

How does the firm support continuous personal and professional growth?

At MinterEllison, your ongoing professional development is key to being our clients' best partner. We have a distinctive learning culture, where all of our people are encouraged to be their own career architect – learning through experience, exposure to others and program participation.

During your career with us you will be exposed to great work with top-class clients whilst being surrounded by supportive teams who are experts in their fields. This experience and exposure provides you with a fantastic opportunity to continue to develop yourself and others throughout your career.

Our milestone programs target Graduates, Associates and Senior Associates. All programs offer current thought leadership, focused capability development and networking.

Our learning offer is tailored to ensure our people realise their potential, think like leaders and take responsibility for building their own careers. All development is focused around our MinterEllison career framework and development guides.

What is the firm's position on diversity and inclusion?

We believe diversity is about creating a high-performance culture that values individual contribution, teamwork, innovation and productivity regardless of background, ethnicity, disability, gender, faith, sexual orientation or family structures. Diversity and inclusiveness are at the core of our values and we firmly believe our people should be able to bring their whole self to work. We are committed to leveraging the advantage of a diverse and inclusive workforce and actively promote an inclusive work culture through our Empower Program, our Pride Respect & Inclusion at MinterEllison (PRIME) network as well as numerous internal training sessions and related resources.

Key Dates

Applications open

18 June 2018

Applications close

5.00pm 15 July 2018

Offers made 26 September 2018

Lines of Business

1. Capital Markets & Corporate
2. Risk, Regulatory, Insurance & Controversy
3. Infrastructure, Construction & Property
4. Consulting Solutions

Graduate and clerkship launch program

For details on our program dates and durations: graduates.minterellison.com

You should consider a career at MinterEllison if:

- Your passion for excellence leads you to winning solutions
- Building relationships excites you – you see yourself partnering with clients to truly understand their needs
- You're looking for a firm with a clear strategy
- You want to feel empowered and be part of a high performing team
- Collaboration and inclusiveness are principles you value
- You're a game changer – you think outside the box and embrace new ideas

About the MinterEllison graduate and clerkship launch program

The MinterEllison graduate and clerkship launch program is critical to our firm for three reasons. First, the market has changed, companies don't recognise borders the same way they used to, neither should your career. Secondly we know that graduates entering the job market today have unique career expectations – and we have listened. Lastly the future of legal practice is moving very quickly and we need to be agile to ensure we continue grow as a firm and that our talented people are able to future proof their career.

Prior to the launch program we will work closely with you to identify areas of the law that you are passionate about. Throughout the launch program we will ensure you gain experience in practice areas, within our Lines of Business, that match your interests and that fit with your career goals.

Successful candidates get the opportunity for real life work experience, a supervising partner, career mentor, and a buddy. Our launch program is filled with challenging and exciting work, support and mentorship, as well as professional and personal growth – all the while having the opportunity to develop new networks and friendships. Candidates who complete a launch program often take on the opportunity to continue with MinterEllison in a flexible role throughout their final year of study.

Following the launch program, MinterEllison graduates are able to fast-track their full time career in a Line of Business that aligns with their career objectives. MinterEllison's agile program also provides the flexibility for graduates to move between practice areas and Lines of Business while they are looking for the area of law that they wish to pursue.

What makes MinterEllison a Game Changer?

At MinterEllison our aspiration is to be our clients' best partner. Last year, MinterEllison introduced a new internal structure whereby the firm operates under four Lines of Business. This unique and market facing structure provides opportunity for greater collaboration across the firm and ensures that we are able to seamlessly service clients with our solutions-based approach.

This operating model also encourages a broad career path for our people, with increased opportunities to work across multiple practice areas our lawyers have the opportunity to develop a breadth of skills that will future proof their career.

MinterEllison lives and breathes the mantra of Innovate, Collaborate, and Inspire; we think beyond the law and apply a commercial approach and creative thinking to some of the region's most high-profile transactions, projects and disputes.

Your contact

Anna Jackson
anna.jackson@minterellison.com
Level 40, Governor Macquarie Tower
1 Farrer Place Sydney 2000

address

225 George St & 44 Martin Place, Sydney

locations

We have 58 offices worldwide. In Australia we have offices in Brisbane, Canberra, Melbourne, Perth & Sydney.

website

<https://www.nortonrosefulbrightgraduates.com>

contact

Milly Waters

E: milly.waters@nortonrosefulbright.com

P: 02 9330 8478

Areas - 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

graduate program

Does the firm take graduates directly?

Our summer clerks receive priority offers for Graduate positions. If we have a greater need for Graduates we will open up the role and recruit directly. Applications will be taken via our career page.

What does the firm offer its graduates?

At Norton Rose Fulbright we offer a 12 month program of 2 x 6 month rotations, commencing in early March. Our aim is for each graduate to complete one transactional and one litigious rotation.

We align with the College of Law to provide Graduates with their PLT during their first 9 months.

We want you to be able to hit the ground running in all rotations so our knowledge lawyers and learning & development team will work with you in each new rotation to make sure you have the specific skills and knowledge you need.

All graduates are supervised by a partner and paired with a buddy who has recently completed our graduate program.

At the end of the 12 month program, graduates can be permanently placed in a team of preference as a Lawyer. Some graduates will benefit from a third or fourth rotation which we will facilitate.

Lawyers have the opportunity (from your second year with NRFA) to apply for an international or pro bono secondment.

THOMSON GEER

address

Level 25, 1 O'Connell Street, Sydney NSW 2000

locations

Sydney, Melbourne, Brisbane, Adelaide.

contact

Human Resources
E: hr@tglaw.com.au

Areas - Banking & Finance; Competition & Regulation; Construction & Projects; Corporate & Advisory; Employment, Workplace Relations & Safety; Environment & Planning; Insurance; Intellectual Property; Litigation & Dispute Resolution; Mergers & Acquisitions; Property; Restructuring & Insolvency; Superannuation & Wealth Management; Tax; Technology.

“At Thomson Geer we are looking for law students who have excelled academically, are client focused, commercially minded, and work well in a team environment. We are especially keen to talk to students who have an additional technical degree!”

about us

At Thomson Geer we focus on delivering best practice legal skills and know how, efficiently and reliably. Our approach is transparent and maintains the right balance between value and cost flows to our clients. We are preoccupied with enhancing the competitive position of our clients in whatever circumstances they find themselves in.

Supplementing the above is of course a deep moral code amongst all our people that requires the maintenance of the highest ethical standards and honesty in everything we do.

Our teams are fully integrated and cohesive – from day one, you'll be an active participant in the team, involved in all aspects of legal practice, and working directly with experienced practitioners.

clerkship program

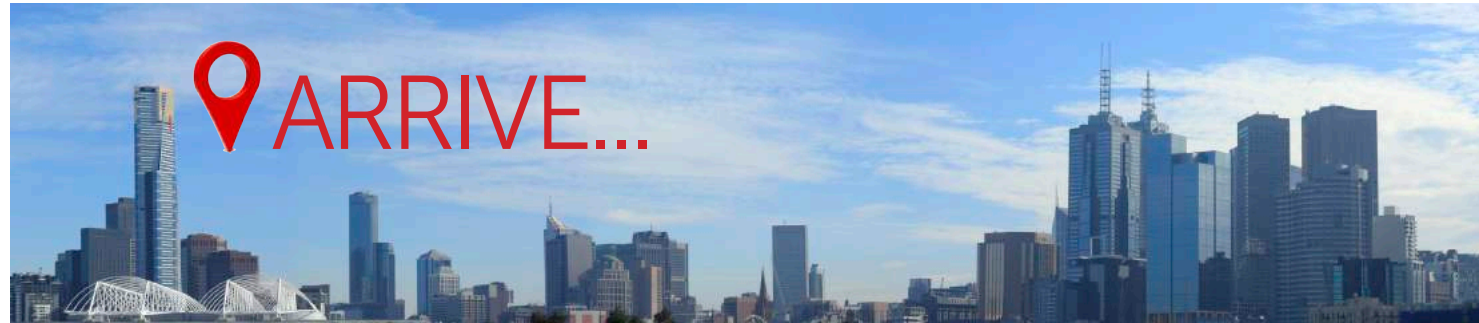
Thomson Geer offers a structured program where clerks learn through a combination of hands-on experience, training, coaching and observation. Clerks undertake meaningful work for real clients including opportunities to attend client meetings, observe court proceedings, conduct legal research, draft correspondence and court documents and develop technical skills. You will also be paired with a supervising partner and a junior lawyer who can act as a buddy and mentor. Summer clerkships are run in all their offices and are designed to ensure you can quickly become a part of their team.

Connect with us...

 Thomson Geer
 @ThomsonGeer
www.tglaw.com.au

THOMSON GEER
LAWYERS

ADVICE | TRANSACTIONS | DISPUTES
Domestic & Cross Border



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 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 YOUR SKILLS TO SET YOU UP FOR A BRIGHT FUTURE

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 & GRADUATE PROGRAM

We are looking for law students who have excelled academically, are client focused, commercially minded, and work well in a team environment. We are especially keen to talk to students who have an additional technical degree!

Our structured four week program helps clerks learn through a combination of hands-on experience, training, coaching and observation.

Students who complete a clerkship are eligible to be considered for a position in our next graduate program, commencing in 2020. 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

If your ambition is to develop a career in commercial law and you possess the drive to make your ambitions a reality, we want to hear from you. If you also have a desire to work interstate one day, let us know! We welcome the opportunity to assist our team members with personal career development.

Applications open **18 June 2018** via cvMail or our website.

ADDISONS

address

Level 12, 60 Carrington Street, Sydney NSW 2000

locations

Sydney

website

www.AddisonsLawyers.com.au

contact

Samantha Pearce
E: samantha.pearce@addisonslawyers.com.au
P: +61 2 8916 1089

Areas - Competition/Antitrust; Corporate Mergers and Acquisition; Employment; Gambling; Intellectual Property and Media; Litigation and Dispute Resolution; Property, Planning and Environment.

about us

What is unique about your firm?

Addisons is a 140 year old firm that in the last decade has transformed into a large firm that provides tailored legal solutions to some of Australia's leading brands. Our commitment to quality and long term partnerships has not been lost during the transformation process.

The unique opportunities you will see at Addisons are:

1. Small teams
2. Regular face-to-face access to top-tier trained practitioners
3. Access to top Australian brands as clients
4. Access to real matters early on

Are there any significant matters your firm has worked on recently?

Bega Cheese - Addisons acted on behalf of Bega Cheese on its takeover of the Peanut Company of Australia.

a2 Milk Company - Addisons acted on behalf of a2 Milk company in the dispute against Lion Dairy & Drinks in relation to the alleged misleading use of "A2" on its Dairy Farmers milk packaging.

What attributes does your firm look for in a potential employee?

Addisons values are Excellence, Collaboration, Respect and Trust. These are the attributes considered when hiring employees.

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

Be open and honest on what you'd like to achieve and how you like to work.

How does your firm encourage employees to learn and develop?

With support of their supervisor, each employee creates a Personal Development Plan to work towards.

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

Yes. Addisons supports the Children's Medical Research Institute through pro bono advice, as well as a range of fund raising activities.

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

Addisons has an active Social Committee which organizes activities and teams in sporting events.

clerkship program

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

Applications are accepted through the Careers page on the Addisons Lawyers website <http://bit.ly/AddClerk> and follow us on LinkedIn to receive law clerk announcements.

What does your firm look for in a clerk?

Visit <http://bit.ly/AddClerk> to see videos of previous law clerks and their experience.

What kind of work can a clerk expect to do?

A Law Clerk can expect to work on real matters at Addisons.

graduate program

Does your firm take graduates directly?

Yes, Applications are accepted through the Addisons Lawyer's Careers page.

What does your firm offer its graduates?

The Addisons Graduate Program commences in February each year. A successful candidate will be given the opportunity to complete 2 rotations across the firm within 6 months, before being offered a long-term placement.

Does the firm assist graduates to complete their Practical Legal Training (PLT)? If so, how?

Yes, Addisons provides assistance with PLT.

profile: joseph munir abi-hanna

clerkship: 2017

commenced graduate position: 2018

clerkship: gaming

graduate position: 1st Rotation - gaming; 2nd rotation - corporate

The word unique is often overused. However, Addisons truly deserves to be called a unique law firm. It has been a privilege to be mentored and guided by talented lawyers who strive for excellence in all that they do, and who are a pleasure to work with.

The clerkship experience is both engaging and challenging. As a clerk, I was exposed to different areas of law including gambling law, consumer law and media law. The proudest achievement of my clerkship was contributing to an article which was published in the Online Gambling Lawyer (an international gambling law publication).

As a graduate, I have been given added responsibility and engage directly with clients on substantial legal matters. I have been given support whilst being allowed to work with a certain level of independence. I have been fortunate to work under the guidance of Jamie Nettleton, who is a leading gambling lawyer and an outstanding mentor for young lawyers.

I believe that Addisons has a culture of nurturing talented young lawyers. At Addisons, Partners and senior lawyers genuinely care about career development. The people at Addisons value relationships and there is a strong sense of community in the firm.

I had a strong desire to remain at Addisons at the conclusion of my clerkship and did not apply for a graduate position elsewhere. I have immensely enjoyed my experience at Addisons and believe it is the ideal place to begin a career in law.

HWL EBSWORTH LAWYERS

address

Level 14, Australia Square
264-278 George St, Sydney NSW 2000

locations

Adelaide, Brisbane, Canberra, Darwin, Hobart, Melbourne, Norwest, Perth, Sydney.

website

<http://www.hwlebsworth.com.au/>

contact

Ashley Moffatt
HR Coordinator
E: NSW.Clerkships@hwle.com.au
P: 02 9334 8836

Areas - Commercial Law (specifics noted below)

about us

HWL Ebsworth is a national full service commercial law firm providing expert legal services at competitive rates, focusing on client outcomes. Our point of difference is the inherent trust we develop with clients, which is built upon our understanding of their unique business needs and a relationship driven approach. This, coupled with highly competitive pricing makes us one of Australia's pre-eminent commercial firms. Through our combination of legal specialists and industry experience, HWL Ebsworth has established a reputation as a legal service provider of choice for organisations across Australia and internationally. HWL Ebsworth continues to be one of Australia's fastest growing firms and is currently ranked as the largest legal partnership by Partner numbers in Australia. Having the largest legal partnership means that we have one of the lowest ratio of Solicitors to Partners than any other major Australian firm which provides enhanced development opportunities for our graduates and greater client contact.

We are the only commercial law firm with an office in every Australian State and Territory. The firm comprises of over 1,000 staff nationally, including over 200 Partners across our 9 locations, operating in the following areas of law:

- Banking & Finance
- Commercial
- Construction & Infrastructure
- Health
- Insurance
- Litigation
- Planning, Environment & Government
- Property
- Transport
- Workplace Relations & Safety

clerkship program

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.

What is your anticipated clerkship intake this year? 20 - 25

graduate program

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.)

MARQUE LAWYERS

address

Level 4, 343 George Street, Sydney NSW 2000

locations

Sydney

website

www.marquelawyers.com.au

contact

Michael Bradley

E: michaelb@marquelawyers.com.au

P: 02 8216 3000

Areas - Corporate; commercial; litigation; workplace; IP; competition & consumer; regulatory.

about us

What is unique about your firm?

Literally everything.

Are there any significant matters your firm has worked on recently?

We just rescued a refugee from Papua New Guinea, who is likely to be murdered on accusations of witchcraft if she returns home, from deportation by winning her appeal in the Federal Circuit Court. That was pretty cool.

What attributes does your firm look for in a potential employee?

We look for people who understand why we chose to be the type of law firm we are, and want badly to be part of it.

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

Don't repeat our own jokes back to us. Be bold. You have nothing to lose.

How does your firm encourage employees to learn and develop?

Not actually a question for us. It's the whole point, isn't it?

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

Yes, a lot. We do large volumes of pro bono and public interest work, focused on human rights and fully integrated in our business and treated no differently. It's a core part of our purpose as a firm.

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

The. Best. Parties. Also we're taking the entire firm to Uluru this year to celebrate our 10th birthday. Stuff like that.

clerkship program

Do you only take students in their penultimate year? Nope.

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

Too late! Applications closed on 11 May. We do mid-year clerkships.

What is your anticipated clerkship intake this year?

 2

What does your firm look for in a clerk?

We seek entertainment.

What kind of work can a clerk expect to do?

The same work as a junior lawyer. Our clerks get work from across the firm, not one group.

graduate program

Does your firm take graduates directly? Yes.

If so, what is the application method?

Either wait until we advertise a job, which happens at random moments, or write to us and beg. You never know.

What does your firm offer its graduates?

It's basically an avenue for not becoming disillusioned as soon as you start practice.

What is the anticipated graduate intake this year?

We take 4-5 grads most years.

profile: georgia mcgrath 2017

Marque's recruitment methods are unusual to say the least. My application was limited to 180 characters, specifically in the form of a tweet. After that anxiety-inducing experience, I was asked to come in for an interview to see if I could "make them laugh". But their unique hiring techniques have paid off - Marque is a law firm where everyone is unquestionably and comfortably themselves.

My experience as a winter clerk at Marque was invaluable to how I view my future career in law. Clerks at Marque float across all practice areas so I worked for lawyers in the corporate, commercial, litigation, property and employment teams. Put simply, everyone at Marque from partners to paralegals will go out of their way to invest in you and your learning.

Marque expects a lot from its clerks. The work you are given is real and has meaning. I was pushed completely out of my comfort zone - while the usual clerk experience involves copious photocopying, I was thrown into client meetings, court hearings and drafting substantial documents (with a little bit of photocopying on the side). While this was certainly daunting at times, I was also given an incredible amount of support and encouragement from the lawyers I worked with.

Marque is a place to expand your perspective and explore areas that interest you. If you express a desire to get more experience in a certain practice area, they will do their best to make that happen. If you have a particular skill, hobby or obsessive interest, this can be showcased at the Wednesday morning meeting where "show and tell" presentation topics have ranged from how to do the perfect handstand to a mini self-defence class.

My hot tips for clerking at Marque are - always ask questions, always have a pen handy and always be prepared to play sport at a moment's notice. If you aren't social and you just want to turn up, get the work done and leave, then Marque isn't the place for you. However, if your interests tend more towards cake, wine, surprise trips to the movies and challenging legal work, then Marque is right up your alley.

REDENBACH LEE LAWYERS

address

Lawson Place, Level 3, 165 Phillip Street, Sydney NSW 2000

locations

Sydney

website

<http://www.redenbachlee.com/>

contact

Greg Lee
Partner
E: greg@redenbachlee.com

Keith Redenbach
Partner
E: keith@redenbachlee.com

Areas-Property; construction; commercial agreements; commercial litigation; government services; planning; debt recovery

about us

What is unique about your firm?

Redenbach Lee is a dynamic law firm, recently recognised through the nomination of both partners being nominated Finalists in the upcoming Lawyers Weekly Government Law Partner of Year Awards 2018, making up half of the nominees. Our firm is at the cutting edge of flexible and technologically advanced legal service delivery. We are rapid adopters of technology which enhances our work as lawyers. Some examples of this include our early adoption of a Blockchain contract execution system and Cloud-based billing software.

Are there any significant matters your firm has worked on recently?

Our firm is involved in a number of large scale contracts, ranging from construction matters, to property acquisitions, and even involvement with sporting clubs and members. Our regular clients include NSW Councils and statutory authorities, as well as large commercial businesses including developers, professional sports clubs and entertainment venues in Sydney. Our strong NSW Council client base has resulted in our recognition as a Local Government Procurement Approved Contractor.

What attributes does your firm look for in a potential employee?

Our firm looks for initiative on the part of junior lawyers and relies on the exercising of independence and responsibility to ensure our busy workflow is managed efficiently and maintain client satisfaction. We are looking for students that have the ability to think laterally when solving problems and are interested in the developing firm culture.

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

Demonstrate what you have to offer to a team that relies on each individual's initiative and independence. Working at Redenbach Lee will be a hands-on experience, so show that you are excited and inspired. Strong academic performance is highly valued.

How does your firm encourage employees to learn and develop?

Our employees play a key role in every stage of a case: from meeting with clients, to drafting documents, briefing barristers and appearing in court. Each employee from paralegal through to partner is trusted to undertake serious and complex work. There are also opportunities for employees to travel to meet with clients as well as represent the firm at conferences across NSW.

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

Yes, Redenbach Lee is committed to contributing to the community through pro-bono work. One of our partners, Keith Redenbach, helped found the Footscray Community Legal Centre over 25 years ago.

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

Our firm encourages a healthy work life balance and we have a great team atmosphere. We have casual team get togethers on our rooftop breakout area every week to provide employees with an opportunity to wind down, as well as celebrate any successes.

clerkship program

Do you only take students in their penultimate year?

No, we will consider all applicants who demonstrate a strong academic record and the confidence to contribute to our work environment. We admire dedication and commitment to the goals of the firm and are open to any candidate who can assist us in developing our team culture.

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

Students can apply by written application, following the advertisement of positions online. Our winter clerkship will run for the duration of the July University break, and our summer clerkship will run from December – February.

What is your anticipated clerkship intake this year?

We have no fixed number of recruits and will examine intakes on a case by case basis. As a minimum, we expect to hire 4 winter clerks, 6 summer clerks.

graduate program

Does your firm take graduates directly?

Yes, we have recently employed graduates and aim to continue doing so to develop our firm culture.

If so, what is the application method?

Availability of such positions will be advertised online.

What does your firm offer its graduates?

We offer a 'hands-on', practical learning approach that will give you a significant head start in your legal career. The learning experience will be broad and challenging - our graduates are expected to exercise ownership of matters which span different areas of law.

Does the firm assist graduates to complete their Practical Legal Training (PLT)? If so, how?

Yes. This will include support for your studies and the practical training itself.

SKADDEN, ARPS, SLATE, MEAGHER & FLOM

address

42/F, Edinburgh Tower
15 Queen's Road Central, Hong Kong

locations

Boston, Brussels, Chicago, Frankfurt, Hong Kong, Houston, London, Los Angeles, Moscow, Munich, New York, Palo Alto, Paris, San Francisco, São Paulo, Seoul, Shanghai, Singapore, Tokyo, Toronto, Washington, D.C., Wilmington.

website

www.skadden.com

contact

Mary T Schaus
Attorney Recruiting & Development Manager
E: mary.schaus@skadden.com
P: +852 3740 4765

Areas - Corporate; Capital Markets; Energy; Infrastructure & Project Finance; Mergers & Acquisitions; Private Equity; Real Estate & Investment Finance; Restructuring & Insolvency.

about us

Skadden was founded in 1948 and rapidly built a reputation as a "go to" firm for sophisticated and landmark deals. Today, Skadden is one of the world's elite law firms with approximately 1,600 lawyers in 22 offices on five continents.

With over two decades of experience in Asia Pacific and approximately 100 lawyers residing in our Hong Kong, Beijing, Shanghai, Singapore, Seoul and Tokyo offices, we provide integrated U.S., Hong Kong, English and Japanese law advice to clients on a wide variety of groundbreaking matters, including banking, capital markets, corporate M&A private equity, energy and infrastructure projects, transactions, and international arbitration and litigation matters.

international opportunities for students

Which offices currently recruit Australian students for clerkships (vacation schemes) or graduate programs?

Hong Kong

What international opportunities does the firm offer?

We offer a comprehensive training program for the 2 years training contract. Trainees will gain valuable experience in chosen areas and have the opportunity to undertake a secondment to our London or New York offices.

WHITE & CASE LLP

address

Level 50, Governor Phillip Tower
1 Farrer Place, Sydney NSW 2000

locations

Sydney, Melbourne.

website

<https://www.whitecase.com/careers/locations/australia>

contact

Lauren Evans
Recruitment Manager, Asia Pacific
E: ausrecruitment@whitecase.com
P: +61 3 8486 8021

Areas - In Australia, our key areas of work include: Project Delivery; Project Finance; Corporate M&A; Disputes and International Arbitration; Environment and Planning.

about us

Working at White & Case will launch, accelerate and build your career, opening doors and relationships around the world. At White & Case, 'global' is considerably more than a market description. Over the past 100 years, we've built an unrivalled network of 43 offices in 30 countries. It's the reason many of our global clients choose to work with us, and why they trust us with their most challenging and complex, cross-border matters.

Our firm has established a reputation built on going above and beyond for the client, and providing clarity of judgement in especially complex or uncertain areas of law.

This has earned the firm consistent recognition as a global industry leader, particularly in International Arbitration, Project Finance, and Corporate Mergers & Acquisitions. In April this year, the Firm was named as "Firm of the Year" in Australia for the Project Finance & Development Practice category of Best Lawyers' 2019 Law Firm of the Year awards.

Opening our doors to the Melbourne and Sydney offices in 2017, the White & Case presence in Australia is very 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 program

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's no such thing as a typical White & Case lawyer - we don't 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 Practice Group (taking into account your preferences), 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.

You'll also have plenty of opportunity to build your professional network. Throughout the clerkship, a Supervisor (a Partner), a Mentor (a senior Associate), and a Buddy (a junior Associate) will provide you with assistance, advice, and both formal and informal feedback.

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 extra-curricular activities on offer.

Who may apply for the Vacation Clerkship?

Penultimate students are preferred; however, we will consider applications from final year students.

International students are welcome to apply to White & Case.

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

Please submit a cover letter, CV and answers to specific questions via the online application process available on our website.

graduate program

Does your firm take graduates directly? No

profile: kevin chen

2018 graduate, sydney

areas of rotation: project finance; corporate m&a; project delivery

"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."

photo by Anh-Tuan Nguyen

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corporate advisory

Corporate advisory provides a myriad of opportunities for students who wish to use their law degree in a dynamic and engaging corporate career. Through management consulting, financial and professional services, students are able to utilize their legal expertise, communication skills, critical thinking and research skills as well as their passion for strategy and problem solving in providing solutions to commercial challenges. These skills make law students an ideal candidate in the eyes of prospective employers.

The aim of corporate advisory is to assist businesses in setting and meeting their objectives through the reviewing of existing business operations and performance, creating short term and long term strategies and monitoring KPI's. Corporate Advisory offers exposure to a variety of sectors from banks and financial services to media and telecommunications, representing an amalgamation of both degrees. If you wish to work in a diverse and evolving environment, you should consider pursuing a career in corporate advisory.

The area of corporate advisory continues to become increasingly relevant each year, with technological advancements and automation rapidly changing the structure of how business is done. In-house services are at a historic high and companies are increasingly eager to find individuals with critical thinking skills and capacity for proactive management of the rapidly changing corporate environment from financial service regulation to data management. Improvement of registration and regulatory systems, especially, is in great demand given recent events and has only opened up more opportunities for those with the knowledge and drive to take them.

The SULLS Careers Guide, company websites, Graduate Careers Australia's graduate-related publications and networking events will allow you to gain a deeper understanding of a career in corporate advisory and will inform you of the many internship, scholarship and graduate opportunities on offer.

THE BOSTON CONSULTING GROUP

address

Level 41, 161 Castlereagh Street, Sydney NSW 2000

locations

Canberra, Melbourne, Perth, Sydney and over 90 offices in more than 50 countries.

contact

Mary Katergaris
E: katergaris.mary@bcg.com
P: 03 9656 2100

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.

BCG

THE BOSTON CONSULTING GROUP

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BCG is the world's leading advisor on business strategy and transformation. We partner with clients in all sectors and regions to identify their highest value opportunities, address their most critical challenges, and transform their businesses.

With BCG you will learn how to navigate complexity, draw unique insights, facilitate change, and become a leader responsible for real and lasting impact.

We are looking for students with outstanding academic records, strong analytical and interpersonal skills, intellectual curiosity, and great ambition.

Join BCG Australia and experience management consulting at its best. Apply now at careers.bcg.com

Register your details via this link to hear from us about upcoming BCG events:

www.bcg.com/en-au/careers/events

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BCG.COM/

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COMMONWEALTH BANK (COMMBANK)

address

201 Sussex Street, Sydney NSW 2000

locations

Headquarters in Sydney, with offices in most major cities in Australia.

website

www.commbank.com.au

contact

Campus Talent Acquisition Team
E: graduaterecruitment@cba.com.au

Areas - Banking and Financial Services

about us

What is unique about the firm?

CommBank is Australia's leading provider of integrated financial services, including retail, premium, business and institutional banking, superannuation, insurance, investment and share-broking products and services.

With customers at the heart of everything we do, we're focused on helping people and businesses move forward financially. We are driven to deliver seamless experiences, in smart, innovative ways.

A workplace of the future, our 52,000 people are able to bring their different backgrounds and unique perspectives to our collaborative environment, and are supported to share ideas, initiatives, talent and energy – making a positive impact on colleagues, customers and our business.

It's what makes CommBank a place of opportunity, where your skills can take you in unexpected directions and you can achieve great things.

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

Our corporate responsibility plan is focused on driving positive change through education, community and good business practice. We have seven Opportunity Initiatives aligned to these focus areas, bringing our plan to life and demonstrating our commitment to creating long term sustainable value. For specific information about our initiatives, please visit <https://www.commbank.com.au/about-us/opportunity-initiatives.html>.

clerkship program

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

Applications will open in early July for penultimate year students. The current process involves an application (including resume and transcript) submitted online followed by online testing. Following testing, you may be invited to complete a digital interview. If you are successful following the digital interview, we'll invite you to come along to an assessment centre where you'll take part in various activities and interviews with senior business leaders. Successful candidates will commence in November. For more information, please visit www.commbank.com.au/graduate.

What does the firm look for in a clerk?

We look for well-rounded candidates who have successfully balanced university, work experience and extra-curricular activities. Other essential attributes include teamwork and a desire to learn and drive your own career. Most importantly, we look for your motivation to work in the financial services industry, and with us.

For candidates in Legal Services, we're looking for future-focused, strategic thinkers, with commercial acumen and strong communication and relationship management skills. You should be naturally curious and passionate about finding pragmatic customer-focused solutions, applying your judgement and adapting to the changing business environment.

graduate program

Does the firm take graduates directly?

Yes, our Legal Services stream is specifically for graduate lawyers. We also highly encourage applications from law graduates in our other streams, such as Risk Management where graduates can find themselves working on compliance and regulatory reporting. More generally, the skillsets that law graduates have are highly valued across CommBank, and previous law graduates have found interesting work and long-term careers within areas such as Institutional Banking and Markets, Business and Private Banking, and Retail Banking Services.

What does the firm offer its graduates?

Graduates are provided opportunities throughout their program to hear from senior leaders, immerse yourself in all things CommBank, and network with fellow graduates from all parts of our business.

We help you identify your individual focus areas, and provide you with tailored development sessions. Along the way you'll be supported through countless opportunities to learn, grow and showcase your talent within a structured, fast-paced and engaging program.

You'll also undertake a rotational program to help you learn about different parts of your business area, build more connections, further develop skills, and decide where you want to take your career next.

Does the firm assist graduates to complete their Practical Legal Training (PLT)? If so, how?

Graduates in our Legal Services stream will be supported financially and with time off to complete their PLT. Graduates in other streams may receive support at the discretion of their managers.

address

Various

locations

Sydney, Melbourne, Brisbane, Perth, Canberra, Auckland and Wellington.

website

www.accenture.com/grads

contact

E: gradtalent@accenture.com

Areas - 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. 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.

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.

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 by your side.

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.

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 we look for are individuals who are passionate about innovation and technology to make a genuine difference to the world around us.

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.

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.

What attributes does the firm look for in a potential employee?

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. 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 emphasise 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 encouraging others to go for it. It's an incredible culture, and quite unlike anything you'll find anywhere.

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 and much more. Accenture has also assisted, most commonly through providing digital technology solutions, the Australian Rugby Union, Australian Brandenburg Orchestra, Australian Youth Orchestra and Cricket Australia.

BANK OF AMERICA MERRILL LYNCH

address

L34 Governor Phillip Tower
1 Farrer Place, Sydney NSW 2000

locations

We are a global firm - <https://locators.bankofamerica.com/>
In Australia, we have offices in Sydney & Melbourne.

website

For Campus roles - <https://campus.bankofamerica.com/>

contact

Christina Barr
Human Resources
E: Christina.barr@baml.com

Bank of America Merrill Lynch is a leader in financial services, offering a full range of products and advisory to individuals, corporations, institutions and governments worldwide. As in other markets where we operate, Bank of America Merrill Lynch's activities in the Asia Pacific region are organized into independent, but interrelated business lines and support units.

- Global Banking & Markets
- Global Technology & Operations
- Enterprise Control Function

about us

What is unique about the company?

At Bank of America Merrill Lynch, our entrepreneurial culture creates significant opportunities for you to gain hands-on experience and early access to senior management. Our employees receive meaningful responsibilities, active mentoring and valuable exposure to high-profile clients and deals. We also work in a collaborative environment based on solid core values and an emphasis on diversity and inclusiveness.

What attributes does the firm look for in a potential employee?

At Bank of America Merrill Lynch, we realize the power of our people and value our differences – in thought, style, sexual orientation, gender identity, culture, ethnicity and experience – recognizing that our diversity makes us a stronger company. Diversity and inclusion are central to our company's values and we are proud to be widely recognized for our progressive workplace practices and initiatives that promote inclusion.

What advice would you offer someone applying to the firm?

Please refer to our Hiring Process & Tips page
<http://careers.bankofamerica.com/asia-pacific/working-here/hiring-process-tips.aspx>

How does the firm encourage employees to learn and develop?

Join a team that recognizes the benefits of professional development throughout your career.

Bank of America Merrill Lynch makes career growth and development a priority by providing you with both traditional and cutting-edge learning and development resources for every stage of your career.

CITI

address

2 Park St, Sydney, NSW, 2000

locations

Sydney, Melbourne.

website

oncampus.citi.com

contact

James Mitchell
E: james3.mitchell@citi.com
P: 02 8225 2520

Areas - National.

about us

What is unique about the company?

Citi is the world's most global bank and we foster a culture of inclusiveness, team work and responsible banking

What attributes does the firm look for in a potential employee?

We look for students who are passionate about finance, ambitious and excited about a career within the banking industry. Along with academic achievement, we look for well rounded students who can demonstrate their passions for extra curricular activities and interests as well as studies.

What advice would you offer someone applying to the firm?

Make sure you do your research, meet our people and find out more about who we are, so that you can really tell us why you would want to work with us.

about internships

How do students apply for internships?

Online application

Do students need to be in their penultimate year to apply?

Penultimate or final year

What does the company look for in an intern?

Curiosity, passion, interest in finance & economics

about graduate programs

Does the company take graduates directly? Not usually

If so, what is the application method?

Through the intern program

Are there any international opportunities available to graduates?

Yes. Citi has programs in many countries around the world.

GRESHAM ADVISORY PARTNERS

address

Level 17, 167 Macquarie Street Sydney NSW 2000

locations

Sydney, Melbourne and Perth.

website

www.gresham.com.au

contact

E: sydneyrecruitment@gresham.com.au

W: gresham.com.au/careersgresham/

Areas - Investment Banking (Mergers & Acquisitions Advisory).

about us

What is unique about the company?

Gresham is a leading independent Australian investment and advisory house with offices in Sydney, Melbourne and Perth. The firm predominantly focuses on providing Mergers & Acquisitions and Debt advice to large domestic and international companies.

Since establishment in 1985, the Group has built a solid reputation for independence and innovation and has a distinguished track record of advising on many of the largest and most complex transactions completed in the Australian marketplace.

Our team includes some of the most experienced leaders in the industry who have enjoyed extensive involvement within the financial services markets not only in Australia, but in Europe, the United States and Asia.

Gresham has advised on six of the ten largest M&A transactions completed since 2011. In the last five years, Gresham has advised on over 70 deals with a value of over A\$100bn.

Recent notable transactions that Gresham has been involved in include:

- Demerger of Coles from Wesfarmers
- Consortium comprising of Cheung Kong Infrastructure Holdings, Cheung Kong Property Holdings and Power Assets Holdings acquisition of Duet Group (\$13bn)
- Asciano's takeover by Brookfield consortium and Qube consortium (\$12bn)

We also have a broad international network, with active advisory and co-operative relationships with Baird, BNP Paribas, HSBC, Mizuho and Perella Weinberg Partners.

What attributes does the firm look for in a potential employee?

We look for the following attributes in our candidates:

- Have a strong academic record
- Are highly motivated, enthusiastic with a strong desire to learn new concepts and skills
- Have a genuine interest in corporate finance and M&A
- Are strong team players
- Are capable of solving complex problems
- Are well-rounded and take an interest in extracurricular activities
- Are excellent communicators possessing strong interpersonal skills

about internships

How do students apply for internships?

We are looking to recruit summer interns for our Sydney and Melbourne offices. We are targeting students in their penultimate year of study with the program running for 10-12 weeks over the summer.

Please visit our website at <http://www.gresham.com.au/careersgresham/> for more details about the program and application deadlines.

Do students need to be in their penultimate year to apply? Yes

What type of work can an intern expect to do?

Our internships not only allow you to 'test the waters' but throws you in the 'deep end' where you will get to work in a fast-paced environment, in small deal teams. You will have the opportunity to work on a broad range of meaningful assignments which range from exposure to live transaction execution on transformational multi-billion dollar M&A transactions to assisting on marketing materials which will help Gresham win the next mandate.

about graduate programs

Does the company take graduates directly?

Yes from time to time.

What is the anticipated graduate intake for this year?

We have currently filled our graduate intake from our intern class in the previous year.

Are there any international opportunities available to graduates?

We have a mutual secondment program with Perella Weinberg Partners in New York.

profile: danny tang

2016

areas of rotation: corporate advisory team

Gresham initially attracted me due to its strong reputation and track record of advising on Australia's largest and most complex transactions. Its independent and generalist model offers opportunities to work directly with highly esteemed senior bankers. Importantly, I was also impressed by the people at Gresham, who were very intelligent yet down-to-earth. Gresham's long-standing relationships also means that deal flow is very strong and juniors are consistently given an interesting range of work.

In my first year, I had the opportunity to work on a public market merger and private equity exit, where I was a core team member and given real responsibilities such as managing the model or dealing directly with clients. I appreciated being involved in all aspects of the deal and enjoyed seeing the negotiations between acquirer and target first hand. I also thoroughly enjoy the variety of industries and ideas I am exposed to on a daily basis as this means I'm always learning something new.

LAZARD

address

Level 38, 1 Macquarie Place, Sydney NSW 2000

locations

Sydney, Melbourne and Perth.

website

<https://www.lazard.com/>

contact

Sarah Sime
E: sarah.sime@lazard.com
P: 03 9657 8430

Areas - Corporate Advisory.

about us

What is unique about the company?

Lazard is the world's leading independent financial advisory and asset management firm. Listed on the NYSE, it has origins dating back to 1848 and operates from 43 offices across 26 countries. In Australia, Lazard is a leading M&A and restructuring advisor to corporate and government clients, with particular expertise in large and complex transactions. Lazard has advised on some of the largest M&A deals in Australian history and is committed to the Australian marketplace.

What attributes does the firm look for in a potential employee?

Lazard invests significant time and energy in finding the right people to join its businesses and actively seeks out high-calibre and multi-talented individuals who can bring enthusiasm and new perspectives to our organisation.

about internships

How do students apply for internships?

Online
<https://www.lazard.com/careers/students/our-opportunities/financial-advisory-internships/australia/>

Do students need to be in their penultimate year to apply? Yes

What does the company look for in an intern?

Team player, genuine interest in Lazard, excellent communication skills, willingness to take responsibility, strong academic record, balanced lifestyle with extracurricular interests

What type of work can an intern expect to do?

Given the independent nature of the advice Lazard provides, clients turn to the firm to deal with many different scenarios, from acquisitions to restructuring, and as a result the work is always interesting and thought-provoking.

Additionally, with its respected position in the market and association with numerous blue chip clients, Lazard generates significant deal flow

that ensures graduates are continually challenged and stimulated. Small deal teams and a non-hierarchical organisational structure allow graduates to work directly with some of the most experienced advisors in the Australian marketplace.

about graduate programs

Does the company take graduates directly?

Only on an as-needed basis

profile: **anthony yao**
BComm | LLB graduating 2017
areas of rotation: investment banking

I was interested in investment banking due to the opportunity to work in a fast-paced and dynamic environment. I enjoyed the analytical aspects of my degree and found I was able to combine that with the critical thinking and research skills I gained from studying law by pursuing a career in investment banking.

Working at Lazard was a unique and rewarding experience. I was encouraged, challenged and most importantly appreciated as an intern. As a lean team, we work in small teams but are given big responsibilities, even as an intern, on industry-changing transactions. I attended client meetings and saw my work go directly to clients. I was expected to learn and develop quickly, accelerating the learning experience in the formative years of my career.

MCKINSEY & COMPANY

address

Lvl 35, 88 Phillip St, Sydney, NSW 2000
Lvl 28, 35 Collins St, Melbourne VIC 3000
Lvl 3, Newspaper House, 129 St. Georges Terrace, Perth WA 6000

locations

Over 100 offices in over 50 countries.

contact

Raisa Mallare
E: raisa_mallare@mckinsey.com.au

Areas - Extensive experience in serving clients in mining; energy; finance; retail; media; travel & logistics; chemicals; healthcare; telecommunications; agriculture; professional services; government.

about us

What significant work has the firm done recently?

We work with Australia's leading institutions in the private and public sectors on the issues of greatest importance to them. Whilst we closely guard the work that we do, turn the page in any Australian business publication and you'll see examples of our work.

What does the firm look for in a potential employee?

We look for four things:

1. **Problem solving skills** - the ability to solve complex, often ambiguous, business problems
2. **Achievement** - the ability to deliver on challenging goals under tight time constraints
3. **Personal impact** - the ability to work effectively with people of different opinions
4. **Leadership** - demonstrated ability to effectively lead individuals and teams

How does the firm encourage employees to learn and develop?

An important part of McKinsey's mission is to create an unrivalled environment for exceptional people. We believe that the most effective learning is done 'on the job'. Our apprenticeship model requires each consultant at the beginning of every study to outline their development goals and for progress against them to be monitored by the project manager. Every consultant will also participate in formal training programs.

How does the firm encourage a work/life balance?

Every individual will have their own assessment of what an appropriate work/life balance is. At the beginning of every study, the project manager will lead a discussion to understand what the expectations and requirements of the team members are in this area. From that conversation each team will develop a set of 'lifestyle' norms.

How are the skills and interests of a law student relevant to your organisation?

The ability to think through tough, multi-faceted problems and provide a compelling, fact-based perspective is a common trait for successful law students and consultants.

Does the firm take graduates directly?

Yes, McKinsey actively pursues final year students pursuing Honours, Masters and/or Combined Degrees across disciplines. The recruitment process takes place at the beginning of the candidate's final year at university.

If so, what is the method of application for graduates?

Applications need to be submitted online: www.mckinsey.com/careers. We recommend that applicants include a cover letter, CV and their most recent academic transcripts.

BUSINESSONE CONSULTING

address

The University of Sydney

locations

Sydney, Melbourne.

contact

Paarth Arora

E: usyd@businessonegroup.org

P: 0410 779 868

This is a University of Sydney campus opportunity.

about us

What is the focus of your organisation?

BusinessOne Consulting brings together Australia's leading start-up companies with high achieving university students to provide practical consulting services. Our clients include start-ups in technology, finance, retail, and education, each with unique business problems ranging from digital marketing to industry research.

What is unique about this organisation?

Students have the opportunity to immerse themselves in the thriving Australian start-up space while gaining critical consulting experience tackling challenging business problems. The overlap between management consulting and entrepreneurship are clear and BusinessOne enables students to explore both avenues at once. In doing so, BusinessOne fills a practical experience gap in University education by allowing students to step outside the classroom and assist real businesses with complex problems.

What significant work has the organisation completed recently?

Our student consultants have had the opportunity to work with companies such as BrickX, Gradconnection and Koala, solving unique business problems to add value to the company. Recently a team worked with Drive Yello, a start-up marketing a fleet of delivery drivers to restaurant chains for rebranding to devise a recruitment strategy that has since been implemented.

What internship, work experience or volunteering opportunities are available to law students?

- **Consultant:** Students work in a team of 5-6 to develop a solution to clients' business problems through client and team meetings.
- **Team Leader:** Consultants exhibiting exceptional leadership and teamwork ability are selected to lead our projects and develop client relationships.
- **Executive Team:** Each semester, BusinessOne recruits students for our executive team who manage operations.

Is there a formal application process?/What is the application process?

Applications open at the beginning of each Semester for students from all years and degree backgrounds involving;

1. An online written application for us to get to know you, your qualifications, and your motivations for joining BusinessOne.
2. Short online research questionnaire based on entrepreneurship.
3. A group business case study interview.

What do you look for in an applicant?

- Teamwork ability
- Excellent interpersonal and communication skills
- Analytical and innovative thinking skills
- An interest in entrepreneurship

What type of work can students expect to do?

Our client projects are at the heart of BusinessOne. Students are placed in teams of 5-6, working closely with clients to ultimately produce a recommendation and presentation for their business problem. These client projects are augmented by weekly skills workshops, training sessions and hackathons led by our executive team, industry partners, and alumni who have gone on to work in leading consulting companies including Oliver Wyman, EY Parthenon and LEK. High performing teams are invited to compete in the Innovation Cup, an intervarsity consulting pitch night.

Many of our skills workshops and networking events are open to all students at the University.

What are the benefits of interning/volunteering with the organisation?

Students receive practical consulting work experience, exposure to some of Sydney's most successful start-ups, training and skills workshops led by our industry partners, professional development, and the opportunity to add tangible value to our clients.

profile: amol verma *founding president and consultant at EY Parthenon*

As founding president of BusinessOne's University of Sydney branch I have overseen its growth from 18 consultants and 30 members to providing over 100 students with the opportunity to help over 15 fast-growing businesses target new customers, enter new markets and optimise their operations. You can definitely leverage the experiences gained in B1 in both the application process, and day-to-day on the job, allowing you to draw meaningful insights and conversations to the table.

profile: lauren pisani *vice president of operations*

I joined BusinessOne in 2017 as a senior student consultant working for Bonjoro, an online corporate video messaging app. I was able to develop long-lasting friendships with my team while building strong professional connections with our client, ultimately delivering a successful market analysis and expansion strategy for the company. As of 2018, I am Vice President of Operations, where I organise client on-boarding and manage BusinessOne's eight consulting teams. Being able to surround myself with great thinkers and agile businesses has given me a business experience that is hugely distinct to that of a big corporation.



in-house counsel

In-house counsel roles are very well worth considering by aspiring lawyers as an alternative to the traditional law firm career pathway. In-house counsels work within companies or government agencies, providing the legal services required for the business, thus the company is essentially their sole 'client'. Large companies are increasingly requiring in-house counsels. As their dealings become more frequent and complex, having legal advice and services on-hand is the most efficient course cost and time-wise for the company to take, as it is not viable to continuously outsource services from firms which charge by the hour.

The tasks performed by counsel are more varied than those in the usual law firm role, and 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. Sometimes companies do seek legal services from law firms for more specialised or complex matters, or for litigation, but the day-to-day work is carried out by the in-house counsel team.

The in-house career pathway provides a different career experience to that of a law-firm, which may be more favourable to some people. The job is not structured around billable hours, meaning work is more predictable and potentially less intensive - although it does vary from company to company. Furthermore, the counsels have a much stronger relationship with the company than any lawyer would have with each of their law firm clients. Thus another role of an in-house counsel is ensuring they are aware of the company's commercial or strategic goals and values, and understand its inner-workings. This means that the way work is conducted and the type of work involved will vary a lot from company to company, for example from government to private practice, and from technology companies to medical companies.

In conclusion, 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.

photo by Christina Zhang
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name
David Field

position
Chief In-House Counsel

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 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 18 months 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.

photo by Anh-Tuan Nguyen
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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.



PUBLIC SERVICE JOBS

Government departments generally require applications be made through the relevant department's website or through I work for NSW, the NSW Government's job site for NSW government jobs.

graduate recruitment programs

Have you considered a career in Federal, State or Local Government? The public sector recruits graduates from all disciplines in a wide variety of roles.

The following information will be useful when considering public sector Graduate Recruitment Program roles or a public sector role independent of a Graduate Recruitment Program e.g. an entry level position.

public service employers on campus

Early each year the Careers Centre hosts a number of Public Sector organisations on campus.

Representatives from Federal Government departments usually attend careers fairs presented by the University of Sydney's Careers Centre throughout the year, to promote their graduate recruitment programs. This is your opportunity to explore the opportunities available to you and learn more about the type of work undertaken by graduates in a range of government departments.

In addition, many Public Sector organisations will address students at Employer Presentations on campus. It's a great idea to do some research about the organisation before the session so that you can make the most of the event and ask any questions you have.

For more information on Careers Fairs and Employer Presentation sessions, visit the Student Events and Workshops page of the Careers Centre's website.

helpful links

australian government links

Australian Government website by portfolio and A-Z list by Department:

<http://www.australia.gov.au/about-government/departments-and-agencies>

Australian Public Service Jobs website:

<http://APSjobs.gov.au>

Indigenous Careers:

<http://indigenoucareers.gov.au/>

APS Graduate Programs:

https://www.apsjobs.gov.au/graduate_programs.aspx

Department of the Prime Minister and Cabinet Graduate Careers:

<http://www.dpmc.gov.au/work-for-us/graduate-careers>

new south wales government links

NSW Government jobs website:

<http://iworkfor.nsw.gov.au/>

NSW Government Graduate Program:

<https://www.psc.nsw.gov.au/workforce-management/recruitment/nsw-government-graduate-program>

APPLYING FOR PUBLIC SECTOR JOBS

location of government jobs

Federal, State and Local Government jobs are usually advertised on the website of the relevant department or council. Most, but not all Federal Government jobs are located in Canberra. NSW Government jobs are located throughout NSW, not just in the Sydney CBD.

eligibility for employment

To save time, check the advertisement for any conditions or exclusions before you apply. For example, is Australian citizenship or permanent residency a requirement? Does the position have an anti-discrimination exemption to limit applicants to a particular group of people?

getting all the information

Advertisements for public service jobs contain information about the position's location, responsibilities, level/grade, associated salary and selection criteria. The designated level or grade takes into account the role's degree of responsibility and complexity.

You'll find a reference number for the position in the job advertisement which should be quoted in all correspondence relating to the position. The advertisement will indicate a closing date for applications. Make sure you give yourself plenty of time to prepare and submit your application.

Ensure that you read any available information about the position vacant from the department's website by download information packages, if available. The information package includes a statement of duties for the position and general information about the department. If you have any further questions about the role, speak to the contact officer or recruitment department – their contact details are usually listed in the job advertisement.

selection criteria

Applicants for positions in the Local, State or Federal Public Service are usually asked to 'address the selection criteria'. This is an extremely important aspect of the application process. Applications that do not address the selection criteria will generally not be considered. The essential and desirable criteria are usually stated clearly in both the advertisement and in the information package.

'Essential Criteria' refers to skills, qualifications, experience and/or knowledge that are absolutely required in order to successfully fulfil the role. If applying for a public service role you need to ensure that you possess all of the Essential Criteria.

'Desirable Criteria' refers to skills, abilities, qualifications and/or experience that would assist you in fulfilling the role, but are not absolutely imperative.

For further information refer to the detailed handout 'How to Address Selection Criteria' on the University of Sydney Careers Centre's website.

interviews

Interviews for nearly all Public Service jobs will involve a panel. For further information on panel interviews please see the Interviews section on the University of Sydney Careers Centre's website.

intelligence services

Note that if you intend to apply for a graduate position within ASIO (Australian Security Intelligence Organisation) or ASIS (Australian Secret Intelligence Service) it is advised in the strongest possible terms that you do not discuss your intention to apply, or the progress or outcome of your application publicly with anyone.

AUSTRALIAN COMPETITION AND CONSUMER COMMISSION/ AUSTRALIAN ENERGY REGULATOR

address

Various office locations.

locations

Sydney, Melbourne, Canberra, Adelaide, Brisbane, Hobart, Darwin, Perth, Townsville.

website

www.accc.gov.au

contact

E: HRRecruitment@acc.gov.au

P: (02) 6243 1013

Areas - Australian Energy Regulator; Consumer, Small Business & Product Safety Division; Enforcement Division; Infrastructure Regulation Division; Legal & Economic Division; Merger & Authorisation Review Division; People & Corporate Services Division; Specialised Enforcement and Advocacy Division

about us

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.

Are there any interesting projects the organisation is currently working on?

We have received several new government enquiries and have started focusing on new markets in Commercial Construction, Retail Electricity Pricing, Digital Platforms, Gas and Financial Services.

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
- Opportunities for advancement and mobility within the organisation, formal and on-the job training

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 2019 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 conscientious
- 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 2019 Graduate Program will:

1. Understand the ACCC and AER's purpose, functions and strategies;
2. Have excellent analytical, critical thinking, problem solving and ability to work with others;
3. Be able to acquire new skills and understand complex concepts quickly, and apply these to different situations; and
4. Be conscientious, self-assured and resilient.

how do students apply?

Current Vacancies

<https://accjobs.nga.net.au/cp/index.cfm?event=jobs.home>

Graduate Opportunities

<https://www.accc.gov.au/about-us/careers/graduate-opportunities>

Intern Opportunities

<https://www.accc.gov.au/about-us/careers/intern-opportunities>

profiles

Our past graduates:

<https://www.accc.gov.au/about-us/careers/graduate-opportunities/our-past-graduates>

about graduate programs

What is the anticipated graduate intake for this year?

Approximately 40 for 2019.

What is the application method?

Stage 1: Online application form & ACCC/AER multiple choice research quiz

Stage 2: Abstract Reasoning test

Stage 3: Graduate profiler test

Stage 4: Work sample assessment and video presentation

Stage 5: Assessment centers (physical attendance)

What does the organisation offer its graduates?

- Commencing salary of \$59,695 (GAPS A) per annum
- Advancing to GAPS B salary after successful completion of rotation 1
- Upon successful completion of the Graduate Program advancement to the APS4 classification.

AUSTRALIAN PRUDENTIAL REGULATION AUTHORITY (APRA)

address

Level 12, 1 Martin Place, Sydney NSW 2000

locations

APRA employs graduates in both our Sydney and Melbourne offices, with additional offices in Adelaide, Brisbane and Canberra.

website

<http://apragraduatecareers.com.au/>

contact

Gamilla Ganko

E: graduatecareers@apra.gov.au

P: (02) 9210 3287

about us

What is the purpose of the organisation?

APRA is the prudential regulator of the Australian financial services industry. It oversees banks, credit unions, building societies, general insurance and reinsurance companies, life insurance, private health insurance, friendly societies, and most of the superannuation industry. APRA is responsible for ensuring these companies manage their money sensibly, or prudently, so they can meet their financial obligations to their customers and other beneficiaries.

What is unique about the organisation?

APRA's exposure to the financial services industry is unparalleled. Our mission is to ensure that, under all reasonable circumstances, financial promises made by the institutions we supervise are met within a stable, efficient and competitive financial system. We have a strong sense of purpose, knowing our role in safeguarding the financial interests of Australian depositors, policyholders and superannuation fund members by supervising institutions holding assets worth more than \$6.2 trillion.

What attributes does the organisation look for in a potential employee?

At APRA we are looking for Graduates who are passionate about what we do. Our graduates get broad exposure to industry from day one and need drive and resilience to manage our intensive graduate program.

How does the organisation encourage employees to learn and develop?

Professional development is ongoing throughout your career with us. In fact, professional development is an integral part of ensuring we maintain our excellence as a regulator. As one of our select graduates, you'll benefit from our performance coach/mentoring program, a 'buddy' system and working as part of an APRA team from the start.

Our people are given a range of learning opportunities to deal with the specific demands of operational roles, and to cater for both professional and management leadership development. These include structured training programs, project-based work, rotations, secondments and mentoring programs.

Are there any interesting projects the organisation is currently working on?

APRA is working on a number of programs of work including The Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry and our data modernisation project, which is a comprehensive overhaul of the way APRA collects, stores, interprets and delivers data about the financial sector institutions we regulate.

Why work in the public sector?

Working in the Public Sector gives our employees a sense of community and purpose. At APRA we are inspired everyday knowing that the work we do serves the Australian Public and ensures the safety of the financial assets of all Australians.

getting involved

How are the skills and interests of law students relevant to the organisation?

Law graduates will have rotations across a number of our divisions but once their graduate year is complete they are likely to enter our Policy and Advice Division. This division consists of Legal Services, Policy Development, Advice & Approvals, Resolution & Enforcement and Licensing. Legal expertise is crucial in ensuring APRA's frontline supervisors possess the best possible guidance and support as they conduct risk analysis and supervision of the companies we regulate.

How do students apply?

Graduates can apply via the APRA website or the APRA Graduate website: <http://apragraduatecareers.com.au/>

What type of work is usually involved?

We offer a number of different areas of work including supervision of our regulated entities, policy, advice, legal counsel and resolution & enforcement.

about graduate programs

What is the anticipated graduate intake for this year? 20

What is the application method? Online application

What does the organisation offer its graduates?

APRA offers its graduates the opportunity to see the big picture of the finance industry, allowing them to build the best possible foundation for a career in finance. Our graduates are offered full-time employment at the completion of their graduate program.

COMMONWEALTH DIRECTOR OF PUBLIC PROSECUTIONS (CDPP)

address

GPO Box 3104 Canberra ACT 2601

locations

Canberra, Sydney, Brisbane, Cairns, Townsville, Darwin, Perth, Adelaide, Hobart, and Melbourne.

website

<https://www.cdpp.gov.au/>

contact

E: recruitment.cdpp@cdpp.gov.au

Commonwealth Criminal Law—commercial, financial and corruption, revenue and benefits fraud, international assistance, environment and safety, organised crime and counter-terrorism, human exploitation and border protection, illegal imports and exports.

about us

What is the purpose of the organisation?

We contribute to a fair, safe and just society, where Commonwealth laws are respected, offenders are brought to justice and potential offenders are deterred.

To achieve this, we aim to:

- Be fair, consistent and professional in everything we do
- Recognise, value and develop the knowledge skills and commitment of our people
- Work with our partner agencies to assist them in advancing their goals and priorities in accordance with the Prosecution Policy of the Commonwealth
- Treat victims of crime with courtesy, dignity and respect
- Provide information to the public about Commonwealth criminal law and prosecutions.

What is unique about the organisation?

We serve the public interest by maintaining effective partnerships with Commonwealth investigative agencies. We rely on these agencies to provide briefs of evidence, which we assess against the Prosecution Policy of the Commonwealth.

The Prosecution Policy of the Commonwealth applies to all Commonwealth prosecutions. It outlines the principles, factors and considerations our prosecutors must take into account when prosecuting the laws of the Commonwealth. The policy underpins our decision making throughout the prosecution process and promotes consistency in our service delivery and decision making.

We work with more than 50 investigative agencies and on average receive briefs-of-evidence from more than 40 agencies as well as state and territory police, in any given year.

The CDPP prosecutes the following crimes:

- Fraud—welfare fraud, tax fraud and general fraud
- Serious drugs
- Commercial prosecutions
- Terrorism
- Money laundering
- Cybercrime
- Human trafficking and slavery
- Child exploitation
- People smuggling
- Environment and safety

The CDPP has no investigative function and can only prosecute where there has been an investigation by another agency. Our independent status is essential to our work and we make decisions independently of those responsible for the investigation of Commonwealth offences.

What attributes does the organisation look for in a potential employee?

The CDPP has a national recruitment program aimed at attracting passionate well-educated, frontline lawyers who are committed and enthused about becoming part of the CDPP as our upcoming Federal Prosecutors. By engaging lawyers at the entry level and providing effective induction, continued learning, professional development and on-the-job-training, we are investing in and developing our future workforce and leaders.

How does the organisation encourage employees to learn and develop?

CDPP Federal Prosecutors appear in all levels of courts and are involved at all stages of the prosecution process including mentions, bail, summary matters, committals, trials, sentences and appeals.

The CDPP supports staff through their career by providing a career pathway. Starting as an entry level Federal Prosecutor, prosecutors can expect to advance through the various Federal Prosecutor levels over the course of their career, with high-performing prosecutors able to reach senior and Principal Federal Prosecutor levels.

The CDPP is committed to building the core legal skills of all Federal Prosecutors.

Are there any interesting projects the organisation is currently working on?

The CDPP is committed to improving technology, systems and processes to provide staff with the knowledge, skills and tools to thrive and progress to their full potential. Through our digital transformation, we are embedding a culture of innovation, collaboration and diversity to enable and support the CDPP to meet performance targets, while providing staff with opportunities to grow and advance their careers.

Why work in the public sector?

The Australian Public Service (APS) is one of the largest employers in the country that offers a variety of careers across all industries, to suit almost everyone.

The APS has a wide range of employment opportunities from entry level positions as well as management, technical and administrative roles. The APS also offers a range of flexible working arrangements, including full and part-time, non-ongoing and temporary roles.

getting involved

How do students apply?

We recruit entry level Federal Prosecutors twice a year—usually every six months. All vacancies are advertised on the CDPP website at: www.cdpp.gov.au/careers.

DEPARTMENT OF JUSTICE NSW

address

160 Marsden Street, Parramatta NSW 2150

locations

Sydney, Sydney Metro, Regional NSW

website

www.justice.nsw.gov.au

contact

Megan Loadsman
Business Manager Talent & Workforce Management,
Strategic HR
E: megan.loadsman@justice.nsw.gov.au
P: 02 8688 7210

about us

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; Crime Prevention and Community Programs; Justice Strategy and Policy; 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 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? 25

What is the application method?

Applications open on 23 July 2018 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 LAW REFORM COMMISSION AND SENTENCING COUNCIL SECRETARIAT

address

Level 3, Henry Deane Building
20 Lee St, Sydney 2001

locations

Sydney

website

<http://www.lawreform.justice.nsw.gov.au/>
<http://www.sentencingcouncil.justice.nsw.gov.au/>

contact

Erin Gough
Policy Manager
E: Erin.Gough@justice.nsw.gov.au
P: 02 8346 1263

about us

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 recently completed a review of the Guardianship Act 1987. Since the Act came into force over 30 years ago, the way people think about decision-making and decision-making ability has changed, particularly because of the United Nations *Convention on the Rights of Persons with Disabilities*. Therefore, our review envisages a new framework for assisted decision-making laws that reflects the UN Convention and draws upon contemporary understandings of decision-making.

Additionally, we recently began a review of the laws that affect access to a NSW person's digital assets after they die or become incapacitated. "Digital assets" include things like photo and video files, emails, online banking accounts and social media accounts. Acquiring access to these assets can be difficult, mainly due to the service agreements between users and service providers. Therefore, we will consider the

current state of the law, developments that have occurred overseas, and whether NSW should enact legislation to address the difficulties in accessing the digital assets of a deceased or incapacitated person.

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.

PARLIAMENTARY COUNSEL'S OFFICE

address

Level 1, 60-70 Elizabeth Street, Sydney NSW 2000

website

www.pco.nsw.gov.au

PCO also provides the NSW legislation website:

www.legislation.nsw.gov.au

contact

Michelle Butler
Director, Governance and Operations
E: michelle.butler@pco.nsw.gov.au
P: 02 9321 3381

Legislative drafting and advice (Bills and subordinate legislation)

about us

What is the purpose of the organisation?

The PCO provides the Government with a comprehensive and integrated range of high quality services for drafting and developing legislation, publishing legislation and providing advice and information about legislation to government. PCO also provides drafting services to non-government Members of Parliament. PCO provides public access to legislation through the authorised NSW legislation website.

The principal client of PCO is the Government, including Ministers of the Crown and Government agencies. Our other stakeholders include Parliament, individual Members of Parliament and the public.

What is unique about the organisation?

PCO is the only agency of its type in NSW and is a vital link in the legislative process, working with Cabinet, Parliament and officers from Government agencies to meet the Parliamentary program and the Subordinate Legislation program. PCO also works with other organisations to promote uniform legislation and plain language, and to further refine the content, appearance and availability of legislation.

What attributes does the organisation look for in a potential employee?

Policy skill, analytical skills and high-level writing skills.

How does the organisation encourage employees to learn and develop?

The PCO has its own in-house Continuing Professional Development program.

PCO also has a master/apprentice style structure, pairing less experienced legislative drafters with very experienced drafters. A peer review program for drafting work also provides feedback to assist with the development of drafting skills.

PCO has a Knowledge Management Program, which includes an in-house wiki to encourage the sharing of information and knowledge about legislative drafting and publishing.

A refreshed drafter training program is under development.

Are there any interesting projects the organisation is currently working on?

Most projects are Cabinet in Confidence.

getting involved

How are the skills and interests of law students relevant to the organisation?

Legislative drafters are all law graduates and many editorial staff are also law graduates.

How do students apply?

Roles are advertised from time-to-time through the NSW government website: www.iworkfor.nsw.gov.au and are also promoted on PCO's corporate website.

What type of work is usually involved?

Working with legal and policy instructors from various government agencies to draft and develop legislation for introduction into Parliament or for presentation to the Governor.

about graduate programs

PCO does not operate a formal graduate program. PCO recruits entry-level legislative drafters from time-to-time and advertises vacancies on the NSW Government jobs website: www.iworkfor.nsw.gov.au.

PUBLIC DEFENDERS

address

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.

website

www.publicdefenders.nsw.gov.au

contact

Ruth Heazlewood
Chambers Manager
E: Ruth.Heazlewood@justice.nsw.gov.au
P: 02 9268 3111

Criminal law

about us

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?

The Public Defenders are unique in that they are the only independent statutory office in Australia providing this service. They only appear for socially and economically disadvantaged clients who are legally assisted as defined by the Act.

What attributes does the organisation look for in a potential employee?

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.

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 Indigenous Lawyers 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: katrina sotiropoulos

I am currently completing my Practical Legal Training (PLT) at the Public Defenders. I have a strong interest in criminal law and social justice and I wanted to pursue a PLT opportunity that would allow me to enhance my understanding of criminal law and procedure. The Public Defenders appealed to me since it is a social justice organisation that provides legal representation to people with disadvantage. Working at the Public Defenders has provided me with an invaluable insight into pre-trial negotiations, how cases are prepared for trial and techniques used in advocacy.

Due to the nature of the Public Defenders work, there is no 'typical day'. Some days are spent in Chambers undertaking legal research, preparing chronologies, examining CCTV footage, summarising evidence or observing client conferences. Other days involve court observations, which has allowed me to see how the pre-trial preparation is applied in the courtroom. My experience has been an incredible learning experience, which has allowed me to understand my own strengths and weaknesses in a supportive learning environment.

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 at The Bench as it provides exposure to a range of barristers and advocates in the court.

Duties of Associates and Tipstaves vary according to the jurisdiction and the Court in which they operate. These duties generally involve 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.

Applicants generally should aim to have an excellent academic record with advanced legal research skills. Further extracurricular activities and voluntary work in the community is beneficial. Applying to be an associate before the High Court for example generally requires students to have graduated with First Class Honours.

The academic requirements for each court differs slightly which is why it is important to ensure that you are eligible to apply as a Tipstaff or associate. 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.

The following profiles of former and current Associates and Tipstaves to the Court aims to provide you with further insights into these positions and the application process.

photo by Anh-Tuan Nguyen
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FEDERAL COURT OF AUSTRALIA

name

Samuel Hoare

position

Associate for Hon Justice Jacqueline Gleeson.

what is a typical day like for you?

The main areas I provide assistance to my judge are 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/NSWCA/NSWCCA tipstave, a Federal Court associate is their judge's mouthpiece. All correspondence with the court runs through you.
- 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 will involve 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 will complete 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.

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/NSWCA/NSWCCA, 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).

the application process

what does the application process involve?

Like any role at the courts, the best first step is to get in contact with each judge's chambers and ask. Every judge does 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 your law degree by the time you will commence your role as a FCA associate. Note that many FCA judges have preferences for people a few years out of university, who already have some professional experience.

As a person engaged under the Public Service Act 1999 (Cth), 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 is going to 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.

name

Rebecca Morrison

position

Associate for Justice Markovic.

what is a typical day like for you?

Some days I am in Court with multiple case management hearings and other days I am in Chambers responding to queries from the registry and parties and proofing judgments.

why did you apply for this position?

I was curious about the "behind the scenes" work of a judge and wanted to gain more experience seeing the process of litigation and watching both good and bad advocates.

what have been the key highlights of your experience?

My judge was one of the three on the bench in a full court appeal against Aldi for alleged misleading and deceptive conduct and trademark infringements over shampoo.

where do you hope to go in your short and long-term professional career following your experience as a tipstaff/associate?

I hope to first gain legal training at a commercial law firm or working at the Attorney General's Department in Canberra before going to work for the Commonwealth Department of Public Prosecutions.

the application process

what does the application process involve?

You write a personalised cover letter to the judge and attach your academic transcript and resume. If you are shortlisted, you will be invited to attend an interview in which you discuss why you are interested in the role, your previous experience and other interests.

who can apply for a tipstaff/associate position? are there any eligibility requirements?

I am not aware of any eligibility requirements per se. Each judge is looking for different things though generally it is important to have done well at university and have been involved in a wide range of extracurricular activities.

what attributes do judges typically look for in a tipstaff/associate?

Attention to detail (emphasis added).

what key differences did you find between interviewing for a tipstaff/associate position and a position at a law firm?

The interview with a judge is about determining whether you have the right kind of personality to get along with the judge on a social/personal level in addition to being able to do the work. Depending on the judge, it could be quite an informal chat to see how well you get along (as opposed to a very structured interview at a law firm with classic HR questions like "give me an example of a time where you...").

what advice do you have for interested applicants?

If you are interested in working at the Federal Court, apply early (2 years in advance). Email the registries BEFORE writing your applications to individual judges to check whether the judge has already appointed for certain years. Consider first accepting a graduate position at a law firm and then deferring to take one year at the Courts - many (but not all) judges of the Federal Court seem to prefer their associates to have had some experience working full time. Finally, if you are applying to be a judge's associate at the Federal Court, check the areas of law that a judge specialises in before applying.

NSW SUPREME COURT

name

Bronte Lambourne

position

Tipstaff (1st year) / Research Director (2nd year) for Chief Justice Bathurst.

what is a typical day like for you?

As a tipstaff for an appeal judge your days are generally divided into days when you are in court and those when you are in chambers. For court, you will have to prepare the books (the relevant law reports and legislation), knock the judge into court and watch the case (while being ready to source any material that is required by your judge). On days when you are in chambers, you can be working on a range of tasks which most commonly include preparing research memos, proofing judgments and writing headnotes and judgment summaries.

As tipstaff to the Chief Justice you also have a range of ceremonial duties. You lead the judges into court in each of the admission ceremonies, swearing-ins and opening of law term services. Any tipstaff must also be prepared to assist with the more administrative tasks such as serving at morning teas or lunches.

As research director to the Chief Justice your primary responsibilities are speech writing (for conferences and other speaking engagements) and running the Court's social media account.

why did you apply for the position?

I wanted to gain first-hand, behind-the-scenes experience of court. You certainly gain a great insight into the process of judgment writing and get to watch some of the best (and worst) advocates in practice. I sought this exposure as I intend to go to the Bar at some stage but it is an invaluable experience for anyone who wants to work in litigation.

the application process

what does the application process involve?

The typical application requirements are a cover letter, university transcript and two references. The top applicants will then have an interview with the Chief Justice and his Associate and a more informal coffee with the present Tipstaff and Research Director.

who can apply for a tipstaff/associate position? are there any eligibility requirements?

You must have completed your law degree by the time you are to commence the position. For the Chief Justice's chambers, it is also recommended that applicants have a Distinction average although students shouldn't be deterred from applying if they have other notable achievements.

what attributes do judges typically look for in a tipstaff/associate?

On paper, judges will be looking for the usual qualifications: an interest in the law, good marks, all-round achievement etc. In the interview, a priority is ensuring that the applicant is a good 'fit' for chambers, that is, that they are able to get along and work well with the judge and the rest of the chambers' staff. It is also important that applicants show an interest in the specific area of law that the judge works in, there is no point telling an equity judge that your main passion is criminal law.

what key differences did you find between interviewing for a tipstaff/associate position and a position at a law firm?

I find tipstaff interviews less self-promotional, of course you want to highlight your qualities and achievements that make you deserving of the position, but on the whole judges (like most people) don't take too kindly to arrogant law students. This is an opportunity for you to learn and there is a lot of humility required for the job.

what advice do you have for interested applicants?

Be sure to show your 'human side' in interviews; judges are real people and like to hear about your hobbies and interests as well as your legal qualifications, they are looking for someone they can work with closely for a year. It can be intimidating meeting a judge but it is important to keep this in mind. Also be sure to address the judge correctly. It can feel strange at first, but the correct way to address a judge in an interview is to call them 'judge' or if it is the Chief Justice, 'Chief Justice'.

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.

the application process

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.

DISTRICT COURT

name

Isabelle Youssef

position

Associate to Judge Sutherland SC.

what is a typical day like for you?

In court:

When we have a trial, my day will involve arraigning the accused (asking if they are guilty/ not guilty on each charge in open court), empaneling a jury, maintaining court records and exhibits. When we are doing sentence matters, I will focus on ensuring that the sentence outcome is correctly recorded.

Outside court:

Most of my time outside of court is spent assisting the judge with research on issues that come up in the trial or in sentencing. This involves finding comparative cases and discussing where our case sits with respect to those cases.

why did you apply for the position?

I have always been interested in advocacy. The opportunity to discuss evidence in the trial, legal arguments and forensic decisions/ advocacy with a judge who also had an expansive career as a barrister is invaluable. It is a wonderful opportunity for mentorship and learning.

the application process

what does the application process involve?

A prospective applicant should apply directly to the judge that they are interested in working for. This will be done by contacting the Associate of that judge (contact details are on the NSW District Court website) and sending through whatever documents that judge might require. Unlike the Supreme and Federal Courts, the timing of associate jobs becoming available is less certain. Judges will often hire once their current associate leaves and that could be at any point during the year. It is also important to note that some judges have career associates that will stay with them for many years so not all judges are looking to hire every year or few years.

who can apply for a tipstaff/associate position? are there any eligibility requirements?

It depends on the judge. Some Associates are not legally trained and take on a more administrative role while other judges will seek out recent graduates or young lawyers.

what attributes do judges typically look for in a tipstaff/associate?

It varies from judge to judge. In my experience, having a good academic record is important but I was often asked about any other co-curricular activities or hobbies, etc that you have done. By the time you are being interviewed, it is likely that a judge will be happy with your credentials and so it will come down to "fit"/ who they see themselves getting along with best.

It is a very personal role in that you are in close quarters with the judge and you will be privy to private conversations so it is important that you can demonstrate discretion and professionalism.

what advice do you have for interested applicants?

Do not be afraid to ring around and see where there might be an opening. If you are applying for a job at any court, make sure that your cover letter and CV are formal and that you address the judge correctly.

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.

An ADR practitioner must develop and use a variety of different skillsets to perform dispute resolution services. Though their roles will largely depend on the specific nature of the client's dispute, such skillsets 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.

Despite the mystery to ADR and its lack of a presence in Law School readings, training and development seminars in various forms of ADR are widely available either through the NSW Law Society, or through independent organisations such as the Australian Centre for International Commercial Arbitration.

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. This may not require the need to be employed overseas either, as many of the larger firms in Australia have divisions working on international arbitration 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.

If you would like more information on the different types of ADR, please access the ADR section of the *Attorney-General's Department* website: www.ag.gov.au

AUSTRALIAN CENTRE FOR INTERNATIONAL COMMERCIAL ARBITRATION (ACICA)

address

Level 16, 1 Castlereagh Street, Sydney NSW 2000

locations

Head office in Sydney; registries in Melbourne and Perth.

website

www.acica.org.au

contact

Deborah Tomkinson
Secretary General
E: dtomkinson@acica.org.au
P: 02 9223 1099

Areas - International and domestic arbitration and mediation

about us

What services does the organisation provide?

ACICA provides a full range of services to facilitate international arbitrations and mediations conducted in Australia and in the Asia-Pacific 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.

Are there any significant matters the organisation is currently working on?

ACICA was proud to be a co-host for the 24th International Council for Commercial Arbitration (ICCA) Congress in April 2018 in Sydney. The ICCA Congress is one of the most prestigious events on the global international arbitration calendar.

This year, ACICA assisted Austrade in collating an industry capabilities report on international commercial arbitration in Australia. Later this year, ACICA will co-host the annual Australia Arbitration Week, including the 6th International Arbitration Conference in Melbourne.

What pathways do people take to become involved in ADR?

For students or early career practitioners, ADR training will start in the classroom, whether at university or through the College of Law. In the last year, ACICA has introduced courses in international arbitration advocacy and for the training of arbitral Tribunal Secretaries. 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 may also attend seminars run by various organisations, including ACICA and ADC, universities and NSW Young Lawyers, some of which are free of charge.

Why should students consider a career in ADR?

ADR 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. A focus on international dispute resolution offers diverse opportunities for lawyers to engage with legal systems different to their own, also enabling them to experience 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 with not only technical legal skills, but also a multitude of non-legal, soft skills, which are 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. Previously, ACICA ran an accredited tribunal secretary course to fulfil the demand for secretaries to assist the conduct of proceedings. In 2017, we introduced a series of advocacy training workshops which gave participants the necessary knowledge and skills to be an effective advocate in an international arbitration context.

Also, the ADC runs accredited mediation courses consistently throughout the year, which is a course recognised under the National Mediator Accreditation Standards.

How can law students and graduates get involved with your organisation?

The best avenue to be involved in ACICA is through the internship program, which gives a taste of what it is like to be involved in an arbitral institution. An internship with ACICA and ADC will 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. These details may be accessed via the following link: <http://acica.org.au/membership/>.

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 digitise 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.



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THE STATE OF LEGAL TECHNOLOGY

by Hasan Mohammad

It can be difficult to keep up with the latest developments at the intersection of technology and the law. Legal technology is still very much in its infancy and we have yet to witness many of its projected developmental milestones.

Current trends in artificial intelligence, blockchain, FinTech, RegTech and cloud computing shed some light on the current trajectories of technological innovation. In 2016, the Law Society of New South Wales published its *Future of Law and Innovation in the Profession* (or FLIP) report which found that technological change is evolving the expectations of many clients. Following the Global Financial Crisis, clients have become increasingly cost-conscious but still value many of the timeless attributes of quality legal service, including clarity, efficiency, openness to collaboration and practicality; needs readily met by technology.

The private sector has made a number of innovative strides to increase access to justice. DoNotPay, for example, is a free online legal service which allows users to appeal parking fines. Law schools and law firms now host Hackathons and technology incubation sessions to create affordable solutions to legal problems. And these developments are commensurate with the current digital zeitgeist where household names including AirBnB, GoGet and Uber are shaping individuals' day to day transactions.

Since 2014, the technology sector has been attracting significant investment capital. According to the FLIP report, the value of online legal services in the United States alone reached \$4.1 billion in 2016 and is expected to continue growing at 8 percent per year. Australia's high-rate of internet subscriptions and global trade ties have allowed it to echo the successes of legal technology firms overseas, including LegalZoom and Rocket Lawyer. Many law firms including Norton Rose Fulbright, Gilbert + Tobin and Allens Linklaters are increasing their stake in technology start-ups in response to market demand.

What should be clear however, is the increasing prevalence of grass-root startups tackling the legal technology sector. With boundless opportunity and limitless potential, whether it be AI, smart contracts or something completely original and unimagined – legal technology and law graduates who are able hone the needs of efficiency, information transparency and cost-reduction will be able to ride the wave of change in the legal industry.

artificial intelligence

Artificial intelligence ('AI') refers to technologies which execute tasks that would normally involve human intelligence. Because the law is essentially a framework of rules and procedures, computers can be programmed to handle many tasks which have traditionally only been within the reach of legal professionals. Many of these tasks, including document review and legal research, can be effectively written in code to produce efficient and cost-effective outcomes; producing outcomes which often exceed human capability.

In 2015, ROSS Intelligence, a technology start-up, launched "robot-lawyer", based on IBM's Watson computer system. Watson became infamous during its 2011 debut on the US quiz show Jeopardy and has since been applied to various fields including healthcare, e-commerce, taxation and even weather forecasting. The ROSS robot-lawyer system is essentially an automatic legal research tool which allows users to obtain instant responses to legal queries. It draws upon precedent, legal documents and journal articles to answer questions presented to it in natural language.

IBM has expanded the Watson platform to include the Watson Debater. When probed on almost any topic, it scans its knowledge database for relevant content and then proceeds to formulate arguments for and against a particular motion in natural language. When applied to legal matters, the Watson platform can assist lawyers and other legal professionals in obtaining the strongest arguments and the most relevant precedents on almost any legal issue in real time.

Similar platforms including NextLaw Labs and LONald have been launched, purporting to perform a hours of legal work in seconds. The savings from such systems, especially from the reduction in non-billable work previously undertaken by junior lawyers is increasing their attractiveness in mainstream legal practice. AI is likely to drive the legal profession to undergo a radical restructuring, entailing an overhaul of traditional job roles. Given the complexity and subtlety of human affairs, especially in the realms of disputation and negotiation, it is unlikely that the human element may be dispensed with entirely. But one thing is certain, AI is contributing to a shift in how legal services will be delivered in the future.

blockchain

The advent of Bitcoin and other associated cryptocurrencies has facilitated an increased awareness of blockchain technologies in the public eye. In short, a blockchain can be considered as a database or digital ledger. In this database, information is stored in discrete units or "blocks" and these units are "chained" together to form an unbroken record. The decentralised nature of blockchain makes it an extremely robust platform which is difficult to corrupt or hack. Identical copies of the blockchain ledger are stored on and dispersed across thousands of servers across the world and any validated alteration automatically updates the system.

The legal applications of blockchain are inventive and far-reaching. Blockchain has the potential for use in transaction verification, contract performance, data entry, digital signatures, property ownership verification, money transfers and even voting. In the arena of contractual agreements between corporations, the use of blockchain can dispense with the need for third parties to act as authenticators. If one party transacts in a manner prohibited under the terms of a pre-existing contract, a blockchain enabled platform can trigger the mutually agreed upon contractual consequences automatically and without hesitation. Such "disintermediation" is likely to reshape the

structure of many commercial relationships by facilitating greater transparency and trust.

Smart contracts are additional blockchain technologies which are gaining prominence in commercial transactions. While they are not necessarily contracts in any legal sense, they work to verify, record and execute transactions. For example, in the event of a delayed flight, a Smart contract can induce the transfer of insurance money upon verification. Decentralised autonomous organisations ('DAOs') are emerging digital business entities whose operations are based on Smart contracts. Once programmed, minimal ongoing human intervention is required to sustain the DAOs operations.

The legal issues surrounding blockchain arise in virtue of its decentralised nature. How does one deal with issues of jurisdiction? What is the legal status of DAOs? Should they be treated as corporate entities or new entities in their own right? Who carries legal liability, if any, on their behalf? Can Smart contracts be legally enforced? As blockchain breaks new ground, these questions will become more pertinent to legal practice which the answers will likely be instilled from the graduates of tomorrow.

fintech and regtech

The financial services industry has been a thought-leader in novel technologies. Whether it be high-frequency trading platforms or biometric security recognition, the scope of possible applications appears to be just as diverse as that of the law. According to the Financial Conduct Authority (FCA), fintech is "the intersection between finance and technology. It can refer to technical innovation applied in a traditional financial services context or to innovative financial services that disrupt the existing financial services market." RegTech is traditionally understood to be a subset of FinTech and concerns technologies which help to deliver regulatory compliance solutions.

FinTech is ubiquitous. New payment systems (such as digital wallets), new financial service providers and the rise in automation, decentralisation and specialisation are changing removing barriers between consumers and savers of capital. Financial firms require significant infrastructure to leverage immense quantities of data, as well as a mechanism to mitigate risk. There is no single essence of FinTech; it is made up of multiple complementary technologies which serve to streamline the provision of financial services, enhance cyber security and facilitate secure transactions. This encompasses AI, distributed computing, cryptography and mobile access internet.

The International Monetary Fund (IMF) reported that total global investment in FinTech corporations increased from \$12 billion in 2010 to over \$33 billion in 2016. This is consistent with the market valuations of public FinTech corporations which have increased fourfold since the Global Financial Crisis. Meanwhile, public interest in FinTech continues to grow, making it a highly fertile ground for future research and development.

The cost of compliance in the financial services sector will only continue to rise, especially in light of the recent *Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry*. Firms are now using a repertoire of multi-tiered RegTech solutions to ensure that they are conforming to legislative requirements and protecting the interests of consumers. In practice this includes conduct risk assessment analytics, Anti-Money Laundering (AML) protocols, employee surveillance and on-demand

compliance risk reporting. As more and more corporations adopt these measures, the volume of compliance related data will continue to rise and pave the way for more granular reporting standards.

cloud computing

Cloud computing refers to technologies which enable users to access a shared pool of configurable computing resources. These resources include networks, servers, storage, applications and other services which can be rapidly modified over the world wide web. In the legal profession, the use of online cloud storage and associated software systems is gaining popularity as an alternative to in-house data storage. Cloud computing technologies offer many clear advantages to the modern lawyer, including cost reduction and flexibility of information access. However, these must be balanced with privacy and data security considerations.

One technology trend most embraced by lawyers and other legal professionals is mobile computing. Where traditional legal practices limit the provision of legal services to brick and mortar offices, tablets and smartphones provide a practical and affordable alternative for lawyers on the go. Client portals are also cloud-based and provide 24/7 access points for clients, allowing lawyers to share documents and provide updates in real time. The utility of cloud computing goes beyond cost-reduction and mobility, it also provides a platform to outsource legal tasks.

VIRTUAL INTERNSHIPS AND ONLINE LEARNING

virtual internships, clerkships and the future of career development:

Training and development has not been immune to the developments in technology as learning has become increasingly digitised. Virtual internships and clerkships have provided the opportunities to students and graduates to develop their workplace skills as well as their awareness of the career possibilities in a way distinct from Law School. They are online programs containing a series of resources and tasks designed to simulate the real-world experience of starting a career.

At the forefront of this movement of online professional development is InsideSherpa, which coins the term 'Virtual Internships' for their learning modules, which are supported and endorsed by leading industry partners such as KPMG, King and Wood Mallesons and MinterEllison. With further opportunities in investment banking to pro-bono law firms, InsideSherpa has cast a wide net into an opaque gap in the legal education and professional development sector.

how it works

At the moment, providers like InsideSherpa offer access to modules which simulate real-life work scenarios. This is based on consultations with industry professions and following their completion, feedback is provided based on how the professionals would have responded to the respective issue.

Modules range from issues such as legal research to client email skills. Each module has an estimated time of completion of 1-2 hours (which we assume to be the industry standard), but there is no hard deadline. In total, most Virtual Internships have about 10-12 (recommended) hours of work. In terms of the level of difficulty, it is purported to be the same level as junior lawyers or associates for each of the modules.

The work completed as part of Virtual Internships often accompany real life briefing and instruction videos from solicitors and other staff at affiliated organisations – adding a nuanced touch of realism to the otherwise somewhat mechanical learning process that it offers.

accessibility

Being free and without any application process, InsideSherpa is without a doubt one of the most accessible internship programs – both virtual or real life. Furthermore, no prior knowledge is required, although this may mean that the learning curve is steeper for some. Nonetheless, with the significant feedback provided following each attempt, drafting advices and contractual documents are made significantly less daunting of a process.

Available to all with internet access, InsideSherpa in particular breaks the boundaries of distance in addition to the lengthy amounts of time

often taken to complete the application process for a clerkship or summer internship. In the same amount of time, one could undertake all available Virtual Internships on InsideSherpa along with the many articles developed for those seeking to apply for clerkships and general application advice.

tips and advice on virtual learning

While Virtual Internships on platforms such as InsideSherpa are a definitive notch above traditional Law School problem questions and in-class discussions, they are nonetheless reliant on students and graduates who are proactive in their learning and enthusiastic to learn in an unconventional working environment. It is undeniable that real life working scenarios are filled with divergent obligations and pressures. That being said, Virtual Internships should not be taken as replacement for real life interactions in the workplace, but instead should be considered as supplementing one's entry into the workforce.

Although much shorter than traditional internships, a Virtual Internship nonetheless requires a significant amount of time to complete and learn from all the feedback and features that each provide. The key as always, is to be consistent with the modules and try to learn from each before tackling another.

At the completion of each Virtual Internship it is critical to reflect upon the key lessons and legal tools development from the modules and additional features of InsideSherpa. Use these aspects as talking points or areas to develop generally through the remainder of Law School.

disclaimers

Whilst InsideSherpa makes it clear that their Virtual Internships will in no way guarantee a clerkship at a Big 6 firm or any other of their partnership organisations, it is clear that completing all the modules for an organisation is something to distinguish students from the pack.

It should be noted that InsideSherpa has a specific policy on mentioning the Virtual Internship on CVs and resumes. Similarly, users are able to opt out of providing their finished work to InsideSherpa and the affiliated organisations.

ALLENS HUB FOR TECHNOLOGY, LAW AND INNOVATION

address

Faculty of Law, Building F8
UNSW Sydney, Sydney NSW 2052

locations

Level 1 Centres Precinct.

website

<http://www.allenshub.unsw.edu.au>

contact

Lyria Bennett Moses
E: lyria@unsw.edu.au

Areas - Law and Technology; Legal Innovation.

about us

What is the purpose of the organisation?

The Allens Hub for Technology, Law and Innovation, publicly launched on the 14th of March 2018, aims to be a global leader in solving legal problems, communicating solutions and exploring issues arising from technological innovation. We are a partnership between Allens and UNSW Law, and a community of over 30 researchers. We seek to add breadth and depth to society's understanding of the interactions among law, legal practice and technological change in order to enrich policy debates and inform the legal profession; in addition to the judiciary, industry, government, non-profit organisations and the broader community.

New technology poses challenges which cannot be resolved solely by legal scholarship focused on particular technological contexts repeated across each field of disruption. We need to understand the challenges through a broader historical, legal and policy frame with close attention to developments in other jurisdictions and genuine cross-disciplinarity. This will require a strong culture of collaboration to build flexible and resilient legal and regulatory systems that accommodate ongoing change and encourage appropriate innovation while providing appropriate governance and oversight and promoting equality and inclusiveness. The Hub seeks to be forward-looking, developing creative, well researched solutions to emerging – and yet to emerge – problems, while deepening understanding of the complex, dynamic relationship between law and technology. Not only will we publish top quality research, we will seek to have a positive influence on public policy, legal practice, industry standards, public awareness and legal education.

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 cooperativism
- Cybersecurity research and training

- Hybrid life and legal personhood
- Reinventing intellectual property

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 only recently launched. So far, we have: published books and articles, engaged with media, made submissions, run workshops and events, developed our research streams and explored interdisciplinary and international relationships.

Why work in the legal technology industry?

Because having lawyers involved in the design process will help ensure that the 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). The 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: <http://www.law.unsw.edu.au/research/postgraduate-research/phd-pg-research-degrees>

General information about graduate research at UNSW can be found at: <https://research.unsw.edu.au/research-higher-degree-programs>. 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.

INSIDESHERPA

address

Level 2, 45 Phillip Street, Sydney, NSW, 2000

locations

Sydney & Palo Alto

website

www.insidesherpa.com

contact

Eric Norris

Areas - Virtual Internships.

about us

What is the purpose of the organisation?

InsideSherpa is an open access platform designed to unlock exciting careers for students by connecting them with our company-endorsed Virtual Internships.

Through our platform, graduates are able to explore the exciting career opportunities available to them, interact with leading companies in a low pressure, flexible, and inclusive environment, all while building the skills and confidence that they need to be successful in the world of work.

Which technologies are an important part of the organisation's operations?

We have a unique technology platform that enables us to create engaging and dynamic online modules for students - The tech platform? - That's our little secret..

What contributions has the organisation made to law and technology?

In a nutshell Virtual Internships on InsideSherpa are designed first and foremost to help students. By completing an InsideSherpa Virtual Internship you will:

- Better understand the diverse and exciting career pathways available to you; and
- Build the skills and confidence that will set you up for success as you move from the world of study to the world of work

Why work in the legal technology industry?

InsideSherpa works with leading companies to understanding what skills they are looking for in a successful graduate and what a graduate in their organisation does day-to-day.

We then use our innovative tech platform to build online modules that replicate a day in the life of a graduate, with tasks and resources to help you build the skills to be successful in that industry.

How does the organisation develop the skills of employees?

As you complete each module of a Virtual Internship you will unlock real work samples to show you how a graduate at that company would have approached each task.

In this way you will be able to self-assess your own work and continue to build the skills and confidence to be successful in your transition from university to the world of work.

getting involved

How do students apply?

Creating an InsideSherpa account is quick, easy, and completely free! We will ask you a few questions when you sign up (so that we can recommend some of the best Virtual Internships for you) and then you're free to browse the Virtual Internships on our platform.

Does the organisation offer any pre-penultimate programs?

Our Virtual Internships are free and open access for students of all levels.

What type of work is usually involved?

Think of a Virtual Internship like a risk-free opportunity to try out a career in a leading firm, the main things to note are:

- Virtual Internships are open to all students (no applications!);
- You can't make any mistakes in a Virtual Internship (no pressure!); and
- The best part is, Virtual Internships are truly digital, you can complete them in your own time, from anywhere in the world.

LAW OF THE JUNGLE PTY LIMITED

address

7/21 Mary Street, Surry Hills NSW 2010

locations

Sydney

website

www.lotj.com

contact

Alvin Leung

Areas - Legal technology and RegTech.

about us

What is the purpose of the organisation?

To deliver business value by using advanced technology to put legal knowledge into the hands of non-lawyers. Our cloud solutions break down complexity, reduce uncertainty and slash complex legal compliance bottlenecks.

Which technologies are an important part of the organisation's operations?

Our own technologies. We also use Java, AngularJS, OCR, advanced algorithms, the Spring Framework and project management tools such as Jira and Trello.

What contributions has the organisation made to law and technology?

We have pioneered the use of web technologies to enable business to address legal obligations.

Why work in the legal technology industry?

Cutting edge of legal practice, it's exciting and it's fun!

How does the organisation develop the skills of employees?

In so many ways. We routinely pay for our talent to undertake external learning programs. But more importantly:

We introduce employees to a very contemporary office environment involving:

- A bottom up management style where teams working in collaboration are expected to take responsibility for getting the work done
- Project management tools and experience including Atlassian products
- Deep involvement in our products and mission

getting involved

How are the skills and interests of law students relevant to the organisation?

We rely on analytical thinking, attention to detail and work ethic.

How do students apply?

We advertise from time to time. You may find positions posted on the University of Sydney CareerHub.

Does the organisation offer any pre-penultimate programs?

We are willing to look at exceptional students from the 2nd year of their law degree.

What type of work is usually involved?

Legal research, legal analysis, assistance in content development, assistance in training, client helpdesk and support, presales.

LAWPATH

address

64 Kippax Street, Surry Hills NSW 2010

locations

Sydney & Palo Alto

website

www.lawpath.com.au

contact

Zac Swan

E: sales@lawpath.com.au

Areas - Online Legal Services.

about us

What is the purpose of the organisation?

LawPath is Australia's largest and leading online legal platform for businesses. We provide technology powered legal services at a fraction of the time, cost and complexity of the traditional system. Over 50,000 businesses have used LawPath to start a company, register their trademark, create legal documents or compare and choose a lawyer from Australia's largest lawyer marketplace.

Which technologies are an important part of the organisation's operations?

LawPath is a technology company that provides legal services, our business is built on cutting edge technology. Our clients can access DIY solutions via our document automation software and company registration system, which is integrated with the government. We also operate Australia's largest lawyer marketplace.

What contributions has the organisation made to law and technology?

LawPath has helped over 50,000 clients save more than \$20 million in legal fees. We also have 1.5 million visitors to our website each year seeking legal help.

Why work in the legal technology industry?

The legal technology industry is rapidly developing. 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.

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 the get go. As a fast-paced company that is always moving forward, most skill development occurs by learning with other employees. Because we are a smaller company, each employee develops 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 to our success. We look for individuals who are passionate about the law but who want to see a real change in the legal industry. With a high amount of client and lawyer interaction, law students are expected to bring their knowledge from the classroom and the personal skills that they have developed over time. Being passionate and 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>

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, building Australia's largest lawyer directory, and artificial intelligence bot creation.

about graduate programs

Which graduate roles are available?

Legal engineer, customer success representatives

What is the anticipated graduate intake for this year? 0-10

What is the application method?

Students can apply on our careers page
<https://lawpath.com.au/careers>

What does the organisation offer its graduates?

LawPath offers its graduates work that is challenging and rewarding. From the very first day, graduates will interact with clients, the technology behind LawPath's operations, and engage with the lawyers on our network. LawPath offers a non-traditional legal environment where graduates can use their existing knowledge and apply it to new ideas. Graduates will be given a platform to contribute their ideas and opinions to drive the change that LawPath is after in the legal industry.

LEGAL TECHNOLOGY STUDIO AND THE DIGITAL LAWYER

address

jonathan@legaltechnology.studio
jonathan@digitallawyer.news

locations

Sydney

website

<https://www.legaltechnology.studio>
<https://www.digitallawyer.news>

contact

Jonathan Gardner
Managing Director

Areas - Development of legal technology products and provision of consulting services.

about us

What is the purpose of the organisation?

We are driven by efficiency. Our mission is to integrate technology with legal processes to create better outcomes for both consumers and lawyers.

Which technologies are an important part of the organisation's operations?

We develop our software products using Python, but programming knowledge isn't essential. Innovation in legal technology can come from implementing process improvements using existing software products, rather than creating something entirely new. For example, we're currently experimenting with off-the-shelf chatbot builders and smart forms to automate client acquisition, client interviews and even giving advice rather than developing custom software ourselves.

For us, creativity is critical, not any one specific technology.

What contributions has the organisation made to law and technology?

We offer a range of different products through Legal Technology Studio designed to make existing legal processes vastly more efficient. For individuals, we've developed new processes for automating the certification of documents and witnessing of signatures, while for lawyers we've developed a range of practice management and legal project management solutions designed to fill gaps in existing software. Our upcoming releases include products for tracking compliance with gender diversity targets/equitable briefing policies and automated guidance about legal problem solving.

At The Digital Lawyer we share our knowledge and thinking on legal technology, while also regularly working with software developers to improve their offering to lawyers. With many law firms actively considering their future practices and others beginning to experiment with legal technology implementations, The Digital Lawyer is well positioned to guide firms in investigating and implementing solutions as demand for specific legal technology consulting services grows.

Why work in the legal technology industry?

Working in legal technology combines legal skills with creativity, entrepreneurialism and autonomy. There's enormous potential to make a lasting impact on the legal system and society more broadly. Legal technology presents fascinating challenges. How would you go about distilling an entire body of law to give advice through a computer program? These are issues we're working through right now at Legal Technology Studio and The Digital Lawyer.

The legal technology industry is still in its infancy and is no longer just confined to managing a large law firm's e-discovery software. As law firms look for new methods of staying ahead of competitors, keeping legal fees low and preventing lawyer attrition, the opportunities for legal technology specialists is going to exponentially grow.

getting involved

How are the skills and interests of law students relevant to the organisation?

Despite still being a law student, a legal education from the University of Sydney advantages you enormously relative to the general population.

Your legal research skills, knowledge of foundational legal concepts and exposure to the court system can all be immediately utilised in solving legal problems faced by the public. Students particularly interested in access to justice and societal issues will find legal technology particularly appealing due to its promise of reaching the masses with low-cost (or free) advice and legal information. Students can make impact immediately.

How do students apply?

Students should contact Jonathan Gardner to learn more about legal technology and the opportunities available.

What type of work is usually involved?

As a start-up, we're always thinking about new ideas and developing prototypes of potential legal technology products. But every idea is still supported by rigorous legal research covering two areas - the legislative framework related to the legal problem being solved and the legal issues associated with our technical solution.

Of the ideas which progress to a prototype stage, a path to market and minimum viable product must be developed, with a development plan for highly successful products. Marketing copy for the Legal Technology Studio website is created, with further content marketing undertaken by The Digital Lawyer, which is known for its unique voice in creating provoking thinking pieces about how legal technology can benefit law firms.

LEGALVISION

address

67 Fitzroy Street, Surry Hills NSW 2010

locations

Sydney, Melbourne, Brisbane, Remote.

website

www.legalvision.com.au

contact

Georgina Gordon
People Operations Manager

Areas - Commercial law.

about us

What is the purpose of the organisation?

LegalVision is a market disruptor in the commercial legal services industry. Our innovative business model and custom-built technology assist our lawyers to provide a faster, better quality and more cost-effective client experience. LegalVision is a leader in delivering legal services in Australia and has assisted more than 50,000 businesses. The firm was awarded NewLaw Firm of the Year at the 2017 Australian Law Awards and was named 2018 Fastest Growing Law Firm in APAC by the Financial Times.

Which technologies 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.

What contributions has the organisation made to law and technology?

We are challenging the status quo and the market is starting to take notice. LegalVision's innovative model is now catching the attention of Australia's largest companies, who want to leverage our unique mix of legal and tech capabilities - for example, by using artificial intelligence to review high volumes of contracts.

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 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 shared on our careers page (www.legalvision.com.au/careers). Simply follow the instructions to apply.

Does the organisation offer any pre-penultimate programs?

No, but we do recruit paralegals from time to time. Keep an eye on our careers page for any opportunities.

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. You will work closely with your immediate team members and key contacts in the legal team to scope up projects. 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?

Our upcoming Graduate Program intakes are coming in June 2018, September 2018 and January 2019.

What is the application method?

Formal applications have closed for 2018, but if you're interested, please email your resume and cover letter to jobs@legalvision.com.au.

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!

PLEXUS SERVICES

address

Head Office L2, 35 Little Bourke Street, Melbourne VIC 3000

locations

Sydney, Melbourne, London, Singapore and Washington DC.

website

<http://www.plxs.com.au>

<https://legalgateway.co.au/>

contact

Rochelle Holroyd

Talent Associate

E: rholyd@plxs.com.au

Areas - Legal Technology; Legal Services.

about us

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 legal operating system: Legal 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 flexible models of legal work 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. In addition, we provide 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.

about graduate programs

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 <http://www.plxs.com.au>) and LinkedIn profile for suitable roles and instructions on how to apply.

What type of work is involved?

At the Plexus head office, our 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 clients with projects and provide various forms of 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 legal technology.

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 Legal Gateway - the world's first Legal Operating System - on our website.



social justice

The following section demonstrates the progressive, varied and interesting work undertaken by the social justice sector. The social justice sector includes not-for-profit organisations, community legal centres, activist and special interest organisations which generally focus on an array of legal areas including human rights, domestic violence, indigenous rights, civil liberties, refugee rights, animal rights, environmental law and access to justice. It can be easy to view 'social justice' as something irretrievably abstract, amorphous even, lacking in the precision that other fields of law might deliver in leaps and bounds. This view is not quite correct. The sector is bound by the common drive and aspiration for the alleviation of disadvantage and unfairness for the ultimate ends of a just legal system.

Accordingly, the work taken in this area offers a sense of tangibility in outcome, an unrivalled immediacy of fulfilment and a clarity of values and purpose fostered by a closer connection to clients than might otherwise be attained in other sectors. To some, social justice is the quintessential motivation for their entry into the study of the law. Even if it is not, 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, in depth real world experience, developing empathy, sensitivity and client competencies.

Both domestic and international opportunities exist in the sector. With work as varied as that encompassing casework, referrals, advocacy and field work to running test cases, drafting submissions on policy and law reform and driving new ground-breaking 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.

Students find it fascinating to see the law in its (often imperfect) reality. They can benefit from interacting with the law at this meaningful grassroots level and driving institutional change at the policy level. The work is generally described as challenging and immensely rewarding.

Whilst the competition of clerkship season and the allure of fancy law firms and corporate boardrooms looms large in law school, it is important to emphasise that lawyers in the social justice sector are equally capable and driven, often pairing their passion and skills. Positions in this sector, comparatively few in number, remain competitive and highly sought-after.

Whether your ambition is to create a career in this area or gain valuable experience which reminds you of the worldly justice notions which captured your desire to study law in the first place, we encourage you to consider and engage with the excellent and interesting opportunities available.

To that end, we hope you find the following profiles informative.

photo by Anh-Tuan Nguyen

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ABORIGINAL LEGAL SERVICE (NSW/ACT) LIMITED

address

Head office is based at Suite 460, Level 5, 311-315 Castlereagh Street, Sydney NSW 2000

locations

Please refer to the ALS Website.

website

www.alsnswact.org.au

contact

Head office contact
E: Vikki.Mcdonald@alsnswact.org.au

Contact for volunteer program
Sheri Misaghi
E: sheri.misaghi@alsnswact.org.au (email preferred)
P: 02 8303 6600

Areas - Please refer to the ALS Website.

about us

What is the focus of the organisation?

Aboriginal Legal Service (NSW/ACT) is a non-government organisation providing culturally appropriate information and referral, legal advice and court representation to Aboriginal and Torres Strait Islander people across NSW and ACT.

What is unique about the organisation?

The ALS is a proud Aboriginal community organisation. We opened our doors in 1970 in Redfern as the first Aboriginal Legal Service in Australia.

What type of work is usually involved?

The ALS does legal work in criminal law, including children's care, protection law and family law. We also provide information and referrals in civil law, assist with work and development orders and custody notification. We assist Aboriginal and Torres Strait Islander people through representation in court, advice and information, and referral to further support services.

What attributes do you think define your employees?

- **Flexible:** Adapting in a meaningful way and understanding the community's needs and requirements.
- **Effective communicator:** The staff here understand the benefits of clarity and honesty when assisting the community.
- **Positive attitude:** Creating a good working environment, teaching and supervising the Admin staff and volunteers to better assist the community.
- **Dependable:** Consistently following through with the work to assist the community.
- **Strong work ethic:** Passionate and dedicated to the community

What significant work has the organisation recently undertaken?

Ongoing representation and service state-wide in Criminal Law from Children's Court to the Court of Criminal Appeal and Court of Appeal. We were recently successful in a Court of Appeal review finding that Rehearing Appeals lay to the District Court from Forensic Procedure Orders. This avenue of appeal was only discovered 16 year after the commencement of the Forensic Procedure Act.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

All of our offices take on volunteers and supervise them while in the program.

What is the application process?

Contact Sheri Misaghi via above details or go through the ALS Website.

What does the organisation look for in an applicant?

- People who take initiative.
- Have an interest in criminal, family or child protection law.
- An empathy for and understanding of issues relating to disadvantaged people.
- People who are prepared to be totally immersed in all aspects of working in a busy community legal centre.
- Academic consistency of a reasonable standard.
- Preferably someone who is undertaking a law degree.

What type of work can students expect to do?

- The contributions made by volunteers to the ALS are invaluable.
- We reward students with interesting, high quality work in a dynamic and stimulating environment.

- Immense scope for personal and professional development
- Great opportunity to deepen understanding of criminal procedure and the court system in general.
- Exposure to a broad array of courts spanning different jurisdictions (i.e. Supreme Court, local courts and children's court).
- Many opportunities to improve and deepen legal research skills and apply these to ongoing real-life cases.
- Enhance understanding of the day-to-day workings of a public legal office.
- Improve client communication skills and develop strategies to deal with difficult situations.
- Deepen understanding of contemporary issues facing Aboriginal and Torres Strait Islander peoples.
- Great opportunity to develop invaluable mentoring relationships with experienced legal professionals.

AURORA INTERNSHIP PROGRAM

address

100 Botany Road, Alexandria NSW 2015

locations

100 Botany Road, Alexandria NSW 2015

website

<http://auroraproject.com.au/about-internship-program>

contact

Kim Barlin

E: placements@auroraproject.com.au

P: 02 9310 8413

Areas - Native title; land rights; policy development; environmental law; social justice; human rights and Indigenous affairs more generally.

about us

What is the focus of the organisation?

The Aurora Internship Program coordinates unpaid placements with an Indigenous focus. We provide scholarships for Indigenous interns via Commonwealth funding.

What is unique about the organisation?

Aurora partners with over 150 organisations nationwide, matching interns with compatible organisations.

What significant work has the organisation recently undertaken?

Aurora builds capacity building for Indigenous-sector organisations, placing over 2,400 interns who have provided over 450,000 hours of work. 600 internship alumni (27%) received employment as an outcome of the Program.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

Aurora places Aboriginal, Torres Strait Islander and non-Indigenous students and graduates (including mature aged) in full-time unpaid 4-6 week internships from mid-June to August (winter) or November to March (summer).

What is the application process?

Applications open twice a year in March and August for one month online via http://www.auroraproject.com.au/about_applying_internship. Applications for the summer 2018/19 round will open from 6-31 August 2018.

Shortlisted applicants are invited to complete an online form to confirm an available time-frame, placement preferences and self-funding. If eligible, a suitable host is found. Once the placement is confirmed, applicants are put in touch with their supervisors.

What does the organisation look for in an applicant?

For a legal internship, applicants must have:

- A strong academic record and good research skills
- An interest in the area of native title, social justice and Indigenous affairs
- Strong cultural awareness and sensitivity
- Good interpersonal and communication skills
- Preferably completed or enrolled in Property Law

What type of work can students expect to do?

The work varies depending on placement location. Interns generally expect to be given a balance of interesting tasks and a fair amount of administration tasks.

Work might involve research, preparing briefs or papers, drafting documents, attending court, assisting in the development of policy, administrative tasks, helping to prepare events, genealogical database entry, etc.

What are the benefits of interning/volunteering with the organisation?

- Legitimate career or study-based learning experiences (e.g. legal and research skills) through placements in native title and indigenous sector organisations
- Insightful access to professional networks of experienced practitioners and mentors
- Humbling opportunities to understand issues facing Indigenous communities and to assist under-resourced and over-worked host organisations

profile: **subeta vimalarajah**
winter 2017 intern

The *Aboriginal Land Rights (Northern Territory) Act 1976* ('Land Rights Act'), amongst other things, established Land Councils, like the Central Land Council (CLC).

During my five week internship at CLC in Alice Springs, I was exposed to the complex ways in which property, commercial and corporate law are vital to the continued economic development and use of Aboriginal land, at the direction of Traditional Owners.

Before granting any interest in relation to Aboriginal land, the CLC takes instructions from Traditional Owners, many of whom live in remote communities. Boarding a troopy, with a swag tied to the roof for an overnight trip, is all part of the job.

During my internship, I accompanied CLC lawyers across the region, observing consultations in Santa Teresa and various other places, seeing the way lawyers take instructions from clients, and being involved in preparing documents and handouts to ensure clients understood the complex proposals put to them.

These consultations allowed me to observe corporate law operating in novel environments. For example, I observed a general community meeting with a single pay phone and no reception. The ordinary questions of quorum were complicated by the difficulty in contacting members.

The day-to-day work of the CLC is legally involved and varied, as CLC lawyers not only work directly for Aboriginal people in drafting leases, mining agreements or other land use agreements, they also operate as in-house counsel for the CLC's other departments.

The placement was a fulfilling experience. It exposed me to the Central Australian land rights regime and the realities facing Aboriginal People. It also developed my technical legal skills. My CLC experience gave me an appreciation for commercial and property law's value outside a traditional commercial law firm.

AUSTRALIAN YOUTH CLIMATE COALITION

address

60 Leicester Street, Carlton, VIC 3053

locations

Melbourne, Sydney and Brisbane.

website

www.aycc.org.au

contact

Miriam Beuthien
E: miriam@aycc.org.au
P: 0478 419 345

Areas - Environmental; youth; not-for-profit.

about us

What is the focus of the organisation?

Educate, inspire and unite young people to fight against the climate crisis.

What type of work is usually involved?

Environmental organising and campaigning.

What attributes do you think define your employees?

Young, ambitious and driven.

What significant work has the organisation recently undertaken?

- Working on the Stop Adani campaign.
- We run a national schools program teaching high school students about climate change and sustainability.
- We hosted a large national summit for over 800 participants.
- Our sister organisation Seed is Australia's first Indigenous youth climate organisation.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

Working in governance and compliance. Making sure we abide to legislation in our campaigns and events.

What is the application process?

Positions are advertised on the website. www.aycc.org.au
States host monthly welcome nights for new volunteers that want to get involved.

What does the organisation look for in an applicant?

Commitment to the environmental and youth sector and a willing eagerness to learn and grow.

What type of work can students expect to do?

Various types from admin, organising, recruitment, campaigning to helping with communication.

What are the benefits of interning/volunteering with the organisation?

Get connected to a large national youth network and be inspired to fight for climate justice. We are all young and learning. All of our interns and volunteers are given real responsibilities in important projects

CENTRAL COAST COMMUNITY LEGAL CENTRE

address

31 Alison Road, Wyong NSW 2259

locations

Wyong and outreach clinics on the Central Coast.

website

<http://centralcoastclc.org.au/>

contact

Deborah MacMillian
CEO

E: contact@centralcoastclc.org.au

P: 02 4353 0111

Areas - A range of areas including, but not limited to, most aspects of family law; care & protection; domestic violence; debt; fines; driving & traffic law; discrimination and complaints.

about us

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 significant work has the organisation recently undertaken?

Annually, we provide advice to over 1600 people, information to a further 1700 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 Children's Court lists on the coast, and the unreasonable closure of the Tribunal hearing tenancy matters.

internship / work experience / volunteering 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.

DISABILITY ADVOCACY NSW

address

Suite 1, Level 2, 408 King Street, Newcastle West NSW 2302

locations

Newcastle (Head Office), Parramatta, Bathurst, Dubbo, Broken Hill, Tamworth, Armidale, Coffs Harbour, Port Macquarie, Taree.

website

<http://auroraproject.com.au/about-internship-program>

contact

Ms Darcy Burgess
Executive Officer - Social Advocacy
E: hr@da.org.au or da@da.org.au
P: 02 4924 3599

Areas - Hunter; Nepean/Blue Mountains; Central West; Far West; New England; Mid-North Coast.

about us

What is the focus of the organisation?

Providing advocacy to people with disabilities who have been unfairly treated and assisting people with disabilities who wish to appeal NDIS decisions within the Administrative Appeals Tribunal.

What is unique about the organisation?

DANSW has a sister organisation called the Mid North Coast Community Legal Centre. Both organisations fall under Advocacy Law Alliance Inc. The two services have a wealth of experience between them and have worked on collaborative projects to address legal issues for people with disabilities or those who are most disadvantaged in our community.

What type of work is usually involved?

Advocacy, information provision, referrals, systemic projects to address issues that people with disabilities face at a systemic level.

What attributes do you think define your employees?

Our employees share a strong sense of social justice, compassion, dedication, and hard work.

What significant work has the organisation recently undertaken?

- DA has been working in the NDIS spectrum since the scheme rolled out in 2013 and have been pioneers of the appeals program.
- DANSW has provided simple and easy-read resources explaining the complex NDIS appeals process at the AAT for people with disabilities and their family members to use.
- Ongoing individual advocacy for people with disabilities who experience unfair treatment in any area of their life.

ENVIRONMENTAL DEFENDERS OFFICE (EDO) NSW

address

Level 5, 263 Clarence Street Sydney NSW 2000

locations

Sydney

website

www.edonsw.org.au

contact

E: edonsw@edonsw.org.au
P: 02 9262 6989

Areas - Public interest environmental law.

about us

What is the focus of the organisation?

EDO NSW is a non-government, not-for-profit community legal centre specialising in public interest environmental law. We help people who want to protect the environment through law.

What is unique about the organisation?

EDO NSW is the acknowledged expert when it comes to how the law applies to the environment. We help communities solve environmental issues by providing legal and scientific advice, community legal education and proposals for better laws.

What would work at your organisation typically involve?

Our core functions are legal advice and litigation, policy and law reform, and public engagement and education. Each year EDO NSW provides free legal advice to more than 1,000 individuals and community groups across NSW.

EDO NSW has run a number of landmark legal cases in the courts and undertakes policy and law reform work at both the State and Federal level. We also run free legal workshops for local communities and produce plain English guides and fact sheets on environmental law, and professional development for those administering and enforcing environmental laws.

EDO NSW also operates an Aboriginal Engagement Program, a Scientific Advisory Service, and an International Program providing assistance to legal groups in the South Pacific.

What significant work has the organisation completed recently?

Over the past year, EDO NSW has represented community groups in many court proceedings.

We acted for the Nature Conservation Council in getting the NSW land-clearing Code declared invalid (though the NSW Government quickly remade the Code.) We acted for community group 4nature in landmark legal action to protect Sydney drinking water catchment

from the impacts of Springvale coal mine.

In 2018 we are acting for the Australian Coal Alliance on the Central Coast in a challenge to the approval for a new longwall coal mine. We are also acting for Groundswell Gloucester in challenging the Rocky Hill coal project at that beautiful town. Both of those cases will feature climate change arguments, as did our case for the Wollar Progress Association against the extension of the Wilpinjong open cut coal mine.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

Our work relies greatly on the commitment of students and professionals who volunteer their time and skills to help protect the environment.

Lawyers and law students who have studied environmental law are encouraged to join our volunteer program, either by volunteering at EDO NSW or by providing pro bono services.

From time to time, we seek volunteers to assist in other areas where legal studies are not required (for example, environmental science students).

What is the application process?

http://www.edonsw.org.au/join_us

What does the organisation look for in an applicant?

Legal volunteers:

- Need to have, or be in the process of completing, a law degree.
- Must also have studied planning and/or environmental law. This means having studied a law subject which covers the fundamental principles and concepts of Australian domestic environmental law, preferably with a focus on NSW.
- Must be able to take instructions from solicitors but also be able to use their initiative and work independently on allocated tasks.

What type of work can students expect to do?

Volunteers are exposed to a broad range of work, including:

- 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 advices;
- Assisting solicitors in case work and litigation in the Land and Environment Court;
- Engaging in public interest environmental work for a broad scope of clients;
- Drafting submissions and participating in law reform work; and
- Assisting solicitors in the preparation of educational materials for the community.

ENVIRONMENTAL JUSTICE AUSTRALIA

address

PO Box 12123, A'Beckett St VIC 8006

locations

Level 3, The 60L Green Building, 60 Leicester St, Carlton, VIC

website

www.envirojustice.org.au

contact

Mandy Johnson

E: admin@envirojustice.org.au

P: 03 8341 3100 or 1300 336 842

Areas - Environmental law and public policy.

about us

What is the focus of the organisation?

Not-for-profit environmental law practice, focusing on environmental justice for disadvantaged communities and advocating for better environmental laws.

What is unique about the organisation?

We provide students with a breadth of experience in litigation and law reform beyond a typical law firm, in an area of law that is often difficult to get experience in.

What type of work is usually involved?

Work may range from basic office duties through to preparing briefs, drafting advice and researching law reform issues.

What attributes do you think define your employees?

Our employees and volunteers all share a commitment to social justice and to the environment.

What significant work has the organisation completed recently?

- We are challenging the validity of the Regional Forest Agreements in the Federal Court, and have halted logging in sensitive coupes in the meantime, protecting threatened species such as Leadbeater's possum. Should we be successful it will impact RFAs across Australia;
- We exposed that a company that will benefit from the Northern Territory government lifting its fracking moratorium successfully lobbied to gain exemptions from new national gas rules;
- We are representing a community group opposing the expansion of a landfill that is already 44m high and causing health issues;
- We published groundbreaking research that showed that permitted pollution limits from Australian coal-fired power stations are massively higher than those of the US, EU and even China, and in the case of mercury in Victoria, that there is no emission limit at all;

- We have published several reports detailing the poor environmental record of the Adani companies, proponents of the Carmichael Mine in Queensland, in addition to other activities to oppose this development.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

Summer and winter voluntary internships (2 weeks); or one day per week during semester.

What is the application process?

Visit <https://www.envirojustice.org.au/get-involved/volunteer/>

What does the organisation look for in an applicant?

Demonstrated environmental interest; later-year law students preferred; administrative law preferred but not required if environmental credentials/experience is strong enough.

What type of work can students expect to do?

Students can expect to assist with every aspect of the organisation, namely administration (e.g. answering phones), legal research, and compiling briefs.

What are the benefits of interning/volunteering with the organisation?

An exposure to environmental law well beyond what study can offer; higher-level duties than may be offered by a commercial law firm internship; a friendly staff team who will treat you as one of them.

profile: jay lewis
volunteer intern

EJA volunteers are provided with an excellent opportunity to expand their knowledge in the field of environment and planning law and to develop both their legal research and interpersonal skills in assisting members of the public with inquiries. The skilled and enthusiastic EJA team are always willing to provide guidance to volunteers and continually challenge them to critically engage with environmental issues at all levels.

One of the great things about volunteering at EJA is the variety of the work undertaken. For example, one of my typical days included spending the morning researching and updating the website, followed by analysing the efficacy of a piece of environment legislation. Later that afternoon I accompanied an EJA lawyer as she made a submission to a government planning meeting on an environmentally sensitive land development.

EJA is located in the award-winning 60L Green Building; a light-filled, sustainable centre, housing many other organisations concerned with environmental protection. The atmosphere of the building is fantastic and motivates everyone to work towards the common goal of greater environmental protection. Overall, volunteering here is a thoroughly enjoyable and worthwhile experience, suitable for those with a strong interest in environment law and policy.

FAR WEST COMMUNITY LEGAL CENTRE

address

304 Oxide Street, Broken Hill NSW 2880

locations

304 Oxide Street, Broken Hill NSW 2880

website

www.farwestclc.org.au

contact

Cathy Farry
CEO

E: reception@farwestclc.org.au
P: 08 8088 2020

Areas - Family Law; Care and Protection; Civil Law (including but not limited to Employment, Credit and Debt, Discrimination, Consumer Law, Insurance, and Tenancy); Centrelink disputes and Appeals; Neighbourhood disputes; Wills and Estates; Traffic Offences; Crime Compensation.

about us

What is the focus of the organisation?

To provide access to justice for the most disadvantaged people in the far west region of NSW. We have a particular interest in Domestic and Family Violence and auspice: (i) Warra Warra Legal Service, which is a Family Violence Prevention Legal Service, (ii) The Far West Women's Domestic Violence Court Advocacy Service, and (iii) "Staying Home Leaving Violence" Broken Hill. We also have a strong civil law practice, provide community legal education and make submissions on relevant Law Reform issues.

What is unique about the organisation?

Our isolated location and the subsequent need to provide assistance and education in diverse areas of law. Outreach work to remote locations.

What type of work is usually involved?

Advice and representation, community legal education, legal research and Law Reform submissions.

What attributes do you think define your employees?

Our employees have a strong commitment to social justice, and, like most CLCs, we have a strong democratic culture.

What significant work has the organisation completed recently?

A Law Reform Submission on the need for more Drug and Alcohol Rehabilitation facilities in the Far West Region.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

PLT students, secondary and tertiary student placements and volunteers.

What is the application process?

Candidates may "cold call" via email enquiry.

What does the organisation look for in an applicant?

A strong commitment to social justice, a thirst for knowledge and an affable personality.

What type of work can students expect to do?

Research, possible interlocutory court appearances, assisting with diverse areas of law under supervision and outreach work.

What are the benefits of interning/volunteering with the organisation?

to diverse areas of law, opportunities to travel to remote locations, friendly and empathetic mentors.

profile: **alexander edye**
student volunteer

I volunteered at the FWCLC for two months in the summer of 2018, between my third and fourth year at the University of Sydney. Having previously volunteered for the ALS and other CLCs and worked for a variety of private practices, I was looking for something different. The FWCLC provided the perfect mix of seeing remote New South Wales whilst discovering diverse areas of law through hands-on experience.

As the most prominent legal centre in Broken Hill, the FWCLC attracts all sorts of matters. I worked mainly on employment and traffic law matters, and even did research into certain aspects of class-action lawsuits. I got to attend court regularly and make an appearance. The nature of a CLC in a remote town also means that volunteers will have a lot of contact with clients. I found it very beneficial to hear first-hand from clients what issues they face.

One of the most interesting aspects of the FWCLC is its outreach work in very remote towns like Menindee, Tibooburra and Wilcannia. Having grown up in cities my whole life, I found it eye-opening to see how legal issues unfold in small towns that do not have access to most of the services we take for granted in the city.

The staff at the FWCLC and the townsfolk of Broken Hill are some of the most welcoming I have ever met. The lawyers that I met were full of advice and knowledge useful for any keen law student to soak up. I would recommend volunteering at the FWCLC to every law student I know!

IMMIGRATION ADVICE AND RIGHTS CENTRE

address

Our current address is Level 5, 362 Kent Street Sydney NSW 2000, but we are moving in mid-June. Our new address will be Suite 3, Level 8, 377-383 Sussex Street, Sydney NSW 2000.

locations

Sydney

website

www.iarc.asn.au

contact

E: iarcvolunteer@iarc.asn.au
P: 02 8234 0700

Areas - Statewide.

about us

What is the focus of the organisation?

The Immigration Advice and Rights Centre (IARC) is a not-for-profit community legal centre that works with asylum seekers, refugees and vulnerable migrants.

What is unique about the organisation?

IARC has over 30 years' experience in providing free, independent, ethical, and high quality immigration advice, assistance and education, and advocating for a just and equitable Australian immigration system.

What type of work is usually involved?

We provide free legal advice and assistance as solicitors and registered migration agents to vulnerable clients in matters such as protection visas (with particular expertise in LGBTIQ protection visas), family visas (with the majority of our work under the family violence provisions) and visa conditions, cancellation and citizenship.

IARC is also undertakes policy and law reform, community development, education and advocacy work.

What attributes do you think define your employees?

Commitment, professionalism, compassion and expertise. IARC staff and volunteers are a team of social justice advocates collectively trying to make the world a better place.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

IARC relies heavily on volunteers. There are a number of ways that volunteers can assist us at the Centre, by supporting our solicitors and registered migration agents with client work and with the broader activities of the Centre. We have:

- Volunteer Legal Assistants (VLA)
- Practical Legal Trainees (PLT)
- Professional Volunteers
- Internships and Organisational Placements
- Student Placements

What is the application process?

VLA opportunities are advertised at various stages throughout the year through our website (www.iarc.asn.au), and the careers websites of various universities. Similarly, PLT opportunities are advertised through our website, and the careers websites of various institutions including College of Law and various universities.

If you are interested in arranging an internship or placement or offering up your expertise as a Professional Volunteer at IARC, please send an email to iarcvolunteer@iarc.asn.au.

What does the organisation look for in an applicant?

- Good telephone manner and an ability to deal effectively with people at all levels;
- Sound time-management and organisational skills;
- Legal research skills;
- Writing skills to assist in drafting reports and legal documents;
- Demonstrated understanding of the issues facing socially and economically disadvantaged people; and
- Demonstrated ability to work cooperatively as part of a team.

What type of work can students expect to do?

- **Volunteer Legal Assistants:** reception duties; provide administrative and paralegal assistance to staff; provide legal information and referrals.
- **Practical Legal Trainees:** reception duties; provide legal information and referrals; provide paralegal assistance to staff including legal research and drafting.
- **Professional Volunteers:** may come from a range of professional backgrounds and can assist with legal work, IT, training, marketing and fundraising, finance.
- **Volunteers undertaking internships, organisational placements and student placements** are allocated work that meets the requirements of their internship or placement.

What are the benefits of interning/volunteering with the organisation?

If you are passionate about human rights and social justice, love to research, or simply want to help people to negotiate Australia's complex legal system, IARC is the place to put your knowledge and passion into practice and to gain invaluable first-hand experience. You'll be a valued part of a team working towards a common goal, in helping vulnerable people navigate Australian migration law.

INNER CITY LEGAL CENTRE

address

50-52 Darlinghurst Rd, Kings Cross NSW 2011

locations

Kings Cross

website

<http://www.iclc.org.au>

contact

Vicki Harding
E: Vicki@iclc.org.au
P: 02 9332 1966

Areas - General Civil Law; Criminal Law; Employment Law; Family Law; Gay and Lesbian Legal Advice Service; Transgender Legal Advice Service; Intersex Legal Advice Service; Safe Relationships project.

about us

What is the focus of the organisation?

ICLC provides access to justice for all people in the inner and northern areas of Sydney, particularly those who identify as LGBTIQ. We provide our clients with advice and representation and also work on relevant law reform initiatives. In terms of clients, ICLC prioritises people experiencing significant barriers to access to justice, in particular LGBTIQ communities, sex workers, Aboriginal people, homeless people, people with disabilities and people on low incomes. In order to do this, ICLC partners with other organisations and individuals to reach priority communities and ensure best use of available resources.

What is unique about the organisation?

ICLC has a range of specialty practice areas that focus on gender and sexuality related issues. Examples of these are the Safe Relationships Project for LGBTIQ people experiencing domestic violence and a service to assist the families of young people with gender dysphoria who need to apply to the Family Court to access hormones/surgery to transition to their true gender.

What type of work is usually involved?

ICLC offers free one-off legal advice appointments on Tuesday and Wednesday evenings as well as taking on casework, which typically includes court support, and in some cases representation. Undergraduate students attend the centre on a weekly or fortnightly basis and are involved in a range of duties including administration, reception and research activities.

What attributes do you think define your employees?

- Professionalism when dealing with sensitive subject matter.
- A unique understanding of legal and social issues faced not only by vulnerable persons in the community but by LGBTIQ persons as well.
- A desire to be involved in and further the work of community legal centres within NSW.

What significant work has the organisation recently undertaken?

The ICLC provided representation to the applicant in the case of Re Kelvin [2017], a case stated to the Full Family Court that removed the

mandatory requirement for a court application for testosterone or oestrogen to be made by transgender children.

ICLC is also involved in 'Fair Play', a community initiative to assist people attending the Mardi Gras party to understand their legal rights in relation to police searches.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

ICLC provides volunteer opportunities for students to complete one four-hour shift per week assisting with client intake and booking appointments for our evening advice sessions.

What is the application process?

Prospective volunteers are required to fill in the application form listed on our website and send it to iclc@iclc.org.au.

What does the organisation look for in an applicant?

Volunteer students should be able to attend regular shifts on a weekly or fortnightly basis and should have an interest in community organisations.

What type of work can students expect to do?

Students can expect to answer client phone calls to triage, book and manage appointments as well as attending to various other front desk administrative tasks.

What are the benefits of interning/volunteering with the organisation?

- Exposure to a wide range of legal issues and legal solutions.
- Experience dealing with a wide range of people, including some challenging clients.
- Practice identifying legal issues, with the assistance of experienced legal supervisors.
- An opportunity to develop skills in managing client expectations.
- Immersion in the community legal centre environment.

INTELLECTUAL DISABILITY RIGHTS SERVICE

address

Suite 2C, 199 Regent Street, Redfern NSW 2016

locations

Redfern, Newcastle, Wollongong.

website

www.idrs.org.au

contact

Margaret Hardman
E: info@idrs.org.au
P: 02 9318 0144

Areas - Disability law and advocacy; community law; law reform and policy work for the benefit of people with an intellectual disability.

about us

What is the focus of the organisation?

Working alongside people with cognitive disability to promote and protect their rights.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

From time to time IDRS offers work experience placements to students undertaking their practical legal training course.

What is the application process?

Send a covering letter, resume and copy of academic record to info@idrs.org.au expressing interest.

What does the organisation look for in an applicant?

Demonstrated interest in social justice issues and a solid academic record. Experience working with people with disability is highly regarded but not essential.

What type of work can students expect to do?

Taking initial instructions from clients over the phone, participating in client interviews in person and over the phone, drafting correspondence, legal file maintenance.

What are the benefits of interning/volunteering with the organisation?

Experience working with and for people with cognitive impairments in the community legal centre and disability advocacy context; using practical legal skills.

MARRICKVILLE LEGAL CENTRE

address

338 Illawarra Road, Marrickville NSW 2204

locations

338 Illawarra Road, Marrickville NSW 2204
12-14 Seaview Street Dulwich Hill NSW 2203

website

<http://www.mlc.org.au>

contact

Annette van Gent
E: info@mlc.org.au
P: 02 9559 2899

Areas -

General Legal Service: Fines; consumer complaints; car accidents; credit and debt issues; police or government agency complaints; employment issues; victims compensation; discrimination; criminal charges; APVOs and ADVOs; domestic and family violence.

Youth Legal Service: State-wide service providing information; advice and legal representation to children and young people up to 25 years of age.

Strata Collective Sales Advocacy Service, which offers advice and advocacy to people across New South Wales in relation to the impact of the strata laws introduced in New South Wales in November 2016.

Family Law Service: Parenting Orders; separation with children; legally assisted mediations.

Tenancy Service: Termination notices; repairs; bond disputes; share housing; boarding houses and lodging; NCAT matters.

about us

What is the focus of the organisation?

Marrickville Legal Centre is a community legal centre that provides free legal advice, representation and assistance to the local community. Marrickville Legal Centre also provides statewide support for young people through the Youth Legal Service and strata owner-occupiers through the Strata Collective Sales Advocacy Service. We have a particularly strong reputation for working with immigrants, young people and people from non-English speaking backgrounds. Our highest priority is meeting the legal needs of some of the most disadvantaged members of the community.

What type of work is usually involved?

We provide free legal information, advice, advocacy and representation to disadvantaged people across 12 local government areas. Marrickville Legal Centre has a generalist legal service and a state-wide youth legal service, as well as a state-wide Strata Collective Sales Advocacy Service. We also run the Inner West and Northern Sydney Area tenants' advice & advocacy services, and have a dedicated domestic and family violence support worker.

What significant work has the organisation recently undertaken?

Marrickville Legal Centre regularly runs matters for clients in the Local Court, Federal Circuit Court, Federal Court, Fair Work Commission, Australian Human Rights Commission and the NSW Civil and Administrative Tribunal. We continue to obtain successful outcomes for clients in each of these jurisdictions.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

Marrickville Legal Centre relies on volunteers to staff the front office and respond to requests made by members of the public, other workers and clients. We accept students undertaking their PLT and also require Legal Assistants for our evening advice clinics.

What is the application process?

Volunteer applications are submitted via our website:
<http://www.mlc.org.au/volunteers>

What does the organisation look for in an applicant?

- The ability to commit to a regular shift once per week.
- A demonstrated understanding of and commitment to social justice causes and the ethos behind community legal centres.
- Excellent written and verbal communication skills.
- Ability to work as part of a team.
- Ability to work with a diverse range of clients such as culturally and linguistically diverse clients and clients with psychological disabilities.

What type of work can students expect to do?

Volunteers are responsible for staffing the front desk and responding to the requests of the public, other workers, and clients.

Volunteers will be a source of information and referrals to people who come into contact with Marrickville Legal Centre, either over the telephone or face-to-face. Volunteers will be required to ascertain the nature of enquiries, provide information about available options to clients, and make appropriate referrals.

Volunteers will also be required to assist with general administrative and reception work such as answering the telephones, delivering or collecting documents, faxing, photocopying and data entry. Volunteers can expect to build up skills in public contact, assisting people in crisis, and casework file maintenance, as well as increasing their knowledge of referral services, the practical application of the law, and its constraints.

What are the benefits of interning/volunteering with the organisation?

Volunteers can expect to build up skills in casework file maintenance and increase their knowledge of referral services and the practical application of the law. You will also become experienced in assisting people in crisis. Front desk volunteers will also have the opportunity to apply for PLT placements when they arise.

NATIONAL CHILDREN'S AND YOUTH LAW CENTRE

address

First Floor, Law Building, University of New South Wales 2052

locations

First Floor, Law Building, University of New South Wales 2052

website

<http://www.lawstuff.org.au/>

<https://www.lawmail.org.au/>

contact

Ahram Choi

E: ahram.choi@ncylc.org.au

P: 02 9385 9592

Areas - 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 us

What is the focus of the organisation?

The National Children's and Youth Law Centre is 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 the Lawstuff website, which provides legal information on a range of topics relevant to young people, and our free email advice service, Lawmail.

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.

internship / work experience / volunteering 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 volunteering@ncylc.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 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 cameron NCYLC Volunteer 2015 - 2017

I volunteered at the Centre for one year and subsequently completed my Practical Legal Training (PLT) there. It was an incredibly rewarding experience. I was given opportunities to contribute to government submissions, conduct legal research, and to inform children and young people about legal issues affecting them. I would highly recommend the Centre's volunteering program to current law students. I believe my experiences at the Centre have given me a significant step forward in my legal career.

NEW SOUTH WALES COUNCIL FOR CIVIL LIBERTIES

address

Suite 203, 105 Pitt Street, Sydney NSW 2000

locations

Sydney CBD

website

nswccl.org.au

contact

The Secretary

E: office@nswccl.org.au

P: 02 8090 2952

Areas - 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 and whistleblower protection.

about us

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. We attempt to influence public debate and government policy on a range of issues. We work to secure changes to laws and policies where civil liberties are not respected.

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.
- Are active in the media on issues of the day.
- Run campaigns on issues of civil liberties interest.
- Participate in conferences and forums.
- Assist individuals with complaints about the infringement of civil liberties.
- Produce publications.

What attributes do you think define your employees?

We are a volunteer-run organisation so at the moment we have only one paid staff member who coordinates our office. 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 who have a number of 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 pro-active, 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, the religious freedom review, s44 of the Constitution, 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 mainstream media on privacy, police powers, asylum seeker and refugee policy and counter terrorism issues.

internship / work experience / volunteering 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. Written work is discussed at our Committee meetings, which all are invited to attend. 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 it through social media.

PUBLIC INTEREST ADVOCACY CENTRE

address

Level 5, 175 Liverpool St, Sydney NSW 2000

locations

Level 5, 175 Liverpool St, Sydney NSW 2000

website

www.piac.asn.au

contact

P: 02 8898 6500

F: 02 8898 6555

Areas - Policing and detention; disability discrimination; asylum seeker health rights; mental health and insurance; indigenous justice; accessible public transport; homeless persons' legal service; energy and water consumers' advocacy.

about us

What is the focus of the organisation?

The Public Interest Advocacy Centre (PIAC) is an independent, non-profit legal centre in NSW. We use litigation, public policy development, communication and training to create change in a practical and strategic way.

We tackle difficult issues that have significant impact on disadvantaged and marginalised Australians, ensuring basic rights are enjoyed across the community. Achieving social justice is at the heart of what we do.

What is unique about the organisation?

PIAC is unique in its ability to identify and quickly act on emerging public interest legal issues, and commit to long-term collaborative approaches. We have a reputation for effective advocacy which achieves results for individuals and creates sustainable, systemic change. We take on cases that have an impact beyond the individual client and can benefit the wider community, particularly disadvantaged sectors of the community.

What type of work is usually involved?

Volunteer interns undertake paralegal work assisting lawyers and policy officers with a variety of legal casework and research tasks. Interns also assist PIAC by answering calls from members of the public seeking legal assistance.

What significant work has the organisation completed recently?

- In September 2017, we challenged in the High Court the decision of the Commonwealth Government to hold a postal survey on same-sex marriage.
- In March 2018, we filed disability discrimination claims on behalf of two blind consumers in the Federal Circuit Court against the Commonwealth Bank in relation to touchscreen 'Albert' EFTPOS machines.

- Preparing for and attending hearings
- Assisting with PIAC casework, including drafting correspondence
- Answering calls from members of the public seeking legal assistance

What are the benefits of interning/volunteering with the organisation?

Interns are exposed to a wide range of public interest and social justice issues through litigation, policy research, training and community engagement. In the course of your placement with us, you will gain hands-on experience in these areas and further develop your professional skills.

Student/interns will be encouraged to see beyond the confines of a conventional 'casework approach' to legal problems, through the focus on the broader, systemic issues that arise in public interest law. You will be challenged to think creatively about how legal and broader advocacy skills and strategies can be used to achieve social justice.

- In 2017, we launched an innovative partnership with the Aboriginal Legal Service ACT/NSW to help obtain better outcomes for Indigenous children in the child protection system.
- In late 2016, PIAC launched the Asylum Seeker Health Rights Project to help people in Australian immigration detention centres to obtain access to the health care they need.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

For Sydney Law School students, there are dedicated internship positions available for students who undertake the Social Justice Clinical Course. We also offer volunteer placements for students completing the practical legal training requirement for College of Law studies and for undergraduate law students who are required to complete a placement as part of their coursework.

What is the application process?

Sydney University Law School manages intake into the Social Justice Clinical Course. PIAC advertises all other paid and volunteer positions. We accept written applications and conduct interviews for all positions.

What does the organisation look for in an applicant?

A commitment to social justice.

What type of work can students expect to do?

- Researching and preparing policy and law reform submissions and reports
- Domestic and comparative law research on PIAC's project areas
- Assisting solicitors working at the Homeless Persons' Legal Service clinics and taking notes for the creation of case studies
- Attending court with the solicitor advocate
- Assisting solicitors taking instructions and advising clients in PIAC's public interest law practice

REDFERN LEGAL CENTRE

address

73 Pitt St, Redfern NSW 2016

locations

Redfern

website

www.rlc.org.au

contact

Finn O'Keefe

E: info@rlc.org.au

P: 02 9698 7277

Areas - Domestic violence; tenancy; credit and debt; employment and discrimination; police powers; government administration; and advice for international students studying in NSW.

about us

What is the focus of the organisation?

Redfern Legal Centre is an independent, non-profit community legal centre dedicated to promoting social justice and human rights. We provide free, confidential legal advice and casework, and deliver community legal education and engage in law reform. Some of our services are available to people in specific geographic areas, while others are state-wide.

Our specialist areas include domestic violence, tenancy, credit and debt issues, employment and discrimination, complaints about the police and other government agencies, and legal advice for international students. RLC also operates a legal advice service for post-graduate students at The University of Sydney. Information about our services and the areas we serve is available from our website.

What type of work is usually involved?

Volunteer Legal Assistants provide legal support to the caseworkers through legal information and referrals, working on casework files and general administrative duties. Volunteer Solicitors' duties include staffing telephone and face-to-face shifts on a weekly or fortnightly basis, interviewing and providing advice, accurately recording information given on advice forms, advising clients of limitation dates, accurately obtaining and recording statistical information from clients and following PII requirements. PLT placement responsibilities include client intake, file review, general administration, research, legal drafting, interviewing clients and follow-up on client matters under the supervision of a solicitor.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

The University of Sydney Law School offers a Social Justice Program Subject at Redfern Legal Centre, providing students with a unique opportunity take on the role of legal assistant – the first point of contact for people seeking legal advice at RLC. Eligibility requirements are set by the university. Applications for this program must be made through the University of Sydney Law School.

Students will conduct client intake and referral for RLC, one of the busiest legal centres in NSW. They also assist with file management of existing case files, legal research and will have the opportunity to get involved in media and policy work. Students study and reflect on access to justice issues and the role and operation of law in an unequal society.

RLC will present two formal training sessions, each half a day long, in the first and second months of the placement respectively. The students will choose an elective training session on one of RLC's core areas of law. The remainder of the placement consists of hands-on work in the front office of RLC, assisting members of the public with a wide variety of legal needs. All front-office work will be supervised by an RLC staff member, and each student will be required to achieve core competencies and complete a reflective journal.

Students elect to participate in one of RLC webinars or workshops for lawyers and community workers. The workshops can be viewed here: <http://rlc.org.au/training>.

Students will also have the opportunity to observe a domestic violence court list at the Downing Centre run by SWDVCAS, and participate in the provision of advice to RLC clients on two evening advice nights.

Other volunteer opportunities are advertised on our website (www.rlc.org.au). We offer volunteer opportunities for legal assistants, PLT students and solicitors, as well as other one-off placements.

What is the application process?

There is a formal application process. Please visit our website for further details.

What does the organisation look for in an applicant?

RLC volunteers are skilled and empathetic social justice advocates, who believe passionately in the rights of all people to access legal assistance.

What type of work can students expect to do?

Volunteer Legal Assistants staff the front office and respond to the requests of the public, clients and RLC staff. They provide legal information and referrals to other organisations, as well as providing

non-legal referrals and assistance, such as help filling in forms. They ascertain the nature of public enquiries, and interview clients in preparation for their solicitor interview, and create client appointments. They also assist with tasks such as drafting letters and documents, contact clients, other solicitors, courts, government and community agencies and conduct research to support ongoing casework.

What are the benefits of interning/volunteering with the organisation?

Volunteer Legal Assistants build skills in communicating with the public, assisting people in crisis, and client interviewing. They also increase their knowledge of referral services and the practical application and constraints of the law.

profile: lilly jones front desk volunteer / practical legal trainee graduate (2018)

I've spent just over two years volunteering at RLC and it has been a truly wonderful experience. It has been both educative and rewarding. I have learnt so much.

One of the best things about volunteering at RLC is the high level of organisation and support in place for volunteers. Volunteers know what they are doing and when they are doing it. I think this support and organisational structure is of immense benefit to volunteers.

I could not have asked for a better Front Desk Volunteer or PLT experience than the one I have received at RLC.

SALVOS LEGAL

address

Level 2, 151 Castlereagh Street, Sydney NSW 2000

locations

Our head office in Sydney focuses on commercial and humanitarian work. The Newcastle office advises on immigration and citizenship law. Offices in Brisbane and Melbourne work on humanitarian matters.

website

www.rlc.org.au

contact

Rebecca Cannell

E: volunteercoordinator@salvoslegal.com.au

Areas -

Corporate: Corporate and commercial law; Immigration and citizenship law; Property law; Tech/IP law; Banking and finance.

Humanitarian: Migration and refugee law; Criminal; Family & Children's law; Housing; Centrelink; Bankruptcy.

profile: **joyce kim**
intern

I am thoroughly enjoying my internship experience! I am gaining hands on practical legal experience and learning from talented lawyers. The environment and culture at Salvos legal is one that nurtures and supports interns to learn and grow and gain invaluable skills, knowledge and experience. I am on the property team and my day involves anything from lodging documents, working on a property lease to drafting correspondence to a conveyancing client and assisting on a project. Through challenging tasks, I am able to grow, develop and improve under the mentorship of the lawyers. It is also a rewarding experience knowing that my efforts contribute towards making a social difference.

about us

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.

You will be working with lawyers who are experts in their fields of Property law, Corporate & Commercial law and Technology/IP law.

We act for ASX 200 companies, multinationals, NSW and Federal Government agencies, SMEs, Not-for-Profits and individuals.

All of our profits fund our 'sister' law firm, Salvos Legal Humanitarian, which provides free legal services to people in need.

Volunteers are very important. It is through the contribution of volunteers that we are able to deliver services to some of the most disadvantaged members of the community. We have helped in over 22,000 cases for free; advising clients in need.

What is unique about the organisation?

Whether you are working with the commercial team or the humanitarian team, you are contributing towards making a positive social impact.

What type of work is usually involved?

Our volunteers are engaged across all areas of the business, from law clerks, to solicitor internships, and even within the operations team performing roles in marketing and finance.

Our interns gain hands on experience in working on a variety of matters with a diverse range of clients. Law clerks get involved in administrative roles across the business.

What attributes do you think define your employees?

We have a purpose and a common goal - to make a social impact.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

We offer PLT placements/ internships as well as volunteer positions for law clerks. We also have volunteer opportunities for solicitors, migration agents, administration support and interpreters.

What is the application process?

Email: volunteercoordinator@salvoslegal.com.au

Attach your:

- Resume
- Cover letter
- Expression of interest form (from salvoslegal.com.au/volunteers)
- Academic transcript

What does the organisation look for in an applicant?

You will have strong interpersonal, written communication and time-management skills and a desire to learn from more experienced practitioners while making an integral contribution to your team.

If you are energetic and flexible with a hunger to participate in a unique and growing business and a heart for social justice, then you may be the right person to join our team.

What are the benefits of interning/volunteering with the organisation?

Our client base is diverse, the variety of work is interesting and volunteers gain invaluable experience. Approachable senior associates provide guidance and feedback. It is an opportunity to make a difference.

SYDNEY ALLIANCE

address

Suite 209, 4 Goulburn St, Sydney NSW 2000

locations

Sydney

website

www.sydneyalliance.org.au

contact

Natalie Martignago
E: nmartignago@sydneyalliance.org.au
P: 0481 338 993

Areas - Our work takes us all across Sydney metropolitan.

about us

What is the focus of the organisation?

The focus of Sydney Alliance is to give back to citizens their power in society and to address the needs of their community and their city.

What is unique about the organisation?

We are like no other organisation in Sydney. We are a coalition of civil society organisations, including trade unions and faith groups, working together for the common good of our communities and our city.

What type of work is usually involved?

As a coalition we identify various issues that affect Sydney and develop action plans to solve them. At the moment we are running four different areas for our campaigns: clean energy and climate justice, fair treatment of people seeking asylum, penalty rates, and affordable housing.

What significant work has the organisation recently undertaken?

All our campaigns are currently in different stages of progress – some are just beginning – but we are very proud of our recent wins: TAFE access for people seeking asylum, transport concession cards for people seeking asylum, and securing inclusionary rezoning (mandatory affordable housing) into the NSW government's latest housing policy.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

We have an internship program which runs twice a year; February – June and August – December.

What is the application process?

Essentially, we ask the applicant to send in their answers to a series of questions, along with their CV. If they seem to be suitable, we invite

them in for a casual conversation. More details can be found on our website, under the Training tab; applications for the August-December round open soon.

What does the organisation look for in an applicant?

We are looking for people who can see themselves as public people – not in the sense that they are necessarily extroverted – instead in the sense that they feel it is important to contribute to wider society and see themselves doing that.

We also look for people who find themselves driven towards a particular cause, need or gap in society; people who find themselves ruminating about what might be broken in our community. This is often felt very personally to the applicant.

We look for people also who might already be active – or want to be – in the community or in different groups in society; whether that's ethnic, religious, in their industry etc.

What type of work can students expect to do?

We treat interns, not as gophers or assistants, but instead as apprentice organisers. We take interns very seriously and have designed the entire program around teaching them the skills of an organiser step by step, and the work of an organising cycle. In practical terms this consists of a weekly workshop for a few hours with the remaining time spend 'out in the field' practicing the skills we teach in engaging the community and building citizens capacity. Often there is also overlap with our current campaigns. We ask for a minimum of 8 hours given per week. The workshops are centered around discussing organising concepts as well as personal reflection. Ultimately the directions that the interns take will depend on their interests.

What are the benefits of interning/volunteering with the organisation?

The advantages of interning with the Sydney Alliance go well beyond just career benefits. The internship is a rare opportunity to learn about and contribute to citizens building power. It is fundamentally a challenge not only to their interpersonal and logistical skill set but also to their own ideas of their place in the world.

profile: **taylor schulz**
intern (august - december 2017)

What was it about Sydney Alliance that made you want to apply?

I saw the application questions and how they were about how you create change in the city and what makes you angry. They were incredibly personal questions and totally different to other internships. It made me think deeply about how I care about things. I felt really invested and connected to my genuine interests.

What was an average day like?

Every day was different. It was partly structured with the weekly workshops, but I also became involved in the People Seeking Asylum Team and that was different every time. I was helping plan events, creating content for the Youth Forum, figuring out what to do with the next campaign and even chairing action meetings and training.

How did it challenge your thinking?

Through Sydney Alliance, I saw that there are problems that are common across people from many different demographics. Personally, I tended to individualise my problems and it made me feel hopeless. However, seeing people from different backgrounds common together over the same issue really enhanced the way I see civil society. It made me realise that the community coming together over common problems isn't a romantic ideal; it can actually affect problems in a practical, positive way.

What is the culture of Sydney Alliance like?

It is deeply relational. That makes it a really comfortable environment especially when people are actually interested in you and your capacity to solve problems that you and others experience. Not the traditional hierarchy either which was really beneficial as an intern. It made it relatively easy to throw yourself into a campaign; you were given tasks that were actually meaningful.

Why should others consider an internship with Sydney Alliance?

It teaches you a lot of valuable, practical skills; for example, I have developed event management skills through being involved in political action; you learn what makes an event 'work'. The connections that you get through Sydney Alliance are also really helpful in moving you towards issues you care about. You get to know lots of different people already working across varied social justice spaces, so there's the potential to continue working meaningfully even after the internship.

TEACH FOR AUSTRALIA

address

Level 1, 103 Flinders Lane, Melbourne VIC 3000

locations

Melbourne

website

<http://www.teachforaustralia.org/>

contact

E: Danielle.ellis@teachforaustralia.org

Areas - NT, ACT, WA, TAS, VIC.

about us

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 2018 Top 100 Graduate Employers, ahead of major consultancy firms, financial institutions and government departments at number #28. In 2017, 60% of our cohort of Associates were career changers bringing invaluable industry and professional experience.



What type of work is usually involved?

No matter where they come from or what their future pathway, each participant wants an opportunity to make a transformational impact while experiencing significant personal development.

- Associates teach at one of our partner secondary schools with full salary and benefits.
- After two intense, challenging and unbelievably rewarding years, Associates will have completed our award-winning Leadership Development Program and earn a nationally accredited Master of Teaching (Secondary) degree on scholarship.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

Campus Brand Ambassador

As a Campus Brand Ambassador, you will identify and inspire high calibre potential applicants to engage with Teach For Australia's mission, and ultimately apply for the program. You will be responsible for marketing and brand awareness, through tactics like:

- Supporting the planning and running events.
- Attending career fairs.
- Distributing flyers, posters and other marketing materials.
- Supporting the establishment of strategic relationships with students, academics, clubs and societies, and other university influencers.
- Lecture pitching.
- 1:1 conversations with interested applicants.

What is the application process?

Applications will be accepted on a rolling basis, with a final application date.

Shortlisted applicants will be contacted on a rolling basis and should expect to complete pre-interview written activities, and a Skype or in person interview (depending on location).

What does the organisation look for in an applicant?

Skills, Attributes and Knowledge

Required

- Current university student (undergraduate or postgraduate study) with extensive university networks.
- A self-starter, with ability to thrive in ambitious and dynamic environments.
- Available for mid-January training dates in Melbourne (meals, travel and accommodation provided).

Desired

- Recent experience within a position of leadership will be considered favourably.
- Experience in event management, advocacy, campaigning, activism, marketing and/or promotions.

What type of work can students expect to do?

- To commit to between 1-6 hours per week between February and September. Note: hours of work are mostly flexible, but variable. Advanced time management and clear communication skills are necessary for success.
- A five-day training and induction workshop held in Melbourne in January (travel, accommodation and meals will be provided). Dates to be confirmed: please check your availability the week of the 29th January.
- The role will formally commence approximately one week prior to the start of the 2018 University year.
- The position is paid at \$23 per hour.
- Successful applicants can expect to work in a small casual team (2-6 members) with responsibilities ranging across their own university campus (60% of role), capital city CBD precinct (20% of role) and other major university campuses in their capital city (20% of role).

profile: mahek rawal campus brand ambassador

Right from the moment we are kids, we are taught about these amazing personalities around the world, be it Princess Diana or Mahatma Gandhi. We are taught about their achievements and deem them as our role models. As a kid, I was no different. I wanted to grow up and make a change. But it's always easier said than done, right? Where do you begin? How do you actually make a change? Is the impact you're making big enough? Because somewhere, someone is still deprived of basic needs. So then, is there a way you can measure if you're making enough impact?

Teach for Australia gave me the opportunity to contribute to making a change in the lives of thousands of children in Australia. We're a not-for-profit organisation of like-minded people who share one simple yet powerful ideology: That no child should be deprived from their right to education just because of their background. My role at Teach for Australia is one that's quite special. As a Campus Brand Ambassador, my job is to spread awareness about the beautiful work that my company does and engage with students to encourage them to join our Leadership program, where they too, can make their own impact on the lives of children. The position typically involves hosting meetings with on campus societies, attending events on behalf of the organisation and interacting with students from rich and diverse backgrounds. As you can probably imagine, no two days are the same! For me, the most amazing part of being in this role is the sense of accomplishment. It's the excitement of knowing that I motivated one person to become a cohort who will now change the lives of numerous other kids and lead them into a better future. I'm helping create a change, are you?

WOMEN'S LEGAL SERVICE NSW

address

PO Box 206 Lidcombe NSW 1825

locations

Lidcombe

website

www.wlsnsw.org.au

contact

Helen Campbell
E: Helen.campbell@wlsnsw.org.au

about us

What is the focus of the organisation?

A community legal centre for women.

What is unique about the organisation?

We apply a feminist perspective to areas of law that have a gendered impact on women. As well as free legal advice and representation we also have an extensive law reform and community legal education practice.

What type of work is usually involved?

Legal advice, advocacy and representation, research and writing.

What attributes do you think define your employees?

Commitment to social justice.

What significant work has the organisation recently undertaken?

Royal Commission into Institutional Responses to Child Sexual Abuse.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

We have a small program of Practical Legal Traineeships and volunteer placements in community education, law reform research and administration.

What is the application process?

Apply in writing addressing the selection criteria and send your resume as well. We expect volunteers to be available for at least two days per week for at least 6 months.

More information here: <http://www.wlsnsw.org.au/about-us/volunteer-with-wls-nsw/>

What does the organisation look for in an applicant?

We are a female-only organisation. We prefer applicants who have studies at least two years of law, preferably including family law.

What type of work can students expect to do?

The PLT students will be allocated to a supervisor and work directly with clients and on client files, accompanying the solicitor to court appearances sitting in on advice appointments etc. Community education volunteers assist in the development of training materials, brochures and publications and assist with our online resource Ask LOIS. <http://www.asklois.org.au/home>

What are the benefits of interning/volunteering with the organisation?

An opportunity to thoroughly learn about our areas of specialisation, domestic violence, sexual assault family law, child protection and discrimination. We also offer opportunities to gain experience working with our Indigenous Women's Legal Program.

180 DEGREES CONSULTING

address

University of Sydney

locations

University of Sydney

website

180dc.org/usyd

contact

Garnet Chan
E: gchan@180dc.org
P: 0410 609 186

Areas - We operate from over 87 branches in 35 countries around the world.

This is a University of Sydney campus opportunity.

about us

What is the focus of the organisation?

180 Degrees Consulting is the world's largest volunteer consultancy, providing consulting services to charities, non-for-profits (NFPs) and social enterprises to improve organisational capacity and social impact. We recruit high achieving university students consultants.

What is unique about the organisation?

We use the talents and skills of students in a much more meaningful way than grassroots volunteering by creating organisational change for our NFP clients. Our consultants work challenging, semester-long projects which examine social impact measurement, financial viability and internal restructuring, for a diverse variety of clients.

What type of work is usually involved?

Consultants work in groups of 5 lead by a Team Leader and Consulting Director to solve a problem over a semester. Consultants synthesise research to derive feasible solutions that can be used by the client. Consultants can work on international projects through the 180 Degrees Consulting Social Impact Fellowship, where consulting teams work with a NFP client intensively over the course of a week to create change.

What attributes do you think define your consultants?

There's no specific "mould." Our consultants come from different years, degrees and backgrounds but all have a passion for social impact, critical thinking, problem solving with strong communication and teamwork skills.

What significant work has the organisation recently undertaken?

The USYD branch has expanded our client base from 12 to 14 creating more consulting opportunities and social impact. Some of our 2018 clients include The Wayside Chapel, PCYC and WWF. We also introduced an Internal Mentoring Program to better support our consultant community.

internship / work experience / volunteering opportunities

What internship, work experience or volunteering opportunities are available to law students?

Law students are welcome to apply for Team Member and as they choose to continue within the society, into leadership-based Team Leader and executive roles. In particular, law students may be interested in applying for Legal Officer on our executive team.

What is the application process?

Our recruitment cycles run at the beginning of each semester. Online applications are open for 3 weeks and are advertised throughout social media and email channels. For Team Members, this is followed by a group case study interview. Team Leaders are invited to an individual case study. If successful, candidates are inducted and trained.

What does the organisation look for in an applicant?

We look for committed individuals passionate about making a social difference. As for consulting knowledge, 180 provides training of the 'fundamentals.'

What type of work can students expect to do?

Team Members work on challenging projects including: examining social impact measurement, optimising organizational processes, data analysis and marketing. They research, analyse and synthesise findings to present actionable recommendations for clients.

We also host events for the wider university community, including workshops and panel events. Further, our inaugural Hackathon will be introduced in 2018.

What are the benefits of interning/volunteering with the organisation?

180 provides a global community of like-minded students passionate about social impact. 180 offers the opportunity to create tangible client impact, transferable soft skills and personal and professional development under the guidance of our industry sponsors mentoring program.

profile: **garnet chan**
president (2018)

I have been with 180 Degrees Consulting since my first year and it's been an incredibly formative experience. I joined because I wanted to continue doing volunteer work and creating social impact within the community. I stayed with 180 because you feel as you're doing something meaningful with your time. I found that basic volunteering or donating money was quite a bandaid solution to a much bigger problem.

Along the way, I learnt that an entire industry existed to solve business problems, and it was a very steep learning curve for a Science/Arts student like myself. 180 has taught me a lot about the world we live in, as well as the challenges that NFP overcome. Because of that, my appreciation for the work they do has expounded ten-fold. I've also been fortunate enough to meet a range of amazing people through the society (a lot of whom have become some of my closest friends). We also have the unique opportunity to work closely with industry, which I've found quite inspiring.



academia

Academia knows no bounds. It is through academia that the law comes to life and new intellectual frontiers are uncovered. From questions of law reform and legal philosophy to issues of international relations and human rights, it is difficult to overlook the academic implications of the law.

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. Among these issues are debates concerning constitutional interpretation, medical ethics, market regulation, environmental preservation, criminal procedure and jurisprudence. Correspondingly, legal academics confront intractable questions head-on and contextualise the place of the law in an ever-changing world.

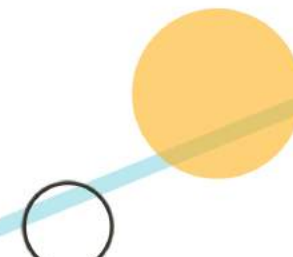
These efforts can sometimes culminate in real world consequences. In *Burwell v. Hobby Lobby Stores, Inc.*, 573 U.S. ____ (2014), the Supreme Court of the United States consulted the work of natural law theorists in the determination of the circumstances under which it would be wrong for a person to perform an act that is innocent in itself but has the effect of facilitating the commission of an immoral act by another. Countless other examples abound, and the practice of academia will undoubtedly influence the course of future civil and criminal proceedings.

Academia offers astute students a dynamic and unparalleled career path which combines writing, research and community engagement with teaching. 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.

Inquisitive students who have a passion for research, advocacy and asking questions should consider a future in academia. While stellar grades and postgraduate research (including an LLM and PhD) have become standard prerequisites for most academic positions, a passion for inquiry and a willingness to engage in lifelong learning are integral aspects of being a successful legal academic.

In an incredibly competitive academic market, it is never too early for prospective academics to start preparing for their future careers. At the Sydney Law School, there are numerous opportunities for students to publish journal articles, participate in academic conferences and work as research assistants. It is also worth interacting with professors and lecturers to develop a sense of one's research interests and to develop one's thinking on a range of topical legal issues.

Regardless of whether one chooses to commit to academia, engaging in the academic process is a rewarding experience which opens several avenues for intellectual and personal growth. Accordingly, we hope that the diverse backgrounds and experiences of the academics at the Sydney Law School featured herein provide inspiration and direction for prospective legal academics.



DR BELINDA REEVE

institution/university

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 completed my undergraduate degrees (BA, LLB) at the University of Auckland. I did an honours year at the Australian National University, 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?

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 ANU followed by an honours year. I moved to Sydney and was fortunate to obtain a full-time research assistant position. 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. In 2015, I returned to Sydney and was appointed a lecturer at the Law School. My path to an academic career is slightly unusual in that the majority of academics at the Law School practiced law before becoming academics.

What does your job involve?

Some of my undergraduate students may not realise this, but lecturers do a lot more than just teaching! Most permanent academics are required to spend 40% of their time on teaching, 40% on research, and 20% on university governance or community service.

What are your main research interests?

I specialise in public health law, specifically how law and regulation can facilitate healthy eating and prevent non-communicable diseases. My PhD research examined regulation of unhealthy food marketing to children, and I'm currently looking at how Australian local

local governments can help to create a healthier food environment.

What do you love most about your job?

As a more junior academic, I feel very lucky to be working with supportive colleagues who are also leading experts in their fields. While I've always had a passion for research, I can genuinely say that I love teaching. One of the most rewarding parts of my job is seeing my students do well in their studies and pursue 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", completely removed from the "real world." But this simply doesn't reflect reality. Legal academics often practice as well as teach, serve on community boards or work for not-for-profit organisations.

entering academia

What type of law student should consider an academic career?

Undergraduate students may feel intimidated by the idea of an academic career, but if you're intelligent enough to get into Law School, you're smart enough to be an academic. You'll need to have the drive and determination to work on long-term projects with little supervision, and you'll also need to enjoy researching and writing articles.

Are there any prerequisites to being a legal academic?

One obvious prerequisite is an undergraduate law degree and its also increasingly necessary to have a PhD. To be admitted into the PhD program you'll need either a first-class honours degree or significant research experience. If you're looking for a permanent academic appointment, you'll need a publication record and other evidence of research expertise. Teaching experience is also helpful.

What type of law student should consider an academic career?

Undergraduate students may feel intimidated by the idea of an academic career, but if you're intelligent enough to get into Law School, you're smart enough to be an academic. You'll need to have the drive and determination to work on long-term projects with little supervision, and you'll also need to enjoy researching and writing articles.

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the future

How is the academic legal market changing?

Obtaining an academic position is always very competitive, although the market for legal academics appears to be stronger currently than in some other 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, in addition to the foundational skills of reading and critiquing cases and legislation.

ASSOCIATE PROFESSOR JACQUELINE MOWBRAY

institution/university

The University of Sydney Law School

email

Jacqueline.mowbray@sydney.edu.au

previous academic posts

European Masters program in Human Rights, University of Sarajevo, Bosnia-Herzegovina, and University of Bologna, Italy.

publications

Please find a list of my publications on the Law School's website: <https://sydney.edu.au/law/about/people/profiles/jacqueline.mowbray.php>

areas of specialisation

Public international law and international human rights law.

about you

Where did you study?

The University of Queensland, the University of Melbourne and the University of Cambridge.

Why did you decide to pursue academia?

I was interested in research and writing, and in big theoretical questions of how international law operates. Academia seemed the perfect environment for this sort of work. I was also inspired by many of the great academics who taught me.

How did you come to be an academic?

I quit my job at a commercial law firm in London and then enrolled in a PhD. The rest followed.

What does your job involve?

For most academics, the expectation is that their job involves 40% teaching, 40% research and 20% service (serving the university, the profession and the community, for example, by sitting on committees, doing pro bono work etc).

What are your main research interests?

I am interested in how different theoretical approaches can help us understand how international law operates within broader frameworks of global governance. In particular, my work focuses on language: the language rights of minority groups, and the significance of the languages used by international lawyers and international bodies.

What do you think are the greatest misconceptions about academic careers?

That you get long holidays! We actually get the same amount of annual leave as everyone else. The 'summer holidays' are when we can focus on our research, without the demands of teaching.

entering academia

What type of law student should consider an academic career?

Students who are interested in research, writing, learning, and communicating that learning to others.

Are there any prerequisites to being a legal academic?

In a formal sense, a PhD is increasingly required. In a practical sense, you need to be good at motivating yourself, as you often don't have others setting deadlines for you, and you need to have good research and writing skills.

What are some of the current challenges facing legal academics?

Increasing teaching and administrative workloads, which restrict time for research.

the future

How is the academic legal market changing?

I think it's becoming more competitive. Universities are increasingly looking for substantial publication records, even for junior positions.

What skills are becoming increasingly important in academia?

The ability to communicate your research to the broader community, and to engage and network with private actors, in order to demonstrate the impact of your research.

ASSOCIATE PROFESSOR NICOLE GRAHAM

institution/university

The University of Sydney Law School

email

Nicole.graham@sydney.edu.au

honours/awards

See list on the Law School's website: <https://sydney.edu.au/law/about/people/profiles/nicole.graham.php>

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; Legal Geography.

about you

Where did you study?

Macquarie and Sydney.

Why did you decide to pursue academia?

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 and while I was 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 has 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. Writing a journal article or book chapter sometimes involves deadlines that clash with commitments to giving lectures, or marking. In terms of skills, the job demands good time management and the ability to communicate clearly in writing across a range of educational and cultural contexts.

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 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. In fact, the progression of academic careers often depends largely on the quantity and quality of research that academics publish. So as soon as

classes stop, the race is on.

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 and passion as well as the skills to begin and sustain a major investigation into a specific topic. Someone who loves listening to, talking to and thinking about the interests of other people.

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 publications based on a project in double-blind peer-reviewed journals. Teaching experience is helpful!

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 the higher education system operates. While universities are still very much educational institutions, there are sometimes tensions between business imperatives and pedagogical principles. But most academics are wholeheartedly committed to uncompromising standards in their work, and thus far the challenges are not insurmountable.

How do students prepare for a future in academia?

Preparing for academia involves: demonstrated consistent performance at a high level in academic study; demonstrated research capacity (an Honours project or extended essay or a sole-authored publication of some kind); and, doing some teaching of some kind. Research is important, so you also need to like reading a lot of material in a short period of time and asking questions about difficult or new topics.

the future

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 academia.

PROFESSOR PETER GERANGELOS

institution/university

The University of Sydney Law School

email

peter.gerangelos@sydney.edu.au

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

publications

Please find a list of my publications on the Law School's website: <https://sydney.edu.au/law/about/people/profiles/peter.gerangelos.php>

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 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, without giving up consultancy work completely, 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. This is not enjoyed merely for its own sake, but also to enhance one's ability to contribute more meaningfully as a teacher and contributor to

scholarly debate.

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 it ever?).

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.

PROFESSOR ROGER MAGNUSSON

publications

Please find a list of my publications on the Law School's website: <https://sydney.edu.au/law/about/people/profiles/roger.magnusson.php>

Also check out: <https://sydneyhealthlaw.com/>

areas of specialisation

Medical Law; Public Health Law; Global Health Governance; Banking Law; Tort Law.

about you

Where did you study?

I did Arts and Law (Hons) at ANU, practiced law in Melbourne (briefly) and then completed a PhD at the Melbourne Law School. In 2007, I completed a Graduate Diploma in Managing Development.

Why did you decide to pursue academia?

To be honest, when I was a junior lawyer in practice, I didn't really envy the partners in their jobs. I did a PhD on HIV and the law; that led to a postdoctoral research position, and then I moved to Sydney Law School and became a lecturer.

What does your job involve?

Being an academic means juggling an insane number of competing responsibilities, many of which are invisible to students. Teaching makes up 40% of our load; research makes up another 40%, and the rest falls under the heading of service to the university, and engagement with the profession and wider community. The “engagement” part of our role means that law academics are involved in an unpredictably wide range of activities, often relating to their research specialisation.

What are your main research interests?

Much of my research is about how innovative laws, regulatory strategies, and governance practices can improve the health of populations. I partly work in the area of law and non-communicable diseases (eg heart disease, stroke, cancer, diabetes) and write about legal strategies for reducing leading risk factors, such as tobacco use, harmful use of alcohol, poor diet, and obesity.

What do you love most about your job?

Probably the flexibility. For example, I'm typing this on a laptop in a café, but I'm “at work”. I work with smart, interesting people in a non-hierarchical environment. We have academic freedom. The research can take you in whatever direction you want, and if you get bored, you can reinvent yourself. For example, in 2002 I published a book that documented the practice of illicit euthanasia in Australian cities and in San Francisco. The “engagement” part of our role provides many

life-enriching experiences. For example, I currently have the privilege of being on the advisory committee that advises the Director of Public Health for the Secretariat of the Pacific Community, which covers 26 pacific island countries and territories.

What do you think are the greatest misconceptions about academic careers?

Just because this week is a non-teaching week, or your exams have finished doesn't mean we are on holiday! Academics dress casually but our jobs can be stressful and demanding. There are hard deadlines: e.g. for course materials and marking assessments. Academic life is a constant process of mental arithmetic as you divide your time between dozens of competing short-term and longer-term priorities according to their urgency and importance. Academics need to build and maintain an international reputation and publish regularly. It can be hard to put the job down, even when we should.

entering academia

What type of law student should consider an academic career?

A self-driven, highly-motivated person who has strong communication skills and genuine curiosity about law. You'll need excellent time-management skills.

Are there any prerequisites to being a legal academic?

Due to competition, it's rare to get hired without a PhD.

What are some of the current challenges facing legal academics?

I've noticed an epidemic of lukewarm coffee on campus. Also, at Sydney, our JD/LLB numbers (and hence teaching loads) keep rising.

How do students prepare for a future in academia?

It's probably unhelpful to suggest there is one, linear path into an academic career. For example, our Dean was a financial journalist before she went to law school (Sydney Law School, obviously) to study law.

the future

How is the academic legal market changing?

The University's policy is to fully replace us with robots by 2025. Robotic lecturers look just like real people, but if you ask them a question, their heads turn 360 degrees and fire staples at you. They're known to be adept at catching students using social media during class.

ASSOCIATE PROFESSOR SALIM ALI FARRAR

institution/university

The University of Sydney Law School

email

salim.farrar@sydney.edu.au

honours/awards

British Academy Scholar (1997-1999)

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

Please find a list of my publications on the Law School's website: <https://sydney.edu.au/law/about/people/profiles/salim.farrar.php>

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.

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 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 that the universe of ideas and values is more important than money.

Are there any prerequisites to being a legal academic?

A law degree, whether an LLB or LLM, is essential. These days, having a PhD and an extensive publication record is increasingly becoming a requirement.

What are some of the current challenges facing legal academics?

Challenges include some of the assumptions by fellow academics that we 'don't do policy' - which could not be farther from the case. It is also a challenge to balance our multiple responsibilities, relate to and engage with other disciplines and deal with 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.

the future

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 consider academia.

What skills are becoming increasingly important in academia?

Team working skills, revenue-raising capabilities, international networking and the ability to juggle multiple responsibilities.

ASSOCIATE PROFESSOR TYRONE KIRCHENGAST

institution/university

The University of Sydney Law School

email

salim.farrar@sydney.edu.au

honours/awards

British Academy Scholar (1997-1999)

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)
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How do students prepare for a future in academia?

Work hard, be disciplined, publish while a student and engage with the community.

the future

How is the academic legal market changing?

The increasing focus on high-level outputs and research impact means that there is never any 'down time'. You must always be developing and enhancing your research and teaching to ensure you are internationally competitive, and leading the field. This is even more important at a world-leading institution, such as Sydney Law School.

What skills are becoming increasingly important in academia?

The ability to work collaboratively and to lead others in collective pursuit of research and teaching excellence is central.

PROFESSOR VIVIENNE BATH

institution/university

The University of Sydney Law School

email

vivienne.bath@sydney.edu.au

honours/awards

Member, Australian Academy of Law

publications

Please find a list of my publications on the Law School's website: <https://sydney.edu.au/law/about/people/profiles/vivienne.bath.php>

areas of specialisation

Chinese Law; Private International Law; International Business; Commercial Law.

about you

Where did you study?

I completed a BA (Hons) in Asian Studies and an LLB (Hons) at the Australian National University. I also completed an LLM at the Harvard Law School.

Why did you decide to pursue academia?

My interest in research and teaching.

How did you come to be an academic?

After 20 years in international practice, an opportunity came up at the 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; attending 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 and teaching fascinating areas of law, as well as 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 others 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 research "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. Try to acquire some practical legal experience first.

the future

How is the academic legal market changing?

It is now much harder to get a permanent job, although the jobs are there. There is also more of a tendency for students to do PhDs and, increasingly, to 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 (e.g. convening large courses and 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.

ASSOCIATE PROFESSOR YANE SVETIEV

institution/university

The University of Sydney Law School

email

yane.svetiev@sydney.edu.au

honours/awards

First Class Honours and University Medal in Economics and in Law (University of Sydney)
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)
Columbia University Law School (New York, USA)
University of Sydney, School of Economics and Political Science (Sydney, Australia)

publications

Please find a list of my publications on the Law School's website:
<https://sydney.edu.au/law/about/people/profiles/yane.svetiev.php>

areas of specialisation

Market regulation; Contract Law; Private Law; Competition Law.

about you

Where did you study?

I studied Economics (B.Ec) and Law (LL.B) at the University of Sydney.

Why did you decide to pursue academia?

After an exchange semester at Cornell Law School during my LL.B. degree, I wanted to go to pursue further study overseas; principally driven by curiosity for new knowledge, ideas and experiences. When I started to do an LL.M. at Columbia Law School, I was not sure that this would necessarily lead to an academic career as I have 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 judge at the High Court of Australia, I realised that having a problem-solving orientation is not inconsistent with the more theoretical and conceptual 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. This includes regulatory contract law, competition law and sectoral regulation. I particularly focus on innovations in regulatory technique and transnational cooperation between regulators.

What do you love most about your job?

Exchanging ideas, collaborating with colleagues and fostering the growth of younger scholars.

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 to be a good teacher.

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 and for the kind of research we should do.

How do students prepare for a future in academia?

Writing a substantial research paper or particularly an honours thesis gives you a good idea of what academic research is like.

the future

How is the academic legal market changing?

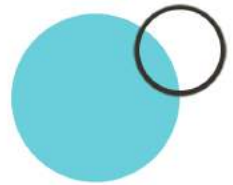
For the past couple of decades the academic market had become increasingly transnational and interdisciplinary, for which my own career trajectory is good evidence. Whether this trend towards cross-pollination and mutual learning continues in this period of global retrenchment is not at all clear.

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

NOTES



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